

Final PSC Delegate Assembly Minutes
December 18, 2025

PRESENT:		BATIZ	CLT	MINOR	HEO	BEHRENT	NYCT	STAFF:
BATSON	EC	GRUBER	CLT	NORMAN	HEO	DECOUX	NYCT	CABRERA
BOSKET	EC	IRIGOYEN	CLT	OKROSY	HEO	HARRIS	NYCT	CLARK
DAVIS. J	EC	BARDSLEY	CSI	ORDAZ	HEO	LOGUERCIO	NYCT	CORDERO
DEMPSTER	EC	CONTRERAS	CSI	PATESTAS	HEO	MACDONALD	NYCT	DAMIANI
GABOURY	EC	COPE	CSI	PEREZ	HEO	OLERICH	NYCT	DOUROS
GALLOWAY-PERRY	EC	FORRESTAL	CSI	SADHU	HEO	SHEPARD	NYCT	FARKAS
JAMES	EC	OZEN	CSI	SHAHIDI	HEO	WALLJASPER	NYCT	GRAF
LILLY	EC	THORNE	CSI	STEVENSON	HEO	WILLIAMS-GUNPOT	NYCT	LASHLEY
OFFENHOLLEY	EC	APTEKAR	GS	SUE	HEO	CHECKER	Q	LEWIS
PERSINGER	EC	GOLDBERG	GS	YEBOAH	HEO	DORAN	Q	MANNING
ROMER	EC	GRASSMAN	GS	CLARKE	JJ	GUSKIN	Q	MCMANUS
SCHNEE	EC	HARRIS	GS	EPSTEIN	JJ	SHALKOWSKI	Q	MOORE
SEO	EC	NAJM	GS	HOVEY	JJ	TUMMINO	Q	PINCKNEY
SHACTER-DECHABERT	EC	PARADISO	GS	MARKOWITZ	JJ	VENA	Q	VARRONE
TURNER	EC	PELSUE	GS	MULLIN-ROUABAH	JJ	FRAGOPOULOS	QCC	
VASQUEZ	EC	ZHANG	GS	PITTMAN	JJ	MARCHESE	QCC	
WHARTON	EC	CHINN	H	VANCE	JJ	VOIGT	QCC	
WOOD	EC	JOHN	H	CALLY	KCC	CHAUNG	RFCO	
ALBARILLO	B	KILKENNY	H	ENAMORADO III I	KCC	JAMES	RFFU	
DJORDJEVIC	B	STONE	H	SHAH	KCC	COHEN	RT	
ENTIN	B	BENCIVENNI	HCC	SPEAR	KCC	DISALVO	RT	
FOX	B	BERNARDINI	HCC	BASTAS	LGCC	KISSACK	RT	
HASHMI	B	CASEY	HCC	BEATY	LGCC	NELSON	RT	
POLLARD	B	ADAMS	HEO	CONNERS	LGCC	NEWFIELD	RT	
SCHILLER	B	ALI	HEO	FESS	LGCC	HANSEN	Y	
DAVIS	BAR	BALLERINI	HEO	KARRAS	LGCC	PRITCHARD	Y	
HERNANDEZ	BAR	BAPTISTE	HEO	ALEXANDER	L	SALEK ASEFF	Y	
TOUVAL	BAR	BERCO	HEO	BELL	L			
WINE	BAR	BROWN	HEO	GRAULAU	L	GUEST:		
DUNCAN	BCC	COLEMAN	HEO	WANG	L	DUNSON	BEOC	
LANG	BCC	DAVEY	HEO	CREACO	MCC	ETHIER	LAG	
RODRIGUEZ	BCC	DEMPSTER	HEO	GARTE	MCC	JEU	CLT	
CORCORAN	BXOC	GALLAGHER	HEO	GRONOWICZ	MCC	RANIS	RT	
CAPPETTI	C	HEGNER	HEO	NAVARATNE	MCC	SERDIUK	HEO	
CARDWELL	C	HOTKO	HEO	WALKER	MCC	STARK	QCC	
DAVIS	C	KEIER	HEO	LASHLEY	MEC			
DIRAIMO	C	LEE. J	HEO	SNOWDEN	MEC			
SINANOVIC	C	LLAMAS	HEO	STEPHENS	MEC			
ABDALI	CLT	MARSHALL	HEO	CAMERON	MEOC			

I. Approvals

A. Agenda

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

B. Minutes - November

MOTION: To approve the November 2025 DA minutes (Motion: C. Shacter-DeChabert; seconded) **APPROVED.**

C. Spring DA meeting schedule

Proposed Spring 2026 Delegate Assembly Meeting dates
Thursdays, Hybrid, 6:30

- January 22 (already scheduled)
- February 19
- March 26
- April 16
- May 21
- June 18

MOTION: To amend Spring 2026 meeting dates moving May 21 meeting to May 14
(Motion: G. Hotko; seconded) **APPROVED.**

MOTION: To amend Spring 2026 meeting date of June 18 to June 11 (Motion: A. Djordjevic; seconded) **APPROVED.**

Amended Proposed Spring 2026

- January 22
- February 19
- March 26
- April 16
- May 14
- June 11

MOTION: To approve the amended Spring 2026 meeting schedule (Motion: A. Vásquez; seconded) **APPROVED.**

II. Executive Council vacancy

President Davis called for nominations for the Part-Time Personnel Officer vacancy, which was created when Remysell Salas resigned his position on the Executive Council to become a PSC staff member.

- Laura Stephens nominated by Maudry-Beverley Lashley
- Holly Clarke nominated by Kenn Vance

The candidates invoked the discretion afforded by Article VI section A(4) of the PSC Election Rules hold the election at the January 2026 DA and conducted by the American Arbitration Association. Each nominee was given three minutes to introduce themselves.

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

A. Federal Fight

Members have expanded immigrant solidarity efforts from 26 Federal Plaza to campuses and surrounding communities, with immigrant solidarity committees now active or forming on 15 campuses. This work has garnered recognition within the broader labor movement, drawing interest from the New York City Central Labor Council and national AFL-CIO representatives, which has positioned the PSC as a model for labor-based immigrant defense efforts. Court visits and trainings are ongoing.

Projected budget deficits for New York City and State were attributed to the severe fiscal impact of recent federal actions. The urgency of a statewide, labor-led campaign to raise revenue through taxing the wealthy was emphasized, and members were encouraged to continue participating in this effort.

Academic freedom remains a central concern across titles, with particular attention to the ongoing "Fired Four" case. The union is pursuing both internal grievance and arbitration processes and an external campaign to build public support and labor solidarity. Updates were also provided on discussions with CUNY management regarding the federal Office for Civil Rights (OCR) agreement, including assurances about limits on naming individuals, confirmation that OCR monitoring remains open due to outstanding obligations, and the union's intent to pursue FOIL requests related to the reports CUNY was required to submit under the OCR agreement. The PSC is also seeking to file an amicus brief in ongoing litigation (*Southey v. CUNY*) and has notified management of objections to aspects of the new Title VI training.

B. Contract implementation

Several labor-management committees established through bargaining are active. These include educational technology and AI impacts (with a forthcoming survey of HEOs), graduate worker terms and conditions, workload at EOCs, CLT promotion, and senior lecturer promotion procedures. There has been strong participation in contract-funded programs, including the PSC-CUNY Research Awards and the pilot for post-tenure reassigned time. Key salary equity provisions negotiated in the current contract will begin to take effect in 2026.

C. Approval of Executive Council appointment of Milly Silva as PSC Executive Director

MOTION: To approve the appointment of Milly Silva as PSC Executive Director (Motion: Executive Council) **APPROVED.**

D. DA Membership Challenge - A. Vásquez

The Membership Challenge resulted in sign-ups of 101 new members during the challenge period. Participation varied across chapters, with 12 chapters taking part. The HEO chapter led the effort, recruiting the highest number of new members overall, as well as the highest number of delegates actively participating in the challenge. They were followed by the Graduate Center. While no chapter met the threshold for a chapter-wide prize (spring luncheon), the challenge was successful in generating new members and engagement.

Special recognition was given to HEO delegate, Takiyah Ali, who recruited 12 new members in two days. The delegate shared effective organizing practices, emphasizing in-person conversations, clarifying misconceptions about union membership, staying with members through the sign-up process, and building trust through follow-up and accessibility.

It was recommended to extend the Membership Challenge into a longer period, potentially in February or March, and to report on new member sign-ups at each DA. The report concluded with recognition of the organizing success achieved and encouragement to continue daily, sustained membership outreach.

E. Legislative Report - H. James

Members were directed to a recent email on the DA listserv from Jen Gaboury outlining ways to get involved in the Fair Share campaign. The campaign aims to build momentum around revenue-raising measures, including corporate taxation.

PSC is prioritizing broad coalition-building with other unions and progressive organizations and emphasized that sustained organizing will be required. Materials from the December 4 Tax the Rich town hall, including a presentation explaining how the tax code favors the wealthy, are available for member education. Plans include hosting campus-based town halls in the early spring to engage in voter education and outreach. Members were invited to participate by helping organize campus forums, attending a major rally in Albany on February 24 [since rescheduled to February 25], joining in-district meetings with state legislators, and engaging in door-knocking or phone banking in coordination with the PSC and coalition partner, Our Time. The campaign was framed as both an external pressure effort and an internal legislative strategy, with taxing the rich as a central priority moving into the coming months.

IV. Administrative Items

A. Treasurer's Report - F. Wharton

Summary for Oct 2025:

Total Operating Income: \$ 1,971,000

Total Operating Expenses: \$ 1,842,000

Surplus (Deficit): \$ 129,000

Year-To-Date (2 months):

As of Oct 31st, 2025, the financial statements show an operating surplus of \$196,000. For the year ending October 31st year-to-date income is \$3,850,000 and year-to-date expenditures are \$3,654,000.

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

B. Executive Director's Report - M. Cadambi

Staffing

Administrative Associate Jessica Varrone, who has been an Assistant to Membership Coordinator in the Membership Services Department, has accepted a promotion to Administrative Associate in Membership Services. Jessica has been with PSC for nearly 11 years.

Elections Committee Report

The Law School election is certified.

- Chairperson: Kara Sheli-Wallis
- Vice Chair: Frank Deale
- Secretary: Deana Shah
- At-large Officer: Beena Ahmad
- At-large Officer: Babe Howell
- At-large Officer: Chaumtoli Huq
- At-large Officer: Marbre Stahly-Butts
- Welfare Fund Advisory Council: Maya Alperin

Vacancy: Joel Bloom, HEO Delegate, has left his position. The Elections Committee voted to recognize his vacancy.

Research Foundation ELECTION SCHEDULE

1. **Monday, January 5, 2026** – Send election notice to chapter from the President or Executive Director.
2. **Tuesday, January 20, 2026, 5:00 PM** —Deadline for submitting a signed Declaration of Candidacy form. The form is available online at <https://psc-cuny.org/wp-content/uploads/2025/11/PSC-Candidate-Declaration-Form-Chapter-Elections.pdf> and should be submitted to elections@pscmail.org.
3. **Monday, January 26, 2026** — Electronic nominating petitions will be available to all who submitted a declaration of candidacy; paper nominating petitions are available upon request.
4. **Monday, February 9, 2026, 5:00 PM** – Deadline for completed nominating petitions to be received at elections@pscmail.org.
5. **Monday, February 23, 2026, 5:00 PM** — Ballots will be emailed to members and mailed upon request.
6. **Monday, March 9, 2026, 5:00 PM** — Deadline for submission of ballots.

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

V. Resolutions

- Defending the Integrity of Higher Education Against Authoritarian Assaults,
Submitted by the PSC Executive Council - introduction

Therefore, be it Resolved that the PSC will

- **Support legislation to expand academic freedom and require just cause to terminate academic workers;**
- **Support legislation including the New York for All Act (S2235/A3506), the Access to Representation Act (S141/A270), and the New York City Trust Act (Int 214) to protect communities and prohibit state and local resources from being used to carry out the cruel, inhumane federal deportation agenda;**
- **Demand that the CUNY administration refuse to accommodate or cooperate with unlawful attempts by the federal government to access information about the immigration status of students and workers;**
- **Demand that the CUNY administration increase full-time staffing at each college to meet the needs of non-citizen and immigrant students and workers;**
- **Redouble our effort to organize members, collaborate with other unions and AAUP chapters, and coordinate with our state and national affiliates to defeat authoritarianism.**

Resolved that the PSC calls on NYSUT and the AFT to

- **Support litigation to maintain the integrity of the US Department of Education;**
- **Commit resources to NYSUT and AFT locals engaged in defending higher education in New York State and across the nation;**
- **Develop and prioritize robust campaigns to protect the rights of higher education workers and defend our public colleges and universities.**

MOTION: To consider the above resolution at this meeting (Motion: J. Davis; seconded)

APPROVED by 2/3 vote required.

The motion to approve the Defending the Integrity of Higher Education Against Authoritarian Assaults resolution was passed by unanimous consent.

- **Resolution to Oppose Military Aggression Against Venezuela, submitted by the PSC International Committee - introduction**

Be it resolved, that the PSC opposes any U.S. military intervention, coercive action, or aggression against Venezuela and any regional expansion of the conflict,

Be it further resolved, that the PSC will bring this resolution forward for consideration by our state affiliate NYSUT, and our national affiliate the AFT, in order to help build a broad labor movement that opposes U.S. intervention in Venezuela and supports sovereignty, peace, and international law in the Americas.

MOTION: To consider the above resolution at this meeting (Motion: C. Mullin; seconded)

APPROVED by required 2/3 vote.

MOTION: To amend the above resolution with the following:

Whereas, US trade unionists and worker have no interest in intervening to overturn governments that challenge the control of US multinationals and the billionaires who run the world and,

Whereas, the US labor movement must stand with our brothers and sisters in Venezuela and Colombia that are not being threatened directly by US military and economic war,

Therefore, be it resolved this local and or Labor Council calls for an immediate halt to any further murder of people on boats off the coast of Latin American and,

Opposes the US military being used to attack the country of Venezuela and Colombia to overturn these governments and,

The AFL-CIO calls on the Trump administration to halt all military operations threatening the people and government of Venezuela and

To organize labor rallies throughout the country against any war on Venezuela and the threat to the workers and people of Venezuela (Motion: C. Lang; seconded) FAILED.

MOTION: To approve the Resolution to Oppose Military Aggression Against Venezuela (Motion: C. Shacter-DeChabert; seconded) APPROVED.

- Resolution to Keep Up Pressure to Reinstate the Fired Four, submitted by the Brooklyn College PSC Executive Committee.

Be it resolved that, given this new era for New York- and the potential it opens for CUNY- we authorize the central leadership of the PSC to convey to the Mayor-elect this body's full and ongoing solidarity with the Fired Four and, to communicate our sense of the urgency of correcting the harm done to them before the start of the Spring semester.

MOTION: To consider this resolution at this meeting (Motion: C. Shacter-DeChabert; seconded) APPROVED by required 2/3 vote.

MOTION: To approve the Resolution to Keep Up Pressure to Reinstate the Fired Four (Motion: A. Enamorado; seconded) APPROVED.

VI. Announcements

- Susan DiRaimo - Encouraged everyone to promote the Belle Zeller Scholarship to their students across all campuses. Deadline for applying is in February.
- Tony Gronowicz - asked if we currently have, or should we establish, a citywide coalition or committee to address the cancellation or withholding of research grants affecting faculty and medical personnel across campuses and hospitals.
- Secretary Vásquez - reminded delegates that many of our members and delegates have objected when we adopt resolutions, especially those on international issues, before discussing them. It is now our obligation to talk to members about tonight's resolutions, explain the rationale, and work towards building member support.

VII. Adjourn

MOTION: To adjourn the meeting (Motion C. Shacter-DeChabert; seconded) **APPROVED.**