



NYU Adjunct Faculty Contract Highlights

Issue	Before Collective Bargaining	Results of Bargaining
Compensation	Unpredictable wage increases and no guaranteed annual increases.	Immediate pay increase of nearly 20% for majority of adjunct/part-time faculty in first contract. Doubling of pay rates in lowest paid departments. Minimum 3% increase for all adjuncts in each year of contract of first contract. Guaranteed annual increases for non-classroom related duties as well. Adjunct currently makes minimum of \$5,376 per three-hour course, 65% higher than before collective bargaining.
Health Benefits	No access to paid health benefits	All adjunct/part-time faculty have access to health insurance and, based on teaching load, the university pays 50 – 100% of the individual premium cost, which can be applied towards family coverage.
Job Security	No job security; unpredictable, last-minute appointments.	After teaching 2 of 3 semesters in three consecutive academic years, good faith consideration to reappointment and after six semesters firm reappointment rights and payments equal to the lost earnings if they were not reappointed to any and all teaching appointments.
Retirement Benefits	No access to retirement benefits.	NYU currently contributes the equivalent of 5% of salary to a tax-deferred annuity for each adjunct. The NYU contribution will increase to 6% on December 1, 2015.
Professional Development	No institutional commitment to professional development for adjunct/part-time faculty.	A university-wide Professional Development Fund, which increases each year of the contract—currently the university contributes \$150,000 to the fund and adjuncts are eligible for one grant per academic year of up to \$1000.

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Office Space and Materials	Uneven to non-existent access to space and materials necessary to perform quality teaching.	NYU will provide reasonable access to office, space, voicemail, e-mail, and equipment for those teaching in credit-bearing, degree programs. All others to continue to receive e-mail and other benefits previously provided.
Dispute Resolution and Non-Discrimination	No neutral, fair dispute resolution process. The only neutral recourse for discrimination or harassment claims was through costly and time-consuming state and federal agencies.	All workplace disputes (including discrimination/harassment) are resolvable by a fair and expedient grievance procedure and, ultimately, appeal to a neutral arbitrator. State and federal agencies can also be utilized for discrimination / harassment claims.
Academic Freedom	No clear policy on academic freedom for adjunct/part-time faculty.	NYU must respect the customary norms of academic freedom based upon the standards developed by the AAUP.
Access to Facilities	Uneven access to campus facilities	Guaranteed access to libraries, the Faculty and Staff Assistance Program, credit union, and transportation system on the same basis as full-time faculty.
Personnel Files	No guarantee of access or right to respond to material in personnel files	Adjunct/part-time faculty have the right to inspect and respond to content in their employment file
Health and Safety	NYU unilaterally set and enforced any health and safety policies that would apply to adjunct/part-time faculty	NYU contractually-obligated to maintain safe working conditions and to meet twice yearly with Union to discuss matters relating to health and safety.
Maintenance of Benefits	University could unilaterally change terms and conditions.	NYU must maintain any benefit received previously and not explicitly mentioned in the contract unless the Union agrees to change it.