

5 - 6 MAY 2026

# CONTRACT ↗ EDUCATION MAY 2026

TULANE WORKERS UNITED  
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# CONTRACT BUILDING ARTICLES

# PREAMBLE



The preamble establishes that this is a contract.

Says the contract will last for 3 years, starting on the 1st of July & concluding on the 30th of June 2029.

Contains the evergreen clause which states that the agreement will renew year to year automatically. This is a standard contract provision.

# DURATION



# BARGAINING UNIT INFORMATION

Employer must automatically provide employee information to the union at the beginning of each school year. Information such as: employee name, position, department, contact information, etc.

Employees shall be paid in a timely fashion via direct deposit.

# PAYDAY

# INCLUSION

Stipulates that employees must be included in relevant notifications about academic & school programs, tulane listservs, and, at the discretion of the employer, attend voluntary faculty meetings.

Employees have access to their personnel files.

# PERSONNEL FILES

Stipulates that the contract remains intact. If any portion of it is declared invalid or illegal, these parties shall meet to negotiate these portions.

# SAVINGS CLAUSE

# ACCESS TO SERVICES

Employer must provide a sufficient computer, sufficient space to prepare for class & meet with students, and meet with the union to determine what constitutes sufficient space if there is a dispute.

Allow union staff representatives to have access to Tulane & the employees in unit and stipulates that the union must notify employer what employees are representatives of the union.

Union staff representatives could be people in positions like Union Representative or Union Organizer.

A representative from membership would be a position like steward.

# UNION REPRESENTATION

# RECOGNITION & BARGAINING UNIT DESCRIPTION

Establishes which employees are included in the unit and which are not.

Includes any and all PoPs, Lecturers, VAPs, and Instructors who teach in the schools of Liberal Arts, Science & Engineering, Architecture, Professional Advancement, and Business.

The employer will collect dues through automatic payroll deduction for members that enroll.

# DUES CHECK-OFF

Neither party shall strike or lockout during the term of the contract. Employees' participation in a protest or demonstration does not necessarily fall under the scope of this article. Any discipline under this article has access to the grievance & arbitration procedure.

**NO STRIKE,<sup>↑</sup>  
NO LOCKOUT**

This CBA constitutes everything that the parties intended to negotiate, and failure to enforce a specific provision does not waive the right to enforce later.

# COMPLETE AGREEMENT

A labor-management committee comprised of 4 employer representatives and 4 union representatives, will meet twice an academic year, and the purpose will be to work on issues that may arise during the term of the contract.

# LABOR- MANAGEMENT COMMITTEE

# NUTS & BOLTS ARTICLES

- Your appointment letter is now a binding contract.
- Appointment letters must include:
  - academic rank
  - school/department/program
  - % of time allocated to teaching, research, service, practice, etc.
  - term length, start & end date
  - course load & other responsibilities
  - course assignments by name (if known) for the first year
  - annualized salary.
- Changes can occur year to year during appointment term, but it must be agreed to by the member.
- Renewal notification period established:
  - one year notification for contract of 3+ years
  - 120 days notification for contract of 2 years
  - 90 days notification for contract of 1 year
  - failure to abide by the renewal timelines results in automatic one-year extension of appointment.

# APPOINTMENTS

- Automatic promotions from Instructor to Senior Instructor upon completion of a second term as Instructor or obtainment of a terminal degree in the field they teach
- Term lengths standardized for Senior positions.
- Renewal & promotion procedures must be made available & contain required credentials, materials, and criteria for renewal & the appeal process associated.
- If two employee applicants are equal in applying for a new position, seniority will prevail.
- If renewal or promotion is denied the employee will be given a written explanation of the decision & the opportunity to meet with the dean's office to discuss.
- Request for promotion shall not be unreasonably denied & is subject to grievance & arbitration.
- If an appointment is ended mid term, for reasons other than discipline, the employer must pay out the remainder of the appointment or applicable notice period.

# APPOINTMENTS

- Employees must be notified of course assignments three months before start of term.
- Employees shall be given preference to courses they designed & have previously taught
- Employees cannot be assigned a courseload greater than their prior 3-year average.
- Cancelled courses shall not result in a loss of pay.
- You can only be required to make up an “owed” course to the Employer within three semesters of cancellation or the length of the contract. You are only required to make up one owed course per term and you can only be required to make up one course at a time.

# COURSE ASSIGNMENTS &<sup>↑</sup> CANCELLATION

The employer may only discipline & discharge for just cause, which is a fair standard applied evenly to all employees.

# DISCIPLINE & DISCHARGE

- Employer shall provide annual evaluations by someone with knowledge of employee's work performance.
- Employees shall have access to the evaluation.
- Student evaluations shall not be the sole criteria for any adverse action against an employee.

**EVALUATIONS** 

- There is now a clear 5-step grievance procedure that ends with a third party arbitrator making decisions about the outcome of a contract breach.
- Employees maintain the right to discuss workplace concerns with unit heads, but resolutions are not binding & remain grievable.
- Upon employee's request, meetings that may result in discipline are postponed until a union representative or steward is available.

# GRIEVANCE & ARBITRATION

## PROCEDURE

- This article outlines how the employer can run their business and produce their product, and the rights associated with this prerogative.
- All other pieces of the contract preempt the Management Rights Clause; meaning working conditions and responsibilities outlined in other parts of the contract overrule any part of the management rights clause.
- This article provides notification in advance of any subcontracting of unit work and establishes the requirement to bargain over effects.

# MANAGEMENT<sup>↑</sup>

# RIGHTS

**COMPENSATION,  
BENEFITS,  
ETC.**

- Healthcare benefits and tuition waiver benefits stay the same and are the same as for “other faculty”, such as Tenure Track.
- Bereavement leave remain the same.
  - Employees must inform their supervisor they are taking bereavement leave but are not responsible for ensuring their classes are covered.
- Tulane will endeavor to negotiate a discounted rta pass for employees - **and as of April 2026 discounted RTA passes are available to employees of Tulane as a direct result of the negotiations with the Non-Tenure Track Faculty.**

# BENEFITS

**YEAR 1**

Rank	Nine-Month Appointment	Twelve-Month Appointment
Visiting Assistant Professor	\$55,000	\$73,000
Instructor	\$57,000	\$76,000
Lecturer	\$60,000	\$80,000
Professor of Practice	\$62,000	\$82,500
Senior Professor of Practice	\$65,000	\$86,500

**YEAR 2**

Rank	Nine-Month Appointment	Twelve-Month Appointment
Visiting Assistant Professor	\$55,000	\$73,000
Instructor	\$58,000	\$77,500
Lecturer	\$61,000	\$81,500
Professor of Practice	\$63,000	\$84,000
Senior Professor of Practice	\$66,000	\$88,000

**YEAR 3**

Rank	Nine-Month Appointment	Twelve-Month Appointment
Visiting Assistant Professor	\$55,000	\$73,000
Instructor	\$59,000	\$79,000
Lecturer	\$62,000	\$83,000
Professor of Practice	\$64,000	\$85,500
Senior Professor of Practice	\$67,000	\$89,500

# COMPENSATION <sup>↑</sup>

## SECTION 1: MINIMUM SALARIES

- A separate raise pool that is no longer tied to the Tenure Track Faculty's merit pool - meaning TT Faculty cannot "dip" into Employees raise pool to inflate their own increases.
- Guarantees that the annual increase pool will not go below what is offered to the tenure track faculty.
- Guaranteed annual increases pool with a minimum of 1.5% that cannot go below this minimum.

# COMPENSATION<sup>↑</sup>

## SECTION 2: ANNUAL INCREASES

- Employees shall receive a one time signing bonus of the amount \$750 upon the ratification of the contract. Employees who make below the newly established minimums at the time of ratification will receive a one time \$1000 signing bonus.
- Instructors who hold a terminal degree, was employed by the employer as an instructor on the date of ratification and who teaches during the term of the CBA will be reclassified as a lecturer - this comes with an average 20% salary increase to \$60,000/year minimum.

# COMPENSATION<sup>↑</sup>

## SECTION 3: ADDITIONAL COMPENSATION & SIDE LETTER

- Salary increases now associated with promotions
  - PoP → Snr. PoP will receive an increase of \$3,000
  - Lecturer → Snr. Lecturer will receive an increase of \$3,000
  - Instructor → Snr. Instructor will receive an increase of \$2,000
- When an employee is appointed to a seven-year term as a Snr. PoP/Snr. Lecturer they will receive a \$4,000 increase in salary.

# COMPENSATION<sup>↑</sup>

## SECTION 4: PROMOTIONS

**“Section 1.** Employees are entitled to academic freedom in exercising their responsibilities established by their appointment letter. Employees’ rights and responsibilities in connection with academic freedom will be governed by the Faculty Handbook...”



# ACADEMIC FREEDOM

**“Section 2.** Employees enjoy freedom of expression protected by law and by this Agreement. When an Employee speaks or writes in the Employee’s personal capacity, the Employee will be free from institutional censorship or discipline...”

**“Section 3.** Employees may participate in the governance of Tulane University on academic matters traditionally involving faculty judgment in accordance with the Employer’s established governance procedures, as those procedures may be amended by the Employer from time to time.”

- The contract encompasses the handbook: while they can still change the handbook at any given time the contract is what is in the handbook and is enforceable as such.
- There are protections for your freedom of speech outside of your employment.

**ACADEMIC**   
**FREEDOM**

- You cannot be retaliated against because you report any adverse action that occurs because of discrimination based on protected class.
- Tulane must provide any reasonable accommodations according to the ADA.

# NON-DISCRIMINATION

- Any requests for professional development funds shall not be unreasonably denied.
- Employer shall make available at a minimum the following amount in professional development funds annually to all employees over the course of the agreement:
  - 1<sup>st</sup> year \$750
  - 2<sup>nd</sup> year \$1,000
  - 3<sup>rd</sup> year \$1,250

# PROFESSIONAL<sup>↑</sup> DEVELOPMENT FUND