

**NEW YORK UNIVERSITY PROPOSAL
TO
CFU-UAW**

December 18, 2025

*Changes to NYU's 10/31/25 proposal are in **bold** and ~~strikethrough~~.*

Voluntary Window Retirement Plan

1. Preamble

1.1. New York University shall offer a voluntary window retirement plan ("VWRP") for eligible Contract Faculty Members one time during the term of this Agreement, subject to the terms and conditions set forth in this Article.

1.2. During the term of this Agreement, upon the request of the Union, the Employer will confer in good faith with the Union regarding the potential for one additional voluntary window retirement plan to be offered to Contract Faculty Members on such terms and conditions as may be agreed to by the parties.

2. VWRP Eligibility Requirements

2.1. To be eligible for the VWRP, the Contract Faculty Member shall meet both of the following requirements:

2.1.1. The Contract Faculty Member shall be at least age 65 on their retirement date.

NYU 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 NYU. 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.

2.1.2. The Contract Faculty Member's years of full-time continuous¹ employment as a full-time continuing contract faculty member² shall equal or exceed 10 on their retirement date.

2.2. A Contract Faculty Member must be employed and in good standing through their retirement date. A Contract Faculty Member whose employment ends at any time prior to their retirement date for any reason, including without limitation resignation, non-reappointment, termination for cause, death or disability, shall no longer be eligible under the **VWRP** ~~voluntary window retirement plan~~.

3. VWRP Enrollment Process and Timeline

3.1. An eligible Contract Faculty Member may enroll in the **VWRP** ~~voluntary window retirement plan~~ subject to the following process and timeline.

3.1.1. The enrollment process shall commence on January 1 following the first full calendar year after ratification of this Agreement.

3.1.2. The Contract Faculty Member shall submit a completed enrollment form between January 1 and March 1 of the calendar year of enrollment.

3.1.3. The Contract Faculty Member's retirement date shall be August 31 of the calendar year of enrollment.

3.1.4. The Contract Faculty Member shall sign a retirement agreement and general release that is satisfactory to NYU by no later than between August 31 and September 15 of the calendar year of enrollment, and not revoke it.

4. VWRP Payment

¹ "Continuous" includes leave time or other time off taken for any purpose recognized under this Agreement, applicable University policy and/or applicable law, as well as any break in service recognized as such under this Agreement, applicable University policy and/or applicable law.

² For purposes of this Article, NYU will count any period of employment during which a Contract Faculty Member was previously excluded from the bargaining unit under Article I(A)(2)-(3) of the Agreement.

NYU 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 NYU. 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.

- 4.1. Contract Faculty Members who have satisfied the requirements in Sections 2 and 3 above shall receive a one-time lump-sum payment (subject to tax withholdings and other deductions) no later than December 31st following their retirement date that is equal to the following, as applicable:

~~one full week of payment, at the annualized base pay of their faculty position on their retirement date, for each full year of full-time continuous employment as a full-time continuing contract faculty member for the first 10 full years; and~~

- 4.1.1. **(a) twenty-six (26) weeks of payment at the annualized base pay for their faculty position³ on their retirement date; or, if greater, (b) two full weeks of payment, at the annualized base pay of their faculty position on their retirement date, for each full year of full-time continuous employment as a full-time continuing contract faculty member ~~starting with their 11th full year,~~ up to a maximum of 52 weeks of total payment.**

³ Contract Faculty Members on 9 month appointments are paid over 12 months; Contract Faculty Members on 12 month appointments are paid over 12 months. Annualized base pay refers to the annual base salary, which is paid over 12 months.

NYU 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 NYU. 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.