

Delegate Assembly
October 23, 2025
Final Minutes

PRESENT:		DAVIS	C	GALLAGHER	HEO	ALAPO	MCC	STAFF:
BATSON	EC	DIRAIMO	C	HEGNER	HEO	CREACO	MCC	ARPEY
BOSKET	EC	FORSYTHE	C	HOTKO	HEO	GARTE	MCC	CABRERA
DAVIS	EC	HUANG	C	KEIER	HEO	GRONOWICZ	MCC	CADAMBI
DAVIS	EC	SINANOVIC	C	LEE	HEO	SMART	MCC	CLARK
DEMPSTER	EC	ABDALI	CLT	LLAMAS	HEO	STEPHENS	MEC	CORDERO
GABOURY	EC	BATIZ	CLT	MARSHALL	HEO	CAMERON	MEOC	FARKAS
GALLOWAY-PERRY	EC	GRUBER	CLT	NORMAN	HEO	BEHRENT	NYCCT	GRAF
JAGIELNICKA	EC	HOPE	CLT	OKROSY	HEO	CHENG	NYCCT	GUZMAN
JAMES	EC	BARDSLEY	CSI	ORDAZ	HEO	DECOUX	NYCCT	MCMANUS
KANG	EC	CONTRERAS	CSI	PATESTAS	HEO	HARRIS	NYCCT	PINCKNEY
LEWIS	EC	COPE	CSI	PEREZ	HEO	LOGUERCIO	NYCCT	RASIOTIS
LILLY	EC	FORRESTAL	CSI	PERSAUD	HEO	MACDONALD	NYCCT	RIAL
OFFENHOLLEY	EC	OZEN	CSI	SADHU	HEO	OLERICH	NYCCT	VARRONE
PERSINGER	EC	THORNE	CSI	SHAHIDI	HEO	SHEPARD	NYCCT	
ROMER	EC	APTEKAR	GC	SUE	HEO	WALLJASPER	NYCCT	
SCHNEE	EC	GOLDBERG	GC	TERAN	HEO	GUSKIN	Q	
SEO	EC	GRASSMAN	GC	YEBOAH	HEO	DORAN	Q	
SHACTER-DECHABERT	EC	HARRIS	GC	CLARKE	JJ	SHALKOWSKI	Q	
STEMBERG	EC	OREJUELA	GC	EPSTEIN	JJ	FRAGOPOULOS	QCC	
TURNER	EC	ROTHMAN	GC	HOVEY	JJ	MARCHESE	QCC	
VASQUEZ	EC	SELLIE	GC	MAJUMDAR	JJ	CHAUNG	RFCO	
WHARTON	EC	ZHANG	GC	MARKOWITZ	JJ	JAMES	RFFU	
WOOD	EC	BAINES	GCC	MULLIN-ROUABAH	JJ	CERMELE	RT	
ALBARILLO	B	CHINN	H	PITTMAN	JJ	COHEN	RT	
ENTIN	B	JOHN	H	CALLY	KCC	DISALVO	RT	
FOX	B	KILKENNY	H	ENAMORADO III I	KCC	FRIEDMAN	RT	
HASHMI	B	BENCIVENNI	HCC	REPETTI	KCC	KISSACK	RT	
LUDOVICI	B	BERNARDINI	HCC	SHAH	KCC	MCCALL	RT	
MANLOW	B	CASEY	HCC	SPEAR	KCC	NEWFIELD	RT	
SCHILLER	B	PIMENTEL	HCC	PLOCHOCKI	L	PRITCHARD	Y	
TOUVAL	BAR	ADAMS	HEO	BELL	L	SALEK ASEFF	Y	
WINE	BAR	ALI	HEO	ALEXANDER	L			
DUNCAN	BCC	ANGELOPOULOS	HEO	AUSLANDER	L	GUEST:		
KOLOZI	BCC	BALLERINI	HEO	WANG	L	JEU	CLT	
LANG	BCC	BERCO	HEO	BASTAS	LAG	MURPHY	HEO	
ORTUNO	BCC	BLOCK	HEO	BEATY	LAG	STARK	QCC	
RODRIGUEZ	BCC	BONILLA	HEO	CLEARY	LAG	SERDIUK	HEO	
CORCORAN	BXOC	COLEMAN	HEO	CONNERS	LAG			
CAPPETTI	C	DAVEY	HEO	FESS	LAG			

I. Approvals

A. Agenda

MOTION: To approve the agenda (Motion: J. Epstein; seconded) **APPROVED.**

B. Minutes - September

MOTION: To approve the September 2025 DA minutes (Motion: J. Gallagher; seconded) **APPROVED.**

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

A. Federal fight forward

The ongoing federal government shutdown has created widespread instability, with serious threats to Medicare, the ACA and SNAP, while corporate profits and financial-sector bonuses continue to soar. This economic and political climate underscores the need for the union to mobilize around revenue and equitable taxation.

The Academic Excellence Compact, a federal initiative that would allow the federal government to dictate acceptable academic fields and viewpoints among faculty, students, and staff, would put institutions that decline to comply at risk of losing federal funding. The Compact has been widely condemned as a threat to academic freedom and institutional autonomy. Of the nine universities initially invited to participate, all have declined except Vanderbilt and UT Austin, which have not yet issued formal responses. It was suggested that PSC may urge CUNY's administration to publicly reject participation should it be invited, joining other universities that have taken proactive stances.

B. Coalition work

PSC continues to engage members in working groups and through coalition efforts. The Immigrant Solidarity Working Group has continued with weekly court support activities at the Manhattan immigration and asylum courts. Trainings remain available, and PSC members have also been asked to assist in training other unions' members. Conditions at 26 Federal Plaza remain challenging, and participation is encouraged. The Defend Research Working Group has created a communications subcommittee to develop social-media-focused messaging that explains the risks and impacts of cuts to federally funded research. A networking event for PSC members of color was also announced. On the academic freedom front, there was strong turnout at a recent picket outside CUNY Central supporting the "Fired Four" that received favorable coverage in the labor press.

Broad coalitions are needed in response to escalating federal actions. Members were encouraged to engage with HandsOffNYC.com a coalition of unions, community groups, and elected officials opposing federal overreach, ICE actions, and possible deployment of the National Guard in the city. Recent local actions, such as the raid on Canal Street, underscore the need for increased labor participation.

PSC had a strong presence at the recent No Kings march and continues to be very active in developing the New York Metro Coalition for Higher Education, which unites unionized and non-unionized higher-ed workers to coordinate organizing and advocacy efforts across institutions. They are planning a citywide action on November 7 as part of a national higher education day of action, targeting Apollo Global Management whose CEO, Mark Rowan, is a leading proponent of the Academic Excellence Compact. Additionally, the PSC is partnering

with the AAUP on a hybrid national webinar on contingency and academic freedom, which will feature the CUNY “Fired Four” case.

C. Legislative priorities

Among the many state and city legislative and budget priorities, the New York for All campaign remains especially important. In light of the ongoing crisis facing immigrant New Yorkers under an aggressive deportation regime, members emphasized that passing New York for All would provide critical protections for immigrant and undocumented communities.

There needs to be a more progressive state revenue structure that includes support for the Share the Wealth campaign to tax New York’s billionaires and large corporations. With significant budget gaps expected because of federal cuts, without new revenue, public services such as CUNY, K–12 education, and transit will be forced into direct competition for limited funds. Citing Massachusetts’ successful Fair Share model, the PSC will continue to advocate for equitable taxation to sustain public investment in education and social programs.

D. NYC healthcare

The comprehensive benefits plan currently administered by Emblem and Anthem (GHI) is being replaced. The Municipal Labor Committee voted on September 30th to approve the new contract, with the expectation that the new plan will begin on January 1st. The PSC has created a website with a comprehensive FAQ section and a web form specific to healthcare transition questions. A new staff member, Jess Baker, was hired to assist with member questions about the health care transition.

This change affects only those enrolled in the new NYCE PPO (the replacement for GHI). Members enrolled in different city-offered plans can remain in those plans. A presentation by Emblem and United specifically for PSC members is scheduled for Oct 24. Additional information sessions are available through the nyceppo.com website.

E. Contract implementation

There has been uneven progress across different areas. The adjunct retro pay grievance was heard at step two, with a decision pending. Several labor management committees formed under the contract have made progress, particularly in nominating and appointing PSC members to campus-based health and safety committees.

Areas still in progress include the Ed Tech Committee, which has not yet met with CUNY's committee, and library faculty reassigned time discussions. Follow-up dates are being sought for CLT promotional procedure and grad worker issues. SEEK and CD directors are now part of the bargaining unit, with negotiations nearly complete on which contract provisions apply to them. The post-tenure reassigned time pilot was a big win but requires effective implementation. PSC will issue guidance soon since the application deadline is December 15th. Movement was reported on the lecturer advancement/senior lecturer position, though CUNY has not yet created the position, which is a necessary first step.

Several AAUP and AFT collective bargaining chapters across the Northeast have begun meeting weekly to strengthen regional coordination. While full contract alignment across states such as New York, New Jersey, Connecticut, Massachusetts, and Maine may not be feasible, the coalition is working to synchronize timelines where possible and identify shared priority issues.

The Higher Ed Labor United is leading this effort, known as the Northeast Regional Bargaining (NERB) coalition.

F. Membership - A. Vásquez

Full-time membership remains steady at 88%, representing 13,252 full-time employees. A review of six colleges showed that small increases in overall membership were driven primarily by growth in HEO membership. Full-time faculty membership remained largely unchanged, with minor fluctuations at several campuses.

The part-time bargaining unit grew by 954 employees, making gains in the membership percentage more challenging. Our main challenge continues to be turnover and the need to consistently identify and sign up new full-time hires, who are generally the most receptive to joining and essential to maintaining strong membership levels across the union.

G. Legislative report - H. James

There are efforts to work with the Mamdani campaign and other groups to ensure PSC's support in the primary is not forgotten. The union has sent Mamdani a document outlining priorities, including getting CUNY to fill faculty and staff vacancies. The document specifies what the union would like to see on Day One, in the first 100 days, and in the first year of his administration. Phone banking is taking place in hybrid format at the PSC and online, with in-person phone banking with the Central Labor Council every Wednesday. Labor walks for Zohran are upcoming, with additional volunteer opportunities with the Working Families Party.

The Legislation Committee has been working with the Environmental Justice working group on town halls related to decarbonizing CUNY and the importance of the city executive branch. Fourteen town halls have taken place across CUNY, with voter registration during all events. A ballot initiative voter guide has been created and is available on the PSC website, providing guidance on the six ballot proposals for the upcoming election.

H. Health and Safety

Queens College - E. Doran and J. Guskin

Representatives reported significant health and safety concerns centered on Delany Hall, which houses SEEK, Africana Studies, and College Now programs. Over the summer, construction began with limited notice to occupants, who were initially told the work involved windows. Asbestos abatement notices were later posted, and multiple staff and students subsequently reported illness consistent with construction-related exposure.

A petition calling for action has received nearly 1,100 signatures and continues to circulate widely. At the recent labor-management meeting, the chapter brought the SEEK Director and the Chair of Africana Studies to present firsthand accounts despite management's objections; both delivered strong testimony regarding the unsafe conditions. Management responded defensively and did not acknowledge responsibility.

A town hall convened by the SEEK Director drew more than 120 students, staff, and community members, many of whom shared new testimony about health impacts. These statements were compiled into a report submitted to the CUNY Board of Trustees. In addition, more than 70 individuals joined a PSC collective grievance filed this week. This issue has prompted increased campus engagement, with members volunteering to assist in outreach materials, and PSC communications staff providing support.

Ongoing health and safety problems at City Tech were reported, including persistent mold, leaks, and ceiling damage in the Library Building. Recent construction intended to repair structural issues has created new hazards, including additional leaks, falling tiles, and repeated flooding of the Pride Lounge. At a recent student-led town hall held in the affected area, a dust cloud was released from an open ceiling cavity, prompting public safety to respond and raising serious concerns about air quality. Asbestos abatement notices appeared the following day. The chapter requested an emergency meeting with the new interim president.

During the meeting, members emphasized that the construction zone is unsafe for students and staff and reiterated long-standing requests for updated environmental assessments. Although the president attempted to redirect the conversation, PSC representatives restated the extensive documentation already on record, such as grievances, photos, and prior assessments that showed mold and structural deterioration and emphasized that the hazards are ongoing and predictable.

PSC Contract Enforcement staff and legal counsel remain involved, and the chapter will continue pursuing corrective action and exploring additional strategies to strengthen health and safety protections moving forward.

III. Administrative Items

A. Treasurer's Report - F. Wharton

Summary for July 2025:

Total Operating Income:	\$ 1,942,000
Total Operating Expenses:	\$ 1,732,000
Surplus (Deficit):	\$ 210,000

Commentary:

Year-To-Date (11 months) :

As at July 31st, 2025, the financial statements show an eleven-month operating surplus of \$618,000. For the month ending July 31st year-to-date income is \$19,138,000 and year-to-date expenditures are \$18,520,000.

MOTION: To accept the July 2025 Treasurer's Report (Motion Claudia Shacter-deChabert; seconded) **APPROVED.**

Summary for Aug 2025:

Total Operating Income:	\$ 3,280,000
Total Operating Expenses:	\$ 2,052,000
Surplus (Deficit):	\$ 1,228,000

Commentary:

Year-To-Date (12 months) :

As of August 31st, 2025, the financial statements show an operating surplus of \$1,845,000. For the year ending August 31st year-to-date income is \$22,148,000 and year-to-date expenditures are \$20,573,000.

MOTION: To accept the August 2025 Treasurer's Report (Motion: Claudia Shacter-deChabert; seconded) **APPROVED.**

MOTION: To accept the Proposed Budget 2025-2026 (Motion: A. Enamorado; seconded) **APPROVED.**

B. Executive Director's Report - M. Cadambi

Staffing Report

Organizing Director: We completed second round interviews and intend to make an offer. Ava Farkas continues to work in the Interim Organizing Director role.

Elections Report

The Elections Committee voted to recognize Francine Egger-Sider who was elected in an uncontested election as alternate delegate to the PSC Retirees Chapter.

The Law School, as a new chapter, will elect chapter leadership. Each chapter is entitled to elect a chairperson, a vice chairperson, a secretary, and four at-large officers. Given the Law School's size, however, the Chapter Chair will be the sole delegate and there will be an alternate delegate. In addition, a representative to the Welfare Fund may also be elected.

ELECTION SCHEDULE

1. **WEDNESDAY, October 8, 2025** – Send election notice to chapter from the President or Executive Director.
2. **FRIDAY, October 17, 2025, 5:00 PM** —Deadline for submitting a signed Declaration of Candidacy form.
3. **WEDNESDAY, October 22, 2025** — Electronic nominating petitions will be available to all who submitted a declaration of candidacy; paper nominating petitions are available upon request.
4. **WEDNESDAY, November 5, 2025, 5:00 PM** – Deadline for completed nominating petitions to be received at elections@pscmail.org.
5. **MONDAY, November 10, 2025** — Ballots will be emailed to members and mailed upon request.
6. **MONDAY, December 1, 5:00 PM** — Deadline for submission of ballots.

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

IV. Announcements

A memorial for Blanca Vázquez will be on Saturday, October 25.

V. Adjourn: MOTION: To adjourn the meeting (Motion: R. Galloway-Perry; seconded) **APPROVED.**