

- 1971-73** Organizing & rivalry among 3 unions – AAUP, AFT, NEA. Temple delayed hearings and election through legal wrangling. In runoff election, AAUP beat AFT 59% to 41%. PLRB certified AAUP as the collective bargaining agent for FT faculty, including NTTs. Shared governance was a key issue for voters.
- 1973-80** First two contracts negotiated. In addition to salaries and benefits, retrenchment article received much attention, with supposedly best language in nation.
- 1979** TU attempted retrenchment of tenured faculty – threatened 95 but sent just 21 termination letters – based on low enrollments in various programs and departments; AAUP & Faculty Senate pressured Temple to reverse decision.
- 1980** Contract negotiations for 1980-82 CBA; retrenchment definition with respect to faculty removed.
- 1982** Retrenchment crisis – 57 tenured faculty and several nontenured ones sent layoff notices. Faculty in an uproar.
- 1982-84** AAUP rushes to early settlement of 1982-84 contract in fear of further layoffs. AAUP relies on legal strategies, not member mobilization. Retrenchment grievances went to arbitration. All arbitrations were lost because AAUP undermined its own case.
- 1983** EC elected Phil Yannella, a dissident against prior leadership, as president. In 1985 constitutional changed to provide direct election of officers.
- 1983-85** National AAUP censured Temple for violations of tenure and criticized previous leadership of Temple AAUP for its part in 1982 retrenchment crisis.
- 1984** For first time, members were mobilized to pose a strike threat. Last-minute settlement for 2-year contract included modest raises but strong retrenchment protections.
- 1986** Slate of 6 dissidents, including me, were elected to EC after AAUP filed for arbitration to defend sexual harasser found guilty through contract's peer review process.
- 1986** AAUP struck for 19 days in October, shutting down campus. I was the strike coordinator. Majority of the EC settled for a disappointing 2-year contract, a cave-in under pressure in judge's chambers. I was one of two on the EC who dissented.
- 1987** Yannella stepped down. I defeated the long-time VP in a membership election by 70%-30% to become president.
- 1987** The local jointly affiliated with AFT and became AAUP-AFT.

**1988** Negotiations led to 2-year contract with AFTPA staffer as chief negotiator.

**1989** Members voted overwhelmingly to amend the local's constitution to remove term limits for officers. I was reelected with no opposition and reelected every two years until my term ended in 2001.

**1990** The members voted to disaffiliate from AAUP. The local became TAUP AFT.

**1990-91** Under my leadership, TAUP struck for 29 days at the beginning of the fall semester. With the contract still unsettled, a judge issued a back to work injunction. Amid a threat of continued strike, the 1990-94 contract was finally settled in February 1991, with big improvements in pay. TAUP filed a ULP on Temple's refusal to make up pay when the fall 1990 semester had been extended.

**1991-1995** PLRB held years of hearings on strike makeup pay. They ruled for the union, but how much was owed to individual strikers became the new legal battleground.

**1992-93** Temple's negotiator and I quietly reached an early-bird agreement for a 2-year contract extension, extending raises at a time most colleges and universities were freezing pay.

**1994-95** Temple Trustees bypassed TAUP & issued faculty severance plan to reduce the ranks of tenured. TAUP filed ULP, forcing management to rescind plan, angering a segment of faculty. We wanted a guarantee of tenure-track hiring.

**1996** Based on months of talks between Temple's negotiator and me, union and management reached another early for a comprehensive 4-year CBA. This included modest raises It gave management its severance plan and strikers significant makeup pay for the 1990 strike.

**2000** Contract talks broke off in April. David Adamany, the ex-president of Wayne State U, who had caused WSU AAUP to strike several times, was appointed Temple president to replace Peter Liacouras, who retired after 18 years at the helm. TAUP asked the state mediator to reopen contract talks & settled 2000-04 contract prior to Adamany's accession. The contract included some major concessions, but included a career path for some NTTs, who had been limited to 7 years at Temple.

**2001-02** TUGSA AFT won election to represent graduate assistants. AFT hired me as chief negotiator. With the TUGSA negotiating team, we achieved a recognition agreement in October averting a long legal challenge. Agreement on a TUGSA contract came the following April.

**2001** I stepped down after 14 years as president but continued as chief negotiator and EC member. I began working with adjuncts to organize them into TAUP.

- 2002** AFT hired me to draft policy documents on academic freedom; NTT faculty; and shared governance.
- 2004-05** Contract talks began in May. For first time since 1990 no settlement was made before contract expiration but working under the terms of the old contract created pressure on management. After 10 months of difficult talks, we agreed on 4-year contract. Major changes included wholesale lifting of 7-year limit on NTTs; putting all tenure & promotion standards and procedures into the contract instead of the pre-CB faculty handbook; and restoration of long-lost retrenchment language.
- 2007** I was re-elected TAUP president.
- 2008-09** Contract talks began in June. US financial collapse started in September, causing difficulty at the bargaining table. After 14 months of talks and 10 months with no contract, excellent 4-year agreement reached, with raises, benefit improvements, but no fair share – which the union had sought since it became legal in PA in 1988.
- 2010** TAUP adjunct organizing committee filed petition for union election; rejected by PLRB for lacking sufficient signatures.
- 2012** Agreement was reached in May for 2-year contract, amid a new start to adjunct organizing. AFT agreed to organize them into TAUP through United Academics of Philadelphia.
- 2012-14** Temple filed a petition to remove chairs from our CBU, who had explicitly been included in the unit in 1973. PLRB ruled in TU's favor.
- 2014** TAUP & Temple agreed on new interest-based approach to bargaining FT contract. That led to a 4-year contract with improvements to tenure and promotion procedures and to NTT retirement contributions.
- 2014-17** TAUP and UAP filed petition to accrete adjuncts to our CBU. PLRB ordered election by adjuncts only. TAUP won vs no union by 70%-30%. Contract talks to include adjuncts in CBA started in 2016. After 14 months of talks, 2-year agreement for adjuncts & extension of FT agreement to 2019.
- 2016-19** TAUP amended the local constitution to create constituency councils for adjuncts, NTTs, and TTs, which would elect equal numbers of EC members. Added the position of VP for organizing and hired a full-time organizer with AFT's help.
- 2017** I retired from Temple and TAUP.
- 2019** TAUP and Temple reached agreement on 2019-23 comprehensive contract.