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NEW CONTRACT RATIFIED BY MEMBERSHIP

The collective bargaining agreement recommended to the AAUP membership by the Steering Committee was ratified by a vote of 247 to accept and 16 to reject. This was the first contract ratification in which only dues paying members of the AAUP had the right to vote on contract proposals between the University and the AAUP representing full-time faculty members. 44.5 percent of the AAUP membership sent in ballots. 94 percent voted to approve the contract and 6 percent voted to reject it.

The newly ratified contract was the result of thirteen bargaining sessions between the bargaining teams representing the AAUP and the University. The first bargaining session was held on February 14 and the last on May 5. Gerry Turkel (Chief Negotiator), Leon Campbell, Kevin Kerrane, Sheldon Pollack and David Smith served on the AAUP team. Maxine Colm (Chief Negotiator), Tom Apple, Bobby Gempesaw, Saul Hoffman, and Tom LePenta bargained for the University. Over the course of the negotiations, the AAUP Team held three meetings with the AAUP Steering Committee and Departmental Representatives on the progress of the negotiations and communicated with the faculty through the AAUP VOICE.

A tentative agreement was reached at the May 5 bargaining session. This agreement was approved by the Steering Committee by a vote of 25 to 0 on May 7. A General Membership meeting followed this vote by the Steering Committee. AAUP members received a ballot that included a summary of the contract proposal. In addition, a full draft of the contract proposal was available on the AAUP web site prior to the ratification vote by the membership.

SUMMARY OF NEW CONTRACT PROVISIONS

This is a two-year contract that goes into effect on July 1, 2008 and terminates on June 30, 2010.

Salaries

The contract provides for a structural adjustment of \$2,000 in the base salary of Assistant Professor in the first year. The contract provides for a 4 percent salary increase in the first year and a 4 percent salary increase in the second year. In each year, the salary increases are allocated 1.5

percent across the board and 2.5 percent based on merit.

Salary Equity Study

Article 12.10 of the contract requires that a salary equity study for all bargaining unit members be conducted by the Office of Institutional Research and Planning during the first year of a new collective bargaining agreement. A study will be conducted during Fall 2008.

Benefits

Major Medical Cap

The \$2,000,000 cap on major medical in the 2005-2008 contract is removed from the new contract. In conformity with State of Delaware policy, there is no longer a cap on major medical coverage.

Administered Load for Childbirth and Adoption

The language in Article 9.14 that provides an administered load for the primary caregiver for childbirth and for adoption was strengthened.

Eligibility for Retirement

During negotiations for the 2005-2008 contract, the AAUP agreed to participate on a committee that would review and make recommendations on eligibility for retirement. The committee's recommendations were made during the 2006-2007 academic year and were reported in the AAUP VOICE. Subsequently, these recommendations were approved by the AAUP Executive Committee, the Bargaining Team, the Steering Committee, and the AAUP membership as part of the new contract. Article 9.6 provides the following eligibility requirements for retirement:

All faculty hired on or after July 1, 2008 qualify for retirement benefits at age 55 with 20 years of service, at 60 with 15 years of service, at 65 with 10 years of service, and at any age with 30 years of service. Faculty members hired before July 1, 2008 will continue to qualify for retirement benefits under the requirements in effect at the time of their hire until June 30, 2013, after which date they will be required to meet the same requirements as faculty members hired after July 1, 2008.

One-Time Retirement Payment

For each year of service at the University, the one-time retirement payment detailed in Article 9.6 increases from 2 percent of annual base salary under the 2005-2008 contract to 2.5 percent of base salary in the new contract.

AAUP Voice

Gerry Turkel, Editor

The AAUP Voice is the official newsletter of the University of Delaware Chapter of the American Association of University Professors.

The Voice is published monthly, September through June of each academic year.

The Executive Council acts as editorial board. During contract negotiations or when otherwise warranted, Bargaining Team members also participate on the board.

AAUP Executive Council:

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Danilo Yanich, Vice President
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Sheldon D. Pollack, Treasurer
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The payment cannot exceed 100 percent of annual base salary. Here are some examples:

	Percent of Base Salary Received Upon Retirement	
	2% (Old Contract)	2.5% (New Contract)
45 years of service	90%	100%
40 years of service	80	100
30 years of service	60	75
20 years of service	40	50

Course Fee Waiver

Article 9.12 allows for two courses rather than one course during each semester and each summer and winter session without payment of fees for eligible dependent or spouse/domestic partner.

Faculty Rights: Enforcing Contract Provisions

Voting on Appointment and Reappointment of Chairs and Directors

Article 5.9 requires that the advisory vote by the faculty on the appointment or reappointment of the unit's chair or director must be communicated to the dean of the college and by the dean to the provost upon the occasion of recommendation for appointment or reappointment. This language will also be reinforced in Section 2 of the Faculty Handbook.

Two and Four Year Peer Reviews

Article 5.12 requires the University to provide the names and departments of all faculty members who have had two and four year reviews in the preceding academic year and names and departments of all faculty members scheduled for two and four year reviews in the next academic year.

Institutional Resources for the AAUP

Article 5.8 increases the number of officers or committee members given three credit course reductions from two in the 2005-2008 contract to three. Also, these course reductions may be compensated through S-contracts by the University.

AAUP CHAPTER ELECTIONS

Chapter bylaws require that an election of officers take place during the semester after a new contract goes into effect. Our chapter will be holding elections during fall semester 2008 for President, Vice President, Secretary, Treasurer, and two Members-at-Large. According to the bylaws, the current Executive Council will circulate a slate of nominees four weeks prior to the election. Other AAUP members may be nominated if they have ten members of the UD-AAUP signing a petition supporting their nominations. AAUP members may be nominated through the petition process for any elected office. Petitions must be submitted three weeks prior to the

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election. All AAUP members are encouraged to consider running for elective office and participating in the election process.

IMPLEMENTING THE NEW CONTRACT

The contract negotiations conducted this spring included agreements between the bargaining teams representing the AAUP and the University to form two committees. One committee, which will be meeting during the summer, will review and make recommendations on the formula that is used for the salary equity study to be conducted during fall semester 2008. AAUP members of the committee will report to the Executive Council. In addition, a joint AAUP/Administration committee will convene in the fall to review approaches to the distribution of salary increases, including across-the-board and merit, and consider possible proposals for the successor contract to the new contract going into effect on July 1, 2008. The AAUP members of this committee will report to the AAUP Executive Council. Faculty will be kept abreast of the work of these committees through the AAUP VOICE.

This past year's contract negotiations were the first conducted with the Harker Administration. The negotiations were conducted with a spirit of collegiality and professionalism, with a problem solving approach, and with the goal of building on the high faculty morale and excellent achievements in teaching, scholarship and service that contribute to the University as a rich academic community. The mutual understanding and trust developed during this negotiation auger well for the future.

AAUP

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