



MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, May 6, 2020, 11:30 a.m. – 1:00 p.m.
via Zoom Web Conferencing System
Meeting ID: 948 4338 6298
Meeting Password: uupbing

Present: M. Allington, R. Andrews, S. Atav, S. Capobianco, B. Cornick, P. Doyle, L. Fuller, L. Gallagher, J. Goldman, K. Heard, K. Jesse, P. Knuepfer, D. Kunkel, S. L'Hommedieu, S. Massey, B. McGovern, R. Mess, S Michael, R. Pompei, N. Robinson, B. Roth, A. Uhlig, A. Wang

Guests: D. Wood, Labor Relations Specialist, J. Helin, Chapter Organizer, T. Chronopoulos

The meeting was called to order at 11:36 a.m. Chapter President Sean Massey welcomed all to the May 6 Zoom Web Conferencing Executive Board meeting. Zoom conference was necessary due to the COVID-19 Virus and the stay at home issue from the Governor's Office.

1. Approve Minutes from April 15, 2020 Executive Board Meeting – attached
Benita Roth **MOVED TO APPROVE** the April 15, 2020, Executive Board Meeting Minutes. **SECONDED** by Peter Knuepfer. **MOTION PASSED WITHOUT DISSENT.**
2. Treasurer's Report (Joe):
Approval of Monthly Financial Report for April, 2020 – attached
Treasurer Joseph Goldman reported the chapter did not have many bills during April and received its third allocation from Statewide. He added the chapter is doing well financially. Benita Roth **MOVED TO APPROVE** the April 2020, Treasurer's Report. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**
3. Chapter Officers' Report:
 - a. Vice-President, Professionals (Don)
Vice-President for Professionals, Donald Kunkel reported the chapter held its first online New Employee Orientation on Tuesday. Three new employees, who were hired over the past five to six weeks, participated. The orientation lasted over an hour and despite a few technical difficulties, the session went well. Sean added that he thought the NEO went really well and the new hires seemed to value it. Plans are to hold these orientations as long as hiring continues. Donald stated he participated in a Statewide Membership meeting last night and recommendations were made for the Nina Mitchell award. Tom Tucker, the Statewide Vice President for Professionals has asked that issues relating to the current working environment be brought to him should anyone have concerns. Donald added he has been working on campus and the environment is surreal.
 - b. Vice-President, Academics (Benita)
Vice-President for Academics, Benita Roth reported the impact of the hiring freeze is of concern and her understanding is that the freeze is a one size fits all and discussions are going on to carve out exemptions for SUNY. Benita added there are concerns about

faculty who may not want to be in person on campus, whether or not they are of a certain age. Benita stressed if faculty members are writing or talking about issues with board members, she would be grateful if they would let her know. The more information she receives, the better. Benita stated there are concerns about enrollments. It doesn't make sense to not have TA's or contingent faculty to come on board to teach enrolled classes. She and Sean have heard about some non-renewals. She stated a hint she received, at least from Harpur is that faculty are going to be asked to participate in various forms of work during the summer. These are 10-month employees. Tenure or tenure track faculty may be asked to prepare one course for in person and one for online teaching. Arguably that would be asking faculty to fiddle around with their obligations. For contingent faculty there isn't any doubt that it will double their work load. If a contingent makes \$4,000 or \$5,000 per course, this would be cutting their rate of pay back to \$2,000. Contingents desire hazard pay, and that is an important perspective. Benita added it would be good to go to the portal with suggestions. Benita asked Board members if they know of contingent faculty in any of the schools being given a workload over the summer, ask them to contact Benita and or Renee Andrews. They will not use anyone's name without their approval. Benita stated she would be happy to talk with people who are being squeezed, have doubts of non-renewal or questions about non-renewal. Sean added that he has raised the hiring freeze issue with Joe Schultz, and Joe thinks they will have clarification by Friday. He is also asking what to do with signed offer letters, student employment, etc. It was asked if a part-time, temporary employee would fall under the freeze stipulations. Darryl stated he does not have an answer but would argue that if an employee was previously employed and is being renewed, it would not be a new hire. Donald Kunkel reported that he and Darryl will be holding a workshop for professional employees about terms and conditions of employment and kinds of employment. Benita suggested a separate workshop be held for academics as well. Discussion followed regarding contingent employees, course enrollment and professional obligation.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews reported a member who is not a contingent has been asked to keep track of their time and write it down in quarter-hour increments. She has also received a call regarding contingents and the IDA awards. Sean stressed that a supervisor can ask for a report on professional obligations but not to punch a clock. Darryl Wood added if a supervisor is putting the request down in writing or stating it in a phone call, it is inappropriate and Joe Schultz needs to be notified.

d. Officer for Retirees (Bob)

Officer for Retirees, Bob Pompei reported all retiree events have been cancelled. He stated at the beginning of the fall semester, large classrooms are already completely filled. The campus would need twice as many classrooms and twice as many instructors to comply with social distancing. If students cannot return in the fall and have access to labs, Engineering and Sciences will have a major problem at the graduate level as they are involved in government contracts and grants that have to be fulfilled on a time line for external funding. The future as a University is at risk. Sean added that other university research centers are also at risk, and we are constantly asking the President for updates. He believes President Stenger has been forthcoming with issues raised.

4. Committee Reports:

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

Brendan McGovern reported the Membership Committee has been focused on creating an online New Employee Orientation and acknowledged Donald Kunkel and Jordan Helin's energy in creating the presentation and setting up the NEO's. Regarding Outreach, Brendan has been asked by Statewide to distribute an online form letter for people to use to reach out to their Congressmen in an effort to lobby for more stimulus funding for New York State. Brendan asked Darryl Wood for advice on how to distribute this. Darryl stated the chapter cannot formally, directly send out political lobbying types of things. He suggested putting something on the chapter website saying this is very important information and ask them to please go there. Saying please click here is potentially a problem. Darryl's bigger concern is asking for forgiveness after the fact. He cautioned they will cut you off, and you don't want to go there. Jordan suggested creating a page with some information at the end to be added to the website. Donald, Brendan and Sean will work with Jordan to get the page on the website. Brendan added the letter is not just for UUP employees. Anyone can fill this out. Just a little over 2,000 letters have been sent so far. It can also be posted on social media.

- b. Contingent Committee Reports (Brendan, Benita, Denise, Renee, Nikita)
Brendan McGovern reported the Contingent Committee had planned on holding an event downtown in the spring. Benita added it doesn't make sense to take any action at this point. Our main concern now for contingents is to protect them and make sure they have jobs.
- c. Newsletter Committee Report (Lori, Mac, Libby)
Sean thanked the newsletter committee for all of their hard work. The electronic version looks great and is a very nice project with less cost. Lori reported Libby did a great job on it as well and had to learn the software programs. Benita Roth **MOVED TO APPROVE** the purchase of a \$50 gift card for Libby with funds from the Sunshine Fund. **SECONDED** by an Executive Board member. **MOTION PASSED WITHOUT DISSENT**. Lori stated that Libby also purchased a couple of photos, which she should also be reimbursed for. Lori asked if there was talk of offering an early retirement incentive. Darryl Wood explained that retirement incentives have been offered by the State in the past and SUNY has a policy that campuses can create their own early retirement incentives. They would be the equivalent of a Bartle. The campus has offered a retirement incentive in the past with the use of Foundation Funds. These funds can no longer be used for this purpose. No early retirement incentives have been mentioned at this time.

5. President's Report:

- a. Report: UUP Special Delegate Assembly
Sean announced the meeting is off but Statewide is asking for feedback regarding what people thought of the idea.
- b. Report: Second Virtual Chapter Office Hours
Sean reported the chapter will be holding its second virtual chapter office hours next week. Benita suggested asking UUP President Fred Kowal to attend. Sean will reach out to Fred's assistant, Lynn Alderman regarding his availability.
- c. Report: Union Representative Check-in
Sean announced that he and Jordan want to try and check in with the union representatives and give them information they might need or have questions about.

- Jordan stated he had sent COVID-19 resources out to representatives. He has heard back from some but not others. He would like to thank the ones he has heard back from and reach out to those he has not heard from. Jordan discussed sending them a feedback form and an invitation to UUP's tele-town halls. Jordan added that the first two tele-town halls are booked but at this point sessions three and four are still open.
- d. **Report: NYS Budget update and UUP Legislative Agenda**
Sean reported there is not much new to add regarding the NYS budget and UUP Legislative Agenda other than the letter writing campaign for the stimulus money. The way UUP President Fred Kowal had presented it before the freeze memo was we are probably going to weather it, at least this round. The future we don't know about because we have to see how enrollments go. We are continuing to ask questions, and Fred sends out updates when anything changes.
 - e. **Report: IDA funding**
Sean announced that basically what is happening is reviewers are being hardcore on their oversight. Anything that has been signed and spent is probably fine. Any requests for reimbursement that have the section about the details of the expenditures have to be taken very seriously. Recipients have to write specific details about what everything was spent on. Jeri O'Bryan-Losee has sent out a series of questions regarding IDA, as Statewide wants to know if there are any problems with IDA funding on campus. Serdar Atav reported his experience with the process. His event happened last November, and he has had major difficulties with regards to communication. He explained that all of his carefully prepared documentation was in order, and credit card statements, receipts, etc. were submitted. His perception is that Human Resources was not prepared to deal with the IDA reimbursement. When Serdar asked about the reimbursement, he was directed to the Research Foundation. Two to three weeks ago, Serdar sent out an email to Joe and Erin and other involved parties, and it seemed to be moving forward. He still has not received a word. Binghamton University has always been very careful in terms of reimbursement, by requesting appropriate details, information and approvals. Sean stated that as Statewide has asked for input, it would be helpful to know if things are going well or possibly not so well with regard to the IDA.
 - f. **Report: April Labor Management Meeting**
Sean reported President Stenger attended the April Labor Management Meeting and tried to reassure us, making sure the cuts aren't too harmful. The President explained that if somehow we don't get students, things might be really different. Sean thought it was a pretty honest conversation. Benita added that the 10% cut every unit/department has coming July 1 is predicated on in-person enrollment, not online or hybrid enrollment in the fall.
 - g. **Discussion: Transition plans to return to campus, hazard pay for online course development, decisions regarding critical/essential designations, and rumors re: hiring restrictions, hold on 2% raises, furloughs/layoffs/retrenchment, etc.**
Sean reported that transition plans will be announced when it happens and UUP will follow up on hazard pay. Darryl Wood explained that designations are basically up to the campus president to determine. The Governor has also provided some direction as what essential means. Keep the place up and running, beyond that it is really up to the President. It was stated that for the purposes of COVID-19, everyone is essential. It was asked when we get back to essential in regards to weather related issues, what is going to happen then. Sean explained that "exception" is in place now. UUP and the Office of

Governor's Relations have agreed that what happens now is not a precedent to the future. It was explained that JoAnn Navarro, Division of Operations has a very detailed essential employee policy. One category would receive a letter; the other would receive a sticker affixed to their ID card.

h. Discuss: Agenda for May Labor Management Meeting

Sean asked if anyone had anything to add to the long list of items to bring to the May Labor Management meeting. In terms of the contract and looming deficits, it will immediately go to contractual. There is no mechanism for a volunteer pay reduction. It was asked if the hiring freeze memo could be shared, as we are short on details and the memo would give us a starting point. Darryl explained there are executive orders that come out of the Governor's Office. The Division of the Budget explains them and SUNY and campuses interpret that explanation either SUNY-wide or at a particular campus. SUNY or the particular campus would discuss with UUP. These can be shared. Sean will make the memo available.

6. Chapter Business:

a. Check-in: campus response to COVID-19, online teaching, professional obligation, and telecommuting agreement

b. Discuss solidarity fund for members experiencing financial hardship

Sean reported he was asked about solidarity. Certainly it could be done at the Statewide level, but it would be difficult to handle money at the campus level. It was agreed that a Statewide push advertised at the campus level is a good idea.

c. Other issues, concerns, and/or labor/management agenda items

It was advised that we should keep in mind that COVID-19 is not just age related. Healthy, young people are also getting this virus. Benita stated she has heard from faculty who said they are immune compromised or older. She does not want this to be limited to age range and suggests a policy regarding this. Sean announced that he took the diagnostic test, not the antibody test, for COVID-19 that is being offered on campus. He tested negative and advised board members if they want to get the test, they probably can get it. It was asked if there was any information on work spaces and what they will look like when employees return to campus. Sean stated he is not aware of anything, but it is being discussed. Benita added one thing that may happen is the staggering of work hours, and then there is changing of classes and students living together.

7. Adjourn

Donald Kunkel **MOVED TO ADJOURN**. **SECONDED** by Benita Roth. Meeting adjourned at 12:59 p.m.

The next Executive Board meeting will be held on Wednesday, September 16, 2020, from 11:30 a.m. to 1:00 p.m. hopefully in U UW-324.