

November 21, 2024, PSC Delegate Assembly – minutes

Present:								Guest:	
Batson	EC	Mano	C	Norman	HEO	Navaratne	MCC	Wolf	BCC
Bosket	EC	Sinanovic	C	Okrosy	HEO	Roberts	MCC	Jeu	CLT
Davis	EC	Batiz	CLT	Patestas	HEO	Smallwood	MCC	Olerich	NYCT
Dempster	EC	Gruber	CLT	Randall	HEO	Lashley	MEC	Ranis	RT
Gaboury	EC	Irigoyen	CLT	Rodriguez	HEO	Stephens	MEC		
Galloway-Perry	EC	Bardsley	CSI	Santiago	HEO	Cameron	MEOC	Staff:	
Jagielnicka	EC	Bishop	CSI	Silverman	HEO	Behrent	NYCT	Amer	
Kang	EC	Cope	CSI	Sue	HEO	Cheng	NYCT	Clark	
Lewis	EC	Goldberg	GS	Teran	HEO	Cuordileone	NYCT	Cordero	
Lilly	EC	Grassman	GS	Wayler	HEO	Decoux	NYCT	Diaz	
Min Seo	EC	Harris	GS	Winter	HEO	Harris	NYCT	Farley	
Offenholley	EC	Kagan	GS	Yeboah	HEO	Loguercio	NYCT	Herrick	
Persinger	EC	Kane	GS	Clarke	JJ	MacDonald	NYCT	Hunt	
Romer	EC	Orejuela Soria	GS	Hovey	JJ	Olerich	NYCT	Kaplowitz	
Schnee	EC	Paradiso	GS	Majumdar	JJ	Shepard	NYCT	Lewis	
Shacter-Dechabert	EC	Rothman	GS	Mooney	JJ	Checker	Q	McManus	
Stemberg	EC	Sellie	GS	Mullin-Rouabah	JJ	Doran	Q	Moore	
								Poche-	
Turner	EC	Bidell	H	Pittman	JJ	Guskin	Q	Jetter	
Vasquez	EC	Chinn	H	Umbach	JJ	Schnur	Q	Rasiotis	
Wharton	EC	John	H	Vance	JJ	Sullivan	Q	Rial	
Wood	EC	Kenigsberg	H	Cally	KCC	Tummino	Q	Surkin	
Albarillo	B	Stone	H	Shah	KCC	Bordoni	QCC		
Entin	B	Walker Kilkenny	H	Spear	KCC	Stark	QCC		
Fox	B	Bernardini	HCC	Alexander-Street	L	James	RFNYCT		
Hashmi	B	Casey	HCC	Auslander	L	Cermele	RT		
Ludovici	B	Pimentel	HCC	Bell	L	DiSalvo	RT		
Manlow	B	Adams	HEO	Chen-Hayes	L	Friedheim	RT		
Snyder	B	Ali	HEO	Fernandez	L	Friedman	RT		
Davis	BAR	Ballerini	HEO	Graulau	L	Kissack	RT		
Hernandez	BAR	Baptiste	HEO	Hankin	L	McCall	RT		
Plochocki	BAR	Block	HEO	Wangerin	L	Moran	RT		
Wine	BAR	Brown	HEO	Bastas	LAG	Newfield	RT		
Kolozi	BCC	Coleman	HEO	Beaty	LAG	Pritchard	Y		
Lang	BCC	Doney	HEO	Cleary	LAG	Salek Aseff	Y		
Price Banks	BCC	Hegner	HEO	Connors	LAG				
Dunson	BEOC	Hotko	HEO	Karras	LAG				
Cappetti	C	Keier	HEO	Tanenbaum	LAG				
Cardwell	C	Lee	HEO	Alapo	MCC				
Diraimo	C	Llamas	HEO	Creaco	MCC				
Forsythe	C	Mares	HEO	Gronowicz	MCC				
Huang	C	Morrison	HEO	Johnstone	MCC				

I. Approvals

A. Agenda

MOTION: To approve the agenda (Motion: C. Shacter-Dechabert; seconded)

APPROVED.

B. October 2024 DA meeting minutes

MOTION: To approve the October 17, 2024 DA minutes (Motion: C. Shacter-Dechabert; seconded) **APPROVED.**

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

2024 Elections and paths forward

First, I want to acknowledge the visceral experience of this political moment. We are experiencing this moment in different ways. We are differently vulnerable. I want to list some ways we can defend and stay on the offense. This is a moment for the left and our friends in the Democratic party to figure out how to organize.

The playbook for Trump consists of: 1. Distrust of institutions and fear of immigrants 2. Play to economic anxieties 3. Only a white man can handle this. Don't trust the DEI candidate.

Trump has announced his attack plan on higher education. Reclaim Higher Ed from the Radical Left. This can be found on YouTube. We will need to build coalitions to fight back against this. His plan includes:

Defund Pell Grants - CUNY receives \$1 billion annually in federal aid

Tax college endowments

Target faculty members for what they teach, how they teach, what they say outside of the classroom,

Broadening Attack on Title IX

Target undocumented immigrants via mass deportations

There are some checks and balances against these changes, but Trump's plan is to dismantle them. What is PSC's plan? We've begun discussing ways to move immediately to develop plans together, figuring out how to protect our most vulnerable communities. Trump's attacks will be broader than those in his first term. We need to convene an emergency committee on immigrants' rights. Build coalitional relationships between organizations that are struggling similarly to protect people. It is very clear that they are targeting gender nonconforming people and trans and LGBT people. We need to create a place for people who are angry and want to fight back from within the union.

We've discussed putting together a forum from social movement organizations and people within our ranks. We have enormous resources within the CUNY community.

The PSC Plan

Protect Vulnerable Communities

PSC Emergency committee on Human Rights

On rights of LGBTQ+ and gender nonconforming people

Forum: Supporting Vulnerable Communities

Protecting Academic Freedom

Forum: Academic Freedom, Constitutionally Protected speech, Title VI

Public Higher Education's Future

Forum: Federal support, state and local support for public higher ed

Protect and Advance the rights of Organized Labor

Forum: the NLRB, federal law, NYS (Taylor Law)

It's very clear what the Trump administration wants to do with public sector unions federally. In New York, we're governed by the Taylor Law. Private sector unions are especially vulnerable, but it's no walk in the park for the public sector.

We need a resurgent Left. For the Left to be resurgent in this moment, we cannot be beholden to a party, also can't play purity politics, need to build sustainable coalitions with each other. The left will win because it believes in collective action, antithesis of Trump's philosophy, society does not have to be a zero-sum game.

We are positioned well. We can lead. We are a 30,000 member union, not massive, but we are positioned to respond to this moment. We are a union of academic faculty, professionals, and students.

Contract negotiations and campaign

The pickets have been incredible. The effect has been very clear to management: we're not getting worn down, and we're not going away.

What's happening at the table is directly related. People have been showing up to bargaining sessions. CUNY can't turn around without seeing you. Where are things at in bargaining? There have been three phases: for the first year, CUNY was very unserious and unprepared;

They were not engaging. It took them until the last state budget cycle to present an economic package.

The next stage we were bargaining more, but CUNY was working off the DC37 CUNY agreement as the box for our negotiations. In the fall, they began to negotiate on our issues without coming off the “CUNY Pattern”.

It wasn't until we pushed at John Jay and 30 were arrested that we pushed into the most recent, third phase. It has been more intense in terms of substantive engagement, and we moved them off of their opening economic position. The incremental changes moved closer to the UFT across the boards. Every quarter of a point is \$6M. They put forward a new economic proposal on October 24th, we countered on November 8th with a 5-year contract with 3.5% general wage increases (GWIs) and a number of equity targets. CUNY countered on November 15th with an offer of 4-years plus an extension, 3%, 3%, 3.25%, 3.5%. They have proposed cash bonuses in their offer, but the problem is most of the needs our members have can't be solved by cash. That's one time money that they're trying to use to meet structural needs we've identified. We're trying to figure out ways to deliver more value for all members plus additions towards equity needs.

There is real resistance on some of the most important items. The university has agreed to extend the remote work agreement, through the end of the contract. But that's not what we aimed for. They have also resisted on Appendix E, adjunct multi-year appointments; their proposal is still unacceptable. They want to tear up Appendix E and hate that we've won so many grievances.

They are also concerned about the governor releasing her executive budget in January and not having the collective bargaining costs included. CUNY doesn't want to go through that. They want to get that in before January. They want a tentative agreement, pending ratification, that they can send to the board of trustees. We feel our own urgency in this moment. We're not walking away from the table until we feel we've won a strong contract. Some of us have not experienced a raise since November 2022. It's way too long. They've seen already, we're not rolling over, and to the extent we want those raises in the state budget, but really it's their problem. That's why we are constantly in subcommittees with them, and we have bargaining sessions Monday and Tuesday. We're going to use that urgency to try to get what we need.

Contract and membership - A.Vásquez

It continues to be powerful to have members in the room during bargaining. The bargaining team decides when to bring the Memorandum of Agreement to the Executive Council for its approval and when that happens, the MOA goes to you, the delegates. You vote on whether

members will have the opportunity to ratify the contract. If the majority of the delegates approve, it goes to each dues paying member to vote.

We want to get the completed draft to members ahead of the vote, more than the two days is required in our Constitution. If it gets to members it means the DA has approved it.

This is also the optimal time to talk to non-members about membership. Non-members cannot vote on the contract. The raises they will receive are because of the contract and the thousands of members who have worked on this campaign. They, too, should join.

MOTION: To limit the time limit of the speaker to two minutes (Motion: Anthony Creaco; seconded). **APPROVED.**

III. Legislative Report – J. Gaboury

With Governor Hochul, it's about extracting the most that we can at a particular moment that she controls. We will be demanding the state of New York do something outside the pattern and contract, and it's about the use of those things.

Last night's legislative committee meeting featured a HEO from the Grad Center who is a mapping expert. He will help provide a demographic analysis of how CUNY students and workers vote ahead of the 2025 Mayoral race. We've discussed our VOTE COPE money in the past two weeks. We made a decision to split the money between traditional contributions and an advocacy fund. Some of the work we've addressed tonight is something that the advocacy fund could finance. The legislative committee will come back soon with a timeline on city elections. Unlike other cycles where the PSC defers to AFT and NYSUT, we will be able to make our own endorsements. We will be active in the mayoral, city council, comptroller races.

A number of us were at the Public Power hearing last night at John Jay about building 15gW of public power in New York. We are still in a public comment period where people can submit comments, we will distribute information. Today there was a rally sponsored by 32BJ against hospital price gouging. We are a member of their coalition, part of what we want to do is pull in members who have experience with this issue. If you know members who have experienced hospital price gouging, we would love to hear their testimony. There's an opportunity to think outside the box about improvements to municipal health care with some of the candidates in the race.

IV. Administrative reports

Treasurer Report - F. Wharton

Our swag store is up.

September 2024 Financials

Summary for one (1) month:

Total Operating Income: \$ 1,692,000

Total Operating Expenses: \$ 1,711,000

Surplus (Deficit): \$(19,000)

Commentary:

Year-to-date (1 months):

As of September 30th, 2024, the financial statements show a one-month operating deficit of (\$19,000). For the month ending September 30th year-to-date income is \$1,692,000 and year-to-date expenditures are \$1,711,000.

MOTION: To accept the September 2024 Treasurer's Report (Motion: C. Shacter-DeChabert; seconded). **APPROVED.**

Executive Director Report - M. Cadambi

I. Elections Committee Report

1. Election Schedule for 2025

FRIDAY, JANUARY 10, 2025 —Deadline for submitting a signed Declaration of Candidacy form.

MONDAY, FEBRUARY 3, 2025 — Pre-printed nominating petitions will be available

MONDAY, MARCH 3, 2025, 5:00 PM — Deadline for completed nominating petitions

TUESDAY, APRIL 1, 2025 — Ballots mailed and emailed

THURSDAY, APRIL 24, 2025, 5:00 PM — Deadline for ballots

FRIDAY, APRIL 25, 2025, 10:00 AM — Ballots counted

2. Recognition of vacancies and new delegates

a. **Baruch** – Elisabeth Gareis resigned as alternate delegate.

b. **Lehman** – Eleanor (Norah) Campbell resigned as delegate

3. Election Results

- a. **BMCC** – Cara O’Connor elected as alternate delegate
- b. **John Jay** – Gregory “Fritz” Umbach elected as alternate delegate on Oct. 1
- c. **Kingsborough** - Arturo Enamorado III elected as alternate delegate
- d. **Lehman**
 - i. Renee (Hyungeong) Bell elected as Vice Chair
 - ii. Alternate delegate Mariposa Fernandez replaced Eleanor Campbell as delegate.
 - iii. Renee (Hyungeong) Bell, Yenick Gonzalez, Jeannette Graulau, Jennifer MacKenzie, and Smee Wang elected as alternate delegates on October 18

MOTION: To accept the report of the elections committee (Motion: C. Shacter- DeChabert; seconded.) **APPROVED**

V. Resolution

- 1. Resolution for Introduction: PSC and NYCERS Israeli Investments
Divestment Resolution - Submitted by Evan Rothman

VI. New and Unfinished Business

VII. Announcements

VIII. Adjourn

MOTION: To adjourn (S. Chinn; seconded). **APPROVED**

Meeting Adjourned 8:50 PM