

# Voting Timeline



The voting period begins  
Friday, Sept 19 at 9 a.m.  
and ends on Friday,  
September 26 at noon.

Voting will be available  
both in-person and online.

For in-person voting  
information, contact:  
[thomas.malone@seiu721.org](mailto:thomas.malone@seiu721.org).

Online voting details will  
come via email.



# Union Membership



In order for your vote to be counted, you need to be  
a member in good standing of the union.

Signing your card is easy! Use the QR code to sign  
online. It's a two-step process, first create your  
[SEIU721.org](http://SEIU721.org) account, then fill out the online  
membership form!

Please enter your employee ID  
number on the first page. If you  
don't know it, please use "000000"  
as a temporary ID.



## USD NTT FACULTY FIRST CONTRACT TA SUMMARY

# WE MADE HISTORY!



After over a year of negotiations, including a two-day Unfair Labor Practice (ULP) strike, our elected Bargaining Action Team (BAT) has reached a landmark Tentative Agreement (TA) on our first union contract for non-tenure track (NTT) faculty members in the College of Arts and Sciences.

Our historic TA arrives on the heels of around-the-clock bargaining that began in the weeks leading up to the agreement and is the culmination of our tireless advocacy and the powerful NTT faculty solidarity that we showed over nearly three years of organizing our unit with SEIU Local 721.

When the going got tough, we stood union strong and never backed down from fighting for what we deserve. We believe this agreement — the first of its kind at USD — can set new benchmarks and help to raise standards for all NTT faculty members at our university and across Southern California.

**Our new TA includes wage increases, back pay, payment for cancelled classes, professional development funding and more! View the full TA summary inside!**

In order for our new TA to go into effect, members must vote to ratify. See ratification vote details on the back of the summary. **Our bargaining team unanimously recommends a YES vote!**





Tentative Agreement Overview

**Term**  
4 Years - retroactive to Fall 2024, expiring March 1, 2028

**Annual Increases & Wage Scale**  
2024 - 2025: One-time retroactive payment equal to 3.25% of wages earned in the 2024-2025 academic year.

2025-2026: A new base wage scale effective September 1, 2025 (**see scale on next page**)

- Although everyone will land differently on the new wage scale, the majority of NTT Faculty members will receive between 18-20% increases over the four years of the contract.
- Under the new wage scale, unit members with a terminal degree will receive an additional 3%.

2026-2027: Annual increase of 3.25% effective September 1, 2026

2027-2028: Annual increase of 3.25% effective September 1, 2027

**Job Titles**  
Upon ratification, unit members will be placed with the following titles based on benefit status and years of experience. There is an initial transition, with partial or full credit for past semesters taught. Beginning Fall 2025, NTT will be fully credited for semesters taught. Pay scales and job security are tied to the the job titles.

- Lecturer
- Non Benefits-Based (NBB) unit members with 0-8 years of credited service
- Teaching Professor
- Benefits Based (BB) unit members with 0 to 5.5 years of service
  - NBB unit members with 8 semesters of credited service
- Senior Teaching Professor
- BB unit members with 6 to 11.5 years of service
- Distinguished Teaching Professor
- BB unit members with 12+ years of service

**Credited Service**  
Members who were employed during the 2024-2025 academic year will be partially or fully credited for past years of service as follows:

Non Benefits-Based Members will be credited as follows:

- NBB unit members employed for 12+ years in a teaching capacity will be credited for up to 8 past semesters.
- NBB unit members employed for 6-11.5 years in a teaching capacity will be credited for up to 6 past semesters.
- NBB unit members employed for 0-6 years in a teaching capacity will be credited for up to 4 past semesters.

Benefits-Based Members will be fully credited for past service dating back to their date of hire in a benefits-based teaching capacity.

**Future Promotions**

- After their transition placement within the titles, NBB unit members who reach eight semesters of teaching credit will move up to the Teaching Professor title and pay.
- After their transition placement within the titles, BB unit members will be eligible to apply for a promotion to the next highest job title once they reach the required total years of service for that job title. Upon receiving a promotion, the unit member will be paid a higher rate according to the wage scale.

**Hiring Preference and Maintenance of Workload**

- Requires the University to notify members of assignments by July 1 for the Fall semester and December 1 for the Spring semester.
- Requires that the University pay a 10% “cancellation fee” if the University decreases a unit member’s final workload after July 1 for the Fall semester or December 1 for the Spring semester.
- Establishes that job assignments will be offered based on seniority.
- Establishes an appeal process for unit members who are non-renewed or have their contracts modified based on poor performance.

**Additional Compensation Sources**  
Members are eligible to apply for internal and external grants and awards that provide research opportunities to undergraduate students.

**Summer Session Pay Rates**  
Members will be provided with equal pay to pay that is offered to tenure/tenure-track faculty in the College of Arts and Sciences.

**Faculty Development: Professional Development and Training Opportunities Fund**

- The University will create a Professional Development and Training Opportunities Fund, to be funded with at least \$30,000 each academic year. Individual unit members may be awarded up to \$1,800 per fiscal year.
- Members may utilize the fund for costs of professional development activities, such as attending conferences, seminars, research projects, and unit member-led teacher training.

**Grievance Procedure**

- Provides the right to file grievances regarding disputes involving the interpretation, application, or alleged violation of the Agreement.
- If a dispute is not resolved at an earlier step of the grievance process, the matter may be appealed to arbitration, and the arbitrator’s decision shall be final and binding.

**New Hire Orientation & Union Information**

- The University will inform new unit members of the CBA.
- SEIU representatives are permitted to present and distribute

Tentative Agreement Overview

written materials to new bargaining unit members at the conclusion of an orientation session.

- If the University provides a new hire packet, it must provide the current Union membership and COPE forms, a copy of the CBA, benefits information, and the contact information of the Union Representative(s). The University will also post this information on my.sandiego.edu on a page accessible to members and newly hired employees in the bargaining unit.

**Instructional Evaluations**

- New unit members will be evaluated at least once in their first two semesters.
- Members will not be evaluated more than once every three academic years unless feedback indicates that student learning outcomes are not being achieved or upon request by the unit member.
- Members may request that the University conduct an evaluation once every academic year.
- The University’s failure to evaluate will not result in an unsatisfactory evaluation.
- All evaluation materials are to be kept confidential.

**Labor Management Committee**

- Establishes a Labor Management Committee with up to four representatives designated by the Union and four representatives designated by the University.
- The committee meets monthly during the Fall and Spring semesters for discussion of ongoing employment-related issues.

**Health & Safety**

- The University will provide members with access to vaccination clinics that are available to other employees.
- The University will provide PPE to perform instructional duties at no cost to members.
- The USD campus fitness center will be made available to members with an active employee ID card, or through “Group Ex” discounted rates for members without an

active employee ID card.

**Workload**

- A 100% Full-Time Equivalent (“FTE”) workload is 24 instructional units per academic year, averaging 12 units per semester and five office hours per week.
- Workload will be calculated proportionately based on the established FTE.
- The Union has the right to contest the number of units assigned to a specific course and may submit an appeal to the UCC.

**Discipline**

- Establishes procedures for discipline imposed during the term of a member’s employment contract.
- Establishes the University’s obligation to provide written notice of the alleged misconduct.
- Establishes member rights to submit a response to allegations of misconduct.
- Establishes member rights to an opportunity to correct the alleged misconduct.
- For allegations of serious offenses, the University must provide the Union with a copy of all of the materials that it relied on in its decision to discipline the unit member.
- Establishes the Union’s right to file a grievance on matters of discipline.

**Union Rights**

- Establishes the Union’s right to designate unit members as Union stewards, without any limitation to the number of members that may become Stewards.
- Establishes the Union’s right to designate up to three Union stewards each academic year who will be eligible for release time for the purposes of adjusting grievances, processing disciplinary appeals, and meetings with grievants.
- Establishes unit members’ right to have a Union representative present at an investigatory or disciplinary interview.

Updated Wage Scale

Estimated Per Unit Rates During the Term of the Contract																
Type	Current Per Unit Rates				Effective 2025-2026				Effective 2026-2027 (w/ 3.25% increase)				Effective 2027-2028 (w/ 3.25% increase)			
	Non-Terminal	Terminal	Non-Terminal	Terminal (+3%)	Non-Terminal	Terminal (+3%)	Non-Terminal	Terminal (+3%)	Non-Terminal	Terminal (+3%)	Non-Terminal	Terminal (+3%)	Non-Terminal	Terminal (+3%)	Non-Terminal	Terminal (+3%)
Lecturer	\$2,228	\$53,472	\$2,265	\$54,360	\$2,500	\$60,000	\$2,575	\$61,800	\$2,581	\$61,944	\$2,659	\$63,816	\$2,665	\$63,960	\$2,745	\$65,880
Teaching Professor	\$2,860	\$68,640	\$2,860	\$68,640	\$2,950	\$70,800	\$3,039	\$72,936	\$3,046	\$73,104	\$3,138	\$75,312	\$3,145	\$75,480	\$3,240	\$77,760
Senior Teaching Professor	\$2,901	\$69,624	\$2,901	\$69,624	\$3,050	\$73,200	\$3,142	\$75,408	\$3,149	\$75,576	\$3,244	\$77,856	\$3,251	\$78,024	\$3,349	\$80,376
Distinguished Teaching Professor	\$2,901	\$69,624	\$2,901	\$69,624	\$3,150	\$75,600	\$3,245	\$77,880	\$3,252	\$78,048	\$3,350	\$80,400	\$3,358	\$80,592	\$3,459	\$83,016

\*FT Salary was calculated by multiplying the per unit rate by 24.

OUR BARGAINING TEAM  
UNANIMOUSLY RECOMMENDS  
A YES VOTE!