

SIDE LETTERS

11. Librarian Probation and Promotion: Temple and TAUP agree to establish a joint committee to develop specific criteria for promotion to the various grade levels and for completion of the probationary period for librarians. (See Article 18).

- a ***Work Option for Librarians:*** In keeping with the intent of the Collective Bargaining Agreement while also enabling the Library to budget appropriately, the university has proposed the following:
- b Offering librarians a one-time opportunity to elect a 9.6% increase in their base pay rather than the additional four weeks of “scheduled time off” The election will be totally voluntary on the part of the Librarians and would take effect July 1, 2006.
- c Any Librarian that elects this alternative will have this money added to their base pay, and all base benefit calculations including pension will be made with the inclusion of this increase.
- d This election will stay in effect until such time asco the Librarian may determine that they would prefer the four weeks of “scheduled time off” over the pay; such a reversion to the four weeks “scheduled time off” would be effective at the start of the fiscal year immediately following. At such time, the Librarian’s pay will be reduced by the appropriate amount (8.76% of the increased base pay rate).
- e For those Librarians electing this choice, an annual election will not be necessary unless the Librarian determines that a change is desired. However, each spring when Temple schedules the four-week time off for Librarians for the upcoming year, all Librarians who have elected to work and receive pay for the four weeks will be reminded that they have a right under the Collective Bargaining Agreement to take the four weeks in lieu of the increased pay.
- f The terms of Article 18, Section A.3 of the Collective Bargaining Agreement will continue to remain in effect.
- g The university reserves the right to discuss with TAUP at some future date the opportunity for another such election.