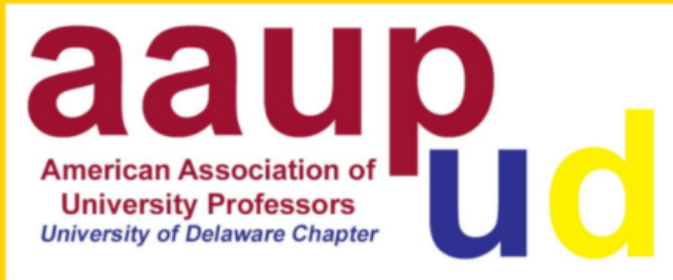


Bargaining Update, 8/22/2023

AAUP-UD

Tue 8/22/2023 10:03 AM

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



**JOIN TODAY!**

**AUGUST 22, 2023**

# Bargaining Update

Dear Bargaining Unit Faculty Members,

As we near the beginning of the new academic year, this communication is meant to update you on the status of our collective bargaining process to secure a new Collective Bargaining Agreement (faculty contract). Our last contract, which was extended two years due to COVID, expired on June 30. We have met with the university's bargaining team approximately 30 times so far since last fall. Unfortunately, we have been unable to come to agreement with the university administration on some important financial and non-financial issues, although we have come to verbal agreement on other issues of both types. Therefore, on Friday, August 18, I informed Matt Kinservik, Vice Provost for Faculty Affairs and UD's chief negotiator, that AAUP-UD would request mediation in connection with our next faculty contract to Delaware's Public Employee Relations Board (PERB). That same day, AAUP-UD attorney and co-chief negotiator Lance Geren submitted our official request for mediation to the PERB.

Recognizing that we already have gone almost two months without a new contract, the AAUP-UD Bargaining Team and Steering Committee agreed to request mediation in hopes that such third-party intervention in negotiations will hasten our ability to secure a favorable faculty contract. In particular, we hope that the mediation process will facilitate successful negotiation for our proposed salary increases, direct dialogue with the Board of Trustees, and guaranteed participation in searches for high-level administrators.

We are optimistic that a mediation session will be scheduled within the next few weeks. Because the process of mediation is non-binding, there is no guarantee that we will come to sufficient agreement with the university within the limit of three mediation sessions. If we do not, then we will have the option to proceed to binding arbitration. Please know that we are committed to the timely completion of negotiations, which is one of the reasons for requesting mediation. We understand that UD faculty have been working harder for effectively less compensation for quite some time, and we are sorry that we cannot rectify this situation in time for the beginning of the new academic year. Until we complete negotiations, paychecks should appear at the regularly scheduled time and amount (i.e., any raises in salary will be determined by the new contract). We intend to negotiate that conditions in the new contract be retroactive to July 1, which was the case after negotiations took an additional year of bargaining in 2016-17.

If you have any questions about the above information, please do not hesitate to contact us at [admin@aaupud.org](mailto:admin@aaupud.org). If you have not yet joined the AAUP-UD, we ask that you show your solidarity with us and with your colleagues by enrolling [here](#).

We will keep you updated as future developments unfold.

Sincerely,



Deni S. Galileo  
President, AAUP-UD

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