

*e-Bulletin20090122*

## Management's Regressive Proposal PLRB Issues Complaint on Temple's Direct Dealing

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### Management's Regressive Proposal

TAUP and Temple negotiators met Wednesday, January 21, to discuss Temple's new, diminished economic proposal. Temple calls for a 5-year deal, even lower than their previous 4-year pay package. Some details: Year 1: 2% across-the-board raise (ATB) + 1% merit; year 2: 0% ATB + 0% merit; and years 3, 4 and 5: 1% ATB + 1% pay-for-performance (PFP).

There are a few other details, including funds for increased compensation to be decided unilaterally by administrators. However, Temple had no proposals on raising salary minima (which primarily affects NTTs), overload compensation, or summer research awards. They do not offer to increase sabbatical pay for a one-year leave. They refuse to increase employer contributions to NTT pensions, or to move on Fair Share (though it costs management nothing). Nor do they mention remaining noneconomic issues, such as NTT appointments and tenure & promotion procedures.

At the negotiating session we appealed to Temple management to adopt the collaborative and problem-solving principles that TAUP advocated at the start of negotiations back in June. TAUP's Negotiating Team continues to work toward a contract that includes a fair across-the-board increase along with improvements in shared governance, sabbaticals, fair share and nontenure-track appointments.

Come to the TAUP meeting on Tuesday, January 27, 2009, in KIVA Auditorium from 2:30 to 6 to learn more about the proposal, to hear the TAUP Negotiating Team's reactions and to discuss what to do to achieve a fair contract.

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### PLRB Issues Complaint on Temple's Direct Dealing

The Pennsylvania Labor Relations Board (PLRB) has accepted TAUP's unfair labor practice (ULP) charge of direct dealing against Temple for their numerous communications with members of our bargaining unit, in violation of state labor law. The PLRB issued a complaint and scheduled a hearing on the charge for February 19. TAUP filed the charge in November in response to misrepresentations of negotiations, denigration of TAUP and false statements made in the *Temple Times* of October 13.

The complaint states that through these communications the University "is interfering with, restraining, or coercing employees in the exercise of rights" under the Pennsylvania Employe Relations Act, and "is engaged in direct dealing" with members of the bargaining unit, bypassing TAUP, the legal representative. In addition, on January 21, TAUP filed amended charges with regard to more recent emails and other communications that the University sent to individuals in the bargaining unit.