PSC Delegate Assembly
September 17, 2026
Minutes

PRESENT:		DIRAIMO	C	HEGNER	HEO	TANENBAUM	LGCC	NEWFIELD	RT
ADAMS	EC	FORSYTHE	C	KEIER	HEO	ALAPO	MCC	GARLEY	Y
BATSON	EC	HUANG	C	LEE	HEO	CREACO	MCC	HANSEN	Y
BOSKET	EC	KIDD	C	LLAMAS	HEO	GARTE	MCC	MEDDEB	Y
DAVIS	EC	SINANOVIC	C	MAGUIRE	HEO	SMALLWOOD	MCC	SALEK ASEFF	Y
GABOURY	EC	WALLIS	CLS	MARSHALL	HEO	SMART	MCC	**GUEST:**	
GALLOWAY-PERRY	EC	ABDALI	CLT	MINOR	HEO	WALKER	MCC	EITHIER	LGCC
GERWIN	EC	AUSTRIA	CLT	NORMAN	HEO	HERRERA	MEC	MORRISON	HEO
JAMES	EC	BATIZ	CLT	OKROSY	HEO	LASHLEY	MEC	SANTIAGO	CSI
KANG	EC	HOPE	CLT	ORDAZ	HEO	CAMERON	MEOC	**STAFF:**	
LILLY	EC	JEU	CLT	PEREZ	HEO	BEHRENT	NYCT	CABRERA	
MCINTYRE	EC	COPE	CSI	RANDALL	HEO	BISWAS	NYCT	CLARK	
OFFENHOLLEY	EC	FORRESTAL	CSI	RODRIGUEZ	HEO	CHENG	NYCT	CORDERO	
PERSINGER	EC	OZEN	CSI	SADHU	HEO	DECOUX	NYCT	DAMIANI	
ROMER	EC	BAL	GC	SERDIUK	HEO	HARRIS	NYCT	DOAN	
SCHNEE	EC	BATES	GC	SHAHIDI	HEO	LOGUERCIO	NYCT	DYNE	
SEO	EC	CIPOLLITTI	GC	STEVENSON	HEO	MACDONALD	NYCT	HERRICK	
SHACTER-DECHABERT	EC	GRASSMAN	GC	TERAN	HEO	SHEPARD	NYCT	LASHLEY	
TURNER	EC	HARRIS	GC	YEBOAH	HEO	SMOLARSKI-HEIMS	NYCT	LEWIS	
VASQUEZ	EC	MALLAK	GC	BORNSTEIN	JJ	STANDING	NYCT	MOORE	
WHARTON	EC	PELSUE	GC	CLARKE	JJ	DICKINSON	Q	PAUL	
WOOD	EC	BAINES	GCC	EPSTEIN	JJ	DORAN	Q	PINCKNEY	
ALBARILLO	B	HARDIE	H	HOVEY	JJ	GUSKIN	Q	RASIOTIS	
ENTIN	B	JOHN	H	MOONEY	JJ	HALABI	Q	VARRONE	
FOX	B	MITCHELL	H	MULLIN-ROUABAH	JJ	HAZAS	Q		
HASHMI	B	SCHALLER	H	VANCE	JJ	LUCKEN	Q		
KUCHIRKO	B	STONE	H	WRIGHT	JJ	MACDOUGALL	Q		
LAUTERBACH	B	CASEY	HCC	CALLY	KCC	TUMMINO	Q		
LUDOVICI	B	DEVERNA	HCC	ENAMORADO III I	KCC	FRAGOPOULOS	QCC		
SCHILLER	B	HERNANDEZ VALDE	HCC	SHAH	KCC	VOIGT	QCC		
AUBRY	BAR	MILSOM	HCC	SPEAR	KCC	LIANG CHEN	RFCO		
HUDSON	BAR	ALI	HEO	ALEXANDER	L	JAMES	RFFU		
JAMA	BAR	BALLERINI	HEO	AUSLANDER	L	CERMELE	RT		
RICE	BAR	BERCO	HEO	CHEN-HAYES	L	COHEN	RT		
WINE	BAR	BLOCK	HEO	BARANY	LGCC	DISALVO	RT		
DUNCAN	BCC	BROWN	HEO	BASTAS	LGCC	EGGER-SIDER	RT		
LANG	BCC	COLEMAN	HEO	BEATY	LGCC	FRIEDMAN	RT		
DUNSON	BEOC	DAVEY	HEO	CLEARY	LGCC	KISSACK	RT		
CORCORAN	BXOC	GALLAGHER	HEO	GROSSMAN	LGCC	MCCALL	RT		

I. Approvals

A. Agenda

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

B. Minutes - June

MOTION: To approve the June 2026 DA minutes (Motion P. Lewis; seconded) **APPROVED.**

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

A. PSC Strategic Plan 2026-2017

The Executive Council developed a strategic plan to focus the union's work for the year ahead. The plan calls for moving from a primarily defensive posture to a proactive one while continuing to respond to attacks on higher education, public-sector labor, academic freedom, and democratic institutions.

Three areas will guide the union's work: preparing early for the next contract campaign; building union power through strong chapters and member solidarity; and defending higher education and labor while advancing a broader pro-worker agenda. Campus campaigns and chapter-level victories were identified as essential building blocks of union strength and member engagement.

B. Contract campaign calendar

The current contract expires November 30, 2027. The goal is to begin preparations well in advance, bring CUNY to the bargaining table, and complete successor agreement by November 2027 rather than entering another prolonged period without a contract.

The first phase, already underway, will emphasize listening sessions, chapter visits, a membership survey, and the development of contract action teams and department or area representatives. Existing campaigns, including immigrant-solidarity work and part-timer campaigns focused on timely pay and job stability, will help draw more members into the contract effort. A union-wide kickoff is planned for one year before contract expiration.

From January through May 2027, the campaign will move toward escalation and consolidation. Member input will be developed into a bargaining agenda for Executive Council recommendation and Delegate Assembly approval. Research and advisory groups, including a proposed committee on artificial intelligence, will support the bargaining process. The campaign will also align with the State and City budget calendars and build toward May Day 2027, with the aim of preparing the membership for stronger collective action if needed.

C. Midterm elections - J. Gaboury

Electoral work is essential for securing public funding for CUNY, protecting democratic elections, and advancing the union's contract campaign. Members are encouraged to volunteer, serve as Solidarity Captains, support election-protection efforts, and contribute to the PSC Action Fund, which finances political activities not legally covered by membership dues.

The PSC will collaborate with Higher Education Labor United and other coalition partners to advance a national higher-education labor agenda, build relationships with newly elected state legislators, register and engage CUNY voters, and participate in key congressional and state legislative races. Upcoming activities include phone banks from September 23 to 25, student and community programs at Hunter College on September 28, and canvassing in the Hudson Valley on October 3 and 17.

Secretary Vásquez reported on the PSC's work with Hands Off NYC. As a founding member of the coalition, the PSC is working to protect democratic rights and expand the union's immigrant-solidarity and election-defense efforts. Members were encouraged to participate in upcoming trainings, share information with their communities and students, and help register the estimated 50,000–60,000 CUNY students who are eligible but not registered to vote. Members may sign up as Solidarity Captains who recruit and lead others, or as participants available to assist with local or out-of-state election-protection activities. Those unable to volunteer were encouraged to support the work through contributions to the PSC Action Fund.

D. Membership dues

The Executive Council is proposing the first change to the PSC dues structure for active members since 2002. The proposal would increase the full-time rate from 1.05% to 1.3% of salary and the part-time rate from 1% to 1.15%, with corresponding changes for retirees.

The proposal is intended to expand the union's capacity for organizing, contract enforcement, legal support, member benefits, and the next contract campaign; strengthen the union against anti-labor and anti-higher-education threats; and provide greater long-term financial stability by bolstering union reserves. The bargaining unit has grown, while the union's responsibilities and the complexity of member needs have also increased.

A special Delegate Assembly meeting is scheduled for October 29 to consider the proposal. Approval will require a two-thirds vote of the Delegate Assembly, after which the proposal would go to the full membership for a ten-day vote in December. Additional discussion is also planned for the regular October 22 Delegate Assembly meeting. Membership dues cannot legally be used for electoral activity, which is supported through the PSC Action Fund.

E. Summer membership drive - A. Vásquez

The summer membership drive enrolled 360 new members in June, July, and August, 108 more than last year. The Graduate Center accounted for 91 membership cards during its August orientation. Member training, targeted campus drives, and participation in new-employee orientations were credited with strengthening the effort.

A complete analysis of full-time and part-time membership will be presented in October after the fall payroll lists have been finalized. August 2026 was reported to be the third-highest membership-signup month in the previous 44 months.

III. Administrative Items

Treasurer's Report - F. Wharton

Summary for May 2026:

Total Operating Income: $ 1,781,000
Total Operating Expenses: $ 1,887,000
Surplus (Deficit): $ (106,000)

Year-To-Date (9 months) :
As at May 31st 2026, the financial statements show an operating surplus of $866,000. For the period ending May 31st the year-to-date income is $16,879,000 and year-to-date expenditure is $16,013,000.

MOTION: To accept the May 2026 Treasurer's Report (Motion B. Lashley; seconded) **APPROVED.**

Summary for June 2026:

Total Operating Income: $ 1,868,000
Total Operating Expenses: $ 1,898,000
Surplus (Deficit): $ (30,000)

Year-To-Date (10 months) :
As at June 30th 2026, the financial statements show an operating surplus of $836,000. For the period ending June 30th the year-to-date income is $18,747,000 and year-to-date expenditure is $17,911,000.

MOTION: To accept the June 2026 Treasurer's Report (Motion: P. Lewis; seconded) **APPROVED.**

- It was announced that two new members joined the Finance Committee: Dan Williams and Dan Tinkelman.

- The Draft FY 2027 budget was introduced. A hybrid budget meeting will be held from 5:00 to 6:00 p.m before the October 22 DA for questions.

- The union is establishing a capital budget funded by the FY 2026 surplus. The proposed $290,000 budget includes $174,000 for a data warehouse and $116,000 for IT upgrades. This new approach will allow the union to plan for major expenses rather than drawing from its reserves.

Executive Director's Report - M. Silva

Elections Committee Report

Committee Certifications:

1. The elections committee recognized the vacancy of Chapter Secretary and Delegate at City College that was created when Danny Katch resigned as City College Chapter Secretary. Alternate Delegate Pam Stemberg had seniority in that role so she will replace him as Delegate, and the committee recognized the Alternate Delegate vacancy.

2. The elections committee recognized the vacancy that was created when Jen Gaboury resigned as the Hunter College Chapter Chair. The committee also recognized the vacancy of Alternate Delegate at Hunter College created when Markus Bidell resigned from his position.

3. The elections committee recognized the vacancy that was created when Christina Hagedorn resigned from being an Alternate Delegate at the College of Staten Island.

4. The elections committee recognized that Diana Rickard has been promoted from Alternate Delegate to Delegate for Borough of Manhattan CC, and the new Alternate Delegate vacancy created by that promotion has been recognized.

5. The elections committee recognized that Elbagina Bonilla (Hostos CC) and Alison Baptiste (Hostos CC) have resigned from their HEO Delegate roles. Alternate delegates Holly Block (CSI) and Seamus Campbell (City College) both have seniority and will replace them. The committee recognized the Alternate Delegate vacancies created by these two promotions.

As per election rules, replacements for the above vacancies may be voted on at upcoming chapter meetings. Where needed, a special election will be scheduled and announced. Additionally, the Elections Committee is prepared to schedule two special elections. The first special election will be for the Hunter Campus Schools Chapter and the second will be for the CUNY Central Office Chapter.

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

Staffing updates: Benjamin Van Dyne joined the PSC staff as an organizer in August.

It was also reported that collective bargaining has begun with the two unions representing PSC staff. Negotiations at one table are progressing constructively, while bargaining with the PSU will begin next week.

IV. New and Unfinished Business

Solidarity Tech, the union's new membership database, is being tested by PSC staff. The next phase of the fall rollout will involve delegates and chapter leaders in identifying the reports and functions they need from the system.

A request was made for clearer written guidance about the Adjunct Liaison Leadership Program.

V. Announcements

The Teacher Education Working Group will hold its second annual fall forum, "Educator Power, Resistance, Justice, and Healing," on October 9. An Adjunct-CET Professional Development Fund workshop will be held October 7 in hybrid format.

The Belle Zeller Scholarship awards event will take place December 8 at John Jay College. Ten students will receive awards, and James Davis will be honored.

Delegates were invited to a rally supporting the reinstatement of the "Fired Fourth" at 140 Broadway Plaza on September 25. A Brooklyn-based social organized by the Gender and Sexuality Working Group was also announced for Tuesday, September 29.

The CUNY Board of Trustees Manhattan borough hearing will take place Monday, October 19, beginning at 4:30 p.m. Members may testify in person or submit written testimony within the stated post-hearing window.

Concern was raised about federal subpoenas and other government action directed at the Graduate Employees' Organization at the University of Michigan. A proposal was made for the Executive Council to issue and publish a letter supporting the affected University of Michigan graduate-worker union members and to coordinate with other AFT locals in their defense.

VI. Adjourn

MOTION: To adjourn the meeting (Motion: A. Creaco; seconded) **APPROVED.**