

Why Fair Share is Important to TAUP Members

A few members ask why we don't just drop the fair share proposal. Here are some basic points about why fair share is important for TAUP members.

- **Fairness.** Some people (a large majority) pay for the services that benefit all.
- **Services.** Nonmembers get lots of services that should not be taken for granted.
- **Finances.** Union dues pay for vital activities; our costs are rising,
- **Effectiveness.** We need more resources and staff. The alternative is a dues increase, while fair share would most likely prevent an increase.
- **Common practice.** It's all but universal to have fair share – both at Temple and at other universities.
- **Concessions.** TAUP has made a major move with our new proposal. Temple management should do likewise.

Here are more details:

Fairness: Some 830 people pay all the costs for the 1,300 people in the bargaining unit. TAUP is required to represent and provide services to the rest for free. It's like being covered by an insurance policy that only some people pay the premium for. Or it's like receiving public services that only some people pay the taxes for. That's not fair.

Services nonmembers get: The protections of a legally-binding agreement. Pay and benefits that can't be reduced unilaterally. Tenure and promotion procedures that guarantee rights. The availability of grievance and arbitration procedures to settle disputes instead of having to hire a lawyer out of one's pocket. And a host of other protections, benefits and services that are easy to take for granted.

Finances: Our annual budget is fast approaching \$600,000, funded by member dues. Our expenses are rising. We run a lean operation. Our 3.5 person paid staff is overworked, with many extra hours and foregone vacation time. They do a lot of work – supporting negotiations; processing grievances; answering questions; keeping records and accounts; writing and publishing Bulletins, e-Bulletins and webpage; supporting committees and officers; and so on. TAUP also pays legal fees and the expenses of running an office. Our leaders volunteer, taking time from their schedules and sacrificing both personal and research time to do union work.

Effectiveness: We need more resources and staff, or we won't be effective enough to do all the tasks required of us. It's hard to conduct negotiations, pursue grievances and do all the other work simultaneously. Would our members prefer a dues increase or, with fair share, the likelihood of preventing that?

Fair share's universality: Temple is one of a tiny minority (7) of unionized universities (about 170) that resists fair share for its faculty. And 7 of 10 unions at Temple have fair share already. Why are we treated differently?

Our new proposal for fair share only for new people is a major concession. We call on Temple management to show similar willingness to compromise.

TAUP's negotiating team appreciates the support of our members. We need to stay patient, persistent, and united. We are still talking with the management negotiating team. Hopefully we can soon reach a settlement that is fair to all.

--

TAUP

Temple Association of University Professionals

1900 N 13th Street

Barton Hall Room A231

Philadelphia, PA 19122-6013

Phone: 215.763.2287 or 215.204.7641

Fax: 215.204.7645

email: taupaft@aol.com

web site: www.taup.org

This message is from Temple Association of University Professionals (TAUP). If you received this communication in error, please reply to the sender that you have received the message in error and delete the message or notify us immediately at (215) 763-2287