
COLLECTIVE BARGAINING INFORMATION SERIES

American Association of University Professors

IU - Bloomington

Volume 1

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FIRST COLLECTIVE BARGAINING WORKSHOP SCHEDULED

The first AAUP collective bargaining workshop will be held Wednesday, January 15, at 4:00 p.m. in Ballantine Hall 005.

Jack Getman of the AAUP Collective Bargaining Committee will conduct the session, and his topic will be "Defining Terms." Jack will concentrate on the meaning of very basic concepts related to elections (such as "enabling legislation" and "authorization cards") and negotiations (such as "impasse procedures"), and he will encourage questions.

These information-sharing sessions will continue throughout the spring semester, and we invite non-members as well as members to attend. If you are interested in the series but cannot attend this first session, please contact Rita Naremore, Speech-Hearing Center.

STATE AAUP JOINS COALITION

At its most recent meeting, the Indiana State Conference of AAUP Chapters agreed to affiliate with CAPE (Conference of Affiliated Public Employees), in order to co-ordinate efforts on behalf of public employee collective bargaining legislation.

CAPE is currently made up of AFSCME (American Federation of State, County, and Municipal Employees) and ISTA (Indiana State Teachers Association), as well as the AAUP. Depending on circumstances, CAPE will work either for a single collective bargaining bill covering all government employees or for separate bills covering each group. In either case, this affiliation will substantially increase our political influence.

NATIONAL AAUP PROVIDES COLLECTIVE BARGAINING QUESTIONS/ANSWERS

(The national AAUP has sent us a collection of frequently-asked questions about collective bargaining, together with its own answers. Following is a selection of questions and answers, based on the national AAUP document:)

Q: Is collective bargaining compatible with professional status?

- A: There is nothing intrinsically incompatible between collective bargaining and professionalism. There is no reason to believe, nor does any evidence support, that the level of faculty-administration discourse is any higher through traditional channels than at the bargaining table. Indeed, the negotiating process itself leads to a much improved working relationship between faculty and administration because power is more equitably balanced.
- Q: What can be achieved through collective bargaining?
- A: Most faculties negotiate into their first contract those matters of most concern on their own campuses and these vary greatly. In some cases economic aspects take priority, in other cases faculty participation in the institution's governance. In still other cases a satisfactory grievance procedure is of paramount importance: there is virtually no limit to what you may deal with in negotiations. AAUP Chapters at Rutgers and St. John's Universities have negotiated substantial economic gains since becoming certified. The University of Rhode Island Chapter has developed elaborate safeguards in its contract which protect the faculty's rights in the choosing of department chairmen and deans. The Wayne State University Chapter has recently secured broad faculty power in the area of salary determination.
- Q: What kinds of contracts has the AAUP negotiated?
- A: In their many contracts, AAUP chapters have secured wide gains. St. John's, Rutgers, and New York Institute of Technology, among others, have won substantial salary increases. The Wayne State University AAUP bargained a 1973-74 salary increase 50% above the administration's initial offer. In addition, they won improved medical coverage. (AAUP chapters have negotiated an average 7.7% salary increase for 1973-74, considerably above the average for academe.) St. John's, Oakland, and the University of Rhode Island, among others, have established contractual grievance procedures that end in binding external arbitration thus securing an individual faculty member's right to an impartial adjudication of his grievance. Bard, Wayne State University, and Rutgers, among others, have put contractual restraints on their administrations' heretofore unilateral right to fire faculty for reasons of financial exigency. Rutgers, St. John's, and Rhode Island, among others, have greatly increased faculty participation in their institutions' governance machinery. Delaware, Dowling, and Belleville College have dealt successfully with teaching loads in their contracts. Other rights and privileges won or expanded by AAUP chapters include those in the areas of tenure and promotion procedures, merit salary determination procedures, faculty personnel files, fringe benefits, sabbatical leaves, maternity leave, travel funds, research funds, outside consultation, and many others.
- Q: Won't we lose benefits we have now if we vote to become organized?
- A: This is a common "scare" tactic of administrations faced with collective bargaining. There has never been a significant

instance of a faculty losing any right or privilege due to its intent to organize. Such administrative threats should be treated as "sabre rattling."

Q: What is the AAUP position on strikes?

A: Generally speaking, a strike should be a very last resort indicating, as it does, a total breakdown of negotiations and of all other impasse breaking procedures such as mediation and fact-finding. In higher education strikes are very unusual, and in four-year institutions, virtually non-existent. While no reasonable bargaining agent can disown the strike as an ultimate weapon, neither can a reasonable agent do other than make every conceivable effort to settle a contract peaceably. It is worth noting that national AAUP policy condones striking under certain extreme conditions and that one AAUP Chapter (Oakland University in Michigan) did strike for three weeks in 1971 with considerable success.

Q: What kinds of institutions does the AAUP represent?

A: The AAUP is a bargaining agent at more four-year institutions than any other organization. Campuses now represented by the AAUP include Rutgers University, Oakland University in Michigan, St. John's University in New York, Temple University, Wayne State University, the University of Rhode Island, and others.

In October, the faculty of the University of Hawaii voted to switch to a bargaining agent affiliated with both the AAUP and the NEA. In November, the faculty of the University of Cincinnati selected the AAUP chapter as its bargaining agent. A dozen more elections are pending, both at institutions in states with public employee collective bargaining legislation and at other institutions whose boards of trustees have agreed to hold elections.

AAUP NATIONAL COUNCIL ACTS AGAINST FACULTY LAYOFFS

The AAUP National Council has revised its "Recommended Institutional Regulations on Academic Freedom and Tenure" in order to deal with dismissals of faculty because of alleged financial exigency.

A key provision of the new guidelines is that the faculty or an appropriate faculty body must participate in any decision that a condition of financial exigency actually exists. Under the guidelines, any faculty member faced with a layoff would have the right to a hearing, in which the burden of proving the existence of the financial exigency would rest with the administration.

These new guidelines will help to consolidate a major victory which the AAUP recently won in the courts on behalf of tenured faculty members terminated at Bloomfield College in New Jersey. The judge in the Bloomfield College case ruled, as the AAUP had asserted, "that the Board of Trustees had wrongfully abrogated a contractual agreement with the college faculty, and failed to show that the faculty dismissals were necessitated by a demonstrably bona fide condition of financial exigency" (Academe, October 1974).

WE NEED YOUR SUPPORT

We need your active interest, your participation, your membership. If you have questions or suggestions related to this newsletter or to collective bargaining, please get in touch with any member of the collective bargaining committee: Jack Getman, Jerry Mintz, Rita Maremore, Mike Roberts, Roy Samuelson, Paul Strohm. If you have not joined the AAUP, we ask you to use the attached form to request national membership forms and to join the local chapter. If you are already a member of the national AAUP, we ask you to join the local chapter now.

To: Julia Lamber
Business 550c

Enclosed are my \$5.00 dues for membership in the IU-Bloomington Chapter of the AAUP.

☐ I am already a member of the national AAUP

☐ I am not a member of the national AAUP; please send forms

Name: _____

Department/School _____

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