

PSC Delegate Assembly — December 19, 2024 — DRAFT Minutes

Present:

Batson	EC	Duncan	BCC	John	H	Romeo	HEO	Cleary	LGCC	Guskin	Q
Bosket	EC	Kolozi	BCC	Kenigsberg	H	Santiago	HEO	Connors	LGCC	Schnur	Q
Davis	EC	Lang	BCC	Kilkenny	H	Silverman	HEO	Durand	LGCC	Sullivan	Q
Davis	EC	Ortuno	BCC	Mitchell	H	Sue	HEO	Fess	LGCC	Tummino	Q
Dempster	EC	Dunson	BEOC	Stone	H	Teran	HEO	Karras	LGCC	Bordoni	QCC
Elliott-Negri	EC	Barnett	C	Bencivenni	HCC	Wayer	HEO	Tanenbaum	LGCC	Pecorino	QCC
Gaboury	EC	Cappetti	C	Bernardini	HCC	Winter	HEO	Alapo	MCC	Stark	QCC
Galloway-Perry	EC	Cardwell	C	Casey	HCC	Yeboah	HEO	Creaco	MCC	Chaung	RFCO
Gerwin	EC	Diraimo	C	Pimentel	HCC	Bartlett	JJ	Gronowicz	MCC	James	RFFU
Jagielnicka	EC	Forsythe	C	Adams	HEO	Clarke	JJ	Hoff	MCC	Cermele	RT
Kang	EC	Mano	C	Ali	HEO	Epstein	JJ	Johnstone	MCC	Disalvo	RT
Lewis	EC	Sinanovic	C	Ballerini	HEO	Hovey	JJ	Navaratne	MCC	Greenbaum	RT
Lilly	EC	Amir Abdali	CLT	Baptiste	HEO	Madrazo	JJ	Roberts	MCC	Kissack	RT
Offenholley	EC	Austria	CLT	Block	HEO	Majumdar	JJ	Smallwood	MCC	Moran	RT
Persinger	EC	Batiz	CLT	Bloom	HEO	Markowitz	JJ	Smart	MCC	Newfield	RT
Romer	EC	Giannopoulos	CLT	Bonilla	HEO	Mooney	JJ	Walker	MCC	Vazquez	RT
Schnee	EC	Hope	CLT	Brown	HEO	Rouabah	JJ	Jones	MEC	Jackson	Y
Seo	EC	Irigoyen	CLT	Campbell	HEO	Pittman	JJ	Lashley	MEC	Pritchard	Y
Shacter-Dechabert	EC	Bardsley	CSI	Coleman	HEO	Szajngarten	JJ	Stephens	MEC	Salek Aseff	Y
Stemberg	EC	Bishop	CSI	Doney	HEO	Vance	JJ	Berry	MEOC		
Turner	EC	Cope	CSI	Gallagher	HEO	Cally	KCC	Cameron	MEOC		
Vasquez	EC	Hagedorn	CSI	Hegner	HEO	Cuccia	KCC	Behrent	NYCT		
Wharton	EC	Lavender	CSI	Hotko	HEO	Enamorado III	KCC	Birchett	NYCT		
Wood	EC	Silverberg	CSI	Keier	HEO	Hernandez	KCC	Cheng	NYCT		
Albarillo	B	Sanchez	CSI	La Mar	HEO	Repetti	KCC	Cuordileone	NYCT		
Djordjevic	B	Tournaki	CSI	Lee	HEO	Rosson	KCC	Decoux	NYCT		
Entin	B	Aptekar	GS	Lee	HEO	Shah	KCC	Harris	NYCT		
Fox	B	Grassman	GS	Llamas	HEO	Spear	KCC	Hunter	NYCT		
Hashmi	B	Harris	GS	Mares	HEO	Alexander	L	Loguercio	NYCT		
Juhasz	B	Kagan	GS	Matte	HEO	Auslander	L	Macdonald	NYCT		
Ludovici	B	Najm	GS	Minor	HEO	Bell	L	Olerich	NYCT		
Manlow	B	Orejuela	GS	Morrison	HEO	Chen-Hayes	L	Shepard	NYCT		
Schiller	B	Paradiso	GS	Murphy	HEO	Lizardi	L	Standing	NYCT		
Caplan	BAR	Rothman	GS	Norman	HEO	Mackenzie	L	Bump Vena	Q		
Hernandez	BAR	Sellie	GS	Okrosy	HEO	Plochocki	L	Checker	Q		
Touval	BAR	Zhang	GS	Perez	HEO	Wang	L	Doran	Q		
Wine	BAR	Chinn	H	Persaud	HEO	Wangerin	L	Genao	Q		
Antonakos	BCC	Cusick	H	Randall	HEO	Bastas	LGCC	George	Q		
Donica	BCC	Dudek	H	Rodriguez	HEO	Beaty	LGCC	Goldberg	Q		

Guest:

Acosta Matos	GC	Fine	GS	Lim	GS	Shirkey	H
Agoos	RT	Fishman	B	Loeb	B	Siegel	H
Alan	JJ	Fitzgerald	H	Iopez	C	Silverman	HEO
Albuerme	HEO	Forero-Pena	LGCC	Maguire	HEO	Simon	B
Alexander	GC	Freeman	JJ	Mapes	B	Skelton	HEO
Amezquita	HEO	Ghaemi	LGCC	Martini	HEO	Sokolski	LGCC
Antonakos	BCC	Gleason	C	Meltzer	MCC	Sonu	H
Arena	CSI	Gramling	NYCT	Morgenroth	H	Spivey	HEO
Arenas-Mena	CSI	Grasserbauer	CLT	Moshref	L	Stratis	BAR
Austria	CLT	Grimes	HEO	Nadel	B	Sweatte	MEC
Bacher	H	Grossman	LGCC	Ng	CLT	Tabrani	HEO
Baily	BAR	Grullon	Q	Nicoludis	BAR	Tekay Liu	C
Bandyopadhyay	JJ	Hampton-Sosa	B	Nikolic	BAR	Theodoracopoulos	H
Barzola	HEO	Harding	GS	Nwizu	JJ	Theodore	HEO
Baskin	GS	Hejtmanek	B	O'Connor	GS	Thordarson	H
Beckerman	HCC	Hirsch	HEO	Ohmer	L	Townsend	MEC
Biswas	NYCT	Ho	BAR	Okome	B	Tremper	B
Boumlik	LGCC	Hope	CLT	Onen	GS	Vgontzas	GS
Bratsis	MCC	Hu	GS	Ordaz	HEO	Vossenias	GS
Brown	LGCC	Hudson	BAR	Pelias	B	Walljasper	NYCT
Carmen	H	Hyatt	Q	Perez-Torres	JJ	Weiss	HEO
Caviglia	B	Hyman	L	Perry	JJ	Williams Gunpot	NYCT
Chan	GS	Irgang	CLT	Pieroni	HEO	Wilson	HEO
Chevalier	ME	Italie	GS	Pok-Carabalona	L	Winkler	CCNY
Chin	LGCC	Jeu	CLT	Purtell	GS	Wolf	BCC
Chow	HEO	Johnson	GS	Radtker	B	Wolf	B
Cipollitti	GS	Johnson	LGCC	Ramdass	BAR	Wood	C
Cohn	C	Kamran	L	Ramos	HEO	Wright	JJ
cousins	HEO	Katch	C	Ranis	RT	Yassiyevich	C
Dempsey	LGCC	Keng	HEO	Reis	HEO	Yoon	BAR
Devine	LGCC	Kennelly	L	Rivera	NYCT	Zieper	B
Dobkin	NYCT	Kidd	C	Rodriguez	HEO		
Donoso Macaya	MCC	Kingan	B	Romani	GS		
Elinson	H	Koh	LGCC	Roy	GS		
Eng	LGCC	Krams	LGCC	Santiago	CSI		
Estey	B	Kreitzer	HEO	Schiavone	KCC		
Ethier	LGCC	Kuchirko	B	Schloss-Allen	HEO		
Feliciano Burgos	HEO	Kurtz	MCC	Segal	KCC		
Fera	HEO	Lawler	GS	Shapiro	H		

Staff:

Amer	Douros	Lewis
Cabrera	Farkas	Merisier
Cadambi	Farley	Paul
Clark	Guzman	Rasiotis
Cordero	Hunt	Varrone
Doan	Kaplowitz	

I. Approvals

A. Agenda

MOTION: To approve the agenda (Motion: M. Lashly; seconded)
APPROVED.

B. November 2024 DA meeting minutes

MOTION: To approve the November 21, 2024 DA minutes (Motion: M. Lashly; seconded) **APPROVED.**

II. Administrative reports

A. Treasurer Report - F. Wharton

October 2024 Financials

Summary for one (1) months:

Total Operating Income: \$ 1,770,000

Total Operating Expenses: \$ 1,779,000

Surplus (Deficit): \$(9,000)

Commentary:

Year-to-date (2 months):

As of Oct 31st, 2024, the financial statements show a two-month operating deficit of (\$28,000). For the month ending Oct 31st year-to-date income is \$3,460,000 and year-to-date expenditures are \$3,488,000. Felicia Wharton
Treasurer Dec 2024

MOTION: To accept the October 2024 Financial Report (Motion: K. Offenholly; seconded.) **APPROVED.**

B. Executive Director Report - M. Cadambi

1. Staff

a. Hiring

Grievance Counselor: We are in the process of conducting second interviews for the grievance counselor position and anticipate identifying a candidate soon.

Staff Attorney: We are beginning interviews to replace the position vacated by former staff attorney, Natalie Grieco.

2. Elections Committee Report

a. 2025 Chapter Elections:

There will be elections in Spring 2025 for chapter leadership at the following chapters:

- Brooklyn EOC
- Bronx EOC

- College of Staten Island
- Hunter Campus Schools
- HEO Cross-Campus Chapter
- Kingsborough Community College
- Lehman College
- Borough of Manhattan Community College
- Medgar Evers College
- Manhattan EOC
- NY City Tech
- Queensborough Community College
- Queens EOC
- Retiree Chapter
- Research Foundation Central Office
- Research Foundation Field Units

Important dates in the election cycle:

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

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

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

TUESDAY, APRIL 1, 2025 —Ballots sent

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

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

Promotions to fill prior resignations

- a. **Queens College** – Ted Kesler was promoted from alternate to delegate
- b. **City Tech** – Jeannette Espinoza was promoted from alternate to delegate
- c. **Baruch**- Jean Gaffney was promoted from alternate to delegate

Election Results

- a. **Brooklyn College** – Naomi Schiller was elected as alternate delegate.
This was certified by the elections committee on 12/3/24
- b. **Queens College** – Ana Avendaño was elected as an alternate delegate.
This was certified by the elections committee on 12/3/24
- c. **Graduate Center** – The following members were elected as alternate delegates:
 1. Rachel Duff
 2. Helena Najm
 3. Forrest Pelsue
 4. Joe Riccio

5. Hart Zhang

This was certified by the elections committee on 12/11/24

- d. **Baruch College** - Victoria Stratis and Holden Taylor were elected to fill the vacant delegate positions previously occupied by Mark Rice and Evan Smith. This was certified by the elections committee on 12/11/24

MOTION: To accept the report of the elections committee (Motion: J. Epstein; seconded.) **APPROVED**

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

A. Contract negotiations

The decision the delegates will make this evening is one of the most important decisions this body will make, to recommend the Memorandum of Agreement to PSC members. It comes with a unanimous recommendation from the EC. The draft bargaining agenda was brought to this assembly almost two years ago. We have mounted a sustained and persistent bargaining campaign and we couldn't have achieved even half of what we achieved without the solidarity and participation of our members. Thank you to the bargaining team for your efforts and for taking on extended battles with management. The management side did not understand the work our members do and needed to be walked through this before we could even begin negotiations. We had almost a thousand members at bargaining, including returning attendees. That was an astonishing achievement in this process and it strengthened the agreement and the union. We built genuine cross-title solidarity. You all created intense public pressure on management which they felt at the table. That's why they hired an outside consultant. We did not cave when management proposed the thinnest of proposals. We did not accept their next bargaining proposal even though it had better financials. We went to the state to get more money and were able to do so.

You can see the summary of the memorandum and the memorandum on the website.

Memorandum of Agreement Summary:

The PSC's Bargaining Team and Executive Council have voted unanimously to recommend a strong new contract for ratification! The proposed contract includes across-the-board raises of 13.4%, almost two year's retroactive pay, additional equity raises for many of our lowest-paid colleagues, and a \$3000 ratification bonus for full-time PSC members, prorated for part-timers. Faculty and staff at the top of their salary schedules will see extra pay as well. New paths to promotion and additional support for professional development are secured in the proposed contract, and it reconstructs the multi-year appointment pilot

program for teaching adjuncts. The agreement respects the quality and importance of our work, critical for providing quality education and services for CUNY students.

If the proposed agreement is recommended for ratification by the Delegate Assembly on December 19, it will be up to every eligible rank-and-file dues-paying member to decide and vote to ratify it. The Bargaining Team has scheduled two mass Zoom sessions to discuss the proposed contract and answer questions from PSC members:

Friday, December 20 at 12:30 PM.

Sunday, December 22 at 6:30 PM.

Economic gains

Across-the-board salary increases of 13.4% over the course of the contract, with higher increases for several titles

3.0% on 3/1/23

3.0% on 4/1/24

3.25% on 9/1/25

3.5% on 9/1/26

- Retroactive pay beginning from March 1, 2023, day one of the contract
- A ratification bonus for all full-time employees (\$3,000) and part-time employees (pro rata) who are on payroll
- Additional equity raises above and beyond across-the-board raises for faculty and professional staff in the College Laboratory Technician series, Assistants to HEO, and CLIP and CUNY Start Instructors
- Teaching adjunct salary increase to a minimum of \$7,100 per 3 contact hour course and \$9,467 per 4 contact hour course, professionalization of teaching adjunct role, and increases to the non-teaching adjunct hourly rate.
- Graduate Assistant minimum salary increases totaling 29.2% for Grad A and 43.6% for Grad B along with significant raises for the C and D titles.
- Additional \$1250 salary increases for members who are on the top step of a salary schedule who are not already receiving an equity raise greater than \$1250.

Rights and benefits

Member rights and benefits have been enhanced in the proposed contract.

They include:

- With every promotion and reclassification, a raise of at least one step on the new salary schedule
- Paid parental leave program expanded from 8 weeks to 12 weeks and inclusion of foster parents

- A dedicated Health & Safety labor-management committee at every CUNY college
- Workload credit for adjuncts teaching “jumbo” classes equivalent to that of full-time faculty in the department or college
- CLIP and CUNY Start instructor benefits enhancements and pilot 2-year job security program for long serving instructors
- SEEK Directors and College Discovery Directors will join the PSC bargaining unit
- Department Chairs may carry over up to \$6,000 of unused contractual research funds for up to four years after returning to the department faculty
- Outsourcing of teaching faculty/instructors of record to individuals outside of the instructional staff or to artificial intelligence is prohibited
- For the first time, members in the HEO-series who have accumulated compensatory time may either utilize the time or, by mutual agreement, receive pay for the extra hours worked.
- The remote work program continues for now pursuant to the Remote Work Agreement, but additional Remote Work provisions were not possible in the contract
- \$4 million additional annual contribution to the PSC-CUNY Welfare Fund to maintain and enhance participants’ supplemental benefits

Professional advancement

- Professional advancement was a priority that members expressed, and we made progress:
- A promotional path for full-time Lecturers (including Doctoral schedule) to Senior Lecturers, and a \$2,500 payment upon attaining CCE, or upon ratification to members already holding a CCE.
- PSC-CUNY Awards maximum award increased to \$7,000 and \$15,000, depending on category of application
- Post-tenure reassigned time pilot program for tenured Assistant and Associate Professors to pursue scholarship
- CLT and Senior CLT at the top salary step will be eligible for a \$2,500 Salary Assignment Differential
- HEO Assistants will be eligible for Advanced Degree Differentials
- HEOs who request reclassification will know that there is a PSC-appointed HEO on their college’s HEO Committee and that their request will get a response within 90 days
- A labor-management committee will consult on amending the Instructional Staff Code of Practice to clarify the CLT promotion procedure
- Hunter College Campus Schools sabbaticals policy and Service Credit policy improved

Labor-Management Committees for continued discussion

There are several issues around which we did not find agreement with CUNY administration, but instead secured a commitment to continue discussions under the new contract. These include:

- Graduate Assistant terms and conditions of employment
- Educational Opportunity Center workload
- Medical school faculty terms and conditions of employment
- Educational Technology
- Part-timer paid parental leave
- Procedures on job abandonment and unpaid leave of over a year
- Library faculty reassigned time
- Clinical professor and distinguished lecturer terms and conditions of employment
- Enhanced opportunities for members in the CLT and Senior CLT titles to receive promotions

CUNY's "Value Driven Agenda" defeated

- No retro pay
- Increase contingent full time faculty positions
- Allow budgetary constraints as basis to deny academic promotions
- Eviscerate 13.3(b) job protections for HEOs
- Graduate worker health insurance
- Preserved union administration of contractual professional development funds
- HEOs to teach for free
- Eliminate PSC's ability to purchase additional reassigned time
- Eliminate faculty office size requirements for new construction
- Eliminate faculty access to CUNY email addresses in retirement
- Shorten annual leave for many titles
- Remove titles from those in our bargaining unit
- 18 different clauses under misconduct/non-reappointment/ removal- multiple ways to fire people through changes in evaluation, observation, reasons letters

B. Memorandum of Agreement and vote on recommending ratification

MOTION: To delay vote to a date no earlier than the end of this calendar year. (Motion: H. Clarke; seconded) **FAILED.**

MOTION: To extend time on discussion for 15 minutes (Motion: J. Ballerini; seconded). **APPROVED.**

MOTION: To extend the discussion an additional 15 minutes. (Motion: H. Clark; seconded). **FAILED.**

MOTION: To recommend ratification of the Memorandum of Agreement (from Executive Committee). **APPROVED.** 140 in favor, 41 opposed.

IV. Resolutions

1. For consideration: PSC and NYCERS Israeli Investments Divestment Resolution - Submitted by Evan Rothman (*postponed until the January DA meeting at the request of the maker*)
2. For Introduction: Resolution in Opposition to Chancellor Matos' Email Which Impedes Academic Freedom at CUNY – Submitted by Carol Lang
3. For introduction: Resolution on Artificial Intelligenece – Submitted by Zee Dempster

V. New and Unfinished Business

VI. Announcements

Sándor John - reconstitute immigrant student protection
Sofia Aptheke - striking amazon workers meetup on Sunday
Susan DiRaimo - Belle Zellner event raised \$15k in scholarships
Evan Rothman - supporting Starbuck striking workers expected soon

VII. Adjourn

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

Meeting adjourned 10:00pm