



AMERICAN  
ASSOCIATION OF  
UNIVERSITY  
PROFESSORS

UNIVERSITY OF DELAWARE CHAPTER  
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May 11, 2020

Dear Colleagues,

In the month since our last newsletter, AAUP-UD leaders have continued to advocate for the welfare of the faculty during the COVID-19 pandemic. We have been discussing with administrators the possibility of extending our [Collective Bargaining Agreement](#) (CBA), which expires on June 30, 2021, for at least a year. Such an extension would give both sides the advantage of not having to bargain during the 2020-21 academic year, which certainly will be characterized by financial uncertainty. AAUP-UD leaders and UD administrators have also been discussing the possibility of extending the deadline by which eligible faculty members must sign papers indicating their intent to retire with a terminal leave benefit. Such an extension—from 6/30/2020 to 6/30/2021--would afford faculty members nearing or at retirement age the opportunity to better assess their financial ability to do so.

In exchange for the aforementioned extensions, the administration has asked whether we would be willing to postpone payment of the CBA-mandated 2020-21 raises. The members of the AAUP-UD Executive Council and Steering Committee have formed an impact bargaining team—consisting of myself, Martha Buell, Prasad Dhurjati, Judy Celli, and attorney Lance Geren--to discuss this possibility more formally with the UD administration. I want to emphasize that the impact bargaining team recognizes that postponing payment of raises would have a short-term negative impact on bargaining unit members; however, it must also consider that this postponement might prevent faculty members from experiencing more harmful financial consequences in the long term.

If the impact bargaining team and UD administration come to an agreement about these extensions and salary concerns, this agreement must then receive the positive vote of the Steering Committee and ratification by the AAUP-UD membership before it takes effect. At present, the current CBA remains in full effect, including the raises stipulated for 2020-21, despite any statements by the administration or rumors to the contrary (see [CBA](#), 12.5). I also want to reassure you that the CBA-mandated limits on workload (see [CBA](#), 11.8) also remain in effect. In other words, UD faculty may not be assigned overload courses except by mutual consent and unless they receive additional compensation for them.

I hope this communication is helpful in updating you as to where we are now and where we are headed and in dispelling any rumors that might be circulating. Our bargaining power is greatly strengthened by our membership, so if you are not a member of AAUP-UD, please consider joining by clicking [here](#).

Sincerely,

A handwritten signature in blue ink that reads 'Deni S. Galileo'.

Deni S. Galileo  
President, AAUP-UD