

PSC Delegate Assembly**April 18, 2024**

Present:

| | | | | | | | |
|-------------------|-----------|----------------|-----|------------------|------|----------------------------|-------|
| Batson | EC | Batiz | CSI | Santiago | HEO | Harris | NYCT |
| Davis | EC | Bishop | CSI | Silverman | HEO | Hunter | NYCT |
| Gaboury | EC | Cope | CSI | Sue | HEO | Loguercio MacDonal d | NYCT |
| Jeu | EC | Gruber | CSI | Teran | HEO | Olerich | NYCT |
| Kang | EC | Lawrence | CSI | Wayer | HEO | Shepard | NYCT |
| Kurtz | EC | Tournaki | CSI | Bartlett | JJ | Checker | Q |
| Lewis | EC | Devlin | GS | Clarke | JJ | Doran | Q |
| Lilly | EC | Grassman | GS | Majumdar | JJ | George | Q |
| McIntyre | EC | Kagan | GS | Mullin-Rouabah | JJ | Guskin | Q |
| Meltzer | EC | Kane | GS | Pittman | JJ | Hazas | Q |
| Persinger | EC | Merriwether | GS | Szajngarten | JJ | Schnur | Q |
| Romer | EC | Sellie | GS | Vance | JJ | Weingarten | Q |
| Schnee | EC | Cusack | H | Cally | KCC | Bordoni | QCC |
| Seo | EC | John | H | Hernandez | KCC | Pecorino | QCC |
| Shacter-Dechabert | EC | Kenigsberg | H | Rosson | KCC | | RFNYC |
| Stemberg | EC | Bencivenni | HCC | Spear | KCC | James | T |
| Vasquez | EC | Bernardini | HCC | Alexander-Street | L | Cermele | RT |
| Wharton | EC | Casey | HCC | Chen-Hayes | L | DiSalvo | RT |
| Winter | EC | Pimentel | HCC | Wangerin | L | Friedman | RT |
| Albarillo | B | Adams | HEO | Bastas | LGCC | McCall | RT |
| Djordjevic | B | Ali | HEO | Cleary | LGCC | Moran | RT |
| Entin | B | Ballerini | HEO | Connors | LGCC | Newfield | RT |
| Fox | B | Brown | HEO | Durand | LGCC | Jackson | Y |
| Hashmi | B | Campbell | HEO | Karras | LGCC | Louis | Y |
| Manlow | B | Coleman | HEO | Alapo | MCC | Pritchard | Y |
| Snyder | B | Dempster | HEO | Creaco | MCC | Salek Aseff | Y |
| Davis | Bar BA | Doney | HEO | Gronowicz | MCC | | |
| Hernandez | R BA | Galloway-Perry | HEO | James | MCC | | |
| Plochocki | R BA | Hegner | HEO | Offenholley | MCC | | |
| Touval | R BA | Hotko | HEO | Roberts | MCC | | |
| Wine | R | Jagielnicka | HEO | Smallwood | MCC | | |
| Barnett | C | Keier | HEO | Smart | MCC | | |
| Cardwell | C | Lee | HEO | Lashley | MEC | | |
| Diraimo | C | Llamas | HEO | Cameron | MEOC | | |
| Forsythe | C | Minor | HEO | Albany | NYCT | | |
| Huang | C | Morrison | HEO | Behrent | NYCT | | |
| Mano | C | Patestas | HEO | Birchett | NYCT | | |
| Abdali | CSI | Randall | HEO | Cuordileone | NYCT | | |
| Bardsley | CSI | Romeo | HEO | Decoux | NYCT | | |

Guest:

| | | |
|----------|--------------|-----|
| Torren | Hope | MEC |
| Mohammed | Jahed Sarwar | Y |
| Olivia | Wood | C |

Staff:

| | |
|---------|--------------|
| Eve | Cabrera |
| Fran | Clark |
| Bettina | Damiani |
| Jorge | Diaz |
| Enrico | Doan |
| Greg | Douros |
| Brian | Graf |
| John | Herrick |
| Tycho | McManus |
| Faye | Moore |
| Ari | Paul |
| Denise | Poché Jetter |
| Sam | Rasiotis |
| Carol | Rial |
| Anais | Surkin |

.Approvals

A. Agenda

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

B. Minutes for the March 21, 2024 meeting

MOTION: To approve the March 21, 2024 DA minutes (Motion: H. Meltzer; seconded) **APPROVED.**

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

Contract negotiations and Contract Campaign

We've had four bargaining sessions since our last meeting. Management's approach has been to use the state budget deadline as an artificial deadline to force a settlement on negative terms for the PSC. We let them know that we do want to get an agreement in a timely fashion for our members but it's not going to be on CUNY's terms, and that we need more exchanges and discussion at the table so that the proposals we've brought forward for our vast bargaining unit are responded to.

Management's last offer was retroactive pay to June 2023, four year contract, 3% 2023, 3% 2024, 3.15% 2025, 3.15% 2026. \$3,000 ratification bonus for FT employees. The bargaining team put together some counter proposals, which included a 4 year contract 5.5% in 2023 and 2024 and 3.5% in 2025 and

2026; and we reiterated our equity proposals. Management's response was that the economics that the PSC proposed were not realistic based on other settlements in the public sector. We responded that it is indeed realistic given the cost of rent and other living costs that their employees face, and pointed to ways in which their offer does not realize the full value even that other unions have gotten.

The union will be holding contract events May 2 and May 20. On May 2 the NYSUT Representative Assembly is coming to the city. There will be a press conference at CUNY Central at 10am, and labor leaders across the state will speak in support of our contract struggle, including Randi Weingarten. May 20 is the Board of Trustees meeting and we will be protesting outside. We also have scheduled trainings for civil disobedience coming up.

State budget

The budget is not yet done. The governor announced that a conceptual framework has been achieved but the budget is still not finished. The budget for CUNY will be disappointing compared to our goals but is better than the Governor's executive budget. The union was the central player bringing more money in. The early proposal was flat with cuts in services, forcing the legislature to buy those cuts back. Those cuts were removed and new money was added. Due to our actions, we are now looking at \$40 million for CUNY senior colleges over the executive budget and \$4 million for community colleges.

Membership Report

We are continuing to stop membership loss. PSC organizers have been the driving force keeping the numbers stable, but with membership support, particularly in recruiting adjuncts. We are still at 88% FT membership and 55% part time membership. We still need more members supporting organizers to help sign up their colleagues, and support them with organizing blitzes.

Proposed CUNY bylaw changes

The PSC is requesting to bargain the bylaw changes proposed by the University Provost's office. Among the changes, work and authority would be taken away from department chairs, as would the academic function of the College President. These changes conflict with the contract. We have consulted with the New York State comptroller, whose report has been cited by CUNY as one of the reasons for their wanting to change scheduling protocols. The comptroller was clear that governance was not an issue for their office, and there is nothing in his report to suggest so. Underfunding is the problem they've identified as the main driver of scheduling problems, and we agree.

RF Field Units Bargaining

We have contracts at three RF Field units and CUNY Central. The field units contract is expiring this December. The bargaining team is being put together.

III. Legislative Report - H. James

City Budget

We are 10 weeks out from the city budget. The mayor will present the council with his executive budget by April 26. We have heard the mayor may back off from some of his cuts. The council will then begin negotiations with the mayor and will have about two months to finish the budget. The PSC's focus is on leveraging the council's power to secure funding for CUNY and prevent further cuts, including seeking capital money and genuine oversight of CUNY's operations.

IV. Administrative Reports

Financial Report - F. Wharton

January finances

Summary for one (1) month:

Total Operating Income: \$ 1,620,000

Total Operating Expenses: \$ 1,679,000

Surplus (Deficit): \$ (59,000)

Commentary:

Year-to-date (5 months):

As of Jan 31st 2024, the financial statements show a five-month operating surplus of \$195,000. For the five months ending Jan 31st year-to-date income is \$8,381,000 and year-to-date expenditures are \$8,136,000.

MOTION: To accept the January 2024 Treasurer's Report (Motion: H. Meltzer; seconded).
APPROVED.

Executive Directors Report

I. Staff:

a. Hiring

Legal Director: We have concluded interviews for this position and are checking finalist references this week. We hope to make a tentative offer next week and be able to present a candidate to the EC very soon.

Executive Director: PSC has engaged the firm Union Search to lead the search. We worked with this firm on the successful search for an Organizing Director. We sent a survey to all staff soliciting input about qualities they would like to see in the successful candidate. The first review of candidates is this week and we hope to schedule the first round of interviews by late April.

Contract Enforcement professional: We are starting interviews for this position tomorrow.

Communications staff: We are interviewing for this position this week and next week and hope to make a tentative offer by the end of April.

Administrative Assistant: The announcement for this position has been posted and we are currently accepting applications. We expect to conduct interviews in May.

b. Staff union bargaining:

OPEIU Local 153: The collective bargaining agreement between OPEIU Local 153 and the PSC has been ratified all around.

Professional Staff Union: The parties met to bargain on Tuesday 4/16. We had a productive session and hope to tentatively agree on the terms of a successor collective bargaining agreement soon.

II. Elections:

BMCC Chapter: Correction - James Hoff and Remi (Oluremi) Alapo were elected as alternate delegates, not delegates.

Brooklyn College: Carolina Bank Munoz resigned as chapter chair and Naomi Schiller resigned as vice chair. The elections committee recognized the vacancies and is scheduling a chapter chair election.

CCNY: Robert Balun resigned as a delegate. Joseph Davis is promoted from alternate delegate to replace him. A second alternate delegate vacancy was created by the passing away of David Rumschitski.

CLT Chapter: George Giannopoulos was promoted from alternate delegate to delegate creating an alternate delegate vacancy.

CSI Chapter: The Elections Committee recognized an alternate delegate vacancy and is scheduling an election.

Union-wide elections are currently underway.

The schedule is:

April 30th – Deadline for ballots to be received

May 1st – Ballots counted

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

APPROVED

V Committee Report - Environmental Justice Working Group - Nancy Romer

The Environmental Justice Working Group meets on Tuesday nights and reported on initiatives, including a global youth march on April 19 which will be a school walkout calling on Biden to declare a climate emergency. They are also advancing a "Decarbonize CUNY" campaign and planning town halls to educate members and students on renewable energy. They are trying to get the AFT to enact a plan to decarbonize public schools, universities, and hospitals through the Inflation Reduction Act Funds. They are also supporting a bill that empowers NIPA to develop renewable energy at CUNY while also monitoring state budget items related to climate legislation.

VI. Resolution

For Introduction: **Support Decarbonization of our Schools, Universities and Hospitals Through Inflation Reduction Act Funds**

Submitted by Nancy Romer, for Environmental Justice Working Group

VII. Unfinished Business

**New Business
Announcements**

REPAIR Act - M. Fox

There is an ongoing campaign for the Repair Act, which would repeal property tax exemptions for NYU and Columbia and direct funds to CUNY.

CCNY Faculty legal representation issue - I. Mano

Concerns were raised about the potential legal exposure of faculty members serving on committees. CUNY withdrew protection from a faculty member facing lawsuits, raising questions about the exposure of committee members to liability.

MOTION: To resolve that the Delegate Assembly call for the immediate freeing and the dropping of all charges against the more than 100 students arrested today at Columbia University (Motion: S. John; seconded). **No Vote due to loss of quorum.**

Chair suggests referring this matter to the EC to make a recommendation.

VIII. Adjournment

MOTION: To adjourn 9:10 p.m. (Motion: R. Smart; seconded). APPROVED.