

Delegate Assembly

October 19, 2023

Present:

Batson	EC	Forsythe	C	Johnson	HEO	Karras	LGCC	Stark	QCC RFNYC
Bosket	EC	Huang	C	Lee	HEO	Miller	LGCC	James	T
Davis	EC	Mano	C	Llamas	HEO	Creaco	MCC	Cermele	RT
Dechabert	EC	Batiz	CLT	Mar	HEO	Gronowicz	MCC	DiSalvo	RT
Gaboury	EC	Gruber	CLT	Martini	HEO	Hutchison	MCC	Friedman	RT
Jeu	EC	Bardsley	CSI	Minor	HEO	James	MCC	Kissack	RT
Kang	EC	Bishop	CSI	Morrison	HEO	Johnstone	MCC	McCall	RT
Kurtz	EC	Cope	CSI	Norman	HEO	Navaratne	MCC	Moran	RT
Lewis	EC	Lavender Powers	CSI	Perez	HEO	Offenholley	MCC	Nelson	RT
McIntyre	EC	Silverberg	CSI	Rodriguez	HEO	Roberts	MCC	Newfield	RT
Meltzer	EC	Baines	GCC	Santiago	HEO	Smallwood	MCC	Hansen	Y
Negri	EC	Aptekar	GS	Silverman	HEO	Smart	MCC	Pritchard Salek	Y
Persinger	EC	Goldberg	GS	Sue	HEO	Walker	MCC	Aseff	Y
Romer	EC	Grassman	GS	Teran	HEO	Jimoh	MEC		
Schnee	EC	Harris	GS	Bartlett	JJ	Lashley	MEC		
Seo	EC	Hu	GS	Clarke	JJ	Sanchez	MEC		
Stemberg	EC	Kagan	GS	Hovey	JJ	Stephens	MEC MEO		
Turner	EC	Kane	GS	LaForge	JJ	Cameron	C		
Vasquez	EC	Merriwether	GS	Majumdar	JJ	Albany	NYCT		
Wharton	EC	Rothman	GS	Markowitz	JJ	Behrent	NYCT		
Winter Bank	EC	Berube	H	Mullin-Rouabah	JJ	Birchett	NYCT		
Muñoz	B	Chinn	H	Pittman	JJ	Cheng	NYCT		
Djordjevic	B	Cusick	H	Szajngarten	JJ	Cuordileone	NYCT		
Entin	B	Kenigsberg	H	Vance	JJ	Decoux	NYCT		
Fox	B	Stone Walker	H	Cally	KCC	Harris	NYCT		
Hashmi	B	Kilkenny	H	Hernandez	KCC	Loguercio	NYCT		
Juhasz	B	Bencivenni	HCC	Rosson	KCC	MacDonald	NYCT		
Snyder	B	Bernardini	HCC	Shah	KCC	Shepard	NYCT		
Davis	BAR	Casey	HCC	Spear	KCC	Standing	NYCT		
Plochocki	BAR	Pimentel	HCC	Alexander-Street	L	Doran	Q		
Touval	BAR	Adams	HEO	Auslander	L	Gerwin	Q		
Wine	BAR	Ballerini	HEO	Chen-Hayes	L	Grier	Q		
Duncan	BCC	Baptiste	HEO	Manier	L	Guskin	Q		
Kolozi	BCC	Bink	HEO	Wangerin	L	Nir	Q		
Lang	BCC	Brown	HEO	Bastas	LGCC	Schnur	Q		
Pita	BCC	Doney	HEO	Beaty	LGCC	Tummino	Q		
Cardwell	C	Galloway Perry	HEO	Cleary	LGCC	Weingarten	Q		

Davis	C	Hegner	HEO	Connors	LGCC	Williams	Q
Diraimo	C	Jagielnicka	HEO	Fess	LGCC	Bordoni	QCC

Staff:

Marwa	Atef Mohamed Amer
Fran	Clark
Bettina	Damiani
Jorge	Guzman
Dean	Hubbard
Kim	Lashley
Sam	Lewis
Mitchell	Manning
Moses	Merisier
Faye	Moore
Ari	Paul
Sam	Rasiotis
Anais	Surkin
Pete	Zweibach

.Approvals

A. Agenda

MOTION: Move Resolutions to after the President’s report (Motion: J. Guskin, seconded) **APPROVED**

MOTION: Approve the agenda as amended (Motion: H. Meltzer; seconded) **APPROVED.**

B. Minutes for September 21, 2023 meeting

MOTION: To approve the September 21, 2023 DA minutes (Motion: J. Batiz; seconded) **APPROVED.**

II. President’s report and discussion (including written) - J. Davis

Bargaining Updates and Contract Campaign

President Davis discussed ongoing negotiations between the PSC and CUNY management regarding salary proposals and non-economic demands. The union has held mass meetings, online sessions, and borough-specific actions to mobilize support and pressure CUNY management. Plans for upcoming actions include a union-wide action on December 2nd, aiming for a just contract and conveying a message to the governor regarding the executive budget. A. Vásquez elaborated on this "Sing Out and Shout Out for A People's CUNY" rally. The union has a goal to bring 1500 PSC members, along with legislators, other unions, students, and coalition partners to demonstrate unity in budget and contract demands. The event aims to be creative, enjoyable, and visually impactful, featuring singing, performances, student voices, and theatrical elements.

President Davis addressed concerns raised in the DA listserv about the challenges and successes of the ongoing contract campaign. He emphasized the importance of member engagement and organizing

basics and highlighted the role of Campus Action Teams in expanding union reach. There is a need to reach out to non-members, particularly among full-time faculty, and to encourage active recruitment. He urged circulation on the campuses of the pledge card to serve as a tool for organizing conversations, allowing colleagues to commit to various levels of involvement. Any outstanding pledge cards should be submitted for analysis to inform assessments of capacity and member engagement.

Free speech at CUNY

President Davis addressed the recent conflict in Israel and Gaza and expressed condolences for the loss of life. He repeated the union's statement condemning the violence and emphasized the importance of communication, free speech, and mutual understanding. He expressed it is important for the union to send a clear message to the CUNY Chancellor about the value of freedom of speech and assembly, voicing concern that recent actions by the administration have made the campuses less safe for our students, faculty and staff.

These include statements from the Chancellor that took an imbalanced position with regard to protections of speech and general community safety for some rather than all members of the CUNY community; decisions by the Brooklyn administration that included to moving a student-organized demonstration for Palestinian rights at Brooklyn College off-campus due to public pressure, but having no response to the presence of counter protestors including an armed Republican member of the city council at the otherwise peaceful demonstration; and the Board of Trustees moving its October 16 public hearing online, in violation of the state open meetings law.

In response, he proposed that the union send a message to Chancellor Matos Rodríguez emphasizing the fundamental value of freedom of speech and assembly for all members of the university community. The union will draft a letter, and members will have the opportunity to sign in support. President Davis further suggested that the union can do more to support members when their political expression is targeted and weaponized in the media and proposed reaching out to the Faculty First Responders and the national affiliate AAUP to provide workshops and resources for members facing harassment.

Membership Report- A. Vásquez

Summer membership blitzes were especially successful in signing up many new members, and chapters where there's been concentrated focus have brought in new colleagues to the union. To build on these successes and to increase membership overall, First Vice President Vásquez emphasized targeted outreach and relationship-building with potential members.

With turnover challenges, especially among adjuncts, intentional relationship-building in the absence of traditional face-to-face interactions is even more important. Overall, there is a need for continued effort, data analysis, and intentional engagement to address challenges and boost membership for the long term. We will be regularly reporting on membership and giving time to it in future DA meetings.

Healthcare and Municipal Labor Committee

The PSC is looking into the possibility of submitting an amicus brief in the City's appeal against the decision in favor of the organization Public Service Retirees that prevents the City from implementing Medicare Advantage for its retirees. President Davis relayed that the City issued a request for information for alternatives to the current comprehensive benefits plan for active members, and is in the process of reviewing submissions from insurance companies to potentially replace Emblem/GHI. There has been very little reporting about any of the substance of the finalists, and there have been delays in the review process. The implementation date of January 1, 2024 has been moved to July 1, 2024. Two finalists have been identified: Aetna and Emblem/GHI in collaboration with United Health. While any plan would include premium free options with choices for providers and hospitals, it is highly likely that the plans will include price tiering of hospitals and outpatient providers.

III. Resolutions

Electronic Participation in DA Meetings, submitted by the PSC Executive Council

25 **RESOLVED**, that with the exception of the January and February meetings, which shall be held
26 fully online, PSC Delegate Assembly Meetings shall be held in-person for all delegates and
27 alternates, but that in-person meetings shall have an electronic video participation option for
28 delegates and alternates who attest that they (a) have a disability as defined under the Americans
29 with Disabilities Act of 1990, (b) have a medical health condition that prevents in-person
30 participation in a in-person Delegate Assembly meetings, or (c) perform their work at CUNY
31 entirely remotely.

32

33 **RESOLVED**, that documentation of a qualifying disability, medical health condition, or remote
34 work location will not be requested by the PSC staff, elected officers, delegates, or alternates.

35

36 **RESOLVED**, that the PSC is committed to facilitating in-person participation in Delegate Assembly
37 meetings and will survey delegates and alternates to solicit information about other impediments
38 to in-person participation with the goal of minimizing those impediments.

39

40 **RESOLVED**, that the Resolution on Electronic Participation in Delegate Assembly Meetings is a
41 pilot program that shall remain in effect through the end of the 2023-2024 academic year one
42 year from the date of implementation.

MOTION: Amend resolution to strike everything after line 27 at “option”. (Motion: J. Guskin,
seconded) **APPROVED**

**RESOLVED, that with the exception of the January and February meetings, which shall be held
fully online, PSC Delegate Assembly Meetings shall be held in-person for all delegates and
alternates, but that in-person meetings shall have an electronic video participation option.**

**MOTION: Amend resolution to remove reference to January and February meetings in lines 25
and 26** (Motion: P. Lewis; seconded) **APPROVED**

**RESOLVED, that PSC Delegate Assembly Meetings shall be held in-person for all delegates and
alternates, but that in-person meetings shall have an electronic video participation option.**

MOTION: To approve the resolution as amended. (Motion: N. Silverman; seconded) **APPROVED**

Introduced, for consideration at the next meeting: **Resolution Condemning CUNY Administration's
Persecution of Pro-Palestine Organizing and Disregard for Palestinian Lives**, submitted by the
Executive Committee of the Graduate Center Chapter

MOTION: To consider the resolution at the current meeting. (Motion: J. Guskin, seconded)
FAILED

IV. Administrative Items

A. Financial Report - F. Wharton

July 2023 Financial Statement

Total Operating Income: \$ 1,623,000

Total Operating Expenses: \$ 1,369,000

Surplus (Deficit): \$ 254,000

Year-to-date (11 months):

As of July 31st 2023, the financial statements show an eleven-month operating deficit of \$94,000. For the eleven-month period, year-to-date income is \$18,001,000 and year-to-date expenditures are \$18,095,000.

MOTION: To accept the July 2023 Treasurer's Report (Motion: M. Spear; seconded) **APPROVED.**

Proposed Budget 2023 - 2024

F. Wharton reported on the proposed budget for 2023-2024 and delegates discussed the proposed budget extensively in a pre-DA meeting .

MOTION: To approve the Proposed 2023-2024 budget (Motion: EC) APPROVED

B. Executive Directors Report - D. Hubbard

I. Staff:

a. Hiring

We have posted vacancies for contract enforcement and strategic research professional staff positions and have a goal of hiring successful candidates for both positions before the end of the year.

b. Elections Committee report:

The elections committee met on September 29, 2023, and took the following actions:

- Union-wide elections 2024: The committee established a schedule for the 2024 union-wide elections. It is as follows:
 - o December 1st - Deadline for an individual to become a member in good standing and be eligible to vote
 - o January 12 – Deadline for submitting declaration of candidacy
 - o January 26th – Pre-printed nominating petitions available
 - o March 1 – Deadline for completed nominating petitions to be received by the Elections Committee
 - o April 1st – Ballots mailed
 - o April 30th – Deadline for ballots to be received
 - o May 1st – Ballots counted
- Executive Council: Recognized the election of Larry Bosket as Vice President of Cross-Campus Units at the Delegate Assembly meeting on September 21.
- HEO Chapter: Recognized the resignation of Lauri Aguirre and Arthur Ben Chitty as delegates.
- York Chapter: Recognized the election of Matthew Garley and Gila Acker as alternate delegates and the resignation of Andrea Boffa as alternate delegate.
- BMCC Chapter: At BMCC's September 20 chapter meeting, there were 4 nominees for 2 alternate delegate vacancies. The elections committee established the schedule for the election, which is currently underway. Voting started on October 11 and will end November 11.

MOTION: To accept the Elections Committee report (Motion: S. Davis; seconded) **APPROVED**

V. Unfinished Business
New Business
Announcements

There is a collaboration with two theater groups, one from India and one from New York. They are having a performance on Friday, Oct 20 at 5pm at the People's Forum. - M. Hashmi

The Belle Zeller Awards raised \$26,000. Thank you to PSC for donating. Please spread the word to students. - S.DiRaimo

The Anti Racism Committee is hosting a NYSUT implicit bias training over two evenings, November 29 and 30. - J. Pittman

VI. Adjourn

MOTION: To adjourn 9:30 (Motion: R. Smart; seconded) APPROVED.