



FIRST CONTRACT

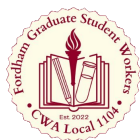
Summary of Tentative Agreement CWA & Fordham University Upon Ratification - June 30th 2027

Just over two years after voting to join CWA Local 1104 and nineteen months of bargaining and member action, we have reached a tentative agreement for our first union contract.

This agreement is the result of membership solidarity, patience, strength, and action. When we stand together, we win. Together, we fought for a contract that will set industry standards in several areas and includes significant gains for every part of our membership—and for those who come after us.

Over the past nineteen months, this university has seen an unprecedented mobilization by its grad workers. We organized. We made connections across departments and rallied both undergrads and faculty. We wrote letters, spoke to the press, and told our stories. We marched, protested, walked the picket lines, and made this university hear us. This hasn't been an easy road, and there's more work to be done, but this contract represents a massive shift at Fordham.

All members will vote on ratifying the agreement. Local 1104 will be in touch within the next few days with more details about the ratification vote.





Highlights of Tentative Agreement

Total Economic Package: A total economic package representing an approximate **39% increase** from the current baseline for first year grad workers on 9 month stipends in the first year alone, with additional raises during the life-time of the contract.

Stipends:

- **The base stipend will increase to \$36,000 (up from the current \$27,231).**
- Teaching fellows stipends will increase to \$37,000 (up from the current \$30,491).
- 3% annual raises for the life of the contract thereafter.

12 Month Appointment Pay: Those on 12 month appointments will receive pay pro-rated to the 9 month appointment. Thus stipends for a 12-month appointment will begin at **\$48,000.**

Fees: The *permanent* elimination **of all fees that fund Fordham operations.** The only fee remaining will be the student activity portion of the GSAS general fee. This fee will **solely fund** the GSC and grad worker travel funds. This represents a savings of approximately \$780.

Workload Reduction: All TFs and STFs will be required to teach **no more than a 1-1 load.** Non-instructors of record will have **a strict cutoff at 18 hours per week. This is an industry leading standard.**

Enhanced Pay for Extra Service: TFs or STFs who wish to teach a course in addition to their 1-1 will receive **75% of the TA rate or \$5,700.** Thus any TF or STF teaching a 2-1 on a 9 month stipend would make between **\$42,700-\$43,200** in the first year of the contract and more thereafter.



TA and Hourly Raises: Approximately 6% raises in the first year and 3% in years 2 and 3. This amounts to the following increases:

- Up from \$19 to \$20.10 for hourly MA & MS workers
- Up from \$22 to \$23.30 for hourly PhD workers
- Up from \$7,175 to \$7,600 per course for teaching associates.

No NDAs at Fordham: Fordham has agreed to not request NDAs from *any* victim of discrimination or harassment, **inside or outside of the bargaining unit**, and to not provide any additional compensation were a complainant to offer an NDA. Our contract effectively **ends the silencing of harassment and discrimination for anyone at Fordham. This is an industry leading standard.**

Medical and Dental Insurance:

- University will move from approximately 67% coverage to 85% coverage of insurance premiums. This represents approximately \$790 dollar improvement on the status quo.
- In addition, the University will offer \$1,000 in reimbursement for out-of-pocket costs exceeding \$5,000, provided through an annual fund of \$20,000.
- A Dental Insurance plan, with 50% of premiums subsidized, will be provided at the worker's option.

International Student Worker Protections and Emergency Fund:

- Time off and job protection for those leaving the country for visa appointments
- The use of alternative ID numbers to ensure prompt payment
- A newly designated point person in OIS to answer and address International Worker questions and concerns
- **\$15,000** emergency fund for International Workers to access in times of acute monetary distress. For example, to help pay for housing at the beginning of their employment. **This is an industry leading standard.**

Just Cause and Grievance and Arbitration: Grad workers are now **Just Cause employees**. Arbitrary firings and capricious discipline are no longer possible. All workers facing discipline or termination will have due process protections and Union representation. Our contract is enforceable through a transparent and fair grievance and arbitration procedure.

No Layoffs: Management agreed to not engage in layoffs.

Contract Duration: 3 years. The Bargaining Committee believed this was key to the institutional memory of our union. Now the successor agreement will be bargained by those who fought for the first contract.

No Scab Work: Grad workers have the contractual right to refuse to perform struck work by any other group on campus who is on strike.

Right to Refuse Unsafe Work: Grad workers have the right to refuse to work in conditions they consider a clear and imminent danger to their health and safety.

Academic Freedom and Intellectual Property: Grad workers now enjoy academic freedom and IP rights to their course materials equivalent to Tenure and Tenure Track faculty, a significant improvement from the status quo.

Enhanced Summer Work Opportunities:

- Summer work allowance moves from an 18 hour per week limit to a 34 hour per week limit.
- No more arbitrary work denials based on hours.

Quality of Life Improvements:

- **Break Room Access:** Large departments at Rose Hill will have a guaranteed break room per department building and access to at least one break room at Lincoln Center. All graduate workers will be guaranteed access to all graduate worker break rooms currently extant.
- **Teaching Resources:** Graduate workers will be provided access to the virtual desktop access, access to at least one working computer within proximity to location of classes taught and access to all software required to teach. Access to printing and photocopying will be guaranteed. Communal space to hold office hours will be provided near where courses are taught and private spaces will be provided as needed.
- **Timely Reimbursement:** Authorized reimbursements will be made within three weeks of receipt submission. Graduate workers have the right to dispute reimbursement amounts they feel are incorrect. No requests for reimbursement under \$35 may be unreasonably denied.
- **Timely Work Assignments:** The University will provide work assignments with 30 days notice with exceptions in circumstances outside of the University's control within the 30 day window. For example, if an instructor had a medical emergency a week prior to the semester start and needed replacement to cover.

Your Bargaining Committee,

Marshawn Brewer, Teaching Fellow

Apa Dueñas, Graduate Assistant

Nicola Forbes, Research Fellow

Joseph Gruber, Teaching Associate

Dr. Mark Himmelstein, Former Research Fellow

Gage Krause, Teaching Fellow

Anya Wang, Teaching Fellow

Sadie Yates, Graduate Assistant

Amal Zaman, Research Fellow

Andrew Dobbyn, EVP CWA Local 1104

Mike Ippoliti, President CWA Local 1104

Wayne Poole, Staff Representative CWA District 1