

## What's in the Tentative Agreement?

Dear Colleagues:

The tentative contract agreement between TAUP and Temple administration is a big victory for the faculty, librarians and academic professionals. There are many, many gains in pay, benefits, rights and procedures for virtually every segment of the bargaining unit. We achieved many of our key goals. This is truly remarkable in the midst of the severe economic downturn. Just as extraordinary, in a tough climate for unions, there are no givebacks. Our determined and patient negotiating stance took a long time, but it resulted in advances that were not within reach in Fall 2008 or Spring 2009. We have an agreement that we can justly be very proud of.

Here is a summary of what we agreed to:

### **Pay:**

Year beginning ATB Merit Pool Bonus (tied to state funding)

7/1/08 0% 0

7/1/09 2% 1% 0.75%

7/1/10 2% 1% 0.75%

7/1/11 2% 1% 0.75%

- Guaranteed 2% across-the-board (ATB) raises for everyone; i.e., no diminishment of ATB as management had earlier proposed.
- A merit pool of 1% of the total base salaries each year; i.e., merit recommendations made in the last academic year (2008-09) will be awarded.
- A 0.75% bonus in each of 2009, 2010, and 2011, if Temple's state appropriations are at least \$175 million, including federal stimulus funds.
- Retention of current merit pay system; no shift to a "pay-for-performance" system.
- A 4-year contract (through 10/15/12); not a 5-year deal with a salary and merit reopener.
- Increases in salary minima, effective July 1, 2010, for all ranks and classifications of faculty, librarians and academic professionals, ranging from 5% to 10%.
- Increases in summer teaching pay and overload pay.
- Increased promotion raises, to 8%, effective for faculty 7/1 of the year granted and for librarians effective immediately.

### **Benefits:**

- No change in the percentages for employee contribution to health and dental insurance premiums.
- Major improvement in Temple-matched NTT pension contributions to 3%, 4% and 4.5% in the first three years of participation.
- Establishment of new Work-Life Balance Benefits, such as expansion of opportunities for new parents (by birth or adoption), beyond medical leave.

### **Research:**

- Establishment of a true sabbatical program, greatly broadening the study leave system.
- 56% increase in summer research award stipends.
- Salary top-up and benefit coverage for those awarded prestigious fellowships, such as Guggenheims and Fulbrights.

NTTs (in addition to above increased pay & benefits):

- Improved rights for NTTs with respect to notification of nonrenewal.
- Improved procedures for NTTs regarding appointment, reappointment and promotion in rank, including rights for NTTs with five years or more of service.

**Other:**

- Establishment of a joint TAUP-Temple administration committee on diversity issues.
- Revisions to tenure and promotion procedures, changing the composition of and role of the University T&P Advisory Committee.
- Improved procedures for termination and discipline of faculty, including a required mediation step, plus clarification of the meaning of “insubordination.”
- No changes to librarians’ tenure-like status.

**Fair Share:**

- Maintenance of the current provision for a 70% membership threshold for fair share to be implemented for nonmembers.
- Revision of the date for achieving the threshold to Dec. 1 each year.

Complete details of the initialed tentative agreements can be found in PDF form at:

[http://www.taup.org//TAUPWEB2009/Tentative Agreement Announcement20090827.html](http://www.taup.org//TAUPWEB2009/Tentative%20Agreement%20Announcement20090827.html). Please note, these agreements reflect only the changes made to the 2004-08 contract. Anything not mentioned will remain the same.

Meetings are being arranged for the Main Campus, Health Sciences Campus and Ambler, so that members can come together to hear about and discuss the tentative agreement with TAUP leaders prior to the ratification vote. We will notify you very soon with dates, times and places.

In addition, TAUP has set up a Google Group called TAUP FORUM for dues-paying members only. Each member will receive an invitation to join TAUP FORUM. This can be used as an electronic method for discussing the tentative agreement, in addition to the meetings.

Dues-paying members of TAUP are eligible to vote on the contract ratification. Voting will be done electronically by secret ballot through a secure website. The TAUP Executive Committee has set the date to count the ballots at Monday, September 14. Further information about the voting will be sent to you as soon as it is ready. Please tell your nonmember colleagues that they too should join TAUP, so that they can vote on this new contract.

It is a testament to the strength of our membership and to the skill and persistence of our negotiating team that we are able to present to you this outstanding new contract for your consideration and your approval.

On behalf of the Executive Committee and Negotiating Team,

Art Hochner  
President & Chief Negotiator

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**TAUP**

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