

**PSC Delegate Assembly
November 20, 2025
Final Minutes**

PRESENT:		IRIGOYEN	CLT	ORDAZ	HEO	WALLJASPER	NYCT	STAFF:
BATSON	EC	BARDSLEY	CSI	PATESTAS	HEO	WILLIAMS-GUNPOT	NYCT	ARPEY
BOSKET	EC	CONTRERAS	CSI	PEREZ	HEO	CHECKER	Q	CABRERA
DAVIS	EC	COPE	CSI	RODRIGUEZ	HEO	CORNETTA	Q	CADAMBI
DEMPSTER	EC	FORRESTAL	CSI	SADHU	HEO	DORAN	Q	CORDERO
GABOURY	EC	OZEN	CSI	SHAHIDI	HEO	GUSKIN	Q	DAMIANI
GALLOWAY-PERRY	EC	THORNE	CSI	STEVENSON	HEO	HAZAS	Q	DEVYATKIN
JAGIELNICKA	EC	APTEKAR	GC	SUE	HEO	SCHNUR	Q	FARKAS
JAMES	EC	GRASSMAN	GC	YEBOAH	HEO	SHALKOWSKI	Q	FARLEY
KANG	EC	HARRIS	GC	EPSTEIN	JJ	FRAGOPOULOS	QCC	GRAF
LILLY	EC	NAJM	GC	MADRAZO	JJ	MARCHESE	QCC	HERRICK
OFFENHOLLEY	EC	OREJUELA	GC	MAJUMDAR	JJ	JAMES	RFFU	LASHLEY
PERSINGER	EC	RICCIO	GC	MOONEY	JJ	CERMELE	RT	LEWIS
SALAS	EC	ROTHMAN	GC	MULLIN-ROUABAH	JJ	COHEN	RT	MCMANUS
SCHNEE	EC	SELLIE	GC	VANCE	JJ	DISALVO	RT	MERISIER
SEO	EC	ZHANG	GC	CALLY	KCC	HATCHETT	RT	PAUL
SHACTER-DECHABERT	EC	CHINN	H	ENAMORADO III	KCC	KISSACK	RT	SALAS
STEMBERG	EC	JOHN	H	SHAH	KCC	MCCALL	RT	VARRONE
TURNER	EC	KILKENNY	H	SPEAR	KCC	NELSON	RT	
VASQUEZ	EC	STONE	H	ALEXANDER	L	NEWFIELD	RT	
WHARTON	EC	BENCIVENNI	HCC	AUSLANDER	L	PRITCHARD	Y	
WOOD	EC	BERNARDINI	HCC	LIZARDI	L	SALEK ASEFF	Y	
ALBARILLO	B	CASEY	HCC	PLOCHOCKI	L	GUEST:		
ENTIN	B	PIMENTEL	HCC	WANG	L	BIRCHETT	NYCT	
FOX	B	ADAMS	HEO	BEATY	LAG	BORNSTEIN	JJ	
HASHMI	B	ANGELOPOULOS	HEO	CLEARY	LAG	CONNOR	MCC	
MANLOW	B	BAPTISTE	HEO	CONNERS	LAG	ETHIER	LAG	
POLLARD	B	BERCO	HEO	DURAND	LAG	HANSEN	Parliamentarian	
SCHILLER	B	BLOCK	HEO	ALAPO	MCC	JEU	CLT	
WINE	BAR	BROWN	HEO	CREACO	MCC	KARRAS	LAG	
DUNCAN	BCC	COLEMAN	HEO	GARTE	MCC	KOH	LAG	
KOLOZI	BCC	DAVEY	HEO	GRONOWICZ	MCC	LIZARDI	L	
LANG	BCC	GALLAGHER	HEO	O'CONNOR	MCC	LODHI	HEO	
RODRIGUEZ	BCC	HOTKO	HEO	HERRERA	MEC	PARADISO	GC	
CORCORAN	BXOC	KEIER	HEO	LASHLEY	MEC	SERDIUK	HEO	
CAPPETTI	C	LEE. J	HEO	STEPHENS	MEC	STARK	QCC	
CARDWELL	C	LLAMAS	HEO	CHENG	NYCT	WANGERIN	L	
DAVIS	C	MARSHALL	HEO	DECOUX	NYCT			
DIRAIMO	C	MATTE	HEO	HARRIS	NYCT			
SINANOVIC	C	MINOR	HEO	LOGUERCIO	NYCT			
ABDALI	CLT	NORMAN	HEO	MACDONALD	NYCT			
BATIZ	CLT	OKROSY	HEO	STANDING	NYCT			

I. Approvals

A. Agenda

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

B. Minutes - October

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

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

A. City-wide actions and plans

The Trump administration's recent use of interagency agreements is aimed at weakening the Department of Education under the guise of "efficiency." National unions, including AFT and NEA, are urging members to contact Congress regarding the threat these actions pose to Title I funding, services for students with disabilities, and other core education programs. A coalition of education unions successfully secured an injunction blocking the administration's attempt to penalize the University of California system through a misuse of Title VI of the Civil Rights Act. Similar legal challenges are expected in response to the Department of Education-related interagency changes.

There are credible reports that the Department of Homeland Security is preparing to escalate ICE raids during the holiday period, targeting churches, including Spanish-speaking congregations, and potentially mosques and progressive synagogues in New York City and other Northeastern states. In advance of possible federal action, PSC continues to participate in the *Hands Off NYC* coalition, which is coordinating labor and community preparations for rapid response, mass mobilization, and neighborhood-level defensive infrastructure. The coalition is currently conducting borough-based, in-person trainings focused on emergency communication networks, rapid street mobilization, and broader community readiness. Members were encouraged to attend upcoming sessions, with additional waves of training expected. Further information is available at handsoffnyc.com.

B. Mamdani transition

The union's visible contribution to the campaign positions PSC to have meaningful access to the incoming administration, offering opportunities distinct from those under previous mayors. In discussing next steps, the need to support the new administration against anticipated opposition from multiple political fronts was emphasized. To that end, Susan Kang provided an update on *Our Time*, a newly formed 501(c)(4) organization created by volunteers from the Mamdani campaign and partner groups. *Our Time* will operate independently from the administration to help advance the mayor's affordability agenda through lobbying, public visibility efforts, policy implementation support, and continued volunteer mobilization. Activities are expected to include canvassing for statewide revenue measures, advocacy around key municipal initiatives, and efforts to maintain the campaign's large volunteer base. A formal launch and mass meeting are planned for December, and members were encouraged to learn more or sign up at ourtime.nyc.

C. Contract implementation

Progress continues across multiple areas. The CLT salary differential process is now operational, and members were encouraged to contact PSC with any questions. Work also continues on promotional pathways, including lecturer promotions, which remain delayed pending Board of Trustees creation of the new title, senior lecturer. Campuses are being asked to define their local criteria, and members were urged to press campus governance to move these processes forward so the Board can act.

CUNY recently issued a response on including academic programs under Appendix E, and PSC will return to the table to secure the broadest possible inclusion. The post-tenure reassigned time pilot has launched, with applications due December 15, coinciding with the PSC-CUNY Research Award deadline. Modifications to the Research Award program include increased maximum award amounts.

Other implementation items include payment of the new UFT-equivalent annual retention bonus at Hunter College Campus Schools, progress on securing contractual placement for the SEEK and College Discovery Directors, and ongoing work to schedule meetings with CUNY on issues outlined in Appendix L (graduate worker terms, EOCs, Educational technology, faculty librarian reassigned time). While movement can be slow, each issue is significant to the members affected and PSC leadership remains committed to advancing all items as quickly as possible.

D. Dec 9 CUNY Board of Trustees Manhattan public hearing - CCNY

A CUNY Board of Trustees public hearing is scheduled for December 9 at City College beginning at 4:30 p.m. Members were strongly encouraged to register to speak, noting that hearings continue as long as participants are present. Testimony is especially important as the union continues to press for reinstatement of the Fired Four and to highlight ongoing concerns about academic freedom, First Amendment rights, protest restrictions, and campus health and safety conditions. Recent action by members at Queens College was noted as an example of effective on-campus advocacy that deserves visibility before the Board.

It is important to apply direct pressure toward the Board, who are ultimately responsible for CUNY leadership. Looking ahead to the incoming Mandani administration, it was noted that two Board seats are already vacant and could be filled immediately, offering an early opportunity for stronger and more accountable governance.

Coalitions

The PSC continues to play a leading role in a metro-area coalition of colleges and universities designed to provide mutual support across institutions facing shared challenges. Concerns were raised about new retrenchment measures at the New School, which relies heavily on international enrollment, underscoring the value of cross-campus solidarity among graduate worker unions, postdoc unions, UAW and SEIU affiliates, and non-unionized faculty at institutions such as Columbia, Barnard, and NYU.

There have been recent joint actions, including a well-attended town hall and a coordinated day of action opposing the Mark Rowan-driven “higher ed loyalty oath.” The demonstration drew strong participation from faculty, staff, and students, and contributed to the announcement that

Rowan will step down from the University of Pennsylvania Wharton School Board of Advisors in spring 2026. Members were also recognized for organizing a major forum on the Fired Four, featuring PSC members directly affected and representatives from HELU and AAUP.

There is an urgent need for new state revenue to advance PSC's legislative agenda for CUNY and the city. Major budget shortfalls driven by federal cuts to Medicaid, ACA, and SNAP have increased pressure on the state to limit spending, and the Governor has already indicated opposition to tax increases. Without a significant revenue package, the state will default to backfilling budget gaps, leaving CUNY under-resourced with insufficient staffing, inadequate full-time faculty lines, and ongoing constraints on academic freedom and student support.

Members were urged to participate in the FairShare New York campaign launch on December 4 and to join the February Albany advocacy day open to students, alumni, and community allies to demonstrate broad labor support for progressive taxation.

Membership - A. Vásquez

Immigration solidarity work

Delegates were reminded of the heightened risks posed by increased federal funding to DHS and ICE. Since May, more than 200 PSC members have participated in weekly court-watch activities, completing over 620 visits. While these efforts have yielded important wins, the work remains far from finished. To expand engagement, members have shifted significant portions of this work to the campuses. Fifteen campuses are now represented by ISWG teams, some composed of court-watch volunteers and others new to the effort. They are focusing on things like campus safety, community partnerships, and neighborhood ICE-watch activities. Materials, including instructions, whistles, and Know Your Rights flyers with QR codes, are being distributed to chapters to support this organizing.

There was a meeting with CUNY leadership and staff overseeing Citizenship Now and the CUNY Immigrant Assistance Program (CIAP) noting that the program is functioning effectively as a rapid response to student and employee concerns. Campus liaisons, who are HEOs, were acknowledged for their work. The program was identified as an important resource for students and members. Trained PSC members have begun accompanying affected individuals now that coordination between PSC and CUNY has been formalized.

In a recent PSC-CUNY Labor-Management meeting, CUNY confirmed that its policy on access to campus buildings by outside enforcement agencies remains unchanged from the March guidance. CUNY redistributed the policy to campus leadership and labor designees; it will also be shared via the DA listserv.

Membership update

The "2025 DA Membership Challenge" was introduced, encouraging each delegate and alternate, more than 220 in total, to recruit at least one new member this month. Chapters in which every delegate and alternate meets the goal will receive a surprise recognition at the next DA meeting, and the chapter with the highest number of additional sign-ups will receive a PSC-sponsored start-of-semester luncheon.

MOTION: For PSC to remove all social media posts regarding the incident at CCNY being antisemitic (Motion: J. Guskin; seconded) **WITHDRAWN**.

E. Legislative report - H. James

PSC leadership has been in regular contact with the Mamdani transition team, communicating priorities for the first day, first 100 days, and first year of the new administration. This shift marks a move away from an adversarial “Us Against Adams” framework toward support of a progressive agenda benefiting PSC members, workers broadly, immigrants, and CUNY.

There were several significant electoral wins in City Council races where PSC endorsed and actively supported candidates. These included the election of Harvey Epstein in District 2, the flipping of a Republican seat to Democrat Shirley Aldebol, and the successful defense of a Democratic seat by Kyla Santosuosso.

Attention was drawn to upcoming mayoral appointments to the CUNY Board of Trustees, with two seats set to expire. Given the favorable political moment, members were encouraged to submit names of potential PSC allies for consideration.

Revenue generation was emphasized as a central priority for the upcoming state and city budget campaigns. PSC is supporting several progressive revenue measures, including a graduated state income tax, a Fair Share Act, and increased corporate taxation. Planned activities include a social media campaign, voter education, door-knocking in coordination with allies, and a forthcoming Fair Share town hall designed to mobilize members to take action during the budget cycle.

PSC will continue advancing its New Deal for CUNY agenda in Albany and has already finalized its city budget platform to respond quickly to the new administration, positioning the union to engage aggressively from the outset.

III. Administrative Items

A. Treasurer’s Report - F. Wharton

First financial statement for new fiscal year.

Summary for Sept 2025:

Total Operating Income: \$ 1,880,000

Total Operating Expenses: \$ 1,814,000

Surplus (Deficit): \$ 66,000

Year-To-Date (1 month) :

As of Sept 30th, 2025, the financial statements show an operating surplus of \$66,000. For the year ending September 30th year-to-date income is \$1,880,000 and year-to-date expenditures are \$1,814,000.

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

B. Executive Director's Report - M. Cadambi

Staffing Report

Organizing Director: Marlena Fontes has accepted the Organizing Director position and will be officially starting December 30, 2025. Marlena comes to the PSC with over 15 years of organizing experience. She cut her teeth with SEIU Local 32BJ on the Fight for \$15 airport worker new organizing drive. She went on to work as an Area Director for the New York State Nurses Association in the Bronx and Westchester. Most recently, she has worked as the Organizing Director for the Climate Organizing Hub, helping to coordinate national anti-fossil fuel campaigns and mass mobilizations. She graduated with her BA from Cornell in 2010 and is the proud daughter of two public university professors.

Executive Director: We have a great pool of candidates and are in the process of scheduling a second round of interviews.

Elections Report

Sara Ohmer resigned from officer at large (but not from her alternate delegate position) at Lehman; the elections committee recognized the vacancy.

Remy Salas resigned from the EC when he became a PSC staff person (Legislative Coordinator), leaving a part-time personnel officer vacancy. Nominations may be made from the floor of the Delegate Assembly by those eligible to vote. All delegates are eligible to vote in a vacancy election for part-time personnel officer.

Law School Election: The Law School is in the process of voting for chapter leadership.

ELECTION SCHEDULE, CUNY School of Law PSC chapter

1. **MONDAY, November 10, 2025** — Ballots will be emailed to members and mailed upon request.
2. **MONDAY, December 1, 5:00 PM** — Deadline for submission of ballots.

SPRING ELECTION SCHEDULE

1. **FRIDAY, JANUARY 9, 2026** — Deadline for submitting a signed Candidate Declaration. The form is available online and should be submitted to elections@pscmail.org. Forms may also be mailed to the PSC Office at Attn: PSC Elections Committee, 25 Broadway, 9th Floor, New York, NY 10004.

2. **FRIDAY, FEBRUARY 6, 2026** — Pre-printed nominating petitions will be available upon request by emailing elections@pscmail.org.
3. **MONDAY, MARCH 9, 2026, 5:00 PM** – Deadline for completed nominating petitions to be received at elections@pscmail.org or at the PSC Office, Attn: PSC Elections Committee, 25 Broadway, 9th Floor, New York, NY 10004.
4. **MONDAY, APRIL 6, 2026** —Ballots will be mailed and emailed to members' home addresses.
5. **MONDAY, APRIL 27, 2026, 5:00 PM** — Deadline for ballots.
6. **TUESDAY, APRIL 28, 2026, 10:00 AM** – Ballots counted.

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

IV. Announcements

- President Davis shared that Anne Friedman, retiree chapter chair, recently suffered a stroke and was hospitalized.
The upcoming retirement of Howard Prince was announced. Howard has served as a longtime contract enforcement grievance counselor, recognized for his extraordinary expertise in arbitration and contract enforcement.
A forum on Ethical Investment will take place in the PSC union hall on December 8 at 6:30 PM. Members were encouraged to attend and invite colleagues; this is a PSC-wide event.
- Laura Stephens (Medgar Evers) raised concerns about a student being investigated by the U.S. Department of Education related to financial aid, expressing worry that such actions could be used to identify undocumented students.
- Gary Hotko (HEO Baruch) raised concerns about the PSC Welfare Fund Advisory Council not meeting as required, citing lack of responsiveness and ongoing issues members have experienced with the fund.
- Kevin Adams (HEO Medgar Evers) - Raised emerging concerns about the use of AI at CUNY campuses, including potential job displacement, ethical implications, and data privacy issues.
- Arturo Enamorado (Kingsborough) - Announced a December 3 fundraiser event in Brooklyn for the People's Plan and encouraged attendance or donations.
- Christen Madrazo (John Jay) - Reported concerns from the Equity for CUNY Lecturers Working Group regarding draft language for the proposed senior lecturer title, warning that it may be exploitative and blur teaching, service, and administrative roles. Urged slowing the process to revise problematic language.
- Freya (York) - Reported that York College administration is moving toward a restructuring plan that may involve merging departments, particularly affecting humanities and arts and sciences, citing an alleged \$11 million deficit.

- President Davis announced an upcoming budget presentation with Jacob Crawford from NYSUT with a rundown of how CUNY gets its budget from the state. This will be followed up with a primer on how each of the colleges acquires and represents their local budgets.

V. Adjourn

MOTION: To adjourn the meeting (Motion: C. McCall; seconded) **APPROVED.**