

NEW YORK UNIVERSITY PROPOSAL

TO

CFU-UAW

February 27, 2026

Changes to NYU's 1/16/26 proposal are in **bold** and ~~striketrough~~.

RULES, REGULATIONS, AND POLICIES¹

1. All Contract Faculty Members have an obligation to comply with the rules, regulations, and policies of the University and its schools, colleges, and departments.
2. All Contract Faculty Members are expected to carry out their institutional responsibilities in accordance with applicable legal and ethical principles, including those principles found in the NYU Code of Ethical Conduct, as it may exist from time to time.
3. The Employer shall provide the Union with advance notice and copies of any changes to or new rules, regulations, and policies which ~~relate to~~ **affect the** terms and conditions of employment of Contract Faculty Members. **In a timely manner, the Union may request to meet with the Employer and offer comments regarding such changes to or new rules, regulations, and policies. In the event the Union offers such comments and the Employer accepts them, the Union agrees and acknowledges that the parties will not engage in effects bargaining.** The Union **otherwise** reserves the right to request effects bargaining pursuant to the NLRA resulting from changes to or new rules, regulations, and policies which affect the terms and conditions of employment of Contract Faculty Members.
4. The Employer shall make available on its internet and/or intranet website the rules, regulations, and policies that apply to Contract Faculty Members.
5. In no case may a rule, regulation, or policy contravene this Agreement, and in the case of conflict, this Agreement shall govern.

¹ This proposal is subject to NYU's Management Rights proposal.

The University reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties shall remain tentative and subject to the parties' final agreement on a collective bargaining agreement and ratification by the CFU-UAW bargaining unit membership.