

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

March 21, 2026

*Changes to NYU's 3/18/26 proposal are in **bold** and ~~strikethrough~~.*

Voluntary Retirement Options

1. Preamble

1.1. The Employer 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.

1.1.1. Upon the request of the Union, the Employer will confer in good faith with the Union in calendar year 2028 regarding the potential for an additional voluntary window retirement plan to be offered in calendar year 2029 to Contract Faculty Members on such terms and conditions as may be agreed to by the parties.

1.1.2. Upon the request of the Union, the Employer will confer in good faith with the Union in calendar year 2030 regarding the potential for an additional voluntary window retirement plan to be offered in calendar year 2031 to Contract Faculty Members on such terms and conditions as may be agreed to by the parties.

1.2. The Employer shall provide a phased retirement option (“Phased Retirement Option”) for eligible Contract Faculty Members on an annual basis through the duration of this Agreement, subject to the terms and conditions set forth in this Article.

1.3. A Contract Faculty Member eligible for the VWRP and the Phased Retirement Option may participate in only one of those options.

2. VWRP & Phased Retirement Option Eligibility Requirements

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. To be eligible for the VWRP or Phased Retirement Option, 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.

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 or Phased Retirement Option.

3. VWRP

3.1. VWRP Enrollment Process and Timeline

3.1.1. An eligible Contract Faculty Member may enroll in the VWRP subject to the following process and timeline.

3.1.1.1. The enrollment process shall commence on January 1, 2027.

3.1.1.2. The Contract Faculty Member shall submit a completed enrollment form between January 1, 2027 and March 1, 2027.

3.1.1.3. The Contract Faculty Member's retirement date shall be August 31, 2027.

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.

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3.1.1.4. The Contract Faculty Member shall sign a retirement agreement and general release that is satisfactory to NYU and the Union by no later than August 31, 2027 and September 15, 2027, and not revoke it.

3.2. VWRP Payment

3.2.1. Contract Faculty Members who have satisfied the requirements in Sections 2 and 3 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:

3.2.1.1. ~~(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~~ **three** 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, up to a maximum of 52 weeks of total payment.

4. Phased Retirement Option

4.1. Election Process and Timeline

4.1.1. Beginning January 1, 2027 and for each January 1 thereafter through the duration of this Agreement, an eligible Contract Faculty Member may elect to participate in the Phased Retirement Option subject to the following process and timeline:

4.1.1.1. The Contract Faculty Member shall complete an election form between January 1 and March 1 of the academic year preceding the final academic year of their employment before retirement.

4.1.1.2. As part of the election form, the Contract Faculty Member shall sign an irrevocable attestation that they will retire with an employment

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.

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end date of August 31 of the academic year following the academic year of election ("retirement date").

4.2. Phased Retirement Option Course Release

4.2.1.1. Contract Faculty Members who have satisfied the requirements in Sections 2 and 4 shall receive **in the final academic year of their employment two (2) course releases equivalent to fifty percent (50%) of the applicable standard course load set forth in Article X, Workload,** ~~in the final academic year of their employment.~~ The determination of which courses will be released shall require advance coordination with and approval from the Department Chair or equivalent, in order not to cause undue disruption to the academic program.

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