7.75%-8.75%¹ pay raises in academic year 22/23, retroactive to the start of Fall 2022.

Additional pay raise for Academic year 23/24- 3.5%

Additional pay raise for Academic year 24/25- 3%

New benefit- paid parental leave for part-time faculty. Up to 40 work-equivalent hours of paid sick time available to part-time faculty during a teaching semester, including for the birth or adoption of a child for the birthing and non-birthing parents (e.g. 4 weeks off from teaching duties at full pay if teaching one course, 2 weeks off from teaching duties if teaching two courses).

Increases to per diem payment rates for additional work such as guest lecturing ($200 per day, $125 for three hours or less).

New fixed annual stipend of $125 for each PT faculty member for attending diversity trainings.

Annual Teaching Excellence award now accessible to the majority of PT faculty members (eligibility to apply after a minimum of 3 credits taught in last 2 years - and at least 18 credits total- compared to 18 credits in the last 2 years in previous award criteria), still includes a $2500 cash award.

Article on “Non discrimination” revised to include “Diversity and Inclusion”, PT faculty representation on campus wide DEI committees, and Gender neutral pronouns throughout the CBA.

Promotion (Article 15): Credits taught in all semesters (including summer) are now eligible to be counted towards promotion. Guarantee that promotion award payments of $2000 will be processed within two (2) payrolls of the effective date of the promotion.

Tuition remission now applies to all part-time bargaining unit members who have taught at least 24 credits (previously only applied to those with Lecturer title).

Protected previously negotiated benefits:
  - Tuition remission for PT faculty after 24 credits of teaching.
  - $20,000 pool of professional development funds for part-time faculty to attend conferences and workshops (available to faculty who have taught at least 18 credits).
  - University health insurance for Part-Time faculty who teach 18 credits per year or more.
  - Sick pay for Lecturers who complete 60% of a course assignment but cannot continue due to health reasons, and regular sick leave for part-time clinical, research and library faculty.
  - Discounted campus parking permits.

Guaranteed course cancellation fees for courses canceled within 2 weeks of the semester start, or within 2 months of the semester start for PT faculty on full-year contracts.

Increased opportunities for Part-Time Faculty to access orientations, participate in faculty governance (notification of dept. meetings).

*These are all part of a Tentative Agreement as of November 18, 2022. UA members will vote in December 2022 on whether to ratify this Agreement. If ratified, changes will go into effect after that point.

¹ Lecturer I pay rate will be raised from $2081 per credit to $2242 per credit this year, retroactive to the start of Fall 2022. Lecturer II pay rate will be raised from $2199 per credit to $2391 per credit this year, retroactive to the start of Fall 2022. Lecturer III pay rate will be raised from $2318 per credit to $2515 per credit this year, retroactive to the start of Fall 2022.