

TAUP Makes Major Modification to Fair Share Proposal

TAUP has taken a bold step in hope of moving negotiations forward. On Tuesday, April 28, we formally presented Temple management's negotiating team with a revised proposal on fair share (agency fee).

The new proposal grandfathers all current faculty, librarians and academic professionals who have not joined the TAUP. They would not be required to pay fair share fees. Under the proposed language, fair share fees would be assessed only on prospective bargaining unit members entering our ranks on or after July 1, 2009.

In addition, TAUP proposes to remove the 70% membership threshold from the contract. In the current contract, this threshold allows TAUP to collect fair share fees when its membership percentage reaches 70% as of November 1. At this time, TAUP membership stands at 64%.

The new proposal responds to management's statements that they do not want those who have not chosen to join to have to pay fees to the union. TAUP honors that concern with this new proposal

In fact, anyone who is on leave from the bargaining unit currently, such as those on paid or unpaid leave and those who have taken administrative posts after having been in the unit, would also be exempt from fair share. Only new entrants into the bargaining unit would be covered.

TAUP believes that this is a reasonable, major concession that should lead to further progress on other noneconomic issues, as well as salary and benefit issues at the bargaining table.

The full text of the proposal follows:

Regarding Article 7 – Deduction of Dues

TAUP proposes to modify its proposal on Fair Share (agency fee) to take account of the stated concerns of Temple administration by exempting all current bargaining unit members from fair share.

TAUP proposes that:

- 1. All those who are currently in the TAUP bargaining unit or are on leave from the bargaining unit (i.e., paid, unpaid or administrative leave) will be exempt from being assessed any fair share fees.*
- 2. TAUP shall be authorized to collect a fair share fee, calculated in accordance with applicable law, from all those newly entering the bargaining unit as of or after July 1, 2009.*

3. *The provision calling for the 70% membership threshold will be deleted from the contract.*

For further information about fair share, look at the e-Bulletin of December 11, 2008
([http://www.taup.org/TAUPWEB2008/2008-Bulletins/e-Bulletin20081211 Facts about fair share \(agency fee\) for TAUP.pdf](http://www.taup.org/TAUPWEB2008/2008-Bulletins/e-Bulletin20081211_Facts_about_fair_share_(agency_fee)_for_TAUP.pdf))

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