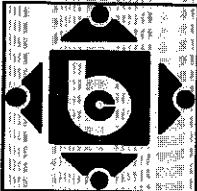


Volume 23, January, 1997

Directory of Faculty Contracts and Bargaining Agents In Institutions of Higher Education

Richard Hurd and Amy Foerster
with Beth Hillman Johnson
Victor Gotbaum, Director



THE NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN
HIGHER EDUCATION AND THE PROFESSIONS, SCHOOL OF PUBLIC AFFAIRS,
BARUCH COLLEGE, THE CITY UNIVERSITY OF NEW YORK

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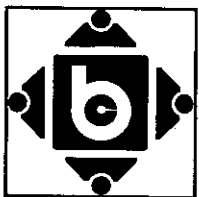
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**NATIONAL CENTER FOR THE STUDY OF COLLECTIVE
BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS**

The National Center is an impartial, nonprofit educational institution serving as a clearinghouse and forum for those engaged in collective bargaining (and the related processes of grievance administration and arbitration) in colleges and universities and the professions. Operating on the campus of Baruch College, City University of New York, the Center addresses its research to scholars and practitioners in these fields.

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* * * * *

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UNIONIZATION AMONG COLLEGE FACULTY

January 1, 1996 through December 31, 1996

INTRODUCTION

Unionization among college and university faculty continued its slow but steady increase in 1996. Academic unions now represent 250,716 professors, a growth of 4,509 (1.8 percent) from last year's *Directory*. We can now report 509 bargaining agents on 1097 campuses throughout the United States.

These increases can be attributed to the fact that unions won several collective bargaining elections during the past year. Victories at the College of the Siskiyous, Grays Harbor College, Henry Ford Community College, Southern Illinois University and the University of Alaska all contributed to the growth in unionization among college and university faculty. Additionally, many bargaining units grew in size as institutions hired new faculty.

Public colleges and universities employ 239,815 unionized faculty members, with 1005 public sector campuses. Four-year public colleges and universities account for 125,285 of the unionized faculty members, with 96 bargaining agents on 333 campuses. Two-year public colleges have 114,530 unionized faculty members, with 344 bargaining agents on 672 campuses.

There are only 10,901 unionized faculty members in the nation's private colleges and universities, with 69 bargaining agents on 92 campuses. The overwhelming majority of these are employed at private four-year colleges and universities: 10,423, with 60 bargaining agents on 78 campuses. We can only report 478 faculty members on 14 two-year private sector campuses, represented by 9 bargaining agents.

Twelve collective bargaining elections took place during 1996. Faculty members chose new collective bargaining agents in nine of these, changed agents in one election, challenged agents in one, and voted for "no agent" in another.

AGENTS ELECTED

Faculty members voted for union representation at nine institutions during 1996. All of these election wins occurred at public sector institutions, and include the full-time faculties of the College of the Siskiyous, Grays Harbor College, Henry Ford Community College, Southern Illinois University, Carbondale, and the University of Alaska. Part-time faculty who voted for union representation were at Madison Area Technical College and Northeastern University. Finally, adjunct faculty at the Middlesex County Community College also voted for union representation, as did faculty at the Nebraska State Colleges.

CHANGE OF AGENT ELECTION

Faculty at one institution voted to change bargaining agents. The faculty at Skagit Valley College in Washington chose the AFT over the NEA in a challenge election. The final outcome of this election was: AFT: 172, NEA: 13, No Agent: 25 in a unit of 351.

CHALLENGE TO AGENT ELECTION

There was one case in which an unsuccessful challenge was mounted against a bargaining agent. Faculty at the Moore Normal Vocational Tech. in Oklahoma voted to retain the AFT 25-12, against "no agent."

NO-AGENT ELECTION

There was also one case in which faculty voted for no agent status in 1996: faculty at Montana Technical voted 30-26 against retaining the AFT as their bargaining agent.

AAUP

The AAUP participated in one of the twelve elections held in 1996. At the University of Alaska (Fairbanks, Anchorage and Juneau campuses) faculty voted 382-213 (in a unit of 836) in favor of the AAUP/AFT dual bargaining agent.

The AAUP and its affiliates, including dual affiliations, now represent 28,379 faculty in 61 bargaining units. These include 38 public and 23 private sector units. Of these, 51 are four-year and 10 are two-year institutions.

AFT

The AFT participated in seven of the twelve elections held in 1996. At Grays Harbor College in Washington, the AFT defeated the NEA 64-6, in a bargaining unit of 153. Madison Area Technical College faculty voted 301-145 (in a unit of 897) in favor of the AFT against no agent. At Middlesex County Community College in Wisconsin, faculty voted 142-78 against no agent. At the University of Alaska (Fairbanks, Anchorage and Juneau campuses) faculty voted 382-213 (in a unit of 836) in favor of the AAUP/AFT dual bargaining agent. The faculty at Skagit Valley College in Washington chose the AFT over the NEA in a challenge election. Finally, faculties at Henry Ford Community College and Northeastern University also voted in favor of the AFT in 1996, although data on vote counts are not currently available.

The AFT and its affiliates, including dual affiliations, now represent 88,653 faculty in 164 bargaining agents. These include 141 public and 23 private institutions. Of these, 51 are four-year and 113 are two-year institutions.

NEA

The NEA participated in three of the twelve elections in 1996. First, the NEA lost an election to the AFT at Grays Harbor College in Washington. The final vote in this election was AFT: 64, NEA: 6, No Agent: 4, in a bargaining unit of 153. Additionally, the NEA became the representative of faculties at the College of the Siskiyous in California and at the Southern Illinois University, Carbondale, which has a unit size of 740.

The NEA and its affiliates, including dual affiliations, now represent 68,393 faculty in 232 bargaining units. These include 218 public and 14 private sector units. Of these, 36 are four-year and 196 are at two-year institutions.

INDEPENDENT AGENTS

By the term independent agent, we mean any faculty bargaining agent which has not affiliated with another state or national union. There were no representation elections involving independent agents in 1996.

Independent agents now represent 15,321 faculty in 39 bargaining units. These include 32 public and 7 private sector units. Of these, 10 are at four-year and 29 are at two-year institutions.

DECERTIFICATIONS

The National Center knows of no bargaining agent decertifications which occurred during 1996.

STRIKES

No faculty strikes were reported for 1996.

LEGISLATION

The National Center cannot report any new state or federal legislation governing collective bargaining in higher education during 1996.

FIRST CONTRACTS SIGNED

Three new first contracts were signed during 1996. At Kent State University, Ohio, the AAUP signed a three-year agreement covering a unit of 130 faculty members in eight campuses. At Cuesta College in California, the AFT signed a three-year contract covering

106 full-time and 203 part-time instructors. Finally, 600 adjunct professors at the College of the Desert in California are now covered by a two-year contract signed by the NEA.

DEMOGRAPHIC ANALYSIS

While this 1997 *Directory* shows collective bargaining agents in 32 states, Washington, DC, and Guam, faculty higher education bargaining remains geographically limited and almost exclusively a phenomenon of public sector institutions.

Two states, California (67,223) and New York (55,020) account for 122,243 or 48.8 percent of all unionized faculty members. The ten largest states for faculty collective bargaining (listed below) account for 225,520, or 89.9 percent of all unionized faculty members in the United States. Four of these ten largest (New York, New Jersey, Pennsylvania, and Massachusetts) are located in the Northeast and are the home states for 86,643 unionized professors, 34.6 percent of the total. The two west coast states, California (67,223) and Washington (10,308) represent another 77,531 faculty members, 30.9 percent of all unionized faculty. Put another way, seven states, four in the northeast and two on the west coast, account for 65.5 percent of the unionized professorate. Three states in the mid-west, Michigan (10,530), Minnesota (11,017) and Wisconsin (29,637) are listed among the ten largest states for faculty collective bargaining. Florida (10,162) is the only southern state to make this list.

**THE TOP TEN STATES FOR FACULTY UNION
MEMBERSHIP IN HIGHER EDUCATION, 1996**

| STATE | FACULTY |
|---------------|----------------|
| California | 67,223 |
| New York | 55,020 |
| Wisconsin | 29,637 |
| Pennsylvania | 11,329 |
| Minnesota | 11,017 |
| New Jersey | 10,731 |
| Michigan | 10,530 |
| Washington | 10,308 |
| Florida | 10,162 |
| Massachusetts | 9,563 |
| TOTAL | 225,520 |

Higher education collective bargaining is also largely limited to public sector institutions. Public colleges and universities employ 239, 815, or 95.7 percent of the unionized professorate. Among public institutions, there is an even division between four-year and two-year colleges and universities. Four-year public institutions employ 125, 285 faculty members, 50 percent of unionized faculty at all public institutions. Two-year public colleges employ 114,530 unionized professors, or 45.7 percent of all unionized professors at public institutions.

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**FACULTY CONTRACTS AND BARGAINING AGENTS
IN PUBLIC AND PRIVATE INSTITUTIONS
IN THE UNITED STATES**



**FACULTY CONTRACTS AND BARGAINING AGENTS
IN PUBLIC AND PRIVATE INSTITUTIONS¹**

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>ALASKA</u> | | | | | | | |
| University of Alaska System | | | | | | | |
| Community College Faculty | ACCFT | 250 ft | 1974 | 1974 | 2 | 3 | 6/30/94 |
| University Faculty | AAUP/AFT | 836 pt | 1996 | | 4 | 3 | |
| <u>ARIZONA</u> | | | | | | | |
| Maricopa County Community College District | AAUP | 800 | 1994 | | 2 | 1 | 1995 |
| Pima County Community College District | PCCEA ² | 324 | 1978 | | 2 | 5 | |
| Community Campus | | | | | 2 | | |
| Desert Vista Campus | | | | | 2 | | |
| Downtown Campus | | | | | 2 | | |
| East Campus | | | | | 2 | | |
| West Campus | | | | | 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|------------------------------------|--------------------------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| CALIFORNIA | | | | | | | |
| Antelope Valley College | AFT | 128 ft 250 pt | 1990 | 1990 | 2 | 1 | 6/30/96 |
| Barstow Community College | CTA/NEA | 30 ft 77 pt | 1979 | 1979 | 2 | 1 | 6/30/92 |
| Butte College | CTA/NEA CWA | 175 ft 525 pt | 1978 1990 | 1978 1991 | 2 | 1 | 6/30/97 12/31/93 |
| Cabrillo College | AFT | 193 ft 340 pt | 1984 | 1986 | 2 | 1 | 6/30/98 |
| California State University System | CFA/ AAUP/CTA NEA CSEA/SEIU | 18,400 | 1983 | 1983 | 4 | 22 | 11/1/95 |
| Cal. Maritime Academy | | | | | | | |
| Cal. Polytech. St. Univ. | | | | | 4 | | |
| Cal. St. Univ.-Bakersfield | | | | | 4 | | |
| Cal. St. Polytech. Univ.-Pomona | | | | | 4 | | |
| Cal. St. Univ.-Chico | | | | | 4 | | |
| Cal. St. Univ.-Dominguez Hills | | | | | 4 | | |
| Cal. St. Univ.-Fresno | | | | | 4 | | |
| Cal. St. Univ.-Fullerton | | | | | 4 | | |
| Cal. St. Univ.-Hayward | | | | | 4 | | |
| Cal. St. Univ.-Long Beach | | | | | 4 | | |
| Cal. St. Univ.-Los Angeles | | | | | 4 | | |
| Cal. St. Univ.-Northridge | | | | | 4 | | |
| Cal. St. Univ.-Sacramento | | | | | 4 | | |
| Cal. St. Univ.-San Bernardino | | | | | 4 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|----------------------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| California State University System (Cont.) | | | | | | | |
| Cal. St. Univ.-San Marcos | | | | | 4 | | |
| Cal. St. Univ.-Stanislaus | | | | | 4 | | |
| Humboldt St. Univ. | | | | | 4 | | |
| San Diego St. Univ. | | | | | 4 | | |
| San Francisco St. Univ. | | | | | 4 | | |
| San Jose St. Univ. | | | | | 4 | | |
| San Luis Obispo | | | | | 4 | | |
| Sonoma St. Univ. | | | | | 4 | | |
| Chabot-Las Positas Community College District | Ind.(CLPFA) (CTA/NEA 1978) | 297 ft 490 pt | 1990 | 1979 | 2 | 2 | 6/30/97 |
| Chabot College | | | | | 2 | | |
| Las Positas College | | | | | 2 | | |
| Chaffey College | CTA/NEA | 152 ft 425 pt | 1980 | 1981 | 2 | 1 | 6/30/95 |
| Citrus College | CTA/NEA | 129 ft 230 pt | 1976 | 1977 | 2 | 1 | 6/30/94 |
| *Claremont Colleges | OPEIU ³ | | 1972 | | 4 | 6 ⁴ | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|------------------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| CALIFORNIA (Cont.) | | | | | | | |
| Coast Community College District | AFT | 542 | 1979 | 1980 | 2 | 3 | 12/31/97 |
| Coastline Comm. Col. | | | | | 2 | | |
| Golden West Comm. Col. | | | | | 2 | | |
| Orange Coast Comm. Col. | | | | | 2 | | |
| o Part-time | CTA/NEA | 1,232 | 1979 | 1980 | 2 | 3 | 9/1/99 |
| College of Marin ⁵ | AFT (CTA/NEA 1976) | 132 ft 168 pt (Credit) | 1978 | 1980 | 2 | 2 | 6/30/95 |
| Indian Valley Campus Kentfield Campus | | 164 pt (Non-Credit) | | | 2 2 | | |
| College of the Redwoods | Ind. | 117 ft 272 pt | 1977 | 1977 | 2 | 1 ⁶ | 8/31/94 |
| College of the Sequoias | CTA/NEA/ CWA | 146.6 ft FTE 216 pt | 1976 1994 | 1977 | 2 2 | 1 1 | 6/30/96 6/30/95 |
| College of the Siskiyou | NEA | 166 | 1996 | | 2 | | |
| Compton Community College | AFT | 86 ft 113 pt | 1978 | 1979 | 2 | 1 | 6/30/95 |
| Contra Costa Community College District | Ind. | 471 ft 522 pt | 1976 | 1977 | | 3 | 6/30/96 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| Contra Costa Community College District (Cont.) | | | | | | | |
| Contra Costa Col. | | | | | 2 | | |
| Diablo Valley Col. | | | | | 2 | | |
| Los Medanos Col. | | | | | 2 | | |
| Cuesta College | AFT | 106 ft 203 pt | 1994 | 1996 | 2 | 1 | 1999 |
| Desert Community College District (College of the Desert & Copper Mountain Campus) ⁷ | | | | | | | |
| | CCA/CTA/NEA | 115 ft | 1988 | 1988 | 2 | 2 | 6/30/97 |
| El Camino Community College | | | | | | | |
| | AFT | 312 ft 488 pt | 1976 | 1977 | 2 | 1 | 7/31/97 |
| Feather River Community College | | | | | | | |
| | AFT | 24 ft 45 pt | 1989 1994 | 1990 | 2 | 1 | 6/30/95 |
| Foothill-DeAnza Community College District | | | | | | | |
| | Ind. | 638 ft 727 pt | 1977 | 1977 | 2 | 4 | 6/30/92 |
| DeAnza Col. Foothill Col. Middlefield Col. Sunnyvale Col. | | | | | | | |
| | | | | | 2 | | |
| | | | | | 2 | | |
| | | | | | 2 | | |
| | | | | | 2 | | |
| Gavilan College | CTA/NEA | 77 ft | 1977 | 1977 | 2 | 1 | 6/30/92 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|---------------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| CALIFORNIA (Cont.) | | | | | | | |
| Glendale Community College | AFT | 201 ft 511 pt | 1979 | 1980 | 2 | 1 | 6/30/97 |
| Grossmont/Cuyamaca Community College District | Ind. (CTA/NEA 1977) | 293 ft 548 pt | 1984 | 1978 | 2 | 2 | 6/30/93 |
| Cuyamaca Col. Grossmont Col. | | | 2 2 | | | | |
| Hartnell Community College | CTA/NEA | 95 ft 235 pt | 1979 | 1979 | 2 | 1 | 6/30/92 |
| Imperial Valley College | CCA/CTA/ NEA | 94 ft 250 pt | 1981 | 1984 | 2 | 1 | 6/30/98 |
| Kern Community College District | CCA/NEA | 340 ft 556 pt | 1977 | 1977 | 2 | 3 | 6/30/95 |
| Bakersfield Col. Cerro Coso Col. Porterville Col. | | | | | 2 2 2 | | |
| Lassen Community College | AFT | 43 ft | 1986 | 1988 | 2 | 1 | 6/30/94 |
| Long Beach City College | CTA/NEA | 297 ft | 1978 | 1979 | 2 | 2 | 9/30/96 |
| Liberal Arts Campus Pacific Coast Campus | | | | | 2 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------------|--------------------|----------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| Long Beach City College (Cont.) | | | | | | | |
| o Part-time | CTA/NEA | 600 | 1990 | 1991 | | | 6/30/93 |
| Los Angeles Community College System | AFT | 1,641 ft 1,969 pt | 1977 | 1978 | 2 | 9 | 9/29/96 |
| East L.A. Col. | | | | | 2 | | |
| L.A. City Col. | | | | | 2 | | |
| L.A. Harbor Col. | | | | | 2 | | |
| L.A. Mission Col. | | | | | 2 | | |
| L.A. Pierce Col. | | | | | 2 | | |
| L.A. Southwest Col. | | | | | 2 | | |
| L.A. Trade-Tech. Col. | | | | | 2 | | |
| L.A. Valley Col. | | | | | 2 | | |
| West L.A. Col. | | | | | 2 | | |
| Los Rios Community College System | | | | | | | |
| | AFT | 753 ft 1,500 pt | 1977 | 1977 | 2 | 3 | 6/30/96 |
| American River Col. | | | | | | | |
| Cosumnes River Col. | | | | | 2 | | |
| Sacramento City Col. | | | | | 2 | | |
| Mendocino College | | | | | | | |
| | CTA/NEA | 160 pt | 1994 | 1994 | 2 | 1 | 6/30/94 |
| Merced College | | | | | | | |
| | CTA/NEA | 146 ft 346 pt | 1976 | 1977 | 2 | 1 | 6/30/92 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|-----------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| CALIFORNIA (Cont.) | | | | | | | |
| Monterey Peninsula Community College | CTA/NEA | 130 ft 225 pt | 1978 | 1980 | 2 | 1 | 6/30/96 |
| Mount San Antonio College | CTA/NEA | 250 ft 671 pt | 1976 | 1978 | 2 | 1 | 12/31/96 |
| Mount San Jacinto College | CTA/NEA | 63 ft | 1976 | 1977 | 2 | 2 | 6/30/98 |
| Napa Valley College | CTA/NEA | 107 ft 167 pt | 1977 | 1979 | 2 | 1 | 6/30/97 |
| North Orange County Community College District | CTA/NEA | 525 ft | 1979 | 1981 | 2 | 2 | 6/30/97 |
| Cypress Col. Fullerton Col. | | | | | 2 2 | | |
| Ohlone College | Ind. | 125 ft 300 pt | 1979 | | 2 | 1 | 6/30/96 |
| Palo Verde College | CTA/NEA (AFT 1976) | 19 ft 42 pt | 1980 | 1976 | 2 | 1 | 6/30/86 |
| Pasadena City College | CTA/NEA | 348 ft | 1979 | 1979 | 2 | 1 | 6/30/97 |
| Peralta Community College District | AFT/CFT | 370 ft 500 pt | 1979 | 1980 | 2 | 4 | 6/30/97 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| Peralta Community College District (Cont.) | | | | | | | |
| Col. of Alameda | | | | | 2 | | |
| Laney College | | | | | 2 | | |
| Merritt Col. | | | | | 2 | | |
| Vista Col. | | | | | 2 | | |
| Rancho Santiago Com. College District | Ind. | 261 ft 929 pt | 1978 | | 2 | 3 ⁸ | 6/30/95 |
| o Cont. Educ. Facul. | CTA/NEA | 21 ft 488 pt | 1977 | | 2 | 2 | 6/30/95 |
| Rio Hondo Comm. Col. | CTA/NEA | 160 ft 500 pt | 1979 | 1980 | 2 | 1 | 6/30/98 |
| Riverside Community College District | CTA/NEA | 227 ft 630 pt | 1978 | 1979 | 2 | 3 | 6/30/98 |
| Saddleback Community College District | CTA/NEA | 300 ft 757 pt | 1976 | 1976 | 2 | 2 | 6/30/97 |
| Irvine Valley Col. Saddleback Col. | | | | | 2 | | |
| | | | | | 2 | | |
| San Bernardino Community College District | CTA/NEA | 232 ft 411 pt | 1984 | 1989 | 2 | 2 | 1/31/93 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--------------------|--------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| San Bernardino Community College District (Cont.) | | | | | | | |
| Crafton Hills Community Col. | | | | | 2 | | |
| San Bernardino Valley Col. | | | | | 2 | | |
| San Diego Community Colleges | AFT (CTA/NEA 1977) | 482 ft 1,158 pt | 1987 | 1977 | 2 | 3 | 12/31/96 |
| San Diego City Col. | | | | | 2 | | |
| San Diego Mesa Col. | | | | | 2 | | |
| San Diego Miramar Col. | | | | | 2 | | |
| San Diego Community College Adult Educ. System | AFT | 99 ft 671 pt | 1977 | 1977 | 2 | 6 | 12/31/95 |
| Centre City/Skills Center | | | | | 2 | | |
| Cesar Chavez Center | | | | | 2 | | |
| Clairemont Mesa Campus Center | | | | | 2 | | |
| Ed. Cultural Complex Campus Center | | | | | 2 | | |
| Kearney Mesa Campus | | | | | 2 | | |
| Mid-City Center | | | | | 2 | | |
| Miramar Campus | | | | | 2 | | |
| Mission Bay Campus | | | | | 2 | | |
| Navajo Campus Center | | | | | 2 | | |
| Point Loma Campus | | | | | 2 | | |
| *San Francisco Art Institute | Ind. (SFAIFU) | 40 | 1996 | 1984 | 4 | 1 | 6/30/98 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|------------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| CALIFORNIA (Cont.) | | | | | | | |
| San Francisco Community College | AFT | 792 ft 979 pt | 1978 | 1979 | 2 | 2 ⁹ | 6/30/92 |
| City Col. of San Fran. Comm. Col. Centers | | | | | 2 2 | | |
| San Joaquin Delta Col. | CTA/NEA | 215 ft 350 pt | 1977 | 1977 | 2 | 1 | 6/30/95 |
| San Jose/Evergreen Com. College District | Ind. (CTA/NEA 1977) | 252 ft 604 pt | 1987 | 1978 | 2 | 2 | 6/30/96 |
| Evergreen Valley Col. San Jose City Col. | | | | | 2 2 | | |
| San Mateo County Com. College District | AFT (NEA 1977) | 387 ft 746 pt | 1982 | 1978 | 2 | 3 | 6/30/95 |
| Canada Col. Col. of San Mateo Skyline Col. | | | | | 2 2 2 | | |
| Santa Barbara City College | Ind. | 198 ft | 1986 | 1987 | 2 | 1 | 12/31/95 |
| Santa Clarita Community College District ¹⁰ | CTA/NEA | 68 ft 192 pt | 1977 | 1978 | 2 | 1 | 6/30/94 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| CALIFORNIA (Cont.) | | | | | | | |
| Santa Monica Community College | Ind. | 277 ft 399 pt | 1978 | 1979 | 2 | 1 | 12/31/93 |
| Santa Rosa Jr. Col. Full-time/ Adjunct Faculty Unit "B" | Ind. | 272 ft 922 pt | 1989 | 1990 | 2 | 1 | 6/96 |
| o Seniors Program, Unit "B" | AFT | 59 | 1989 | 1991 | 2 | 1 | 6/96 |
| Shasta College | CTA/NEA | 144 ft 250 pt | 1976 | 1976 | 2 | 1 ¹¹ | 6/30/96 |
| Sierra Joint Community College District | CTA/NEA | 143 ft 510 pt | 1977 | 1978 | 2 | 1 | 6/30/99 |
| Solano Community College | CCA/CTA/NEA | 148 ft 238 pt | 1976 | 1977 | 2 | 1 | 6/30/94 |
| Southwestern Community College District | CTA/NEA | 214 ft | 1977 | 1979 | 2 | 2 | 12/31/94 |
| San Ysidro Educ. Center Southwestern Col. | | | | | 2 | | |
| | | | | | 2 | | |
| State Center Community College District | AFT | 336 ft 575 pt | 1977 1992 | 1977 | 2 | 2 ¹² | 6/30/97 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--------------------|----------------|--------------------|---------------------|-----------------|------------------|---------------------|
| State Center Community College District (Cont.) | | | | | | | |
| Fresno City Col. | | | | | 2 | | |
| Kings River Comm. Col. | | | | | 2 | | |
| Taft College | CTA/NEA | 23 ft 31 pt | 1976 | 1977 | 2 | 1 | 6/30/2000 |
| University of California | | | | | | | |
| o Lecturers | AFT | 2,000 | 1984 | 1986 | 4 | 9 | 6/30/97 |
| o Librarians | UFL/AFT | 407 | 1983 | 1984 | 4 | 9 | 6/30/96 |
| Berkeley | | | | | 4 | | |
| Davis | | | | | 4 | | |
| Irvine | | | | | 4 | | |
| Los Angeles | | | | | 4 | | |
| Riverside | | | | | 4 | | |
| San Diego | | | | | 4 | | |
| San Francisco | | | | | 4 | | |
| Santa Barbara | | | | | 4 | | |
| Santa Cruz | | | | | 4 | | |
| o Faculty | SCFA/AAUP | 392 | 1981 | 1982 | 4 | 1 ¹³ | 6/30/95 |
| *Univ. of San Francisco | AFT (Inc. 1975) | 275 ft | 1982 | 1976 | 4 | 1 | 6/30/2000 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|------------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| *Univ. of San Francisco (Cont.) | | | | | | | |
| o Adjunct Faculty | AFT | 375 pt | 1981 | 1985 | 4 | 1 | 12/31/98 |
| *Univ. of San Francisco Law School | Ind. | 35 | 1973 | 1974 | 4 | 1 | In abeyance |
| Ventura County Community College District | AFT | 391 ft 700 pt | 1977 | 1978 | 2 | 3 | 6/30/97 |
| Moorpark Col. Oxnard Col. Ventura Col. | | | | | 2 2 2 | | |
| Victor Valley College | CTA/NEA | 84 ft | 1976 | 1978 | 2 | 1 | 6/30/95 |
| West Hills College | CTA/NEA | 50 ft | 1977 | 1977 | 2 | 1 | 6/30/97 |
| West Valley Mission Community College District | Ind. (ACE 1984) | 305 ft 465 pt | 1993 | 1985 | 2 | 2 | 6/30/95 |
| Mission Col. West Valley Col. | | | | | 2 2 | | |
| Yosemite Com. College District | Ind. (CTA/NEA 1976) | 288 ft 180 pt | 1989 | 1978 | 2 | 2 | 6/30/91 |
| Columbia Col. Modesto Jr. Col. | | | | | 2 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|---|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| CALIFORNIA (Cont.) | | | | | | | |
| Yuba Comm. College | YCFA/AAUP AFT (Ind. CTA/ NEA 1976) | 111 ft 412 pt | 1993 1994 | 1978 1995 | 2 | 3 | 6/30/98 6/30/97 |
| COLORADO | | | | | | | |
| *Regis University | AAUP | 77 ft | 1973 | 1973 | 4 | 1 | 8/31/96 |
| CONNECTICUT | | | | | | | |
| Connecticut Community and Technical College System ¹⁴ | | | | | | | |
| Asnuntuck Community-Technical Col. | | | | | 2 | | |
| Capital Community-Technical Col. | | | | | 2 | | |
| Gateway Community-Technical Col. | | | | | 2 | | |
| Housatonic Community-Technical Col. | | | | | 2 | | |
| Manchester Community-Technical Col. | | | | | 2 | | |
| Middlesex Community-Technical Col. | | | | | 2 | | |
| Naugatuck Valley Comm.-Tech. Col. | | | | | 2 | | |
| Northwestern Conn. Comm.-Tech. Col. | | | | | 2 | | |
| Norwalk Comm.-Tech. Col. | | | | | 2 | | |
| Quinebaug Valley Comm.-Tech. Col. | | | | | 2 | | |
| Three Rivers Comm.-Tech. Col. | | | | | 2 | | |
| Tunxis Comm.-Tech. Col. | | | | | 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|-------------------------|--------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| Connecticut Community and Technical College System (Cont.) | | | | | | | |
| A. Community Colleges Faculty | CCCC/SEIU | 596 ft 2,328 pt | 1975 | 1977 | 2 | 12 | 6/30/97 |
| B. Technical Colleges Faculty | AFT | 148 ft 227 pt | 1976 1992 | 1976 1993 | 2 2 | 5 5 | 6/30/97 6/30/97 |
| C. Comm./Tech. Colleges Administrators | CCCC/SEIU ¹⁵ | 401 ft 619 pt | 1987 | 1977 | 2 | 5 | 6/30/97 |
| D. Comm. Tech. College Administrators | AFSCME | 47 ft 7 pt | 1980 | 1981 | 2 | 5 | 6/30/97 |
| Connecticut State Univ. System | AAUP | 2,285 | 1976 | 1976 | 4 | 4 | 8/28/97 |
| Central Conn. St. Univ. | | | | | 4 | | |
| Eastern Conn. St. Univ. | | | | | 4 | | |
| Southern Conn. St. Univ. | | | | | 4 | | |
| Western Conn. St. Univ. | | | | | 4 | | |
| o Admin. Faculty | AFSCME | 358 | 1976 | 1977 | 4 | 4 | 6/30/97 |
| *Mitchell College | AFT | 24 | 1975 | 1975 | 2 | 1 | 6/30/96 |
| *Quinnipiac College | AFT | 155 ft | 1975 | 1975 | 4 | 1 | 6/30/92 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------------|-----------------------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>CONNECTICUT</u> (Cont.) | | | | | | | |
| *Teikyo Post University ¹⁶ | AAUP (PCFA 1978, PCTA/AAUP) | 24 | 1990 | 1979 | 4 | 1 | 8/31/99 |
| U.S. Coast Guard Academy | AFGE | 15 | 1975 | 1978 | 4 | 1 | 6/15/96 |
| Univ. of Connecticut | AAUP | 1,347 | 1976 | 1977 | 2/4 | 6 | 6/30/97 |
| Hartford | | | | | 4 | | |
| Southeastern | | | | | 2 | | |
| Stamford | | | | | 4 | | |
| Storrs | | | | | 4 | | |
| Torrington | | | | | 4 | | |
| Waterbury | | | | | 4 | | |
| <u>DELAWARE</u> | | | | | | | |
| Delaware State University | AAUP | 207 | 1977 | 1981 | 4 | 1 | 8/31/94 |
| University of Delaware | AAUP | 941 ft | 1972 | 1973 | 4 | 4 | 6/30/99 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--|---------------------------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>DISTRICT OF COLUMBIA</u> | | | | | | | |
| *American University ESL Teaching Staff | Ind.(ELIFA) | 32=total in unit 17=FT w/adj. rank | 1982 | 1982 | 4 | 1 | 4/30/96 |
| University of the District of Columbia | NEA | 430 | 1978 | 1980 | 4 | 1 | 9/30/93 |
| <u>FLORIDA</u> | | | | | | | |
| Brevard Community College | UFF/NEA ¹⁷ (AFT 1976, UCCFF 1977) | 235 | 1981 | 1981 | 2 | 4 | 8/1/98 |
| Cocoa Campus | | | | | 2 | | |
| Melbourne Campus | | | | | 2 | | |
| Palm Bay Campus | | | | | 2 | | |
| Titusville Campus | | | | | 2 | | |
| Broward Community College | UFF/NEA (UFF/AFT/AAUP 1981, UFF/NEA/ AAUP 1983) | 330 | 1983 | 1981 | 2 | 4 | 7/1/98 |
| Allied Health Center Campus | | | | | 2 | | |
| Central Campus | | | | | 2 | | |
| North Campus | | | | | 2 | | |
| South Campus | | | | | 2 | | |
| Chipola Junior College | UFF/FTP/NEA (NEA 1983) | 72 | 1976 | 1977 | 2 | 1 | 8/98 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| FLORIDA (Cont.) | | | | | | | |
| Edison Community College | AFT (ECCFF 1977) | 100 | 1976 | 1979 | 2 | 3 | 6/30/98 |
| Charlotte Co. Campus | | | | | | | |
| Collier Co. Campus | | | | | | | |
| Lee Co. Campus | | | | | | | |
| *Edward Waters College | AAUP | 50 | 1992 | | 4 | 1 | |
| Hillsborough Community College | UFF/FUSA/NEA (FUSA/NEA 1974) | 256 | 1983 | 1974 | 2 | 4 | 8/20/95 |
| Brandon Learning Center | | | | | 2 | | |
| Dale Mabry Campus | | | | | 2 | | |
| Plant City Campus | | | | | 2 | | |
| Ybor Campus | | | | | 2 | | |
| Indian River Community College | AAUP | 166 ft | 1973 | 1975 | 2 | 4 | 7/31/97 |
| Chastain Center | | | | | | | |
| Dixon/Hendry Center | | | | | | | |
| Mueller Center | | | | | | | |
| Port St. Lucie/ St. Lucie West Centers | | | | | | | |
| Palm Beach Community College | UFF/NEA (AFT ¹⁸ 1975, UCCFF 1977) | 200 | 1975 | 1978 | 2 | 4 | 6/30/97 |
| Central Campus | | | | | 2 | | |
| Eissey Campus | | | | | 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------------|--------------------------------------|--------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| Palm Beach Community College (Cont.) | | | | | | | |
| Glade Campus | | | | | 2 | | |
| South Campus | | | | | 2 | | |
| Pensacola Junior College | UFF/NEA | 232 | 1985 | 1987 | 2 | 3 | 6/30/96 |
| Milton Campus | | | | | 2 | | |
| Pensacola Campus | | | | | 2 | | |
| Warrington Campus | | | | | 2 | | |
| *Saint Leo College | UFF/NEA (AFT 1976) | 56 | 1979 | 1978 | 4 | 1 | 6/1/96 |
| State University of Florida System | UFF/FTP/NEA (UFF/AFT ¹⁹) | 8,151 ft 314 pt | 1976 | 1976 | 4 | 10 | 6/30/98 |
| Florida Agric. & Mech. Univ. | | | | | 4 | | |
| Florida Atlantic Univ. | | | | | 4 | | |
| Florida Gulf Coast University | | | | | 4 | | |
| Florida Int'l Univ. | | | | | 4 | | |
| Florida State Univ. | | | | | 4 | | |
| Univ. of Central Florida | | | | | 4 | | |
| Univ. of Florida | | | | | 4 | | |
| Univ. of N. Florida | | | | | 4 | | |
| Univ. of S. Florida | | | | | 4 | | |
| Univ. of W. Florida | | | | | 4 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-----------------------|--------------------|--------------------|--------------------|---------------------|-----------------|------------------|---------------------|
| <u>HAWAII</u> | | | | | | | |
| University of Hawaii | UHPA/NEA | 2,664 ft 546 pt | 1974 | 1975 | 2/4 | 10 | 1/31/96 |
| Hawaii Comm. Col. | | | | | 2 | | |
| Honolulu Comm. Col. | | | | | 2 | | |
| Kapiolani Comm. Col. | | | | | 2 | | |
| Kauai Comm. Col. | | | | | 2 | | |
| Leeward Comm. Col. | | | | | 2 | | |
| Maui Comm. Col. | | | | | 2 | | |
| UH - Hilo Campus | | | | | 4 | | |
| UH - Manoa Campus | | | | | 4 | | |
| UH - West Oahu Campus | | | | | 4 | | |
| Windward Comm. Col. | | | | | 2 | | |

ILLINOIS

| | | | | | | | |
|-------------------------|----------|--------|------|------|---|---|---------|
| Belleville Area College | AAUP/AFT | 130 ft | 1967 | 1967 | 2 | 3 | 8/14/99 |
| Belleville Campus | | | | | 2 | | |
| Granite Campus | | | | | 2 | | |
| Red Bud Campus | | | | | 2 | | |
| Black Hawk College | IFT/AFT | 196 | 1984 | | 2 | 2 | 8/97 |
| East Campus | UAW | 160 | 1990 | | 2 | | 6/30/95 |
| Quad Campus | IEA, NEA | 10 | 1992 | | 2 | | 6/30/96 |
| *Carl Sandburg College | IEA/NEA | 55 ft | 1975 | | 2 | 3 | 6/30/99 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| *Carl Sandburg College (Cont.) | | | | | | | |
| Branch Campus | | | | | 2 | | |
| Extension Center-Bushnell Carthage | | | | | 2 | | |
| Main Campus | | | | | | | |
| Chicago State Univ. | UPI/IFT/ AFT | 300 | 1976 | 1977 | 4 | 1 | 8/31/99 |
| City Colleges of Chicago (Cook County) | AFT | 850 ft | 1966 | 1967 | 2 | 7 | 7/15/96 |
| Kennedy-King Col. | | | | | 2 | | |
| Malcolm X Col. | | | | | 2 | | |
| Olive-Harvey Col. | | | | | 2 | | |
| Richard J. Daley Col. | | | | | 2 | | |
| Truman Col. | | | | | 2 | | |
| Washington Col. | | | | | 2 | | |
| Wright Col. | | | | | 2 | | |
| College of DuPage | NEA (Ind. 1984) | 315 | 1989 | 1984 | 2 | 1 | 6/2000 |
| College of Lake County | AFT (NEA 1971) | 183 ft | 1973 | 1973 | 2 | 2 | 8/30/98 |
| Danville Area College | NEA | 65 | 1983 | 1983 | 2 | 1 | 6/30/98 |
| Eastern Illinois Univ. | UPI/IFT/ AFT | 579 | | | | | 1999 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--------------------|------------------|--------------------|---------------------|------------------|------------------|---------------------|
| ILLINOIS (cont.) | | | | | | | |
| Elgin Community College | AFT AFT | 119 ft 61 pt | 1984 1993 | 1984 | 2 2 | 1 | 12/31/97 |
| Governors State Univ. | UPI/IFT AFT | 185 | 1976 | 1977 | 4 | 1 | 8/31/97 |
| Highland Com. College | AFT | 47 ft 3 pt | 1968 | 1968 | 2 | 1 | 8/20/99 |
| Illinois Board of Gov. ²⁰ Universities | | | | | | 4 | |
| Illinois Central College | Ind. | 193 ft 400 pt | 1977 | 1977 | 2 | 1 | 7/31/93 |
| Illinois Eastern Com. Colleges | IEA/NEA | 92 | 1985 | 1985 | 2 | 4 | 9/1/97 |
| Frontier Community Col. Lincoln Trail Col. Olney Central Col. Wabash Valley Col. | | | | | 2 2 2 2 | | |
| Illinois Valley Com. College | AFT | 67 ft | 1966 | 1966 | 2 | 1 | 8/97 |
| John A. Logan College | IEA/NEA | 95 ft | 1972 | 1972 | 2 | 1 | 8/15/99 |
| Joliet Junior College | AFT | 157 ft | 1967 | 1967 | 2 | 2 | 6/30/99 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|-----------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| ILLINOIS (Cont.) | | | | | | | |
| Kankakee Com. College | AFT | 50 | 1984 | 1985 | 2 | 1 | 8/97 |
| Kaskaskia College | IFT/AFT (NEA 1984) | 56 | 1991 | 1985 | 2 | 1 | 8/15/98 |
| Kishwaukee College | IFT/AFT | 75 ft | 1986 | 1986 | 2 | 1 | 8/95 |
| Lake Land College | AFT | 124 ft | 1968 | 1970 | 2 | 1 | 8/19/97 |
| Lewis and Clark Com. College | IEA/NEA | 75 ft | 1979 | 1979 | 2 | 1 | 7/31/97 |
| Lincoln Land Community College | AFT | 117 | 1986 | 1986 | 2 | 1 | 8/15/99 |
| McHenry County College | NEA | 80 ft | 1971 | 1972 | 2 | 1 | 8/2000 |
| Metropolitan Comm. Col. of East St. Louis ²¹ | IFT/AFT | 31 | 1980 | 1982 | 2 | 1 | 6/30/95 |
| Moraine Valley Community College | AFT | 185 | 1972 | 1972 | 2 | 1 | 6/30/98 |
| Morton College | AFT | 49 ft | 1967 | 1967 | 2 | 1 | 8/19/98 |
| Northeastern Illinois Univ. | UPI/IFT | 305 | | | | | 8/31/97 |
| Part-time faculty | AFT | 50 | 1976 | | 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------------|--------------------|---------------|--------------------|----------------------|-----------------|------------------|---------------------|
| ILLINOIS (Cont.) | | | | | | | |
| Northern Illinois U. | AFT/UIPI | 120 temp. | 1992 | 1994 | 4 | 1 | 6/30/98 |
| Oakton Community College | IEA/NEA | 151 | 1986 | 1986 | 2 | 2 | 8/15/98 |
| o Adjunct Faculty | IEA/NEA | 118 pt | 1985 | 1987 | 2 | 2 | 8/10/96 |
| Parkland College | Ind. (PAB) AFT | 149 ft 125 | 1985 1995 | 1987 | 2 | 1 | 8/14/94 |
| Prairie State College | AFT | 94 ft | 1969 | 1969 | 2 | 1 | 8/97 |
| Rend Lake College | AFT | 55 | 1985 | 1986 | 2 | 1 | 8/10/92 |
| Richland Com. College | AFT/IFT | 60 | 1984/85 | 1986 | 2 | 1 | 6/30/97 |
| Sauk Valley Community College | IEA/NEA | 60 ft | 1969 | 1970 | 2 | 1 | 6/30/98 |
| Shawnee Com. College | NEA | 42 | 1984 | 1984 | 2 | 1 | 8/15/99 |
| South Suburban College ²² | AFT | 125 | 1971 | 1972 | 2 | 1 | 8/15/98 |
| Southeastern Illinois College | NEA | 67 | 1985 | 1984 | 2 | 1 | 8/19/97 |
| Southern Illinois Univ.-Carbondale | NEA | 740 | 1996 | | 2 | | |
| Spoon River College | NEA | 35 | 1973 | 1976 | 2 | 1 | 9/1/92 |
| Triton College | AFT | 228 ft | 1973 | | 2 | 1 | 6/30/92 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| ILLINOIS (cont.) | | | | | | | |
| Univ. of Illinois at Springfield ²³ | AFT | 162 | 1986 | 1988 | 2 | 1 | 6/30/97 |
| Waubonsee Com. College | AFT | 75 | 1968 | 1970 | 2 | 1 | 6/30/99 |
| Western Illinois Univ. | UPI/IFT/AFT | 655 | 1976 | 1977 | 4 | 1 | 8/31/2000 |
| William Rainey Harper College ²⁴ | AFT | 219 | 1976 | 1976 | 2 | 1 | 8/15/99 |
| IOWA | | | | | | | |
| Des Moines Area Com. College | NEA | 270 ft | 1976 | 1976 | 2 | 5 | 8/14/96 |
| Ankeny Campus | | | | | 2 | | |
| Boone Campus | | | | | 2 | | |
| Carroll Campus | | | | | 2 | | |
| Newton Campus | | | | | 2 | | |
| Urban Campus | | | | | 2 | | |
| Eastern Iowa Community College District IX | NEA | 148 ft | 1975 | 1976 | 2 | 3 | 8/13/95 |
| Clinton Comm. Col. | | | | | 2 | | |
| Muscatin Comm. Col. | | | | | 2 | | |
| Scott Comm. Col. | | | | | 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|-----------------|--------------------|----------------------|-----------------|------------------|---------------------|
| IOWA (cont.) | | | | | | | |
| Hawkeye Community College Main Campus Metro Campus | NEA | 113 ft 33 pt | 1980 | 1981 | 2 | 2 | 8/17/97 |
| Iowa Central Community College | NEA | 79 ft | 1975 | 1976 | 2 | 1 | 6/30/96 |
| Iowa Lakes Com. College North Campus South Campus | NEA | 83 f/pt | 1975 | 1976 | 2 | 2 | 6/30/97 |
| Iowa Western Community College | NEA | 108 ft | 1975 | 1976 | 2 | 2 | 8/18/95 |
| Clarinda Campus Council Bluffs Campus | | | | | 2 | 2 | |
| Kirkwood Com. College | NEA | 200 ft | 1975 | 1976 | 2 | 2 | 8/29/97 |
| Cedar Rapids Campus Iowa City Campus | | | | | 2 | 2 | |
| Northeast Iowa Community College (Area I) | NEA | 105 ft 41 pt | 1975 | 1976 | 2 | 2 | 8/15/97 |
| Calmar Campus Peosta Campus | | | | | 2 | 2 | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|---|----------------|--------------------|----------------------|-----------------|------------------|---------------------|
| IOWA (cont.) | | | | | | | |
| Northwest Iowa Community College (Area IV) | NEA | 33 ft | 1975 | 1976 | 2 | 1 | 6/30/97 |
| Southeastern Community College | NEA | 70 ft 11 pt | 1987 | 1976 | 2 | 2 | 6/30/98 |
| North Campus South Campus | | | | | 2 2 | | |
| Southwestern Community College | NEA | 44 ft | 1975 | 1976 | 2 | 2 | 7/31/90 |
| Creston Red Oak | | | | | 2 2 | | |
| University of Northern Iowa | NEA (AAUP/NEA ²⁵ 1976) | 680 f/pt | 1991 | 1977 | 4 | 1 | 6/30/95 |
| Western Iowa Tech Com. College | NEA ²⁶ | 75 ft 12 pt | 1976 | 1978 | 2 | 1 | 8/14/97 |
| KANSAS | | | | | | | |
| Butler County Community College | NEA | 124 ft | 1971 | 1971 | 2 | 1 | 7/31/97 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|----------------------------------|---------------------------|---------------------------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>KANSAS</u> (cont.) | | | | | | | |
| Cloud County Community College | NEA | 37 ft 6 pt regular 250 pt other | 1970 | 1973 | 2 | 1 | 6/30/97 |
| Coffeyville Community College | Ind. (NEA 1980) | 35 ft | 1982 | 1983 | 2 | 1 | 6/30/96 |
| Colby Community College | NEA (Ind. 1972) | 55 ft | 1988 | 1975 | 2 | 1 | 6/30/96 |
| Cowley County Community College | NEA | 43 | 1969 | 1970 | 2 | 1 | 7/31/98 |
| Dodge City Com. College | KEA/NEA (Ind. 1974) | 55 ft | 1991 | 1972 | 2 | 1 | 6/30/97 |
| Fort Scott Com. College | NEA(FSCAPE) (NEA 1974) | 58 | 1984 | 1985 | 2 | 1 | 6/30/96 |
| Garden City Community College | NEA | 70 ft | 1971 | 1973 | 2 | 1 | 6/30/95 |
| Hutchinson Com. College | NEA | 72 f/pt | | 1969 | 2 | 1 | 6/30/97 |
| Independence Community College | NEA | 31 ft 1 pt | 1970 | 1970 | 2 | 1 | 6/30/97 |
| Johnson County Community College | NEA | 303 ft | 1980 | 1981 | 2 | 1 | 6/30/98 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>KANSAS</u> (cont.) | | | | | | | |
| Kansas City Kansas Com. College | NEA | 129 ft | 1971 | 1971 | 2 | 1 | 6/30/95 |
| Labette Com. College | NEA | 36 | 1970 | 1970 | 2 | 2 | 6/30/97 |
| Main Campus | | | | | 2 | | |
| Oswego Campus | | | | | 2 | | |
| Pittsburg State Univ. | NEA | 218 | 1974 | 1978 | 4 | 1 | 6/30/90 |
| Pratt Community College | NEA | 34 f/pt | 1977 | 1977 | 2 | 1 | 6/30/97 |
| <u>MAINE</u> | | | | | | | |
| Maine Maritime Academy | MSEA | 50 | 1988 | 1988 | 4 | 1 | 9/30/95 |
| Maine Technical College System | NEA/MEA | 297 | | 1971 | 2 | 7 | 6/30/97 |
| Central Maine Tech. Col. | | | | | 2 | | |
| Eastern Maine Tech. Col. | | | | | 2 | | |
| Kennebec Valley Tech. Col. | | | | | 2 | | |
| Northern Maine Tech. Col. | | | | | 2 | | |
| Southern Maine Tech. Col. | | | | | 2 | | |
| Washington County Tech. Col. | | | | | 2 | | |
| York County Technical Col. | | | | | 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-----------------------------|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| MAINE (cont.) | | | | | | | |
| Univ. of Maine System | NEA/MEA | 1,250 ft | 1978 | 1979 | 4 | 7 | 6/30/97 |
| Univ. of Maine | | | | | 4 | | |
| Univ. of Maine-Augusta | | | | | 2 | | |
| Univ. of Maine-Farmington | | | | | 4 | | |
| Univ. of Maine-Fort Kent | | | | | 4 | | |
| Univ. of Maine-Machias | | | | | 4 | | |
| Univ. of Maine-Presque Isle | | | | | 4 | | |
| Univ. of Southern Maine | | | | | 4 | | |
| ○ Part-time Faculty | PATFA/AFT | 250 pt | 1986 | 1988 | 4 | 7 | 8/31/97 |

MARYLAND

| | | | | | | | |
|---|------|--------|------|------|-------------|---|----------|
| Baltimore City Community College | AFT | 162 ft | 1969 | 1970 | 2 | 2 | 6/30/90 |
| Harbor Campus Liberty Campus | | | | | 2 2 | | |
| Montgomery College | AAUP | 450 | 1980 | 1982 | 2 | 3 | 9/1/2001 |
| Germantown Campus Rockville Campus Takoma Park Campus | | | | | 2 2 2 | | |
| Towson State University | AAUP | 480 | 1973 | | 4 | 1 | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------------------|-----------------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>MASSACHUSETTS</u> | | | | | | | |
| *Becker College | AFT | 49 | 1974 | 1975 | 2 | 2 | 8/31/93 |
| Leicester Campus Worcester Campus | | | | | 2 2 | | |
| *Berklee Col. of Music | AFT | 140 ft | 1985 | 1986 | 4 | 1 | 8/31/96 |
| o Part-time Faculty | AFT | 136 pt | 1985 | 1986 | 4 | 1 | 8/31/96 |
| *Curry College | AAUP | 81 ft 130 pt | 1979 | 1981 | 4 | 2 | 6/1/98 |
| *Emerson College | AAUP | 81 ft | 1975 | 1976 | 4 | 1 | 8/31/94 |
| *Endicott College | NEA | 40 ft | 1973 | 1974 | 4 | 1 | |
| *Laboure College | NEA | 22 ft | 1975 | 1979 | 2 | 1 | 6/30/96 |
| Massachusetts Community College System ²⁷ | NEA/MTA/ MCCC ²⁸ | 1,700 | 1976 | 1976 | 2 | 15 | 6/30/98 |
| Berkshire Comm. Col. | | | | | | 2 | |
| Bristol Comm. Col. | | | | | | 2 | |
| Bunker Hill Comm. Col. | | | | | | 2 | |
| Cape Cod Comm. Col. | | | | | | 2 | |
| Greenfield Comm. Col. | | | | | | 2 | |
| Holyoke Comm. Col. | | | | | | 2 | |
| Mass. Bay Comm. Col. | | | | | | 2 | |
| Massasoit Comm. Col. | | | | | | 2 | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| Massachusetts Community College System (cont.) | | | | | | | |
| Middlesex Comm. Col. | | | | | 2 | | |
| Mount Wachusett Comm. Col. | | | | | 2 | | |
| North Shore Comm. Col. | | | | | 2 | | |
| Northern Essex Comm. Col. | | | | | 2 | | |
| Quinsigamond Comm. Col. | | | | | 2 | | |
| Roxbury Comm. Col. | | | | | 2 | | |
| Springfield Tech. Comm. Col. | | | | | 2 | | |
| o Div. of Continuing Ed. | NEA/MTA/ MCCC | 1,800 pt | 1987 | 1991 | 2 | 15 | 12/31/98 |
| Massachusetts State Colleges ²⁹ | NEA/MTA | 1,535 | 1977 | 1977 | 4 | 9 | 6/30/93 |
| Bridgewater St. Col. | | | | | 4 | | |
| Fitchburg St. Col. | | | | | 4 | | |
| Framingham St. Col. | | | | | 4 | | |
| Mass. College of Art | | | | | 4 | | |
| Mass. Maritime Academy | | | | | 4 | | |
| North Adams St. Col. | | | | | 4 | | |
| Salem St. Col. | | | | | 4 | | |
| Westfield St. Col. | | | | | 4 | | |
| Worcester St. Col. | | | | | 4 | | |
| o Div. of Cont. Educ. | NEA/MTA | 1,050 pt | 1987 | 1989 | 4 | 9 | 8/31/92 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|----------------------|-----------|--------------------|---------------------|-----------------|------------------|---------------------|
| MASSACHUSETTS (cont.) | | | | | | | |
| Univ. of Massachusetts Amherst Campus ³⁰ | MSP/FSU/MTA/NEA | 1,800 | 1976 | 1978 | 4 | 4 | 6/30/97 |
| Boston Campus | MSP/MTA/NEA | 509 | | | 4 | | |
| Lowell Campus ³¹ | | | | | 4 | | |
| Dartmouth Campus ³² | AFT | 313 | 1970 | 1970 | 4 | 1 | 6/30/97 |
| o Part-time and Visiting Lecturers | AFT | 77 pt | 1985 | 1986 | 4 | | 6/30/97 |
| *Wentworth Institute of Technology Boston Campus | AFT | 100 | 1973 | 1976 | 4 | 1 | 12/31/97 |
| MICHIGAN | | | | | | | |
| *Adrian College | NEA | 70 | 1975 | 1977 | 4 | 1 | 8/31/98 |
| Alpena Community College | MEA/NEA | 51 | 1965 | 1965 | 2 | 1 | 8/24/97 |
| *Baker College of Flint | NEA | 44 ft | 1978 | 1978 | 2/4 | 1 | 8/31/96 |
| Bay de Noc Community College | MEA/NEA (Ind. 1971) | 42 ft | 1973 | 1971 | 2 | 1 | 8/18/99 |
| Central Michigan University | MEA/NEA (CMUFA 1969) | 598 | 1977 | 1970 | 4 | 1 | 6/30/96 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| MICHIGAN (cont.) | | | | | | | |
| *Detroit College of Business | NEA (Ind. 1971) | 36 ft | 1973 | 1971 | 4 | 3 | 6/30/97 |
| Eastern Michigan University | AAUP | 691 ft | 1974 | 1974 | 4 | 1 | 8/31/2000 |
| Ferris State University | NEA | 532 ft | 1973 | 1973 | 4 | 1 | 6/30/94 |
| Glen Oaks Community College | NEA | 31 ft | 1968 | 1968 | 2 | 1 | 8/31/95 |
| Gogebic Community College | NEA | 47 | 1965 | 1965 | 2 | 1 | 8/14/96 |
| Grand Rapids Community College | Ind. | 542 f/pt | 1965 | 1965 | 2 | 1 | 8/26/95 |
| Henry Ford Community College | AFT | 205 | 1965 | 1966 | 2 | 2 | 8/21/99 |
| Dearborn Heights Campus Main Campus | | | | | 2 | | |
| Highland Park Community College | AFT | 19 | 1966 | 1989 | 2 | 1 | 6/30/92 |
| Jackson Community College | NEA | 108 ft | 1965 | 1966 | 2 | 4 | 8/31/96 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|-------------------------------|------------|--------------------|----------------------|-----------------|------------------|---------------------|
| MICHIGAN (cont.) | | | | | | | |
| Kalamazoo Valley Community College | AAUP (NEA) | 105 | 1995 | 1969 | 2 | 1 | 5/94 |
| Kellogg Community College | MEA/NEA (AFT 1967) | 96 ft | 1968 | 1968 | 2 | 1 | 8/15/97 |
| *Kendall College of Art and Design | KFA/MEA/NEA | 72 | 1974 | 1989 | 4 | 1 | 8/22/96 |
| Kirtland Community College | AFT/MFT (Ind. 1969, NEA 1973) | 34 ft | 1985 | 1971 | 2 | 1 | 6/30/96 |
| Lake Superior State University | MEA/NEA | 118 ft | 1978 | 1978 | 4 | 1 | 8/31/99 |
| Lansing Community College | MEA/NEA | 1,000 f/pt | 1968 | 1969 | 2 | 1 | 8/25/97 |
| Macomb Community College | Ind. | 295 ft | 1966 | 1967 | 2 | 3 | 8/14/99 |
| Center Campus Fraser Campus South Campus | | | | | 2 2 2 | | |
| Mid Michigan Community College | MEA/NEA | 36 ft | 1968 | 1969 | 2 | 2 | 8/22/96 |
| Monroe County Community College | MEA/NEA | 61 ft | 1973 | 1969 | 2 | 1 | 8/31/2000 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|------------------|--------------------|---------------------|-----------------|------------------|---------------------|
| MICHIGAN (cont.) | | | | | | | |
| Montcalm Community College | MEA/NEA | 25 ft | 1968 | 1968 | 2 | 1 | 8/15/97 |
| Mott Community College | NEA | 159 ft 268 pt | 1994 | 1966 | 2 | 3 | 8/25/97 |
| Lapeer Campus | | | | | 2 | | |
| Main Campus | | | | | 2 | | |
| Southern Lakes Campus | | | | | 2 | | |
| Muskegon Community College | MEA/NEA | 98 ft | 1965 | 1967 | 2 | 1 | 8/31/97 |
| North Central Michigan College | MEA/NEA | 30 | 1980 | 1981 | 2 | 1 | 8/31/96 |
| Northern Michigan University | AAUP | 288 ft | 1975 | 1976 | 4 | 1 | 6/30/97 |
| o College of Technology and Applied Sciences | MEA/NEA | 23 ft | 1980 | 1980 | 4 | 1 | 8/25/98 |
| Oakland Community College | MEA/NEA | 287 | 1971 | 1966 | 2 | 5 | 8/31/99 |
| Auburn Hills Campus | | | | | 2 | | |
| Highland Lakes Campus | | | | | 2 | | |
| Orchard Ridge Campus | | | | | 2 | | |
| Royal Oak Campus | | | | | 2 | | |
| Southfield Campus | | | | | 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|------------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| MICHIGAN (cont.) | | | | | | | |
| Oakland University | AAUP | 380 ft 317 pt | 1970 | 1971 | 4 | 1 | 8/19/97 |
| Saginaw Valley State University | MEA/NEA | 175 ft | 1972 | 1972 | 4 | 1 | 6/30/96 |
| St. Clair County Community College | MEA/NEA | 97 | 1968 | 1970 | 2 | 1 | 8/30/94 |
| Schoolcraft College | MEA/NEA | 127 ft 303 pt | 1972 | 1967 | 2 | 1 | 8/18/98 |
| *University of Detroit Mercy ³³ | MEA/NEA | 230 ft | 1975 | 1977 | 4 | 2 | 8/15/98 |
| Washtenaw Community College | MEA/NEA | 174 ft | 1966 | 1967 | 2 | 1 | 8/24/96 |
| Wayne County Community College | AFT | 123 ft 250 pt | 1970 | 1970 | 2 | 4 (1 center) | 12/31/94 |
| Downriver Campus | | | | | 2 | | |
| Downtown Campus | | | | | 2 | | |
| Eastern Campus | | | | | 2 | | |
| Northwestern Campus | | | | | 2 | | |
| Wayne State University | AAUP | 1,550 ft | 1972 | 1972 | 4 | 1 | 7/31/99 |
| West Shore Community College | MEA/NEA (Ind. 1970) | 28 ft | 1984 | 1970 | 2 | 1 | 8/20/98 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>MICHIGAN</u> (cont.) | | | | | | | |
| Western Michigan University | AAUP | 761 f/pt | 1975 | 1976 | 4 | 6 | 9/6/99 |
| Battle Creek Campus | | | | | 4 | | |
| Benton Harbor Campus | | | | | 4 | | |
| Grand Rapids Campus | | | | | 4 | | |
| Kalamazoo (Main) Campus | | | | | 4 | | |
| Lansing Campus | | | | | 4 | | |
| Muskegon Campus | | | | | 4 | | |
| o Language Association | AAUP | 7 | 1988 | 1988 | 4 | 6 | 9/1/97 |

MINNESOTA

| | | | | | | | |
|------------------------------------|-----------|-------|------|------|---|----|---------|
| Minnesota Community Colleges | MCCFA/NEA | 1,820 | 1972 | 1973 | 2 | 10 | 6/30/97 |
| Anoka-Ramsey Com. Col. | | | | | 2 | | |
| Coon Rapids Campus | | | | | 2 | | |
| Cambridge Campus | | | | | 2 | | |
| Arrowhead/Northeast Service Center | | | | | 2 | | |
| Fon du Lac Comm. Col. Center | | | | | 2 | | |
| Itasca Community College | | | | | 2 | | |
| Rainy River Comm. College | | | | | 2 | | |
| Fergus Falls Comm. Col. | | | | | 2 | | |
| Inver Hills Comm. Col. | | | | | 2 | | |
| Normandale Comm. Col. | | | | | 2 | | |
| North Hennepin Comm. Col. | | | | | 2 | | |
| Worthington Comm. Col. | | | | | 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| MINNESOTA (cont.) | | | | | | | |
| Minnesota Technical Colleges | UTCE | 2,168 | 1993 | | 2 | 21 | |
| Alexandria Technical Col. | | | | | 2 | | |
| Anoka-Hennepin Tech. Col. | | | | | 2 | | |
| Dakota County Tech. Col. | | | | | 2 | | |
| Hennepin Technical College | | | | | 2 | | |
| Brooklyn Park Campus | | | | | 2 | | |
| Plymouth Campus | | | | | 2 | | |
| Eden Prairie Campus | | | | | 2 | | |
| Northwest Technical | | | | | 2 | | |
| Detroit Lakes Campus | | | | | 2 | | |
| East Grand Forks Campus | | | | | 2 | | |
| Moorhead Campus | | | | | 2 | | |
| Wadena Campus | | | | | 2 | | |
| Pine Technical College | | | | | 2 | | |
| Red Wing/Winona Tech. Col. | | | | | 2 | | |
| Red Wing Campus | | | | | 2 | | |
| Winona Campus | | | | | 2 | | |
| St. Cloud Technical Campus | | | | | 2 | | |
| St. Paul Technical College | | | | | 2 | | |
| South Central Technical College | | | | | 2 | | |
| Mankato Campus | | | | | 2 | | |
| Fairbault Campus | | | | | 2 | | |
| Southwestern Technical College | | | | | 2 | | |
| Canby Campus | | | | | 2 | | |
| Granite Campus | | | | | 2 | | |
| Jackson Campus | | | | | 2 | | |
| Pipestone Campus | | | | | 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-----------------------------------|-----------------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| MINNESOTA (cont.) | | | | | | | |
| Minn. Consolidated Colleges | UTCE/MCCFA | see above | | | 2 | 11 | |
| Central Lakes College | | | | | 2 | | |
| Century Community & Tech. Col. | | | | | 2 | | |
| Hibbing Comm. Col. | | | | | 2 | | |
| Lake Superior College | | | | | 2 | | |
| Mesabi Range Comm. & Tech. Col. | | | | | 2 | | |
| Minneapolis Comm. & Tech. Col. | | | | | 2 | | |
| Northland Comm. & Tech. Col. | | | | | 2 | | |
| Ridgewater College | | | | | 2 | | |
| Hutchinson Campus | | | | | 2 | | |
| Willmar Campus | | | | | 2 | | |
| Riverland Community College | | | | | 2 | | |
| Rochester Comm. Col. & Tech. Col. | | | | | 2 | | |
| Minnesota State Universities | IFO ³⁴ (Ind.) | 2,706 | 1975 | 1976 | 2/4 | 8 | 6/30/97 |
| Bemidji St. Univ. | | | | | 4 | | |
| Mankato St. Univ. | | | | | 4 | | |
| Metropolitan St. Univ. | | | | | 4 | | |
| Moorhead St. University | | | | | 4 | | |
| Msil-Akita, Japan | | | | | 2 | | |
| Saint Cloud St. Univ. | | | | | 4 | | |
| Southwest St. Univ. | | | | | 4 | | |
| Winona St. Univ. | | | | | 4 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------------|--------------------|----------------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>MINNESOTA (Cont.)</u> | | | | | | | |
| University of Minnesota ³⁵ | NEA | 335 | | 1982 | 4 | 1 | 6/30/97 |
| Duluth Campus | | | | 1980 | 4 | 1 | |
| <u>MISSOURI</u> | | | | | | | |
| *Park College | AFT | 54 | 1976 | 1977 | 4 | 1 | 5/15/96 |
| St. Charles County Community College | AFT | 60 | 1991 | | 2 | 1 | |
| St. Louis Comm. Col. | NEA | 446 ft | 1977 | 1977 | 2 | 3 | 6/30/97 |
| Florissant Valley Forest Park Meramec | | | | | 2 | | |
| <u>MONTANA</u> | | | | | | | |
| Dawson Community College | AFT | 30 f/pt | 1975 | 1975 | 2 | 1 | 7/1/94 |
| Flathead Valley Community College | NEA AFT | 40 ft 94 pt | 1979 | 1981 | 2 | 2 | 6/30/97 |
| Lincoln Campus Main Campus | | 3 ft 37 pt | | | 2 | 2 | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| MONTANA (Cont.) | | | | | | | |
| Miles Community College | Ind. | 30 | 1973 | 1973 | 2 | 1 | 6/30/97 |
| Montana State University-Billings/Main Campus | AAUP/AFT | 199 f/pt | 1978 | 1976 | 4 | 1 | 6/30/97 |
| College of Technology | MFT/AFT | 32 f/pt | | | | | |
| Northern Montana College | AFT (NEA 1975) | 75 | 1979 | 1976 | 4 | 1 | 6/30/95 |
| University of Montana | AFT | 509 f/pt | 1978 | 1979 | 4 | 1 | 6/30/97 |
| Western Montana College | AFT (NEA 1975) | 47 ft | 1983 | 1975 | 4 | 1 | 6/30/91 |
| NEBRASKA | | | | | | | |
| Central Community College | NSEA/NEA | 136 | 1985 | 1976 | 2 | 3 | 8/14/96 |
| Columbus-Region 1 | | | | | 2 | | |
| Grand Island-Region 2 | | | | | 2 | | |
| Hastings-Region 3 | | | | | 2 | | |
| Metropolitan Community College | NSEA/NEA | 159 ft | 1974 | 1974 | 2 | 5 | 6/30/97 |
| Elkhorn Valley Campus | | | | | 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|---------------------------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| Metropolitan Community College (Cont.) | | | | | | | |
| Fort Omaha Campus | | | | | 2 | | |
| Fremont Campus | | | | | 2 | | |
| Sarpy Center Campus | | | | | 2 | | |
| South Campus | | | | | 2 | | |
| Mid-Plains Community College Area | NEA | 75 | 1976 | 1976 | 2 | 2 | 1995 |
| McCook Campus | NEA | 28 | 1978 | 1978 | 2 | 1 | 1995 |
| Mid-Plains Campus-Mc Donald Belton | | 75 | 1976 | 1976 | 2 | 1 | 1995 |
| Mid Plains Voc. Tech. | Ind. | | | | 2 | 1 | 1995 |
| Nebraska State Colleges | SCEA/NEA | 235 | 1976 | 1970 | 4 | 3 | 6/30/99 |
| | NEA (Prof. Unit) | 74 | 1994 | | 4 | 3 | |
| | NAPE AFSCME | 91 | 1996 | 1996 | 4 | 3 | 6/30/99 |
| Chadron St. Col. | | | 1990 | | 4 | | |
| Peru St. Col. | | | | | 4 | | |
| Wayne St. Col. | | | | | 4 | | |
| Northeast Community College | NSEA/NEA | 94 | 1990 | 1975 | 2 | 1 | 8/31/97 |
| Southeast Community College | Ind. NEA(Prof. Unit) (NEA 1975) | 260 60 | 1979 1991 | 1975 1991 | 2 2 | 3 3 | 6/30/98 6/30/96 |
| Beatrice Campus | | | | | | 2 | |
| Lincoln Campus | | | | | | 2 | |
| Milford Campus | | | | | | 2 | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>NEBRASKA (Cont.)</u> | | | | | | | |
| University of Nebraska | | | | | | | |
| Omaha | AAUP | 430 | 1979 | 1981 | 4 | 1 | 6/30/95 |
| Kearney ³⁶ | UNKEA/NEA | 318 | 1976 | 1991 | 4 | 1 | 6/30/95 |
| Univ. of Nebraska-Lincoln (Law) | Ind. | 25 | 1976 | | 4 | 2 | |
| Western Nebraska Community College | NEA | 70 | 1976 | | 2 | 2 | 8/31/95 |
| Scottsbluff Campus Centers in Sidney & Alliance | | | | | 2 | | |
| | | | | | 2 | | |
| <u>NEVADA</u> | | | | | | | |
| Truckee Meadows Com. Col. | NFA/AAUP | 103 | 1992 | | 2 | 1 | 7/96 |
| <u>NEW HAMPSHIRE</u> | | | | | | | |
| *Franklin Pierce College | AFT | 117 f/pt | 1974 | 1974 | 4 | 1 | 8/31/98 |
| Keene State College | NEA ³⁷ | 160 ft | 1977 | 1979 | 4 | 1 | 6/30/99 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------------|-------------------------------------|-----------|--------------------|--------------------|-----------------|-----------------------|---------------------|
| <u>NEW HAMPSHIRE (Cont.)</u> | | | | | | | |
| *New Hampshire College ³⁸ | NHAPE/ AAUP (Ind. 1984) | 134 | 1991 | 1984 | 4 | 2 (+ 7 satellites) | 6/30/99 |
| Univ. of New Hampshire | AAUP | 624 | 1990 | 1993 | 4 | 2 | 6/30/95 |
| <u>NEW JERSEY</u> | | | | | | | |
| Atlantic Com. College | NJEA/NEA | 75 | 1968 | 1970 | 2 | 1 | 6/30/96 |
| Bergen Community College | NJEA/NEA | 276 | 1968 | 1969 | 2 | 1 | 6/30/96 |
| *Bloomfield College | AAUP | 50 f/pt | 1973 | 1975 | 4 | 1 | 6/30/93 |
| Brookdale Community College | NJEA/NEA | 206 | 1971 | 1974 | 2 | 1 | 6/30/95 |
| Burlington County College | NJEA/NEA | 74 | 1970 | 1971 | 2 | 2 | 6/30/99 |
| Camden County College | NJEA/NEA (NEA 1968, AFT 1972) | 120 | 1980 | | 2 | 1 ³⁹ | 6/30/96 |
| County College of Morris | NJEA/NEA (Ind. 1974) | 190 | 1975 | 1975 | 2 | 1 | 8/28/97 |
| Cumberland County Col. | NJEA/NEA | 49 | 1968 | 1969 | 2 | 1 | 6/30/97 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------------|-------------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| NEW JERSEY (Cont.) | | | | | | | |
| Essex County College | NJEA/NEA | 153 | 1968 | 1970 | 2 | 2 | 8/31/97 |
| Newark Campus West Caldwell Campus | | | | | 2 | | |
| | | | | | 2 | | |
| Gloucester County College | AFT (NEA 1968) | 78 ft | 1972 | 1969 | 2 | 1 | 6/30/98 |
| Hudson County Community College | NJEA/NEA | 45 | 1989 | 1989 | 2 | 1 | 6/30/91 |
| Mercer County Community College | NJEA/NEA | 121 ft | 1970 | 1971 | 2 | 1 ⁴⁰ | 6/30/97 |
| Middlesex County College | AFT | 205 | 1968 | 1968 | 2 | 1 | 6/30/97 |
| Adjunct Faculty | AFT | 287 | 1976 | | 2 | | |
| *Monmouth University | AAUP (NEA 1971) | 162 ft | 1978 | 1971 | 4 | 1 | 6/30/97 |
| New Jersey Institute of Technology | PSA/AAUP (Ind. 1970) | 350 | 1988 | 1971 | 4 | 1 | 6/30/92 |
| New Jersey State College System | AFT (NEA 1969) | 3,210 | 1972 | 1970 | 4 | 9 | 6/30/99 |
| College of New Jersey | | | | | 4 | | |
| Jersey City St. Col. | | | | | 4 | | |
| Kean Col. of New Jersey | | | | | 4 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| New Jersey State College System (Cont.) | | | | | | | |
| Montclair University | | | | | 4 | | |
| Ramapo Col. of New Jersey | | | | | 4 | | |
| Rowan Col. of New Jersey | | | | | 4 | | |
| Stockton St. Col. | | | | | 4 | | |
| Thomas A. Edison St. Col. | | | | | 4 | | |
| William Paterson Col. of NJ | | | | | 4 | | |
| ○ Part-time Faculty | | 95 pt | 1987 | | 4 | 9 | |
| Ocean County College | | | | | | | |
| | NJEA/NEA | 127 ft | 1968 | 1968 | 2 | 1 | 8/27/96 |
| Passaic County Com. College | | | | | | | |
| | NJEA/NEA | 62 ft | 1972 | 1972 | 2 | 1 | 7/31/96 |
| Raritan Valley Community College ⁴¹ | | | | | | | |
| | AFT (NEA) | 100 ft 200 pt | 1973 | | 2 | 1 | 6/30/97 |
| *Rider University | | | | | | | |
| | AAUP | 310 f/pt | 1973 | 1974 | 4 | 1 | 8/31/96 |
| Rutgers, The State University of New Jersey | | | | | | | |
| | AAUP | 2,552 | 1970 | 1971 | 4 | 3 | 6/30/95 |
| Camden Campus | | | | | | | |
| | | | | | 4 | | |
| New Brunswick Campus | | | | | | | |
| | | | | | 4 | | |
| Newark Campus | | | | | | | |
| | | | | | 4 | | |
| ○ Adjunct Faculty | | | | | | | |
| | AAUP | 450 pt | 1988 | 1991 | 4 | 3 | 1994 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|--------------------|--------------------|----------------------|-----------------|------------------|-----------------------|
| NEW JERSEY (Cont.) | | | | | | | |
| Salem Community College | NJEA/NEA | 38 | 1975 | 1976 | 2 | 1 | 6/30/97 |
| Sussex Community College | AFT | 19 ft | 1991 | | 2 | 1 | 5/31/92 ⁴² |
| *Union County College ⁴³ | AAUP | 180 ft | 1974 | 1975 | 2 | 3 | 8/31/93 |
| Elizabeth Campus | | | | | 2 | | |
| Main Campus-Cranford | | | | | 2 | | |
| Plainfield Campus | | | | | 2 | | |
| University of Medicine and Dentistry of New Jersey | AAUP | 1,202 ft 218 pt | 1972 | 1973 | 4 | 5 | 6/30/92 |
| Grad. School of Biomedical Sciences | | | | | 4 | | |
| New Jersey Dental School | | | | | 4 | | |
| New Jersey Medical School | | | | | 4 | | |
| Robert Wood Johnson Medical School ⁴⁴ | | | | | 4 | | |
| School of Osteopathic Medicine | | | | | 4 | | |
| ○ School of Health Related Professions | NJEA/NEA | 76 ft 21 pt | 1984 | 1984 | 4 | 3 | 6/30/92 |
| Warren County Com. Col. | NJEA/NEA | 12 | 1992 | 1995 | 2 | 1 | 6/97 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|---|------------------|--------------------|---------------------|-----------------|------------------|---------------------|
| <u>NEW MEXICO</u> | | | | | | | |
| Albuquerque Technical Vocational Institute | AFT | 290 | 1995 | | 2 | 1 | |
| New Mexico Junior College | AFT | 68 | 1994 | | 2 | 1 | |
| <u>NEW YORK</u> | | | | | | | |
| *Adelphi University | AAUP | 198 ft 374 pt | 1972 | 1973 | 4 | 1 ⁴⁵ | 8/31/96 |
| Adirondack Community College | NEA (ACCF ⁴⁶ 1970, AFT 1978) | 81 | 1985 | 1970 | 2 | 1 | 8/31/92 |
| *Bank Street College | AFT | 150 | 1995 | | 4 | 1 | |
| *Bard College | AAUP | 150 | 1972 | 1973 | 4 | 1 | 6/30/96 |
| Broome Community College | NYEA/NEA | 184 ft 176 pt | 1979 | 1969 | 2 | 1 | 8/31/98 |
| Cayuga County Community College | NYEA/NEA (NEA 1970, ACCF 1972) | 66 ft | 1978 | 1970 | 2 | 1 | 8/31/96 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--|----------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| NEW YORK (Cont.) | | | | | | | |
| City University of New York ⁴⁷ | PSC | 8,800 ft 8,000 pt | 1969 | 1969 | 2/4 | 18 | 1/31/96 |
| Baruch College | | | | | 4 | | |
| Bor. of Manhattan Comm. Col. | | | | | 2 | | |
| Bronx Comm. Col. | | | | | 2 | | |
| Brooklyn College | | | | | 4 | | |
| City College | | | | | 4 | | |
| College of Staten Island | | | | | 4 | | |
| Grad. School & Univ. Center | | | | | 4 | | |
| Hostos Comm. Col. | | | | | 2 | | |
| Hunter College | | | | | 4 | | |
| John Jay Col. of Criminal Justice | | | | | 4 | | |
| Kingsborough Comm. Col. | | | | | 2 | | |
| LaGuardia Comm. Col. | | | | | 2 | | |
| Lehman College | | | | | 4 | | |
| Medgar Evers College | | | | | 4 | | |
| New York City Tech. Col. | | | | | 4 | | |
| Queens College | | | | | 4 | | |
| Queensborough Comm. Col. | | | | | 2 | | |
| York College | | | | | 4 | | |
| Clinton Com. College | Ind. (NYEA/ NEA 1994, ACCF 1972) | 80 ft | 1978 | 1973 | 2 | 1 | 8/31/95 |
| *College of Insurance | AAUP | 9 | 1985 | 1987 | 4 | 1 | 8/31/95 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------|---------------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>NEW YORK</u> (Cont.) | | | | | | | |
| Columbia-Greene Com. College | NYEA/NEA (NYSUT/AFT 1971) | 48 ft | 1979 | 1971 | 2 | 1 | 8/31/99 |
| *Cooper Union | NYSUT/AFT | 60 | 1975 | 1978 | 4 | 1 | 8/31/99 |
| Cornell University ILR | | | | | | | |
| ○ Adjunct Faculty | NYSUT/AFT | 200 pt | 1981 | 1981 | 4 | 3 | 8/31/97 |
| Long Island Campus | | | | | 4 | | |
| New York City Campus | | | | | 4 | | |
| Westchester/Rockland Campus | | | | | 4 | | |
| *Culinary Institute of America | Ind. | 120 | 1979 | 1979 | 4 | 2 | 5/31/98 |
| *Dowling College | NYSUT/AFT | 106 | 1978 | 1979 | 4 | 1 | 8/31/97 |
| Dutchess Community College | NEA (NYSUT/AFT 1968) | 200 | 1987 | 1969 | 2 | 1 | 8/31/96 |
| ○ Adjunct Faculty | NEA (NYSUT/AFT 1985) | 270 pt | 1987 | 1987 | 2 | 1 | 8/31/96 |
| *D'Youville College | AAUP | 86 ft | 1976 | 1977 | 4 | 1 | 8/31/96 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|---|------------------|--------------------|---------------------|-----------------|------------------|---------------------|
| NEW YORK (Cont.) | | | | | | | |
| Erie Community College | Ind.(FEECC) (NEA 1971, ACCF 1972) | 510 | 1978 | 1967 | 2 | 3 | 8/31/2000 |
| City Campus | | | | | | | |
| North Campus | | | | | 2 | | |
| South Campus | | | | | 2 | | |
| Fashion Institute of Technology | NYSUT/AFT ⁴⁸ | 527 ft 220 pt | 1967 | | 2/4 | 1 | 2/28/95 |
| o Adjunct Faculty | NYSUT/AFT | 700 | 1971 | | | | 2/28/95 |
| Finger Lakes ⁴⁹ Community College | NYEA/NEA, FBC (ACCF 1974) | 55 ft 95 | 1978 | 1975 | 2 | 1 | 8/31/97 8/31/99 |
| Fulton-Montgomery Comm. College | NYEA/NEA (NEA 1969, ACCF 1972) | 68 ft | 1978 | 1969 | 2 | 1 | 8/31/97 |
| Genesee Community College | NYEA/NEA (NEA 1970, ACCF 1972) | 139 ft | 1978 | 1970 | 2 | 1 | 8/31/99 |
| Herkimer County Com. College | NYSUT/AFT (Ind. 1975) | 129 ft | 1983 | 1977 | 2 | 1 | 8/31/97 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------------------------|----------------------|------------------|--------------------|----------------------|-----------------|---------------------|---------------------|
| NEW YORK (Cont.) | | | | | | | |
| *Hofstra University | AAUP | 410 ft 563 pt | 1973 | 1974 | 4 | 1 | 8/31/2001 |
| Hudson Valley Comm. College | Ind. | 240 ft | 1983 | 1969 | 2 | 1 ⁵⁰ | 8/31/98 |
| o Opportunity Center | NYSUT/AFT | 26 ft | 1976 | 1976 | 2 | 1 | 8/31/95 |
| Jamestown Community College | NYSUT | 96 | 1992 | 1970 | 2 | 2 | 8/31/98 |
| Cattaraugus County Campus | | | | | 2 | 2 Extension Centers | |
| Jamestown Campus | | | | | 2 | | |
| North County Extension Center | | | | | 2 | | |
| Warren (PA) Extension Center | | | | | 2 | | |
| Jefferson Com. College | NYEA/NEA | 100 ft | 1975 | 1969 | 2 | 1 | 8/31/97 |
| *Long Island University | | | | | | | |
| Brooklyn Center | NYSUT/AFT (AFT 1970) | 194 ft 650 pt | 1976 | 1972 | 4 | 1 | 8/31/97 |
| o College of Pharmacy | AAUP | 30 | 1978 | 1979 | 4 | 1 | 10/31/97 |
| C.W. Post Center | NYSUT/AFT | 300 | 1976 | 1975 | 4 | 1 | 8/31/97 |
| o Adjunct Faculty | CWA (NYEA/NEA 1978) | 600 | 1987 | 1979 | 4 | 1 | 10/31/96 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------|----------------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| Long Island University (Cont.) | | | | | | | |
| Southampton Center | NYSUT/AFT (NYSUT 1973) | 65 | 1976 | 1975 | 4 | 1 | 8/31/98 |
| *Marymount College | AAUP | 56 | 1976 | 1977 | 4 | 1 | 8/31/95 |
| Mohawk Valley Comm. College | NYSUT/AFT | 218 ft | 1972 | 1972 | 2 | 2 | 8/31/96 |
| Rome Campus | | | | | 2 | | |
| Utica Campus | | | | | 2 | | |
| Monroe Community College | NYSUT/AFT | 442 ft 264 pt | 1969 | 1969 | 2 | 2 | 8/31/99 |
| Nassau Community College | NYSUT/AFT (Ind., NCCFT) | 660 | 1969 | 1969 | 2 | 1 | 8/31/95 |
| o Adjunct Faculty | NYSUT/AFT (AFA) | 1,719 pt | 1974 | 1974 | 2 | 1 | 9/30/95 |
| *New York Inst. of Tech. | AAUP | 311 | 1970 | 1971 | 4 | 3 | 8/31/95 |
| Central Islip Campus | | | | | 4 | | |
| New York City Campus | | | | | 4 | | |
| Old Westbury-Main Campus | | | | | 4 | | |
| *New York Univ. Law School | Ind. | | 1973 | | 4 | 1 | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|----------------------------------|--------------------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| NEW YORK (Cont.) | | | | | | | |
| Niagara County Community College | NYEA/NEA (ACCF) | 214 | 1978 | 1969 | 2 | 1 | 8/31/99 |
| *Niagara University | AAUP (Ind. 1975) | 112 | 1979 | 1979 | 4 | 1 | 8/31/95 |
| North Country Community College | NYEA/NEA (NEA 1969, ACCF 1972) | 65 ft | 1978 | 1970 | 2 | 3 | 8/31/97 |
| Malone Campus | | | | | 2 | | |
| Saranac Lake Campus | | | | | 2 | | |
| Ticonderoga Campus | | | | | 2 | | 8/31/97 |
| Onondaga Com. College | NYSUT/AFT ⁴⁹ | 192 ft 300 pt | 1967 | 1968 | 2 | 1 | 8/31/2000 |
| Orange County Community College | NYEA/NEA (NEA 1969, ACCF 1972) | 129 ft 105 pt | 1978 | 1969 | 2 | 2 | 8/31/99 |
| *Pratt Institute | NYSUT/AFT (AFT 1971, NYSUT) | 120 ft 350 pt | 1971 | 1972 | 4 | 2 | 8/31/92 |
| Brooklyn | | | | | 4 | | |
| Pratt Manhattan Center | | | | | 4 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| NEW YORK (Cont.) | | | | | | | |
| Rockland Com. College | NYSUT/AFT | 164 | 1969 | 1967 | 2 | 1 | 8/31/95 |
| | NYSUT/AFT | 350 pt | 1993 | 1994 | | | 8/31/95 |
| *St. John's University | AAUP/Ind. | 615 ft 305 pt | 1970 | 1970 | 2/4 | 2 | 6/30/97 |
| Queens Staten Island | | | | | 2/4 2/4 | | |
| Schenectady County Community College | NYEA/NEA (NEA 1970, ACCF 1972) | 76 | 1978 | 1971 | 2 | 1 | 8/31/94 |
| State Univ. of New York | UUP ²¹ / NYSUT/ AFT (NYSUT 1971, UUP/AFT 1976) | 21,000 | 1978 | 1971 | 2/4 | 29 | 6/30/95 |
| College of Technology | | | | | | | |
| Alfred | | | | | 2 | | |
| Canton | | | | | 2 | | |
| Cobleskill | | | | | 2 | | |
| Delhi | | | | | 2 | | |
| Farmingdale | | | | | 2 | | |
| Morrisville | | | | | 2 | | |
| Col. of Environmental Sci. and Forestry at Syracuse | | | | | 4 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------------|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| State University of New York (Cont.) | | | | | | | |
| Empire State College | | | | | 4 | | |
| Inst. of Technology at Utica/Rome | | | | | 4 | | |
| Maritime Col. at Fort Schuyler | | | | | 4 | | |
| State University Colleges | | | | | | | |
| Brockport | | | | | 4 | | |
| Buffalo | | | | | 4 | | |
| Cortland | | | | | 4 | | |
| Fredonia | | | | | 4 | | |
| Geneseo | | | | | 4 | | |
| New Paltz | | | | | 4 | | |
| Old Westbury | | | | | 4 | | |
| Oneonta | | | | | 4 | | |
| Oswego | | | | | 4 | | |
| Plattsburgh | | | | | 4 | | |
| Potsdam | | | | | 4 | | |
| Purchase | | | | | 4 | | |
| State University of New York | | | | | | | |
| Albany | | | | | 4 | | |
| Binghamton | | | | | 4 | | |
| Buffalo | | | | | 4 | | |
| Stony Brook | | | | | 4 | | |
| Medical Centers | | | | | | | |
| Brooklyn Health Sci. Center | | | | | 4 | | |
| Col. of Optometry at New York City | | | | | 4 | | |
| Syracuse Health Sci. Center | | | | | 4 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------------|----------------------|-------------------|--------------------|---------------------|-----------------|------------------|---------------------|
| NEW YORK (Cont.) | | | | | | | |
| Suffolk County Community College | NYSUT/AFT | 400 ft 1000 pt | 1993 | 1971 | 2 | 3 | 8/31/97 |
| Eastern Campus (Riverhead) | | | | | 2 | | |
| Selden Campus | | | | | 2 | | |
| Western Campus (Brentwood) | | | | | 2 | | |
| Sullivan County Community College | NEA (ACCF 1974) | 120 | 1978 | 1976 | 2 | 2 | 8/31/94 |
| *Taylor Business Inst. | NYSUT/AFT | 20 | 1969 | 1970 | 2 | 1 | 6/30/92 |
| Tompkins-Cortland Community College | NYEA/NEA | 88 | 1982 | 1983 | 2 | 1 | 8/31/98 |
| *Trocaire College | Ind. | 34 ft 46 pt | 1974 | 1981 | 2 | 1 | 8/15/92 |
| Ulster County Community College | Ind. | 60 | 1989 | 1970 | 2 | 1 | 8/31/97 |
| U.S. Merchant Marine Academy | AFGE (UFCT, 1968) | 91 | 1978 | 1968 | 4 | 1 | 8/1/93 |
| *Utica College of Syracuse University | AAUP | 116 ft | 1976 | 1977 | 4 | 1 | 6/30/96 |
| Westchester Com. Col. | NYSUT/AFT | 203 | 1969 | 1969 | 2 | 1 | 8/31/91 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|---------------------------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| OHIO | | | | | | | |
| Central-Ohio Technical College | AFT | 46 | 1990 | 1991 | 2 | 1 | 12/31/98 |
| Central State University | AAUP | 130 | 1985 | 1985 | 4 | 1 | 8/31/94 |
| Cincinnati St. Tech. Comm. College | AAUP | 157 | 1989 | 1990 | 2 | 1 | 9/5/96 |
| Cleveland State University | AAUP | 400 | 1993 | 1995 | 4 | 1 | 10/1/97 |
| Cuyahoga Community College District | AAUP | 372 ft | 1977 | 1978 | 2 | 3 | 9/1/98 |
| Eastern Campus Metropolitan Campus Western Campus | | | | | 2 2 2 | | |
| *David N. Myers College ⁵² | AFT | 18 ft | 1975 | 1976 | 4 | 1 | 8/31/97 |
| Edison State College | NEA | 40 | 1985 | 1986 | 2 | 1 | 8/12/98 |
| Hocking Technical College | OEA/NEA | 194 | 1986 | 1994 | 2 | 1 | 6/30/97 |
| Jefferson Technical College | OEA/NEA | 43 | 1985 | 1986 | 2 | 1 | 12/31/97 |
| Kent State University | AAUP ⁵³ (AAUP/NEA 1975) | 850 ft | 1975 | 1978 | 2/4 | 8 | 9/16/98 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|----------------------------------|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| Kent State University (Cont.) | | | | | | | |
| Temporary | AAUP | 120 ft | 1995 | 1996 | 2/4 | 8 | 8/16/99 |
| Ashtabula Regional Campus | | | | | 2 | | |
| East Liverpool Regional Campus | | | | | 2 | | |
| Geauga Regional Campus | | | | | 2 | | |
| Main Campus | | | | | 4 | | |
| Salem Regional Campus | | | | | 2 | | |
| Stark County Regional Campus | | | | | 2 | | |
| Trumbull Regional Campus | | | | | 2 | | |
| Tuscarawas Regional Campus | | | | | 2 | | |
| Lakeland Community College | NEA | 122 ft | 1978 | 1978 | 2 | 1 | 8/31/98 |
| Northwest State Comm. College | NEA | 46 | 1975 | 1973 | 2 | 1 | 8/31/94 |
| Owens Community College | AFT | 138 | 1989 | 1989 | 2 | 2 | 2/16/98 |
| Shawnee University | NEA | 118 | 1975 | 1976 | 4 | 1 | 3/31/97 |
| Southern State Community College | NEA | 40 | 1985 | 1986 | 2 | 3 | 8/31/95 |
| Central Campus | | | | | 2 | | |
| North Campus | | | | | 2 | | |
| South Campus | | | | | 2 | | |
| Terra Community College | AFT/OFT | 49 | 1991 | 1986 | 2 | 1 | 8/15/97 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--|----------------|--------------------|----------------------|-----------------|------------------|--|
| OHIO (Cont.) | | | | | | | |
| University of Cincinnati | AAUP | 1,914 | 1975 | 1976 | 2/4 | 3 | 8/31/98 |
| Clermont General & Tech. Col. Main Campus | | | | | 2 4 | | |
| Raymond Walters Col. | | | | | 2 | | |
| *University of Rio Grande | Ind. | 90 | 1976 | 1985 | 2/4 | 1 | Salaries Only 6/99 Tenure- 6/30/88 |
| *Wilberforce University | AAUP | 49 ft | 1979 | 1979 | 4 | 1 | 5/31/95 |
| Youngstown State University | NEA/OEA | 390 ft | 1972 | 1973 | 4 | 1 | 9/20/99 |
| OREGON | | | | | | | |
| Blue Mountain Community College | NEA/OEA | 80 ft | 1975 | 1976 | 2 | 1 | 6/30/99 (financial 6/97) |
| Central Oregon Community College | Ind. ³⁴ (Ind. 1975, NEA 1979) | 87 ft 18 pt | 1985 | 1977 | 2 | 1 | 6/30/99 |
| Chemeketa Community College | NEA/OEA | 252 | 1974 | 1974 | 2 | 1 | 6/30/94 |
| o Adjunct Faculty | NEA/OEA | 320 pt | 1984 | 1984 | 2 | 1 | 6/30/97 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------------------------|---------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| OREGON (Cont.) | | | | | | | |
| Clackamas Community College | NEA/OEA | 153 ft | 1975 | 1973 | 2 | 3 | 6/30/99 |
| o Adjunct Faculty | NEA/OEA | 380 pt | 1986 | 1986 | 2 | 3 | 6/30/99 |
| Clatsop Community College | NEA | 42 ft | 1975 | 1975 | 2 | 1 | 6/30/98 |
| Lane Community College | NEA/OEA | 285 ft | 1974 | 1974 | 2 | 1 | 6/30/96 |
| Linn-Benton Community College | Ind. | 179 ft | 1974 | 1974 | 2 | 1 | 6/30/96 |
| Mt. Hood Community College | NEA/OEA (Ind. 1976) | 155 ft | 1980 | 1976 | 2 | 1 | 6/30/96 |
| 3 satellite campuses | | | | | | | |
| o Part-time Faculty | NEA/OEA | 417 pt | 1982 | 1984 | 2 | 1 | 8/30/96 |
| Portland Community College | OFT/AFT | 390 ft | 1974 | 1975 | 2 | 4 ⁵⁵ | 8/31/2000 |
| Cascade Campus | | | | | 2 | | |
| Open Campus | | | | | 2 | | |
| Rock Creek Campus | | | | | 2 | | |
| Sylvania Campus | | | | | 2 | | |
| o Part-time Faculty | OFT/AFT | 820 pt | 1984 | 1986 | 2 | 4 | 9/14/97 |
| Portland State University | AAUP | 690 | 1978 | 1979 | 4 | 1 | 6/30/97 |
| o Part-time Faculty | AFT | 250 pt | 1978 | 1979 | 4 | 1 | 6/30/97 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------------|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>OREGON (Cont.)</u> | | | | | | | |
| Rogue Community College | NEA/OEA | 72 ft | 1975 | 1975 | 2 | 1 | 6/30/97 |
| Southern Oregon State College | Ind. | 200 ft | 1973 | 1975 | 4 | 1 | 8/31/97 |
| Southwestern Oregon Community College | AFT | 76 ft | 1974 | 1974 | 2 | 1 | 6/30/99 |
| Treasure Valley Community College | NEA/OEA | 56 | 1980 | 1980 | 2 | 1 | 6/30/98 |
| Western State College | AFT | 180 f/pt | 1977 | 1977 | 4 | 1 | 7/31/95 |
| *Western State Chiropractic College | AFT/OFT | 34 ft | 1978 | 1979 | 4 | 1 | 6/30/94 |
| <u>PENNSYLVANIA</u> | | | | | | | |
| Bucks County Community College | AFT | 157 | 1971 | 1972 | 2 | 1 | 8/14/96 |
| Butler County Community College | PSEA/NEA | 137 | 1992 | 1992 | 2 | 1 | 6/30/98 |
| Community College of Allegheny County | AFT | 372 | 1971 | 1972 | 2 | 4 | 8/24/98 |
| Allegheny Campus (Pittsburgh) | | | | | | 2 | |
| Boyce Campus (Monroeville) | | | | | | 2 | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|---------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| Community College of Allegheny (Cont.) | | | | | | | |
| North Campus (Pittsburgh) | | | | | 2 | | |
| South Campus (West Mifflin) | | | | | 2 | | |
| Community College of Beaver County | PSEA/NEA (AFT 1970) | 60 ft | 1973 | 1972 | 2 | 1 | 8/31/95 |
| Community College of Philadelphia | AFT | 400 ft | 1970 | 1970 | 2 | 1 ⁵⁶ | 8/31/97 |
| o Adjunct Faculty | AFT | 719 pt | 1978 | 1983 | 2 | 1 | 8/31/97 |
| Delaware County Com. College | PSEA/NEA | 100 ft | 1974 | 1975 | 2 | 1 | 8/31/93 |
| *Delaware Valley College | AAUP | 82 | 1994 | | 4 | 1 | |
| *Lackawanna Jr. College | NEA | 26 ft | 1979 | 1980 | 2 | 1 | 6/30/96 |
| Lehigh Carbon Community College | NEA | 73 ft | 1970 | 1972 | 2 | 1 | 8/31/98 |
| Lincoln University | AAUP | 80 ft | 1972 | 1973 | 4 | 1 | 8/31/97 |
| Luzerne County Community College | NEA | 109 | 1971 | 1971 | 2 | 1 | 8/31/96 |
| Montgomery County Community College | AFT (AAUP 1979) | 145 ft | 1982 | 1980 | 2 | 2 | 8/31/98 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|---|----------------|--------------------|----------------------|-----------------|------------------|---------------------|
| PENNSYLVANIA (Cont.) | | | | | | | |
| *Moore College of Art and Design | AFT | 37 ft 30 pt | 1971 | 1971 | 4 | 1 | 8/31/96 |
| Northampton Community College | AFT | 88 ft | 1976 | 1977 | 2 | 2 | 6/30/98 |
| *Peirce College | PSEA | 22 | 1992 | | 2 | 1 | |
| Pennsylvania College of Technology ⁵⁷ | NEA | 233 | 1971 | 1972 | 2/4 | 2 | 8/99 |
| Main Campus - Williamsport North Campus - Wellsboro | | | | | 2/4 2/4 | | |
| Pennsylvania State System of Higher Education | APSCUF/ AFT ⁵⁸ (NEA 1971, Ind. 1977, APSCUF/AFT AAUP, 1979) | 5,451 f/pt | 1971 | 1971 | 4 | 14 | 6/30/96 |
| Bloomsburg Univ. of Penn. | | | | | 4 | | |
| California Univ. of Penn. | | | | | 4 | | |
| Cheyney Univ. of Penn. | | | | | 4 | | |
| Clarion Univ. of Penn. | | | | | 4 | | |
| East Stroudsburg Univ. of Penn. | | | | | 4 | | |
| Edinboro Univ. of Penn. | | | | | 4 | | |
| Indiana Univ. of Penn. | | | | | 4 | | |
| Kutztown Univ. of Penn. | | | | | 4 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|----------------------|-----------|--------------------|----------------------|-----------------|------------------|-----------------------|
| Pennsylvania System of Higher Education (Cont.) | | | | | | | |
| Lock Haven Univ. of Penn. | | | | | 4 | | |
| Mansfield Univ. of Penn. | | | | | 4 | | |
| Millersville Univ. of Penn. | | | | | 4 | | |
| Shippensburg Univ. of Penn. | | | | | 4 | | |
| Slippery Rock Univ. of Penn. | | | | | 4 | | |
| West Chester Univ. of Penn. | | | | | 4 | | |
| Reading Area Community College | AFT | 65 | 1974 | 1975 | 2 | 1 | 6/30/96 |
| *Robert Morris College | AFT | 105 ft | 1974 | 1975 | 4 | 2 | 5/7/96 |
| Moon Township Campus Pittsburgh Campus | | | | | | | |
| Temple University | AFT (AAUP 1973-1990) | 1,058 | 1990 | 1973 | 4 | 3 | 10/15/96 |
| Ambler Campus | | | | | 4 | | |
| Philadelphia Campus | | | | | 4 | | |
| Tyler School of Art Campus | | | | | 4 | | |
| Temple University Law School | Ind. | 48 ft | 1973 | 1973 | 4 | 1 | 6/30/98 Salaries Only |
| Thaddeus Stevens State School of Technology | PSEA/NEA | 39 | 1972 | 1972 | 2 | 1 | 8/15/99 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|---------------------|-------------------|--------------------|---------------------|-----------------|------------------|---------------------|
| <u>PENNSYLVANIA (Cont.)</u> | | | | | | | |
| University of Pittsburgh Medical School | Ind. | 1,284 ft 50 pt | 1976 | | 4 | 1 | |
| (See also "No Agent" Listing) | | | | | | | |
| *University of Scranton | AAUP (Ind. 1974) | 254 ft | 1994 | 1974 | 4 | 1 | 8/31/97 |
| Westmoreland County Community College | NEA | 105 ft | 1972 | 1972 | 2 | 1 | 6/30/97 |
| <u>RHODE ISLAND</u> | | | | | | | |
| *Bryant College | AFT | 126 ft 80 pt | 1967 | 1967 | 4 | 1 | 7/31/98 |
| Community College of Rhode Island | NEA | 319.5 f/pt | 1972 | 1972 | 2 | 3 | 6/30/97 |
| Lincoln Campus | | | | | 2 | | |
| Providence Campus | | | | | 2 | | |
| Warwick Campus | | | | | 2 | | |
| Rhode Island College | AFT | 375 ft | 1972 | 1972 | 4 | 1 | 6/30/97 |
| *Rhode Island School of Design | NEA | 127 ft | 1978 | 1979 | 4 | 1 | 6/30/2000 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| *Rhode Island School of Design (Cont.) | | | | | | | |
| ○ Adjunct Faculty | NEA | 80 pt | 1980 | 1979 | 4 | 1 | 6/30/99 |
| *Roger Williams University | | | | | | | |
| Bristol Campus | NEA | 125 ft | 1972 | 1973 | 4 | 2 | 6/30/98 |
| Providence Branch | | 30 pt | | | 4 | | |
| | | | | | 4 | | |
| University of Rhode Island | | | | | | | |
| | AAUP | 695 | 1971 | 1972 | 4 | 4 | 6/30/95 |
| C.C.E. Campus | | | | | | | |
| Kingston Campus | | | | | 4 | | |
| Narragansett Bay Campus | | | | | 4 | | |
| W. Alton Jones Campus | | | | | 4 | | |
| <u>SOUTH DAKOTA</u> | | | | | | | |
| South Dakota Board of Regents System | | | | | | | |
| | NEA | 1,122 ft | 1977 | 1979 | 4 | 6 | 6/30/96 |
| Black Hills St. Univ. | | | | | | | |
| Dakota St. Univ. | | | | | 4 | | |
| Northern St. Univ. | | | | | 4 | | |
| S.D. Sch. of Mines & Tech. | | | | | 4 | | |
| S.D. State University | | | | | 4 | | |
| Univ. of South Dakota | | | | | 4 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------|--|------------------|--------------------|---------------------|-----------------|------------------|---------------------|
| <u>VERMONT</u> | | | | | | | |
| Vermont State Colleges | AFT | 286 | 1973 | 1975 | 2/4 | 4 | 8/31/94 |
| Castleton St. Col. | | | | | 4 | | |
| Johnson St. Col. | | | | | 4 | | |
| Lyndon St. Col. | | | | | 4 | | |
| Vermont Tech. Col. | | | | | 2/4 | | |
| o Adjunct Faculty ⁵⁹ | AFT | 165 pt | 1991 | | 2/4 | 4 | |
| <u>WASHINGTON</u> | | | | | | | |
| Bates Technical College | AFT | 131 ft 196 pt | 1981 | | 2 | | 6/30/95 |
| Bellevue Community College | NEA | 132 ft 350 pt | 1972 | 1972 | 2 | 1 | 8/31/97 |
| Bellingham Technical College | NEA | 37 ft 7 pt | | | 2 | 1 | 8/31/95 |
| Big Bend Community College | Ind. (Ind./NEA 1965, AFT 1975 WEA/NEA 1980) | 48 | 1980 | 1972 | 2 | 1 | 6/15/94 |
| Centralia College ⁶⁰ | AFT (NEA 1968) | 84 ft 134 pt | 1986 | 1986 | 2 | 1 ⁶¹ | 6/30/98 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|---------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| WASHINGTON (Cont.) | | | | | | | |
| Clark College | WEA/NEA (Ind. 1964) | 159 ft 304 pt | 1974 | 1964 | 2 | 1 | 7/31/97 |
| Clower Park Tech. College | AFT | 130 ft | 1978 | | 2 | 1 | 8/31/93 |
| Columbia Basin Community College | WEA/NEA | 98 ft 275 pt | 1972 | 1973 | 2 | 2 | 6/30/97 |
| Community Colleges of Spokane ⁶² | WEA | 348 ft 800 pt | 1970 | 1977 | 2 | 2 | 6/30/2000 |
| Spokane Comm. Col. | | | | | 2 | | |
| Spokane Falls Comm. Col. | | | | | 2 | | |
| Cornish College of the Arts | AFT | 34 ft 92 pt | 1981 | 1982 | 4 | 1 | 8/31/97 |
| Eastern Washington University | AFT/NEA | 404 | 1994 | 1995 | 4 | 1 | |
| Edmonds Community College | AFT (Ind. 1969) | 140 ft 400 pt | 1975 | 1976 | 2 | 1 ⁶³ | 6/30/98 |
| Everett Community College | AFT (Ind. 1969) | 116 ft 170 pt | 1975 | 1976 | 2 | 1 | 6/30/97 |
| Grays Harbor College | AFT | 153 | 1996 | | 2 | | |
| Green River Community College | AFT/NEA | 114 ft 248 pt | 1972 | 1973 | 2 | 1 | 12/31/98 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| WASHINGTON (Cont.) | | | | | | | |
| Highline Community College | NEA | 119 ft 250 pt | 1965 | 1969 | 2 | 1 | 8/31/96 |
| Lake Washington Technical College | AFT | 60 ft 200 pt | 1978 | | 2 | 1 | 8/31/98 |
| Lower Columbia College | Ind. (LCCFAHE) (NEA 1967) | 82 | 1981 | 1972 | 2 | 1 | 6/30/97 |
| Olympic College | NEA | 96 ft 305 pt | 1964 | | 2 | 1 | 6/30/94 |
| Peninsula College | NEA/WEA AFT | 158 | 1995 | 1980 | 2 | 1 | 6/30/95 |
| Pierce College ⁶⁴ | AFT 1993 (Ind. 1989; SEIU 1981; NEA 1969) | 110 ft 300 pt | 1993 | 1969 | 2 | 2 | 6/30/99 |
| Fort Steilacoom Campus Puyallup Campus | | | | | | | |
| Renton Technical College | AFT | 78 ft 400 pt | 1979 | | 2 | 1 | 6/30/98 |
| Seattle Community College District VI | AFT | 350 ft 620 pt | 1968 | 1968 | 2 | 3 | 8/31/96 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--------------------|------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| Seattle Community College District VI (Cont.) | | | | | | | |
| Central Campus | | | | | 2 | | |
| North Campus | | | | | 2 | | |
| South Campus | | | | | 2 | | |
| Shoreline Community College | AFT (NEA 1970) | 339 f/pt | 1974 | 1975 | 2 | 1 | 6/30/97 |
| Skagit Valley College | AFT | 351 | 1965 | 1969 | 2 | 2 | 6/30/95 |
| Mount Vernon Campus | | | | | 2 | | |
| Whidbey Campus | | | | | 2 | | |
| South Puget Sound Community College | AFT (NEA 1968) | 80 ft 180 pt | 1986 | 1989 | 2 | 1 | 6/30/96 |
| Tacoma Community College | AFT | 95 ft 189 pt | 1972 | 1973 | 2 | 1 | 6/30/97 |
| Gig Harbor Center | | | | | | | |
| Downtown Tacoma Center | | | | | | | |
| Education Center - WCCN | | | | | | | |
| Walla Walla Community College | AHE | 105 ft 150 pt | 1968 | 1970 | 2 | 3 | 6/30/98 |
| Clarkston Center | | | | | | 2 | |
| Main Campus | | | | | | 2 | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--------------------------------|-----------------|--------------------|----------------------|-----------------|------------------|---------------------|
| Walla Walla Community College (Cont.) | | | | | | | |
| WA St. Penitentiary Campus | | | | | | | |
| Wenatchee Valley College | NEA | 75 ft 137 pt | 1965 | 1975 | 2 | 2 | 6/30/99 |
| North Campus Wenatchee Campus | | | | | 2 2 | | |
| Whatcom Community College | AFT | 125 f/pt | 1975 | 1976 | 2 | 1 | 6/7/95 |
| Yakima Valley Community College | AFT (NEA 1971, AFT 1973) | 375 f/pt | 1978 | 1973 | 2 | 1 | 6/30/97 |
| <u>WISCONSIN</u> | | | | | | | |
| Blackhawk Technical College | AFT/WFT | 91 | 1972 | 1974 | 2 | 1 | 6/30/97 |
| Chippewa Valley Tech. College ⁶⁵ | WEA/NEA | 210 | 1985 | 1969 | 2 | 4 | 6/30/95 |
| Chippewa Falls Campus | | | | | 2 | | |
| Eau Claire Campus | | | | | 2 | | |
| Menomonee Campus | | | | | 2 | | |
| River Falls Campus | | | | | 2 | | |
| Fox Valley Technical College | NEA | 270 | 1968 | 1969 | 2 | 2 | 6/30/92 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| Fox Valley Technical College (Cont.) | | | | | | | |
| Fox Valley Tech. Inst.- Appleton | | | | | 2 | | |
| Fox Valley Tech. Inst.- Oshkosh | | | | | 2 | | |
| Gateway Technical College | WEA/NEA (AFT 1972) | 271 | 1982 | 1973 | 2 | 4 | 6/30/95 |
| Gateway Aviation Cntr.-Kenosha | | | | | 2 | | |
| Gateway Tech.-Elkhorn | | | | | 2 | | |
| Gateway Tech.-Kenosha | | | | | 2 | | |
| Gateway Tech.-Racine | | | | | 2 | | |
| Lakeshore Technical College | NEA/LEA | 108 ft | 1968 | 1968 | 2 | 1 | 6/30/97 |
| Madison Area Technical College District | AFT | 387 | 1969 | 1969 | 2 | 7 | 6/30/97 |
| Mad. Area Tech. Col.-Commercial Ave. | | | | | | | |
| Mad. Area Tech. Col.-Downtown | | | | | 2 | | |
| Mad. Area Tech. Col.-Ft. Atkinson | | | | | 2 | | |
| Mad. Area Tech. Col.-Portage | | | | | 2 | | |
| Mad. Area Tech. Col.-Reedsburg | | | | | 2 | | |
| Mad. Area Tech. Col.-Truax | | | | | 2 | | |
| Mad. Area Tech. Col.-Watertown | | 897 | 1996 | | 2 | | |
| Part-time Faculty | AFT | | | | | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|----------------------------------|--------------------|--------------------|--------------------|---------------------|-----------------|------------------|---------------------|
| WISCONSIN (Cont.) | | | | | | | |
| Mid-State Technical College | NEA | 90 | 1970 | 1970 | 2 | 3 | 8/21/94 |
| Marshfield | | | | | 2 | | |
| Stevens Point | | | | | 2 | | |
| Wisconsin Rapids | | | | | 2 | | |
| Milwaukee Area Technical College | AFT | 600 ft 2,149 pt | 1963 1992 | 1967 1993 | 2 2 | 4 4 | 6/30/98 6/30/99 |
| Milwaukee Campus | | | | | 2 | | |
| North Campus | | | | | 2 | | |
| South Campus | | | | | 2 | | |
| West Campus | | | | | 2 | | |
| Moraine Park Technical College | AFT | 144 | 1969 | 1969 | 2 | 3 | 6/30/95 |
| Beaver Dam Campus | | | | | 2 | | |
| Fond du Lac Campus | | | | | 2 | | |
| West Bend Campus | | | | | 2 | | |
| Nicolet Area Technical College | NEA | 75 | 1987 | 1989 | 2 | 2 | 6/30/97 |
| North Central Technical College | NEA | 138 | 1969 | 1969 | 2 | 2 | 6/30/91 |
| Main Campus-Wausau | | | | | 2 | | |
| Satellite-Antigo | | | | | 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|----------------------|--------------------|----------------------|-----------------|------------------|---------------------|
| WISCONSIN (Cont.) | | | | | | | |
| Northeast Wisconsin Technical College | NEA (AFT 1967) | 215 | 1972 | 1972 | 2 | 3 | 8/15/94 |
| Green Bay Campus | | | | | 2 | | |
| Marquette Campus | | | | | 2 | | |
| Sturgeon Bay Campus | | | | | 2 | | |
| Southwest Wisconsin Technical College | AFT | 90 ft 200 pt | 1972 | 1978 | 2 | 1 | 6/30/96 |
| Waukesha County Technical College | NEA | 162 ft | 1967 | 1967 | 2 | 3 | 7/31/95 |
| Menomonee Falls Campus | | 47 pt = 50% workload | | | 2 | | |
| Pewaukee (Main Campus) | | 48 pt = 50% workload | | | 2 | | |
| Waukesha Campus | | 152 ft instructors | | | 2 | | |
| Western Wisconsin Technical College | AFT (Ind. 1976) | 210 | 1976 | 1977 | 2 | 6 | 6/30/99 |
| Wisconsin Indianhead Technical College | AFT | 163 | 1972 | 1972 | 2 | 4 | 6/30/98 |
| Ashland Campus | | | | | 2 | | |
| New Richmond Campus | | | | | 2 | | |
| Rice Lake Campus | | | | | 2 | | |
| Superior Campus | | | | | | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>GUAM</u> | | | | | | | |
| University of Guam | GFT | 100 | 1995 | 1976 | 4 | 1 | 8/18/98 |

ENDNOTES

⁺As long as a certificate of recognition is in effect, the institution is designated as having a bargaining agent, even if no collective bargaining has ever taken place. No distinction is made between agents certified as a result of elections and those voluntarily recognized.

⁺⁺Three dashes (---) in this column indicate that according to available information, no contract has been signed.

[#]For purposes of this study, the National Center for Education Statistics' (NCES) definition of a branch campus, along with institutional self-reporting, was used. NCES defines branch campuses as those possessing the following characteristics: a permanent administration, offer programs at least two years in length, located in a community different from parent institutions so as not to be within commuting distance.

*Private institution.

**First contract between parties.

^YColleges and universities that have exercised a Yeshiva-like claim.

ft indicates full-time, pt part-time.

1. Sources for this publication include communication with institutions, faculty organizations, The Chronicle of Higher Education, and the Government Employee Relations Report. Data on bargaining unit size, date of first contract and number of campuses have been obtained through institution and agent self-reporting.

2. PCCEA is a recognized employee group representing faculty in the meet and confer process only.

3. Independent agent. Certification covers professional and non-professional librarians. No collective bargaining activity reported; union in inactive status.

4. Claremont Colleges consist of: Claremont McKenna College, Claremont Univ. Grad. School, Harvey Mudd College, Pitzer College, Pomona College and Scripps College.

5. Formerly Marin Community College.

6. Includes two educational centers.

7. See "No-Agent" listing.

8. Includes five off-campus locations.

9. Includes seven campus centers: Alemany, Chinatown C.C. Center, C.C. Skills Center, Downtown Center, John Adams Community Center, John O'Connell C.C. Center and Mission C.C. Center.
10. Santa Clarita Community College District encompasses the College of the Canyons which was cited in previous Directories.
11. Includes eight outreach centers.
12. Includes three satellite centers.
13. The only organized faculty bargaining unit in the University of California System is at Santa Cruz.
14. The Connecticut Community College System and the Connecticut State Technical Colleges were placed under the jurisdiction of a joint Board of Trustees in 1989. However, the faculty at these institutions continue to bargain in two separate units: the community college faculty remain in their original bargaining unit (CCCC) and the technical faculty continue in theirs (AFT).
15. The CCCC (Congress of Connecticut Community Colleges) unit is affiliated with SEIU, AFL-CIO.
16. Formerly Post College.
17. Members of three Florida unions representing Florida State University System (UFF), several community colleges (UCCFF), and faculty at two private colleges merged their organizations into the United Faculty of Florida, Local 1847 of AFT (1979). In 1982, AFT dechartered UFF; UFF then affiliated with NEA.
18. Rejected decertification attempt (1978).
19. Rejected decertification/opt out election (Sept. 1981).
20. Chicago State, Eastern Illinois, Governors State, Northeastern Illinois, and Western Illinois University bargain collectively as one unit. Since January, 1996 the Illinois Board of Governor's universities has been disbanded so that each institution now bargains individually.
21. East St. Louis Community College and State Community College merged into State Community College of East St. Louis, now Metropolitan Community College of East St. Louis.
22. Formerly Thornton Community College.
23. Formerly Sangamon State University.
24. As reported in the 1995 Directory, NEA had won a bargaining unit election for part-time faculty. However, it was subsequently determined in court to be an inappropriate unit as defined by Illinois legislation.

25. The recognized bargaining agent, AAUP/NEA, defeated a decertification attempt by the AFT (1979).
26. Rejected decertification attempt (1978).
27. The Board of Regents of Higher Education is comprised of the Massachusetts Community College System and Massachusetts State Colleges; they bargain as two separate units.
28. The recognized bargaining agent, MTA/NEA, defeated a decertification attempt by the AFT (1983).
29. Rejected decertification attempt (1978).
30. University of Massachusetts-Amherst campus rejected decertification attempt (1980).
31. Legislation enacted in September 1991; former name was University of Lowell.
32. Legislation enacted in September 1991; former name was Southeastern Massachusetts University.
33. Mercy College affiliated with the University of Detroit. A bargaining agent election was held in 1990 for the newly formed unit of 206 faculty. In that election, NEA defeated AAUP and retained bargaining rights.
34. Independent bargaining agent (IFO) voluntarily disaffiliated from NEA in 1990 and now bargains as independent local.
35. The University of Minnesota has five campuses: Twin Cities, Morris, Duluth, (four-year institutions); Crookston, Waseca (two-year institutions). Duluth and Waseca are the only unionized campuses and bargain together as one unit.
36. Kearney State College, formerly part of the Nebraska State College System, is now part of the University of Nebraska. For collective bargaining purposes, the faculty unit at Kearney remained intact.
37. Rejected decertification attempt (January 1979).
38. Formerly independent, affiliation vote held in 1991. Faculty select AAUP by a vote of 60-2. AAUP Chapter non-board certified.
39. Includes one campus center.
40. Includes the Kerney Campus Center.
41. Formerly Somerset County College.
42. Existing contract in place prior to election of agent.

43. Union College and Union County Technical Institute merged into Union County College. AAUP, the bargaining agent at Union College, defeated NEA, the bargaining agent at Union County Technical Institute, and won agent status at the newly formed institution. (AAUP-109, NEA-67).
44. Formerly Rutgers Medical School.
45. Includes five extension centers.
46. Associated Community College Faculties ceases to exist as independent union (8/31/78). Individual locals vote to affiliate with either NYSUT/AFT or NYEA/NEA.
47. AAUP affiliated with PSC/AFT (February 1981).
48. Initial faculty agent elected in 1967. Separate staff and adjunct bargaining agents elected in 1971. Three units subsequently combined into one in 1972.
49. Includes the Capital District Educational Campus Center.
50. Adjunct faculty, which previously had been designated as a separate bargaining unit, included with full-time faculty unit (1985).
51. United University Professions defeated challenge to agent status by NYEA (December 1978). The unit includes faculty and non-teaching professionals.
52. Formerly Dyke College.
53. Faculty at Kent State University voted to sever ties with NEA, while retaining affiliation with AAUP (1979).
54. Unit voted to disaffiliate with NEA (1985).
55. Includes Ross Island, Southeast and Stadium Campus Centers.
56. Includes thirty-seven sites.
57. Formerly Williamsport Area Community College.
58. APSCUF is the bargaining agent, regardless their affiliation.
59. In 1987, part-time faculty elected AFT as bargaining agent. Ensuing litigation resulted in new election being ordered. New election held in 1991. AFT certified by VERB.
60. Centralia College and South Puget Sound Community College, which had bargained separately were merged into District XII. In 1988, new legislation was passed separating the district.
61. Includes Garrett Heyns Educational Center.
62. Formerly Washington State Community College District XVII.

63. Edmonds C.C. provides educational services for the State Department of Corrections. The unit does not differentiate among teaching assignments.

64. Formerly Fort Steilacoom Community College.

65. Formerly comprised of two entities -- District I Technical Institute, and Area Vocational Technical & Adult Education District I.

**ADJUNCT FACULTY CONTRACTS AND BARGAINING
AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS
IN THE UNITED STATES**

**ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS
IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES**

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| CALIFORNIA | | | | | | | |
| Butte College | CWA | 525 | 1990 | 1991 | | | 12/31/93 |
| Coast Community College District | CTA/NEA | 1,232 | 1979 | 1980 | 2 | 3 | 9/1/99 |
| Coastline Comm. Col. | | | | | 2 | | |
| Golden West Comm. Col. | | | | | 2 | | |
| Orange Coast Comm. Col. | | | | | 2 | | |
| Rancho Santiago Community College District' | | | | | | | |
| o Continuing Educ. Faculty | CTA/NEA | 488 | 1977 | | 2 | 2 | 6/30/95 |
| Santa Rosa Junior College | AFT | 80 | 1989 | 1991 | 2 | 1 | 6/30/95 |
| State Center Community College District | AFT | 575 | 1992 | | 2 | 2 | |
| Fresno City College | | | | | 2 | | |
| Kings River Community College | | | | | 2 | | |
| *University of San Francisco | AFT | 375 | 1981 | 1985 | 4 | 1 | 12/31/98 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>CALIFORNIA</u> (Cont.) | | | | | | | |
| Yuba Comm. College | AFT (Ind. CTA/ NEA 1976) | 404 | 1994 | 1995 | 2 | 3 | 6/30/97 |
| <u>CONNECTICUT</u> | | | | | | | |
| Conn. Comm.-Tech. Colleges | AFT | 227 | 1992 | 1993 | 2 | 5 | 6/30/97 |
| Capital Community-Technical College | | | | | | | |
| Gateway Community-Technical College | | | | | | | |
| Naugatuck Valley Comm.-Technical Col. | | | | | | | |
| Norwalk Community-Technical College | | | | | | | |
| Three Rivers Community-Technical College | | | | | | | |
| <u>DISTRICT OF COLUMBIA</u> | | | | | | | |
| *American University | ELIFA (Ind.) | 32 | 1982 | 1982 | 4 | 1 | 4/30/96 |
| <u>ILLINOIS</u> | | | | | | | |
| Highland Community College | AFT | 4 | | | 2 | 1 | 8/30/96 |
| Oakton Community College | IEA/NEA | 118 | 1985 | 1987 | 2 | 1 | 8/10/96 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|----------------------------|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>MAINE</u> | | | | | | | |
| University of Maine System | PATFA/AFT | 250 | 1986 | 1988 | 4 | 7 | 8/31/97 |
| Univ. of Maine | | | | | 4 | | |
| Univ. of Maine-Augusta | | | | | 2 | | |
| Univ. of Maine-Farmington | | | | | 4 | | |
| Univ. of Maine-Fort Kent | | | | | 4 | | |
| Univ. of Maine-Machias | | | | | 4 | | |
| Univ. of Southern Maine | | | | | 4 | | |

| | | | | | | | |
|---|----------------------|-------|------|------|---|----|----------|
| <u>MASSACHUSETTS</u> | | | | | | | |
| *Berklee College of Music | AFT | 136 | 1985 | 1986 | 4 | 1 | 8/31/96 |
| Massachusetts Community College System ¹ | NEA/ MTA/ MCCC | 1,800 | 1987 | 1991 | 2 | 15 | 12/31/98 |
| o Div. of Continuing Ed. | | | | | | | |
| Berkshire Comm. Col. | | | | | 2 | | |
| Bristol Comm. Col. | | | | | 2 | | |
| Bunker Hill Comm. Col. | | | | | 2 | | |
| Cape Cod Comm. Col. | | | | | 2 | | |
| Greenfield Comm. Col. | | | | | 2 | | |
| Holyoke Comm. Col. | | | | | 2 | | |
| Massachusetts Bay Comm. Col. | | | | | 2 | | |
| Massasoit Comm. Col. | | | | | 2 | | |
| Middlesex Comm. Col. | | | | | 2 | | |
| Mt. Wachusett Comm. Col. | | | | | 2 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| Massachusetts Community College System (Cont.) | | | | | | | |
| North Shore Comm. Col. | | | | | 2 | | |
| Northern Essex Comm. Col. | | | | | 2 | | |
| Quinsigmond Comm. Col. | | | | | 2 | | |
| Roxbury Comm. Col. | | | | | 2 | | |
| Springfield Tech. Comm. Col. | | | | | 2 | | |
| Massachusetts State Colleges ¹ | NEA/MTA | 1,050 | 1987 | 1989 | 4 | 9 | 8/31/92 |
| o Div. of Continuing Ed. | | | | | | | |
| Bridgewater St. Col. | | | | | 4 | | |
| Fitchburg St. Col. | | | | | 4 | | |
| Framingham St. Col. | | | | | 4 | | |
| Mass. Col. of Art | | | | | 4 | | |
| Mass. Maritime of Academy | | | | | 4 | | |
| North Adams St. Col. | | | | | 4 | | |
| Salem St. Col. | | | | | 4 | | |
| Westfield St. Col. | | | | | 4 | | |
| Worcester St. Col. | | | | | 4 | | |
| University of Massachusetts-Dartmouth | AFT | 77 | 1985 | 1986 | 4 | 1 | 6/30/93 |
| o Part-time and Visiting Lecturers | | | | | | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>MONTANA</u> | | | | | | | |
| Flathead Valley Community College | AFT | 94 | 1990 | 1991 | 2 | 2 | 6/30/97 |
| Lincoln Co. Campus | | 14 | | | 2 | | |
| Main Campus | | 80 | | | 2 | | |
| <u>NEW JERSEY</u> | | | | | | | |
| New Jersey State College System | AFT | 95 | 1987 | --- | 4 | 9 | 6/30/95 |
| Jersey City St. Col. | | | | | 4 | | |
| Kean Col. of New Jersey | | | | | 4 | | |
| Montclair University | | | | | 4 | | |
| Ramapo Col. of New Jersey | | | | | 4 | | |
| Rowan Col. of New Jersey | | | | | 4 | | |
| Stockton St. Col. | | | | | 4 | | |
| Thomas A. Edison St. Col. | | | | | 4 | | |
| College of New Jersey | | | | | 4 | | |
| Wm. Paterson Col. of New Jersey | | | | | 4 | | |
| Rutgers (State University of New Jersey) | AAUP | 450 | 1988 | 1991 | 4 | 3 | 1994 |
| Camden Campus | | | | | 4 | | |
| New Brunswick Campus | | | | | 4 | | |
| Newark Campus | | | | | 4 | | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------|----------------------|-----------|--------------------|---------------------|-----------------|------------------|---------------------|
| <u>NEW YORK</u> | | | | | | | |
| Cornell University, ILR | NYSUT/AFT | 200 | 1981 | 1981 | 4 | 3 | 8/31/92 |
| Long Island Campus | | | | | 4 | | |
| New York City Campus | | | | | 4 | | |
| Westchester/Rockland Campus | | | | | 4 | | |
| Dutchess Community College | NEA (NYSUT/AFT 1985) | 270 | 1987 | 1987 | 2 | 1 | 8/31/96 |
| Fashion Institute of Technology | NYSUT/AFT | 700 | 1971 | | | | 2/28/95 |
| *Long Island University | CWA | | | | | | |
| C.W Post Center | CWA NYEA/NEA 1985) | 600 | 1987 | 1979 | 4 | 1 | 10/31/96 |
| Brooklyn Center | NYSUT/AFT (AFT 1970) | 650 | 1976 | 1972 | 4 | 1 | 8/31/94 |
| Nassau Community College | NYSUT/AFT (AFA) | 1,719 | 1974 | 1974 | 2 | 1 | 9/30/95 |
| Rockland Community College | NYSUT/AFT | 350 | 1993 | 1994 | 2 | 1 | 8/31/95 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-----------------------------------|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>OREGON</u> | | | | | | | |
| Chemeketa Community College | NEA/OEA | 320 | 1984 | 1984 | 2 | 1 | 6/30/97 |
| Clackamas Community College | NEA/OEA | 380 | 1986 | 1986 | 2 | 3 | 6/30/99 |
| Mount Hood Community College | NEA/OEA | 400 | 1982 | 1984 | 2 | 1 | 8/30/96 |
| Portland Community College | OFT/AFT | 820 | 1984 | 1986 | 2 | 4 | 9/14/97 |
| Open Campus | | | | | 2 | | |
| Cascade Campus | | | | | 2 | | |
| Rock Creek Campus | | | | | 2 | | |
| Sylvania Campus | | | | | 2 | | |
| Portland State University | AFT | 250 | 1978 | 1979 | 4 | 1 | 6/30/97 |
| <u>PENNSYLVANIA</u> | | | | | | | |
| Community College of Philadelphia | AFT | 719 | 1978 | 1983 | 2 | 1 | 8/31/97 |
| <u>RHODE ISLAND</u> | | | | | | | |
| *Rhode Island School of Design | NEA | 80 | 1980 | 1979 | 4 | 1 | 6/30/99 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|------------------------|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>VERMONT</u> | | | | | | | |
| Vermont State Colleges | AFT | 165 | 1991 | --- | 2/4 | 4 | |
| Castleton St. Col. | | | | | 4 | | |
| Johnson St. Col. | | | | | 4 | | |
| Lyndon St. Col. | | | | | 2 | | |
| Vermont Tech. Col. | | | | | | | |

WISCONSIN

| | | | | | | | |
|----------------------------------|-----|-------|------|------|---|---|---------|
| Milwaukee Area Technical College | AFT | 2,149 | 1992 | 1993 | 2 | 4 | 6/30/99 |
|----------------------------------|-----|-------|------|------|---|---|---------|

FOOTNOTES

1. Continuing Education Faculty
2. Total number of adjunct faculty represented for purposes of collective bargaining is 17,878.

**GRADUATE AND TEACHING ASSISTANT CONTRACTS AND
BARGAINING AGENTS IN PUBLIC AND PRIVATE
INSTITUTIONS IN THE UNITED STATES**

**GRADUATE EMPLOYEE BARGAINING AGENTS IN THE UNITED STATES
1997**

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract ++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------------------------------|--------------------|-----------|--------------------|---------------------|-----------------|------------------|---------------------|
| <u>CALIFORNIA</u> | | | | | | | |
| University of California/Berkeley | AGSE/ UAW | 700 | 1993 | | 4 | 1 | |
| <u>FLORIDA</u> | | | | | | | |
| University of Florida | UFF/NEA | 2,916 | 1982 | 1982 | 4 | 1 | 6/30/96 |
| University of S. Florida | UFF/NEA | 1,447 | 1982 | 1982 | 4 | 1 | 6/30/95 |
| <u>KANSAS</u> | | | | | | | |
| University of Kansas | AFT | 1,035 | 1995 | | 4 | | |
| <u>MASSACHUSETTS</u> | | | | | | | |
| University of Massachusetts-Amherst | GEO/UAW | 2,000 | 1990 | 1991 | 4 | 1 | 1996 |
| University of Massachusetts-Lowell | GEO/UAW | 320 | 1994 | | 4 | 1 | |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>MICHIGAN</u> | | | | | | | |
| University of Michigan | GEO/ AFT | 1,603 | 1976 | 1976 | 4 | 3 | 2/1/96 |
| Ann Arbor | | | | | | 4 | |
| Dearborn | | | | | | 4 | |
| Flint | | | | | | 4 | |
| <u>NEW JERSEY</u> | | | | | | | |
| Rutgers, State University of New Jersey | AAUP | 1,740 | 1970 | 1971 | 4 | 3 | 6/30/95 |
| Camden Campus | | | | | 4 | | |
| New Brunswick Campus | | | | | 4 | | |
| Newark Campus | | | | | 4 | | |
| <u>NEW YORK</u> | | | | | | | |
| State University of New York | GSEU/CWA | 3,900 | 1992 | | 2/4 | 29 | |
| <u>OREGON</u> | | | | | | | |
| University of Oregon | GTFF/AFT | 1,176 | 1977 | 1978 | 4 | 1 | 9/30/97 |

| Institution | Bargaining Agent + | Unit Size | Cur. Agent Elected | Initial Contract + + | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-----------------------------------|--------------------|-----------|--------------------|----------------------|-----------------|------------------|---------------------|
| <u>WISCONSIN</u> | | | | | | | |
| University of Wisconsin-Madison | TAA/AFT | 2,150 | 1987 | 1988 | 4 | 1 | 6/30/97 |
| University of Wisconsin-Milwaukee | MGAA/AFT | 591 | 1991 | 1992 | 4 | 1 | 6/30/97 |

Total number of graduate student employees represented for purposes of collective bargaining is 19,578.

**FACULTY COLLECTIVE BARGAINING
AT CANADIAN UNIVERSITIES**

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES¹

| Institution | Affiliation | Unit Size | Cur. Agent Elected | Initial Contract | Contract Expiration |
|---|-------------|-----------|--------------------|------------------|---------------------|
| <u>ALBERTA</u>² | | | | | |
| Augustana University | CAUT | 50 | | | Annual |
| University of Alberta | CAUT | 1,725 | 1982 | | Annual |
| University of Athabasca | CAUT | 118 | 1982 | | Annual |
| University of Calgary | CAUT | 1,164 | 1982 | | Annual |
| University of Lethbridge | CAUT | 263 | 1982 | | Annual |
| <u>BRITISH COLUMBIA</u> | | | | | |
| University of Northern British Columbia | CAUT | 138 | | 1995 | 6/30/98 |
| <u>MANITOBA</u> | | | | | |
| Brandon University | CAUT | 200 | 1978 | 1978 | 3/31/98 |
| Saint-Boniface | ACPPU/MGEA | 44 | 1983 | 1977 | 3/31/96 |
| University of Manitoba | CAUT | 1,132 | 1974 | 1975 | 3/31/98 |
| University of Winnipeg | CAUT | 255 | 1981 | 1982 | 3/31/97 |

| Institution | Affiliation | Unit Size | Cur. Agent Elected | Initial Contract | Contract Expiration |
|---------------------------------------|-------------|-----------|--------------------|------------------|---------------------|
| <u>NEW BRUNSWICK</u> | | | | | |
| Université de Moncton | ACPPU | 309 | 1976 | 1977 | 6/30/99 |
| Mount Allison University | CAUT | 104 | 1982 | 1984 | 6/30/98 |
| St. Thomas University | CAUT | 75 | 1976 | 1977 | 6/30/97 |
| Saint-Louis Maillet | ACPPU | 48 | 1972 | 1972 | 8/31/99 |
| Shippagan | ACPPU | 32 | 1978 | 1978 | 6/30/99 |
| University of New Brunswick | CAUT | 584 | 1979 | 1980 | 6/30/98 |
| <u>NEWFOUNDLAND</u> | | | | | |
| Memorial University | CAUT | 784 | 1988 | 1988 | 8/31/99 |
| <u>NOVA SCOTIA</u>³ | | | | | |
| Acadia University | CAUT | 224 | 1976 | 1977 | 11/1/97 |
| Dalhousie University | CAUT | 744 | 1978 | 1978 | 11/1/97 |
| Mount St. Vincent University | CAUT | 160 | 1989 | 1989 | 11/1/97 |

| Institution | Affiliation | Unit Size | Cur. Agent Elected | Initial Contract | Contract Expiration |
|---------------------------------------|-------------|-----------|--------------------|------------------|---------------------|
| NOVA SCOTIA (Cont.) | | | | | |
| Nova Scotia College of Art and Design | CAUT | 60 | 1985 | 1985 | 11/1/97 |
| Saint Mary's University | CAUT | 214 | 1974 | 1974 | 11/1/97 |
| Technical University of Nova Scotia | CAUT | 90 | 1980 | 1980 | 11/1/97 |
| Université Sainte-Anne | ACPPU | 43 | 1982 | 1980 | 11/1/97 |
| University College of Cape Breton | CAUT | 119 | 1975 | 1976 | 11/1/97 |
| ONTARIO⁴ | | | | | |
| Algoma University College | CAUT | 37 | 1976 | 1980 | 6/30/92* |
| Algonquin Community College | OPSEU | 660 | 1971 | 1971 | 8/31/94 |
| Brock University | CAUT | 258 | 1996 | N/A | 6/30/97* |
| Cambrian Community College | OPSEU | 290 | 1971 | 1971 | 8/31/94 |

| Institution | Affiliation | Unit Size | Cur. Agent Elected | Initial Contract | Contract Expiration |
|---------------------------------|-------------|-----------|--------------------|------------------|---------------------|
| ONTARIO (Cont.) | | | | | |
| Canadore Community College | OPSEU | 211 | 1971 | 1971 | 8/31/94 |
| Carleton University | CAUT | 661 | 1975 | 1975 | 4/30/97* |
| Centennial Community College | OPSEU | 510 | 1971 | 1971 | 8/31/94 |
| Conestoga Community College | OPSEU | 300 | 1971 | 1971 | 8/31/94 |
| Confederation Community College | OPSEU | 250 | 1971 | 1971 | 8/31/94 |
| Durham Community College | OPSEU | 245 | 1971 | 1971 | 8/31/94 |
| Fanshawe Community College | OPSEU | 600 | 1971 | 1971 | 8/31/94 |
| George Brown Community College | OPSEU | 720 | 1971 | 1971 | 8/31/94 |
| Georgian Community College | OPSEU | 380 | 1971 | 1971 | 8/31/94 |
| Hearst University | ACPPU | 14 | 1982 | 1983 | 6/30/95* |
| Humber Community College | OPSEU | 730 | 1971 | 1971 | 8/31/94 |

| Institution | Affiliation | Unit Size | Cur. Agent Elected | Initial Contract | Contract Expiration |
|---------------------------------|-------------|-----------|--------------------|------------------|---------------------|
| ONTARIO (Cont.) | | | | | |
| La Cité Collégiale | OPSEU | 180 | 1989 | | 8/31/94 |
| Lakehead University | CAUT | 277 | 1979 | 1981 | 6/30/97* |
| Lambton Community College | OPSEU | 170 | 1971 | 1971 | 8/31/94 |
| Laurentian University | CAUT | 384 | 1979 | 1980 | 6/30/97* |
| Loyalist Community College | OPSEU | 205 | 1971 | 1971 | 8/31/94 |
| Mohawk Community College | OPSEU | 575 | 1971 | 1971 | 8/31/94 |
| Niagara Community College | OPSEU | 290 | 1971 | 1971 | 8/31/94 |
| Nipissing Univ. College | CAUT | 49 | 1994 | 1994 | 4/30/96* |
| Northern Community College | OPSEU | 145 | 1971 | 1971 | 8/31/94 |
| Queens University | CAUT | 889 | 1995 | 1996 | 1999 |
| Ryerson Polytechnical Institute | CAUT | 486 | 1964 | 1966 | 6/30/96* |
| St. Clair Community College | OPSEU | 330 | 1971 | 1971 | 8/31/94 |

| Institution | Affiliation | Unit Size | Cur. Agent Elected | Initial Contract | Contract Expiration |
|--|-------------|-----------|--------------------|------------------|---------------------|
| ONTARIO (Cont.) | | | | | |
| St. Lawrence Community College | OPSEU | 325 | 1971 | 1971 | 8/31/94 |
| Sault Community College | OPSEU | 210 | 1971 | 1971 | 8/31/94 |
| Seneca Community College | OPSEU | 735 | 1971 | 1971 | 8/31/94 |
| Sheridan Community College | OPSEU | 560 | 1971 | 1971 | 8/31/94 |
| Sir Sandford Fleming Community College | OPSEU | 355 | 1971 | 1971 | 8/31/94 |
| Trent University | CAUT | 204 | 1980 | 1981 | 6/30/99* |
| University of Ottawa | CAUT | 836 | 1975 | 1976 | 4/30/96* |
| University of Windsor | CAUT | 610 | 1977 | 1976 | 6/30/98* |
| Wilfrid Laurier University | CAUT | 276 | 1988 | 1988 | 6/30/99* |
| York University | CAUT | 1,062 | 1977 | 1976 | 4/30/96* |
| QUÉBEC | | | | | |
| Bishop's University | FQPPU/CAUT | 122 | 1976 | 1976 | 6/30/97 |
| Concordia University | FQPPU/CAUT | 643 | 1981 | 1981 | 11/30/95 |

| Institution | Affiliation | Unit Size | Cur. Agent Elected | Initial Contract | Contract Expiration |
|--|-------------|-----------|--------------------|------------------|---------------------|
| QUEBÉC (Cont.) | | | | | |
| Institut Armand Frappier | FQPPU | 38 | 1979 | 1980 | 6/11/95 |
| Institut National de la Recherche Scientifique | FQPPU | 85 | 1973 | 1973 | 11/30/97 |
| Université de Montréal | FQPPU | 1,280 | 1975 | 1975 | N/A |
| Université du Québec à Chicoutimi | FQPPU | 229 | 1979 | 1979 | 2/28/95 |
| Université du Québec à Hull | FQPPU | 151 | 1980 | 1980 | 2/28/95 |
| Université du Québec à Montréal | FQPPU/CSN | 994 | 1971 | 1971 | 2/28/95 |
| Université du Québec en Abitibi-Témiscamingue | FQPPU | 69 | 1982 | 1982 | 2/28/95 |
| Université du Québec à Rimouski | FQPPU | 166 | 1973 | 1973 | 2/28/95 |
| Université du Québec à Trois-Rivières | FQPPU | 345 | 1971 | 1971 | 6/30/95 |
| Université de Sherbrooke | FQPPU | 401 | 1974 | 1976 | 5/31/95 |

| Institution | Affiliation | Unit Size | Cur. Agent Elected | Initial Contract | Contract Expiration |
|---|-------------|-----------|--------------------|------------------|---------------------|
| QUEBÉC (Cont.) | | | | | |
| Ecole de technologie supérieure | FQPPU | 71 | 1984 | | 5/3/95 |
| Téle-Université | FQPPU | 35 | 1981 | | 9/9/95 |
| McGill University | FQPPU/CAUT | 735 | N/A | N/A | N/A |
| Faculté de médecine de l'Université de Sherbrooke | FQPPU | 221 | 1973 | 1978 | 5/31/95 |
| Faculté des Sciences appliquées de l'Université de Sherbrooke | FQPPU | 60 | 1970 | | 11/30/93 |
| SASKATCHEWAN | | | | | |
| St. Thomas More College | CAUT | 48 | 1977 | 1977 | 6/30/90 |
| University of Regina | CAUT | 803 | 1977 | 1977 | 6/30/93 |

FEDERAL

| | | | | | |
|---------------------------|------|-----|------|------|---------|
| Canadian Military College | CAUT | 153 | 1990 | 1995 | 3/31/97 |
|---------------------------|------|-----|------|------|---------|

SPECIAL PLAN BARGAINING: CANADIAN UNIVERSITIES

| Institution | Affiliation | Bargaining Unit Size | Provisions |
|------------------------------------|-------------|----------------------|---|
| <u>BRITISH COLUMBIA</u> | | | |
| British Columbia | CAUT | 2,012 | Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointment." |
| Simon Fraser | CAUT | 676 | Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional). |
| <u>ONTARIO</u> | | | |
| Toronto | CAUT | 1,760 | Special Plan addresses many terms and conditions of employment; annual salary and benefit negotiations culminating in arbitration. |
| Guelph | CAUT | 472 | Comprehensive agreement on terms and conditions of employment; annual salary and benefit negotiations culminating in mediation. |
| <u>PRINCE EDWARD ISLAND</u> | | | |
| Prince Edward Island | CAUT | 175 | Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to framework document; other terms and conditions not part of Special Plan Bargaining arrangement. |

ENDNOTES

1. The statistical information for the Canadian section of the Directory has been provided by the Canadian Association of University Teachers (CAUT), Ottawa, by the Fédération Québécoise des Professeures et Professeurs d'Université (FQPPU), Montréal, and by the Ontario Public Service Employees Union.

2. According to information supplied by CAUT, all collective agreements in Nova Scotia are extended for a period of two years by the Act Respecting Compensation Restraint in the Public Sector.

3. Statutory recognition in 1982.

4. Faculty association and Board of Governors engage in bargaining outside the scope of labor relations legislation.

5. Starred institutions in Ontario are possibly subject to terms of local agreement under the Social Contract Act of Ontario (end March 31, 1996).

CANADIAN ORGANIZATIONS LISTED IN THIS DIRECTORY

Canadian Association of University Teachers/Association Canadienne des Professeures et Professeurs d'Université.

Fédération Québécoise des Professeures et Professeurs d'université.

Centrale de l'Enseignement du Québec.

Confédération des Syndicats Nationaux.

Ontario Public Service Employees Union.

SUMMARY OF ELECTIONS, UNITED STATES
JANUARY 1 - DECEMBER 31, 1996

SUMMARY OF ELECTIONS-1996

A. AGENTS ELECTED

| Institution | State | Unit Size | Vote | Agent Elected | 2/4 Year College |
|--|-------|-----------|-----------------------------|---------------|------------------|
| College of the Siskiyous | CA | 166 | | NEA | 2 |
| Grays Harbor College | WA | 153 | AFT 64 NEA 6 N-Agt. 4 | AFT | 2 |
| Henry Ford Community College | MI | 17 | | AFT | 2 |
| Kent State Univ. | OH | 130 | | AAUP | 4 |
| Madison Area Tech. Col. (Part-time faculty) | WI | 897 | AFT 301 N-Agt 145 | AFT | 2 |
| Middlesex Co. Comm. Col. (Adjunct faculty) | NJ | 287 | AFT 142 N-Agt. 78 | AFT | 2 |
| Northeastern University (Part-time faculty, 1/4 time) | IL | 50 | | AFT | 4 |
| Southern IL Univ.-Carbondale | IL | 740 | | NEA | 4 |
| Univ. of Alaska Fairbanks, Anchorage & Juneau | AK | 836 | AFT 382 N-Agt 213 | AAUP/AFT | 4 |

B. CHANGE IN AGENT STATUS

| Institution | State | Unit Size | Vote | New Agent | Former Agent | 2/4 Year College |
|-----------------------|-------|-----------|--------------------------------|-----------|--------------|------------------|
| Skagit Valley College | WA | 351 | AFT 172 NEA 13 N-Agt. 25 | AFT | NEA | 2 |

C. CHALLENGE TO AGENT STATUS

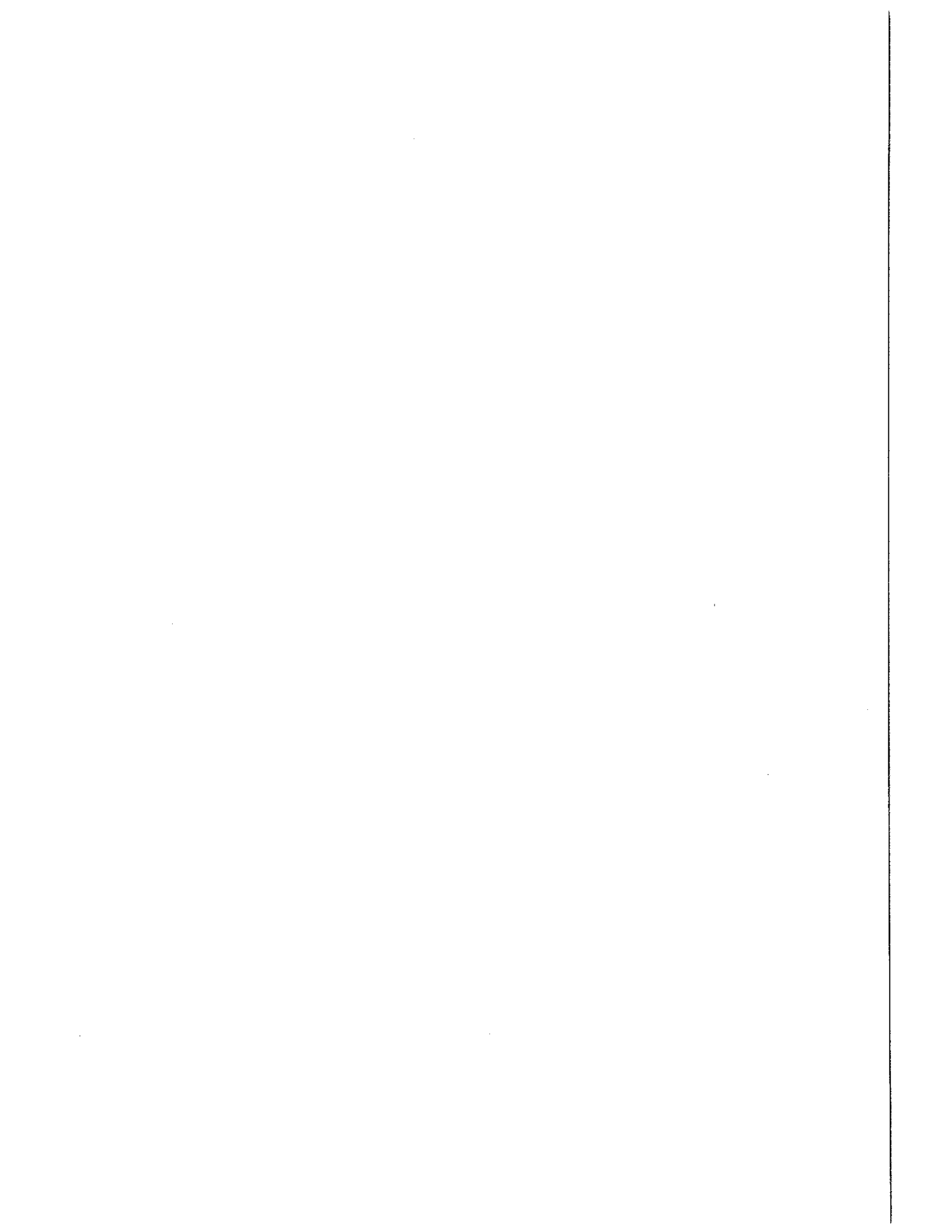
| Institution | State | Unit Size | Vote | New Agent | Former Agent | 2/4 Year College |
|------------------------|-------|-----------|---------------------|-----------|--------------|------------------|
| Moore Norman Voc. Tec. | OK | 38 | AFT 25 N-Agt. 12 | AFT | AFT | 2 |

D. AGENTS DECERTIFIED

No reported faculty agent decertifications during 1996.

E. NO-AGENT VOTES

| Institution | State | Unit Size | Vote | New Agent | Former Agent | 2/4 Year College |
|---------------------------|-------|-----------|---------------------|-----------|--------------|------------------|
| Montana Technical Faculty | MT | 56 | AFT 26 N-Agt. 30 | N-Agt. | N-Agt. | 2 |





STATISTICAL ANALYSIS

"HOW WE COUNT"

We continue to receive queries as to the methods we employ to "count". Set forth below are several explanations as to our "counting" process which, we hope, will be of value to the reader.

INSTITUTIONS: Institutions are identified as colleges and universities that may be autonomous entities having a single campus (University of Montana), or as multi-campus systems (California State University) which bargain collectively as one. Each institution is represented by a single agent and is counted as one agent and/or one contract. The current volume of the Directory shows 509 agents in institutions involved in faculty collective bargaining. However, this figure embraces 1,097 campuses. In the example of SUNY, although there are 29 campuses, for the purposes of the Directory this is tabulated as one institution, one agent and 29 campuses.

CAMPUSES: To present another demographic perspective, we also have included a campus "count". A campus, as defined by the National Center for Education Statistics, has a permanent administration, offers programs at least two years in length, and is located in a community different from parent institutions so as not to be within commuting distance. Using SUNY once again, the 29 campuses include the State University Colleges at Buffalo, New Paltz and Potsdam, etc. All are covered by a single agreement. Our own college, Baruch, is one of the 18 campuses included in CUNY and, while reflected in the campus count, is subsumed under CUNY in the institution count.

TWO YEAR/FOUR YEAR: Those institutions that contain two- and four-year colleges within the same system, such as CUNY, are recorded as four-year institutions. However, the two-year components are tabulated as such under the campus count. For example, Queensborough Community College is shown as a unionized two-year campus, but its collective bargaining agreement status is tabulated as one of the 18 campuses under one institution, CUNY.

"WHO WE COUNT"

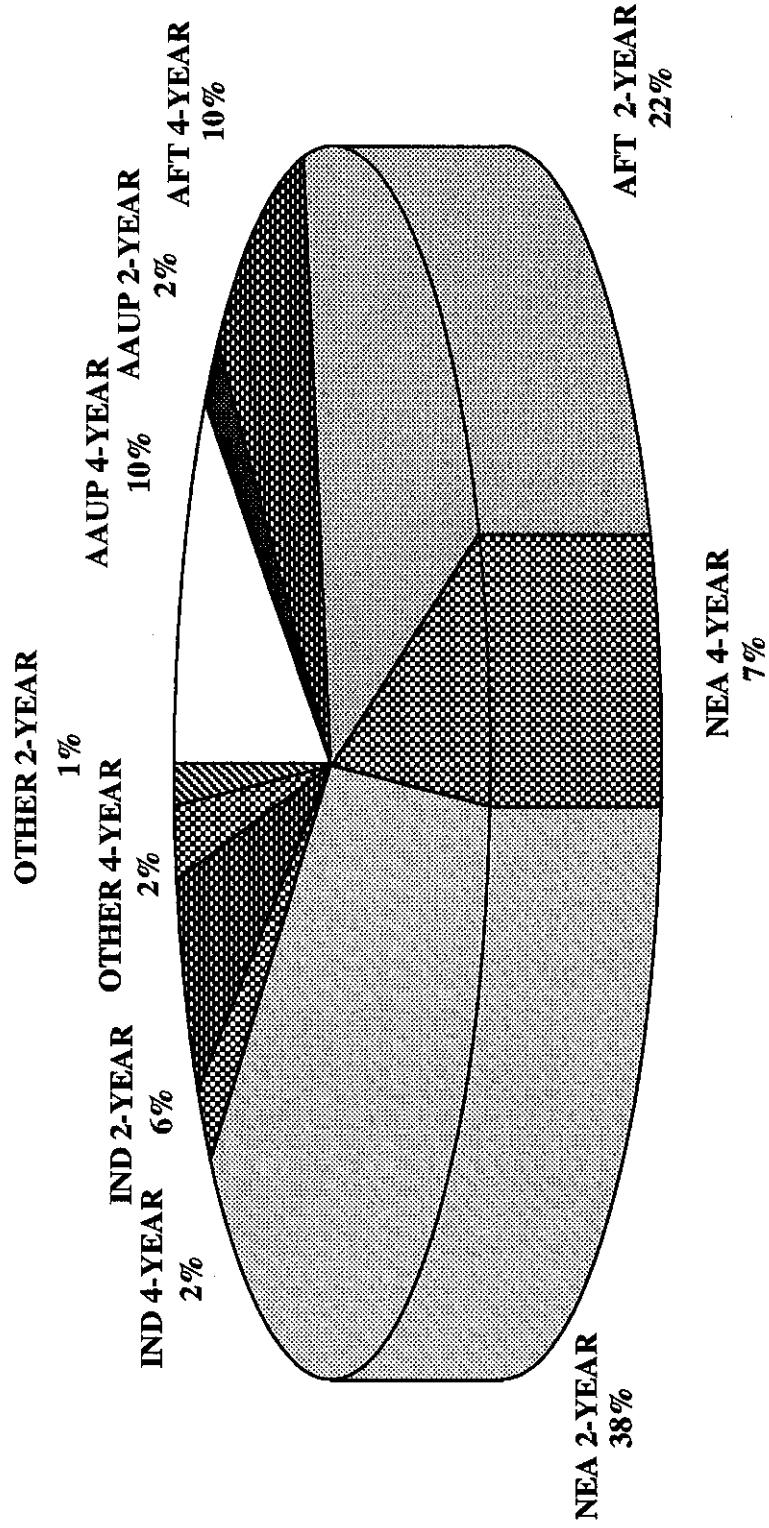
This Directory includes full- and part-time faculty, administrators, chairpersons, and other professional staff bargaining units. Professional staff is defined, but not limited to, librarians, counselors, computer specialists, registrars and related titles. It should be noted that at some institutions, librarians and counselors have faculty status, while at others, they are considered administrators. Excluded from the Directory are academic support staff (non-professional) and health care support staff. We acknowledge the existence of some overlap between groups and will make efforts to refine them in future volumes.

We have included a separate listing of graduate student unions, but we have not included those numbers in our statistics.

TABLE ONE
RECOGNIZED FACULTY BARGAINING AGENTS--PUBLIC AND PRIVATE
1997

| UNION | PUBLIC 4-YEAR | PUBLIC 2-YEAR | TOTAL PUBLIC | PRIVATE 4-YEAR | PRIVATE 2-YEAR | TOTAL PRIVATE | TOTAL 4-YEAR | TOTAL 2-YEAR | GRAND TOTALS |
|---------------|------------------|------------------|-----------------|-------------------|-------------------|------------------|-----------------|-----------------|-----------------|
| AAUP | 27 | 8 | 35 | 22 | 1 | 23 | 49 | 9 | 58 |
| AFT | 28 | 108 | 136 | 20 | 3 | 23 | 48 | 111 | 159 |
| NEA | 25 | 191 | 216 | 10 | 4 | 14 | 35 | 195 | 230 |
| IND | 4 | 28 | 32 | 6 | 1 | 7 | 10 | 29 | 39 |
| AAUP/AFT | 2 | 1 | 3 | 0 | 0 | 0 | 2 | 1 | 3 |
| AFT/NEA | 1 | 1 | 2 | 0 | 0 | 0 | 1 | 1 | 2 |
| AAUP/NEA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AFGE | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 |
| AFSCME | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 |
| CWA | 0 | 1 | 1 | 1 | 0 | 1 | 1 | 1 | 2 |
| OPEIU | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| SEIU | 1 | 2 | 3 | 0 | 0 | 0 | 1 | 2 | 3 |
| UAW | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| OTHERS | 4 | 3 | 7 | 0 | 0 | 0 | 4 | 3 | 7 |
| TOTALS | 96 | 344 | 440 | 60 | 9 | 69 | 156 | 353 | 509 |

TABLE TWO
FACULTY BARGAINING AGENTS IN TWO AND FOUR-YEAR INSTITUTIONS
1997



Dual Affiliations Credited to Both Unions

TABLE THREE
FACULTY COLLECTIVE BARGAINING AGREEMENTS
1997

A. PUBLIC INSTITUTIONS

| | AAUP | AFT | NEA | IND | AAUP/ AFT | AFT/ NEA | AAUP/ NEA | AFGE | AFSCME | CWA | SEIU | UAW | OTHERS | TOTAL |
|--------------|------|-----|-----|-----|--------------|-------------|--------------|------|--------|-----|------|-----|--------|-------|
| 4/2 YEAR | 25 | 26 | 23 | 2 | 2 | 0 | 0 | 2 | 2 | 0 | 1 | 0 | 4 | 87 |
| 4-YEAR | 8 | 107 | 185 | 28 | 1 | 1 | 0 | 0 | 0 | 1 | 2 | 1 | 2 | 336 |
| TOTAL | 33 | 133 | 208 | 30 | 3 | 1 | 0 | 2 | 2 | 1 | 3 | 1 | 6 | 423 |

B. PRIVATE INSTITUTIONS

| | AAUP | AFT | NEA | IND | AAUP/ AFT | AFT/ NEA | AAUP/ NEA | AFGE | AFSCME | CWA | SEIU | UAW | OTHERS | TOTAL |
|--------------|------|-----|-----|-----|--------------|-------------|--------------|------|--------|-----|------|-----|--------|-------|
| 4/2 YEAR | 21 | 19 | 10 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 56 |
| 4-YEAR | 1 | 3 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| TOTAL | 22 | 22 | 13 | 6 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 64 |

C. SUMMARY OF FACULTY COLLECTIVE BARGAINING AGREEMENTS

| | AAUP | AFT | NEA | IND | AAUP/ AFT | AFT/ NEA | AAUP/ NEA | AFGE | AFSCME | CWA | SEIU | UAW | OTHERS | TOTAL |
|--------------|------|-----|-----|-----|--------------|-------------|--------------|------|--------|-----|------|-----|--------|-------|
| 4/2 YEAR | 46 | 45 | 33 | 7 | 2 | 0 | 0 | 2 | 2 | 1 | 1 | 0 | 4 | 143 |
| 4-YEAR | 9 | 110 | 188 | 29 | 1 | 1 | 0 | 0 | 0 | 1 | 2 | 1 | 2 | 344 |
| TOTAL | 55 | 155 | 221 | 36 | 3 | 1 | 0 | 2 | 2 | 2 | 3 | 1 | 6 | 487 |

TABLE FOUR
ANALYSIS OF COLLECTIVE BARGAINING AGENTS AND COLLECTIVE BARGAINING AGREEMENTS
1997

A. RECOGNIZED AGENTS

| 4/2 YEAR | AAUP | AFT | NEA | IND | AAUP/ | | AFT/ | | AFGE | AFSCME | CWA | SEIU | UAW | OTHERS | TOTAL |
|--------------|-----------|------------|------------|-----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------------|
| | | | | | AFT | NEA | NEA | NEA | | | | | | | |
| 4-YEAR | 49 | 47 | 35 | 10 | 2 | 1 | 0 | 2 | 2 | 1 | 1 | 1 | 0 | 5 | 155 |
| 2-YEAR | 9 | 115 | 191 | 29 | 1 | 2 | 0 | 0 | 0 | 1 | 2 | 2 | 1 | 3 | 354 |
| TOTAL | 58 | 162 | 226 | 39 | 3 | 3 | 0 | 2 | 2 | 2 | 2 | 3 | 1 | 8 | 509 |

B. COLLECTIVE BARGAINING AGREEMENTS

| 4/2 YEAR | AAUP | AFT | NEA | IND | AAUP/ | | AFT/ | | AFGE | AFSCME | CWA | SEIU | UAW | OTHERS | TOTAL |
|--------------|-----------|------------|------------|-----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------------|
| | | | | | AFT | NEA | NEA | NEA | | | | | | | |
| 4-YEAR | 46 | 45 | 33 | 7 | 2 | 0 | 0 | 2 | 2 | 1 | 1 | 1 | 0 | 4 | 143 |
| 2-YEAR | 9 | 110 | 188 | 29 | 1 | 1 | 0 | 0 | 0 | 1 | 2 | 2 | 1 | 2 | 344 |
| TOTAL | 55 | 155 | 221 | 36 | 3 | 1 | 0 | 2 | 2 | 2 | 2 | 3 | 1 | 6 | 487 |

C. BARGAINING UNITS WITHOUT AGREEMENTS

| 4/2 YEAR | AAUP | AFT | NEA | IND | AAUP/ | | AFT/ | | AFGE | AFSCME | CWA | SEIU | UAW | OTHERS | TOTAL |
|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| | | | | | AFT | NEA | NEA | NEA | | | | | | | |
| 4-YEAR | 3 | 2 | 2 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 12 |
| 2-YEAR | 0 | 5 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 10 |
| TOTAL | 3 | 7 | 5 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 22 |

TABLE FIVE
 FACULTY BARGAINING AGENTS AND COLLECTIVE BARGAINING AGREEMENTS,
 1974-1996

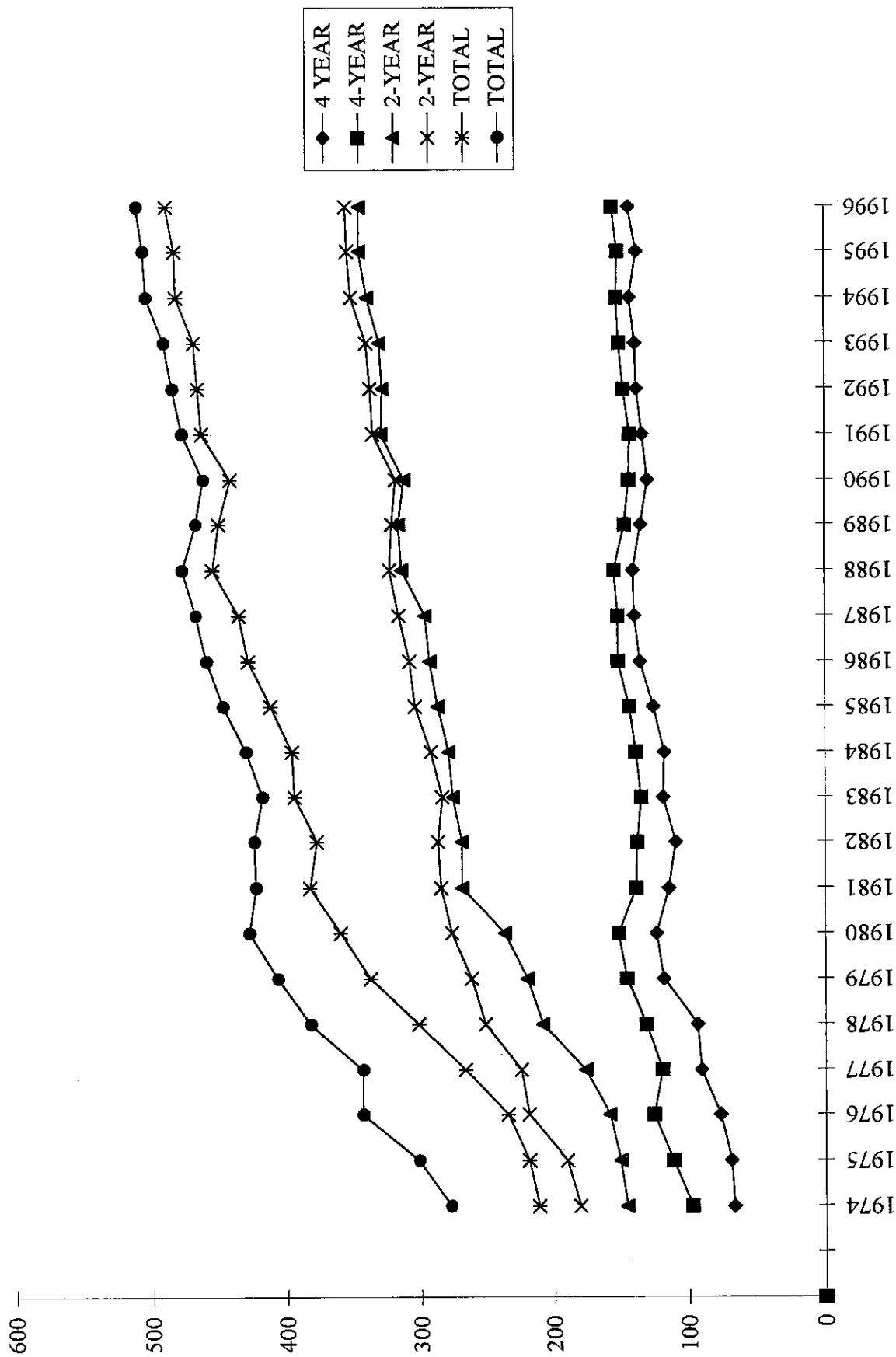


TABLE SIX

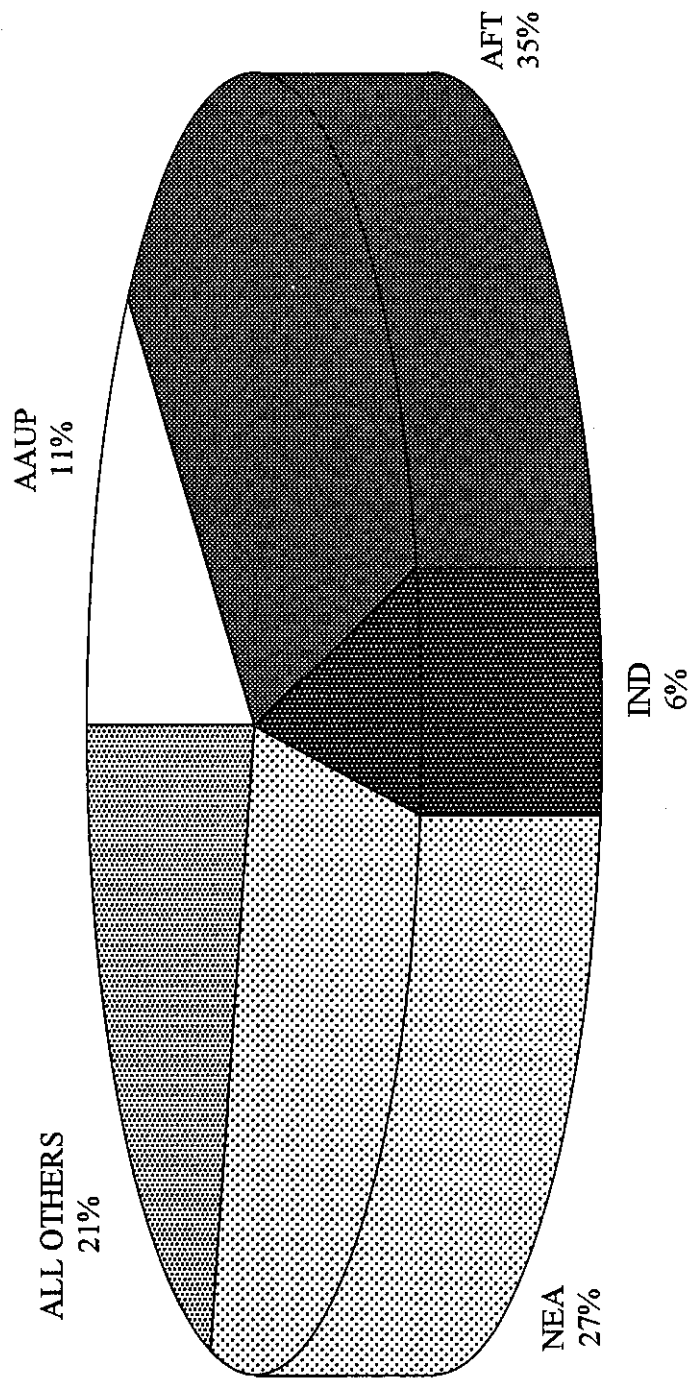
**FACULTY BARGAINING AGENTS AND COLLECTIVE BARGAINING AGREEMENTS
IN TWO AND FOUR-YEAR INSTITUTIONS, 1974-1996**

| | 4 YEAR CBAs | 4-YEAR AGENTS | 2-YEAR CBAs | 2-YEAR AGENTS | TOTAL CBAs | TOTAL AGENTS |
|------|----------------|------------------|----------------|------------------|---------------|-----------------|
| 1974 | 66 | 97 | 145 | 180 | 211 | 277 |
| 1975 | 68 | 111 | 150 | 190 | 218 | 301 |
| 1976 | 76 | 125 | 158 | 218 | 234 | 343 |
| 1977 | 90 | 119 | 176 | 224 | 266 | 343 |
| 1978 | 93 | 131 | 208 | 251 | 301 | 382 |
| 1979 | 118 | 145 | 219 | 261 | 337 | 406 |
| 1980 | 123 | 151 | 236 | 276 | 359 | 427 |
| 1981 | 114 | 138 | 268 | 284 | 382 | 422 |
| 1982 | 109 | 137 | 268 | 286 | 377 | 423 |
| 1983 | 118 | 134 | 275 | 283 | 393 | 417 |
| 1984 | 117 | 138 | 278 | 291 | 395 | 429 |
| 1985 | 125 | 143 | 286 | 303 | 411 | 446 |
| 1986 | 135 | 151 | 292 | 307 | 427 | 458 |
| 1987 | 139 | 151 | 295 | 315 | 434 | 466 |
| 1988 | 140 | 154 | 313 | 322 | 453 | 476 |
| 1989 | 134 | 146 | 315 | 320 | 449 | 466 |
| 1990 | 129 | 143 | 311 | 317 | 440 | 460 |
| 1991 | 133 | 142 | 328 | 334 | 461 | 476 |
| 1992 | 137 | 147 | 327 | 336 | 464 | 483 |
| 1993 | 138 | 150 | 329 | 339 | 467 | 489 |
| 1994 | 142 | 152 | 338 | 350 | 480 | 502 |
| 1995 | 137 | 151 | 344 | 353 | 481 | 504 |
| 1996 | 143 | 155 | 344 | 354 | 487 | 509 |

TABLE SEVEN
FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS
1997

| UNION | PUBLIC 4 YEAR | PUBLIC 2 YEAR | TOTAL PUBLIC | PRIVATE 4 YEAR | PRIVATE 2 YEAR | TOTAL PRIVATE | TOTAL 4-YEAR | TOTAL 2-YEAR | GRAND TOTALS |
|---------------|------------------|------------------|-----------------|-------------------|-------------------|------------------|-----------------|-----------------|-----------------|
| AAUP | 20351 | 1864 | 22215 | 4819 | 180 | 4999 | 25170 | 2044 | 27214 |
| AFT | 39517 | 43335 | 82852 | 3777 | 93 | 3870 | 43294 | 43428 | 86722 |
| NEA | 23675 | 42917 | 66592 | 910 | 125 | 1035 | 24585 | 43042 | 67627 |
| IND | 1607 | 13317 | 14924 | 317 | 80 | 397 | 1924 | 13397 | 15321 |
| AAUP/AFT | 1035 | 130 | 1165 | 0 | 0 | 0 | 1035 | 130 | 1165 |
| AFT/NEA | 404 | 362 | 766 | 0 | 0 | 0 | 404 | 362 | 766 |
| AAUP/NEA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AFGE | 106 | 0 | 106 | 0 | 0 | 0 | 106 | 0 | 106 |
| AFSCME | 449 | 0 | 449 | 0 | 0 | 0 | 449 | 0 | 449 |
| CWA | 0 | 525 | 525 | 600 | 0 | 600 | 600 | 525 | 1125 |
| SEIU | 18400 | 3944 | 22344 | 0 | 0 | 0 | 18400 | 3944 | 22344 |
| UAW | 0 | 160 | 160 | 0 | 0 | 0 | 0 | 160 | 160 |
| OTHERS | 19741 | 7976 | 27717 | 0 | 0 | 0 | 19741 | 7976 | 27717 |
| TOTALS | 125285 | 114530 | 239815 | 10423 | 478 | 10901 | 135708 | 115008 | 250716 |

TABLE EIGHT
FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS
1997



Dual Affiliation Membership Status Credited to Both Organizations

Note: In some situations the dual affiliation agreement specifies how many faculty are represented by each union—these tables do not reflect that fact.

TABLE NINE
CAMPUSES REPRESENTED BY RECOGNIZED FACULTY
BARGAINING AGENTS-PUBLIC AND PRIVATE
1997

A. PUBLIC INSTITUTIONS

| | AAUP | AFT | NEA | IND | AAUP/ AFT | AFT/ NEA | AAUP/ NEA | AFGE AFSCME | CWA | SEIU | UAW | OTHERS | TOTAL |
|--------------|------|-----|-----|-----|--------------|-------------|--------------|-------------|-----|------|-----|--------|-------|
| 4/2 YEAR | | | | | | | | | | | | | |
| 4-YEAR | 75 | 109 | 80 | 5 | 4 | 1 | 0 | 2 | 7 | 0 | 0 | 28 | 333 |
| 2-YEAR | 17 | 210 | 334 | 46 | 3 | 1 | 0 | 0 | 1 | 17 | 1 | 42 | 672 |
| TOTAL | 92 | 319 | 414 | 51 | 7 | 2 | 0 | 2 | 7 | 1 | 1 | 70 | 1005 |

B. PRIVATE INSTITUTIONS

| | AAUP | AFT | NEA | IND | AAUP/ AFT | AFT/ NEA | AAUP/ NEA | AFGE AFSCME | CWA | SEIU | UAW | OTHERS | TOTAL |
|--------------|------|-----|-----|-----|--------------|-------------|--------------|-------------|-----|------|-----|--------|-------|
| 4/2 YEAR | | | | | | | | | | | | | |
| 4-YEAR | 28 | 22 | 14 | 7 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 6 | 78 |
| 2-YEAR | 3 | 4 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 |
| TOTAL | 31 | 26 | 20 | 8 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 6 | 92 |

C. SUMMARY

| | AAUP | AFT | NEA | IND | AAUP/ AFT | AFT/ NEA | AAUP/ NEA | AFGE AFSCME | CWA | SEIU | UAW | OTHERS | TOTAL |
|--------------|------|-----|-----|-----|--------------|-------------|--------------|-------------|-----|------|-----|--------|-------|
| 4/2 YEAR | | | | | | | | | | | | | |
| 4-YEAR | 103 | 131 | 94 | 12 | 4 | 1 | 0 | 2 | 7 | 1 | 0 | 34 | 411 |
| 2-YEAR | 20 | 214 | 340 | 47 | 3 | 1 | 0 | 0 | 1 | 17 | 1 | 42 | 686 |
| TOTAL | 123 | 345 | 434 | 59 | 7 | 2 | 0 | 2 | 7 | 2 | 1 | 76 | 1097 |

TABLE TEN
GEOGRAPHIC DISTRIBUTION OF UNIONIZED FACULTY
1997

| STATE | UNIONIZED FACULTY |
|----------------------|--------------------------|
| ALASKA | 1086 |
| ARIZONA | 724 |
| CALIFORNIA | 67223 |
| COLORADO | 77 |
| CONNECTICUT | 8527 |
| DELAWARE | 1148 |
| DISTRICT OF COLUMBIA | 462 |
| FLORIDA | 10162 |
| HAWAII | 3210 |
| ILLINOIS | 7918 |
| IOWA | 2105 |
| KANSAS | 1557 |
| MAINE | 1847 |
| MARYLAND | 1092 |
| MASSACHUSETTS | 9563 |
| MICHIGAN | 10530 |
| MINNESOTA | 11017 |
| MISSOURI | 560 |
| MONTANA | 1056 |
| NEBRASKA | 2055 |
| NEVADA | 103 |
| NEW HAMPSHIRE | 1035 |
| NEW JERSEY | 10731 |
| NEW MEXICO | 358 |
| NEW YORK | 55020 |
| OHIO | 5326 |

TABLE TEN
GEOGRAPHIC DISTRIBUTION OF UNIONIZED FACULTY
1997

| STATE | UNIONIZED FACULTY |
|--------------|--------------------------|
| OREGON | 5137 |
| PENNSYLVANIA | 11329 |
| RHODE ISLAND | 1957 |
| SOUTH DAKOTA | 1122 |
| VERMONT | 451 |
| WASHINGTON | 10308 |
| WISCONSIN | 29637 |
| | |
| GUAM | 100 |

TABLE ELEVEN
BARGAINING AGENTS, BY STATE
1997

| STATE | <u>PUBLIC</u> | | <u>PRIVATE</u> | |
|-------------------------|---------------|---------------|----------------|---------------|
| | <u>4-YEAR</u> | <u>2-YEAR</u> | <u>4-YEAR</u> | <u>2-YEAR</u> |
| Alaska | 1 | 1 | | |
| Arizona | | 2 | | |
| California | 4 | 74 | 5 | |
| Colorado | | | 1 | |
| Connecticut | 4 | 4 | 2 | 1 |
| Delaware | 2 | | | |
| District of Columbia | 1 | | 1 | |
| Florida | 1 | 8 | 2 | |
| Hawaii | 1 | | | |
| Illinois | 6 | 40 | | 1 |
| Iowa | 1 | 12 | | |
| Kansas | 1 | 14 | | |
| Maine | 3 | 1 | | |
| Maryland | 1 | 2 | | |
| Massachusetts | 6 | 2 | 6 | 2 |
| Michigan | 11 | 25 | 5 | |
| Minnesota | 2 | 3 | | |
| Missouri | | 2 | 1 | |
| Montana | 5 | 4 | | |
| Nebraska | 6 | 8 | | |
| Nevada | | 1 | | |
| New Hampshire | 2 | | 2 | |
| New Jersey | 6 | 18 | 3 | 1 |
| New Mexico | | 2 | | |
| New York | 6 | 33 | 21 | 2 |
| Ohio | 7 | 11 | 3 | |
| Oregon | 4 | 16 | 1 | |
| Pennsylvania | 6 | 14 | 4 | 2 |
| Rhode Island | 2 | 1 | 4 | |
| South Dakota | 1 | | | |
| Vermont | 2 | | | |
| Washington | 2 | 29 | | |
| Wisconsin | | 17 | | |
| Guam | 1 | | | |
| TOTALS | 95 | 344 | 61 | 9 |
| (TOTAL N=509) | | | | |

**TABLE TWELVE
SUMMARY OF DECERTIFICATIONS¹**

| <u>Year</u> | <u>Institution</u> | <u>State</u> | <u>2 / 4 Year</u> | <u>Unit Size</u> | <u>Agent</u> | <u>Year Agent Elected</u> |
|---------------------------|---|--------------|-------------------|----------------------|--------------|-------------------------------|
| 1976 | *New England College | NH | 4 | | AFT | |
| 1977 | *Jamestown College | ND | 4 | | NEA | |
| 1980 | Delaware Technical & CC | DE | 2 | 230 | NEA | 1974 |
| 1980(Y) ² | *Catholic University of America (Law School) | DC | Grad. | 22 | IND | 1977 |
| 1980 (Y) | *Yeshiva University | NY | 4 | 200 | IND | 1976 |
| 1981 (W) | *Goddard College | VT | 4 | 10 | AFT | 1975 |
| 1981 (Y) (W) ³ | *Mount Vernon College | DC | 4 | 25 | AAUP | 1977 |
| 1981 (Y) | *Salem College | WV | 4 | 64 | NEA | 1979 |
| 1981 (W) | Southwestern Michigan College | MI | 2 | 35 | NEA | 1969 |
| 1981 (Y) | *University of Albuquerque | NM | 4 | | AFT | 1982 |
| 1982 (Y) (W) | *Ashland College | OH | 4 | 82 | AAUP | 1972 |
| 1982 (Y) (W) | *Daemen College | NY | 4 | 80 | AAUP | 1979 |
| 1982 (Y) (W) | *Drury College | MO | 4 | 60 | AAUP | 1979 |
| 1982 (Y) | *College of Osteopathic Medicine & Surgery | IA | 4 | 65 | AFT | 1975 |
| 1982 (Y) | *Ithaca College | NY | 4 | | AFT | 1978 |
| 1982 (Y) | *Stevens Institute of Tech. | NJ | 4 | 109 | AAUP | 1976 |
| 1982 (Y) | *Thiel College | PA | 4 | 63 | AAUP | |
| 1982 (Y) | *Wagner College | NY | 4 | 105 | AFT | 1979 |
| 1983 (Y) | *Ohio Northern University | OH | 4 | 145 | NEA | 1979 |
| 1983 (Y) | *Seton Hall University | NJ | 4 | 350 | AFT | 1982 |
| 1983 (Y) | *Stephens College | MO | 4 | 120 | AFT | 1979 |
| 1983 (Y) | *University of New Haven | CT | 4 | 130 | AFT | 1979 |
| 1984 (Y) | *Boston University | MA | 4 | 860 | AAUP | 1975 |
| 1984 (Y) | *Polytechnic Institute of NY | NY | 4 | 220 | AAUP | 1971 |
| 1985 (Y) | *Lewis University | IL | 4 | 97 | IND | 1975 |
| 1985 (W) | *Cottey College | MO | 2 | 30 | AFT | 1976 |
| 1987 | *U. of Dubuque Seminary | IA | 2 | 13 | NEA | 1973 |
| 1987 (Y) | *Fairleigh Dickinson University | NJ | 2 & 4 | 495 | AAUP | 1974 |
| 1987 (W) | Rutgers University (part-time) | NJ | 4 | 80 | IND | 1978 |
| 1987 | Lansing C.C. (Admin. Assn.) | MI | 2 | 60 | IND | 1977 |
| 1988 (Y) | *University of Dubuque | IA | 4 | 60 | NEA | 1973 |
| 1989 | Florida Memorial College | FL | 4 | 40 | UFF/NEA | 1976 |
| 1989 (Y) (W) | *Marymount University | VA | 4 | 51 | AAUP | 1989 |

¹ For purposes of this listing, decertifications are defined as those instances in which a bargaining agent election is lost by the certified agent to "No-Agent," or when the NLRB or appropriate state agency determines that the certified agent is no longer "representative." Those instances in which the certified agent was challenged by a competing organization and subsequently lost its certificate are not considered technical decertifications and are listed under "Change In Agent Status."

² Y--Results of Yeshiva litigation.

³ W--Union voluntarily withdrew its certification.

TABLE THIRTEEN

ROSTER OF INSTITUTIONS AFFECTED BY THE YESHIVA DECISION

| <u>Institution</u> | <u>State</u> | <u>Unit Size</u> | <u>Agent</u> | <u>Status¹</u> | <u>Year Agent Elected</u> |
|---|--------------|----------------------|--------------|---------------------------|-------------------------------|
| Adrian College | MI | 56 | NEA | NM | 1975 |
| American International College | MA | | AAUP | M | |
| American University (English Language Institute) | DC | 37 | ELIFA | NM | 1982 |
| Ashland College | OH | 82 | AAUP | D, W | 1972 |
| Boston University | MA | 860 | AAUP | D, M | 1975 |
| Bradford College | MA | 29 | IBT | NM, NA | 1982 |
| Catholic University of America (Law School) | DC | 22 | IND | D, M | 1977 |
| College of Osteopathic Medicine | IA | 65 | AFT | D, M | 1976 |
| College of Saint Rose | NY | | NEA | M | |
| College of Saint Theresa | MN | | IND | W | |
| Cooper Union | NY | 55 | AFT | NM | 1974 |
| Daemen College | NY | 80 | AAUP | D, W | 1979 |
| Dean Academy & Junior College | MA | | AFT | M | |
| Drury College | MO | 60 | AAUP | D, W | 1979 |
| Duquesne University Law School | PA | 26 | IND | M | |
| Fairleigh Dickinson University | NJ | 495 | AAUP | D, M | 1974 |
| Florida Memorial College | FL | 40 | UFF/NEA | NM | 1979 |
| Ithaca College | NY | | AFT | D, M | 1978 |
| Kendall School of Design | MI | 50 | NEA | NM | 1974 |
| Lewis & Clark College | OR | 75 | AAUP | NM | 1979 |
| Lewis University | IL | 97 | IND | D, M | 1975 |
| Livingston College | NC | 77 | AFT | M | |
| Long Island University-Brooklyn | NY | 250 | AFT | W | 1976 |
| Long Island University-C.W. Post | NY | 350 | AFT | W | 1976 |
| Long Island University-Pharmacy | NY | 25 | AAUP | W | 1978 |
| Long Island University-Southampton | NY | 72 | AFT | W | 1976 |
| Loretto Heights College | CO | 100 | NEA | NM (Closed 1988) | 1972 |
| Marymount University | VA | 51 | NEA | NM | 1975 |
| | | | AAUP | W | |
| Milton College | WI | 35 | AFT | Closed 1982 | 1979 |
| Montefiore Hospital/Med. Center | NY | | NYSFPD | NA, W | |
| Mount Allison University | CAN | 122 | CAUT | NM | 1982 |
| Mount Vernon College | DC | 25 | AAUP | D, W | 1977 |
| Nasson College | ME | 30 | AFT | Closed 1982 | 1977 |
| New York Medical College | NY | | AFT | NM, NA | |
| Ohio Northern University | OH | 145 | NEA | D, M | 1979 |
| Parsons School of Design | NY | | AFT | NM, NA | |
| Polytechnic Institute of NY | NY | 220 | AAUP | D, M | 1971 |
| Pratt Institute | NY | 470 | AFT | NM | 1971 |
| Puerto Rico Junior College | PR | | IND | NM | 1975 |

TABLE THIRTEEN

ROSTER OF INSTITUTIONS AFFECTED BY THE YESHIVA DECISION

| <u>Institution</u> | <u>State</u> | <u>Unit Size</u> | <u>Agent</u> | <u>Status¹</u> | <u>Year Agent Elected</u> |
|---|--------------|------------------|-----------------------|---------------------------|---------------------------|
| Rio Grande College | OH | 76 | IND | W | 1976 |
| Saint Joseph College | ME | 27 | NEA | NM | |
| Salem College | WV | 64 | NEA | D, M | 1979 |
| Seattle University | WA | | AAUP | W | |
| Seton Hall University | NJ | 350 | AFT | D, M | 1982 |
| Simon's Rock of Bard College | MA | 27 | AAUP | W | 1980 |
| Southern Oregon State College | OR | 193 | IND | NM | 1973 |
| Stephens College | MO | 120 | AFT | D, M | 1979 |
| Stephens Institute/Academy of Art College | CA | | IND | NM D, M | 1976 |
| Stevens Institute of Technology | NJ | 109 | AAUP | NM, NA | 1976 |
| St. Thomas University | FL | 43 | UFF/NEA | D, M | 1990 |
| Thiel College | PA | 63 | AAUP | NM, NA | |
| University of Alaska | AK | | NEA ² | D, M | 1982 |
| University of Albuquerque | NM | 92 | AFT | | |
| Univ. Central De Bayamon | PR | | UPU | NM | |
| University of Dubuque | IA | 46 | NEA | D, M | 1973 |
| University of New Haven | CT | 130 | AFT | D, M | 1976 |
| University of Pittsburgh | PA | 1250 | AAUP/AFT ³ | NM | |
| Villanova University | PA | | AAUP | W | |
| Wagner College | NY | 105 | AFT | D, M | 1979 |
| Wichita State University | KS | | KEA ⁴ | | |
| Wilberforce University | OH | 49 | AAUP | NM | 1979 |
| Wordsworth Academy | PA | | AFT | NM | |
| Yeshiva University | NY | 200 | IND | D, M | 1976 |

¹ STATUS: AP=Appeal Pending
D=Decertified
M=Managerial
NA= "No Agent" Elected
NM=Nonmanagerial
W=Agent Withdrew, Voluntary Resolution

² Public sector claim. ALRA held Yeshiva not applicable to the University of Alaska and further "...that if the faculty were to be considered managers...they would be entitled to a manager's unit or similarly designated unit." See Case No. UA-80-2 (1981).

³ In 1990 Pennsylvania's full labor board overturned an earlier decision denying professors at Pittsburgh the right to bargain. However, following this decision, faculty voted 1,243-719 against union representation.

⁴ Public sector claim. Kansas PERB held Yeshiva not applicable and found faculty at Wichita State University nonmanagerial. PERB ordered the designation of an appropriate bargaining unit as recommended by the hearing officer. See Case no. 75-UD-01-1980 (Kansas PERB (1981)).

TABLE FOURTEEN
COLLEGE CLOSINGS

| Institution | <u>State</u> | <u>Agent</u> | <u>Unit Size</u> | <u>2/4 Year</u> | <u>Closing Date</u> |
|---|--------------|--------------|------------------|-----------------|---------------------|
| *Antioch School of Law ² | DC | AFT | 16 | 3 | 1988 |
| *Central YMCA CC | IL | AFT | 80 | 2 | 1983 |
| *Colorado Women's College | CO | AAUP | 42 | 4 | 1982 |
| *Detroit Institute of Technology | MI | NEA | 34 | 4 | 1981 |
| *Loretto Heights College | CO | NEA | 80 | 4 | 1988 |
| *Milton College | WI | AFT | 35 | 4 | 1982 |
| *Nasson College | ME | AFT | 30 | 4 | 1983 |
| *National College of Business ³ | SD | NEA | 40 | 4 | 1990 |
| Shaw College at Detroit ⁴ | MI | NEA | 37 | 4 | 1983 |
| Springfield Campus--University of South Dakota | SD | NEA | ~ | 4 | 1984 |
| Waseca Campus--University of Minnesota | MN | NEA | 2 | 4 | 1992 |

¹ Institution previously cited in the Directory as having negotiated collective bargaining agreement.

² Antioch School of Law was subsumed by University of the District of Columbia Law School.

³ Institution sold; currently known as National College. Collective bargaining agreement no longer in effect.

⁴ U.S. Bankruptcy Court judge orders permanent closing of institution. (March 1984)

⁵ The NEA is still the bargaining agent for the University of Minnesota

TABLE FIFTEEN

STATUS OF PUBLIC SECTOR COLLECTIVE BARGAINING LEGISLATION¹

| <u>State</u> | <u>Date of Legislation or Amendment</u> |
|----------------------|---|
| Alabama | 1973 (meet and confer) |
| Alaska | 1972 |
| Arizona | Governing Boards ² |
| California | 1975 (2 year); 1978 (4 year) |
| Connecticut | 1975 |
| Delaware | 1970 |
| District of Columbia | 1978 ³ |
| Florida | 1974 |
| Hawaii | 1970 (amend. 1975) |
| Illinois | 1983 |
| Indiana | 1990 (Executive Order) |
| Iowa | 1974 |
| Kansas | 1970 (2 year) (amend. 1974) |
| Maine | 1974 (2 year voc/tech); (amend. 1975); 1975 (all other) |
| Maryland | 1996 (Executive Order) |
| Massachusetts | 1974 |
| Michigan | 1973 (amend. 1976) |
| Minnesota | 1971 (amend. 1976, 1980, 1991, 1995) |
| Missouri | 1967 |
| Montana | 1973 (amend. 1975) |
| Nebraska | 1972 |
| Nevada | Governing Boards |
| New Hampshire | 1975 |
| New Jersey | 1974 (amend.) |
| New Mexico | 1992 (legislation), 1973 (Executive Order) |
| New York | 1967 |
| Ohio | 1983 |
| Oregon | 1963 (2 year) (amen. 1975) |
| Pennsylvania | 1970 |
| Rhode Island | 1958 (amend. 1973) |
| South Dakota | 1969 (amend. 1974) |
| Vermont | 1972 (amend. 1975) |
| Washington | 1973 (2 year); 1987 (2 year) ⁴ |
| Wisconsin | 1966 (2 year) (amend. 1974); 1985 (T.A.'s) |

¹ Public institutions only. In the absence of enabling legislation, the parties are free to voluntarily negotiate a collective bargaining agreement; however, they do so without the protection of a statute. Authority to engage in collective bargaining in private institutions has existed since 1970 under the National Labor Relations Act, P.L. 198, 74th Congress, (1935).

² No state enabling legislation. Governing Boards enacted policy enabling faculty collective bargaining.

³ Prior to 1978, Governing Boards policy permitted collective bargaining.

⁴ The 1973 legislation was a "meet and confer" ruling. The 1987 bill authorizes collective bargaining.

TABLE SIXTEEN
MERGED BARGAINING AGENTS

| <u>Institution</u> | <u>State</u> | <u>Bargaining Agent</u> | <u>4/2 Year</u> | <u>Unit Size</u> |
|------------------------------------|--------------|-------------------------|-----------------|------------------|
| California State University System | California | AAUP/NEA | 4 | 18400 |
| Belleville Area College | Illinois | AAUP/AFT | 2 | 130 |
| Minnesota Technical Colleges | Minnesota | AFT/NEA | 2 | 2168 |
| Montana State University-Billings | Montana | AAUP/AFT | 4 | 199 |
| Eastern Washington University | Washington | AFT/NEA | 4 | 404 |
| Green River Community College | Washington | AFT/NEA | 2 | 362 |
| University of Alaska | Alaska | AAUP/AFT | 4 | 836 |

TABLE SEVENTEEN**OTHER NATIONAL UNIONS REPRESENTING FACULTY**

National unions which represent faculty for purposes of collective bargaining other than the AAUP, AFT, and NEA.

| <u>Institution</u> | <u>State</u> | <u>Bargaining Agent</u> | <u>4/2 Year</u> | <u>Unit Size</u> |
|--|---------------------|--------------------------------|------------------------|-------------------------|
| Butte College | California | CWA | 2 | 525 |
| Claremont College | California | OPEIU | 4 | 0 |
| College of the Sequoias | California | CWA | 2 | 362 |
| Connecticut Community Technical College System (administrators) | Connecticut | SEIU | 2 | 1020 |
| Connecticut Community Technical College System (community college faculty) | Connecticut | SEIU | 2 | 2924 |
| Connecticut State University System | Connecticut | AFSCME | 4 | 358 |
| US Coast Guard Academy | Connecticut | AFGE | 4 | 15 |
| Black Hawk College | Illinois | UAW | 2 | 160 |
| Long Island University | New York | CWA | 4 | 600 |
| US Merchant Marine Academy | New York | AFGE | 4 | 91 |
| California State University System | California | SEIU | 4 | 18400 |
| Nebraska State College | Nebraska | AFSCME | 4 | 91 |

TABLE EIGHTEEN

BARGAINING AGENTS CITED IN THIS DIRECTORY

| | |
|-----------|--|
| AAUP | American Association of University Professors |
| ACA | Association of College Administrators |
| ACCF | Associated Community College Faculties |
| ACE | Association of Certified Educators |
| ACPU | Association Canadienne des Professeurs d' Universite |
| AEA | Arizona Education Association |
| AFA | Adjunct Faculty Association |
| AFGE | American Federation of Government Employees |
| AFSCME | American Federation of State, County and Municipal Employees |
| AFT | American Federation of Teachers |
| AHE | Association for Higher Education |
| AGSE, UAW | Association of Graduate Student Employees, United Auto Workers Local 2165, University of California, Berkeley |
| APA | Association of Professional Administrators |
| APSCUF | Association of Pennsylvania State College and University Faculties |
| CAUT | Canadian Association of University Teachers |
| CCA | Community College Association |
| CCCC | Congress of Connecticut Community Colleges |
| CCCEA | Central Community College Education Association |
| CCCTU | Cook County College Teachers Union |
| CEQ | Centrale de l' Enseignement du Quebec |
| CFA | California Faculty Association |
| CFT | California Federation of Teachers |
| CLPFA | Chabot-Las Positas Faculty Association |
| CNA | California Nurses Association |
| CSEA | California State Employees Association |
| CSN | Confederation des Syndicats Nationaux |
| CTA | California Teachers Association |
| CWA | Communication Workers of America |
| ECCLFF | Edison Community College Faculty Federation |
| ELIFA | English Language Institute Faculty Association |
| FAC | Florida Academic Congress |
| FAPUQ | Federation des Associations des Professeurs des Universities du Quebec |
| FBC | Faculty Bargaining Council (Finger Lakes Community College) |
| FQPPU | Federation Quebecoise des Professeuses et Professeurs d'Universite |
| FSCAPE | Fort Scott College Association of Professional Employees |

TABLE EIGHTEEN

BARGAINING AGENTS CITED IN THIS DIRECTORY

| | |
|--------------------|--|
| FTP | Florida Teaching Profession |
| FUSA | Faculty United Service Association |
| GEO, UAW | Graduate Employees Organization, United Autoworkers |
| GFT | Guam Federation of Teachers |
| GSEU | Graduate Student Employees Union |
| IBT | International Brotherhood of Teamsters |
| IEA | Illinois Education Association |
| IFO | Inter-faculty Organization |
| IFT | Illinois Federation of Teachers |
| IND | Independent |
| KEA | Kansas Education Association |
| LCCFAHE | Lower Columbia College Faculty Association of Higher Education |
| MCCC | Massachusetts Community College Council |
| MCCFA | Minnesota Community College Faculty Association |
| MEA | Michigan Education Association |
| MEA | Minnesota Education Association |
| MFT | Michigan Federation of Teachers |
| MGEA | Manitoba Government Employees Association |
| MSEA | Maine State Employees Association |
| MSP | Massachusetts Society of Professors |
| MTA | Maine Teachers Association |
| MTA | Massachusetts Teachers Association |
| NCCFT | Nassau Community College Federation of Teachers |
| NEA | National Education Association |
| NJEA | New Jersey Educational Association |
| NSEA | Nebraska State Education Association |
| NYEA | New York Educator's Association |
| NYS Fed. Phy.Dent. | New York State Federation Physicians and Dentists |
| NYSUT | New York State United Teachers |
| OEA | Ohio Education Association |
| OEA | Oregon Education Association |
| OPAP | Organization of Professional Administration Personnel |
| OPEIU | Office of Professional Employees International Union |
| OPSEU | Ontario Public Serve Employees Union |
| PAE | Parkland Association of Teachers |
| PaFT | Pennsylvania State Education Association |
| PCCEA | Pima Community College Education Association |
| PCFA | Post College Faculty Association |
| PSC | Professional Staff Congress |

TABLE EIGHTEEN

BARGAINING AGENTS CITED IN THIS DIRECTORY

| | |
|--------|---|
| PSEA | Pennsylvania State Education Association |
| SCEA | State College Education Association (Nebraska) |
| SCFA | Santa Cruz Faculty Association |
| SEIU | Service Employees' International Union |
| SFAIFU | San Francisco Art Institute Faculty Union |
| SPSE | Society of Professional Scientists and Engineers |
| SRFBC | Simon's Rock Faculty Bargaining Council |
| TAA | Teaching Assistants Association |
| TAUP | Temple Association of University Professors |
| UAPD | Union of American Physicians and Dentists |
| UCCFF | United Community College Faculty of Florida |
| UEA | University Education Association |
| UFF | United Faculty of Florida |
| UFL | University Federation of Librarians |
| UHPA | United Hawaii Professional Assembly |
| UPC | United Professors of California |
| UPI | University Professionals of Illinois |
| UPU | Union De Profesores Universitarios |
| UUP | United University Professions |
| WEA | Washington Education Association |
| WEA | Wisconsin Education Association |
| WFT | Wisconsin Federation of Teachers |
| YCFA | Yuba College Faculty Association |
| 1199 | National Union of Hospital and Health Care Employees, AFL-CIO |

"NO-AGENT" VOTES

1971-1996

**"NO-AGENT" VOTES
1971 - 1996**

| State | Institution | Agent Defeated | Year | Votes |
|-----------------------------|--|----------------|------------|-------|
| ALASKA | University of Alaska | NEA | 1982 | 4 |
| CALIFORNIA | *California Institute of Arts | AFT | 1975- | 4 |
| | Cerritos Community College | AFT,NEA | 1994 | 2 |
| | Coachella Valley Comm. College | CTA/NEA | 1978, 1979 | 2 |
| | College of the Desert** | | | 2 |
| | Imperial Valley College** | CTA/NEA | 1980 | 2 |
| | Mendocino College | Ind. | 1988 | 2 |
| | No. Orange Co. Comm. College** | CTA/NEA | 1978 | 2 |
| | Pasadena City College** | CTA/NEA | 1977 | 2 |
| | Univ. of Calif.-Berkeley | AAUP | 1980 | 4 |
| | -Professional Scientist & Engineers of the Lawrence Livermore National Labs. | SPSE/CSEA | 1983 | 4 |
| | -Researchers | AFT | 1986 | 4 |
| | -UCLA | Ind. | 1981 | 4 |
| | *Univ. of San Francisco College of Professional Studies | AFT | 1983 | 4 |
| COLORADO | Univ. of Colorado** | AAUP/AFT | 1975- | 4 |
| | -Boulder | | 1980 | 4 |
| CONNECTICUT | Connecticut Technical College (Part-time Faculty) | AFT | 1988 | 2 |
| | *Wesleyan University | AAUP | 1979 | 4 |
| DISTRICT OF COLUMBIA | *Catholic Univ. of America Law School | Ind. | 1979 | 4 |

| State | Institution | Agent Defeated | Year | 2/4 |
|--------------------------------|----------------------------------|----------------|------------|-----|
| "NO-AGENT" VOTES(Cont.) | | | | |
| FLORIDA | Central Florida Comm. Coll. | NEA | 1977 | 2 |
| | Florida Junior College | UFF/NEA | 1988 | 2 |
| | Florida Keys Comm. Coll. | AFT | 1975 | 2 |
| | *Jacksonville University | Ind. | 1989 | 2 |
| | Miami Dade Junior Coll. | AAUP | 1975- | 4 |
| | | AFT | 1975 | 2 |
| | | AFT | 1984 | 2 |
| | | NEA | 1975 | 2 |
| | Okaloosa-Walton Junior Coll. | | | |
| | Pensacola Junior College | UFF/AFT | 1979 | 2 |
| | (Full- & Part-time) | UFF/NEA | 1989 | 2 |
| | Polk Community College | NEA | 1976 | 2 |
| | Santa Fe Comm. College | NEA | 1977 | 2 |
| | St. Petersburg Junior Coll. | NEA | 1990 | 2 |
| | St. Thomas Univ. | NEA | 1980 | 4 |
| | Univ. of Florida-Gainesville** | | | |
| | Univ. of Florida Institute of | | | |
| | Food & Agric. Science | Ind. | 1976 | 4 |
| | *Univ. of Miami-Coral Gables | AAUP | 1974 | 4 |
| ILLINOIS | | | | |
| | *College of St. Francis | AFT | 1975- | 4 |
| | Illinois State Univ. | AAUP,AFT,NEA | 1986, 1990 | 4 |
| | Northern Ill. University | AAUP,UPI | 1986 | 4 |
| | | AFT | 1993 | 4 |
| | Southern Ill. Univ.-Carbondale | NEA,AFT/AAUP | 1988 | 4 |
| | Southern Ill. Univ.-Carbondale | | | |
| | (Admin. Professional Staff) | NEA,AFT | 1988 | 4 |
| | Southern Ill. Univ.-Edwardsville | NEA,AFT/AAUP | 1988, 1991 | 4 |
| | Southern Ill. Univ.-Edwardsville | | | |
| | (Dental School) | NEA,AFT/AAUP | 1988 | 4 |
| | Wm. Rainey Harper College** | NEA,AFT | 1976 | 2 |

| State | Institution | Agent Defeated | Year | 2/4 |
|---------------------------------|--|----------------|-------|-----|
| "NO-AGENT" VOTES (Cont.) | | | | |
| INDIANA | *Butler University | NEA | 1977 | 4 |
| | *University of Evansville | NEA | 1979 | 4 |
| KANSAS | University of Kansas | NEA, AAUP | 1987 | 4 |
| MAINE | Maine Maritime Academy | AFT | 1985 | 4 |
| | *Ricker College | AFT | 1975- | 4 |
| MASSACHUSETTS | *Anna Maria College | AAUP | 1978 | 4 |
| | *Bradford College | IBT | 1982 | 2 |
| | *Dean Junior College | AFT | 1975- | 2 |
| | Holyoke Community College** | NEA | 1971 | 2 |
| | (subsequently affiliated with NEA under statewide system) | | | |
| | *Lasell Junior College | AFT | 1976 | 2 |
| | Mass. Maritime Academy | AFT, NEA | 1975 | 4 |
| | *Merrimack College | NEA | 1976 | 4 |
| | *New England Conservatory of Music | AAUP | 1975 | 4 |
| | *Northeastern University | AAUP, NEA | 1975 | 4 |
| MICHIGAN | Quinsigamond Comm. College** | AFT | 1975- | 2 |
| | Springfield Tech. Community College** | AFT | 1975- | 2 |
| | *Albion College | AAUP, NEA | 1975- | 4 |
| | American Inst. of Technology | AAUP | 1980 | 4 |
| | Grand Valley State Colleges | NEA | 1974 | 4 |
| | | NEA | 1977 | 4 |
| | | NEA | 1980 | 4 |

| State | Institution | Agent Defeated | Year | 2/4 |
|---------------------------------|-------------------------------|----------------|-------|-----|
| "NO-AGENT" VOTES (Cont.) | | | | |
| | *Lawrence Inst. of Technology | NEA | 1982 | 4 |
| | Michigan State University | NEA | 1988 | 4 |
| | | AAUP | 1975- | 4 |
| | | AAUP,NEA | 1972 | 4 |
| | | AAUP,NEA | 1978 | 4 |
| | | AAUP,NEA | 1982 | 4 |
| MICHIGAN | Michigan Tech. College | AFT,NEA | 1993 | 4 |
| | Northern Michigan Univ.** | NEA | 1975 | 4 |
| | *University of Detroit** | AAUP | 1975- | 4 |
| | | NEA | 1975- | 4 |
| MINNESOTA | *Hamline University | AAUP | 1975 | 4 |
| | *Saint Theresa's College | AAUP | 1980 | 4 |
| | University of Minnesota | AAUP | 1978 | 4 |
| | -Faculty** | | | |
| | -Law School (Duluth & Twin | | | |
| | Cities Campus) | | 1980 | 4 |
| | -Health Science (Duluth & | | | |
| | Twin Cities Campus) | | 1980 | 4 |
| | -Crookston Campus-Faculty | | 1980 | 4 |
| | -Minneapolis-St. Paul | NEA,AAUP | 1981 | 4 |
| | -Teaching Assistants | AFT | 1975 | 4 |
| MISSOURI | *Cottey College | AFT | 1985 | 4 |
| | *Stephens College** | AFT,AAUP | 1978 | 4 |
| MONTANA | Montana State University | AAUP | 1978 | 4 |
| | | AFT | 1989 | 4 |
| | Montana Technical Faculty | AFT | 1996 | 2 |
| | University of Montana** | AAUP,AFT | 1975 | 4 |

| State | Institution | Agent Defeated | Year | 2/4 |
|---------------------------------|---|----------------------------|-------|------|
| "NO-AGENT" VOTES (Cont.) | | | | |
| NEBRASKA | Univ. of Nebraska College of Dentistry | Ind. | 1975 | 4 |
| | Univ. of Nebraska-Lincoln | AAUP | 1976 | 4 |
| NEW HAMPSHIRE | *Nathaniel Hawthorne College | AFT | 1975 | 4 |
| | Univ. System of New Hampshire -Durham Campus -Plymouth Campus | AAUP,NEA AAUP,NEA | 1977 | 4 |
| NEW JERSEY | *Centenary Coll. for Women | AAUP | 1977 | 4 |
| | Somerset Co. Coll.-Adjunct Unit | AFT | 1982 | 2 |
| NEW YORK | Corning Comm. College | AFT | 1976 | 2 |
| | *Fordham University | AAUP | 1975- | 4 |
| | | AAUP | 1975- | 4 |
| | *Ithaca College** | AAUP,AFT | 1975- | 4 |
| | *Manhattan College | AAUP | 1971 | 4 |
| | *Montefiore Medical Center | NYS Fed Phy/Dent | 1982 | 4 |
| | *New York Medical College | NYS Fed Phy/Dent | 1982 | 4 |
| | *New York University | AAUP,AFT | 1975- | 4 |
| | | AFT | 1975- | 4 |
| | *Pace University | AFT | 1975 | 4 |
| | | AAUP | 1978 | 4 |
| | NORTH CAROLINA | *Parson's School of Design | AFT | 1987 |
| *Paul Smith College | | AFT | 1985 | 2 |
| *Rensselaer Polytechnic Inst. | | AAUP | 1975 | 4 |
| *Rosary Hill College | | NEA | 1975- | 4 |
| *Saint Joseph's College | | AFT | 1976 | 4 |
| *Syracuse University | | AAUP | 1975- | 4 |
| *Villa Maria College | | AFT | 1975- | 2 |
| *Barber-Scotia College | | NEA | 1979 | 4 |

| State | Institution | Agent Defeated | Year | 2/4 |
|---------------------------------|---|----------------|------------|-----|
| "NO-AGENT" VOTES (Cont.) | | | | |
| OHIO | *Antioch College | AAUP,AFT | 1975- | 4 |
| | *Baldwin-Wallace College | AAUP | 1975- | 4 |
| | Bowling Green St. Univ. | Ind. | 1979 | 4 |
| | Loraine Co. Community College | AFT | 1993 | 2 |
| | Miami University | Ind./AAUP | 1989 | 4 |
| | *Oberlin College | Ind. | 1974 | 4 |
| | Ohio University | AAUP,NEA | 1976 | 4 |
| | University of Toledo | AAUP,AFT | 1975- | 4 |
| | Eastern Oregon St. Coll. | | 1975 | 4 |
| | Oregon Coll. of Education | AAUP,AFT | 1975- | 4 |
| | Oregon Inst. of Technology | Ind. | 1975 | 4 |
| | Oregon State University | AAUP,AFT | 1977 | 4 |
| | | NEA,AAUP | 1983 | 4 |
| | | NEA | 1977 | 2 |
| | Treasure Valley Comm. Coll.** | NEA | 1975- | 2 |
| | Umpqua Community College | NEA | 1983 | 2 |
| | University of Oregon | AAUP,AFT | 1977 | 4 |
| PENNSYLVANIA | Butler Co. Comm. Coll.** | NEA,Ind. | 1976 | 2 |
| | *King's College | AFT,NEA | 1975- | 4 |
| | Pennsylvania St. Univ. | AAUP,NEA | 1977 | 4 |
| | *Philadelphia Coll. of Art | AFT | 1975- | 4 |
| | *Point Park College | AAUP | 1974 | 4 |
| | *Seton Hill College | NEA | 1975- | 4 |
| | Univ. of Pittsburgh** | AFT,AAUP/AFT | 1977, 1991 | 4 |
| | Univ. of Pittsburgh Health Professional Schools | | | |
| | Univ. of Pittsburgh Law School | AAUP,NEA | 1975 | 4 |
| | | Ind. | 1975 | 4 |

| State | Institution | Agent Defeated | Year | 2/4 |
|---------------------------------|--|----------------|-------|-----|
| "NO-AGENT" VOTES (Cont.) | Univ. of Pittsburgh-Provost Unit | AAUP, AFT, NEA | 1976 | 4 |
| | *Villanova University | AAUP | 1975- | 4 |
| | *Waynesburg College | NEA | 1976 | 4 |
| | *Wilson College | PSEA/NEA | 1977 | 4 |
| | | | | |
| RHODE ISLAND | *Rhode Island School of Design** | AFT | 1975- | 4 |
| TENNESSEE | *Tusculum College | AFT | 1972 | 4 |
| VERMONT | Comm. College of Vermont University of Vermont | AFT | 1985 | 2 |
| | | AFT, AAUP, NEA | 1976 | 4 |
| VIRGINIA | *Randolph-Macon College | AAUP | 1973 | 4 |
| WASHINGTON | *Seattle University | AAUP | 1975- | 4 |
| WISCONSIN | *Northland College** | AFT | 1972 | 4 |

For purposes of this Directory, "No-Agent" Votes are defined as elections in which faculty chose not to be represented by a certified collective bargaining agent.

*Denotes private institution.

**Institutions in which faculty initially voted "No-Agent" and then subsequently elected to be represented.

1975- Information on "No-Agent" votes conducted prior to 1975 is not readily available, thus for those institutions the year "1975", followed by a dash (-) is used.

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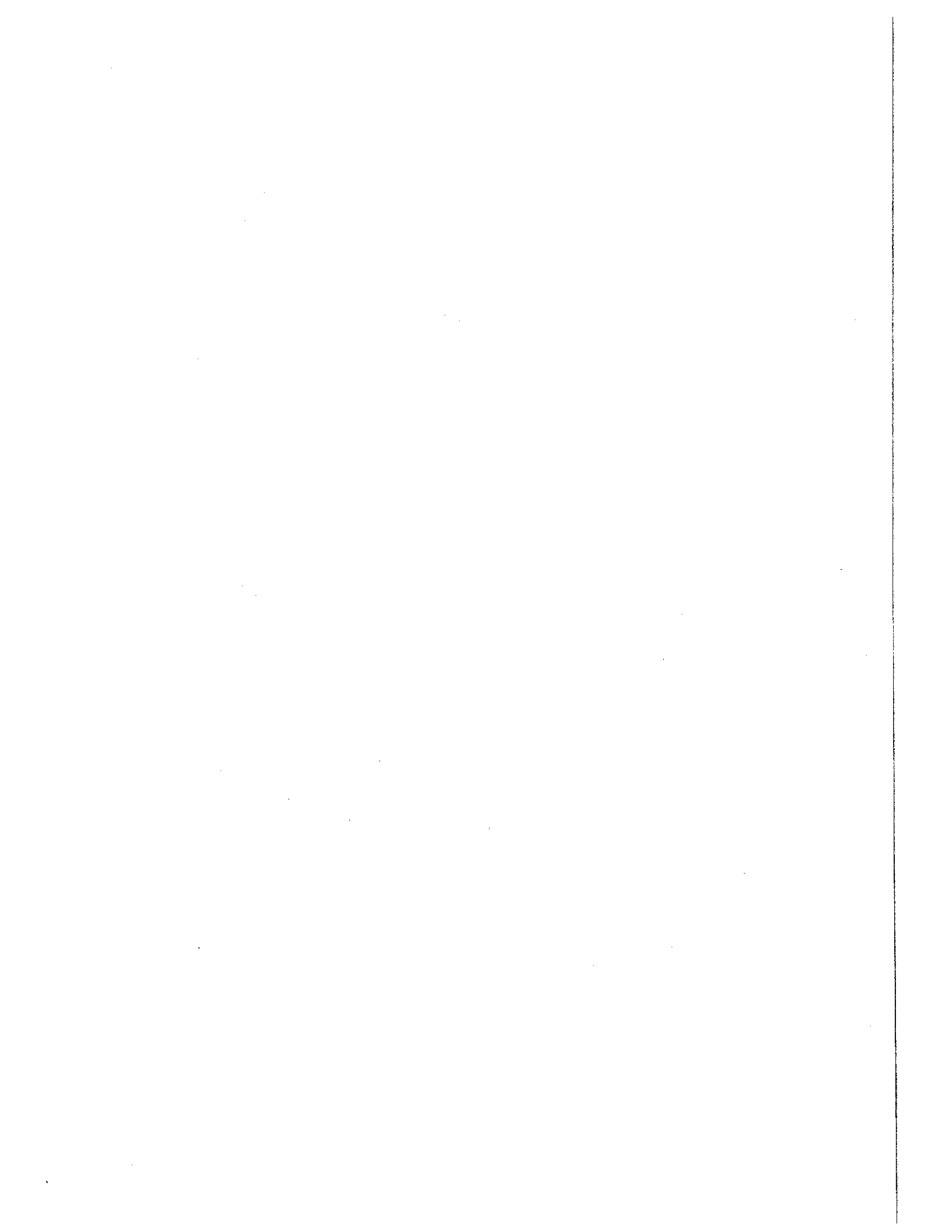
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