

PSC Delegate Assembly
September 18, 2025
Draft Minutes

Present:		SINANOVIC	C	LEE. J	HEO	O'CONNOR	MCC	Staff:
BOSKET	EC	BATIZ	CLT	LLAMAS	HEO	HERRERA	MEC	Amer
DAVIS. J	EC	GRUBER	CLT	MARES	HEO	LASHLEY	MEC	Cadambi
DAVIS. S	EC	IRIGOYEN	CLT	MARSHALL	HEO	ROBERSON-STEELE	MEC	Cordero
DEMPSTER	EC	HOPE	CLT	MINOR	HEO	STEPHENS	MEC	Damiani
GABOURY	EC	BARDSLEY	CSI	MURPHY	HEO	CAMERON	MEOC	Douros
GALLOWAY-PERRY	EC	CONTRERAS	CSI	NORMAN	HEO	BEHRENT	NYCT	Graf
JAGIELNICKA	EC	COPE	CSI	OKROSY	HEO	CHENG	NYCT	Herrick
KANG	EC	OZEN	CSI	ORDAZ	HEO	DECOUX	NYCT	Hunt
LILLY	EC	THORNE	CSI	PATESTAS	HEO	HARRIS	NYCT	Kaplowitz
OFFENHOLLEY	EC	APTEKAR	GS	PEREZ	HEO	LOGUERCIO	NYCT	Lashley
PERSINGER	EC	GOLDBERG	GS	PERSAUD	HEO	MACDONALD	NYCT	Lewis
ROMER	EC	GRASSMAN	GS	RANDALL	HEO	OLERICH	NYCT	Moore
SCHNEE	EC	HARRIS	GS	SADHU	HEO	STANDING	NYCT	Paul
SEO	EC	NAJM	GS	SHAHIDI	HEO	WILLIAMS-GUNPOT	NYCT	Rasiotis
SHACTER-DECHABERT	EC	ROTHMAN	GS	STEVENSON	HEO	AVENDANO	Q	Varrone
STEMBERG	EC	SELLIE	GS	YEBOAH	HEO	DORAN	Q	
TURNER	EC	ZHANG	GS	CLARKE	JJ	GUSKIN	Q	
VASQUEZ		CHINN	H	HOVEY	JJ	HAZAS	Q	
WHARTON	EC	JOHN	H	MARKOWITZ	JJ	SCHNUR	Q	
WOOD	EC	KILKENNY	H	CALLY	KCC	TUMMINO	Q	
ENTIN	B	STONE	H	ENAMORADO	KCC	FRAGOPOULOS	QCC	
FOX	B	BENCIVENNI	HCC	SHAH	KCC	VOIGT	QCC	
HASHMI	B	BERNARDINI	HCC	SPEAR	KCC	CHAUNG	RFCO	
MANLOW	B	CASEY	HCC	REPETTI	KCC	JAMES	RFFU	
LUDOVICI	B	PIMENTEL	HCC	AUSLANDER	L	COHEN	RT	
POLLARD	B	ADAMS	HEO	BELL	L	DISALVO	RT	
GAFFNEY	BAR	ALI	HEO	LIZARDI	L	FRIEDMAN	RT	
PLOCHOCKI	BAR	BALLERINI	HEO	WANG	L	KISSACK	RT	
TOUVAL	BAR	BAPTISTE	HEO	BASTAS	LAG	MCCALL	RT	
DUNCAN	BCC	BERCO	HEO	BEATY	LAG	NEWFIELD	RT	
KOLOZI	BCC	BLOCK	HEO	CONNERS	LAG	NELSON	RT	
LANG	BCC	BONILLA	HEO	DURAND	LAG	PRITCHARD	Y	
RODRIGUEZ	BCC	BROWN	HEO	KARRAS	LAG	SALEK ASEFF	Y	
ANTONAKOS	BCC	DAVEY	HEO	TANENBAUM	LAG			
DUNSON	BEOC	GALLAGHER	HEO	GALLAGHER	LAG	Guest:		
CAPPETTI	C	HEGNER	HEO	ALAPO	MCC	WALLIS	Q	
CARDWELL	C	HOTKO	HEO	BILHARTZ	MCC	HANSEN	Parliamentarian	
DIRAIMO	C	KEIER	HEO	GRONOWICZ	MCC			
FORSYTHE	C	LANG	HEO	NAVARATNE	MCC			

I. Approvals

A. Agenda

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

B. Minutes - June

MOTION: To approve the June 2025 DA minutes (Motion: S. Davis; seconded) **APPROVED.**

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

A. Federal fight forward; September 25 demonstration

President Davis discussed PSC's ongoing federal fight-back efforts, and the need to defend research, academic freedom, immigrant communities, international students, faculty and staff, the teaching of honest history and analysis, disciplinary expertise, faculty governance, and First Amendment rights both on and off campus. The importance of not only defending these rights but also advancing proactive initiatives to protect them was emphasized.

The PSC has remained active in immigrant solidarity work, with many members participating in court watch activities over the summer, accounting for 360 individual courtroom visits. The PSC is the one labor union maintaining a consistent presence in immigration courts, and its efforts have helped lead CUNY to establish a rapid response portal for students, faculty, and staff facing immigration-related challenges. The union continues to collaborate through the Central Labor Council to involve additional unions in this work.

Other active working groups include those focused on defending research funding, sexuality and gender, academic freedom, the social safety net, and environmental justice. Defense of academic freedom remains a major priority, particularly around the campaign for the four adjuncts non-reappointed from Brooklyn College. That fight continues through grievance and arbitration processes and a strong public campaign led by the Brooklyn chapter and allies across CUNY.

The Social Safety Net Working Group is tracking federal threats to programs such as Medicaid and SNAP that could undermine state and city budgets. The Environmental Justice Committee continues to lead climate-related advocacy and their resolution calling for renewable energy development on CUNY, SUNY, and public sites will go before the NYSUT Board this weekend, with PSC delegates and allies from UUP and UFT pushing for its approval. Treasurer Wharton also launched two new initiatives: the PSC BIPOC Group, meeting in October, and the Teacher Education Working Group, which will hold an all-day conference that same month.

Nationally, AFT and AAUP are pursuing litigation to defend academic freedom, including recent victories against Trump-era measures targeting Harvard and UC Berkeley.

Today, PSC members, including Secretary Andrea Vásquez, participated in a major civil disobedience action at 26 Federal Plaza opposing ICE operations and mass deportations, as part of the broader push to pass New York for All legislation.

Upcoming coalition actions include a large demonstration against ICE on September 25, the No Kings demonstration on October 28, and a town hall meeting with the New York Metro Coalition for Higher Education on October 29, leading up to a citywide march on November 7.

B. Proposed contract NYC health insurance

Information was presented regarding the proposed replacement for the GHI comprehensive benefits plan for New York City employees. The Municipal Labor Committee (MLC) has scheduled a vote for September 30 for member unions to consider approval of the new plan, New York City Employee PPO, which would be administered jointly by Emblem and United Healthcare beginning in January 2026.

The proposed plan would maintain provider continuity, automatically enroll current GHI members, and retain all existing in-network hospitals and doctors, while expanding coverage through the United Healthcare National Network outside the 13 downstate counties. Additional provisions include adding New York City Health and Hospitals to the zero-copay tier, maintaining current out-of-pocket costs, and expanding access to mental and behavioral health providers. The city would self-insure the plan, thereby assuming responsibility for claim payments and administrative costs, as well as control over future plan changes.

However, there are concerns about the lack of transparency, as the contract contains significant redactions that prevent full understanding of how the plan will save the city the advertised billion dollars per year, particularly beyond 2026. The healthcare working group recommended that the PSC abstain from the September 30th vote due to concerningly inadequate information and an unacceptable process.

Resolution:

Having reviewed the publicly available materials about the proposed NYC Employee PPO Plan and heard from PSC's representatives who viewed the redacted contract and attended the MLC briefing, the union's Health Care Working Group finds the available information concerningly inadequate, finds the process unacceptable, and recommends that the PSC abstain the September 30 MLC vote on approving the Plan. *Submitted by the PSC Healthcare Working Group*

MOTION: Approve the Healthcare Working Group's recommendation (Motion: PSC Health Care Working Group) **APPROVED.**

C. Proposed Research Foundation Field Units Contract - A. James

Antonica James, chapter chair from the Research Foundation field units, presented a memorandum of agreement covering nearly 500 RF employees at CUNY Graduate Center, LaGuardia Community College, City Tech, and for the first time, CUNY School of Labor and Urban Studies. The bargaining team included Antonica James, Erica Guzman, Migdalia Ramos, and Donna Thompson-Ray, with support from PSC staff Brian Graf and Mitchell Manning and Jessica Leiken, from NYSUT, serving as lead negotiator. Their campaign included letters to management, social media efforts, a march on the boss, and a phone campaign by the delegate assembly.

After a year of difficult bargaining, the team secured several gains including: raises of 13.4% over four years with higher catch-up pay for those making less than \$20/hour, retroactive pay back to October 2024, signing bonuses between \$500-\$2,000 depending on status and service, expansion of tuition reimbursement benefits to part-time B employees, addition of a dignity and respect clause addressing workplace violence and bullying, better notification of reappointments, and access to new hire orientations.

MOTION: To recommend the Research Foundation Field Unit's Contract for Ratification by members. (Motion: A. James) **APPROVED.**

D. Proposed PSC Chapter CUNY Law School

A proposal was presented to establish a new chapter for CUNY School of Law, which has been part of the Queens College chapter despite being physically located in Long Island City since 2012. According to the PSC constitution, the delegate assembly has the authority to establish new chapters, and each unit of CUNY can constitute a chapter. The Law School has approximately 69 full-time faculty and several dozen adjunct faculty who are ready to step into union leadership positions. A representative from the law school, Kara Wallis, explained that the energy for forming the chapter came from recent attacks on academic freedom, including at a congressional hearing where a representative asked to terminate the employment of a colleague. The Law School is also in an interim dean period, and faculty want to strengthen coworker solidarity during this transition.

MOTION: To authorize the establishment of a PSC chapter at the CUNY School of Law (Motion: Executive Council; seconded) **APPROVED.**

III. Administrative Items

A. Legislative Report (J. Gaboury)

Members of the Legislative Committee previously met with Melanie D'Arrigo from the Campaign for the New York Health Act to discuss strategies for expanding union support for universal healthcare. A joint session with the Social Safety Net Committee is being considered to continue this discussion and build on prior engagement with Senator Gustavo Rivera.

The PSC is working to elect Zohran Mamdani as Mayor of New York City. The campaign is looking for public policy experts from CUNY to speak on various issues. The PSC has created a roster of member experts to share with the campaign, helping to highlight the expertise of CUNY faculty and staff in public discourse.

The PSC continues to organize around tax justice and revenue generation, advocating that the ultra-wealthy pay their fair share to protect public services and jobs amid federal cost-shifting. The union is coordinating with NYSUT and the Central Labor Council in this effort and holding weekly phone banks on Wednesdays from 6–8 p.m. with participation from the Working Families Party and allied groups. Members can also volunteer through the District Captain Program where you can connect with people in your own election district.

The union is also focusing on voter registration, particularly among CUNY students, with the Environmental Justice Working Group conducting climate town halls that include voter registration components. The PSC is partnering with NYPIRG chapters and CUNY Votes to register voters electronically and on paper ballots until the October 25th deadline.

The PSC is also involved in several key City Council races, including support for Ben Chou, a Baruch graduate and firefighter running against incumbent Vickie Paladino. The Executive Council recently voted to endorse Chu's campaign. Additional information and participation links will be shared with members through the Delegate Assembly listserv.

B. Treasurer's Report - F. Wharton

Summary for May 2025:

Total Operating Income: \$ 2,036,000

Total Operating Expenses: \$ 1,744,000

Surplus (Deficit): \$ 292,000

Commentary:

Year-To-Date (9 months) :

As of May 31st 2025, the financial statements show a nine-month operating surplus of \$211,000. For the month ending May 31st year-to-date income is \$15,533,000 and year-to-date expenditures are \$15,322,000.

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

Summary for June 2025:

Total Operating Income: \$ 1,664,000

Total Operating Expenses: \$ 1,466,000

Surplus (Deficit): \$ 198,000

Commentary:

Year-To-Date (10 months) :

As at June 30th 2025, the financial statements show a ten-month operating surplus of \$409,000. For the month ending June 30th year-to-date income is \$17,197,000 and year-to-date expenditures are \$16,788,000.

MOTION: To accept the June 2025 Treasurer's Report (Motion: J. Batiz; seconded) **APPROVED.**

The Proposed 2026 fiscal year budget was presented and will be voted on at the October DA.

C. Executive Director's Report - M. Cadambi

Staffing Report

Organizing Director: We are in the process of conducting interviews and hope to have finalists shortly. Ava Farkas continues to work in the Interim Organizing Director role.

Associate Executive Director: We are excited to announce that Rico Doan, who has been serving as Interim Associate Executive Director, will be the new Associate Executive Director. Rico was previously PSC's Organizing Director and has worked at UFCW and SEIU.

Elections Report

HEO chapter:

Cheryl Morrison resigned as Delegate. Denecia Marshall was selected to replace her by random draw of HEO Alternate delegates with equal seniority.

Hunter chapter:

Tim Cusack and Jack Kenigsberg resigned as Delegates. Jeremy Glick and Christopher Mitchell were elected to replace them.

Baruch chapter:

Victoria Stratis was elected to fill an open Alternate delegate position.

Retiree chapter:

Alternate delegate vacancy left by the passing of Blanca Vazquez was recognized by the Elections Committee.

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

IV. Announcements

Susan DiRaimo reminded us to save December 3, 2025 for the Belle Zeller Scholarship celebration.

Sandor John - Working to establish campus teams on every campus to participate in the work of the Immigrant Solidarity Working Group and stressed the importance of distributing flyers for the September 25 action widely on campuses.

Secretary Vásquez gave a recap of her participation in today's action and also emphasized the importance of support for the action planned for September 25.

V. Adjourn

MOTION: To adjourn the meeting (Motion: F. Pritchard; seconded) **APPROVED.**