

**May 23, 2024 Delegate Assembly – minutes**

**Present:**

Batson	EC	Barnett	C	Baptiste	HEO	Szajngarten	JJ	Decoux	NYCT
Bosket	EC	Cappetti	C	Brown	HEO	Vance	JJ	Harris	NYCT
Davis	EC	Cardwell	C	Campbell	HEO	Cally	KCC	Hunter	NYCT
Gaboury	EC	Diraimo	C	Dempster	HEO	Repetti	KCC	Loguerico	NYCT
Jeu	EC	Forsythe	C	Doney	HEO	Rosson	KCC	MacDonald	NYCT
Kang	EC	Mano	C	Gallagher	HEO	Shah	KCC	Olerich	NYCT
		Austria	CLT						
Kurtz	EC	Amir Abdali	CLT	Galloway-Perry	HEO	Spear	KCC	Shepard	NYCT
Lewis	EC	Batiz	CLT	Hegner	HEO	Alexander-Street	L	Standing	NYCT
Lilly	EC	Gruber	CLT	Hotko	HEO	Auslander	L	Checker	Q
McIntyre	EC	Irigoyen	CLT	Jagielnicka	HEO	Chen-Hayes	L	Cornetta	Q
Meltzer	EC	Bardsley	CSI	Johnson	HEO	Farrell	L	Doran	Q
Persinger	EC	Bishop	CSI	Keier	HEO	Fenton	L	Genao	Q
Romer	EC	Cope	CSI	La Mar	HEO	Wangerin	L	George	Q
Sanchez	EC	Lavender	CSI	Lee	HEO	Bastas	LGCC	Guskin	Q
Schnee	EC	Powers Silverberg	CSI	Llamas	HEO	Beaty	LGCC	Kesler	Q
Seo	EC	Tournaki	CSI	Mares	HEO	Cleary	LGCC	Nir	Q
Shacter-Dechabert	EC	Baines	GCC	Minor	HEO	Conners	LGCC	Schnur	Q
Turner	EC								
Utakis	EC	Aptekar	GS	Morrison	HEO	Durand	LGCC	Tummino	Q
Vasquez	EC	Goldberg	GS	Murphy	HEO	Fess	LGCC	Weingarten	Q
Wharton	EC	Grassman	GS	Norman	HEO	Karras	LGCC	Bordoni	QCC
Winter	EC	Hu	GS	Okrosy	HEO	Miller	LGCC	Pecorino	QCC
Albarillo	B	Kagan	GS	Patestas	HEO	Tanenbaum	LGCC	Chaug	RFCCO
Entin	B	Kane	GS	Perez	HEO	Alapo	MCC	James	RFNYCT
Fox	B	Merriwether	GS	Perez	HEO	Creaco	MCC	Cermele	RT
Hashmi	B	Orejuela Soria	GS	Randall	HEO	Glisson	MCC	DiSalvo	RT
Ludovici	B	Sellie	GS	Rodriguez	HEO	Gronowicz	MCC	Friedman	RT
Manlow	B	Bidell	H	Santiago	HEO	Hoff	MCC	Kissack	RT
Snyder	B	Chinn	H	Silverman	HEO	Johnstone	MCC	McCall	RT
Davis	BAR	Cusick	H	Sue	HEO	Offenholley	MCC	Moran	RT
Hernandez	BAR	Kenigsberg	H	Teran	HEO	Roberts	MCC	Newfield	RT
Plochocki	BAR	Stone	H			Salas	MCC	Vazquez	RT
Rice	BAR	Walker Kilkenny	H	Bartlett	JJ	Smallwood	MCC	Hansen	Y
Smith	BAR	Bencivenni	HCC	Clarke	JJ	Smart	MCC	Pritchard	Y
Touval	BAR	Bernardini	HCC	Epstein	JJ	Sanchez	ME	Salek Aseff	Y
Wollman	BAR	Casey	HCC	Hovey	JJ	Stephens	ME		
Duncan	BCC	Pimentel	HCC	Majumdar	JJ	Cameron	MEOC		
Kolozi	BCC	Adams	HEO	Markowitz	JJ	Albany	NYCT		
Lang	BCC	Ali	HEO	Mooney	JJ	Behrent	NYCT		
				Mullin-					
Ortuno	BCC	Ballerini	HEO	Rouabah	JJ	Cheng	NYCT		

**Guests:**

Abi Ghannam	Ghina	GS	Klassen	David	MCC	Wolf	Sarah	B
Acosta	Lisette	MCC	Koh	Karlyn	LGCC	Wood	Olivia	CCNY

Acosta Matos	Mariel	GS	Kuchirko	Yana	B	Wood	Zeno	B
Alapo	Oluremi	MCC	Loeb	Michael	B			
Arena	Jay	CSI	Lopez-Jantzen	Nicole	MCC			
Arenas	Cesar	CSI	Martin	Amber	H			
Bechrouri	Ibrahim	JJ	Meltzer	Laura	GS			
Bernstein	Susan	Q	Morrell	Andrea	GCC			
Bianchino	Giacomo	GS	Nantina	Vgontzas	GS			
Biswas	Debarati	NYCT	Nelson	Bonnie	RT			
Borrachero	Aranzazu	QCC	Ness	Immanuel	B			
Bowen	Barbara	Q	Nicoludis	Nic	BAR			
Carroll	Gene	GS	O'Brien	Daniel	LGCC			
Cornetta	Jacqueline	Q	Ordaz	Vero	GS			
Cui	James	MCC	Parmar	Priya	B			
Dichner	Ellen	GS	Ranis	Peter	RT			
Drabinski	Emily	Q	Santiago	Anitta	HCC			
Ethier	Scott	LGCC	Santiago	Chris	CSI			
Fadem	Maureen	KCC	Shahidi	Samina	GS			
Fischer	Naomi	GS	Shapiro	Andrew	H			
Fragopoulos	George	QCC	Shirazi	Roxanne	GS			
Fryer-Davis	Valerie	HCC	Simon	Heather	Q			
Galland	Claire	MCC	Sinanovic	Jasmina	CCNY			
Garland	Libby	KCC	Skelly	Megan	CCNY			
Goner	Ozlem	CSI	Stern	Nancy	CCNY			
Gramling	Amelia	NYCT	Tolleson	James	CCNY			
Harding	Chris	GS	Trichur	Ganesh	CSI			
Havlin	Natalie	LGCC	Varghese	Marie	BCC			
Hope	Torren	MEC	West	Dan	GS			
Hyatt	Francesca	Q	Wheeler	Kalen	H			
Imperato	Rose	GS	Wilson	Katherine	H			
Johnathan	Buchsbam	RT	Winkler	Kevin	CCNY			

**Staff:**

Eve	Cabrera	Jorge	Guzman
Stephanie	Crowder	John	Herrick
Bettina	Damiani	Kim	Lashley
Jorge	Diaz	Tycho	McManus
Rico	Doan	Faye	Moore
Greg	Douros	Ari	Paul
Ava	Farkas	Samantha	Sherry
Thandi	Farley	James	Smith
Brian	Graf	Anais	Surkin
Natalie	Grieco	Jessica	Varrone

**I. Approvals**

A. Agenda

**MOTION:** To move Resolutions to after the President's report (Motion: R. Smart; seconded)  
**FAILED.**

**MOTION: To approve the agenda** (Motion: H. Meltzer; seconded) **APPROVED.**

B. Minutes for the April 18, 2024 meeting

**MOTION: To approve the April 18, 2024 DA minutes** (Motion: A. Gronowicz; seconded) **APPROVED.**

C. Minutes for the May 9, 2024 meeting

**MOTION: To approve the May 9, 2024 Special DA minutes** (Motion: A. Gronowicz; seconded) **APPROVED.**

## **II. President's report and discussion - J. Davis**

### **Negotiations and Contract Campaign**

The May 20 rally at BCC was successful. We had 140 members show up despite CUNY changing the location at the last minute. The chair of the CUNY board of Trustees was flummoxed by our action.

CUNY has tried to use the Spring calendar to make us accept an inadequate proposal they say is "comprehensive" for 4.5 years, with 3%, 3%, 3.125%, 3.125%, with ratification bonus for FT workers, with other demands right before the state budget was about to close. They claimed it would be disastrous if we didn't get an agreement before then. We rejected that unfounded notion.

CUNY has started to move in our direction in other areas, moving on remote work, lecturer professional advancement, raises with promotions, adjunct multi-year appointment, and others. We are not going to rush to reach an agreement before the June 6 budget deadline without getting what we need. In the past, we received retro-pay that was covered and it should be again.

We told CUNY that their suggested changes to the Bylaws are inconsistent with the contract and they need to negotiate with the union over these changes. We will file PERB charges if they don't withdraw proposed changes or agree to bargain.

### **Membership - A. Vásquez**

We have 192 new members since January 1st, equally divided between part- and full-timers. However, there is the churn of people leaving employment as well so we remain flat – same 88% fulltimers. We need to increase the rate at which we reach new hires to ask them to join the union if we are to raise membership numbers. I encourage you to continue your outreach to new hires about joining the union.

### **City Budget - J. Gaboury**

The mayor has proposed 140 million dollars in cuts to the CUNY budget. We are going to need to work to get the City Council, even our supporters, to up the allocation to CUNY.

We will be in Coney Island on Tuesday, June 4 from 6:00-8:00pm. We want you to hold June 20 for a budget hearing at City Hall. We also have an action letter about our city budget ask on the website and postcards to the Mayor here in the office. There will be flyering in front of City Hall at the Council Stated meeting from 12-2pm on the next five Thursdays.

### **Settlement agreement - Online training grievance**

We grieved and we won! This summer, CUNY will pay \$1.73 million to 4,311 members. The members covered by the grievance will receive \$900 minus any amount they may have been paid already.

**MOTION: Challenge to Chair's ruling that the DA cannot recommend to the Executive Council to hold a strike authorization vote** (Motion: M. Kagan; seconded). **FAILED.**

### **III. Administrative Reports**

#### **A. Treasurer's report – F. Wharton February Financials**

Summary for one (1) month:

Total Operating Income: \$ 1,680,000

Total Operating Expenses: \$ 1,327,000

Surplus (Deficit): \$ 353,000

Commentary:

Year-to-date (6 months):

As of Feb. 29th 2024, the financial statements show a six-month operating surplus of \$546,000.

For the six months ending Feb 29th year-to-date income is \$10,062,000 and year-to-date expenditures are \$9,516,000.

**MOTION: To accept the February 2024 Treasurer's Report** (Motion: N. Romer; seconded). **APPROVED.**

#### **March Financials**

Summary for one (1) month:

Total Operating Income: \$ 1,550,000

Total Operating Expenses: \$ 1,555,000

Surplus (Deficit): (\$ 5,000)

Commentary:

Year-to-date (7 months):

As of March 31, 2024, the financial statements show a seven-month operating surplus of \$541,000. For the seven months ending March 31st year-to-date income is \$11,611,000 and year-to-date expenditures are \$11,070,000.

**MOTION: To accept the March 2024 Treasurer's Report** (Motion: H. Melzer; seconded). **APPROVED.**

#### **B. Executive Director's report – A. Surkin**

I. Staff:

- Legal Director: Our new director will start in late June.

- Executive Director: We have narrowed it down to four outstanding candidates and are in the process of the second round of interviews.

- Contract Enforcement professional: We have interviewed finalists and hope to make an offer very soon.

- Communications: Our new Communications Associate will start in early June.

- Administrative Asst: We have a robust pool of candidates and expect to start interviewing very soon.

II. Elections:

The Elections Committee certified the results of the election for unionwide officers on Wednesday, May 15. The terms will commence on Wednesday, May 29. Results can be found in DA google folder and will be reported in Clarion.

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

### **IV. Resolutions**

**MOTION: For any resolution there should be a limit of up to five speakers in favor and five opposed.** (Motion: S. Chin; seconded) **APPROVED.**

**Support Decarbonization of our Schools,**

Submitted by Nancy Romer, for Environmental Justice Working Group

**Therefore, Be It Resolved That,**

The AFT encourage all locals to participate in local coalitions and efforts to advance implementation of the Inflation Reduction Act to transition their schools, universities and hospitals to clean energy alternatives; and

The AFT and its locals pressure the States to do more to enable every community to make the energy transition especially by making no-interest loans available for up-front costs for decarbonization for public schools, universities, and hospitals; and

The AFT and its locals prioritize low income communities that are, in general, more vulnerable to the predicted ravages of climate change and more likely to experience the high asthma rates associated with burning fossil fuels; and,

The AFT and its locals urge and support efforts to ensure our young people engage in robust, meaningful, interdisciplinary climate change and climate justice curricula with the goal of preparing students to participate productively and responsibly in a rapidly changing world, and in emerging green, sustainable professions; and

The AFT advance this work through articles in American Teacher and state-wide communications, paving the way for AFT locals to join coalitions and organize for cities, towns, counties and states to support and facilitate the efforts to implement the IRA in our public schools, universities and hospitals.

**MOTION: Support Decarbonization of our Schools Resolution** (Motion: N. Romer; seconded). **APPROVED.**

**MOTION: To extend the meeting until 9:30pm** (Motion: M. Hashmi; seconded) **APPROVED.**

**AMENDED Resolution in Support of CUNY Gaza Solidarity Encampment for May 23 DA**

41 Resolved, that the PSC calls on Chancellor Matos Rodriguez and President Boudreau to acknowledge  
42 and respond to the CUNY Gaza Solidarity Encampment's Five Demands; to acknowledge and  
respond

43 to their own complicity in violence against protesters, many of whom are Muslim, Jewish,  
immigrants,

44 and/or students of color; refrain from further violence and repression; decline to participate in all  
45 prosecutions of participants in the CUNY Gaza Solidarity Encampment and related protest actions;  
and

46 advocate for withdrawing all charges against all those arrested.

47 Resolved, that the PSC endorses the student movement demand that the CUNY administration  
commit

48 to full financial transparency regarding the university's institutional investments and immediately  
divest

49 from all Israeli companies, including weapons, tech and surveillance, and construction companies as  
well

50 as ban all academic trips to Israel, encompassing Birthright, Fulbright, and Perspectives trips, and  
cancel

51 all forms of cooperation with Israeli academic institutions, including events, activities, agreements,  
and

52 research collaborations.

53 Resolved, that the PSC must respond immediately and assertively to any current or future retaliation  
that

54 our students, faculty, or staff face for pro-Palestine organizing or speech, and must allocate additional  
55 resources to train and support PSC staff, union leaders, rank and file, and grievance counselors to  
ensure

56 that such responses are effective.

**MOTION: To Amend the Amendment line 48 as follows “to full financial transparency regarding the university’s institutional investments and calls for a union wide referendum to be held by the end of 2024 on whether to divest” (Motion: M. Behrent; seconded). FAILED.**

**MOTION: To consider the AMENDED Resolution instead of the original resolution (Motion: C. Stone; seconded). FAILED.**

**MOTION: To extend time to 10:30pm (Motion: M. Hashmi; seconded) APPROVED.**

**MOTION: (Original) Resolution in Support of CUNY Gaza Solidarity Encampment (Motion: J. Guskin; seconded) FAILED.**

**V. Research Foundation Bargaining**

James:

We have had several meetings at LGCC, Citytech, and GC, and have conducted a survey as well. We are making efforts to reach out to people, as many are not on campus.

**VI. Unfinished and New Business, Announcements**

**VII. Adjournment**

**MOTION: To extend the meeting by 15 minutes to 10:45pm. (Motion: N. Silverman; seconded) FAILED.**

**MOTION: To adjourn. (Motion: G. Kurtz; seconded) APPROVED.**