

*e-Bulletin20081014*

## **TEMPLE MANAGEMENT'S CURRENT SALARY PROPOSAL IS UNACCEPTABLE!**

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**Will we have a decent contract by Wednesday? Not the way Temple management is negotiating right now. After almost four months at the bargaining table, only on Thursday did Temple management give us any details of their salary proposal. And then they proposed major changes--expecting us to agree, in just 6 days, to something that they can only explain in vague and incomplete generalities.**

**They propose a 2% across the board raise, which would then be reduced to a mere 1% by the end of the contract. A .75% bonus each year would not increase your purchasing power--it does not go to base pay or count for pension purposes. In these difficult economic times, everybody deserves a decent cost-of-living raise. TAUP has proposed a salary increase of 4% across-the-board and 1% merit, going up to 4% + 2% in the final year of the contract.**

**What management is calling a 17.3% increase in their PR is misleading--most people would get much less. That is because Temple wants to change the current merit system into a "pay-for-performance" plan--one for which no guidelines have yet been developed. Management is asking us for blind faith that they will come up with a fair way of distributing this --while admitting that a sizeable proportion of the bargaining unit would get NOTHING.**

**TAUP believes that if you are doing your job you should not be falling further behind in the cost of living.**

**In addition, Temple management:**

- Wants to increase our health costs when they decide.**
- Continues to regard NTT's as second-class and second-rate citizens, without need for job security or parity on benefits.**
- Wants to take the current study leave system with number quotas, and just rename it sabbaticals--as though this new label really makes them into true sabbaticals.**
- Offered inappropriate comparisons for salary purposes--and did not appear to understand the difference between average and median.**

- **Wants to continue to hire new faculty at the lowest possible salary. Does not want to increase minimums beyond 2004 levels, although these are needed to combat decreasing purchasing power.**
- **Does not agree that compression is needed--they do not want to improve the pay of those whose salaries have fallen behind their less senior colleagues.**
- **Is unwilling to share relevant data and commit to a joint committee to address in contractual language problems of diversity.**

**TAUP gave Temple a complete set of revised proposals, hoping to get closer to an agreement. Over and over we have heard the message: "Trust us." But instead of concentrating on meeting us halfway, management has chosen to circumvent the negotiating process, instead publishing their spin, replete with confusing information.**

**Our members know what we stand for. Rest assured that we are working as hard as we can to reach an agreement that will be in our members' best interests.**

**Please come to the rally!  
Show Temple that you want a fair contract!**