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ULP Hearing Thursday, April 2

Temple will finally have to answer to charges of anti-union tactics in negotiations when TAUP get its "day in court" today, April 2. The Pennsylvania Labor Relations Board (PLRB) will hold a hearing regarding TAUP's charge against Temple of engaging in unfair labor practices (ULP) for direct dealing in numerous communications with members of our bargaining unit, in violation of state labor law.

TAUP filed the ULP in November in response to misrepresentations of negotiations, denigration of TAUP and false statements made in the *Temple Times* of October 13 and other communications directed at faculty and staff. Later, as the University sent more emails and posted more misinformation, TAUP filed amended charges. The PLRB issued a complaint and scheduled a hearing.

TAUP and Temple are now in the tenth month of negotiations, the longest period without a contract in our 36 years of bargaining. President Ann Weaver Hart delegated management's negotiations to a firm that advertises its "union avoidance" expertise. Just like in the Adamany days, this has resulted in the University's implementing, not just hardball tactics at the bargaining table, but also an array of anti-union tactics. Direct dealing with bargaining unit members, distorting and denigrating the union's positions are illegal under Pennsylvania labor law. Temple has been found guilty of unfair labor practices in the past.

TAUP remains confident that we can reach a fair settlement, but President Hart has to be willing to negotiate fairly. Tricks and tactics from the union-busters handbook should not be employed. Temple management should stop impeding the process of negotiations by engaging in unfair labor practices.

Our goal is a contract—President Hart should quit using University resources to pay for "union avoidance" strategies. Those funds could be spent more wisely on salaries for the employees who fulfill Temple's educational mission.