

PSC Delegate Assembly
January 22, 2025
Final Minutes

Present:		VEESER	C	LEE, J	HEO	GARTE	MCC	Guest:	
BATSON	EC	ABDALI	CLT	LLAMAS	HEO	RICKARD	MCC	BIRCHETT	NYCT
DAVIS, J	EC	BATIZ	CLT	MARSHALL	HEO	SMALLWOOD	MCC	BOSKET	HEO
DAVIS, S	EC	HOPE	CLT	MINOR	HEO	SMART	MCC	CHERNEGA	IFO
DEMPSTER	EC	BARDSLEY	CSI	NORMAN	HEO	WALKER	MCC	EHTIER	LGCC
GABOURY	EC	CONTRERAS	CSI	ORDAZ	HEO	LASHLEY	ME	HANSEN	Parliamentarian
GALLOWAY-PERRY	EC	COPE	CSI	PATESTAS	HEO	SNOWDEN	ME	ITALIE	GC
JAMES	EC	OZEN	CSI	PEREZ	HEO	STEPHENS	ME	JEU	CLT
KANG	EC	APTEKAR	GC	PERSAUD	HEO	CAMERON	MEOC	MAGUIRE	HEO
LEWIS	EC	GOLDBERG	GC	RANDALL	HEO	BEHRENT	NYCT	RANIS	RT
LILLY	EC	GRASSMAN	GC	RODRIGUEZ	HEO	CHENG	NYCT	SANTANA	AAA
MIN SEO	EC	HARRIS	GC	SADHU	HEO	DECOUX	NYCT	SERDIUK	HEO
OFFENHOLLEY	EC	NAJM	GC	SHAHIDI	HEO	HARRIS	NYCT	SHULTZ	Parliamentarian
PERSINGER	EC	RICCIO	GC	STEVENSON	HEO	LOGUERCIO	NYCT	STANDING	NYCT
ROMER	EC	ROTHMAN	GC	YEBOAH	HEO	MACDONALD	NYCT	STARK	QCC
SCHNEE	EC	SELLIE	GC	BARTLETT	JJ	OLERICH	NYCT	VOSSENAS	GC
SHACTER-DECHABERT	EC	BAINES	GCC	CLARKE	JJ	WALLJASPER	NYCT	WANG	L
STEMBERG	EC	AGATHOCLEOUS	H	EPSTEIN	JJ	CHECKER	Q	WANGERIN	L
TURNER	EC	CHINN	H	HOVEY	JJ	DICKINSON	Q	WOOD	C
VASQUEZ	EC	JOHN	H	MAJUMDAR	JJ	DORAN	Q		
WHARTON	EC	KILKENNY	H	MARKOWITZ	JJ	GUSKIN	Q	Staff:	
WOOD	EC	STONE	H	MULLIN-ROUABAH	JJ	SCHNUR	Q	ARPEY	
ALBARILLO	B	BENCIVENNI	HCC	PITTMAN	JJ	SHALKOWSKI	Q	CORDERO	
FOX	B	BERNARDINI	HCC	VANCE	JJ	TUMMINO	Q	DAMIANI	
JUHASZ	B	CASEY	HCC	CALLY	KCC	SCHIEBE	QCC	DOAN	
LUDOVICI	B	ADAMS	HEO	ENAMORADO III	KCC	VOIGT	QCC	DOUROS	
MANLOW	B	ALI	HEO	SHAH	KCC	CHAUNG	RFCO	HERRICK	
POLLARD	B	BALLERINI	HEO	SPEAR	KCC	JAMES	RFFU	HUNT	
SCHILLER	B	BERCO	HEO	ALEXANDER	L	COHEN	RT	KAPLOWITZ	
TOUVAL	BAR	BLOCK	HEO	AUSLANDER	L	DISALVO	RT	LASHLEY	
WINE	BAR	BONILLA	HEO	BELL	L	EGGER-SIDER	RT	LEWIS	
DUNCAN	BCC	BOSKET	HEO	HYMAN	L	FRIEDMAN	RT	MCMANUS	
LANG	BCC	BROWN	HEO	WANG	L	KISSACK	RT	RIAL	
DUNSON	BEOC	CAMPBELL	HEO	BASTAS	LAGC	MCCALL	RT	SILVA	
CORCORAN	BXOC	COLEMAN	HEO	BEATY	LAGC	NEWFIELD	RT		
BARNETT	C	DAVEY	HEO	CLEARY	LAGC	JACKSON	Y		
CARDWELL	C	GALLAGHER	HEO	DURAND	LAGC	PRITCHARD	Y		
DAVIS, J	C	HEGNER	HEO	KARRAS	LAGC	SALEK ASEFF	Y		
DIRAIMO	C	HOTKO	HEO	TANENBAUM	LAGC				
SINANOVIC	C	KEIER	HEO	CREACO	MCC				

I. Approvals

A. Agenda

MOTION: To approve the agenda (Motion: M. Lashley; seconded) **APPROVED.**

B. Minutes - December

MOTION: To approve the December 2025 DA minutes (Motion: M. Spear; seconded) **APPROVED.**

II. Executive Council vacancy election

Executive Council vacancy election for part-time personnel officer candidates are Holly Clark and Laura Stephens. The American Arbitration Association (AAA) administered a secret ballot election. Significant technical issues with the electronic voting platform required an election restart and, subsequently, a postponement to the next DA meeting.

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

A. PSC 2026 Strategic Plan

Higher education is facing an unprecedented crisis amid attacks from the current administration, alongside broader threats to the rule of law and significant challenges for working people and public institutions. At the same time, the Executive Council believes there are meaningful opportunities for growth and coalition building. The updated strategic plan is intended to strengthen the union in 2026, prepare for potentially more difficult conditions ahead, and position PSC to act collectively in defense of CUNY, its members, and the communities it serves.

PSC Goals

1. Grow the union and increase capacity to serve members
2. Fight authoritarianism and strengthen democracy
3. Strengthen our chapters and develop and diversify member-leaders
4. Prepare for Contract Negotiations
5. Attack contingency, compel CUNY to create more secure jobs
6. Advance State and City support to ensure access and quality at CUNY

Key Dates:

Fri, Jan 23: Ice Out for Good rally march, Union Square, 4pm
Tue, Jan 27: NYSNA Strike picket support, Mt. Sinai West 11am-1pm
Tue, Jan 27: Immigration Court Support Training, Zoom 6:30pm
Wed, Feb 4: PSC BIPOC working group event, PSC Union Hall, 6pm
Tue, Feb 10: Tax the Rich! Phonebank, 6:30pm
Sat, Feb 21: May Day Strong Solidarity School, 411 Pearl St, NYC
Wed, Feb 25: Higher Ed Action Day (w/NYPIRG, CRA) Albany
Sun, March 8: Fix Tier 6 statewide rally, Albany

B. Priority Legislation, State Budget/Revenue Campaign

President Davis highlighted progress on several key bills and emphasized the need to intensify advocacy efforts to ensure that our legislative priorities are successfully enacted. Recent amendments to the “Loading Act” related to AI, include strengthened non-replacement language protecting jobs at SUNY and CUNY. Additional priority legislation includes New York for All and Access to Representation protections for immigrants; a proposed CUNY Retirement Systems Audit bill to improve transparency and reporting to TRS and TIAA; revenue-raising measures to tax the rich and potentially generate significant new state funding; the Repair Act addressing property tax exemptions for major private universities; the New York Health Act (single-payer health care); and continued advocacy for fixing Tier 6.

Secretary Vásquez and PSC delegate Ege Ozen provided an update on the Immigrant Solidarity Working Group. PSC continues to receive national recognition for its immigrant solidarity efforts, including invitations to present at conferences and meetings with other labor organizations, such as the Central Labor Council and AFL-CIO affiliates. Vásquez and Ozen recently presented in Baltimore on PSC’s court watch model and related work; Ege noted the strong response and emphasized the shared message that immigrant rights are workers’ rights. Secretary Vásquez also reported on a recent meeting with approximately 15 unions in New York City to discuss coordination and collective action, particularly as many unions represent predominantly immigrant memberships. An upcoming national webinar featuring PSC representatives and other labor leaders was also announced.

On campuses, immigrant solidarity organizing continues to expand. A recent meeting of 21 campus member leads representing 15 campuses focused on sharing updates and strengthening coordination. At that meeting Cynthia Carvajal of CUNY’s Immigrant Student Success Program presented on existing supports and identified significant staffing gaps across campuses. Advocacy efforts are growing, including a petition campaign at Queens College calling for a dedicated Immigrant Student Success Center. Delegates were encouraged to participate in upcoming court support trainings and ongoing court watch activities.

C. Federal Fight

President Davis welcomed Jenna Chernega, professor in the Minnesota State College System and leader of the Inter Faculty Organization (IFO), along with members of her executive board. He reported that PSC, in coordination with the Massachusetts Teachers Association, UUP at SUNY, and Rutgers AAUP-AFT, responded to a request to send hand and foot warmers to higher education union members in Minnesota facing severe weather conditions during ongoing actions.

On behalf of PSC, the President expressed solidarity and appreciation for the courage of Minnesota educators and union members organizing under increasingly difficult and volatile conditions.

Jenna provided an overview of the current situation in Minnesota, describing heightened ICE activity, rapid response networks, and community-based efforts to protect immigrant neighbors, including legal observation and neighborhood alert systems. She emphasized the resilience and decentralized organizing efforts that have emerged across the state. Jenna also reported significant labor coordination over the past 10 days, including a call for a one-day general strike

to demonstrate collective power. She noted that school districts and businesses are planning to close, and that higher education unions, AAUP chapters, and student groups quickly organized a joint action with strong participation. A recent organizing call drew over 260 registrants, with approximately 230 attending. Delegate Sándor John also spoke from Minneapolis where he planned to spend several days meeting with groups there and demonstrating alongside the protesters.

D. 100 Anniversary Black History Month - F. Wharton

Treasurer Wharton announced that 2026 marks the centennial of Black History Month, tracing its origins from Negro History Week (1926–1976) to 50 years of Black History Month observance (1976–2026), a movement pioneered by Dr. Carter G. Woodson.

To commemorate this milestone, the PSC CUNY BIPOC Working Group will host an in-person forum, “*Black Labor Leaders and the Fight for Worker Justice*,” on Wednesday, February 4, with networking at 6:00 p.m. and the program beginning at 6:30 p.m. at the Union Hall. The event will feature labor activists, union leaders, and scholars examining the intersection of race and worker justice, including Dr. Alethea Jones and Dr. Cameron Black (CUNY School of Labor and Urban Studies), Janella T. Hines (UFT/NYC Central Labor Council), and J. Philippe Abraham (NYSUT). Additional programming will include a month-long social media campaign highlighting members, an art build later in February, and a commemorative Black History Month pin for members.

E. December Membership Challenge & 2025 analysis – A. Vásquez

Secretary Vásquez provided an update on recent organizing efforts, including the ongoing Membership Challenge and year-to-date membership data. Preliminary January figures show 23 new members signed up to date. Members were encouraged to follow up with outstanding contacts to increase January totals. It was noted that membership recruitment updates will continue to be shared monthly in response to delegate requests.

The annual membership breakdown document was reviewed. PSC signed up 1,208 new members in 2025, slightly exceeding last year’s total. September showed the highest recruitment numbers due to campus orientations. The majority of new members were adjunct faculty (nearly 400), followed by HEOs, graduate assistants, full-time faculty, and NTAs. The union is currently signing up a higher proportion of part-time members than in prior years, which was noted as a positive trend. Delegates were encouraged to build on this momentum in 2026 and continue strengthening recruitment efforts.

F. Legislative Report - H. James

Budget advocacy remains critical despite broader federal challenges. Members were encouraged to elevate campus-specific needs like understaffed immigrant student support centers as part of the union’s budget priorities.

With Governor Hochul up for reelection, the union sees opportunities to push for increased CUNY funding. In her recent State of the State address, the Governor proposed another tuition freeze, expansion of free tuition programs for returning students in high-need fields, and modest increases in CUNY appropriations. At the city level, new leadership, including a new City Council Higher Education Committee chair, presents opportunities to reverse prior cuts, though

members were cautioned that both state and city budget forecasts remain constrained, particularly amid anticipated federal reductions.

In response, PSC is prioritizing a revenue strategy focused on taxing the rich to fund public services and higher education. Members were urged to participate in a coordinated “inside and outside” campaign, including Higher Education Action Day and a mass revenue action in Albany on February 25 (in partnership with Our Time, DSA, IONY, NYPIRG, and others), district lobbying, phone banking, door knocking, and Zoom phone banks scheduled for February 10 and March 10. Delegates were encouraged to mobilize students and participate in at least one action to advance the revenue campaign.

G. Fired Four Update

President Davis announced a major victory with national implications. Three of the four instructors who were non-reappointed for seemingly political reasons, have been reinstated as eligible for employment at CUNY. The union reiterated its position that the terminations were unjustified and the and launched a mass campaign in defense of academic freedom, due process, and the principle that academic judgment must rest with departments, not unilateral administrative decree. Credit was given to the affected faculty members, delegates, and the union’s staff. PSC will continue to pursue reinstatement for the one remaining instructor, whose case is advancing through the grievance process.

IV. Administrative Items

A. Treasurer’s Report - F. Wharton

Summary for Nov 2025:

Total Operating Income: \$ 1,721,000

Total Operating Expenses: \$ 1,727,000

Surplus (Deficit): (\$ 6,000)

Commentary:

Year-To-Date (3 months):

As of Nov 30th 2025, the financial statements show an operating surplus of \$189,000. For the year ending Nov 30th year-to-date income is \$5,571,000 and year-to-date expenditures are \$5,382,000.

MOTION: To accept the November 2025 Treasurer’s Report (Motion: F. Wharton; seconded) **APPROVED.**

B. Executive Director’s Report - M. Silva

Elections Committee Report

I. The committee voted to accept all completed declarations of candidacy forms and requests that the ED remind all delegates that the upcoming election deadlines need to be strictly adhered to.

II. CLT delegate vacancy: Orit Gruber resigned. Hope Torren (Medgar Evers College) will be the new delegate.

III. Baruch delegate vacancies: Neil Hernandez and Maria Plochocki. Alternates

Elizabeth Yoon and Debra Caplan are promoted to delegate.

IV. The committee approved a special election schedule for the RF field units.

ELECTION SCHEDULE

1. Monday, January 12, 2026 – Send election notice to chapter from the President or Executive Director.
2. Monday, January 26, 2026, 5:00 PM —Deadline for submitting a signed Declaration of Candidacy form.
3. Monday, February 2, 2026 — Electronic nominating petitions will be available to all who submitted a declaration of candidacy; paper nominating petitions are available upon request.
4. Tuesday, February 17, 2026, 5:00 PM – Deadline for completed nominating petitions to be received at elections@pscmail.org.
5. Monday, March 2, 2026, 5:00 PM — Ballots will be emailed to members and mailed upon request.
6. Monday, March 16, 2026, 5:00 PM — Deadline for submission of ballots.

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

V. Resolutions

President Davis explained that two resolutions included in the meeting folder are for informational purposes only and do not require a vote. The resolutions were submitted through retiree councils within NYSUT, including one representing PSC retirees, with a request that PSC co-endorse them for consideration at the NYSUT Representative Assembly in May. The Executive Council approved co-endorsement, as both resolutions reflect positions previously adopted by the Delegate Assembly. The resolutions are “Level the Medicare Playing Field - Save our Medicare from total Privatization” and “Opposition to the Privatization of Public Services.” Both will be forwarded to the NYSUT RA with PSC listed as a co-endorser.

Support Green and Healthy Schools Campaign in NYC and NY State, submitted by PSC Environmental Working Group

- WHEREAS, NYC Mayor Mamdani’s main plank in his environmental justice platform, “Green Schools for a Healthier New York City,” heretofore called “Green and Healthy Schools,”* calls for decarbonizing public schools in New York City, and protecting the health, safety and learning environment of students and staff as well as surrounding communities and increased affordability;* and,

- WHEREAS, the present federal administration has posed major challenges to climate change mitigation, making it difficult for NY State to reach its legally mandated climate goals to address the climate crisis; and,
- WHEREAS, 22% of NYS public schools have no air conditioning and most use gas and oil boilers that pollute indoor air, causing asthma and other respiratory illnesses; therefore,
- BE IT RESOLVED, THAT NYSUT will support and organize to promote the Green and Healthy Schools campaign in NYC and across the State, including in its publicity, state and local alliances, and news briefs, and outreach to each of its local NYSUT chapters; and,
- BE IT RESOLVED, THAT NYSUT supports a Carbon Free and Healthy Schools Bond Act initiative as well as expanded issuance of bonds by the NY Power Authority to fund this project, and,
- BE IT RESOLVED, THAT NYSUT supports the inclusion of NYC-funded CUNY community colleges in the NYC Green and Healthy Schools project; and
- BE IT RESOLVED, THAT NYSUT urge NYPA to accelerate its public renewables buildout to bring the REACH** program online and lower skyrocketing utility bills for lower income NYSUT members and public school families, making NY State more affordable and a model throughout the United States for expanding affordability for working people.

MOTION: To consider the above resolution at this meeting (Motion: N. Romer; seconded)
APPROVED by 2/3 vote required.

MOTION: To approve the above resolution (Motion: J. Gallagher; seconded) **APPROVED**

VI. New and Unfinished Business

We were able to honor all but one of the requests to change DA dates. The June DA will remain on June 18 and was not able to be changed.

- January 22
- February 19
- March 26
- April 16
- May 14
- June 11 *will remain on June 18

VII. Announcements

Susan DiRaimo reminded delegates to review their pension information, noting

ongoing issues and encouraged chapters to hold regular meetings to strengthen engagement and support membership growth. She also urged delegates to promote the Belle Zeller Scholarship to students, as the application deadline is in February.

Derek Ludovici noted that registration has opened for the upcoming Labor Notes conference in Chicago, inquiring whether PSC plans to provide financial support for member attendance.

Alex Juhasz reminded delegates that nurses are on the 12th day of their strike and encouraged continued solidarity.

Carol Lang inquired about a PSC statement against American imperialism.

VIII. Adjourn

MOTION: To adjourn the meeting (Motion: R. Smart; seconded) **APPROVED.**