



MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, February 14, 2018, 11:30 a.m. – 1:00 p.m., U UW 324

Present: R. Andrews, S. Atav, H. Borruso, B. Cornick, F. Goldman, C. Ignarri, D. Kunkel, S. L'Hommedieu, D. Lewis, S. Massey, B. McGovern, S. Michael, N. Pages, J. Pelletier, R. Pompei, B. Roth, R. Snyder, J. Starks, D. Stone, A. Wang, M. Zinkin

Guests: D. Wood, Labor Relations Specialist, M. Allington, L. Fuller, G. Jackson
The meeting was called to order at 11:35 a.m. President Sean Massey welcomed Executive Board members to the February Executive Board Meeting.

1. Vote to approve Minutes from the December 6, 2017, Executive Board Meeting. See attached.

Donald Kunkel **MOVED TO APPROVE** the December 6, 2017, Executive Board Minutes. **SECONDED** by Benita Roth. **MOTION PASSED WITHOUT DISSSENT.**

2. Passing 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 four years. It is voluntary and up to members if they want to contribute or not. \$39.00 was collected at the February 14, 2018, meeting.

3. Treasurer's Report for December 2017 and January 2018.

Treasurer, Joseph Goldman was unable to attend the meeting. In his absence, Sean Massey reviewed the December 2017 and January 2018 reports. Benita Roth **MOVED TO APPROVE** the December 2017 and January 2018 Treasurer's Reports. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSSENT.**

Sean also presented the *Binghamton Chapter Budget Actuals Report for September 1, 2017 through December 31, 2017*, the *Chapter Agency Fee Expenditures Report for Fiscal Year 2017-2018*, and the *Binghamton Chapter, UUP Budget Request Analysis and Projections for 2018-2019* documents prepared by Treasurer Goldman. The chapter agency fee targeted cap is 5%. However, it appears the Binghamton Chapter is well out of balance some of the expenses, such as supporting the University Wide Benefits Fair, the fall and spring social events, the Professional Staff Senate Luncheon, the purchase of member polo shirts, and community outreach activities are listed as agency fee rebateable expenses. Discussion followed regarding the importance of supporting these events as opposed to following the targeted cap set by UUP Statewide. It was suggested that Treasurer Goldman discuss this issue further at

the March 14 Executive Board meeting. Upon review of the *Binghamton Chapter, UUP Budget Request Analysis and Projections for 2018-2019*, Benita Roth **MOVED TO APPROVE** the document. **SECONDED** by another Executive Board Member. **MOTION PASSED WITHOUT DISSENT.**

4. Report of the Vice-President, Professionals.

Vice President for Professionals, Donald Kunkel reported that both he and Alan Wang attended the Membership Meeting held at the Winter Delegate Assembly. During the meeting, it was discussed that more members need to be brought into this group. Donald explained that although Alan is a delegate, he is not an official member of the Membership Committee and requested that the chapter send a note to Statewide asking that Alan Wang be added to the Statewide Membership Committee. Linda O'Branski was asked to send a note to Statewide requesting this. Fran Goldman added that people who attend Delegate Assemblies should be on a committee. Sean Massey will send out a list of the committees with the names of current members. Sean asked Executive Board members to let him know if they are interested in serving on a specific committee. Donald Kunkel stated that ITS is scheduling a technology maintenance day on April 3. He added that employees should not count on using email or the internet that day, as the usage will be sporadic and there will be much more down time this year than in the past. Donald announced that he and Darryl Wood will be offering two professional workshops that morning. One will focus on what constitutes a good performance program and the proper procedure for negotiating it, as people are doing more and being given more responsibility. Sean Massey added that he has received a lot of calls, which involve that slippage. Donald asked if members have suggestions for the second workshop to please email him at dkunkel@binghamton.edu. Donald Kunkel **MOVED TO APPROVE** an allocation of up to \$300 each for a total of \$600 for refreshments for these two workshops. **SECONDED** by Benita Roth. **MOTION PASSED WITHOUT DISSENT.** Sean Massey welcomed former Vice President for Professionals Fran Goldman to the Executive Board meeting, stating it was lovely to have her back.

5. Report of the Vice-President, Academics.

Vice President for Academics, Benita Roth reported that it appears the potential contract and the pending 2% cost of living increase is being used as justification to deny people raises. Discussion continued on how serious this problem is, possible cuts to budgets, and the lack of consideration being given to members. The new Dean of Harpur College has been transparent about not meeting with individual faculty members regarding salary issues, as she wants to talk with department chairs first. Benita stated that she hopes the Dean is willing to meet with individual faculty members about their issues and not refuse to meet with them. Benita added that she is happy to take emails from people if anyone hears about these issues or concerns.

6. Report of Officer for Retirees and Officer for Contingents.

Officer for Retirees, Robert Pompei reported that retirees have two UUP lunches a year. One was held on November 30, with 29 people in attendance. Speaker Tim Lowenstein talked about climate change. Bob had a discussion on what the

new tax cut may mean to entitlement programs. He is expecting a major push for Medicare, Medicaid, and Social Security. Many Unions are coming out very strongly in favor of Anthony Brindisi and seem to be aligning to make Claudia Tenney a one and done Congressperson. There will be a number of upcoming events over the next six months and people are encouraged to attend and hold signs. It is hoped that a new person will be in the House of Representatives starting January 1.

Sandra Michael added that as a new retiree, she attended the COARM Committee for retired, active members. Sandra suggests that if you are at a DA and getting close to retirement you should attend, as she learned so much that she wished she had known before retiring.

Officer for Contingents, Renee Andrews reported that she was informed that two long-time, temporary, part-time professional employees went to their managers to ask for a raise and felt like their request and reasoning were dismissed out of hand. The employees were told to bring the request to Human Resources. However, the employees felt if they went to HR, they would be putting their jobs in jeopardy. Renee wondered if there might be other ways these employees can negotiate for a raise. As these employees are all in the same department, Darryl Wood suggested that perhaps a private conversation between Joseph Schultz and Sean Massey, or him, might be in order. Discussion followed regarding the prevalence of this issue and the possible risks involved to employees.

7. Newsletter/Communications Committee – Lori Fuller, Donald Kunkel.

Lori Fuller reported that she hopes to have the next newsletter out by April 20. It is her goal to have it to the printer by April 6. She asked for articles to be submitted between March 1 and March 8. Sean Massey suggested issues that the union is advocating for, such as contingent faculty and the pay issues they face, be included in the newsletter. Benita Roth stated that she would be happy to write about adjuncts. Benita suggested sending a message to membership asking for article submissions. Lori Fuller will speak with Mac Gunter regarding this and draft something for Sean Massey's approval and his submission to the UUP listserv.

8. Issues and Concerns from the Executive Board.

Melissa Zinkin reported on the issues she is having with the office of Services for Students with Disabilities. Although she is happy to accommodate student needs, it is very time consuming to be the one who has to communicate needs identified by SSD to the testing center, as she is teaching two lectures with 225 students. She asked if there could be a better solution than the requirements currently in place. Jeremy Pelletier announced that the Testing Center is trying to come up with a better and more efficient way, as they are getting very busy as well. ITS is also working with this and trying to make it a more streamlined process. There are legal requirements that the campus has to meet – a student's need for an accommodation is private information and available only to the instructor of record. If the instructor uses a TA, the information can be provided to the TA. Sean Massey added that some members have come to him regarding accommodations that involve attendance. They are concerned that the

attendance accommodations identified by SSD may be in conflict with the college attendance requirements. If students don't attend a certain number of classes, instructors cannot pass them. After the conversation with the professor if there is deemed no reasonable attendance accommodation SSD emails the student and the professor explaining that there is no reasonable attendance accommodation for this course. SSD tries to find out what the parameters are in an attempt to protect both faculty and students. Sean will follow up on this.

The pending closing of the Chenango Room was discussed. As soon as the announcement was made, both The Faculty Senate and The Professional Staff Senate made an intervention with Brian Rose and President Stenger. This decision appeared to be a done deal with nothing more than a vague student survey. Sandra Michael added that she had been a member of the Chenango Room Catering Advisory Committee as long as it has existed. She stated that members were never consulted before decisions were made. Sean Massey stated that when he first heard about this possibility his primary concern was that the staff who currently work in the Chenango Room weren't going to be retained, and were going to be replaced with non-unionized employees. This turned out to not be the case.

9. President's Report:

"Beat the Winter Blues" Membership Event

Our Chapter will be hosting our annual "Beat the Winter Blues" event on Wednesday, February 21, 4:30 p.m. to 6:00 p.m. in the Mandela Room. Join us for hot hors d'oeuvres, mini pastries, cold beer, wine, soda, water and good company. Music will be provided by the Harpur Jazz Ensemble Chamber Group.

Jamie Dangler, UUP's Vice President for Academics will join us and provide an update on contract negotiations and discuss the need and current opportunities for advocacy. We will also use this opportunity to take a Chapter membership photo (or photos). Don suggested and has graciously agreed to help with this. So please come, encourage your colleagues to join you, and feel free to dress up in your finest UUP gear! "Fair Contract" signs will be provided!

If Executive Board members have any specific questions they would like to ask Jamie Dangler, please email Sean Massey so he can pass them on to Jamie prior to the event. Donald Kunkel will be taking photos for UUP Statewide and the Newsletter, so members are encouraged to wear buttons, t-shirts, etc. Sean added that we want to show we are ready to respond and have a presence around respect and fairness in the workplace. Donald would like to have a 6-8 foot step ladder available. Linda will check with the University Union to see if they can provide one for this event.

The Winter DA, Advocacy, and Petition Supporting Fair Contract

The 2018 Winter Delegate Assembly was held January 28-29 in Saratoga Springs, NY. Several members of our exec board attended. UUP leadership provided us with an update on contract negotiations (much of which was

recently posted to the Members Only page of the UUP website). Here are some highlights from that update:

Although there has been some movement on several important issues, progress continues to be slow. Several important issues remain under discussion. These are mostly related to fairness, respect, and money: (1) compensation beyond standard increases be added to base instead of treated as one-time bonuses; (2) better job security and fair pay for contingent faculty; and (3) compensation based on years of service. These are all things other bargaining units have in place. They are important and they are worth fighting for!

Sean Massey announced that this is about respect and fairness. We need to engage in informational advocacy on campus and need to make our presence known. Members are encouraged to start wearing fair contract items, such as buttons, put signs in office windows and on doors, and place bumper stickers on cars. Darryl Wood stated that your colleagues need to see these so that they understand and may even talk with you to share some of your concerns. It is important for the administration to see these, as well as your neighbors and friends. Sean added that we need to get the administration on board. From the ground up, we need to put pressure on the administration to represent us. On March 1, campuses will hold an educational rally, and UUP Statewide will be providing us with a lot of information to share at the event. Sean stated that he will be organizing some meetings with Donna Lupardo and Fred Akshar. If anyone has any experience with this and would like to collaborate, please let Sean know. Bob Pompei volunteered to assist and recommended also a meeting with Clifford Crouch, who has an office in Chenango Bridge. Even if the negotiating team reaches an agreement, the membership still has to vote. Darryl stated that UUP has never done a ratification over the summer. If there is not a tentative agreement by mid-March, he suspects the earliest ratification vote would be late fall. Another major issue is the pending Janus court case. Sean encouraged Executive Board members to look through the list of feepayers sorted by department that he circulated and speak with these people. It is critical to get these feepayers signed up or they will not be able to vote on the contract.

UUP leadership also made numerous passionate calls for help from membership. They would like to see ongoing and visible support at the campus/chapter level. I hope each of you will take a handful of 'United for a Fair Contract' buttons or stickers, hang a sign in your office, on any bulletin boards you have access to, or a bumper sticker on your car! It's time to ask family and friends for their support as well.

In addition, they provided each chapter with a petition (some of you have seen and possibly already signed) asking Administration to join us in advocating for a fair contract and in support of public higher education.

NYSUT's 2018 Higher Education Lobby Day is being held February 27-28, 2018 at the Desmond Hotel in Albany, NY. If you think you can join the efforts, you can register online by visiting www.nysut.org/eReg/HELD18. UUP will host a dinner for

participants on Tuesday evening (time/location TBD). Tuesday night's lodging at the Desmond and Wednesday's breakfast and lunch will be provided by NYSUT. Please contact the UUP Legislation Department via phone at 800-342-4206 or via email at legislation@uupmail.org if you have any questions. In addition, I'm looking for volunteers to join me for some in-district meetings with Assemblywoman Lupardo and Senator Fred Akshar during the first week of March.

Finally, we need to support and promote VOTE-COPE. The contract is a critical issue, but the pending *Janus* ruling, combined with the current political climate, means that can't be our only focus. Supporting our PAC and making sure our state and federal leaders support labor and public education is a vital part of the success of our movement.

Report from December's Labor Management Meeting and Upcoming Labor Management meeting

We participated in the monthly Labor Management meeting on December 18, 2017 and raised a number of member concerns, including:

- Brendan presented a summary of concerns about environmental quality in some of the newly renovated buildings. We asked that membership be kept updated about ongoing efforts to maintain environmental safety in these and other buildings during periods of renovation.
- We inquired about the roll-out of the new online performance program system and inquired about the progress of changes that had been recommended by UUP, about the schedule for rollout and related trainings.
- We discussed campus efforts to increase faculty and professional staff diversity through recruitment and retention of women and people of color. We requested copies of any available reports related to retention and promotion rates of women and people of color, and inquired about the possibility of tracking and analyzing the proportionality of the more discretionary items during negotiations, such as startup packages and spousal hires. We also inquired about any efforts currently underway to address the gender wage gap, and also requested copies of any available reports that track pay and promotion rates, broken down by gender.
- Finally, we asked for clarification regarding the specific expectations that are communicated to professional staff — who, as part of their professional obligation, but also as a benefit, live in campus housing — regarding professional conduct outside of work hours/professional obligation.

The next Labor Management meeting will be held on Monday, February 26, 2018. Agenda items include:

- Impact of Excelsior Program on BU's operating budget.
- Issues with Gender Identity/Name Change in HR and other campus software systems.

- Implementation of new Federal tax guidelines and implications for our members.
 - Concerns about the need for approval and the reporting of unpaid consulting work.
 - Possibility of joint/collaborative advocacy day around SUNY budget and contract.
 - Concerns about RF policies on IFR monies from grants.
- If you have any other concerns that you would like us to bring forward, please email them to me.

Resolution on Diversity and Campus Activism

Last month I met with the Faculty Senate Diversity Committee and asked for the Faculty Senate to cosponsor a resolution asking the UUP Delegate Assembly and the SUNY Faculty Senate the Chancellor and Governor to help create a climate on our campuses that supports efforts by students, faculty, and professional staff to resist attacks on our campus community based on race, gender, class, disability, nationality, immigration status, etc. They were very supportive and we are currently discussing the best strategy for moving this resolution forward.

Campus Systems and Gender Identity and Name Changes

Currently, most campus software systems (e.g., ID card systems, banner, library, human resources, etc.) and many of our human resources policies are inadequate in accommodating the needs of students, faculty, and professional staff who have gone through or are in the process of gender transition, lacking cultural responsiveness and contributing to workplace stress. In addition, these systems and policies fall short of directives from both the Governor and the SUNY Faculty Senate (now several years old) to make these necessary reforms. I will provide an update on recent meetings with DDEI and HR concerning these issues.

Sean Massed reported that the campus systems are unable to accommodate this adequately and appropriately. There are other campuses that have done this, but nothing has been done here, and it is troubling. We need to be proactive about this. It was reported that ITS is meeting on Friday regarding this policy.

Discuss SSD's Requests for Attendance Accommodations

I've heard reports from some of our academic members that they have received letters and emails from the office of Services for Students with Disabilities asking for fairly broad attendance accommodations for students. Clearly we as a chapter support SSD and want to support student needs. But there is some concern about how these requests line up with College attendance requirements and academic standards and expectations regarding faculty availability and workload. We will be seeking some guidance from the Provost on these matters.

Discuss Dean's Letter Seeking Approval for Unpaid Consulting Work

The Harpur Dean recently sent out a memo indicating that all non-university service needs to be approved and reported to campus administration. Normally these reminders concern the amount of any paid

consulting work that is unrelated to their professional obligation. However, this memo seems to suggest that members need to seek approval before engaging in, and then are required to report, any unpaid consulting work. This has caused some concern and will also be discussed at Labor Management.

Concerns About Research Foundation Policies regarding IFR Monies
Current RF policies regarding reimbursement of infrastructure funds are unfair and limit financial incentives for: faculty in smaller departments/programs, those whose disciplines generally can only access smaller external funding lines, and faculty who are choosing to work collaboratively or across-disciplines (despite administration/roadmap's emphasis on collaborative and interdisciplinary work!). Members are being disincentivized by RF's current policies — that increase RF budget at our members' expense.

Administration's Stance on City of Binghamton Reporting of Scanned License Plates

The City of Binghamton is currently providing information collected through its recently installed license plate scanners to ICE officials. I would like this board to consider requesting that BU Administration issue a formal statement assuring the campus community that it has not and will never provide license plate data to any agency, especially ICE; (2) explain the current policy regarding the collecting and deleting of this information; and (3) express its concern with the City of Binghamton's actions regarding surveillance of our local community.

Benita Roth **MOVED TO ADJOURN**. **SECONDED** by Neil Christian Pages.
Meeting adjourned at 1:02 p.m.

The next Executive Board meeting will be held on Wednesday, March 14, 2018, from 11:30 a.m. to 1:00 p.m. in U UW-324.