

TEMPLE ASSOCIATION OF
T A U P
UNIVERSITY PROFESSIONALS

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Update on Adjunct Negotiations 4/11/17

On Tuesday, the Negotiating Team met with Temple once again to move closer to an agreement on the terms of the adjunct contract. It's been almost a year since these discussions started, and we were happy to hear that they planned to present us with a comprehensive package. But what they presented was **unacceptable**. It became clear that they intend to make nothing more than minuscule changes to the status quo.

Here's a brief summary of the key differences separating us:

PAY:

TAUP: Our proposal is 95% of parity with the minimum for a full-time instructor, plus an across-the-board raise for those above the minimum.

TEMPLE: They proposed a tiny increase in the minimum, currently \$1,300 per credit hour, and no across-the-board raise for those above the minimum. It was an insulting and unacceptable offer.

JOB SECURITY

TAUP: We proposed a process for job security similar to those used at many colleges where it is understood that adjuncts who are loyal to their institution deserve to benefit as they gain experience as teachers.

TEMPLE: The administration's proposal simply offered a date in the Fall and Spring when adjuncts would be allowed to indicate their preferences to chairs who would be free to ignore or consider them as they wished.

PROMOTION

TAUP: We proposed a system for the promotion of adjuncts which connected ranks to minimum salary levels.

TEMPLE: They offered no promotion process, and maintained that while adjuncts are free to request a promotion in rank, no formal criteria are needed for a decision, which is at the sole discretion of the Chair or Program Director. There would be no pay increase for movement up in rank.

DUES DEDUCTION

TAUP: The automatic deduction of union dues from the paychecks of employees who are union members is standard across all unions at Temple.

TEMPLE: Their negotiators refused to provide payroll deduction of dues for adjuncts. Refusing dues deduction is well-recognized as an anti-union strategy.

Revealing Comparisons: How Temple Treats Its Adjuncts

The few raises that adjuncts have received since 2003 have mostly occurred early in the process of two union organizing efforts, designed to discourage unionization. Even with the raises that have been given, with the cost of living, our colleagues are making 6.3% less than they were 14 years ago. Temple's comprehensive proposal still leaves adjuncts making less than grad TAs, who also have health insurance benefits. Our salaries are lower than those at local schools like Saint Joe's, West Chester, Rutgers, and even CCP.

Rally May 2nd

Join us at a rally outside of the Board of Trustees meeting on May 2nd from 3-4pm, at Sullivan Hall. You can email taupaft@gmail.com if you'd like to volunteer to help with the event. We need to join together to fight against the status quo and for the Temple we want, need, and know is possible.

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