

## AAUP-UD Bargaining Update

AAUP-UD <admin@aaupud.org>

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To: AAUP-UD <admin@aaupud.org>

Faculty colleagues,

This email is to provide you with an update on the request we made on March 30 to extend by one year the Collective Bargaining Agreement (CBA) deadline for signing retirement papers and receive the retirement leave option. As you may recall, the administration's response to our request was to suggest several amendments to the current CBA in the context of the current health and economic crises. Although we were having informal, productive discussions about these issues with President Assanis and Provost Morgan back in early-mid April, it was decided on May 6 that both sides needed to assemble impact bargaining teams so that we could formally consider proposals and create the necessary agreement for consideration by the AAUP-UD Steering Committee and then the AAUP-UD membership. We assembled our bargaining team by May 8 and informed the administration a day later. However, only yesterday (June 5) did we have our first bargaining meeting, due to inexplicable delays by the administration in assembling their team and scheduling our first meeting. One of the reasons they cited for delaying our meeting was the necessity of waiting for the completion of internal meetings. The delay in their response to us has negatively impacted our original request to postpone the deadline for signing retirement papers to still be eligible for the retirement leave option.

The proposal that they made yesterday included a 2-year extension of the current contract and extension of the retirement leave signing deadline to June 30, 2021. However, their proposal on salaries was far from what seemed consensus during our previous discussions and what was approved by the Steering Committee as acceptable. At this point, it would be hard to imagine their current proposal as being considered favorably by the Steering Committee when compared to the remainder of our current contract. The administration's team also stated that the different components of their proposal needed to be kept together as a package (e.g., the retirement signing deadline would not be considered separately from issues of honoring contractually agreed to raises and structural adjustments). Therefore, we are unable at this time to provide faculty thinking of retiring by the June 30 deadline a definitive answer on whether or not the date will be extended. It is very unfortunate that bargaining did not commence sooner and that the administration's salary proposals are now so different from those during previous discussions. It is impossible to predict if or when we may come to an agreement on a package, so faculty considering retirement should plan accordingly. We wish we had more favorable news at this point and we will keep you informed of future developments.

Sincerely,

Deni S. Galileo

for the AAUP-UD Bargaining Team