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About Increased Compensation Funds

Last week we said that Temple management had announced a pool of \$852,000 to increase the salaries of some faculty. We urged Temple to disburse the funds.

Some faculty had been asking about the funds and thought we might be blocking them. Since then, we've gotten a few more inquiries asking for further information.

According to Temple management, the administration commissioned an outside firm to conduct a study on pay equity. As far back as February 2007, the Faculty Senate's Committee on the Status of Women and the Committee on the Status of Faculty of Color had urged them to study pay equity. Temple management did not report their methodology, results, or even the fact they were conducting a study, to these committees. We have heard that management told a number of individuals (we don't know how many) in summer 2008 that they were slated for a pay increase from these funds. At that time in negotiations, management made no mention to TAUP of the study or of their plan to make these increased compensation awards.

Temple management announced this fund and the study at the bargaining table in October, just prior to the contract's expiration of October 15. We asked about the study; they said they wouldn't share it with us. Of course, they didn't share the names of individuals whose salaries they want to raise. They apparently decided that they would hold these funds hostage to the negotiations.

Temple management has insisted that this pool of money is part of their bargaining proposal and that TAUP should agree to the amount and to the distribution they have unilaterally determined. Some faculty have been given the impression by management that TAUP is blocking these funds by not agreeing.

That is not the case. The University already has the right to raise anyone's salary under the terms of the contract that we are still working with. Specifically Article 20, Paragraph C(1)d states, "*Nothing in this contract shall preclude Temple from making additional compensation awards to members of the bargaining unit when Temple deems such additional awards to be in the best interest of the University; and such additional awards shall not be subject to grievance or arbitration.*"

TAUP has not at any time blocked distribution of these funds. We are simply asking management to disburse the funds that they want to spend, for reasons only they know about. Temple management is trying to use these funds as a wedge in negotiations – and as a way of saying that they can't afford a decent raise for everyone.

TAUP says that management can give out these raises without having to negotiate with TAUP. We do not have to approve the amount or the distribution methods. Management has all the power it needs right now to give out the raises.