

*e-Bulletin20081205*

**December 5, 2008**

## **TAUP proposes comprehensive package to TU for prompt settlement**

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Following is the complete text of the cover memo given on Friday to Temple management.

**To: Temple Negotiating Team**  
**From: TAUP Negotiating Team**  
**Date: December 5, 2008**  
**Re: Comprehensive package proposal**

The TAUP negotiating team is making this offer formally to Temple's negotiating team, as a complete package, to settle all outstanding contract issues, economic and noneconomic. We aim to reach a contract settlement quickly and expeditiously, so that planning can be done for the future and so that all internal and external stakeholders can be reassured.

**The Financial Context:** We are mindful of the uncertain economic climate that we all face, including the recession and the cutbacks in state appropriations. Given publicly available documents, we have examined Temple's finances, and we appreciated the opportunity to discuss them earlier this week with Temple's CFO Anthony Wagner. We remain convinced that Temple's academic enterprise is thriving and healthy and that it has sufficient revenues and reserves to afford TAUP's economic proposals. Temple is well positioned not only to maintain itself in the face of external pressures but also to exert a stabilizing force in our local economy.

Temple has been hit, however, as we all have been, with the recent stresses and strains of the external economy: large fluctuations in energy prices, steep declines and great volatility in financial markets, and a ballooning budget gap in the Commonwealth of Pennsylvania. We are well aware that on Wednesday, December 3, Governor Rendell's administration announced that further reductions are coming. We do not know what impact these will have on Temple, but we do know that Temple has already reserved about \$12 million from the University's budget, including about \$7.5 million already cut by the Governor in September and the rest in anticipation of further cuts.

Management has expressed concern about these conditions and about their effects on the entire university community, including Temple's hospital and health system, the physicians practice plan, and especially on students. We have listened to concerns about student debt loads and about the possibility of restraints that the Board of Trustees may place on future increases in tuition. Given this scenario, management has asked TAUP to work within the framework of a 3.75% basic salary package.

TAUP's new contract proposal responds respectfully to this request.

### **Summary of TAUP's Proposal**

While the proposal responds to management's proposals, it also addresses the fundamental thrusts of TAUP's bargaining goals, specifically relationship building, cooperation, shared decision-making, professionalism, and equity.

**Salaries:** The proposal works within the 3.75% basic package for the first year to accommodate Temple's request. In subsequent years, both across-the-board (ATB) raises and merit/pay-for-performance raises go up to make up for the lower increase the first year. Moreover, our proposal maintains a reasonable mix between ATB and Merit/PFP.

	<b>ATB</b>	<b>Merit</b>	<b>Merit or PFP</b>
7/1/08	2.75%	1%	
7/1/09	3.25%	1.25%	
7/1/10	3.75%		1.5%
7/1/11	4.25%		1.75%

**Merit/Pay-for-Performance:** We are willing to discuss pay-for-performance guidelines with Temple management over the next year. We propose that by next fall TAUP members will vote on the guidelines that the Provost formulates. We cannot agree unconditionally on pay-for-performance at this time. After reviewing the tenure and promotion guidelines and the current merit guidelines, both of which strongly emphasize excellence and outstanding or exceptional performance, we are unsure how Temple would adapt them to emphasize satisfactory performance. The T&P guidelines, for instance, focus on evaluating the whole body of one's work, with serious consideration given to standards of scholarship at national research universities, not to mention outside evaluations. Besides, if the purpose of pay-for-performance is to broaden the number of recipients, those with truly exceptional performance may receive less than under the more restrictive merit plan. In addition, it is very unclear how nontenure-track faculty would be evaluated because they do not fit under the T&P guidelines. Since pay-for-performance would be a major cultural shift at Temple, we prefer to have it accepted by the faculty and staff on the basis of clearly formulated guidelines.

**Salary minima, promotional raises, summer teaching, overload, increased compensation, and salary compression:** These elements remain as we proposed in mid-October.

**Joint committee on economic crisis:** TAUP proposes a joint committee to explore ways to reduce expenditures while preserving academic quality.

**Nontenure-track faculty classifications:** TAUP and Temple are close to agreement on procedures for appointment, reappointment, evaluation, promotion, and enhanced job security.

**Sabbaticals:** TAUP's and Temple's proposals are very close. We propose a few refinements and enhancements to what Temple proposed.

**Summer research awards:** TAUP proposes to keep the number of awards the same but to

increase the stipend to \$8,000 and up to \$9,500 by the end of the contract.

**Leaves for prestigious fellowships:** TAUP and Temple are very close to agreement on this item, which allows for a supplement to salary and benefits for recipients.

**Fair Share:** This remains an important item of fairness and respect.

**Tenure and Promotion procedures:** TAUP believes it is important for the University Tenure and Promotion Advisory Committee to be a faculty-only body.

**Health Benefits:** TAUP agrees to Temple's proposal to change the employee co-pay for prescriptions to a 10% for generics / 20% for preferred brands / 30% for nonpreferred brands. In addition, there will be no increase in the co-premium sharing percentages for health insurance coverage.

**Pensions for NTTs:** TAUP proposes to increase the contributions of Temple to eligible individuals, as well as requiring a greater individual contribution toward retirement.

	<b>Employee</b>	<b>Temple</b>
2008	4.5%	4.5%
2009	4.5%	5.5%
2010	4.5%	6.5%
2011	4.5%	7.5%

**Contract issues tentatively agreed upon by TAUP and Temple:**

***[Editor's note: Any TAUP member wishing to learn more about these issues and tentative agreements should contact the TAUP office at [taupaft@aol.com](mailto:taupaft@aol.com) or 1-7641.]***

**Diversity** – joint TAUP-Temple committee to discuss diversity issues.

**Tenure & Promotion** – revisions in procedures; expedited procedure for tenure upon hire.

**Discipline & dismissal** – new procedures involving mediation step; reduction in suspension without pay; define "insubordination" as not including "vigorous and respectful debate and disagreement."

**Renewal and nonrenewal of appointments** – at least 2 months notice of renewal for NTTs.

**Chairs** – remain in the bargaining unit.

**Work-life balance** – flexibility in teaching assignments for both tenured, tenure-track and NTT faculty for arrival in one's household of a new child 5 years old or younger.

**Librarians** – no fixed-term librarian track; establish joint union-management committee to discuss guidelines for librarian evaluation and promotion.

**New employees** – Temple will provide more cooperation to TAUP in contacting and meeting with new employees.

***[Editor's note: To read a copy of the entire 15-page comprehensive package proposal, click here***

***(<http://taup.org/TAUPWEB2008/TAUPPackageProposal20081205.pdf>). Keep in mind that it contains details only of the outstanding proposals that have not been agreed upon. TAUP members can get further details of the full proposals by contacting the TAUP office at [taupaft@aol.com](mailto:taupaft@aol.com) or 1-7641. Contract issues not mentioned in this package and not among those tentatively agreed upon will remain the same as they are in the 2004-08 collective bargaining agreement.]***