



Minutes

UUP Binghamton Executive Board Meeting

Wednesday, September 16, 2020, 11:30 a.m. – 1:00 p.m.

via Zoom Web Conferencing System

Meeting ID: 990 1131 6570; Passcode: UUPBing or click on -> [Zoom Link](#)

Present: M. Allington, R. Andrews, S. Atav, H. Borruso, S. Capobianco, P. Collette, B. Cornick, P. Doyle, L. Fuller, L. Gallagher, J. Goldman, K. Heard, K. Jesse, P. Knuepfer, D. Kunkel, S. L’Hommedieu, S. Massey, R. Mess, A. Morris, N. Robinson, B. Roth, A. Uhlig, A. Wang

Guests: D. Wood, Labor Relations Specialist, L. Lisman

The meeting was called to order at 11:34 a.m. Chapter President Sean Massey welcomed all to the September 16, 2020, Zoom Conferencing System Executive Board meeting, adding this is a very challenging time for all. Zoom Conferencing was necessary due to the COVID-19 Virus and campus request to social distance.

1. Approve Minutes from May 6, 2020, Executive Board Meeting – attached
Benita Roth **MOVED TO APPROVE** the May 6, 2020, Executive Board Meeting Minutes. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**

2. Treasurer’s Report (Joe):
Approval of Monthly Financial Reports for May, June, July and August 2020 – attached
Treasurer Joseph Goldman reported the chapter did not have many bills during these months except for telephone service. He added that a donation in the amount of \$500 was made to the Community Foundation for South Central NY and asked Sean Massey to talk about this expense. Sean explained the donation was made to assist in the rebuilding of a playground that was vandalized and burned down. He had an email conversation with chapter leadership and there was unanimous agreement in support of the donation. Benita Roth **MOVED TO APPROVE** the May, June, July and August 2020 Treasurer’s Reports. **SECONDED** by Patrick Doyle. **MOTION PASSED WITHOUT DISSENT.** Joe reviewed the Binghamton Chapter Budget Actuals Report for September 1, 2019-August 31, 2020, stating that overall we did fairly well. He announced he has completed the chapter audit, which needs to be approved by Sean and sent to Statewide by Friday. Joe read the following resolution and asked the Executive Board for approval:
“The Binghamton Chapter Executive Board approves routine expenditures during fiscal year 2020-2021, including but not limited to:
 - 1) Phone service,
 - 2) Office supplies,
 - 3) Mailing and shipping,
 - 4) Equipment service,
 - 5) Printing services,
 - 6) Meeting refreshments,
 - 7) Newsletter expenses,
 - 8) Workshop expenses, and
 - 9) Bank fees

Further, the Chapter president is authorized to approve invoices for payment. If that officer is not available, then either vice president can approve invoices until the president is again available.”

Benita Roth **MOVED TO APPROVE** the Resolution. **SECONDED** by Donald Kunkel.
MOTION PASSED WITHOUT DISSENT.

3. Chapter Officers’ Report:

a. Vice-President, Academics (Benita)

Vice-President for Academics, Benita Roth reported it was an interesting summer with interesting problems that popped up in all sorts of places across campus. There were very late renewals for contingents and non-renewals for others. There were rewritings of the offer letter and reconstructing or ignoring of the offer letter. Benita added the chapter would be bringing these things up in Labor Management, because the rules don’t go out the window during a pandemic. Although she could not go into specific instances, Benita asked board members if they hear from any members that they are being asked to do things outside of their obligations to please let her know. She explained this is happening in a lot of places, and we don’t like it. Benita reported that although it is not necessarily UUP related the technology TA program that was supposed to be set up was not set up well which resulted in a blame game in CLT. This was not ok with us. Benita added that she feels there is a kind of tendency on the part of some supervisors, chairs and program directors to make up things regarding what peoples’ jobs are and doing it in a rather problematic way from our standpoint. It is being reported that duties have been added or attached to their jobs using COVID-19 as the reason. Sean stated he has been dealing with quite a bit of concern, angst and fear from contingents. People who are already vulnerable have become more vulnerable, and we really want to hear about this. Sean encourages anyone that is experiencing this to talk with us. He added that nothing will be done without the permission of the member, but we do want to know how widespread this is. When we raise an issue it is helpful to show a pattern. Renee Andrews reported she is involved in SUNY online discussions and people from schools have been saying an outgoing SUNY President is talking about letting groups of contingents go and giving more work to faculty members. She added all kinds of rumors are circulating with a lot of email and chatter. Renee added this is happening throughout the State, and we are keeping it on our front burner. Sean reported on the Chapter Presidents’ call today, he learned there are campuses where it is happening intentionally and explicitly. Darryl Wood added he thinks what is happening is widespread at a campus level. Discussion followed regarding the administration’s lack of leadership based on budgetary challenges. Executive Board members were asked to keep their ears and eyes open, as colleagues should not be treated like reams of printer paper.

b. Vice-President, Professionals (Don)

Vice-President for Professionals, Donald Kunkel reported we’ve been busy coordinating new employee orientations. There is still hiring of faculty and professional staff. The most recent orientation was held on Tuesday, September 8, with presentations by Donald, members of the Executive Board and Doreen Bango from the UUP Statewide Benefits Trust Fund. Donald reminded professionals that the performance program should reflect any changes or additional duties. If additional duties are added, something must be removed or temporarily suspended. At the last Professional Staff Senate meeting, President Stenger and Provost Nieman reiterated this. Your performance program reflects 100% of your job. If something is added, something needs to come off or you need to be compensated. Donald added that professionals are receiving temporary or permanent salary increases. Requests are submitted in January and June and can be

supported by a supervisor or self-nominated. Donald encouraged members to reach out to him if they want to pursue this process, as it is not too soon to prepare documentation. Donald reported he attends weekly on-line Vice Presidents' meetings with Tom Tucker, UUP Statewide Vice President for Professionals. Masking, cleaning and COVID-19 responses have been discussed. He added Binghamton is leading by example and some schools have adopted what Binghamton has done. SUNY has also set up a SUNY COVID-19 tracking website. Donald stressed if members are experiencing lack of supplies related to COVID-19 to let him or an Executive Board member know so it can be brought forward on a local or statewide level.

- c. Officer for Contingents (Renee)
Officer for Contingents, Renee Andrews' report was discussed along with the Vice-President for Academics. If anyone has concerns, let her or the leadership know.
- d. Officer for Retirees (Bob)
Officer for Retirees, Bob Pompei did not attend, so no report was given.

4. Committee Reports:

- a. Membership & Outreach Committee Reports (Don, Alan, Brendan, & Jordan)
Donald Kunkel reported the Membership & Outreach Committee has been meeting on a monthly basis to establish a set of goals and agenda. It has been an ongoing process with nothing earth shattering to report. We are conducting virtual new employee orientations, welcoming people to Binghamton University and UUP.
- b. Contingent Committee Reports (Brendan, Benita, Denise, Renee, Nikita)
Benita Roth reported the Contingent Committee has not met.
- c. Newsletter Committee Report (Lori, Mac)
Lori reported the newsletter will be online and a date needs to be established for submission of articles and people are needed to write them. She stated the chapter needs to find a new designer for the web, as Libby has a full plate and will not be able to assist this semester. If anyone knows of someone that would be interested in doing the online formatting, please let Lori know. Sean added there is quite a bit of content that could be included from Statewide, and he can send out an email blast to the membership to see if anyone wants to take on the graphic design of the newsletter. It was suggested we might want to pay someone to do this, as we are not spending money on Executive Board meeting lunches. It may not be a good time for us to add to the burden of work members are already doing. Darryl cautioned that he doesn't know if UUP has prohibitions regarding paying people to do work for the chapter. He suggested the chapter might want to check with Statewide before making that decision. Sean will send Statewide an email to find out the details. A deadline of November 15 was established, and it was discussed that a COVID-themed newsletter is appropriate. Benita stated she could write an article about the question of medical and emergency ethics or anything else if someone wants to give her a topic, as she is up to date on the Dreschers. Contact tracing, the new MOU and challenges we are having on campus along with UUP's position on these could be included as these are important topics to communicate with members on. An article on the Fall 2020 UUP Delegate Assembly could also be included. The use of Mailchimp was discussed. Sean will have a discussion regarding this off-line.

5. President's Report:

- a. Report: Virtual Chapter Office Hours and Statewide Area-Focused Webinars

Sean reported during the end of the spring semester and over the summer, some fairly successful virtual meetings were held hosted by our chapter and Statewide to answer questions about what was happening on campus and throughout the SUNY system. On average approximately 40 people attended. Information was given and questions were asked. We received positive feedback. Statewide area-focused webinars were also offered. UUP Statewide held these for particular areas, such as athletics, housing, student affairs, registrar, admissions, contingents, basically for those groups who were experiencing unique challenges. These were successful with typically 8 to 15 members attending. Sean added he thinks that Statewide will continue to hold these.

b. Report: Union Representative Network

Sean reported our union representative network is in place but needs to be expanded. He will call another meeting of the union representatives and suggested holding one next Wednesday and a second the following week. Benita added that we need to have a general membership meeting or hold virtual chapter office hours.

c. Discuss: UUP/NYS MOU regarding employee testing and recent contact tracing memo

Sean announced the UUP/NYS MOU regarding mandatory pool testing of employees. The directive that has come down to campuses is supposed to follow whatever procedures are being used for testing of students. Types of mandatory testing is also stipulated and testing by use of a long swab cannot be mandatory. Sean added the one positive thing that has come out of MOU is the UUP leadership on campus must be consulted, and any changes they make to student testing, we have to know about. The MOU gives us the authority to be in all conversations about COVID-19 testing of staff or students. Considerable discussion followed regarding current procedures for student testing and which employees will be randomly tested, as some only come to campus to pick up mail or to process information. Some faculty teach flex and have to come to campus, and some are teaching online but come to campus once a week. The sample size of the pool was also questioned. Sean stated the MOU was just signed yesterday, and he will find out more information. His sense is that there will be some resistance to compliance and some people will be very grateful. As this Agreement is mandatory, refusal to be tested is a cause for insubordination.

Sean announced the Provost's memo describing the procedure being used for contact tracing. He has had a number of people who have heard or been told they have been in close contact with someone testing positive. They themselves have not been contacted. They have concerns about determining their risks as well as the students in their classroom. When Sean reached out about students in a class who may have been exposed, administration stated it would be handled by the Department of Health and that the Department of Health does not allow the campus to do contact tracing. The campus is not informed unless there is a risk, and people will be notified if they need to be told. If everyone in class or the office was wearing a mask and social distancing, there is no risk and people don't need to be notified. Privacy laws are very important and need to be protected. Sean is looking for guidance and asked Executive Board members to let him know their thoughts on the subject, as he does not want to create a problem if there isn't one.

d. Discuss: Chapter and Statewide Committees

Sean announced he would be sending out a call for volunteers to serve on chapter and Statewide Committees in the next week or so to see if anyone is interested.

- e. Discuss: Would like chapter to subscribe to Knack, an online database service (cost estimate \$39/month or \$390 annually)
Sean reported he has been working with Jordan, our chapter organizer on this. Jordan is recovering from health concerns and is doing well. Organizer Danielle Judge is helping in his absence. Sean added that from his IT experience in the past, the chapter can do better than the Excel database currently used by UUP Statewide. Knack has good security and does what we need it to do by tracking membership and will also help us keep track of leadership and attendance at events. Sean explained that he has subscribed to it for a month, has set up a preliminary database and would like the Chapter to purchase it. He added it is the cheapest solution other than Excel. Questions followed regarding who would be the official owner, would it be transferable, and if more than one person could use it. After discussion Donald Kunkel **MOVED TO APPROVE** a subscription to Knack. **SECONDED** by Benita Roth. **MOTION PASSED WITHOUT DISSENT**. As soon as Sean gets the database running, he will give a demonstration.
 - f. Discuss: Agenda for September Labor Management Meeting
Sean asked if there is anything board members would like the chapter leadership to discuss during the September Labor Management meeting. DSI and the 2% raise that is on hold were discussed. In the past year or two we have received some campus guidance on DSI. Sean will send any information he receives from Statewide to the Executive Board. Benita reminded the board that DSI is now two pots of money, one for compression and the other for merit. It is entirely possible to go through the process and payment may be delayed. Everything is complicated by the stimulus fund. Sean was asked if the October 2 end date for telecommuting would be extended. Sean explained that UUP anticipates it will be extended through the end of the year but a final decision has not yet been made.
6. Chapter Business:
- a. Announcement: UUP Regional Town Hall on Thursday September 17, 2020 (via zoom)
Sean reported this announcement should have been sent to all members. It will be held at noon.
 - b. Announcement: UUP Delegate Assembly on Friday September 25, 2020 (via zoom)
Sean encouraged Executive Board members to participate in at least part of the Fall UUP Delegate Assembly and asked Linda to forward the announcement received from UUP Statewide to Executive Board members.
 - c. Check-in: campus response to COVID-19, online teaching, professional obligation, and telecommuting agreement
These issues were discussed in 5c.
 - d. Other issues, concerns, and/or labor/management agenda items
7. Adjourn
Donald Kunkel **MOVED TO ADJOURN**. **SECONDED** by Benita Roth. Meeting adjourned at 12:56 p.m.

The next Executive Board meeting will be held on Wednesday, October 14, 2020, from 11:30 a.m. to 1:00 p.m. via Zoom Web Conferencing System.