



**JOIN TODAY!**

**OCT. 26, 2023**

# Bargaining Update

Dear Faculty Colleagues,

In our last update on October 5, we indicated that our collective bargaining team had requested mediation with the administration in the hope of speeding up the negotiation process and increasing our chances of securing a favorable faculty contract. Since then, our and the administration's teams have met twice with an expert mediator selected by the State Public Employment Relations Board for nearly full-day sessions. We will meet for a third time on October 31. Though the specifics of mediation are confidential, we want to share with you that our team is continuing to work diligently to present strong, evidence-based arguments in support of our proposals. We would also like to remind you that our team consists of a highly skilled labor attorney, **Lance Geren**, and **five faculty members** with a wide range of institutional knowledge and experience in shared governance.

Considering our team's dedication and experience, we are hopeful that we will be able to secure a favorable contract shortly. This will only happen, though, if the administration is willing to recognize the faculty's key role in UD's success by agreeing to compensate us accordingly. Since the pandemic, we faculty have been called upon to do more than ever before: change teaching modalities with only a few weeks' notice; risk our own health by returning to in-person teaching; mitigate the risk of COVID transmission in our classrooms and labs by enforcing mask policies and social distancing rules; support students who are dealing with the myriad social, academic, and economic impacts of the pandemic and post-pandemic eras; and perform all our tasks with less staff support and often greater personal challenges. For our ongoing dedication to this institution, we deserve more than a simple "thank you," no matter how sincere that sentiment may be. We deserve a contract that reflects and rewards the continued extraordinary effort put forth by the bargaining unit faculty.

Finally, we have had inquiries about the announcements from HR pertaining to the "Rule of 75" change that they have implemented for staff. HR could not implement this for bargaining unit faculty because the "Rule of 80" is a current provision

covered by our contract. However, we fully expect this change to apply to us once we have a new contract in place since we have negotiated a tentative agreement to this effect.

We will continue to keep you apprised of bargaining developments. Please contact us at [admin@aaupud.org](mailto:admin@aaupud.org) if you have any questions in the meantime.

In solidarity,



President, AAUP-UD

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