



**Highlights of Tentative Agreement
between
Fordham Faculty United/SEIU Local 200United and Fordham University**

1. Recognition (Part-time CBA - Article 2): Continued inclusion of GSSS Field Advisors in the bargaining unit.

2. Professional Development (Part-time/Full-time CBA - Article 18): New GSSS-specific professional development opportunity
GSSS continuing education for maintaining social work license.

Part-Time and Full-Time “Bargaining Unit Faculty Members who teach courses at the Graduate School of Social Services who are required to fulfill continuing education requirements to maintain their social work license may take up to twelve (12) continuing education credits offered by the Graduate School of Social Services per academic year at no charge.”

3. Professional Development (Part-time CBA - Article 18): Expanded eligibility for PT faculty
Until now, part-time faculty could only apply for professional development funds for a conference at which they were presenting. Now, PT eligibility is the same as FT eligibility.

“Funds can be used for conference travel, registration, and lodging for workshops and classes related to pedagogy and the Part-Time Bargaining Unit Faculty Member’s discipline.”

4. Health Benefit (Part-time CBA): FSAs

Health Benefit for Fordham adjuncts

The university will pay in full a Flexible Spending Account (FSA) for all part-time instructors starting this spring 2023. This will be based on a calendar-year lookback.

- 1 course taught in 2022: \$300
- 2 courses: \$400
- 3 courses: \$500
- 4 courses: \$500

This FSA is in addition to compensation (below) and is not taxed.

5. Compensation (PT & FT CBAs): All raises will be retroactive to August 1, 2022 and will be paid upon ratification. Below are minimum course rates for part-time and full-time FFU faculty.

PT FFU Faculty					
Title/School/Longevity	Current CBA	AY 22-23	AY 23-24	AY 24-25	
Arts & Sciences 0-3 Years	\$7,000	\$7,500	\$7,950	\$8,500	3-yr diff.
	% Change	7.14%	6.00%	6.92%	21.43%
	\$ Increase	\$500	\$450	\$550	\$1,500
Arts & Sciences 4-6 Years	\$7,400	\$7,900	\$8,350	\$9,000	3-yr diff.
	%	6.76%	5.70%	7.78%	21.62%
	\$	\$500	\$450	\$650	\$1,600
Arts & Sciences 7+ Years	\$8,000	\$8,500	\$8,950	\$10,000	3-yr diff.
	%	6.25%	5.29%	11.73%	25.00%
	\$	\$500	\$450	\$1,050	\$2,000
Graduate School of Religion & Rel. Ed (GSRRE)	\$4,600	\$5,600	\$6,100	\$6,600	3-yr diff.
	%	21.74%	8.93%	8.20%	43.48%
	\$	\$1,000	\$500	\$500	\$2,000
Graduate School of Social Service (GSSS) Masters (0-3 years)	\$4,900	\$5,900	\$6,400	\$6,900	3-yr diff.
	%	20.41%	8.47%	7.81%	40.82%
	\$	\$1,000	\$500	\$500	\$2,000
GSSS Masters (4-6 years)	\$5,200	\$6,200	\$6,700	\$7,200	3-yr diff.
	%	19.23%	8.06%	7.46%	38.46%
	\$	\$1,000	\$500	\$500	\$2,000
GSSS Masters (7+ years)	\$5,500	\$6,500	\$7,000	\$8,000	3-yr diff.
	%	18.18%	7.69%	14.29%	45.45%
	\$	\$1,000	\$500	\$1,000	\$2,500
GSSS Ph.D. (0-3 years)	\$5,400	\$6,400	\$6,900	\$7,400	3-yr diff.
	%	18.52%	7.81%	7.25%	37.04%
	\$	\$1,000	\$500	\$500	\$2,000
GSSS Ph.D. (4-6 years)	\$5,700	\$6,700	\$7,200	\$7,700	3-yr diff.
	%	17.54%	7.46%	6.94%	35.09%
	\$	\$1,000	\$500	\$500	\$2,000
GSSS Ph.D. (7+ years)	\$6,000	\$7,000	\$7,500	\$8,500	3-yr diff.
	%	16.67%	7.14%	13.33%	41.67%
	\$	\$1,000	\$500	\$1,000	\$2,500

FFU FT Faculty					
Title	Current CBA	AY 22-23	AY 23-24	AY 24-25	
Pre- & Post-Doctoral Teaching Fellow	\$42,000	\$43,680	\$45,208.80	\$46,565.06	3-yr diff.
	% Change	4.00%	3.50%	3.00%	10.87%
	\$ Increase	\$1,680	\$1,529	\$1,356	\$4,565.06
Lecturer/Clinical Asst.	\$64,000	\$66,560	\$68,889.60	\$70,956.29	3-yr diff.
	%	4.00%	3.50%	3.00%	10.87%
	\$	\$2,560	\$2,330	\$2,067	\$6,956.29
Adv. Lecturer/Clinical Assoc.	\$66,500	\$69,160	\$71,580.60	\$73,728.02	3-yr diff.
	%	4.00%	3.50%	3.00%	10.87%
	\$	\$2,660	\$2,421	\$2,147	\$7,228.02
Senior Lecturer/Clinical Prof.	\$69,000	\$71,760	\$74,271.60	\$76,499.75	3-yr diff.
	%	4.00%	3.50%	3.00%	10.87%
	\$	\$2,760	\$2,512	\$2,228	\$7,499.75

- FT making above the minimum:** For FT faculty making above the minimum rates, salaries will increase annually by either 2% or the salary difference between an Advanced Lecturer and Senior Lecturer, whichever is greater.

6. Union Officer Compensation (PT & FT CBAs - Article 5): FFU officers will now receive compensation for their work. FFU will designate two officers per semester for compensation: FT-faculty officers will receive a course release or compensation in lieu of a course release equivalent to the PT minimum adjunct rate; PT-faculty officers will receive pay equivalent to the adjunct course rate to which they would normally be entitled.