

*e-Bulletin20081110*

## ***Support TAUP's Goals: Sign the Petition***

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**It's time to send the message to Temple management, led by President Ann Weaver Hart, that TAUP is dissatisfied with the state of negotiations.**

**Nobody wants the negotiations to get to a point where a job action, which is a last resort, becomes necessary. Let Temple management know that you support TAUP's negotiating goals by signing the petition when it gets to you.**

**Here is what your support means:**

### **SALARIES:**

**Over the last four years our across-the-board raises have made our salaries fall behind inflation.**

Would you be satisfied with a fair across-the-board increase for everyone that keeps pace with inflation? Do you support a supplemental merit system that recognizes individual accomplishments? ***This is what TAUP is asking for.***

***OR***

Would you be satisfied with a 2% across-the-board raise in year one falling to 1.75% in year four? Would you be satisfied with a supplemental "pay for performance" system that only rewards those whom management considers worthy? Guidelines for "pay for performance" do not exist, so TAUP cannot evaluate them. ***This is what Temple management wants.***

### **Can Temple afford our salary proposal?**

In actual dollars, the difference between what the administration says it is willing to commit, including a bonus, and what TAUP is proposing is less than two million dollars per year – not even ½ % of Temple's budget.

Temple's revenue from growing student enrollments and higher tuition over the past four years has been increasing, yet the percent of this revenue the institution spends on instructional support has decreased. The difference is tens of millions of dollars. Moreover, Temple's income from grants has increased significantly.

### **BENEFITS:**

Do you want equitable benefits for all, including pensions? ***This is what TAUP is asking for.***

***OR***

Do you want a system where favored groups receive the best benefits and the rest of the bargaining unit must get by on less? ***This is what Temple management wants.***

**Temple cannot thrive unless it has faculty that are treated like they "represent the working capital of the University" as President Hart has stated (*Temple Times*,**

**October 13, 2008). Granting faculty a fair salary and benefit package would be a clear indication that this statement is more than an empty platitude.**

**Support your TAUP negotiating team. Put your name on the petition.**