



MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, March 17, 2021, 11:30 a.m. – 1:00 p.m.
via Zoom Web Conferencing System
Meeting ID: 976 7002 7375; Passcode: uupbing or click on -> [Zoom Link](#)

Present: M. Allington, R. Andrews, 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, B. McGovern, R. Mess, S. Michael, A. Morris, N. Pages, N. Robinson, B. Roth, D. Stone, A. Uhlig, A. Wang, S. Young, D. Yull

Guests: C. Sielaff, Labor Relations Specialist, L. Lisman

The meeting was called to order at 11:32 a.m. Chapter President Sean Massey welcomed all to the March 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 February 17, 2021, Executive Board Meeting – attached
Benita Roth **MOVED TO APPROVE** the February 17, 2021, Executive Board Meeting Minutes. **SECONDED** by Robert Mess. **MOTION PASSED WITHOUT DISSENT.**
2. Treasurer’s Report (Joe):
Treasurer Joseph Goldman reviewed the February 2021 Monthly Report. He reported all bills have been paid and the Chapter looks good financially. Patrick Doyle **MOVED TO APPROVE** the February 2021 Monthly Report. **SECONDED** by Kathleen Jesse. **MOTION PASSED WITHOUT DISSENT.**
3. Chapter Officers’ Report:
 - a. Vice-President, Academics (Benita):
Vice-President for Academics Benita Roth asked Chapter President Sean Massey to display an excerpt from a public document policy about preps for new faculty in the Department of Psychology. Benita reported a member in junior faculty status split between two departments has created 11 new preps. Benita added she has heard these stories before and is seeking guidance from Executive Board members. Psychology is one of the largest departments in Harpur, so Benita consulted with one of the smaller departments in Harpur regarding the burden of new preps. It was suggested meeting with a member of the Faculty Senate

Executive Committee regarding this. A member of the Faculty Senate Executive Committee may invite Sean or Benita to give a very short presentation to the Faculty Senate Executive Committee. This has been done in the past and would be very appropriate. It was suggested this is something that not only could be built into the Executive Committee but also built into criteria and tenure and sent back to department chairs and program directors. If needed UUP could bring the issue up at Labor Management in regards to Terms and Conditions of Employment. A worry is interdisciplinary hiring and the dangers that come when someone has two Masters. Another suggestion to the Executive Committee is not only having some kind of guidelines that are campus-wide appropriate but also explicit agreements or a memorandum of understanding when a faculty member is hired between programs. It was noted that every year during the Tenure Workshop, faculty are cautioned the worse thing they can have are dual departments and trying to please both departments. Discussion followed regarding why academics do not have performance programs and differences in teaching loads between departments and colleges as well as graduate and undergraduate.

Benita Roth reported on another issue regarding a recent announcement in *Dateline* regarding racial incidents on campus. Serdar Atav added he wrote about an incident in the Chapter Newsletter, where graffiti was found on the elevators in a dorm. Benita added there was another incident that occurred in an introductory Sociology class of hundreds of students. The incident happened to a female African-American TA by a white male student in a section of 25 students. The white male student apparently did not know that his microphone was on when he asked if the TA was there yet. The answer was, yes she is a jungle Bword and Nword. The incident was reported by a student in the class to the instructor of record. Benita added this was bad on all accounts and was brought up by the instructor of record to Student Affairs/Student Conduct who apparently said something like no it is not conduct, see you later. The Division of Diversity, Equity and Inclusion was also notified and that ended in a rather unfruitful meeting with a Vice President and two faculty members in attendance. It ended up being two faculty members trying to fix a problem and couldn't. It was decided that all students in the class be notified of what happened. When that was done, members in the DDEI were not happy. Benita stated she is not sure what can be done to get the University to act on this. It was felt the issue was unintentional and one needs to balance instance to impact. They are trying to figure out a way to get the administration off the dime. Benita stated no one has called for this student's expulsion. Serdar Atav stated he and Peter Knuepfer have a meeting with DDEI next week and will address the issue. Serdar and Peter have direct access to Karen Jones and are emailing on a daily basis. Serdar feels very comfortable talking to her about this and asked for additional information. Benita stated there was a meeting with some Sociology faculty members, Nicole Sirju-Johnson and Karen Jones and what we heard is that they more or less said UUP get out of this. You are making us too scared when you bring this up to us. Benita added it was disturbing and is worth the argument that their hands are tied

with laws surrounding racist, hostile environments. The laws are very weak in terms of what a State agency can do. Benita stated she read the student code of conduct and they are shockingly vague and they cannot demand a consequence for this type of behavior. Sean stated he has reached out to Fred, Jamie and Elizabeth at Statewide regarding what the law says and how we can use what is available to fill in some of the space between nothing and expulsion. He added they were outraged and will be giving us some materials and hopefully they will give us some tools. Discussion followed regarding racial and sexual complaints that were issued in the past to the administration with little or no results. It was suggested President Stenger acknowledge this is a continuing saga and creates a hostile work environment. Whatever can be done should be done in order to make sure these instances are not silenced. The more people know about them, the better action we can get. Over and over people think they can say these racial, hateful statements and they should be brought to task. Students of color who come here will hear about these instances and faculty of color will have to again shepherd and comfort or beg students not to leave or tell them they have to leave. The University needs outside pressure. Sean Massey asked if the Chapter could get a couple of volunteers from the Executive Board who are willing to focus energies into this. Robert Mess, Nikita Robinson, David Stone, Sarah Reta Young, and Denise Yull volunteered to participate.

b. Vice-President, Professionals (Don)

Vice-President for Professionals, Donald Kunkel reported there are a lot of things going on at this campus. He stated the good news is the IDA Committee has met and UUP and the State have resolved their grievances for issuing awards. There was an announcement in yesterday's *Dateline* and the Binghamton IDA Committee is now accepting applications for the awards. Donald noted the Provost's website is still out of date, but he has contacted Aaron Phelps to get it updated. Donald added funding is available from this year and last year and encouraged everyone to look and see if they have some expenses that are eligible and if so to submit an application. Sean asked if there is a different set of rules that are stricter. Chris Sielaff reported the guidelines are the same as the February 2020 guidelines. They are more restrictive than the previous guidelines and have worked out a process for review, if Chris understands it correctly. He stated the campus IDA Committee follows the guidelines and submits locally approved awards to SUNY. SUNY will then review the awards and kick back to campus any that don't meet the criteria. This review is an effort to avoid an award being given and then taken away on the back end if the project doesn't fit the criteria. He added some of the things rejected are subscriptions to scholarly journals. Donald Kunkel reported the UUP A32 Professional Advisory Committee met on March 3, which was the first meeting of the group post COVID and discussed the role of the Committee as an Advisory Committee for UUP. It is tasked with using the California Guide for Information Technology. It outlines its roles, staff, positions, degree requirements, etc. to find other IT guidelines as it makes its recommendations to UUP. The next meeting is scheduled for August 14. Donald hopes to hold a meeting of local IT representatives to discuss interests and

suggestions to bring forward to the IT Statewide Committee. Donald will pick a date and work with Linda to schedule it. He stated he is working with the UUP Membership Committee to strategize and share information between chapters as far as support that has worked at local chapters.

- c. Officer for Contingents (Renee)
Officer for Contingents, Renee Andrews was not available at the time 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. Newsletter
Sean Massey reported the deadline is coming up for articles to be submitted for the spring chapter newsletter. He will be sending out a reminder that articles need to be submitted to him by April 5. He added the chapter is trying to come up with an in memoriam section for the newsletter. Sean has received a list of names from Statewide going back to January of 2020 and will reach out to HR. He added if anybody knows of anyone that should be remembered to please send him a note as soon as possible. Due to space limitations, no biographies or histories will be used, only names, departments and titles. Sean added if anyone has ideas or wants it to be more than listed above, we can talk but cautioned we have to do the same for everyone.
- b. Membership
Brendan McGovern reported the Membership Committee will continue to hold New Employee Orientations.
- c. Outreach
Brendan McGovern reported it has been a very busy two months between letter writing campaigns, phone banks and legislative meetings. \$12.5 B to the State to make up the budget shortfall is a lot of money coming back to the University. Wearing another hat as a member of the Professional Staff Senate, Brendan stated he has been meeting with President Stenger on a monthly basis. Brendan reported the President doesn't seem anxious at all and thinks the University is in a financially good spot. The President doesn't seem concerned, which is a good thing as some other Universities are really struggling, particularly Albany. In meetings with representatives from the University Centers, Brendan has learned there are all kinds of financial problems at Albany and Binghamton seems to be in much better shape. Sean Massey added the landscape is moving by the minute and the proof is in the staffing and employment and hiring freeze. Brendan stated the President's tone of voice seems to change depending on his audience. Moving forward one big push was to get this American Rescue Package passed and it was. Brendan reported the next campaign is reaching out to individual legislators, but

getting member non-edu emails continues to be an issue. Brendan has posted information to the Chapter Facebook account but stated only 33 people are following it. He encouraged Executive Board members to like the Chapter Facebook page if they have a Facebook account

- d. IDA
IDA was discussed in the Vice-President for Professionals report.

5. President's Report:

- a. Virtual Chapter Office Hours for Professionals on Friday at 1pm
Sean Massey reported he, Donald Kunkel and Chris Sielaff will hold Virtual Chapter Office Hours for Professionals on Friday, March 19 at 1 pm. He added these virtual chapter office hours have been popular and people seem to appreciate this method. It creates a space to raise issues and touch on topics of concern such as the Telecommuting Agreement, testing, vaccinating, etc.
- b. Harpur Dean's 2020-21 Distinguished Lecture on Wednesday, March 24 at 4:30 pm
Sean Massey reported Jaimee Wriston Colbert, Professor of English and Creative Writing will be delivering the lecture. You can register for this event, which will be held via Zoom. UUP co-sponsors this event.
- c. Next Delegate Assembly will be held virtually on June 4-5, 2021
- d. Compression and DSI payments should appear in today's paycheck
Sean Massey reported compression and DSI payments appeared in the paychecks today. A letter was supposed to go out as well. He added that Statewide prepared a questionnaire regarding the compression part and encouraged people to provide feedback if they have concerns.
- e. Update on delayed raises
Sean Massey reported he does not have any facts regarding when the raises will be paid, although there are a lot of different rumors regarding this. Sean will pass on information when he hears anything. He added UUP is staying on top of this. It is one of the big issues, and there are some legal actions filed by UUP regarding it. Campuses should still be budgeting for the 2%. This will be brought up at Labor Management. It was asked if members received a DSI and or a compression increase today if that would be post 2% of July's raise or pre 2% of July's raise last year. (September for Academics.) Sean stated he would reach out for an answer and forward the information to the Executive Board.
- f. Update on UUP Binghamton Chapter elections
Sean Massey reported election ballots went out and presented a list of Chapter nominees received from the Statewide website. No name appears for Officer for Contingents but write-ins with at least five votes are still possible. He added there

are more academic seats in the Delegate Assembly than the Chapter has nominees and encouraged people who are interested in being delegates to do a write-in self nomination and ask four friends to nominate. The Chapter has one seat short on the professional side. After the election, write-in nominees receive a letter from Statewide asking if they are willing to serve.

- g. Update on COVID vaccination eligibility and new time-off legislation
Sean Massey reported there are some changes regarding vaccination eligibility and time-off legislation. UUP was successful in all efforts to expand eligibility and it paid off. Anyone working in a forward-facing position on campus, professionals as well as academics, are now eligible to receive the vaccine. Sean added it took a lot of work for this success and UUP and some of the other unions can take credit for it. Time off is allowed to get a vaccine.

6. Chapter Business:

- a. Discuss leadership transition
Sean Massey reported his term is ending, and the Chapter is going to have a different President. Although Sean loved being Chapter President, he is excited that it looks like Alan Wang will be stepping up. Benita Roth and Brendan McGovern will also have leadership positions, as there is no competition for these seats. Sean will continue to be involved as an academic delegate. Benita and Sean both agree Alan and Brendan should come to upcoming Labor Management meetings. Benita thanked Alan for agreeing to serve adding a back and forth between academics and professionals is a good thing for the Chapter. Academics Jim Dix, Benita Roth and Sean Massey have served as prior Chapter Presidents and now it appears that Alan Wang, a professional employee will be Chapter President, as he is running for the position unopposed. Donald Kunkel announced he is stepping down as Vice-President for Professionals but plans on being an active member. He stated he would like to serve as Binghamton's Member Development Officer and hopefully will be elected/selected to do so. Donald will continue to serve on the A32 Advisory Committee to the State. When COVID-19 restrictions are lifted on campus, the Chapter will plan a recognition lunch or other event.
- b. Discuss other COVID-related issues and concerns
Benita Roth reported she has been approached from one member about what is going to happen with telecommuting going forward and had a conversation with Chris. All are expecting the agreement to be renewed one more time. Some members are discovering they can be more productive at home. Benita suggested at the Labor Management meeting, we might want to start a dialogue with management about the post-pandemic era and post-telecommuting era. Donald Kunkel added there is an alternative work assignment policy in place that was used prior to the pandemic and suggested we use this and not create a new policy. The policy requires a person to pick a particular day or days they are not here. Those are the days they are at the alternative work assignment place. Donald

stressed we do have a policy in place. Sean stated productivity wise there are ways to make the argument. Stuart L'Hommedieu added we have to give credit to a lot of people who had jobs and duties that required them to be on campus more than others during the pandemic. For the staff infection rate, unfortunately most people affected were CSEA. If you take standard, proper protocols we are as safe on campus as at Walmart or Wegmans. Sean Massey reported the campus is still struggling with its call for volunteers. He realizes a couple members have been working with testing since the beginning and thanks them for doing so. He added the problem is that voluntary for some members converted to mandatory volunteering and the mandatory volunteering question of performance programs or workload has not been adjusted to compensate for the extra work they are being asked to do. There have been some disciplinary responses to those who have resisted or asked to take time off. One cannot be asked to volunteer and make it mandatory and not adjust their non-voluntary workload. It is a real mess and we are going to try and track it down and get it adjusted. Another issue is asking people to be a COVID consultant. Does the description fall under their State titles? Does this fall under their duties? Donald Kunkel reminded members that comp time needs to be agreed upon before they have that conversation. He added six hours on a weekend could correlate as a full day on a weekday. Sean added he sort of gets management's frustration but has no sympathy for lack of payment. This will be brought up at the March Labor Management Meeting.

- c. Discuss items for March 22nd Labor Management Meeting
Sean Massey asked if the Executive Board had any other items for discussion at the March Labor Management Meeting. HR was asked for clarification on the Governor's rule of up to four hours off for vaccination. Specifically, he signed it on March 12, but what about the people who took time off for vaccinations received earlier than March 12? How does one get the time back? It is assumed that HR will put something out campus wide. Donald Kunkel advised members if they are looking for vaccination appointments to call the Broome County Health Department. Benita Roth suggested at the next Labor Management Meeting we begin asking questions about what they think about the Telecommuting Agreement, what do they plan on doing post-pandemic, and discussion on pay raises. It was asked if we would still have Zoom post-pandemic. It was advised that Zoom costs are not nearly as expensive as some of the other available options and that it had existed before the pandemic and will likely be available after the pandemic.

7. Adjourn – Next meeting April 14, 2021
Benita Roth **MOVED TO ADJOURN. SECONDED** by Patrick Doyle. Meeting adjourned at 12:57 pm.

The next Executive Board meeting will be held on Wednesday, April 14, 2021, from 11:30 a.m. to 1:00 p.m. via the Zoom Web Conferencing System.