



e-Bulletin20100318

Reading "Your Personal Total Compensation Statement"

You may have recently received a document from Temple's Human Resources Dept, called "Your Personal Total Compensation Statement." The document is personalized to show your particular pay and benefits, as well as the university's costs, which gives a figure of your "total compensation" for the period of January 1 through December 31, 2009.

It details your Base Annual Pay, Health Care Benefits, Defined Contribution Pension Plan, and many other benefits. The statement details your eligibility for benefits you have chosen and those benefits you have not chosen but for which you are eligible. Interestingly, it also details the university's contributions to your benefits. For instance, you can see just how much your health care (medical, prescription and dental) costs in total.

TAUP believes that it is important to note that your pay and benefits are guaranteed by the TAUP contract. They were achieved through often arduous negotiations with Temple management and accumulated over many years.

Because of the TAUP contract, your pay and benefits cannot be reduced unilaterally by management. In these tough economic times, at many non-unionized universities, pay and benefit cuts are being imposed by their administrations. For instance, recently, InsideHigherEd.com reported that salaries actually fell for 32.6% of faculty at US universities, with the median increase being 0%. Owing to TAUP negotiations, your benefits have either held constant, such as with Medical and Dental Benefits, or been improved, such as with the new Work-Life Benefit and the improvement in NTT Pension Contributions. In addition the contract gives you modest raises through 2012.

For these reasons and many others, it is clear that TAUP membership is worth the modest cost. It is an investment in your economic well-being. We thank all those who are dues-paying members. And we urge non-members to join. With more members we will have a stronger hand at the bargaining table.

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