

Barnard Contingent Faculty-UAW Local 2110

Tentative Agreement Highlights

August 17, 2022

COMPENSATION

For faculty who are paid on a **per-course** basis (e.g. adjunct faculty), the minimum pay per course is currently \$10,000 for courses of 3+ points and \$5,500 for courses of fewer than 3 points. Under the new agreement, these amounts will increase as follows:

Fall 2022:

\$11,500 per course offered for 3 or more points
\$7,590 per course offered for under 3 points

Fall 2023:

\$12,000 per course offered for 3 or more points
\$7,920 per course offered for under 3 points

Fall 2024:

\$12,500 per course offered for 3 or more points
\$8,250 per course offered for under 3 points

Fall 2025:

\$13,250 per course offered for 3 or more points
\$8,745 per course offered for under 3 points

Fall 2026:

\$14,000 per course offered for 3 or more points
\$9,240 per course offered for under 3 points

Note: The College will now compensate 1-2 credit courses at 66% the rate of 3+ credit courses (previously this was 55%).

For **full-time faculty** (term faculty), the current minimum annual salary is \$70,000. Under the new agreement, the minimum salaries will increase as follows, effective July 1 of each year:

2022: \$75,000/year (rate is retroactive to July 1, 2022)

2023: \$78,500/year

2024: \$82,000/year

2025: \$85,500/year

2026: \$89,000/year

For **voice instructors**, who receive an hourly rate, the current minimum is \$136.59/hour. Under the new agreement, that rate will rise to **\$200/hour** beginning in Fall 2022, with 3% annual increases each fall thereafter, through 2026.

For **laboratory associates**, the current minimum pay is \$3000 per lab section and \$500 per prep session. Under the new agreement, those amounts will increase as follows:

Fall 2022: \$3,500 per lab section / \$585 per prep session

Fall 2023: \$3,650 per lab section / \$610 per prep session

Fall 2024: \$3,800 per lab section / \$635 per prep session

Fall 2025: \$3,950 per lab section / \$660 per prep session

Fall 2026: \$4,100 per lab section / \$685 per prep session

HEALTHCARE

For faculty paid per course (e.g. adjunct faculty), we've made **three** significant gains related to healthcare. Under our previous contract, in order to receive a health insurance contribution from the College, adjuncts had to teach six or more points per year to receive a contribution of 50% of what the College pays for full-time faculty in the lowest salary tier used for determining healthcare contributions.

1. Under the new agreement, the eligibility threshold will be lowered to **2 or more classes per year**, regardless of the number of points.
2. The College will now pay **75%** of the percentage it pays toward full-time faculty in the lowest salary tier (an increase of 25%).
3. The College will provide **\$25,000 annually toward a Wellness/Hardship Fund** for faculty paid per course, who do not have paid leave for themselves or as caregivers. The fund will be used to provide some relief to those who request a leave for a personal medical condition; for the birth, placement, adoption, or care of a child; or for care of a family member.

ADVISING

In conversations with unit members leading up to negotiations, we became aware of a persistent problem of uncompensated advising, mostly among full-time (term) faculty. Our tentative agreement provides additional compensation for the following types of advising:

Independent study, thesis, and capstone/senior project advising: "When a Unit Member is asked by the Department Chair or Program Director to perform independent study, thesis, or capstone/senior projects advising that is not included in the calculation of a Unit Member's course load, and if this request is approved by the Provost, the Unit Member shall receive **\$1000 per student** (independent of the credits attributable to this advising)."

Major and pre-major advising: "In the rare instance a Unit Member is asked to do pre-major advising, and receives the Provost's approval to do so, the Unit Member will be

compensated at the prevailing rate paid to faculty not covered by this Agreement for performing pre-major advising. In the rare instance that a Unit Member is asked to do major advising, and receives the Provost's approval to do so, that member will be compensated at the rate of **\$200 per student** per academic year."

PROFESSIONAL DEVELOPMENT

Our previous contract included a Professional Development Fund open to adjunct faculty who had taught 4 or more semesters at the College (post-probationary), which increased from \$25,000 to \$30,000 over the course of the five-year contract. Under our tentative agreement, the fund will increase immediately to **\$40,000, with increases of \$1750 per fiscal year** through 2026. Eligibility will also expand: The fund will be open to **any unit member** who has taught four or more semesters at Barnard and who is ineligible for other professional development funding through the College, and/or whose requests for funding are not able to be fully met.

SCHOLARSHIP FUND

Under the tentative agreement, a new Scholarship Fund of **\$20,000, increasing \$1500 per fiscal year**, will be distributed equally among applicants who are children of unit members who are paid per course, and who are enrolled in a full-time undergraduate program in a four-year accredited institution, in semesters when the unit member holds an appointment.

RETIREMENT

The tentative agreement includes a new retirement benefit for unit members who are paid per course: Those who have taught 48 semesters at the College and are age 60 or older at the time of retirement will receive a **retirement bonus equivalent to six years separation pay** (i.e. the unit member's compensation over the six years preceding retirement).

AND MORE...

The tentative agreement includes improved language related to hiring notifications, meant to ensure that appointment letters and information about union membership are sent in a timely manner. It also includes a new tier of separation pay for faculty paid per course who have taught 48+ semesters over consecutive academic years at the College, and it ensures that approved leaves won't be counted against any faculty member in calculating separation pay.