

Negotiations Status

TAUP–Temple management negotiations that began in June have been continuing since the contract expired on October 15. With the 30-day contract extension, TAUP is working toward an agreement by November 14. We are meeting directly with the management team and indirectly through the state mediator. So far, several important issues are close to resolution. On the other hand, the two sides are still far apart on 1) salaries and merit; 2) sabbaticals; 3) fair share; 4) benefits; and 5) peer review involving promotion and tenure, merit pay, and sabbaticals.

What separates TAUP from Temple management?

Salaries:

TAUP

7/1/08 – 4% across-the-board (ATB) raise for all: 1% merit pool; 10% raise for promotion in rank; substantial increases salary minima, in summer and overload pay; \$100,000 pool for increased compensation; pool for salary compression.

7/1/09 – 4% ATB; 1.5% merit; increases in minima, summer and overload, \$100,000 pool for increased compensation; pool for salary compression.

7/1/10 – 4% ATB; 1.5% merit; increases in minima, summer and overload, \$100,000 pool for increased compensation; pool for salary compression.

7/1/11 – 4% ATB; 2% merit; increases in minima, summer and overload, \$100,000 pool for increased compensation; pool for salary compression.

Temple

7/1/08 - 2% ATB: 1% pay for performance (PFP); 0.75% bonus (not to base salary); no increases in minima; \$852,000 pool for increased compensation effective 6/30/09

7/1/09 - 2% ATB: 1% PFP; 0.75% bonus; \$50 increase in per credit summer pay; \$150,000 pool for increased compensation effective 6/30/10

7/1/10 - 2% ATB: 1.5% PFP; 0.25% bonus; \$50 increase in per credit summer pay; \$150,000 pool for increased compensation effective 6/30/11

7/1/11 – 1.75% ATB: 2% PFP; no bonus; \$50 increase in per credit summer pay

Merit vs Pay-for-performance:

TAUP – continue the current merit pay system, strengthening faculty control of decision process, raise units to \$800 for faculty (\$500 for Librarians & APs), with ½ units possible after the 1st one; agree to explore with management a possible transition to a pay for performance system.

Temple – switch to yet-to-be-defined pay for performance (PFP) system; year 1 use current merit and tenure & promotion guidelines for evaluating performance for 2007-08, with \$600 units, but eliminate required college merit committees; year 2 use current guidelines for evaluating performance for 2008-09, with \$250 units; Provost establishes

by 9/1/09 new PFP guidelines used to evaluate activities performed during 2009-10 and 2010-11 years; \$250 units for final 2 years.

Sabbaticals:

TAUP – establish a true sabbatical system; no quotas, with faculty receiving leave every 7 years, providing they have submitted a reasonable proposal.

Temple – re-label study leaves as “sabbaticals;” retain current quota system where faculty compete with one another for a limited number of leaves.

Fair Share

TAUP – a reasonable fair share policy that shows that Temple management wants to work respectfully and cooperatively with the union.

Temple – opposes fair share, although it costs them nothing.

Peer review

TAUP – University Tenure and Promotion Advisory Committee should comprise only faculty. Both parties agree to restore Council of Deans to process easier cases. Keep the merit system with peer review at both the departmental and collegial levels. Have true peer review on the sabbatical review committee.

Temple – have administrators on the UTPAC and on the study leave committee. Pay for performance calls for only optional faculty review at the collegial level.

Benefits

TAUP – no increase in shared health premium costs; significant increase in NTT pension contributions

Temple – increase shared health premium when Temple raises it for management employees; no proposal on pensions

What has TAUP accomplished at the bargaining table?

Diversity – joint TAUP-Temple committee to discuss diversity issues

Promotion & tenure – revisions in procedures; expedited procedure for tenure upon hire.

Discipline & dismissal – new procedures involving mediation step; reduction in suspension without pay; define “insubordination” as not including “vigorous and respectful debate and disagreement.”

Renewal and nonrenewal of appointments – at least 2 months notice of renewal for NTTs

NTT appointments, procedures and promotions – trying to reach agreement on a degree of job security and guarantees of multi-year appointments plus fair procedures

Chairs – remain in the bargaining unit

Work-Life Balance – flexibility in teaching assignments for both tenured, tenure-track and NTT faculty for arrival to one’s household of a new child 5 years old or younger.

Librarians – no fixed-term librarian track; establish joint union-management committee to discuss guidelines for librarian evaluation and promotion.

New employees – Temple will provide more cooperation to TAUP in contacting and meeting with new employees.

We need your support and understanding of the vital issues so that we can quickly reach a fair, equitable and timely settlement.