

# PHILADELPHIA COUNCIL

## AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

**PATRICK EIDING**  
President

JOSEPH ASHDALE  
JOSEPH ASHTON  
MICHAEL BARNES  
JEFFREY BROOKS  
BOISE BUTLER  
MARTY CAMPBELL  
JOHN J. DOUGHERTY  
HARMON ELLIOTT  
BARRY FIELDS  
LYNNE FOX  
THOMAS GALLO  
PATRICK GILLESPIE

**TED KIRSCH**  
Secretary-Treasurer  
Vice Presidents

DANIEL GRACE  
G. RONI GREEN  
ROBERT HEENAN  
KEITH HOLMES  
JERRY JORDAN  
JOHN KANE  
ARLENE KEMPIN  
THOMAS KILKENNY, JR.  
HERMAN "PETE" MATTHEWS  
WAYNE MacMANIMAN  
BRIAN McBRIDE  
DAVID MELMAN

**LINDA BUTLER**  
Recording Secretary

JOE MIELUCHOWSKI  
EDWARD MOONEY  
HENRY NICHOLAS  
C. A. O'BRIEN  
GEORGE RICCHEZZA  
JIM SAVAGE  
CATHERINE SCOTT  
JOE SELLERS  
SAM STATEN, SR.  
HARRY T. WILLIAMS  
WENDELL W. YOUNG, IV



**JOHN MEYERSON**  
Chairman  
Board of Trustees

**JANET RYDER**  
Director/Labor  
Participation

**ELIZABETH MCELROY**  
Assistant to the President

Trustees

DENNIS M. CREAN  
RON KIRSCHNER  
MARGUERITE MORRISON

Sergeant-at-Arms

EDWARD SIMPSON

22 South 22nd Street, 2nd Floor  
Philadelphia, PA 19103

Tel: 215-665-9800

Fax: 215-665-1973

Email: [council@philafcio.org](mailto:council@philafcio.org)

May 13, 2008

Ms. Ann Weaver Hart, President  
Temple University  
1801 N. Broad Street  
Philadelphia, PA 19122

Dear President Hart,

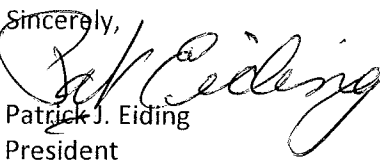
On behalf of the Executive Board, and in the spirit of the enclosed Resolution of the Philadelphia Council AFL-CIO, I am writing to urge you to bring to a close the protracted contract negotiations with the employees of Temple University represented by AFSCME Local 1723.

It is my understanding that the workers have been without a contract since the Fall of 2007. This is unacceptable. The hard working men and women of AFSCME Local 1723 should never have been put in the untenable situation of working without a contract for such an extended period. We look to our universities to be leaders in all respects, including in labor-management relations, but sadly, we see no such leadership coming from Temple University.

The University's position that a merit pay system must replace the regular-scheduled wage increase system currently in effect flies in the face of the experience. Systems of pay based solely on merit increases do not work as they are often instituted in subjective and unfair ways. We are asking that you take the merit pay system off the table and allow contract negotiations to move forward.

Temple University has the potential to be a model for labor-management relations. The highly unionized workforce and the setting in an urban, union town make for a great combination in that regard. I am asking that, as President, you take the lead in setting the tone for negotiations and in moving forward to ensure the workers at Temple University are treated fairly. If you believe I can be of any assistance in this matter, please do not hesitate to contact me.

Sincerely,

  
Patrick J. Eiding  
President

cc: Temple University Board of Trustees

**Resolution of the Philadelphia Council AFL-CIO concerning**

**TEMPLE UNIVERSITY EMPLOYEE FAIRNESS**

**WHEREAS**, Temple University is one of the Commonwealth's leading higher education institutions; and,

**WHEREAS**, Temple University as a leader in higher education should set an example of fair and equitable labor relations with all of their employees; and,

**WHEREAS**, Temple University has been in protracted contract negotiations with AFSCME Local 1723 without resolution as of May 6, 2008; and,

**WHEREAS**, Protracted labor negotiations undermine employee morale and constructive labor-management relations; and,

**WHEREAS**, one of the principal obstacle to contract resolution is Temple University's insistence to substitute a "merit pay" payment system for regular-scheduled wage increases as part of Local 1723's new contract; and,

**WHEREAS**, So-called "merit pay" systems have been tried in some educational environments; and,

**WHEREAS**, For workers these "merit pay" system experiences proved to be entirely subjective and unfairly prejudicial; and

**WHEREAS**, Temple University refused to agree to an agency fee charge for non-member of the bargaining unit;

**THEREFORE BE IT RESOLVED**, that the Philadelphia AFL-CIO go on record against Temple University's proposed "merit pay" system for AFSCME Local 1723; and,

**BE IT FURTHER RESOLVED**, that the Philadelphia AFL-CIO urge Temple University to abandon its insistence to include tried and discredited "merit pay" schemes in its contract with AFSCME Local 1723.

**Unanimously approved May 6, 2008.**