



## MINUTES

*UUP Binghamton Executive Board/General Meeting*

Wednesday, September 11, 2024

11:30 a.m., UUW-324

Present: R. Andrews, T. Chronopoulos, R. Collier, B. Cornick, P. Doyle, L. Gallagher, C. Gelderloos, F. Goldman, R. Harrison, C. Ignarri, M. Kelly, P. Knuepfer, A. Mathis, B. McGovern, R. Mess, T. Norton, B. Polzin, C. Slocum, J. Starks, D. Stone

Guests: F. Kowal, UUP President, N. Alfarano, S. Cameron, K. Cummings, N. Eggleston, C. Konnick, S. Lewis, A. Messersmith-Mars, F. Reichert, P. Valenta, M. Vinluan, E. Wright

The meeting was called to order at 11:40 a.m. Chapter President Brendan McGovern welcomed all to the September meeting. He introduced UUP President Fred Kowal and thanked him for the great contracts UUP has negotiated for. Brendan asked members to join him in observing a moment of silence to remember and honor the victims of 9/11.

1. Approve Minutes from May 8, 2024, Executive Board Meeting (attached)  
Courtney Ignarri **MOVED TO APPROVE** the May 8, 2024, Executive Board Meeting Minutes. **SECONDED** by Robert Mess. **MOTION PASSED WITHOUT DISSENT.** (20 AYE, 0 NAY, 0 ABSTAIN)
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 ten years (unless meetings were held virtually). It is voluntary and up to members if they want to contribute or not. \$60.00 was collected at the September 11, 2024, meeting.
3. Treasurer's Report (attached) – Alan
  - a. Annual financial report (attached)
  - b. Approval of April thru August monthly reports (attached)
  - c. Approval of Expenditures (attached)Treasurer Alan Wang did not attend so no report was given.  
Robert Mess **MOVED TO APPROVE** the April through August 2024 Monthly Reports as well as the Resolution for Executive Board Approval for Routine Expenditures during the Fiscal Year September 2024-August 2025. **SECONDED** by Courtney Ignarri. **MOTION PASSED WITHOUT DISSENT.** (20 AYE, 0 NAY, 0 ABSTAIN)
4. New Business
  - a. Request to allocate \$1,000 to each of the following areas:
    - i. Events: Coffee & Breakfast Bites
    - ii. Union Reps
    - iii. Labor EducationPeter Knuepfer **MOVED TO APPROVE** the allocation of \$1,000 to each of the above areas. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSENT.** (20 AYE, 0 NAY, 0 ABSTAIN)

5. President's Report (Brendan)  
(See Attached President's Report.)
6. Chapter Officers' Report:
  - a. Vice-President, Academics (Tejpreet)  
Vice-President for Academics, Tejpreet Chadha did not attend so no report was given.
  - b. Vice-President, Professionals (Troy)
    - i. Professional Committees
    - ii. Motion: to appoint Ramona Lena and Yaseen Al-Wesabi to the College Committee on Professional Evaluation
      1. Rationale: Lena and Al-Wesabi both participated in the election for CRP, did not win, and expressed interest in serving on the CPE, the election for which had one candidate for three open seatsVice-President for Professionals, Troy Norton reported a Professional Concerns meeting is scheduled for October 1 from noon-1 p.m. in Lecture Hall 2. It will be followed by an Academic Concerns meeting from 1:15-2:15 p.m. He encouraged all to attend and express their concerns. Troy announced a College Review Panel election was recently held with seven nominations to fill three positions. He added a call for nominations for the College Committee on Professional Evaluation was also held, but with only one person interested in serving for three available UUP vacancies; therefore, no election was held. Troy stated he reached out to those who were not elected to the CRP to see if anyone would be interested in serving on the College Committee on Professional Evaluation. Two members expressed an interest. Troy Norton **MOVED TO APPROVE** the appointment of Yaseen Al-Wesabi and Ramona Lena to the College Committee on Professional Evaluation. **SECONDED** by Courtney Ignarri. **MOTION PASSED WITHOUT DISSENT.** (20 AYE, 0 NAY, 0 ABSTAIN)
  - c. Membership Development Officer (Courtney)  
Membership Development Officer, Courtney Ignarri reported it was a summer of New Employee Orientation activities. She explained we had 217 new staff join the University since our last meeting in May, and 187 of those attended a new employee orientation (NEO). There were eight biweekly orientations, and one new faculty orientation across the summer. Of those who attended a NEO, 72% joined UUP. Overall, 65% of new employees became members from May through August. Courtney added at these orientations, UUP has an opportunity to reach out to new employees to welcome them and make them aware of their rights. More members are needed on this team, and Courtney encouraged Executive Board members to join, invite members to Coffee & Breakfast Bites and engage in conversations to help people understand what UUP brings.
  - d. Officer for Contingents (Renee)  
Officer for Contingents, Renee Andrews reported she is happy about the website and the link, as it is an easy way to send information to members. She added some like to talk and some like to do the research on their own. Renee stated she is happy with all the great work the union has done, particularly in Facilities Management as all the new hires have been at 100%, with no part-time, temporary positions.
  - e. Officer for Retirees (Bob)
    - i. Survey  
Officer for Retirees, Robert Mess reported retirees had their spring luncheon in early June, with Carl Lipo as the guest speaker who discussed his research on Easter Island. The next

meeting will be held in December. Robert stated he has been working on a questionnaire that will be sent out to retirees, asking why they retired, did they want to retire, have they gone back to work somewhere else, etc.

7. Committee Reports:

a. Communications (Kitty, Marjorie, Troy)

Kitty Cummings reported she is working on the Chapter website and bulletin boards. She also updates and manages the shared calendar with the University. Marjorie Weiland was unable to attend the meeting, but Brendan read the following statement he received from her: The UUP Communications Committee is responsible for maintaining the Chapter website, updating the Google calendar for events, publishing Chapter notes biweekly, publishing of fall and spring newsletters, providing bulletin board content, and completing new bulletin board requests. We seek new members to contribute to and grow the strong foundation created last year. We meet virtually biweekly on Friday from 10-11 a.m. This committee does not require heavy time commitments and is ideal for all UUP members interested in getting more involved with our union. We are looking for additional support to bring the owl to our Executive Board meetings to continue providing access for folks who attend on Zoom. If you are interested in joining the comms committee, please email the communication chairs; Margie Weiland, [mweiland@binghamton.edu](mailto:mweiland@binghamton.edu), Kitty Cummings, [kcumming@binghamton.edu](mailto:kcumming@binghamton.edu), or Troy Norton, [tnorton@binghamton.edu](mailto:tnorton@binghamton.edu).

Troy Norton reported he would like to begin preparations for the fall issue of **Connection**, with topics such as the Welcome Back BBQ, the Fall Delegate Assembly, Fall Frolic, Professional and Academic Concerns Meetings and other topics are welcome as well. If anyone is interested in writing an article, please email Troy. Troy stated the Chapter is looking for assistance with hybrid meetings using owl to capture the meeting. If anyone is interested, please contact Troy or Kitty Cummings. This basically involves picking up the owl from the Center for Learning and Teaching and attending the meeting.

b. Events & Hospitality (Allie)

Allie Messersmith-Mars thanked members for attending Coffee & Breakfast Bites, held from 8:30-10:00 a.m. the first Thursday of the month in the Old Champlain Atrium. She reported over eighty people attended the September event with high numbers during the summer as well. Allie is asking for volunteers to assist her. If anyone is interested, please email her.

c. Union Reps (Nick / Courtney)

Nicholas Eggleston reported he stepped into this position to fill a gap, and he and Courtney Ignarri have built the foundation for the union rep system. He stated union reps are always needed. If members are interested, please contact him or Courtney.

d. Labor Education (Fran)

Fran Reichert announced *Lunch and Labor* will be held this semester, with two meetings scheduled each month. The first meeting of the month will be held from 12:30-1:30 p.m. via Zoom and the second meeting of the month will be held from 12:30-1:30 p.m. in person. The dates are October 2 and 16, November 6 and 20, December 4 and 18. Activism will be the theme. If anyone would like to volunteer to assist Fran, please send her an email at [freicher@binghamton.edu](mailto:freicher@binghamton.edu).

e. IDA (Aaron / Brendan)

Brendan announced that IDA funds are available, reminding members they can receive up to \$2,000 for two different events.

f. Membership (Don / Brendan)

Brendan announced Statewide Membership meetings are held monthly.

g. Outreach (Brendan)

Brendan reported members will be receiving an email from him regarding the upcoming Legislative Town Halls and encouraged all to attend as this is your chance to have input into what our legislative agenda will be. The announcement will also appear in the Chapter Newsletter.

Andre Mathis reported he is a member of the NYSUT SRP (School Related Professional) Advisory Committee, and announced there is an SRP Leadership Conference scheduled for October 25-27 in the Crowne Plaza: Desmond Hotel in Albany, NY. If anyone is interested in attending, please contact Andre. The out-of-pocket cost now required to attend may be funded by UUP.

8. Chapter Business:

a. T-Shirts, New Apparel (Courtney)

Courtney Ignarri reported since spring 2023 she has been working on getting new apparel for the Chapter, as she noticed people tend not to wear the t-shirts that UUP Statewide currently provides. Courtney announced she has finally found the right vendor and design, and pictures of the t-shirts and sweatshirt were displayed. She stated any member volunteering for the Chapter is entitled to one, but additional items can be purchased as well. The store link and order information will be sent out soon.

9. New business/questions/comments/issues from the floor

Kitty Cummings reported the eight compliance modules must be completed by September 30 to be considered for discretionary. She stated the link can be found on Dateline. Kitty added she monitors and oversees this compliance and encouraged members to contact her at [comply@binghamton.edu](mailto:comply@binghamton.edu) if they experience problems. Brendan reported during Labor Management a suggestion was made that supervisors who have not completed performance programs and evaluations would not be eligible for discretionary and threw in the compliance modules as another metric to be eligible for DSI.

John Starks reported there is a space on the Faculty Senate agenda for new items, and preliminary talks have been raised about establishing an AAUP chapter at Binghamton. Brendan stated we used to be affiliated with AAUP, but they do not have professionals in their ranks, adding if he remembers correctly there was a lot of contention.

10. Special Guest: Fred Kowal – UUP Statewide President

UUP Statewide President, Fred Kowal thanked members for inviting him. He explained in the 1990's Binghamton was a silent chapter, but over the last ten years he has seen a change, adding the last few Chapter Presidents have been phenomenal and it is good to hear how engaged and powerful this Chapter has become. President Kowal thanked Andre Mathis for announcing the SRP Leadership Conference, as he is really interested in SRP (School Related Professionals) and for higher education to have a role in that. He added UUP will sponsor people to go to the Conference or get NYSUT to sponsor. President Kowal reported UUP has been dealing with proposed cuts to our hospitals, where a third of our members work, as well as to Potsdam, Fredonia, and others, which will likely result in retrenchment. He explained for us to win those fights, we need strong,

active, and engaged chapters, as everything we are engaged in is a function of our power, and without power we are ignored. President Kowal stressed the importance of the upcoming election as unions and public education will be determined in November, adding there will be a call out by NYSUT and UUP, and we are going to be knocking on doors, talking with people, and buses will be going to PA to advocate for union and higher education friendly candidates. He noticed by looking at the Treasurer's reports, the Chapter has resources and encouraged the Chapter to use the funds to organize and build. Chapter President, Brendan McGovern asked if the Chapter should spend the funds that it receives every year, adding what about saving for a rainy day? President Kowal replied if you need extra resources, you can get them, as we have done it for other Chapters as he stated that each chapter is expected to spend its allocated budget each year and hold no reserves. President Kowal announced Vote-Cope supports our new political action committee, which was established over the last two years, adding we are getting fantastic results and encouraged members who joined to give more, and if they have not to start. He stated UUP is now received by legislators and decision makers in Albany much more than it used to and is irreplaceable for what our advocacy is now able to do for us, the students, and the future of the state, adding it is an honor and privilege to be President of UUP. Responding to John Starks earlier mention of AAUP, President Kowal explained UUP had a brief affiliation with AAUP, but at a Delegate Assembly a resolution was passed to disaffiliate with AAUP on the lack of recognition of professionals and contingent members. Regarding remote work, President Kowal explained CSEA settled its contract fast and the nature of their work is not remote. PEF has language in their contract but did not receive any improvements, adding SUNY has extended its remote work policy, and UUP received a commitment that SUNY would continue to have conversations. It was stated the campus gets information from Human Resources, which is often stingy about what they give, such as emails and office locations and the language is vague regarding what they must give. President Kowal replied some campuses may give more than others, but the issue may be brought up at the table again. A question was asked if New York State residency is required for employment. President Kowal stated if your workstation is Binghamton and your duty station is here, you need to be able to work here, and this is as close as we get to residency requirements. A question was asked about alternative providers for dental care. President Kowal explained dentists have complained about reimbursement rates, and negotiations resulted in increased reimbursements with additional incentives for dentists to come back into the network. Other providers were looked at, but no one came close to the coverage provided by Delta Dental, as there is a national shortage of dentists, as well as other medical providers. A question was asked if we are allowed to put information, like how to receive benefits post-Janus, in offer letters as a way of presenting information and signing up new members. President Kowal suggested discussing this with Labor Relations Specialist, Chris Sielaff, as it may be something that can be brought up at Labor Management. A question was asked in light of potential threats to the comprehensives and non-SUNY Centers, what can we do to bolster SUNY as a whole. President Kowal replied we had success this spring at Downstate and this will be discussed at the fall Delegate Assembly and how campuses in stronger positions can advocate for others under solidarity. A question was asked regarding the progress on adding/updating titles for IT positions. President Kowal replied discussions are ongoing, and two staff members have been hired just to do that. He will find out more and let Brendan know. SPR will also be part of the conversation.

## 11. Announcements

Adjourn – Next meeting Wednesday 10/09 at 11:30 a.m. in The Old Champlain Atrium

**The next Executive Board / General Meeting will be held on Wednesday, October 9 at 11:30 a.m. in the Old Champlain Atrium.**