

TEMPLE ASSOCIATION OF  
**T A U P**  
UNIVERSITY PROFESSIONALS  
e-Bulletin 20110914

## **NEW YEAR, NEW CONTRACT PREPARATIONS, NEW MEMBERS**

Welcome to another exciting fall semester at Temple. On behalf of the TAUP officers executive committee members, and staff, let me express our best wishes to all our colleagues for a rewarding and productive year.

To new faculty and staff: Congratulations on joining the Temple community. You will find that TAUP has a crucial role as your collective bargaining agent. We negotiate the TAUP-Temple contract, a red-covered copy of which you should have received in your orientation materials (also available at [www.taup.org](http://www.taup.org)). You have arrived here at an important time in the cycle of the contract, because during this academic year, we'll be preparing for negotiations for our next agreement. The contract you are working under now expires in just 13 months.

Over the year you will hear more from TAUP about contract issues and what you can do to be a part of the process of negotiating a new agreement. The contract is one of the most important documents affecting your career at Temple. It defines many aspects of your work: for example, salaries, raises, and merit awards, along with your benefits package. The contract determines your terms and conditions of employment, by providing clear and consistent processes for appointment, reappointment, tenure, promotion, workload, appointment of department chairs, sabbaticals, shared governance, discipline/dismissal, and grievances and arbitration of disputes. All of these provisions and more have been bargained by your colleagues in TAUP over the 38-year history of our collective bargaining relationship with Temple University.

The current contract expires on October 15, 2012. TAUP negotiated it in exceedingly trying times, through the financial collapse and recession of 2008-2009. Yet, the current contract provided for increases in pay as recently as July 1, 2011. And there is a merit pool we negotiated to be distributed during the spring 2012 semester. We maintained our level of benefits and even improved some of them.

This time negotiations will doubtless bring more challenge. Temple's state appropriation was slashed by 19% for this fiscal year. Had it not been for the combined efforts of TAUP faculty and staff, the Temple Student Government and the Temple administration, the cut would have been vastly greater. We can expect to face even more pressure on appropriations this year. Pennsylvania's economy is slowly recovering, but unemployment remains high. Temple increased in-state tuition by 10%, but so far seems to be prospering, with lots of new students.

What impact the recently announced departure of President Ann Weaver Hart at the end of June 2012 will have on our negotiations is hard to predict. Our last contract negotiation was protracted – taking 14 months in all – and wasn't settled until ten months after the previous contract had expired. We would prefer not to have a repeat of that experience. But if we can't settle before President Hart leaves, we will face a new Temple president. That prospect throws more ambiguity into an already changeable mix.

To be most effective in contract negotiations next year, WE NEED YOU. We need your membership because a united voice at the bargaining table is our best tool to get a fair and reasonable agreement. We need your thoughts and opinions as we formulate our proposals. We need your involvement and dedication to seeing negotiations through. And you need to be a member to vote on the contract and to elect your TAUP representatives and officers.

The best decision you can make today is to join TAUP. Call the TAUP office (1-7641 or 215-763-2287) or email us at [taupaft@aol.com](mailto:taupaft@aol.com), and we will provide you a copy immediately. Soon members of TAUP will be reaching out to you individually. We ask that you take a moment to consider just how vital your membership in TAUP is.

All the best,

A handwritten signature in black ink, appearing to read "Art", enclosed in a thin black rectangular border.

Art Hochner  
TAUP President

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TAUP

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