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**March 24, 2023**

# Bargaining Update

Dear Bargaining Unit Members,

We are taking this opportunity to update you on the status of the AAUP-UD's negotiations with the UD administration for a new faculty contract (CBA). In sum, we have been focused on non-economic proposals so far and are now in the process of refining our salary and benefits proposals, which we will present to the administration shortly. Throughout this process, we on the bargaining team have been and will continue to be in routine consultation with the AAUP-UD's [Steering Committee](#), which has oversight of bargaining per our by-laws and approves all AAUP-UD proposals and responses to the administration's proposals before we present them at the bargaining table.

Thus far, we have made thirteen substantive proposals to the administration in the course of nine bargaining sessions. (We are defining a "proposal" as all proposed changes to a single section of an article in the CBA and one proposed letter of understanding involving dependent care.) We believe that these thirteen proposals would do the following:

- strengthen academic freedom;
- make the salary adjustment and merit pay processes more transparent and equitable;
- afford greater opportunity for the AAUP-UD to provide input into the selection of high-level administrators and the creation of policies involving terms and conditions of faculty employment;
- afford greater opportunity for the AAUP-UD and the University Faculty Senate to interact with the Board of Trustees; and
- encourage the administration to explore ways in which to better support faculty caring for child and adult dependents.

Here is how the administration has responded thus far to our proposals:

- provided counter-proposals to two;
- stated that they plan to provide counter-proposals to five;
- postponed the discussion of one to gather additional information; and
- rejected five.

Of those changes that the administration has rejected, we are assessing whether to return them to the table as is, revise and reintroduce them, or remove them from the table and explore other ways to achieve their intent (e.g., by proposing changes to the Faculty Handbook through the University Faculty Senate).

In addition to proposing substantive changes to the CBA, we on the AAUP-UD team have also proposed a number of “housekeeping” edits throughout the contract that the administration has suggested that they will accept. These edits include corrections of factual errors (such as the names of offices that have changed), changes of pronouns so that they are non-gendered, alterations of dates/deadlines so that they are more favorable to both the AAUP-UD and the administration, and deletions of unnecessary text.

The administration’s team has submitted proposals of their own for three new sections of the CBA. The Steering Committee has voted to reject these proposals for their potential to lead to administrative overreach and to provide more cause for the termination of faculty.

What will happen next in the negotiation process? Soon, we will finalize and present our salary and benefits proposals to the administration with carefully reasoned and well-supported arguments. These proposals are being drafted with the following factors especially in mind: the high rate of inflation, the freeze on salary minimums at FY 20 levels, the age and ambiguity of many merit documents, and the critical importance of salary equity.

We leave you with an observation. You do not have to be a member of the AAUP-UD Bargaining Team or the Steering Committee to have a voice at the table. Your membership alone lends us authority and credibility during the negotiation process. Just the other day, one of our team members reminded the administration’s team that we have the will of more than 770 AAUP-UD members behind us. For those of you who are already AAUP-UD members, we thank you for your support. For those of you who are not, we ask that you strengthen our collective faculty voice by [joining the AAUP-UD now](#).

Sincerely,



Deni S. Galileo  
President, AAUP-UD  
on behalf of the Bargaining Team

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