

e-Bulletin20090406

Frequently asked questions about negotiations

1. What can members do to help move contract negotiations to a successful conclusion?
 - **ATTEND THE BARGAINING UNIT MEETING ON APRIL 14 FROM 2:30 TO 5:00 IN WALK AUDITORIUM, RITTER HALL** to learn more.
 - **DEMAND A FAIR CONTRACT AT THE RALLY ON APRIL 20 FROM 3:15 TO 4:30 OUTSIDE ALTER HALL.** There is strength in numbers.
 - If you are not a member, join the union. If you are a member, get a colleague to join.

2. Why don't we have a contract yet?
 - Temple management has been sticking to its 5-year proposal, which TAUP members told us they don't like.
 - TAUP won't settle for a bad deal that will lock us in during a very uncertain economic period. There could be high inflation within a couple of years, according to some projections.
 - Management has to be flexible and look to problem-solving to reach a *mutually agreeable* settlement. TAUP has expressed a great deal of flexibility in both our formal proposal and in our informal talks through the mediator.

3. What is happening in negotiations now?
 - TAUP proposed a two-year contract on February 3, in which across-the-board raises in year 2 would be tied to restoration by the federal stimulus funds. The stimulus has passed Congress, so the cuts in state aid to Temple will be restored to their 2008 levels.
 - Temple management rejected this proposal. Instead, Temple favors a five-year deal with a salary freeze, no meaningful increases for salary minima, a tiny across-the-board raise, and a "pay-for-performance" system that would give all control to management to devise guidelines and standards to reward satisfactory work, while gutting the merit pay system that rewards exceptional and outstanding performance.
 - There have been informal meetings held under the state mediator's auspices, but no new official proposals have been exchanged.

4. Why doesn't TAUP propose a 1-year deal to get us something now? We could then start negotiating immediately for a deal for next year and beyond.
 - Temple negotiators clearly said that they would not contemplate a 1-year deal. Indeed, they went from a 4-year proposal to a 5-year one.

5. Why didn't TAUP accept the original TU management proposal before they withdrew it?
 - Management's proposal was a bad one for members of our bargaining unit. The proposals on across-the-board raises, "pay-for-performance," and many other issues would have hurt both tenure-track and nontenure-track faculty, librarians and academic professionals.
 - Management showed virtually no flexibility in responding to our concerns. They were not negotiating; they were dictating.

- **Our salary proposal was not that much more than what Temple was offering per year, about \$2 million per year. This is only a quarter of one percent of Temple’s total “educational and general” expenses for 2007-08 (\$767,326,000). We think Temple can well afford it.**

6. Why do we claim Temple can afford our proposals, given the state budget cuts and overall economy?

- **The state’s contribution is a small percentage of the university budget and money from the State Fiscal Stabilization Fund will restore the cuts in state aid to Temple that Governor Rendell had originally imposed.**
- **Temple relies less on its endowment for income than do other universities. That reduces the impact of Temple’s losses in income from endowed funds.**
- **As far as the overall economy is concerned, because Temple is a university, not a business, its finances do not necessarily follow the business cycle. Temple’s main source of income comes from tuition, and this is an increasing revenue stream.**

More information on these and related questions and issues is available at the TAUP website, <http://www.taup.org> On the left-hand column, click on 2008 e-Bulletins or 2009 e-Bulletins.