

SUPPORT TENNESSEE'S ECONOMY! SAVE HIGHER EDUCATION!

FUNDING HIGHER EDUCATION FURTHERS TENNESSEE'S ECONOMIC RECOVERY. Tennessee's economic recovery depends on a strong system of public higher education. Research shows that every public university job creates up to two jobs in the surrounding communities. Layoffs at UT and TBR schools will not only weaken the quality of education for our students and negatively impact the ability of Tennessee citizens to face an increasingly complex world, but also deepen the effects of the recession. During this economic crisis, maintaining funding for public education is the best investment Tennessee can make.

Given all of this, United Campus Workers - Communications Workers of America has the following proposals:

1 ENSURE THAT THE 3% BONUS IS DISTRIBUTED AS AN EQUAL DOLLAR AMOUNT: The legislature must act to ensure that the 3% bonus for higher education employees be distributed in equal dollar amounts to each recipient. Seeing that the bonus is distributed as a "flat dollar" amount will cost the same, provide more to those who need it the most, and strengthen local businesses and economic recovery in Tennessee.

2 ALTERNATIVES TO CUTS: The crisis is too great to rely on cutting alone. The legislature must explore a balanced approach to the revenue crisis.

- **Revenue for Higher Education** The revenue proposals in the governor's budget preserve higher education base appropriations by over \$32 million. In November, the United Campus Workers requested, through the state's open records law, Reduction in Force (RIF) plans from a state university. It showed that the average salary cost of individuals slated for layoffs at that campus was approximately \$24,000. Using this metric, these revenue proposals prevent over 1,300 potential higher education layoffs.

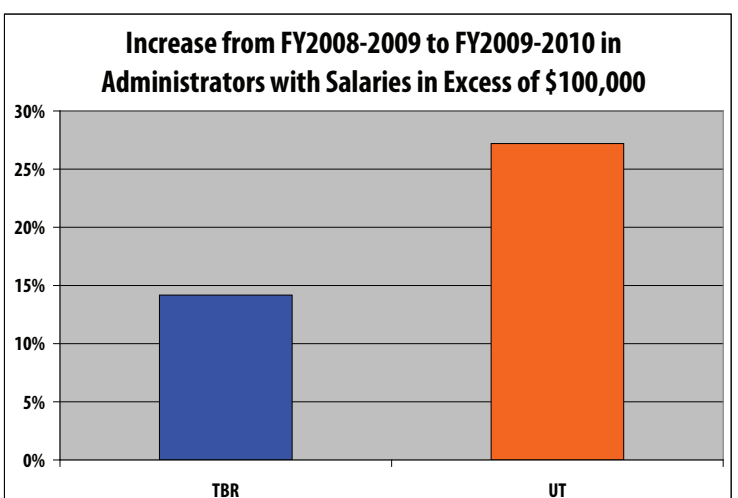
- **Use Federal Stimulus Funds to Save Jobs** UCW-CWA calls on the legislature to make sure that these funds are being used to preserve jobs and to prevent avoidable layoffs. Some of these funds can and should be used to implement voluntary buyouts and other early retirement incentives like at TBR schools, and to allow employment attrition to take its course to prevent layoffs.

- **Close Corporate Tax Loopholes** SB0502/HB1350 Food and Business Tax Fairness Act would stop corporate tax avoidance schemes, such as Delaware Holding Companies and Captive REITs, by adopting combined reporting for business tax purposes. These measures would generate tens of millions of dollars in badly needed recurring revenue.

3 HIGHER EDUCATION WORKERS MUST HAVE THE SAME PROTECTIONS AS STATE WORKERS: HB2647/SB3085 requires that employees receive 90-days notice, establishes clear guidelines for how layoffs are determined, and mandates the creation of a recall list to allow laid off employees the chance to fill future university vacancies. Such actions grant public higher education employees the same protections in case of layoffs as other state employees.

4 CUT FROM THE TOP, NOT FROM THE BOTTOM: We need legislative oversight to see that excess monies being directed to higher education administration are reallocated to the classroom and to supporting students in their quest for graduation.

In the UT system, between 2000 and 2009, the salary costs of administrators making \$100,000 or more increased from \$7 million to nearly \$30 million. Between Fiscal Year 2008-2009 and Fiscal Year 2009-2010 the number of such positions increased nearly 30%. This problem also exists in the TBR system. There were 127 administrators with salaries of \$100,000 or more in 2008-2009, and in 2009-2010 there were 145, a 14% increase.



Figures from UT Budget Documents and TBR Salary Information

United Campus Workers, Tennessee's Higher Education Union

UCW-CWA

Organizing for Social and Economic Justice On Campus and Across Tennessee