

PSC Delegate Assembly
June 26, 2025
Final Minutes

Present:		COPE	CSI	STEVENSON	HEO	DECOUX	NYCCT	Staff:
BATSON	EC	CONTRERAS	CSI	SUE	HEO	HARRIS	NYCCT	AMER
BOSKET	EC	BARDSLEY	CSI	YEBOAH	HEO	LOGUERCIO	NYCCT	ARPEY
DAVIS. J	EC	FORRESTAL	CSI	BARTLETT	JJ	MACDONALD	NYCCT	CABRERA
DEMPSTER	EC	OZEN	CSI	CLARKE	JJ	OLERICH	NYCCT	CADAMBI
GABOURY	EC	THORNE	CSI	EPSTEIN	JJ	WALLJASPER	NYCCT	CLARK
GALLOWAY-PERRY	EC	APTEKAR	GC	HOVEY	JJ	WILLIAMS-GUNPOT	NYCCT	CROWDER
GERWIN	EC	CHEVRIN	GC	MAJUMDAR	JJ	CHECKER	Q	DAMIANI
JAMES	EC	GRASSMAN	GC	MOONEY	JJ	DORAN	Q	DEVYATKIN
LILLY	EC	PARADISO	GC	MULLIN-ROUABAH	JJ	GUSKIN	Q	DIAZ
PERSINGER	EC	SELLIE	GC	VANCE	JJ	HAZAS	Q	DOAN
ROMER	EC	JOHN	H	CALLY	KCC	SCHNUR	Q	FARLEY
SCHNEE	EC	KENIGSBERG	H	ESPINET	KCC	SHALKOWSKI	Q	GRAF
SEO	EC	KILKENNY	H	HERNANDEZ	KCC	VENA	Q	GUZMAN
SHACTER-DECHABERT	EC	STONE	H	SHAH	KCC	ANSCHLOWAR	QCC	HERRICK
VASQUEZ	EC	BERNARDINI	HCC	SPEAR	KCC	FRAGOPOULOS	QCC	LASHLEY
WHARTON	EC	CASEY	HCC	ALEXANDER	L	MARCHESE	QCC	MCMANUS
ALBARILLO	B	ADAMS	HEO	AUSLANDER	L	VOIGT	QCC	MERISIER
DJORDJEVIC	B	ANGELOPOULOS	HEO	WANG	L	JAMES	RFFU	VARRONE
HASHMI	B	BERCO	HEO	BASTAS	LAG	CERMELE	RT	
JUHASZ	B	BLOOM	HEO	BEATY	LAG	COHEN	RT	
LUDOVICI	B	BROWN	HEO	CLEARY	LAG	DISALVO	RT	
MANLOW	B	CAMPBELL	HEO	CONNERS	LAG	FRIEDHEIM	RT	
SCHILLER	B	COLEMAN	HEO	DURAND	LAG	FRIEDMAN	RT	
HERNANDEZ	BAR	DAVEY	HEO	TANENBAUM	LAG	KISSACK	RT	
PLOCHOCKI	BAR	GALLAGHER	HEO	ALAPO	MCC	MCCALL	RT	
WINE	BAR	HEGNER	HEO	BILHARTZ	MCC	NEWFIELD	RT	
DUNCAN	BCC	HOTKO	HEO	GRONOWICZ	MCC	PRITCHARD	Y	
KOLOZI	BCC	KEIER	HEO	SMALLWOOD	MCC	HANSEN	Y	
LANG	BCC	LANG	HEO	WALKER	MCC	Guest:		
CORCORAN	BXEOC	LEE.T	HEO	HERRERA	MEC	FREIRE	HEO	
BARNETT	C	LLAMAS	HEO	LASHLEY	MEC	JEU	CLT	
DAVIS	C	MARSHALL	HEO	ROBERSON-STEELE	MEC	KATO	MEC	
DIRAIMO	C	MINOR	HEO	SNOWDEN	MEC	MELTZER	GC	
FORSYTHE	C	OKROSY	HEO	STEPHENS	MEC	NICOLUDIS	BAR	
ABDALI	CLT	ORDAZ	HEO	CAMERON	MEOC	STARK	QCC	
BATIZ	CLT	PEREZ	HEO	BEHRENT	NYCCT	WEST	GC	
GRUBER	CLT	RODRIGUEZ	HEO	BISWAS	NYCCT	WOOD	C	
		SADHU	HEO	CHENG	NYCCT	HANSEN	Parliamentarian	

I. Approvals

A. Agenda

MOTION: To approve the agenda as amended to move Resolutions before the President's report (Motion: J. Gallagher; seconded) **APPROVED.**

B. Minutes - May

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

C. Approval of Fall 2025 DA meeting dates

September 18

October 23

November 20

December 18th

January 22

MOTION: To approve the proposed Fall 2025 DA meeting dates (Motion: H. James; seconded) **APPROVED.**

II. Resolution in Defense of Academic Freedom & Against Retaliatory Firing of CUNY Faculty Submitted by Joseph Entin, Mobina Hashmi, Naomi Schiller, Maddy Fox, and Alex Juhasz

MOTION: Be it resolved, that the PSC unequivocally condemns the retaliatory dismissal of these faculty members and demands their immediate reappointment;

Be it further resolved that the PSC will assist these and other similarly situated faculty members in obtaining from the CUNY administration a full and transparent explanation of the reasons for their termination or non-reappointment;

Be it further resolved, that the PSC calls on the CUNY administration to reaffirm its commitment to academic freedom and to freedom of expression for all faculty, staff, and students, regardless of employment status;

Be it further resolved, that the PSC will pursue all available avenues—including legal, contractual, organizing, and public advocacy—to defend the rights of its members. (Motion: A. Juhasz; seconded) **APPROVED.**

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

A. Federal fight forward

Ongoing attacks on academic freedom and federal research funding continue to threaten higher education labor, prompting increased resistance at both local and

national levels. PSC members were actively engaged in the NYC Democratic mayoral primary, viewing it as a meaningful challenge to the political status quo.

PSC members joined the June 14 “No Kings” rally and are working with national union affiliates to oppose harmful legislation like the “Big Beautiful Bill.” Coalition organizing continues across university unions, and the Federal Unionist Network is responding to ICE activity in federal buildings. The Research Defense Working Group remains active, while CUNY Central has introduced a bridge funding program for researchers. Over 2,000 people have signed a letter to the NY congressional delegation, and a press conference is scheduled for June

In immigration efforts, the Immigrant Solidarity Working Group launched in January and steering committee meets weekly. The group has led Know Your Rights trainings, rapid response actions, and successful advocacy, including stopping an ICE visit to John Jay College and reversing visa revocations. The PSC's court watch initiative has trained over 160 members, with 80 actively monitoring proceedings in support of immigrants. Members were encouraged to continue participating in solidarity and court watch actions.

B. Contract implementation

Following ratification, the union has made progress on several fronts. Salary differentials, previously limited to certain HEO titles, are being extended to CLT and senior CLT positions, with discussions ongoing to implement these changes. Contractual negotiations have begun for SEEK and College Discovery Directors who are newly included in the bargaining unit.

Implementation of a pilot program for post-tenure reassigned time is expected in the fall. HEO screening committees and campus-based health and safety committees are also being formed. A recent meeting with management set the agenda for the summer, including incorporation of the MOA into the contract and pending discussions on graduate worker issues.

Active efforts continue to establish a labor-management committee for medical school faculty and to secure Board approval for creating senior lecturer and senior lecturer doctoral titles.

Key disputes remain unresolved. The implementation of Appendix E has entered the grievance process and may go to arbitration. Another major conflict centers on retroactive pay eligibility for part-timers; the union is challenging management's revised criteria, maintaining it violates the agreement. Grievances have been filed.

Progress is ongoing, but several significant matters may require arbitration.

C. NYC healthcare developments

Recent developments in NYC healthcare impact both retirees and active employees. The healthcare landscape remains volatile, and the union continues efforts to keep members informed.

On the retiree side, the New York State Court of Appeals overturned a ruling blocking the city's shift from traditional Medicare to Medicare Advantage. However, strong union and retiree opposition resulted in Mayor Adams announcing the city would abandon the Medicare Advantage plan.

For active employees, the current Emblem/GHI and Anthem-administered Comprehensive Benefits Plan is being replaced. A new contract is expected with a joint bid from Emblem and UnitedHealth. Unlike prior processes, the Municipal Labor Committee has committed to member input before finalizing the plan.

The union expressed concern over the city's \$1 billion cost-cutting target, which may affect provider networks, co-pays, and access. The PSC healthcare working group is actively monitoring these issues. Implementation is planned for January 2026, but delays are likely due to unresolved concerns, including prescription coverage and financial disputes with Express Scripts.

The PSC emphasized its commitment to member education, transparent updates, and strong representation throughout the negotiation process.

D. Electoral and Legislative report - H. James

Mayoral election

The PSC conducted an active and strategic electoral campaign during the recent NYC elections, marked by a member-driven endorsement process and strong voter outreach. Thirty City Council candidates were endorsed, along with candidates for mayor, public advocate, and comptroller.

The union's electoral strategy included canvassing, phone banking, coalition work with the Working Families Party, and ranked choice voting education. Rapid response efforts were employed when candidates shifted positions unexpectedly. Leadership trainings led to the creation of a PSC voter guide.

All five of PSC's priority City Council candidates are poised to win. Victories also included Jumaane Williams for public advocate and Zohran Mamdani, who led the union's endorsed ranked choice slate alongside Brad Lander and Adrienne Adams. The union's ranked choice strategy proved effective, with final results expected to confirm a successful election cycle.

City Budget

Despite election activities, the union remained active on city budget issues by organizing creative actions and lobbying efforts to counter cuts and advocate for

student MetroCards. A handshake deal on the budget is expected soon, with further analysis to come.

Post-budget legislative campaign

Looking ahead, the union is preparing for a post-budget legislative campaign and increasing its focus on policy development. Members were invited to participate in shaping future legislative work, particularly those with an interest in writing or policy analysis. The union also encouraged members to contribute to the PSC Action Fund to sustain non-dues-funded advocacy.

E. Membership report - A. Vásquez

An update was provided on new member sign-ups from January to June 20th. A total of 609 new members have joined this year to date, more than double the number from the same period in 2023. This figure reflects strong organizing momentum and the ongoing efforts to reach new hires and previously uncontacted employees, which is essential in offsetting membership attrition.

The colleges with the highest number of new sign-ups were Hunter College (72 members), City College, and Brooklyn College. The majority of new members were adjuncts, with a noticeable increase in January due to contract settlement and orientation events.

Organizing efforts are continuing through the summer, with a focus on signing up professional staff. Organizers are conducting campus “blitzes,” visiting clusters of nearby campuses (e.g., Baruch, Hunter, Graduate Center) to maximize outreach.

IV. Administrative Items

A. Treasurer’s Report - F. Wharton

Summary for April 2025:

Total Operating Income: \$ 1,748,000

Total Operating Expenses: \$ 1,669,000

Surplus (Deficit): \$ 79,000

Year-To-Date (8 months):

As of April 30th 2025, the financial statements show an eight-month operating loss of \$81,000. For the month ending April 30th year-to-date income is \$13,498,000 and year-to-date expenditures are \$13,579,000.

MOTION: To accept the April 2025 Treasurer’s Report (Motion: B. Lashley; seconded) **APPROVED.**

B. Executive Director’s Report - M. Cadambi

Staffing Report

Interim Organizing Director: Due to Rico Doan stepping into the role of Interim Associate Executive Director during Anais's leave, Ava Farkas, Organizing Coordinator, stepped into the role of Interim Organizing Director.

Interim Organizing Coordinator: Due to Ava Farkas stepping into the role of Interim Organizing Director, Marwa Amer, Organizer, stepped into the role of Interim Organizing Coordinator.

Grievance Counselor: Tiffany Brown, a PSC legislative coordinator, applied for the grievance counselor position and started this week.

Legislative Coordinator: Due to Tiffany Brown stepping into the role of Grievance Counselor, we have posted the vacant Legislative Coordinator position.

V. New and Unfinished Business

Health and Safety Committee report - J. Grassman, L. Meltzer

Co-coordinators Jean Grassman and Laura Meltzer reported on the PSC Health and Safety Watchdogs' work, noting Meltzer's recent appointment to the NYSUT Health and Safety Advisory Committee.

Over the past year, the committee held monthly meetings, organized campus-based actions, created ad hoc groups on mold and temperature monitoring, offered trainings including OSHA 10 certification, and engaged in public advocacy through testimony and petitions. The pandemic expanded their role, leading to the formation of a "ventilation squad" and the development of safety standards and campus walkthroughs.

A key development is the creation of Health and Safety Labor-Management Committees (HSLMCs) under the new contract. These committees, with equal union and management representation, will meet at least once per semester to address campus-specific health and safety concerns. The committee is seeking PSC representatives for HSLMCs at CSI, Guttman, John Jay, Lehman, LaGuardia, and York. Members were encouraged to volunteer and remain active through Watchdog meetings and chapter discussions.

VI. Announcements

Freya Pritchard expressed concern over an IT notice suggesting that CUNYfirst may soon require installing a Microsoft security app on personal cell phones and questioned CUNY's authority to mandate third-party apps on personal devices, citing privacy and trust issues. The issue will be referred to the PSC attorney for review and clarification.

VII. Adjourn

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