



Dear Dr. Arvan,

August 13, 2014

Thank you for your letter on August 12 in which you ask for a stay of any bargaining with CFA Local #6546 ("the Union"). We are disappointed that the administration wishes to delay bargaining since a number of departments have already stated the administration will not give raises this fall, due to "bargaining with the Union." Yet, the administration is not prepared to commit to bargaining with the Union.

The Union finds this current situation unacceptable and does **not** agree to a stay to bargaining. If the administration is not willing concede to our demand to bargain, then they should not be denying raises to faculty while blaming the denial on the Union.

Further, it is our position that the Fall raises predate our demand to bargain, therefore remain intact and should go forward until they might change as a result of collective bargaining. We regard the administration's choice to withhold established raises and promotions as retaliation against non-tenure-track faculty for forming a union. We insist that Fall raises and promotions go forward as already established structures. In particular, in order to maintain the status quo, CFA Local #6546 supports granting raises to NTT faculty under provisions of established salary and promotion programs for the year 2014-2015.

Sincerely,

A Kay Emmert

Kay Emmert
on behalf of CFA Local #6546
CFA Vice-President