

SIDE LETTER

BETWEEN

NEW YORK UNIVERSITY AND UAW LOCAL 7902

This side letter is to confirm the paid safe and sick leave (collectively, "sick leave" or "sick days") available to adjunct faculty covered under the collective bargaining agreement (CBA) between New York University ("NYU") and UAW Local 7902. This side letter will be incorporated into the CBA as "Article XV (C) – Sick Leave."

Uses/Number of Sick Days. Sick leave for adjuncts may be used for any of the purposes set forth in the New York City Earned Safe and Sick Time Act (Local Law 46 of 2013, as amended) and the New York State Paid Sick Leave Law (Section 196-b of the New York Labor Law). An adjunct may use up to seven sick days during the course of an academic year, subject to the following semester/term limits. An adjunct may use no more than four sick days during the fall semester, three sick days during J-term, four sick days during the spring semester, or three sick days during the summer semester, provided that the adjunct has sick days available during that semester or term. The sick days available to an adjunct during a semester or term will be available as of the first day of the semester or term.

The current practice will continue where an adjunct may make up a class at a later date in lieu of using a sick day.

Notification. In the case of needing to take a sick day, the adjunct should notify their school's HR department and their academic chair or director as soon as reasonably possible that they will not be able to teach a class session. An adjunct may also be required to log into the University's time and absence recording system and select the applicable sick leave code.

Waiver/Acknowledgment. In light of the foregoing, the provisions of the New York City Earned Safe and Sick Time Act (Local Law 46 of 2013, as amended) and the New York State Paid Sick Leave Law (Section 196-b of the New York Labor Law) are waived. It is specifically acknowledged that the benefits/paid days off provided herein are comparable to, and therefore in lieu of, paid sick leave provided under Section 196-b of the New York Labor Law.

AGREED TO this 18 day of February 2022.

NEW YORK UNIVERSITY

UAW LOCAL 7902

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