ELECTION OF NEW EXECUTIVE COUNCIL MEMBERS

The bylaws of our AAUP chapter require that new officers be elected in the semester following the ratification of a Collective Bargaining Agreement (CBA). Following the bylaws, the Executive Council is required to provide a slate of nominees prior to the election that must be conducted in the first 90 days of the semester.

The Executive Council has called a meeting of the Steering Committee for Thursday, September 26th at 3:30 in 122 Memorial Hall to discuss, among other issues, the selection of nominees and the scheduling of the election.

In addition to the slate of candidates put forward by the Executive Council, any member of the AAUP may run for any office provided a petition is filed three weeks prior to the election. The petition must be signed by ten members of the UD/AAUP chapter and sent to the AAUP office. The Executive Council looks forward to and encourages full participation of AAUP members in selecting a new leadership.

ELECTION OF NEW GRIEVANCE OFFICER

In its September meeting, members of the Executive Council voted unanimously to name Brian Hansen as the new Grievance Office of the AAUP-UD. Brian Hanson, Professor of Geography has been a member of the UD faculty since 1987. Brian has been serving as AAUP Secretary. Working with David Smith, who has served as Grievance Officer over the past several contracts, Brian has experience with issues and cases in the grievance arena.
AAUP PROPOSES ACCESS TO LOANS ON RETIREMENT FUNDS

Under current law and University policy, faculty members may borrow money from their voluntary contributions to their TIAA-CREF or Fidelity 403b retirement accounts. Although it is within the law to borrow money from the University contributions and the faculty member’s required individual contribution, current University policy does not permit such loans. The AAUP Executive Council has endorsed a proposal drafted by Bernard McKenna, a faculty member in the English Department, to allow for loans from these sources. Prior to the AAUP’s endorsement, Bernard McKenna and Gerry Turkel, AAUP Contract Maintenance Officer, met with Tom LaPenta, Chief Human Resource Officer, and members of the Human Resources staff to discuss the proposal. Based on this meeting and subsequent communication, it appears that the Administration is supportive of allowing University employees, including faculty members, to borrow from these accounts.

Internal Revenue Service regulations set a maximum of 50% of the vested balance in the account or $50,000, whichever is less. The loan must be paid back within five years, including interest. In effect, the individual would be borrowing from her or himself and paying her or himself interest over the five-year term of the loan. Such a loan could be used to consolidate and pay high interest rate loans.

The AAUP will keep you informed as this proposal moves forward.

CNTT CAUCUS MEETINGS

The CNTT Caucus will hold two meetings during the Fall semester, October 9 and December 5. Both meetings will be at 5p in Gore Hall 116. In a very short time, the Caucus has become a vibrant community which has provided CNTT faculty with a much needed forum for discussion and sharing experiences. The October 9 meeting will be used to plan the organizational structure of the group and to identify salient issues that affect CNTT faculty. Based on last Spring’s meetings, promotion and workload will be prominent subjects for discussion.

The CNTT Caucus has a Sakai site. If you would like to be added to the CNTT Caucus mailing list, please contact Christine Cucciarre at cccucc@udel.edu. Please put CNTT Caucus request in the subject line.
COMMITTEES TO IMPLEMENT KEY CONTRACT ISSUES

The new CBA establishes several committees to focus on key issues affecting faculty members and the conduct of University activities. When the Executive Council meets with the Steering Committee on September 26, the charge of these committees and membership on them will be discussed. The committees and their charges are the following:

CNTT Faculty
A letter of understanding requires that three AAUP members serve on a committee that will recommend how best to incorporate the terms of employment of CNTT faculty into the CBA that is currently in the Faculty Handbook. The committee, which will also have three Senate members and three members designated by the Provost, will be chaired by one of the AAUP members.

Searches for Academic Administrators
A letter of understanding requires that AAUP members serve on a committee with members designated by the Provost and by the Faculty Senate to “develop and recommend a policy that provides for meaningful representation of faculty in searches of academic administrators, including Provost and Dean, to ensure a broad range of views.”

Retirement Provisions
Under Article 9.12, the Administration has proposed and the AAUP has agreed to form a committee composed of members designated by the AAUP and members designated by the Administration to review and make recommendations on retirement provisions in the CBA, including phased retirement and the one-time retirement payment.

Review Algorithm for Salary Disparity Study
The CBA requires that a salary disparity study be conducted during the first semester of the contract. This study will serve as the basis for making decisions on payments to individual faculty members for salary inequities. Before the study is conducted, the AAUP will appoint members to review the algorithm used in the study.

Hearing Aids
At the present time, the CBA does not provide benefits toward the purchase of hearing aids. By letter of understanding, AAUP members and members designated by the Chief Human Resources Officer shall investigate a benefits plan for the purchase of hearing aids by working with the Benefits Office and the State of Delaware.
SUPPORT AND JOIN THE AAUP

The greatest strength that the AAUP has is an active, engaged and vigilant membership. For the AAUP to do its work requires that all faculty members join and participate. If you are not a member of the AAUP, now is a critical time for you to join and build our bargaining power. You can join by filling out a form on the AAUP web site. If you are a member, it is important that you participate. By definition, a membership organization needs active members. That is the source of the AAUP’s strength and success.

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