

PSC Delegate Assembly

April 24, 2025

Present:

BATSON	EC	CARDWELL	C	COLEMAN	HEO	DURAND	LAG	<u>Guest:</u>	
BOSKET	EC	DIRAIMO	C	DONEY	HEO	KARRAS	LAG	COWEN	RT
DAVIS, J.	EC	FORSYTHE	C	HEGNER	HEO	ALAPO	MCC	FLANZRAICH	RT
DAVIS, S.	EC	HUANG	C	HOTKO	HEO	CREACO	MCC	JEU	CLT
DEMPSTER	EC	SINANOVIC	C	KEIER	HEO	GRONOWICZ	MCC	KATCH	C
GABOURY	EC	ABDALI	CLT	LEE, J.	HEO	JOHNSTONE	MCC	MAGUIRE	B
GALLOWAY-PERRY	EC	BATIZ	CLT	LLAMAS	HEO	SMART	MCC	ORDAZ	HEO
GERWIN	EC	GRUBER	CLT	MINOR	HEO	WALKER	MCC	SERDIUK	HEO
JAMES	EC	IRIGOYEN	CLT	MORRISON	HEO	LASHLEY	MEC	WILKINS	BAR
LEWIS	EC	BARDSLEY	CSI	MURPHY	HEO	STEPHENS	MEC	<u>Staff:</u>	
LILLY	EC	COPE	CSI	NORMAN	HEO	CAMERON	MEOC	AMER	
OFFENHOLLEY	EC	LAWRENCE	CSI	OKROSY	HEO	BEHRENT	NYCT	BURGOS	
PERSINGER	EC	SILVERBERG	CSI	PATESTAS	HEO	BIRCHETT	NYCT	CABRERA	
ROMER	EC	TOURNAKI	CSI	PEREZ	HEO	CHENG	NYCT	CADAMBI	
SCHNEE	EC	BATES	GC	RANDALL	HEO	DECOUX	NYCT	DIAZ	
SEO	EC	GRASSMAN	GC	SANTIAGO	HEO	HARRIS	NYCT	DOAN	
SHACTER-DECHABERT	EC	HARRIS	GC	SILVERMAN	HEO	LOGUERCIO	NYCT	FARKAS	
STEMBERG	EC	NAJM	GC	WALKER	HEO	MACDONALD	NYCT	FARLEY	
TURNER	EC	OREJUELA	GC	WAYLER	HEO	SHEPARD	NYCT	GRAF	
VASQUEZ	EC	PARADISO	GC	WINTER	HEO	DORAN	Q	HERRICK	
WHARTON	EC	ROTHMAN	GC	YEBOAH	HEO	GUSKIN	Q	LASHLEY	
WOOD	EC	SELLIE	GC	BARTLETT	JJ	HAZAS	Q	LEWIS	
ALBARILLO	B	ZHANG	GC	CLARKE	JJ	SCHNUR	Q	MCMANUS	
ENTIN	B	BAINES	GCC	EPSTEIN	JJ	SHALKOWSI	Q	MERISIER	
FOX	B	CHINN	H	HOVEY	JJ	TUMMINO	Q	MOORE	
HASHMI	B	CUSICK	H	MARKOWITZ	JJ	BORDONI	QCC	SARNELLI	
JUHASZ	B	JOHN	H	MULLIN-ROUABAH	JJ	STARK	QCC	VARRONE	
MANLOW	B	KENIGSBERG	H	PITTMAN	JJ	JAMES	RFFU		
SCHILLER	B	KILKENNY	H	ENAMORADO	KCC	DISALVO	RT		
HERNANDEZ	BAR	STONE	H	ROSSON	KCC	FRIEDHEIM	RT		
PLOCHOCKI	BAR	BENCIVENNI	HCC	SHAH	KCC	MCCALL	RT		
WINE	BAR	BERNARDINI	HCC	SPEAR	KCC	MORAN	RT		
ANTONAKOS	BCC	CASEY	HCC	ALEXANDER	L	NELSON	RT		
KOLOZI	BCC	PIMENTEL	HCC	CHEN-HAYES	L	NEWFIELD	RT		
LANG	BCC	ADAMS	HEO	LIZARDI	L	GARLEY	Y		
ORTUNO	BCC	ALI	HEO	WANGERIN	L	PRITCHARD	Y		
DUNSON	BEOC	BALLERINI	HEO	BASTAS	LAG				
BARNETT	C	BROWN	HEO	BEATY	LAG				
CAPPETTI	C	CAMPBELL	HEO	CLEARY	LAG				

I. Approvals

A. Agenda

MOTION: To approve the agenda (Motion: S. Chin; seconded) **APPROVED.**

B. Minutes for March meeting

MOTION: To approve the March 27, 2025 DA minutes (Motion: J. Epstein; seconded) **APPROVED.**

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

Unionwide Actions

Recent union-wide activity included a large coalition rally at Foley Square—organized with private and public higher education partners—where PSC members and students spoke. A separate City Hall rally, led by the NYC Council Progressive Caucus, highlighted student and worker protections. The PSC continues to work closely with unions like UAW and CWA in these efforts. We helped to organize a large march from Washington Square Park to a rally in Foley Square with AAUP. Some CUNY students and members spoke. It was quite powerful and visible. This morning there was a rally sponsored by the City Council's Progressive Caucus who released a letter to University presidents urging them to protect students, workers and academic freedom outside City Hall.

Emerging Coalitions

Several key coalitions are forming to strengthen regional and national solidarity in response to growing threats to higher education and labor rights. The NY Metro Coalition for Higher Education (NYCHE) brings together unions and AAUP chapters representing graduate workers, contingent and full-time faculty, and professional staff across institutions such as the New School, NYU, Columbia, Barnard, St. John's, NYIT, Rutgers, NJIT, Fordham, and CUNY. In addition, the Federal Unionists Network (FUN), a coalition of NYC-based federal workers, has become increasingly active as members face intensified attacks from the Trump administration.

Another initiative underway is a Regional Public Higher Ed Contract Alignment effort involving PSC, UUP (SUNY), the Massachusetts Teachers Association, Rutgers AAUP-AFT, and additional partners. This coalition seeks to coordinate contract timelines and shared bargaining demands across public institutions.

Lastly, PSC affiliates continue to engage in litigation to push back against federal overreach. The ACLU recently secured a small but meaningful court victory on behalf of student workers, while the AFT is pursuing litigation in response to the Trump administration's withdrawal of federal research funding from Columbia University.

Working Groups and Committees

Extensive work is happening in committees and working groups in response to urgent national and campus issues—particularly federal attacks on immigrants, academic freedom, and research funding. The Immigrant Solidarity working group is working actively each week to monitor and respond to escalating immigration enforcement targeting students and workers. A significant initiative includes a *No ICE on Campus*

petition, which already has over 1,700 signatures and aims to collect thousands by the May 14 labor-management meeting with CUNY. The petition demands that CUNY prohibit ICE cooperation and increase legal support for affected individuals. The union is also exploring providing limited in-house legal consultations for members through pro bono immigration Attorneys. There's also rising concern over CUNY students losing visa status, with at least 20 cases reported across eight campuses. Due to the confidentiality of immigration records, the union is working to gather accurate information and provide support where possible.

Other active working groups include:

- **Sexuality and Gender Justice**, which is hosting an event on May 5 featuring Paisley Currah to address attacks on trans rights.
- **Defend Research**, the newest group, focused on protecting federally funded academic research threatened by defunding and grant suspensions.
- **Academic Freedom**, which recently filed an information request and letter of objection to CUNY regarding its public complaint portal. The union is demanding transparency on how complaints are handled and who has access to the information.
- **Social Safety Net**, which continues to advocate for health care access, despite postponements of key meetings with Senator Gustavo Rivera and the NYC Council on legislation supporting the NY Health Act and the Hospital Fair Pricing Act.

There is a joint letter from several CUNY college presidents, part of a national AAC&U effort to show support for academic freedom and resistance to federal pressure. While seen as a modest step, the letter's growing list of signatories is viewed as a positive sign, though more assertive action from CUNY leadership is still needed. Members are encouraged to reach out to their campus presidents who have not yet signed the April 22 AAC&U joint letter, "*A Call for Constructive Engagement*," and urge them to add their names in support of defending higher education. CUNY Complaint: The PSC has an info request regarding the new CUNY reporting portal.

Contract Implementation

We have an implementation schedule now because of our activism.

Ratification Bonus:

- May 15: \$3,000 ratification bonus for eligible full-time employees paid by the state.
- May 23: \$3,000 ratification bonus for eligible full-time employees paid by the city.
- July 24: Pro-rated ratification bonus for eligible part-time employees paid by the state.
- Aug. 1: Pro-rated ratification bonus for eligible part-time employees paid by the city.

Retroactive Salary (6.1% compounded raises 3/1/23 and 4/1/24)

- Aug. 7: Wage increases (retroactive to 2023) for all eligible employees paid by the state.

- Aug. 15: Wage increases (retroactive to 2023) for all eligible employees paid by the city.

Additional 3.25% across-the board increase

- Sept. 4: On time new salary increases (from Sept. 1 on) for eligible employees paid by the state.
- Sept. 12: On time new salary increases (from Sept. 1 on) for eligible employees paid by the city.

Implementation and follow through continues for Campus Health & Safety Committees, Labor-Management Committee on Grad Issues, CLT Promotions, Salary Differentials, SEEK/College Discovery Director Accretion, Adjunct Multi-year Appointment (App E) Enforcement.

Electoral and Legislative Report - H. James

PSC election strategy and mayoral endorsement

The PSC's electoral and endorsement work is important, particularly as the union heads into the 2025 election season. While national issues dominate the headlines, it is equally vital to secure strong local leadership in New York City. The union seeks to hold elected officials accountable and remind them that many PSC members are also city voters.

The PSC has already completed its city council endorsements, with information available on the union's website. Pierina Sanchez, Alexa Avilés, and Shahana Hanif—are facing tough primaries. The union is recruiting “district captains” to lead campaign efforts in these areas, and volunteers were encouraged to sign up.

The union reaffirmed support for Public Advocate Jumaane Williams, a long-time CUNY ally, and endorsed Justin Brannan for City Comptroller, citing his progressive record and understanding of city finances—critical for CUNY funding.

The PSC's ranked-choice mayoral endorsement process started with inviting 600 members to participate in the interview committee. The union's legislative committee then convened a citywide endorsement committee of 18 members, who interviewed candidates and conducted a straw poll. Based on member input and Executive Council approval, the PSC recommends ranking the following candidates (in alphabetical order): Adrienne Adams, Brad Lander, Zohran Mamdani, Jessica Ramos, and Zellnor Myrie. Members are urged to rank all five to help prevent anti-labor candidates like Andrew Cuomo or Mayor Eric Adams from gaining office.

Each endorsed candidate was highlighted for their record of support for CUNY and labor values. Adrienne Adams, current City Council Speaker and CUNY alum, was praised for her opposition to Mayor Adams' budget cuts. Brad Lander has consistently championed CUNY investments. Zohran Mamdani sponsored key legislation for academic workers. Jessica Ramos, as Labor Chair in the State Senate, has backed CUNY labor issues. Zellnor Myrie has supported CUNY health services and worked closely with PSC members.

RECOMMENDATION: The recommendation is to rank: Adrienne Adams, Assembly member Mamdani, and Comptroller Lander in your top three, and for the remaining two slots Senator Myrie and Senator Ramos.

MOTION: To accept the EC recommendation for mayoral endorsement (Motion: H. James; seconded). **APPROVED.**

Post-Vote Endorsement Work

Campus Tours: J. Gaboury - 16 Campuses have asked to be part of the election tour.

We are renaming COPE Fund the PSC Action Fund

Membership drives

Adjunct Organizing Committee (D. Katch): We've had tabling, forum on academic freedom, campus walk arounds: 25 or 30 people have been brought in.

III. Administrative Reports

A. Financial Report - F. Wharton

February Financials

Summary for February 2025:

Total Operating Income: \$ 1,593,000

Total Operating Expenses: \$ 1,627,000

Surplus (Deficit): \$ (34,000)

Year-To-Date (6 months):

As of February 28th 2025, the financial statements show a six-month operating loss of \$96,000. For the month ending February 28th year-to-date income is \$10,120,000 and year-to-date expenditures are \$10,216,000.

MOTION: To accept the February 2025 Financial Report (Motion: A. Enamorado; seconded) **APPROVED.**

Audit

The audit was clean, which means the auditor believes the monthly reports are accurate and done to US accounting rules. This is the best result. The information will be published in the next Clarion.

B. Executive Directors Report - M. Cadambi

Staffing Report

Nicholas Sarnelli started on April 14th as our staff attorney and Eve Feldberg, Grievance Counselor, will start May 14th.

We are in the process of hiring an Administrative Assistant in the Membership Services Department and hope to hire someone soon.

Denise Poche-Jetter left the PSC on March 28, 2025 and we wish her well in her next chapter.

April Elections Report

We are currently in Chapter Elections. These are the upcoming dates:

- THURSDAY, APRIL 24, 2025, 5:00 PM — Deadline
- FRIDAY, APRIL 25, 2025, 10:00 AM – Ballots counted

Queens College: Anestoria Shalkowski was elected alternate delegate. The elections committee recognized the election.

Grad Center: Linda Paradiso, Eliot Bates and Coline Chevrin were elected alternate delegate. The elections committee recognized the election.

Baruch College: Betsy Yoon, Camila Torres-Castro, and Elisabeth Gareis were elected alternate delegate. The elections committee recognized the election.

MOTION: To accept the Elections Committee Report (Motion: J. Epstein; seconded) **APPROVED.**

IV. New and Unfinished Business, Announcements

Tim Hunter College - What happened with the adjunct payment grievance

James Davis: April 10 is date of arbitration, F. Moore expects settlement in the coming weeks.

May 4, 18 - Art House bringing back performance “I’m not Mike White”

Kevin Adams - BoT mtg at LGA: I encourage members to submit written testimony

Daniel Casey - Fed cuts, tribal universities have been hard hit.

Sandor John - petition on no ICE on Campus, labor committee to protect immigrants.

Maria Plochoki - will circulate survey links on DA link serve affecting our part-time members. Please circulate these to your chapters and encourage participation.

V. Adjournment

MOTION: To adjourn the meeting (Motion: K Offenholly; seconded).
APPROVED.