



MINUTES

UUP Binghamton Executive Board Meeting

Wednesday, December 4, 2019, 11:30 a.m. – 1:00 p.m., UUW 324

Present: M. Allington, S. Atav, S. Capobianco, B. Cornick, P. Doyle, L. Gallagher, F. Goldman, J. Goldman, K. Heard, K. Jesse, D. Kunkel, S. Massey, B. McGovern, R. Mess, N. Robinson, B. Roth, D. Stone, A. Uhlig, A. Wang

Guests: D. Wood, Labor Relations Specialist, J. Helin, Chapter Organizer, C. Kovacs, L. Lisman

The meeting was called to order at 11:43 a.m. Chapter President Sean Massey welcomed Executive Board members and guests to the December 4, 2019, Executive Board Meeting. He thanked members for their assistance and reminded them that the next meeting is scheduled for February 12, 2020.

1. **Approve Minutes from November 13, 2019, Executive Board Meeting - Attached.**
An Executive Board member **MOVED TO APPROVE** the November 13, 2019, Executive Board Meeting Minutes. **SECONDED** by Robert Mess. **MOTION PASSED WITHOUT DISSENT.**

2. **Pass the Hat for the Sunshine Fund.**
The Sunshine Fund was set up to use for purposes that would not be covered by the Chapter Allocation, such as get well gifts and retirement gifts. The Executive Board has been passing the hat for the last six years. It is voluntary and up to members if they want to contribute or not. \$27.50 was collected at the December 4, 2019, meeting.

3. **Treasurer's Report (Joe)**
Treasurer, Joseph Goldman reported on the November 2019 Treasurer's Report and stated that the chapter has received its first allocation of the year from Statewide. Benita Roth **MOVED TO APPROVE** the November 2019 Treasurer's Report. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSENT.** David Stone reported that the Chapter has approximately \$1000 in its Sunshine Fund account.

4. **Chapter Officers' Report:**

a. **Vice-President, Professionals (Don)**

Vice-President for Professionals, Donald Kunkel reported that he has had meetings regarding various issues and concerns. He stated the College Review Panel has received a request for a second review. The Individual Development Awards (IDA) Committee has been meeting and there have been some changes and revisions to what will be reimbursed. Donald explained that a CV and resume are now optional and no longer required and if an applicant is requesting reimbursement for something your department has already paid for, it will not be supported. He added that the Provost's website has a link to the guidelines and the Committee is starting

to accept applications. IDA Committee member, Serdar Atav explained they are doing a trial run of applications and the deadline for receipt is 5:00 p.m. on Saturday, February 1. The Committee hopes to have decisions completed by Friday, March 6. The IDA will be advertised in Dateline and other sites. Serdar added that Aaron Phelps is the coordinator, and he is working out very well for us.

b. Vice-President, Academics (Benita)

Vice-President for Academics, Benita Roth explained that because it has only been three weeks since the last Executive Board Meeting, she doesn't have much to report. She has attended some meetings about a particular school and it has been decided to meet with the Provost, although nothing has been scheduled yet. Benita reported that the Search Committee for a Vice President of Diversity, Equity and Inclusion will be meeting next week, and as far as she knows the first scheduled interviews will take place the second week of February. The Committee will be meeting to finalize the charge.

Discussion followed regarding holding an open forum, town hall meeting or general membership meeting during the spring semester to field member concerns with the possibility of tying it to the new department representatives. Bringing in a speaker from Statewide and the creation of a survey sent out to the membership in advance, giving the Executive Board an opportunity to solicit additional ideas was also discussed.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews did not attend the meeting, so no report was given.

d. Officer for Retirees (Bob)

Officer for Retirees, Robert Pompei did not attend the meeting, so no report was given.

5. Committee Reports:

a. Membership & Outreach Committee Reports (Don, Alan, Brendan, & Jordan)

Brendan McGovern reported that at the University Wide Benefits Fair the Committee put out a Google form to try and collect location information. Brendan added that contacting people, particularly contingents and adjuncts is an ongoing issue. The chapter is building up department representatives and Brendan participated in an online Statewide webinar yesterday. Brendan stated that Tom Hoey said Statewide could possibly put together a box clipboard with items for the new representatives. He also suggested that a meeting be held in January over the break with the department representatives to explain their charge. Another suggestion was to send the representatives a "Save the Date" and have the meeting around the first of February, along with an event to target contingents from downtown. The event could possibly be held at the Lost Dog. Brendan will follow up with Tom Hoey as soon as possible. Jordan Helin asked if a Chapter Membership Development Officer was present. At present the Chapter has a Membership Committee, which is acceptable. However, it was suggested that one person from the committee be appointed as the contact person or chair so Statewide has a direct line of communication. After discussion regarding the creation of a specific name

for the new department representatives, Robert Mess **MOVED TO APPROVE** the adoption of the title union representative. **SECONDED** by Benita Roth. **MOTION PASSED WITHOUT DISSENT.**

b. Contingent Committee Reports (Brendan, Benita, Denise, Renee, Nikita)

c. IDA Committee (Don, Serdar, Sarah, Joe, Nikita)

See report of the Vice-President for Professionals, Donald Kunkel.

d. Newsletter Committee Report (Lori, Mac, and Katie)

No members of the Newsletter Committee attended the meeting, so no report was given.

6. President's Report:

a. Salary Compression Adjustment Update

Sean Massey reported that he distributed *Salary Compression Fast Facts* to the membership, which includes when the payment adjustments are going to occur. Statewide and Management (SUNY) had a discussion and agreed to delay the payment by one pay period. Rather than the last paycheck in December, the adjustments will occur in the first paycheck in January. Sean explained that part of this had to do with the complexity of the process, which *Fast Facts* tries to explain. It was a challenging process, and everyone did an enormous amount of work. The actual formula on how to make it as fair as can be was agreed upon in a joint labor management process and is based on what you do. Sean explained that he received from Statewide a 21-page document and a 2-page document outlining the process. He was told he could not distribute the 21-page document or post it on the website. He will put the document in the Chapter office. There is an appeal process that goes through channels but an appeal can be denied. When asked if distribution of discretionary money is still on track, Darryl Wood stated it can also be delayed but is still on base and is retroactive to July 1 for calendar year employees or September 1 for academic year employees. Employees who retired between July 1, 2019 and present are probably not going to receive it.

b. Student Debt Clinic

Chapter Organizer, Jordan Helin reported the Student Debt Clinic held on November 26 went well with almost a full room. He added that when he describes the way the system works, people get outraged. Jordan asks participants to complete a comment form at the end of the clinics in an effort to gain more information and to create possible one-on-one follow-ups with members who may want to become more involved with UUP or become political representatives regarding higher education. Jordan suggested this might be something to think about for a chapter political action project. There will be another Student Debt Clinic held during the spring semester.

c. University Wide Benefits Fair

Linda O'Branski reported the University Wide Benefits Fair held on Thursday, November 21 was a success with 50 vendor tables and 51 vendors. All scheduled vendors participated. In an effort to include more vendors during the CSEA Night Fair held the evening before, the enrollment form was edited to invite all vendors to

attend both Fairs. It was estimated that approximately 500 employees participated, although only 318 door prize forms were collected (Management/Confidential: 1, CSEA Night Shift: 41, CSEA: 157, and UUP: 119. Jordan Helin reported the chapter distributed approximately 50 UUP ID cards at the Benefits Fair. A few laptops were also set up at the Fair in an effort to collect information from members. Brendan McGovern suggested the chapter ask for member data that includes Binghamton email addresses. The schools and SUNY control the proper use of edu email addresses and they cannot be used to advocate for a political office. UUP made the decision three or four years ago to gather non-edu email addresses because they wanted to be able to contact members without the restrictions the State imposes.

7. Chapter Business:

a. Planning Dr. M. Stanley Whittingham event early next year

Sean Massey reported he has notified Stan that the chapter would like to celebrate his award and is planning an event. This will be done during the early part of next semester, perhaps at an Executive Board meeting or a dinner.

b. Chapter Organizing Plans for next semester

c. County legislature's efforts to limit civil protest

Sean Massey reported the Broome County Legislature is trying to pass a bill, (the Emergency First Responders Protection Act of 2019) that would make annoying a first responder a misdemeanor with up to a year in jail and/or a \$5,000 fine if you annoy a police officer. He explained this has been proposed and even passed across the country. The sole purpose is to suppress civil protest. When unions have to stand up to protect our workers, it sometimes involves civil protest. Benita gave an example of what Sean was saying. A few years ago a group of UUP members stood outside the Administration Building to take a picture. At the time, Benita saw two plain clothes police officers inside the Administration Building. Benita asked one of them if they were there because of what the members were doing outside, and he said yes. Benita explained to the Executive Board that maybe her question annoyed him and perhaps she could have been charged under the proposed act. She also spoke of an incident she had near the English Department. Benita saw two posters that used the word "Pig" and two police officers were reading the posters. It wasn't clear to her what they were going to do, so Benita stood behind them for a while. Maybe that annoyed them, but she doesn't feel they should have the right to arrest her. Sean asked the Executive Board for their input and discussion followed. Some suggestions were writing a letter of concern for the newsletter or website, a position statement, or writing an article for the newsletter informing people that this is a possibility.

d. Forum on free speech, academic freedom, and social justice (tentative)

Sean Massey reported there is a kind of debate that is emerging regarding academic freedom, free speech and the right to confront fake news. This also relates to students being arrested after an incident on campus. He added that it might be worthwhile for the chapter to become part of a public discussion regarding this. He has discussed this with a member of the Faculty Senate and the Senate may possibly become involved in some type of a forum that dives into this. Benita Roth and

Serdar Atav, who are members of the Faculty Senate stated they had not heard of such a proposal. Discussion followed.

e. Additional issues, concerns, and/or labor/management agenda items

Sean Massey asked members if there are any other items for the Labor Management Meeting Agenda. The two items to be discussed are how the salary adjustment appeals are going and getting the list of BU emails.

8. Adjourn.

Benita Roth **MOVED TO ADJOURN. SECONDED** by Donald Kunkel. Meeting adjourned at 12:52 p.m.

The next Executive Board meeting will be held on Wednesday, February 12, 2020, from 11:30 a.m. to 1:00 p.m. in UUW-324.

Thank you for all your hard work this semester!
Have a Happy Winter Break!!