

**PSC Delegate Assembly Minutes, FINAL
January 18, 2024**

Attending:

Batson	EC	Cardwell	C	Jagielnicka	HEO	Johnstone	MCC	Pritchard
						Offenholler		
Bosket	EC	Diraimo	C	Johnson	HEO	y	MCC	Salek Aseff
Davis	EC	Forsythe	C	La Mar	HEO	Roberts	MCC	
Elliott-Negri	EC	Mano	C	Lee	HEO	Smallwood	MCC	
Gaboury	EC	Batiz	CLT	Llamas	HEO	Smart	MCC	
Jeu	EC	Irigoyen	CLT	Mares	HEO	Walker	MCC	
Kang	EC	Bardsley	CSI	Minor	HEO	Lashley	MEC	
Kurtz	EC	Bishop	CSI	Morrison	HEO	Sanchez	MEC	
Lewis	EC	Cope	CSI	Murphy	HEO	Stephens	MEC	
Lilly	EC	Lavender	CSI	Okrosy	HEO	Cameron	MEOC	
McIntyre	EC	Tournaki	CSI	Patestas	HEO	Albany	NYCT	
Meltzer	EC	Baines	GCC	Randall	HEO	Behrent	NYCT	
Persinger	EC	Devlin	GS	Rodriguez	HEO	Birchett	NYCT	
Romer	EC	Grassman	GS	Silverman	HEO	Cheng	NYCT	
Schnee	EC	Hu	GS	Sue	HEO	Decoux	NYCT	
Min Seo	EC	Kagan	GS	Wayler	HEO	Harris	NYCT	
Shacter-Dechabert	EC	Kane	GS	Bartlett	JJ	Hunter	NYCT	
Stemberg	EC	Merriwether	GS	Clarke	JJ	Loguercio	NYCT	
Turner	EC	Rothman	GS	Hovey	JJ	Shepard	NYCT	
Utakis	EC	Sellie	GS	Mooney	JJ	Bump Vena	Q	
Vasquez	EC	Agathocleous	H	Mullin-Rouabah	JJ	Checker	Q	
Wharton	EC	Chinn	H	Vance	JJ	Doran	Q	

Winter	EC	Cusick	H	Cally	KKC	George	Q
Bank Muñoz	B	Kenigsberg	H	Cuccia	KKC	Guskin	Q
Djordjevic	B	Stone	H	Hernandez	KKC	Hazas	Q
Entin	B	Bencivenni	HCC	Rosson	KKC	Nir	Q
Fox	B	Bernardini	HCC	Spear	KKC	Tummino	Q
Hashmi	B	Casey	HCC	Chen-Hayes	L	Weingarten	Q
Ludovici	B	Pimentel	HCC	Wangerin	L	Bordoni	QCC
Davis	BAR	Adams	HEO	Bastas	LGCC	Pecorino	QCC
Hernandez	BAR	Ballerini	HEO	Beaty	LGCC	Stark	QCC
Plochocki	BAR	Baptiste	HEO	Cleary	LGCC	Cermele	RT
Rice	BAR	Bink	HEO	Conners	LGCC	DiSalvo	RT
Wine	BAR	Brown	HEO	Durand	LGCC	McCall	RT
Duncan	BCC	Dempster	HEO	Fess	LGCC	Menna	RT
Lang	BCC	Doney	HEO	Alapo	MCC	Moran	RT
Price Banks	BCC	Gallagher	HEO	Butler-Haughton	MCC	Nelson	RT
Dunson	BEOC	Galloway-Perry	HEO	Glisson	MCC	Newfield	RT
Barnett	C	Hegner	HEO	Gronowicz	MCC	Jackson	Y

Kilkenny-Hunter

Guests:

Jonathan Buchsbaum RT

Olivia Wood CCNY

Peter Ranis RT

Staff:

Marwa Atef Mohamed Amer

Bettina Damiani
Thandi Farley
Brian Graf
Natalie Grieco
Jorge Guzman
John Herrick
Dean Hubbard
Dan Hunt
Sam Lewis
Mitchell Manning
Moses Merisier
Faye Moore
Denise Poché Jetter
Sam Rasiotis
Samantha Sherry
Anais Surkin
Peter Zwiebach

I Approvals

A. Agenda

MOTION: To move small groups after new business and before adjournment (Motion: J. Guskin; seconded). **APPROVED.**

MOTION: To approve the agenda as amended (Motion: C. Shacter-deChabert; seconded) **APPROVED.**

B. December Minutes

MOTION: To accept the December 14, 2023 DA minutes (Motion: H. Meltzer; seconded) **APPROVED.**

II President's report and discussion - J. Davis

President Davis announced that Pete Zwiebach, Director of Legal Affairs, is leaving the PSC after 16 years.

Contract campaign and negotiations

We have new bargaining and bargaining orientation dates after three months. CUNY hired an outside consultant who used to bargain for the MTA to support their team. The bargaining team is committed to securing a favorable deal before summer. It has continued to meet regularly and work on demand development even when not at the bargaining table. The mismanagement of the bargaining process and CUNY itself on the part of the chancellor and the CUNY Board of Trustees is a focus of our spring campaign, which we will amplify with escalating actions, as well as student and public facing components. February 29 is a key date marking both a bargaining meeting and one year without a contract, and delegates should be looking for news about actions that day. We will hold workshops on civil disobedience and the Taylor Law beginning in March. Through the contract campaign we have opportunities to engage our members directly on issues that are of broad, deep interest. We're expecting counter proposals from CUNY regarding multi-year appointments for adjuncts and on our proposal for across-the-board salary increases—their economic offer will be an important inflection point in our campaign and should be a moment for wider agitation and outreach to members.

There are going to be other points of leverage this Spring, including BoT public hearings and the release of the State Assembly and State Senate budgets. We are hoping to have a couple of contract-specific actions in the month of March; one coordinated across different campuses and chapters where we're going to really need to hear from and work with the CATS and the chapter chairs and one in Albany. In April, we'd like to do a union-wide, centrally organized contract action before spring break.

Budget campaign, including current “colleges of concern”

President Davis highlighted widespread activism across campuses in response to mid-year budget cuts. Actions are planned at York and Queens on the first day of the semester. Despite discouragement at every level, from college presidents to the Governor telling us that there's nothing that can be done about the budget, we must advocate for alternatives and the envisioning of a different university model. The executive budget that Hochul just announced is underwhelming, but it's also not unexpected. We're going to increase the executive and capital budget numbers again this year.

CUNY decided to target nine colleges and told them to submit savings plans, making additional cuts to the Fiscal Year 2024 budget, right before the holidays. One common feature among all the schools is that the spring schedules are being micromanaged. Enrollment limits for a class to run are rising. Enrollment caps are also being raised. Adjuncts and in some cases substitute lecturers are being laid off just weeks before

classes start. On December 18th, these concerns were voiced to the Board of Trustees and the Chancellor. President Davis commended the affected chapters and Chapter Chairs for their proactive efforts over the break to try to get some level of transparency and accountability for what is going on at their campuses.

The university amended its state budget request, gutting \$180 million worth of programmatic needs, and they removed \$61 .5 million worth of restorations of the city's PEG (Program to Eliminate the Gap). President Davis argued there are four things CUNY should do: reverse the December cuts on these nine campuses, eliminate the central vacancy review board, spend down the \$105 million in COVID stimulus money, and submit a budget request that meets the needs of the university. The union's messaging around this fabricated crisis is that we don't have an enrollment problem, we have a retention crisis and an understaffing crisis facilitated by CUNY's mismanagement.

MOTION: To recommend to the Executive Council to add Marc Kagan to the Bargaining Team (Motion: J. Guskin; seconded). **APPROVED.**

III Legislative report - H. James

The Mayor and the Governor announced their preliminary budgets on the same day. In the City budget, the Mayor is giving more agencies exemptions on budget cuts than he's done previously, including the NYPD, FDNY, CFNY. We're talking to CUNY administration and to our allies in the City Council to tell them that CUNY should also be exempt. The Mayor admitted that revenue growth was better than previously projected. State preliminary budget includes a community college funding floor. The capital investments budget looks similar to last year.

IV Nominations // Elections

Vice President for Senior Colleges

Nomination: Susan Kang nominates Jen Gaboury, nomination accepted.

Election results: Jen Gaboury elected as Vice President for Senior Colleges..

University-wide Officer

Nomination: Kathleen Offenholley nominates Justyna Jagielnicka, nomination accepted..

Nomination: Alycia Sellie nominates Marc Kagan, nomination accepted..

This election will be held at the February meeting, conducted by the American Arbitration Association.

V Administrative Items

A. Financial – F. Wharton

- October Financial report

Summary for one (1) month:

Total Operating Income: \$ 1,770,000
Total Operating Expenses: \$ 1,647,000
Surplus (Deficit): \$ 123,000

Commentary:

Year-to-date (2 months):

As of Oct 31st 2023, the financial statements show a two-month operating surplus of \$358,000. For the two months ending Oct 31st year-to-date income is \$3,507,000 and year-to-date expenditures are \$3,149,000.

MOTION: To accept the October 2023 Treasurer's Report (Motion:H. Meltzer; seconded) **APPROVED.**

B. Executive Director's Report—D.Hubbard

I. Staff:

Hiring

Pete Zwiebach, our long-serving, outstanding Legal Director, is moving on. We have posted the vacancy, and will seek to have a new Legal Director in place by early March. We have concluded our interviews for the vacancies for both contract enforcement and strategic research professional staff positions and have a goal of hiring for both positions by the end of this month.

II. Elections Committee report:

Lehman Chapter:

David Manier resigned as chapter chair. The vacancy was recognized by the elections committee at its meeting on 1/8/24.

HEO Chapter:

Andrew Bennett resigned as Alternate Delegate. The vacancy was recognized by the elections committee at its meeting on 1/8/24.

Spring 2024 Union Wide Elections:

This election is currently underway

Upcoming dates:

January 26th – Nominating petitions available

March 1 – nominating petitions due; preprinted petitions are confirmed

April 1st – ballots go out

April 30th – ballots due

May 1st – ballots counted

MOTION: To accept the Election Committee's Report (Motion: H. Meltzer; seconded) **APPROVED.**

V Resolutions

Resolutions for NYSUT 2024 RA:

Banned Books, Submitted by the Retirees Ctte, originally from Retirees Council 43

MOTION: “THEREFORE BE IT RESOLVED, that NYSUT will use its lobbying efforts at the state level to support legislation that prohibits book banning and encourage AFT and NEA to do the same at the national level; and be it further

RESOLVED, that NYSUT will collect, share, and promote best practices around book selections with the goal of improving selection policies at the local, state and national levels” (Motion: Retirees Chapter) APPROVED.

Quality Health Insurance Is A Social Justice Issue, Submitted by the Retirees Ctte, originally from Retirees Council 18

MOTION: “THEREFORE BE IT RESOLVED, that NYSUT will include the providing of quality health care and insurance in its social justice agenda and consider it a social justice issue and encourage its national affiliates to do the same” (Motion: Retirees Chapter) APPROVED.

Monitoring Medicare Advantage Plans, Submitted by the Retirees Ctte, originally from Retirees Council 21

MOTION: “THEREFORE BE IT RESOLVED, that NYSUT urge its national affiliates (AFT and NEA) to encourage Congress to strengthen oversight and monitoring of these private insurance plans known as Medicare Advantage Plans; and strengthen enforcement against plans having a pattern of inappropriate denials and delays” (Motion: Retirees Chapter) APPROVED.

VI Unfinished business, New business, and Announcements

Chapter reports: Medgar Evers and LaGuardia Community College

A. Medgar Evers - Kevin Adams

The college was fortunate to learn that they were not one of the schools that had to submit an enhanced savings plan. They are still dealing with leaks, rats, bed bugs, mold infestations, and a member of senior leadership chided a person for speaking to representation on campus. In response, the chapter sent a stern letter to the administration regarding bullying and the need to allow people to exercise their collectively bargained rights and not discourage them from doing so. At the State of the College, the President celebrated increased enrollment. Some senior administration have left the college: the senior vice president/chief of staff and

legal counsel. They see this as a trend that administration is not in it for the long run.

B. LaGuardia Community College - Carrie Conners

One issue that has been an organizing point for the past year is our struggles with HR. They are making it exceedingly difficult to access contractual benefits such as medical leaves and accommodations. Recently, HR asserted that people cannot apply for sabbatical leave until after their 6th year of service. They were able to get them to concede on this point with help from Contract Enforcement. A petition calling for change in HR was delivered to the President and resulted in the opening of a search for a permanent HR Director.

VII Small Group Discussion

GROUPS: Contract, budget and other issues

Delegates broke out into small groups. Cuts to “colleges of concern (Q and Y), Cuts to “colleges of concern” (BC, CSI, KCC, NYCT, JJ, BMCC, SPS), Brightspace, Professional Staff Workload Survey, Winning Job Security contract demands, CRA and CUNY in Coalition, PSC’s State Budget Request and Spring campaign escalation.

VIII Adjourn

MOTION: To adjourn 9:38 p.m. (Motion: H. Meltzer; seconded) **APPROVED.**