

PSC Delegate Assembly
May 22, 2025

Present:

BOSKET	EC	CARDWELL	C	HOTKO	HEO	ALAPO	MCC
DAVIS, J.	EC	DAVIS	C	KEIER	HEO	CREACO	MCC
DAVIS, S.	EC	DIRAIMO	C	LLAMAS	HEO	GRONOWICZ	MCC
DEMPSTER	EC	FORSYTHE	C	MINOR	HEO	JOHNSTONE	MCC
GABOURY	EC	HUANG	C	MORRISON	HEO	O'CONNOR	MCC
GALLOWAY-PERRY	EC	SINANOVIC	C	OKROSY	HEO	RICKARD	MCC
GERWIN	EC	ABDALI	CLT	PATESTAS	HEO	LASHLEY	MEC
KANG	EC	BATIZ	CLT	PEREZ	HEO	STEPHENS	MEC
LEWIS	EC	HOPE	CLT	PERSAUD	HEO	CHENG	NYCCT
LILLY	EC	BARDSLEY	CSI	RANDALL	HEO	DECOUX	NYCCT
OFFENHOLLEY	EC	BISHOP	CSI	SANTIAGO	HEO	HARRIS	NYCCT
PERSINGER	EC	COPE	CSI	SILVERMAN	HEO	LOGUERCIO	NYCCT
ROMER	EC	LAWRENCE	CSI	SUE	HEO	MACDONALD	NYCCT
SCHNEE	EC	TOURNAKI	CSI	TERAN	HEO	OLERICH	NYCCT
SHACTER-DECHABERT	EC	APTEKAR	GC	WAYLER	HEO	SHEPARD	NYCCT
STEMBERG	EC	CHEVRIN	GC	WINTER	HEO	DORAN	Q
TURNER	EC	DUFF	GC	YEBOAH	HEO	GUSKIN	Q
VASQUEZ	EC	GRASSMAN	GC	BARTLETT	JJ	SCHNUR	Q
WHARTON	EC	HARRIS	GC	CLARKE	JJ	SHALKOWSI	Q
WOOD	EC	PARADISO	GC	HOVEY	JJ	TUMMINO	Q
DJORDJEVIC	B	CHINN	H	MARKOWITZ	JJ	BORDONI	QCC
ENTIN	B	CUSICK	H	MULLIN-ROUABAH	JJ	PECORINO	QCC
FOX	B	JOHN	H	CALLY	KCC	STARK	QCC
HASHMI	B	KENIGSBERG	H	ENAMORADO III	KCC	JAMES	RFFU
LUDOVICI	B	KILKENNY	H	HERNANDEZ	KCC	CERMELE	RT
MANLOW	B	STONE	H	SHAH	KCC	DISALVO	RT
SNYDER	B	BENCIVENNI	HCC	SPEAR	KCC	FRIEDMAN	RT
HERNANDEZ	BAR	BERNARDINI	HCC	AUSLANDER	L	KISSACK	RT
PLOCHOCKI	BAR	CASEY	HCC	BELL	L	MORAN	RT
TOUVAL	BAR	ADAMS	HEO	CHEN-HAYES	L	NELSON	RT
WINE	BAR	ALI	HEO	HANKIN	L	NEWFIELD	RT
YOON	BAR	BALLERINI	HEO	LIZARDI	L	JACKSON	Y
ANTONAKOS	BCC	BAPTISTE	HEO	WANGERIN	L	PRITCHARD	Y
DUNCAN	BCC	BROWN	HEO	BEATY	LAG	SALEK ASEFF	Y
KOLOZI	BCC	CAMPBELL	HEO	CLEARY	LAG		
LANG	BCC	COLEMAN	HEO	CONNERS	LAG		
DUNSON	BEOC	DONEY	HEO	DURAND	LAG		
BARNETT	C	GALLAGHER	HEO	KARRAS	LAG		

CAPPETTI	C	HEGNER	HEO	TANENBAUM	LAG		

Guests:

AMEZQUITA (HEO), BISWAS (NYCCT), ITALIE (GC), JEU (CLT), KUCHIRKO (B), ORDAZ (HEO), SERDIUK (HEO), SUBRAMANIAN (GC), WALLJASPER (NYCCT), WINKLER (CCO), WRIGHT (JJ)

Staff:

Amer, Cabrera, Cadambi, Clark, Cordero, Damiani, Diaz, Doan, Farkas, Graf, Hunt, Kaplowitz, Lashley, Lewis, Moore, Paul, Sarnelli, Varrone

I. Approvals

A. Agenda

MOTION: To approve the agenda as amended (Motion: J. Gallagher; seconded) **APPROVED.**

B. Minutes - April

MOTION: To approve the April 2025 DA minutes (Motion: A. Creaco; seconded) **APPROVED.**

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

Reading of names of outgoing DA delegates in recognition of their service.

A. Working Groups and Committees

The alarming federal developments, including the passage of a harmful budget bill and a reported threat by the Trump administration to block Harvard's enrollment of international students unless it shares protest-related student data were discussed. In response, the PSC continues its "federal fight forward," particularly through the Working Group to Defend Research. With around 100 members, the group aims to raise awareness about CUNY research defunding, pressure CUNY administrators, and engage Congress. Their efforts have resulted in media coverage and testimony at the City Council budget hearing, where Professor John Dennehy (Queens College) highlighted a successful but defunded wastewater epidemiology project supporting underrepresented STEM students.

PSC secretary Andrea Vásquez provided an update on the Immigrant Solidarity Working Group, which will deliver its petition to CUNY Central on Tuesday at 12:30 p.m., followed by a brief press conference. Thousands of signatures have been collected, and a CUNY representative is expected to receive the petition. The group has built a strong collective, hosting well-attended forums and trainings with speakers from the New York Immigration Coalition and CUNY

CLEAR (CUNY Law School). This organizing will continue through the summer and fall, with an open call for broad participation.

B. Emerging coalitions and work of affiliates

The PSC is advancing its coalition-building on several fronts. It will participate in Indivisible's "No Kings" National Day of Defiance on Donald Trump's birthday and encourages member turnout. Regionally, PSC is helping lead a coalition of higher ed labor unions and AAUP chapters across the NYC metro area, with a follow-up meeting set for June 11. Separately, the union is working with public-sector unions—including UUP (SUNY), Rutgers, the Massachusetts Teachers Association, and Temple's grad union—on aligning contract timelines and developing shared "common good" bargaining demands.

Additionally, the PSC Executive Council voted to affiliate with the New York Immigration Coalition, strengthening its statewide immigration justice efforts and expanding access to resources.

C. Health Insurance policies City, State and Federal levels

The PSC is closely monitoring the City's process to replace the GHI comprehensive benefits plan and is advocating for transparency and member input before any decisions are made. Concerns remain that proposed cost savings could reduce healthcare quality or shift expenses to workers.

The PSC Healthcare Working Group is developing a broader strategy to address issues at the city, state, and federal levels and will bring recommendations to the Executive Council. The group is also exploring support for NYC self-insurance, citing the city's limited healthcare staffing.

The original January 2026 implementation timeline is now unlikely. Members will be updated and consulted as decisions approach. Other priorities include hospital pricing reform, support for the New York Health Act, strengthening traditional Medicare, and phasing out the city's flawed stabilization fund.

D. Contract Implementation

Ratification bonuses have started rolling out, with full-timers receiving payments last week and more expected by Friday. Part-timers will be paid later, and retroactive pay is due this summer. Questions about the bonus formula for part-timers have been raised, and the PSC is prepared to clarify.

Implementation work continues, including forming campus health and safety committees, negotiating contract terms for SEEK and College Discovery directors, and pushing CUNY to reconvene the graduate worker labor-management committee after an initial productive meeting. The PSC is also challenging a memo from CUNY's Hector Batista that defines part-timers' eligibility for retro pay as being on payroll or on leave as of January 13, 2025—a

criterion that would exclude many active adjuncts. The new multi-year appointment pilot (Appendix E) is active, but unresolved issues have led to a grievance that may move to arbitration. Updates will be provided as implementation progresses.

E. Brooklyn College protest and aftermath

The Brooklyn College chapter was acknowledged and commended for their thoughtful and difficult work following the events of May 8, when NYPD officers forcibly removed non-violent protesters from campus. The incident, which coincided with a scheduled Adjunct Visibility event, was highly distressing and raised complex questions within the college community.

In response, Brooklyn College chapter leaders organized two Zoom meetings—one on Sunday and another on Tuesday—to hold space for open dialogue among faculty, staff, and students. They facilitated collective reflection using shared documents to track what occurred, gather questions, and foster communication. These efforts were recognized as a strong example of local leadership addressing campus trauma and beginning the process of community repair. The floor was then opened for chapter representatives to speak and take questions.

F. Membership Report - A. Vásquez

A brief membership update was provided, highlighting consistent new member sign-ups throughout the spring semester. Monthly numbers showed steady gains: 140 in January, 117 in February, 127 in March, and 108 in April. This consistency is a positive trend compared to past years, when monthly totals fluctuated. The increases were strongest at campuses where organizing blitzes occurred—such as Baruch, City College, Hunter, LaGuardia, BMCC, and CSI—underscoring the effectiveness of concentrated, in-person outreach efforts. Organizers noted that success improves when members join them in door-to-door efforts.

As summer approaches, organizing will shift focus to professional staff, particularly HEOs and CLTs. Full-time CLTs currently have the highest membership rate among all titles at 93%. While membership numbers are solid, more work is needed to reach the union’s goal of 95% membership overall, especially given ongoing turnover. A final, comprehensive report for the semester will be shared at the next meeting.

III. Administrative Items

A. Treasurer’s Report - F. Wharton

Summary for March 2025:

Total Operating Income: \$ 1,630,000

Total Operating Expenses: \$ 1,693,000

Surplus (Deficit): \$ (63,000)

Year-To-Date (7 months) :

As of March 30th, 2025, the financial statements show a seven-month operating loss of \$160,000. For the month ending March 31st year-to-date income is \$11,751,000 and year-to-date expenditures are \$11,911,000.

MOTION: To accept the March 2025 Treasurer's Report (Motion: A. Enamorado; seconded) **APPROVED.**

An in-person forum on ethical investing is being planned for Monday, June 30 at 6:30 p.m. More details will be shared soon.

B. Executive Director's Report - M. Cadambi

1. Staffing

Membership Service Administrative Assistant: Conor Arpey joins the PSC as an Administrative Assistant beginning June 2, 2025. He previously was an intern here.

Grievance Counselor: The candidate we had selected decided to stay at their current position. We have reposted the position and are collecting resumes.

Associate Executive Director: Anais Surkin, current Associate Executive Director, is on leave through July 18, 2025. The EC voted to approve Rico Doan as the Interim Associate Executive Director position.

2. Elections Report

The Elections Committee certified the results of the election for unionwide officers on Friday, May 9. The terms for those who are newly elected in uncontested elections begins on May 23, ten working days after the certification. For contested elections at the College of Staten Island and Lehman College, new officers will take office on June 5, ten working days after the Delegate Assembly has accepted the Elections Committee report. Results can be found in the DA google folder and will be reported in the Clarion.

MOTION: To accept the Elections Report (Motion: Elections Committee) **APPROVED.**

IV. Electoral and Legislative report - H. James

A. State and City Budget

The state budget was finalized, resulting in an additional \$147 million in general operating funds for CUNY. However, some campuses continue to claim financial hardship and hiring freezes. There needs to be push back on that narrative since both state and city budgets included significant restorations and new funding.

Mayor Adams restored \$95 million to CUNY community colleges—funds previously cut during his administration—and baselined the amount to avoid future fights. He also allocated an additional \$30 million to programs like ASAP, ACE, and Medgar Evers Recovery Corps, totaling nearly \$130 million in new city support. PSC will continue advocating for more city funding through June, especially around hiring faculty and staff and addressing student needs like transit access.

B. Electoral races

The PSC has launched its largest-ever electoral effort, with district captain teams active in five priority City Council races. Members are canvassing for endorsed candidates and are encouraged to adopt council or federal districts, regardless of residence. Mayoral Get Out the Vote efforts are also underway, including events like the Queen’s Pride Parade and the “Rank the Slate” rally with the Working Families Party.

Two ranked choice voting sessions are planned: a member-focused training with Common Cause on June 9 and a student session with NYPIRG on June 12. PSC is also continuing its campus tour to promote endorsed candidates and voter education and is organizing against Andrew Cuomo.

Federally, the union is mobilizing in response to the House’s passage of the so-called “One Big Ugly Bill,” which threatens healthcare and higher education funding. PSC is expanding its federal advocacy strategy and encouraging member engagement, including direct action targeting congressional offices.

V. **New and Unfinished Business**

Resolution

Voting on Healthcare Coverage - submitted by PSC Retiree Chapter

MOTION: To consider and vote on this resolution at tonight’s meeting (Motion: E. Hovey; seconded) **APPROVED.**

MOTION: Be it resolved that any healthcare coverage agreement for either active members or retirees negotiated by the NYC Office of Labor Relations and the Municipal Labor Committee be discussed and voted on by the PSC DA before the union casts our vote on said agreement in the MLC. (Motion: Retirees Chapter; seconded) **APPROVED.**

VI. **Announcements**

- Susan DiRaimo reminded delegates to check their pay stubs and pension accounts.

- Eileen Moran announced that The Working Families Party will hold a demonstration on behalf of Environmental Justice against former Governor Cuomo's environmental record on Wednesday, May 28 at 4:30 p.m. in Greenpoint. Details to follow on the DA list.
- Andrea Vásquez encouraged members to make individual donations to CUNY Citizenship Now! and CUNY CLEAR—organizations providing critical legal services and support to immigrants within the CUNY community.
- Renee Bell announced that at Lehman College, a pension “pizza party” event helped members identify and address pension issues. Organizers are willing to share materials with other campuses.
- Sarah Chinn gave an update on Mutual Assistance and Defense Compacts (MADC): A national effort is underway to develop MADCs in higher education. CUNY faculty will draft a statement of values and action plan over the summer, with the aim of presenting it to the CUNY Chancellor and aligning with SUNY and private institutions.
- John Gallagher recognized Rebecca Smart for earning her doctorate.
- Zabby Hovey announced that John Jay’s immigrant solidarity group held an ICE Watch training and continues to lead impactful work.
- Ana Djordjevic shared that Brooklyn College has a two-year labor and political education plan, including film screenings, panel discussions, and deep organizing trainings.
- Renee Bell made a request for PSC to re-circulate travel safety guidance for members, especially non-citizens traveling this summer. It was confirmed that AFT guidance will be re-shared.
- James Davis invited members to a union softball game on the evening of May 30 in Central Park. No experience or equipment needed.

VII. Adjourn

MOTION: To adjourn the meeting (Motion: E. Hovey; seconded). **APPROVED.**