



Summary of Tentative Agreement F2025-S2028¹
between
Fordham Faculty United/SEIU Local 200United and Fordham University

1. Probationary period: Vastly reduced for FFU adjuncts (Part-time CBA - Art., 13, Sect. 4): Starting in July 2026, the probationary period for FFU adjuncts will be 4 semesters. After teaching at least one course in each of four semesters at Fordham (not including summer), FFU adjuncts will be eligible for a presumption of reappointment at the start of the following academic year.

How is this better? In our previous CBA, the earliest that adjuncts could qualify for a presumption of reappointment was after 6 semesters and 10 courses of teaching. For many adjuncts, for example those teaching 1 course a semester, the wait for a presumption of reappointment was 5 academic years (10 semesters) or longer.

2. Probationary period: Vastly reduced for FFU full-timers (Full-time CBA - Art., 13, Sect. 6): As of ratification of the TA, FFU full-time faculty (lecturers/clinical professors) will have a 2-year probationary period, after which they will be eligible for presumption of reappointment.

How is this better? In our previous CBA, full-time faculty had a probationary period of 2 years plus a so-called “gap year,” which was essentially another year of probation.

3. Professional development funds: A 100% increase in funds for all eligible adjuncts and a 300% increase in continuing education credits for GSSS (Part-time CBA - Art. 18):

- **Sect. 1a.:** All eligible adjuncts will now be able to apply for up to **\$1000** in professional development funds to attend conferences, workshops, and classes. related to their research or teaching.

How is this better? Before, adjuncts could apply for only \$500. In addition, adjuncts will now become eligible to apply after their probationary period, that is, in their fifth semester of teaching.

- **Sect. 1d.:** All FFU GSSS adjuncts who are required to fulfill education requirements to maintain their social work license will now be eligible for up to **36 free credits** of continuing education over the next three years. GSSS adjuncts “may take up to twelve (12) continuing education credits offered by the Graduate School of Social Services per academic year at no charge. Any unused credits will roll over to a maximum of thirty-six (36) credits during the term of this Agreement.”

How is this better? In our previous CBA, the number of credits was capped at 12 per year and unused credits did not roll over to the following year.

¹ The following highlights summarize changes to the current CBA. All other portions of the CBA remain the same. For the full Tentative Agreement, see the FFU website: <https://fordhamfacultyunited.com/>.

4. Benefits for adjuncts: Some increase in FSA and new transit and parking benefits (Part-time CBA - Art. 17):

- **Sect. 6 (Health benefit - FSA):** The FSA amount for adjuncts who taught 2 courses in the previous calendar year will increase from \$400 to \$425.

How is this better? *It's a \$25 difference. A LOT less than we wanted. Please remember that all FFU adjuncts who have taught in the previous calendar year at Fordham already have money in their FSA, a flexible health benefit added to your pay, not taken out of your paycheck.*

1 course in the previous calendar year = \$300 FSA
2 courses = **\$425**
3 courses = \$500
4 courses = \$500

- **Sect. 7 (transportation):** All FFU adjuncts will be eligible to enroll in the same transportation benefits as full-time FFU faculty. In addition, adjuncts will receive a 15% offset on daily parking rates or the parking coupon booklet.

How is this better? *It's a benefit that simply never existed before!*

5. Evaluations: Time to improve job performance for all FFU faculty (Part-time CBA - Art. 15, Sect. 4 / Full-time CBA - Art. 14, Sect. 4): For adjuncts and full-time FFU faculty, evaluations will take place no later than their third semester of teaching.

How is this better? *Too often FFU faculty only learn that there are issues with their teaching when they receive a non-reappointment decision and lose their job. The new time frame ensures that all faculty have notice of any potential problems while there is still time to work with FFU stewards and department chairs to understand the issues and implement improvements.*

6. Evaluations: Second classroom observation (Part-time CBA - Art. 15, Sect. 2 / Full-time CBA - Art. 14, Sect. 2): Adjuncts and full-time FFU faculty now have the right to ask for an additional classroom observation if the first observation didn't go well. A request "will not be unreasonably denied." And that's grievable!

How is this better? *This FFU-faculty right didn't exist before. See our "Classroom Observation Guidelines" on the FFU website and remember your Weingarten Rights!*

7. Discipline and discharge: Right to a meeting and pay if suspended (Part-time CBA - Art. 19, Sect. 2, 4, 6 / Full-time CBA - Art. 20, Sect. 2, 4, 6): All disciplinary "remedial measures" will now require a meeting between the University and the FFU adjunct or full-time faculty "to improve their understanding of expectations regarding job performance. Notice of the meeting shall be given in writing and such notice shall advise the Member of their right to have a Union representative present during the meeting." In addition, if, under extraordinary circumstances, an FFU member is suspended, they will be paid for the first 14 days following their suspension.

How is this better? *Neither of these rights existed before. People need to know why their job is under threat and should not have their pay abruptly cut off based only on unsubstantiated allegations.*

8. Appointments: Notice of and Interviews for full-time positions at Fordham (Part-time CBA - Art. 13, Sect. 11 / Full-time CBA - Art. 13, Sect. 11): FFU adjuncts will be notified of open tenure-track and NTT full-time positions; FFU full-time faculty will be notified of open tenure-track

positions; at least 2 FFU full-time faculty who apply and are qualified for a tenure-track position will receive interviews in their department.

How is this better? *It didn't exist before for full-timers, and adjuncts were not notified of TT positions. The new CBA ensures that qualified candidates who have taught at Fordham will receive these interviews.*

9. Appointments: Increased course cancellation fee (Part-time CBA - Art. 13, Sect. 9): For FFU adjuncts without course guarantees, when your course is cancelled within 14 days of the start of classes, you'll receive \$1,125 for the cancellation.

How is this better? *The previous cancellation fee was \$900.*

10. Compensation: (PT & FT CBAs – Appendix A): Below are the increased minimum course rates for part-time and full-time FFU faculty.

PT FFU Faculty					
Title/School/Longevity	Current CBA	AY 25-26	AY 26-27	AY 27-28	
Arts & Sciences 0-3 Years	\$8,500	\$8,798	\$9,050	\$9,300	3-yr diff.
	% Change	3.51%	2.86%	2.76%	9.41%
	\$ Increase	\$298	\$252	\$250	\$800
Arts & Sciences 4-6 Years	\$9,000	\$9,315	\$9,750	\$10,200	3-yr diff.
	%	3.5%	4.67%	4.62%	13.33%
	\$	\$315	435	\$450	\$1,200
Arts & Sciences 7+ Years	\$10,000	\$10,350	\$10,850	\$11,300	3-yr diff.
	%	3.5%	4.83%	4.15%	13%
	\$	\$350	\$500	\$450	\$1,300
Graduate School of Social Service (GSSS) Masters (0-3 years)	\$6,900	\$7,159	\$7,445	\$7,780	3-yr diff.
	%	3.75%	4%	4.63%	12.9%
	\$	\$259	\$286	\$345	\$890
GSSS Masters (4-6 years)	\$7,200	\$7,470	\$7,769	\$8,130	3-yr diff.
	%	3.75%	4%	4.65%	12.92%
	\$	\$270	\$299	\$361	\$930
GSSS Masters (7+ years)	\$8,000	\$8,300	\$8,632	\$9,030	3-yr diff.
	%	3.75%	4%	4.61%	12.88%
	\$	\$300	\$332	\$398	\$1,030
GSSS Ph.D. (0-3 years)	\$7,400	\$7,678	\$8,000	\$8,350	3-yr diff.
	%	3.76%	4.19%	4.38%	12.48%
	\$	\$278	\$322	\$350	\$950
GSSS Ph.D. (4-6 years)	\$7,700	\$7,989	\$8,320	\$8,690	3-yr diff.
	%	3.75%	4.14%	4.45%	12.86%
	\$	\$289	\$331	\$370	\$1,090
GSSS Ph.D. (7+ years)	\$8,500	\$8,819	\$9,180	\$9,590	3-yr diff.
	%	3.75%	4.09%	4.47%	12.82%
	\$	\$319	\$361	\$410	\$1,090

Science Laboratory ²					
2-credit	Current CBA	AY 25-26	AY 26-27	AY 27-28	
	\$7,000	\$7,210	TBD	TBD	

Computer Science Laboratory Courses [†]					
1-credit	Current CBA	AY 25-26	AY 26-27	AY 27-28	
	\$1,900	\$2,163	TBD	TBD	

FFU FT Faculty					
Title	Current CBA	AY 25-26	AY 26-27	AY 27-28	
Pre- & Post-Doctoral Teaching Fellow	\$46,566	\$48,195	\$50,243	\$52,504	3-yr diff.
	% Change	3.5%	4.25%	4.5%	12.75%
	\$ Increase	\$1,629	\$2,048	\$2,261	\$5,938
Lecturer/Clinical Asst.	\$70,956	\$73,439	\$76,250	\$80,000	3-yr diff.
	%	3.5%	3.83%	4.92%	12.75%
	\$	\$2,483	\$2,811	\$3,750	\$9,044
Adv. Lecturer/Clinical Assoc.	\$73,728	\$76,250	\$80,000	\$84,000	3-yr diff.
	%	3.5%	4.84%	4.92%	13.93%
	\$	\$2,580	\$3,692	\$4,000	\$10,272
Senior Lecturer/Clinical Prof.	\$76,499	\$79,178	\$83,000	\$90,350	3-yr diff.
	%	3.5%	4.83%	8.86%	18.11%
	\$	\$2,679	\$3,822	\$7,350	\$13,651

Full-time FFU faculty making above the minimum “will receive an increase in pay equivalent to the greater of a two percent (2%) increase or their then-current salary plus the difference between the minimum salaries for Advanced Lecturer and Senior Lecturer.”

11. Compensation for music instructors – significant and long overdue (Part-time CBA - Art. 17, Sect. 4): *Raises from \$950/hour to \$1,300/hour in year three of CBA.*

Effective Aug. 1, 2025: \$1,100

Effective Aug. 1, 2026: \$1,200

Effective Aug. 1, 2027: \$1,300

How is this better? *Fordham music instructors finally see a raise. It's about time!*

² Future pay for labs is subject to a Side Letter, part of the TA'd CBA, which states that “The Union and the University will form a joint committee comprised of up to three (3) representatives selected by the Union and up to three (3) representatives selected by the University to study how Part-Time Bargaining Unit Faculty Members are compensated for teaching science laboratories, computer science laboratory courses, biological anthropology laboratory courses, and STEM recitations. The committee will endeavor to make a compensation recommendation for these laboratories and recitation to the Provost or designee by January 31, 2026, to facilitate a mutually agreeable compensation system for laboratories and recitations and workload for computer science laboratories that will be effective on August 1, 2026.”

12. No Strike Clause: Supporting ALL organized labor at Fordham (Part-time CBA - Art. 23/Full-time CBA – Art. 24): Our CBA now makes clear that we are indeed entitled to “support labor actions by other unions” at Fordham.

How is this better? *The previous CBA language was ambiguous on the issue. Now we FFUers all know we can step up in support of our union family without fear of adverse consequences.*

13. Appointments: Retention of faculty by seniority and rank (PT & FT CBAs - Art. 13, Sect. 7): If structural changes to departments or programs entail layoffs, those FFU part-time faculty with greatest seniority and those FFU full-time faculty with greatest seniority within their rank will have priority for retention.

How is this better? *It didn't exist in previous CBAs. The retention provision ensures that in worst-case scenarios, FFU faculty who have been around longest have job security.*

14. Union officer compensation: All officers now paid once per year (PT & FT CBAs - Art. 5, Sect. 6): Union officer compensation increases for full-time FFU faculty from the lowest adjunct course rate to the highest adjunct per-course rate. Rather than four officers paid over each academic year, now all five will be paid.

How is this better? *FFU officers should get paid by Fordham for their hard work making the university better. This new language ensures that all five FFU officers will be paid for one semester in each academic year.*