



MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, February 17, 2021, 11:30 a.m. – 1:00 p.m.
via Zoom Web Conferencing System
Meeting ID: 935 5546 xxx; Passcode: XXX or click on -> [Zoom Link](#)

Present: M. Allington, S. Atav, S. Capobianco, B. Cornick, P. Doyle, L. Gallagher, J. Goldman, K. Heard, K. Jesse, P. Knuepfer, D. Kunkel, S. L’Hommedieu, S. Massey, R. Mess, S. Michael, A. Morris, N. Pages, B. Roth, D. Stone, A. Wang

Guests: C. Sielaff, Labor Relations Specialist, M. Gunter

The meeting was called to order at 11:35 a.m. Chapter President Sean Massey welcomed all to the February 17, 2021, Zoom Conferencing Executive Board meeting. Zoom Conferencing was necessary due to the COVID-19 Virus and campus request to social distance.

1. Approve Minutes from December 9, 2020, Executive Board Meeting – attached
Benita Roth **MOVED TO APPROVE** the December 9, 2020, Executive Board Meeting Minutes. **SECONDED** by Patrick Doyle. **MOTION PASSED WITHOUT DISSENT.**

2. Treasurer’s Report (Joe):
Approval of Monthly Financial Reports for December 2020 and January 2021 - attached
 - Treasurer Joseph Goldman reviewed the December 2020 and January 2021 reports. He noted in January there was a charge from Physical Facilities. (NOTE: This was for tables delivered to the Mandela Room for the 2019 University Wide Benefits Fair.) Joseph added the Chapter is doing very well budget wise and not spending money. Benita Roth **MOVED TO APPROVE** the December 2020 Monthly Financial Report. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.** Benita Roth **MOVED TO APPROVE** the January 2021 Monthly Financial Report. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**

Budget Actuals Report, September-December 2020- attached

 - Treasurer Joseph Goldman reviewed the Budget Actuals Report for September – December 2020 stating he is not going to change the numbers and will have the upcoming year’s draft ready for Executive Board member review before the March meeting. It was asked if Statewide has shown any concern about not spending money and having too much of a balance. Joseph stated that Statewide wants to make sure Chapters are going to have enough funds and it will not be an issue for the Binghamton Chapter. Benita Roth **MOVED TO APPROVE** the Budget Actuals Report for September-December 2020. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**

3. Chapter Officers’ Report:
 - a. Vice-President, Academics (Benita)

Vice-President for Academics, Benita Roth reported that actually the break was a lot quieter. She stated she did not hear that much and is not sure why. She added Sean and Chris had a recent issue regarding contingent faculty and testing. The issue is adjuncts are paid very little and are being asked to be tested weekly when some are only on campus every other week. The BU testing Center was a bit of a madhouse and testing can be rather time intensive. Chapter President Sean Massey explained to the Board that he reached out to Joe regarding testing of people who have AB week only and are on campus every other week. These employees were advised to send a note to HR letting them know they are on campus every other week and will only be tested every other week. It was suggested this development be announced broadly and sent out on the UUP listserv as it is totally unclear. Sean advised that to be diplomatic something should be sent out by Human Resources, as directives seem to be changing. It was reported that Human Resources advised management in ITS last week that if you have a staff member who is on campus less than a total of one full working day or less than 7.5 hours a week, they can request an exemption for the semester. It is hoped that Human Resources will broadly distribute this information as there is confusion on several different issues. Benita announced she is running for Chapter Vice President for Academics.

- b. Vice-President, Professionals (Don)
Vice-President for Professionals, Donald Kunkel reported it has been a rather busy break. He stated he has been asked to serve on the ITS Task Force Committee to address issues regarding cyber-attacks. He added the Task Force has slide-show presentations and encouraged people to review them as things will affect everyone. He asked if anyone has questions, to let him know. Donald announced that the IDA Awards have been placed on hold until UUP's Improper Practice Charge has been resolved. He added the IDA Committee met virtually and decided not to move forward. A concern is to possibly approve an IDA Award but have the State turn around and say "no." Chapter President Sean Massey reported he thinks there was some discussion regarding if the request had to do with a particular reimbursement that was safe and not in dispute.
- c. Officer for Contingents (Renee)
Officer for Contingents, Renee Andrews did not attend so no report was given.
- d. Officer for Retirees (Bob)
Officer for Retirees, Robert Pompei did not attend so no report was given.

4. Committee Reports:

- a. Membership Committee Report
Donald Kunkel reported the Membership Committee has been meeting pretty much on a monthly basis. He added the Committee has been discussing strategies regarding how to reach employees, and stated a new database is supposedly coming on line. Chapter President Sean Massey reported that UUP has selected a database they will be implementing. It has to be set up and tweaked for particular kinds of activities it is needed for. The database is going to be tested with selected chapters and Binghamton University is one of them. Sean explained when Statewide is able to roll it out, we will have a meeting to discuss it and see how we want to move forward as a Chapter.
- b. Outreach Committee
Brendan McGovern did not attend so no report was given. Chapter President Sean Massey stated Brendan has been extremely involved in political outreach activities. He has met with the Assemblywoman and is involved in committees. Sean added the Outreach Committee could use more participation from the Executive Board and membership. He encourages members to get involved.

- c. IDA Committee
- IDA Committee member Serdar Atav reported the Committee is trying quite hard to make its process comply with whatever the State is asking for, which is not clear. Serdar stated as soon as the Committee receives clarification on what is going to happen, it will turn on the switch and be ready to go. Chapter President Sean Massey reported what he learned from a recent Chapter Presidents' conversation. Evidently there is an Improper Practice Charge by UUP against the State. The State wants to audit awards and prohibit certain kinds of awards. There have been discussions, but there is no resolution at this point. He added conferences and professional development awards are not really in question and it is safe to proceed with those but others could get risky. Serdar added people can log on to Goggle Docs and submit an application. The IDA Committee is working with Aaron in Management and has based its decision on what Aaron has said. Clarification is needed on multiple fronts. Serdar asked Sean if he receives anything from UUP Statewide to let the Committee know, as they are ready to proceed. Labor Relations Specialist, Chris Sielaff added it is a good idea for the Committee to be overly cautious. The State has really dug its heels on their position and UUP isn't budging either. There is possibly a path forward with very traditional conference funding and things like that, but any sort of deviation from those types of awards or if the award is for conference funding and something else it gets into less certain situations. Serdar added if a conference has occurred, in the past we could still apply within a given amount of time. He asked that the Committee be kept in the loop, as it does not want to lose any opportunity. Donald Kunkel added if the IDA Committee can receive something in writing of what is tentatively approved, he would be ok with starting the process. Sean agreed with the caution but wanted the IDA Committee to know what was being discussed at the Statewide level.

5. President's Report:

- a. UUP Binghamton Chapter elections
- Chapter President Sean Massey announced that today is the deadline for nominations for people interested in running for Chapter officers and/or delegates. He reported there is one nomination for all officers except Officer for Contingents. For academic delegates, there are currently five nominees listed. For professional delegates, there are currently thirteen nominees listed. He explained when the ballots come out there is the option for write-ins. Write-ins would need to receive five votes to be eligible. Sean encouraged people to step up and do write-in campaigns, at least for more academic delegates as the delegates and officers make up the Chapter Executive Board.
- b. DSI, compression, and raises
- Chapter President Sean Massey reported the issue of DSI, compression and raises has not changed much. The memo recently distributed regarding DSI and compression stated they are forthcoming and have not been held up. They will be added to base in the March 17 payroll retroactively to September 1 or July 1. He added UUP definitely wants to get feedback on salary compression. It is his understanding that questions have been sent from Statewide, but he will make sure the information is available on the Chapter website. Regarding raises, Sean reported there is no estimate on when they will be received. There are two grievances regarding the delay and GOER is being very difficult from what Sean has heard. Regarding compression, Sean was asked how compressed did you have to be. Discussion followed. Evidently there is a secret regression formula. This information was requested but held secretively by the State. Labor Relations Specialist, Chris Sielaff explained the reason it is held secret is that a company is hired and they own the formula. It is a proprietary formula for compression based on input. Although they shared a bit more this year, they won't completely share because they own

it. Sean added there is a list of the variables that are included. If Executive Board members want to see it contact Sean, as the information cannot be sent out on the listserv or posted on the website. Sean stated he will check to see if the document has been updated. He was asked to bring this issue up at the Chapter Presidents' meeting. It is important that the union is working for transparency. Sean added that one issue is the salary list doesn't match up. One department looked at the results of the calculation and no one got a compression. A proprietary list of salary baselines was used, but it is not what people are using in that particular discipline. Sean added that a second issue is likely that UUP statewide doesn't want to get into a big debate about the particular regression model used. Regarding the 2019 Report for BU out of the ½ percent of monies for compression, the campus threshold was \$2,500. If an employee was under that dollar limit, they did not receive a percentage compression pay increase. The campus also had the ability to identify who to include. Further it referred to the CUPA 2019 Faculty in Higher Education Survey as the source for faculty and looked at the CUPA Professional Higher Education Survey wherever possible. Sean stated the method seems reasonably fair, but we don't know if the baseline is accurate. BU did this last year but some other campuses did not. BU kept the ½ of DSI as DSI and ½ of DSI in compression. In theory some could have received a DSI and a compression or got neither. Sean stated for professionals it is not specifically the SL's. There is also a decimal that can be added based on responsibilities. He added the compression analysis is way more complicated for professionals, but HR is taking that into consideration. It was agreed that transparency is huge. There are fixes if they are willing to fix it and people can investigate if they want to, which is important.

c. Testing of Faculty and Professional Staff

Chapter President Sean Massey reported the campus is no longer using Upstate Medical testing and is returning to the campus method used in the fall. Testing will still be done every week and there are exemptions available. Sean added he will ask Human Resources for an update and will send out a blast with those details.

6. Chapter Business:

a. Newsletter Committee and plans for spring newsletter

Chapter President Sean Massey announced that Lori Fuller is stepping back and the Chapter needs someone to step up, as Mac Gunter is the only one currently serving on the Newsletter Committee. Mac stated he is willing to do what needs to be done in order to get the newsletter out, although he will need guidance with regards to contact information. Sean stated his reluctance to put Mac in this position, as he does so much for the newsletter already. David in Communications and Marketing has agreed to continue with the lay-out, so Sean suggested he, David, and Mac meet to discuss the spring newsletter. Mac announced that he has set up the following deadlines: In order to have the issue go out on Monday, April 26, which is a couple of weeks before the end of the semester, the final edited layout should be done by David by April 23. This would give us a few days to review from an edit perspective. In order for David to have it done by April 23, he should have all the articles and final edits by April 16, which would give David just over a week to work on the layout. That brings us to April 5 for everything to be sent to Mac for editing, which would give him just over a week to edit properly. With those timelines in place, the Chapter would have approximately five weeks before anything has to be submitted to Mac. Mac suggested that a request for submissions be sent out now with a follow up closer to the April 5 deadline, as people need to be reminded. Sean stated he will draft a call for submissions, hopefully getting it out tomorrow. Serdar stated that if Mac is to do this and keep his sanity, he suggests the Chapter sticks to the deadlines very strictly, as it is tough going back and forth at the last second. He added if we set the deadline for April 5, let's finish it by April 5 and not a

- day later. After what has transpired over the past year, Mac suggested the newsletter include a memorial section to give recognition to people who have passed. This could be done once a year or in each edition. Sean stated he thinks it is a terrific idea and the process and guidelines will be discussed. Sean asked the Board if the spring newsletter should include a “naughty corner.” A “naughty corner” will not be published in the spring newsletter. Benita will submit an article on the Drescher Awards. An article acknowledging the work Lori Fuller has done on the newsletter and thanking her will also be submitted. Lori is no longer assisting with the newsletter or serving as a professional delegate due to multiple medical issues.
- b. IDA struggles, DSI and compression payments, delayed raises
Discussed in 5b.
 - c. Scheduling tenure workshop, Virtual Contingent Office Hours and Contingent Survey
Chapter President Sean Massey announced Virtual Contingent Office Hours will be held on Tuesday, February 23, from 2-4 p.m. The Chapter is also working on a survey asking for questions, anxieties and concerns that will be sent out with the announcement so questions can be submitted and research done beforehand. This will let people know it is ok to bring things forward like having hours and/or courses cut, losing health insurance, or workload issues. Sean asked Chapter Vice President for Academics, Benita Roth if a Tenure Workshop should be scheduled. Benita stated there have been some discussions at Statewide about delaying the tenure clock and if this is leading to a set of greater expectations to our tenure packet. She has not heard anything from BU about it but suggested the Chapter hold the Tenure Workshop in the fall given everything else going on. The Workshop has been helpful and has received good feedback in the past. Tenure Workshop presenters Neil Christian Pages and Serdar Atav agreed with Benita that it should be scheduled in early fall. Harpur College is also organizing a workshop. Discussion followed regarding the third-year review and tenure process.
 - d. Provide an update regarding requirement that members provide health insurance card at mandatory testing sites and professional staff not being included in vaccination protocols
 - e. Talk about a few recent successes
Chapter President Sean Massey reported two member issues came up. Human Resources got involved with both and the issues were solved. One issue involved clinical faculty in nursing who were working at different sites and were bound by safety protocols at their sites. They were not provided with PPE consistent with their sites. The Chapter raised the issue and it was fixed. The Dean sent out a note asking what was needed and stated we will give it to you, we will provide it. That was a success. Sean reported the Chapter also had a case where a performance evaluation was out of line with a performance program, which had to do with the supervisor not having a clue of what they were doing. The Chapter raised the issue with Human Resources and Joe made the recommendation for improvement. The supervisor turned it around and it was fixed. The member felt very good about it. He added when people run into problems, encourage them to reach out, because sometimes we can solve them.
 - f. Discuss any other COVID-related issues and concerns
 - g. Discuss items for February 22nd Labor Management Meeting
Chapter President Sean Massey asked the Board if there were items they would like to have discussed at the February 22 Labor Management Meeting. The wording from HR in the Labor Management Meeting Notes of “hiring freeze” was questioned, as it is not evidenced. It appears to be a combination of if the position is critical or needed or if they

have an exemption. Another issue is that some upper management have taken this as State guidance vs. campus guidance. The issue of what can and cannot happen is unclear. There are many people who have done a whole lot of things, but the university guidance is not clear. It appears that if your organization has the funding for internal promotions or pay raises they will be considered. It was stated that the School of Nursing just announced clinical promotions but came with the caveat they would have no financial award attached to them. This happened last year as well. It was suggested that a clear, definitive memo giving guidance would be useful. Vice-President for Professionals, Donald Kunkel stated this issue has been brought up in Labor Management and it was clearly articulated that professional employees can self-nominate in January and June and Management is encouraging people to do so. He explained that a number of professionals have self-nominated and he is following through the best he can as they move forward. Donald encourages extra duties and responsibilities be articulated in the performance program or in a letter. He encourages professionals to self-nominate. Sean added that the issue is brought up in every Labor Management Meeting, and the Chapter has gotten a complete denial that it is a problem on the part of Management. It was encouraged that Human Resources distribute the guidelines campus wide. The issue will be brought up again at the February 22 Labor Management Meeting. It was suggested that a professional workshop be held prior to the June self-nomination window. It was also suggested the Chapter request updates on nominations and self-nominations and the results, although this is not in the Terms and Conditions of Employment. This will also be brought up at the February 22 Labor Management Meeting.

7. Adjourn –
Benita Roth **MOVED TO ADJOURN. SECONDED** by an Executive Board member.
Meeting adjourned at 1:03 p.m.

The next Executive Board meeting will be held on Wednesday, March 17, 2021, from 11:30 a.m. to 1:00 p.m. via Zoom Web Conferencing System.