Collective Bargaining in Higher Education

■FACULTY ■NON-FACULTY

Bibliography No. 8-9 with Author, Subject and Title Indexes

Compiled by Molly Garfin

January 1981

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



Baruch College-City University of New York

The National Center for the Study of
Collective Bargaining in Higher Edu-
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tution serving as a clearinghouse and
forum for those engaged in collective
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of grievance administration and arbi-
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its research to scholars and practi-
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COLLECTIVE BARGAINING IN HIGHER EDUCATION

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JANUARY, 1981

Compiled by Molly Garfin

The National Center for the Study of Collective Bargaining in Higher Education and the Professions
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INTRODUCTION

Collective bargaining in higher education continues to be one of the most widely written about subjects in the field of industrial and labor relations. While this phenomena has been observable during the past decade, it is even more meaningful today due, in part, to the United States Supreme Court's ruling in NLRB v. Yeshiva University, 444 U.S. 672 (1980). Scholars, practitioners and students, as well as other members of the academic collective bargaining community, are now involved in post-Yeshiva litigation and negotiations in record numbers and partially account for this increasing interest.

The latest Bibliography of the Center, combined Volumes 8 and 9, is a selective collection of the literature and major news events of 1979-1980. It is designed to serve the research needs of those engaged in the study and practice of collective bargaining in higher education and, along with our Annual Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education, represent significant research and reference materials.

The National Center is an impartial, nonprofit institution, in its ninth year, 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. Operating on the campus of Baruch College, City University of New York, it addresses its research to scholars and practitioners in the field. Membership consists of institutions and individuals from all regions of the U.S. and Canada. Activities are financed primarily by membership, conference and workshop fees, foundation grants, and income from various services and publications made available to

members and the public.

To help us to fulfill our goal of aiding participants in the field, we are continuing to produce publications that bring together new research material on topics of particular interest and controversy, as well as surveys of the literature of the field and comprehensive "current event" reviews of an ever-changing and growing field.

In addition to the Bibliography, the National Center's publications include: Directories, Newsletters, Conference Proceedings, and Monographs.

We trust that this publication, along with the other programs and services of the National Center, will continue to make a significant contribution to those engaged in collective bargaining in higher education. As in the past, we encourage use of the Center and reactions to our publications and services.

Joel M. Douglas Director This combined issue of Numbers Eight and Nine is the latest in the series of Bibliographies of Collective Bargaining in Higher Education published by the National Center. The 852 citations, a selective survey of the literature and newsworthy events for the years 1979 and 1980, cover collective bargaining as well as the related subjects of campus governance and administration, government regulation as it relates to higher education, and the fiscal and legal issues that impact on the nation's campuses and faculty. Faculty and non-faculty topics in public and private institutions are included as are issues of collective bargaining in health care facilities that are part of a higher education structure. Pre-1979 references that were omitted in earlier bibliographies are included if they are of particular interest.

Materials covered include monographs, chapters, periodical articles, research reports, unpublished reports, dissertations, speeches, and noteworthy judicial and administrative agency decisions. The section on Newsworthy Events 1979 and 1980 is a cumulation of citations of news reports, some of which have appeared in past issues of the National Center Newsletter. The reader is referred to the section "Resources and Periodicals" and "Useful Sources of Information" for relevant periodical and bibliographic information as well as resources such as labor relations services, higher education associations, faculty organizations and noteworthy centers of research. Many organizations listed here kept the Center informed of meetings, speeches, and research reports. "Bibliographies" on page 81 lists published bibliographies that you may find useful.

This Bibliography (except for "Library Holdings" noted below) is arranged by subject - see Table of Contents for major subject divisions - and alphabetically

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by author or title within each subject. A more detailed Subject Index that also provides geographic and institutional access begins on page 112. Author and Title Indexes begin on pages 87 and 93, the Title Index also listing court cases, arbitration awards and NLRB decisions. The "Elias Lieberman Library: Bibliography of Holdings" gives titles in the National Center Library, providing at the same time a summary of the major books and research reports as well as many of the dissertations.

We hope that you will find that the arrangement of this and past bibliographies provides a useful format for current and retrospective searching of the literature in the field.

Grateful acknowledgment for very able assistance in many phases of research, proofreading and production to Robina J. Stern, and to Ruby N. Hill for her precise expertise in layout and typing.

Molly Garfin

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COURT CASES-CALIFORNIA

California School Employees Association, Chapter 33 v. San Mateo County

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 files on faculty reviews, as prescribed by new state law. (See also
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COURT CASES-CONNECTICUT

Board of Trustees for State Technical Colleges v. Federation of Technical
College Teachers, Local 1942, AFT, AFL-CIO (Connecticut Supreme Court,
June term, September 18, 1979). Gov't. Employee Relations Report, 844:
17-19, January 14, 1980. Court finds state law requires full-time
faculty entitled to 12.5 sick leave days a year rather than 15 days ruled
by arbitrator...arbitrator's award found to be in conflict with state regulations.

COURT CASES-DISTRICT OF COLUMBIA

National Education Association v. Ray Marshall, et al. (U.S. DCDC, Case No. 77-0384, January 12, 1979). Gov't. Employee Relations Report, 795: 20, January 29, 1979. Court holds that NEA is labor union rather than professional association under 1959 Landrum-Griffin Act.

COURT CASES-FLORIDA

- Board of Regents of State of Florida v. Public Employees Relations

 Commission, State of Florida and United Faculty of Florida; (Fla.

 1st District Ct. of Appeals, Case No. EE-413, March 20, 1979).

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- Faculty member does not have right to <u>de facto</u> tenure because <u>Florida</u>

 <u>International University</u> failed to dismiss him before probationary
 period had expired. <u>The Chronicle of Higher Education</u>, 2, August 25,
 1980.
- Florida judge frees \$8.75 million for pay raises for faculty members at state's public colleges and universities...states that provision in 1980 appropriations act that tied pay raises to passage of controversial higher education bill was unconstitutional. The Chronicle of Higher Education, 26, October 14, 1980.
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 Gov't. Employee Relations Report, 854: 14-15, March 24, 1980. Appellate
 Court judge held that universities should not be accorded special deference
 under Title VII. This decision reversed a trial court's ruling which held
 that faculty member's sex discrimination charge failed because she couldn't
 demonstrate that Florida State University discriminated against her.
- Kirsner v. University of Miami (362 So. 2d 449 Fla. App. Ct. 1978).

 Journal of Law and Education, 8(2): 274, April 1979. Action by tenured faculty member that university was obligated to pay him same salary as he received as department chairman even though he no longer performed those duties. Decision for the university.
- Okaloosa-Walton Jr. College Board of Trustees v. Florida Public Employees

 Relations Commission and Okaloosa-Walton Higher Education Association;

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COURT CASES-GEORGIA

Federal judge overturns finding by NLRB that faculty member at Berry College had been denied promotion in retaliation for efforts to form a union.

The Chronicle of Higher Education, 2, October 27, 1980.

COURT CASES-GEORGIA (cont'd.)

- Gordon Junior College Chapter of the AAUP v. Board of Regents of the
 University System of Georgia (U.S. District Court for the Northern
 District of Georgia, Atlanta Division, Civil Action No. CV79-1485A,
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 May 26, 1980. AAUP does not have constitutional right to participate
 in selection process of university president.
- University of Georgia professor who was jailed for refusing to tell court how he voted on tenure case released from federal prison after completing 90-day sentence. Higher Education Daily, 4, October 1, 1980.

COURT CASES-HAWAII

167 Ishigami v. University of Hawaii (Case No. 77-0056, February 28, 1979).

Labor Relations Reporter, 19 FEP Cases, 101(15): 1407-14, June 16, 1979.

Japanese alien instructor who was denied tenure by state university failed to establish that university discriminated against him.

COURT CASES-ILLINOIS

Board of Trustees of Community College District 508, Cty. of Cook v.

Cook County College Teachers Union (II1. Sup. Court, Docket No. 50360,
Agenda 10, January 10, 1979). Gov't. Employee Relations Report, 799:
17-19, February 26, 1979. Illinois Supreme Court vacates arbitrator's award that penalized nonstriking faculty by placing them in inferior position against striking teachers in competition for summer work.

COURT CASES-INDIANA

Lynch v. Indiana State University Board of Trustees (378 N.E. 2d 900, Ind. Ct. App. 1978). Journal of Law and Education, 8(1): 121, January 1979. Action by untenured associate professor seeking reinstatement after termination by board of trustees for reading Bible at beginning of each class. Board justified in dismissal says court.

COURT CASES-IOWA

170 Iowa Supreme Court rules that <u>University of Iowa</u> was guilty of breach of contract in unilaterally reducing tenured professor's salary in mid-year.

The Chronicle of Higher Education, 2, February 11, 1980.

COURT CASES-LOUISIANA

171 Fisher v. Dillard University. Black college ordered by court to pay damages because of race discrimination against white professor. Higher Education Daily, 1-2, August 20, 1980.

COURT CASES-MASSACHUSETTS

- Supreme Court orders rehearing in lower court case challenging composition of faculty bargaining unit at <u>Boston University</u>; case to be reconsidered in light of Yeshiva decision...university had argued that chairmen should not be included in bargaining unit, however, court had upheld NLRB's decision that they be included. <u>The Chronicle of Higher Education</u>, 15, March 10, 1980.
- Trustees of Boston University v. National Labor Relations Board (No. 79-1319-K, June 30, 1980). Labor Relations Reporter. Decisions of the Courts, 105(3): LRRM 2159-2166, September 8, 1980. Employer is entitled, under Freedom of Information Act, to disclosure by NLRB of names and allegations of criminal activities in affidavits of former employees, obtained during course of investigation of unfair labor practice charges against employer.

COURT CASES-MICHIGAN

- Conflicting approaches to the scope of manadatory bargaining in public university faculty employment: Central Michigan University Faculty

 Association v. Central Michigan University (Mich. 273 NW 2d 21).

 Hastings Law Journal, 31: 1139-60, May 1980.
- Michigan Supreme Court decides that <u>Central Michigan University's</u> teaching effectiveness program which includes faculty and student evaluation is more condition of employment than education policy and thus is a mandatory subject of bargaining. <u>Gov't. Employee Relations Report</u>, 796: 11, February 5, 1979.
- Peters v. Wayne State University (U.S. District Court, Eastern District of Michigan, No. 670165, September 25, 1979). Labor Relations Reporter.

 Decisions of the Courts, 102(15): 20 FEP Cases, 1621-1627, October 20, 1979. University is violating Title VII by making contributions to annuity plan that provides female retirees with smaller monthly benefits than male retirees because of use of sex-based mortality tables.
- Shaw College at Detroit v. National Labor Relations Board (No. 77-1729,

 July 1, 1980). Labor Relations Reporter. Decisions of the Courts,

 105 LRRM 2509-10, October 6, 1980. NLRB abused its remedial discretion in ordering college to reinstate with back pay 10 instructors, even though college unlawfully refused to bargain over decision not to renew contracts.

COURT CASES-MINNESOTA

- Minnesota Education Association and State of Minnesota (Minn. 2d district, Case No. 422630, January 30, 1979). Gov't. Employee Relations Report, 804: 17, April 2, 1979. Court rejects contention that legislature is empowered to alter wage provisions set by binding arbitration and orders state to pay \$1,500,000 in back salary to faculty members of Minnesota Community College System.
- Rojender v. University of Minnesota (8/13/80). U.S. District Court approves consent decree under which University of Minnesota must award \$100,000 in damages to former instructor and establish arbitration board to rule on past or present charges of sex discrimination. This decree, as result of class action on behalf of plaintiff and other women faculty.

 NACUBO Business Officer, 7, December 1980.

COURT CASES-MISSOURI

- Junior College District of St. Louis v. Califano (No. 78-1830, April 19, 1979). Labor Relations Reporter, 101(3): 801-803, May 12, 1979. Title IX of education amendment of 1972 does not authorize HEW to regulate employment practices of institutions receiving federal funds.
- University of Missouri v. Dalton (456F. Supp. 985 W.D. Mo., 1978). Journal of Law and Education, 8(2): 273, April 1979. Employees' association contends that university policy prohibiting use of facilities to labor organizations was violation of federal law. Decision for the employees.

COURT CASES-NEBRASKA

Metropolitan Technical Community College Education Association v. Metropolitan Technical Community College Area (281 N.W. 2d 201 Neb. 1979). Journal of Law and Education, 9(1): 149, January 1980. College obligated to negotiate over demand that contact hours of faculty be reduced.

COURT CASES-NEW HAMPSHIRE

Keene State College Education Association NHEA/NEA v. State of New Hampshire and Public Employee Labor Relations Board (Supreme Court of New Hampshire, No. 78-294, January 31, 1980). Gov't. Employee Relations Report, 851: 17-19, March 3, 1980. New Hampshire Supreme Court affirms Public Employee Labor Relations Board's decision that elimination of some faculty functions is managerial prerogative.

COURT CASES-NEW HAMPSHIRE (cont'd.)

New Hampshire Supreme Court rules that <u>Keene State College</u> did not engage in unfair labor practices when it abolished position of department chairman and suspended promotion and tenure decisions following certification of a bargaining agent and pending future negotiations. <u>The Chronicle of Higher Education</u>, 2, 6, February 25, 1980.

COURT CASES-NEW YORK

- \$580,000 awarded former <u>Brooklyn College</u> faculty member by Federal District Court that found he had been wrongfully denied tenure and promotion because of alleged CIA connections. <u>New York Times</u>, May 19, 1979.
- Lahasky v. Board of Higher Education of the City University of New York

 (410 N.Y.S. 2d 853 App. Div. 1978). Journal of Law and Education, 8(3):
 440, July 1979. Appeal sought from determination of board of higher education dismissing non-tenured assistant professor for engaging in outside employment for more than one day a week. Decision: penalty of dismissal excessive; remanded for lesser penalty.
- U.S. Court of Appeals for Second Circuit dismissed suit by National Labor Relations Board charging Ithaca College with unfair labor practices because it refused to bargain collectively with faculty union. Ruling denies faculty status to union affiliate of AFT. The Chronicle of Higher Education, 10, June 2, 1980.
- Diana L. Spirt v. Teachers Insurance and Annuity Association, College Retirement Equities Fund and Long Island University (No. 74 Civ. 1674, August 9, 1979). Gov't. Employee Relations Report, 827: 15-16, 37-47, September 10, 1979. Major pension program for college faculty members adopted at over 85 percent of all private 4-year colleges violates Title VII of Civil Rights Act by using sex-based mortality tables, federal district court rules.
- Pratt Institute v. United Federation of College Teachers, Local 1460, AFT,

 AFL-CIO, (No. 79 (2034, March 17, 1980)). Labor Relations Reporter.

 Decisions of the Courts, 103 LRRM 3027-3033, April 21, 1980. Arbitrator exceeded authority under collective bargaining contract when, after finding that denial of tenure to college professor was arbitrary and capricious, he ordered institute to grant professor tenure.
- Queensborough Community College-City University of New York v. State Human

 Rights Appeal Board, State Division of Human Rights (New York Court of
 Appeals, March 24, 1977). Labor Relations Reporter. Decisions of the
 Courts, 101(29): 538-9, August 11, 1979. One year period within which
 complainant was required to file complaint began when she was given notice
 of non-reappointment rather than when current term of employment was completed.

COURT CASES-PENNSYLVANIA

- Community College of Philadelphia illegally retaliated against two employees who filed reverse discrimination complaint against institution, rules U.S. District Court. The Chronicle of Higher Education, 2, March 3, 1980.
- Crere Shawer v. Indiana University of Pennsylvania (No. 78-2493, U.S. Court of Appeals 3d Circuit). Gov't. Employee Relations Report, 826: 29-31, September 3, 1979. Attempt to extend U.S. Supreme Court's 1976 National League of Cities' ruling in which extension of federal minimum wage law to state employees was found unconstitutional to Title VII of 1964 Civil Rights Act, is rejected by U.S. Court of Appeals. Case involved suit by faculty member claiming sex discrimination; university moved to dismiss complaint on above grounds but lost in appeal to District Court.
- Kunda v. Muhlenberg College (CA 3, No. 79-1135, February 19, 1980). Gov't.

 Employee Relations Report, 854: 12-13, March 24, 1980. Woman faculty member granted tenure as compensation for past discrmination in spite of school's argument that award threatens academic freedom and that colleges and universities are entitled to deferential treatment under Title VII.
- Federal appeals court upholds lower court's decision ordering Muhlenberg

 College to award tenure to former physical education professor on completion of educational requirements...first case in which federal court has ordered that an institution grant tenure to faculty members found to have been discriminated against in violation of Title VII. The Chronicle of Higher Education, 9, March 3, 1980.
- Williamsport Education Association v. Williamsport Area Community College
 (Pennsylvania Commonwealth Court No. 552 CD 1978, June 7, 1979). Labor
 Relations Reporter. Decisions of the Courts, 102(15): 102 LRRM, 25022504, October 22, 1979. Community college violated terms of new collective bargaining contract by deducting 12 days pay, the number of days union members were on strike.

COURT CASES-TEXAS

Eight University of Texas professors lose case against former president who, they alleged, cut their paychecks because of political activism. Gov't.

Employee Relations Report, 857: 15, April 14, 1980.

COURT CASES-VERMONT

Vermont State Colleges Faculty Federation, AFT Local 3180, v. Vermont State

College (Vt. Sup. Ct., Case No. 207-79, June 11, 1980). Gov't. Employee

Relations Report, 873: 17-18, August 4, 1980. State Supreme Court reverses
ruling of state's Labor Relations Board, finding that matter of faculty
governance at state colleges is not predetermined by statute and therefore,
subject to collective bargaining.

COURT CASES-WASHINGTON

- Seattle University v. United States Department of Health, Education and

 Welfare (No. 78-1746, June 19, 1980). Labor Relations Reporter.

 Decisions of the Courts, 23 FEP Cases, 525-6, August 9, 1980. Title IX which prohibits discrmination on basis of sex under any educational program receiving federal financial assistance, does not cover employment discrimination by those institutions.
- Supreme Court agrees to consider whether Title IX an anti-sex bias law-can be applied to employment practices as well as to students of federally funded institutions. Case is <u>U.S. Department of Education v. Seattle University.</u> The Chronicle of Higher Education, 12, December 8, 1980.

COURT CASES-WISCONSIN

- Circuit court judge in Wisconsin rejects claim by <u>University of Wisconsin</u>
 at <u>Madison</u> that public inspection of reports on faculty members' outside
 income would constitute infringement of their academic freedom. <u>The</u>
 Chronicle of Higher <u>Education</u>, 2, January 29, 1979.
- Graney v. Board of Regents of University of Wisconsin System (286 N.W. 2d 138 Wis. App. 1979). Journal of Law and Education, 9(3): 424, July 1980. Action by tenured faculty members resulting from ruling that affirmed Board of Regents' decision to lay off faculty for reasons of financial exigency.
- U.S. district court judge rules that Chancellor of University of Wisconsin-Madison may take disciplinary action against faculty members who held classes off campus during strike. The Chronicle of Higher Education, 2, September 15, 1980.

COURT CASES-YESHIVA DECISION

- "Yeshiva" impact slowly developing... University of New Haven was first to cease to recognize its faculty union following Yeshiva decision.

 Appellate courts have ruled with mixed results in 5 cases since Yeshiva:

 Ithaca College faculty may not unionize; Catholic University, D.C. law school faculty are not entitled to NLRA protection; Boston University case remanded to NLRB for clarification of status of department chairmen; faculty at Mt. Vernon College and Stephens Institute are entitled to bargain. Higher Education Daily, 3, May 29, 1980.
- Two petitions for review are pending at Supreme Court as a result of Yeshiva ...faculty at Ithaca College have asked to be exempted from Yeshiva limitations and petition by Academy of Art College in San Francisco, part of Stephens Institute, asks for definition of mature university. The Chronicle of Higher Education, 1-2, October 3, 1980.

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representation. Agree that NLRB v. Catholic Bishop of Chicago, (440
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NON-FACULTY

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PERB DECISIONS-CALIFORNIA

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 Gov't. Employee Relations Report, 806: 18, April 16, 1979.

 Decertification petition filed by AFT local seeking to unseat NEA affiliate. California PERB finds no contractual bar to decertification because AFT's petition filed one day before agreement approved with NEA affiliate.
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 Community College are part of regular bargaining unit...in earlier case
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 chairpersons from unit. ACBIS Fact Sheet #29, December 1978.
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PERB DECISIONS-NEW HAMPSHIRE (cont'd.)

New Hampshire Public Employee Labor Relations Board ruled in favor of New Hampshire State Employees Association in decision involving refusal of University System for Keene State and Plymouth State Colleges to reopen negotiations on salary increases as provided in contracts.

Gov't. Employee Relations Report, 809: 13-14, May 7, 1979.

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Report, 893: 18, December 22, 1980. State of Rhode Island did not
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PERB DECISIONS-VERMONT

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NEWSWORTHY EVENTS - 1979

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NEWSWORTHY EVENTS - 1979

ACADEMIC FREEDOM

696

AAUP has censured...University of Maryland..Wingate College
..University of Texas of Permian
Basin..and lifted censure from
Oklahoma State University and St.
Mary's College...leaving 46 on
its list. The Chronicle of
Higher Education, 8, June 18, 1979.

ACCOUNTABILITY

5tanford University asks
professors to account for time
worked..cites rules set by federal government's Office of
Management and Budget which requires documentation of indirect
costs for sponsored research.
The Chronicle of Higher Education, 10, October 2, 1979.

CONTRACTS AND SETTLEMENTS

- 698

 Boston University librarians
 win first labor contract.

 American Libraries, 10: 575,

 November 1979.
- 699 Faculty and professional employees at nine campuses of Florida State University System have voted to ratify contract between United Faculty of Florida (AFT) and Board of Regents. Gov't. Employee Relations Report, 808: 21, April 30, 1979.

- 700 Two-year contract, 18.8% pay hike, ends Minnesota's 18 community colleges' strike.

 Gov't. Employee Relations Report, 806: 19, April 16, 1979.
- 701 Faculty at New Jersey's 5-campus College of Medicine and Dentistry ratified new contract that will provide 7 percent raise for each of two years. Gov't.

 Employee Relations Report, 814: 27, June 11, 1979.
- 702 Contract dispute settled at
 Olympia Technical Community College
 and Centralia College in Washington. Gov't Employee Relations
 Report, 805: 26, April 9, 1979.
- 703 First union negotiated contract for South Dakota Board of Regents System approved for 1200 faculty. Gov't. Employee Relations Report, 810: 23, May 14, 1979.
- Faculty and nonteaching professionals of the State University of New York approved a new three-year agreement reached by negotiators for New York State and United University Professions.

 Gov't. Employee Relations Report, 819: 25, July 16, 1979.
- Timpasse in negotiations between United Faculty at University of Northern Iowa at Cedar Rapids and Iowa State Board of Regents resolved by compulsory, binding interest arbitration said to be first resulting from interest arbitration imposed by statute.

 Gov't. Employee Relations Report, 805: 22-23, April 9, 1979.

DISCRIMINATION ISSUES

- 706 Professor wins sex-bias suit against University of Rochester after jury finds she had been paid less than men in her department. The Chronicle of Higher Education, 2, February 5, 1979.
- 707 Charge of sex discrimination against University of Wisconsin resolved in out-of-court settlement that pays \$30,000 to former Madison professor who was denied tenure.

 The Chronicle of Higher Education, 10, January 22, 1979.

ELECTIONS & BARGAINING UNITS.

- 708 Faculty at Barber-Scotia

 College in North Carolina
 have rejected union representation in first such
 election at church-affiliated
 college since last year's U.S.
 Supreme Court decision that
 federal labor law does not
 apply to church schools.
 Higher Education Daily, 4,
 October 30, 1979.
- 709 Faculty at Bowling Green
 State University, Ohio reject collective bargaining by
 narrow margin. The Chronicle
 of Higher Education, 2, February 5, 1979.
- faculty vote to be represented by local chapter of AAUP. The Chronicle of Higher Education, 2, November 26, 1979.
- 711 Faculty members in <u>Colorado's</u>
 9 statewide <u>community colleges</u>
 vote to have NEA affiliate

- represent them in collective bargaining. The Chronicle of Higher Education, 2, February 26, 1979.
- 712 Faculty members at <u>Daemen</u>

 <u>College</u>, N.Y. have selected the

 AAUP as their collective bargaining agent. <u>The Chronicle of</u>

 <u>Higher Education</u>, 2, October 22,

 1979.
- 713 Faculty members at <u>Kent</u>

 <u>State University</u> vote to sever

 ties with NEA, while continuing
 affiliation with AAUP in recent
 election. <u>The Chronicle of</u>
 <u>Higher Education</u>, 2, March 19,
 1979.
- At Montgomery County Community College in Pennsylvania, faculty members selected AAUP as their bargaining agent over AFT. The Chronicle of Higher Education, 2, May 14, 1979.
- 715 Faculty members at Ohio
 Northern University and Pasadena City College selected
 affiliates of the National
 Education Association as their
 collective bargaining representatives. The Chronicle of
 Higher Education, 2, May 29,
 1979.
- 716 Members of the Association of Pennsylvania State

 College and University Faculty, representing faculty at 14 institutions, have approved dual affiliation with AAUP, AFT. The Chronicle of Higher Education, 2, May 21, 1979.
- 717 Faculty members at <u>University of Albuquerque</u> elect affiliate of AFT as collective bargaining representative.

 The Chronicle of Higher Education, 2, November 13, 1979.

- 718 Faculty members at Salem College, a private four-year institution, vote for NEA and become West Virginia's first teachers at any level to vote for collective bargaining. NEA Advocate, 6, June-July 1979.
- 719 Faculty members at University of Colorado's 2 campuses choose AFT--effect of election uncertain in face of no state law on faculty bargaining rights. The Chronicle of Higher Education, 2, April 9, 1979.
- AFT at University of Northern Iowa fails in attempt to replace union affiliated with NEA and AAUP. The Chronicle of Higher Education, 2, January 29, 1979.
- 721 Vermont Federation of
 Teachers, already the bargaining representative of faculty
 at four Vermont State Colleges,
 was chosen as bargaining
 agent for non-teaching employees. Gov't. Employee Relations Report, 17, July 2,
 1979.

EVALUATION

New York, the first publicuniversity system to establish periodic reviews of its presidents, revises evaluation procedure...each campus president to be evaluated by team of 3 presidents outside SUNY system and a representative of university's chancellor. The Chronicle of Higher Education, 2, July 16, 1979.

FACULTY

Rutgers University votes to retain tenured professor after administration recommends dismissal for teaching at two universities at the same time. The Chronicle of Higher Education, 2, November 6, 1979.

FACULTY ORGANIZATIONS

- Members of three Florida unions representing the majority of public and private colleges and universities in Florida vote to merge their organizations into United Faculty of Florida, a local of the AFT. Gov't. Employee Relations Report, 814: 25, June 11, 1979.
- 725 Members of three faculty unions (AAUP, AFT, NEA) form national coalition to promote cooperation among faculty unions. The Chronicle of Higher Education, 2, October 29, 1979.
- National Education Association agrees to register as labor union and disclose its financial records as required under federal law...decision means it will not drop members who teach in private colleges and universities, a way it had considered to avoid coverage by Landrum-Griffin Act.

 The Chronicle of Higher Education, 12, March 5, 1979.

RETIREMENT

727 U.S. Labor Department proposes rules on tenured faculty age act exemptions, permitting colleges and universities to require tenured employees to retire at 65 until July 1, 1982...proposed interpretation does not limit exemption solely to teachers but also to employees such as librarians, counsellors, and other professional employees. Gov't. Employee Relations Report, 791: 24-25, January 1, 1979.

728 University of Utah
changes mandatory retirement age of tenured faculty members from 68 to 70,
and installs new, phasedretirement program for faculty and staff members. The
Chronicle of Higher Education, 2, January 8, 1979.

RETRENCHMENT

729 Four state colleges in Pennsylvania notify 89 tenured faculty members that jobs will be terminated in retrenchment move. The Chronicle of Higher Education, 5, September 17, 1979.

Cutting back at Temple: the hard lessons of retrenchment; layoffs of 21 tenured professors are rescinded, but faculty-administration tensions continue. The Chronicle of Higher Education, 3, October 15, 1979.

SALARIES

731 Boston University has received a "notice of probable non-compliance" from the Council on Wage and Price Stability...because of salary increases faculty members received this year after contract dispute. The Chronicle of Higher Education, 18, September 4, 1979.

STRIKES

732 Boston University faculty ratify contract to end a week-long job action although individual union members may refuse to cross picket lines of two other striking unions. Higher Education Daily, 2, April 17, 1979.

733 Striking faculty members return to work as Boston University agrees to begin contract talks with unions representing clerical workers and librarians. Higher Education Daily, 4, April 24, 1979.

734 Striking faculty return to classes at <u>Fairleigh Dick-inson University</u> in New Jersey after resolving workload issue.

<u>Higher Education Daily</u>, 4,

<u>September 14</u>, 1979.

ty members at Hofstra University, N.Y. calls for a strike by school's 450 member teaching staff over salary dispute with university. The New York Times, September 4, 1979.

Tentative agreement reached at Hofstra on 3-year contract

ending 1-day walkout. The New York Times, B2, September 5, 1979.

- 3-1/2 week strike ends at Long Island University in Brooklyn...striking members of L.I.U. Faculty Federation, an affiliate of the AFT, voted to return to work after hearing of agreement on salary increases.

 The New York Times, October 9, 1979.
- 737 2-week strike of 1100 faculty members teaching at 18 Minnesota 2-year community colleges has closed down or curtailed operations at most campuses. Gov't. Employee Relations Report, 804: 23, April 4, 1979.
- 738 Strike settled at Monmouth College in New Jersey. Higher Education Daily, 5, September 26, 1979.
- Accord reached in most disputes in strike against eight New Jersey State
 Colleges...major stumbling block to settlement removed with retention of clauses on academic freedom and textbook selection in contract. The New York Times, March 20, 1979.
- 740

 115-member Professional
 Staff Association which
 represents staff of the New
 York State United Teachers,
 a state affiliate of the
 AFT, return to work after
 ratifying terms of 5-year
 contract. Higher Education Daily, 4, September 20, 1979.

- 741 Faculty members at Prairie State College, IL have ended 3-week strike following settlement between college chapter of AFT and Board of Trustees of the community college district. The Chronicle of Higher Education, 2, July 16, 1979.
- 742 Strike at Montreal campus of <u>University of Quebec</u> involves 600 part-time lecturers first union in Canada consisting of part-time lecturers. <u>ACBIS Fact Sheet</u> #58, April 1979.
- 7-week strike ends at

 Montreal campus of <u>University</u> of Quebec as government arbitration board imposed settlement on institution and 600 striking faculty members. <u>The Chronicle of Higher Education</u>, 14, May 14, 1979.
- Quebec junior college students sue for damages incurred during 27-day faculty strike at the College of Saint-Jerôme. The Chronicle of Higher Education, 21, February 13, 1979.
- Iniversity of Rhode Island faculty scheduled to
 return to class September
 24 after being on strike since
 September 5. Problem remains on whether faculty
 would be paid for 14 teaching days lost. Gov't. Employee Relations Report,
 829: 21-22, September 24,
 1979.
- 746 Striking <u>University of</u>
 <u>Cincinnati</u> faculty members
 reach tentative agreement on
 proposed two-year contract

ending six-day walkout. The New York Times, October 30. 1979.

747 Strike status at seven colleges and universities - AAUP representing faculty members on three campuses of Fairleigh Dickinson University reached agreement with administration on 3year contract...faculty members at Union College in New Jersey also represented by AAUP agreed to a one-year contract...three week strike against Community College of Delaware County, Pa. ended when local affiliate of NEA signed 3-year contract ...at Washtenaw Community College, Mich. NEA affiliate and trustees agreed to two-year contract... Rhode Island Superior Court judge ordered faculty members of University of Rhode Island back to classrooms granting university's request for temporary injunction...and at Monmouth College, N.J. faculty members remained on strike since September 10th. The Chronicle of Higher Education, 2, September 24, 1979.

STUDENTS

748 Bill granting full voting rights to student representatives on Board of Trustees of State University of New York signed into law.

The Chronicle of Higher Education, 2, July 30, 1979.

TEACHING ASSISTANTS

- 749 Board of Trustees, University of Massachusetts and Graduate Student Employees Union; (Before the Commonwealth of Massachusetts Labor Relations Commission, Case No. SCR-2096, April 25, 1979). Graduate students at the University of Massachusetts aren't entitled to collective bargaining rights, the Commonwealth of Massachusetts Labor Relations Commission rules. Gov't. Employee Relations Report, 818: 12-15, July 9,1979.
- 750 Teaching assistants at the <u>University of Wisconsin-Madison</u> won a 9 percent pay raise; bargaining on other critical issues lies ahead.

 <u>Gov't. Employee Relations Report</u>, 820: 28, July 23, 1979.

WORKLOAD

- 751 Board of trustees of the St. Louis Community
 College System in Missouri
 has established salary
 schedule and workload requirements for the 1979-80
 academic year over the objections of the local NEA
 affiliate which the board
 does not recognize. Gov't.
 Employee Relations Report,
 818: 20, July 9, 1979.
- Faculty members at <u>Uni-versity</u> of <u>California</u> report

 60 hours a week devoted to
 university-related activities,
 according to study by Institute for Research in Social
 Behavior. <u>The Chronicle of</u>
 <u>Higher Education</u>, 2, November 26, 1979.

NEWSWORTHY EVENTS - 1980

NEWSWORTHY EVENTS - 1980

ACADEMIC FREEDOM

- 753 Members of AAUP at University of Maryland at College
 Park vote to condemn censure imposed on university by national AAUP; decision not to appoint professor said to be based on academic not political grounds. The Chronicle of Higher Education, 2, March 10, 1980.
- AAUP censures Philander

 Smith College; reaffirms University
 of Maryland censure. Higher Education
 Daily, 1, June 23, 1980.
- AAUP's scorecard on academic freedom: 3 institutions cleared, 3 censured...California Regents, Marshall Ohio State removed from blacklist after adopting rules to protect teachers. The Chronicle of Higher Education, 3, June 30, 1980.
- American Association of University Professors remove University of Missouri at Columbia from its list of censured institutions... after institution adopted new tenure regulations. The Chronicle of Higher Education, 4, July 14, 1980.

COMMUNITY COLLEGES

757 Collective bargaining policy adopted 3 years ago but never implemented has been repealed by the Colorado State Board for Community Colleges. Gov't.

Employee Relations Report, 869: 20, July 7, 1980.

CONTRACTS AND SETTLEMENTS

- 758 Union approves 8.2 percent salary increase for <u>City College</u> of <u>Chicago</u> faculty members.

 <u>Gov't. Employee Relations Report</u>, 854: 25, March 24, 1980.
- 759 Contract settled for fulltime and part-time faculty at
 City University of New York with
 salaries increasing 8 percent
 on both September 1, 1980 and
 1981. Gov't. Employee Relations
 Report, 884: 24, October 20,
 1980.
- 760 Faculty Association of Grand
 Rapids Junior College, Mich.
 ratifies new three-year contract
 that provides 27 percent wage
 hike over term of contract.
 Gov't. Employee Relations Report, 892: 29, December 15,
 1980.
- 761 NEA unit negotiates three-year contract with Mercer County
 Community College. Gov't. Employee
 Relations Report, 891: 32,
 December 8, 1980.
- First collective bargaining agreement at Rhode Island School of Design provides for 5-year probationary period for new faculty members, during which they have no right to appeal decision of non-renewal of contract. The Chronicle of Higher Education, 2, February 11, 1980.

- N.Y. negotiates new four-year agreement with New York State United Teachers. Gov't. Employee Relations Report, 893: 30, December 22, 1980.
- 764 Unionized faculty and librarians at University of Massachusetts ten camupuses ratify three-year contract.

 Gov't. Employee Relations Report, 887: 22, November 11, 1980.

DISCRIMINATION ISSUES

- 765 The United Faculty of
 Florida has charged the State
 University System of Florida
 with discrimination against
 women on all 9 campuses. The
 Chronicle of Higher Education,
 2, May 12, 1980.
- 7-year sex discrimination suit brought against University of Minnesota by woman chemist who was denied tenure, resolved by decree that gives her \$100,000 in compensatory damages. The Chronicle of Higher Education, 1, 10, April 28, 1980.
- 767 U.S. Court of Appeals rules that in suing university for sex bias, faculty member need not meet any stricter standards of proof than other types of employers. The Chronicle of Higher Education, 8, March 24, 1980.
- 768 TIAA-CREF to drop sex-biased pension tables. The Chronicle of Higher Education, 2, January 7, 1980.

DISPUTE RESOLUTION

Regents of Florida State
University settle dispute with
faculty union over charge that
administration at University of
North Florida was guilty of unfair labor practices by changing
criteria for promotion and tenure
without bargaining with union.
The Chronicle of Higher Education,
2, June 2, 1980.

ELECTIONS & BARGAINING UNITS

- 770 Faculty members at Antioch

 <u>University</u>, Pa. select NEA

 affiliate to represent them in

 bargaining. NEA Advocate, January/February 1980.
- 771 Faculty members at <u>Camden</u>
 <u>County College</u> in Jew Jersey
 vote 65 to 5 to terminate eightyear affiliation with AFT and
 join NEA affiliate. <u>The Chronicle of Higher Education</u>, 2, June
 16, 1980.
- 772 Chaffey Community College
 elects NEA affiliate as bargaining agent. Gov't. Employee
 Relations Report, 865: 29, June
 9, 1980.
- 773 NEA to represent faculty at

 Coffeyville Community Junior
 College and Johnson County Community Junior College in Kansas.

 The Chronicle of Higher Education,
 2, June 23, 1980.
- for the third time in 6 years, faculty members at Grand Valley

 State Colleges have rejected unionization, voting 113 to 101 against representation by NEA affiliate. The Chronicle of Higher Education, 6, May 19, 1980.

- 775 Teaching assistants at

 Mercer County College in New

 Jersey select AFT affiliate as
 their representative. The
 Chronicle of Higher Education,
 2, June 23, 1980.
- 776 In runoff election, Montgomery College, Md. faculty
 selected the AAUP to represent them, voting 194 for
 AAUP, 140 for the NEA affiliate. Gov't. Employee Relations
 Report, 859: 33, April 28, 1980.
- 777 Mt. Hood Community College, Oregon votes to affiliate with NEA. NEA Advocate, 3, April/ May 1980.
- American Federation of
 Teachers staves off challenge
 by National Education Association to become bargaining
 agent for unit of 3200 faculty
 members at eight campuses of
 New Jersey State College System.
 Gov't. Employee Relations Report, 890: 24, December 1,
 1980.
- 779 California Teachers Association, an NEA affiliate succeeded in taking over representation rights from the AFT at Palo Verde Community College. Gov't. Employee Relations Report, 885: 24, October 27, 1980.
- San Diego Community College
 faculty vote in decertification
 election, turning back challenge
 by AFT to take away representation rights of California Teachers
 Association, an NEA affiliate.
 Gov't. Employee Relations Report,
 865: 28, June 9, 1980.
- 781 Faculty at University of

 California at Berkeley narrowly
 defeat move to unionize; vote
 is first election falling under

1979 California law allowing faculty at public 4-year colleges and universities to form unions. Vote between "no agent" and AAUP affiliate was 532-477. Higher Education Daily, 5, June 6, 1980.

- Runoff elections will be held in early 1981 at the <u>University</u> of California at Los <u>Angeles</u> and the <u>University</u> of California at <u>Santa Cruz...recent</u> elections between independent Faculty Association and AFT at UCLA gave Faculty Association 625 votes, AFT 216, No Representation 688 votes ...at Santa Cruz, Faculty Association received 82 votes, AFT 49 votes and No Representation 74 votes.
- 783 Faculty at <u>University of Colorado's Boulder</u> campus vote down collective bargaining.

 <u>Gov't. Employee Relations Report</u>, 887: 24, November 10, 1980.
- 784 Graduate teaching assistants at <u>University of Florida</u> and <u>University of South Florida</u> vote to join United Faculty of Florida ...teaching assistants at <u>Florida State University</u> reject collective bargaining. <u>The Chronicle of Higher Education</u>, 2, June 9, 1980.
- 785 NEA affiliate weathers decertification attempt at <u>University</u>
 of <u>Massachusetts</u> Amherst campus
 as 1200 administrative, clerical
 and technical employees vote to
 retain union. <u>Gov't. Employee</u>
 Relations Report, 856: 25,
 April 7, 1980.
- Six years after they petitioned for union election, faculty members at University of Minnesota law school voted against collective bargaining. The Chronicle of Higher Education, 14, February 11, 1980.

- Faculty members at <u>University of Minnesota at Duluth</u> give

 AAUP 44-1/2 percent of vote less than majority required to win in recent collective bargaining election; vote was 145 for AAUP, 134 for NEA, and 34 for "no agent." Runoff election date not set. The Chronicle of Higher Education, 2, June 9, 1980.
- 788 Health science faculty members in the Duluth and Twin Cities campuses of the <u>University of Minnesota</u> voted to quit bargaining units designated for their campuses.

 The Chronicle of Higher Education, 2, October 6, 1980.
- The faculty of Northern Iowa faculty union severs ties with AAUP while retaining affiliation with NEA; had been represented by joint AAUP/NEA since 1976. The Chronicle of Higher Education, 6, May 19, 1980.
- 790

 West Liberty State College
 faculty members affiliate with
 West Virginia Education Association. Gov't. Employee Relations
 Report, 885: 25, October 27,
 1980.

FACULTY ORGANIZATIONS

- 791 California State Public Employment Relations Board is considering nearly 50 petitions from more than a dozen unions that want to set up bargaining units for four-year colleges..largest unionization drive taking place at 19-campus California State University and Colleges System.

 Higher Education Daily, 5,
 January 30, 1980.
- 792 <u>City University of New York</u> faculty union - the Professional Staff Congress, an AFT affiliate

- is seeking affiliation with the AAUP. The Chronicle of <u>Higher Education</u>, 10, December 8, 1980.

GOVERNMENT REGULATIONS

793 <u>University of California at</u>
Berkeley has agreed to provide
U.S. Department of Labor with
copies of faculty review records,
thereby avoiding possible loss of
\$25 million in government contracts. Gov't. Employee Relations
Report,
1980.

RETIREMENT

- 794 Retirement incentives offered at <u>California State University</u> and <u>Colleges System</u>; intended to minimize need for layoffs. The <u>Chronicle of Higher Education</u>, 2, April 21, 1980.
- 795 Gradual "phased" retirement offered to faculty members of University of California. The Chronicle of Higher Education, 14, February 11, 1980.

RETRENCHMENT

New Jersey Board of Higher Education, in response to faculty union opposition, has delayed approval of new procedures for laying off personnel in four-year colleges in cases of financial crisis. The Chronicle of Higher Education, 2, November 17, 1980.

SALARIES

797 Faculty members belonging to the Lane Community College Education Association in Oregon voted not to seek pay increases for 1980-81 in effort to fight inflation. Gov't. Employee Relations Report, 859: 33, March 28, 1980.

STRIKES

- 798

 Belleville Area College,
 Ill. faculty ends 2-1/2

 week strike. The Chronicle of
 Higher Education, 5, December
 1, 1980.
- Boston University agrees to halt disciplinary proceedings against 5 professors who refused to cross picket lines set up by striking clerical workers. The Chronicle of Higher Education, 2, March 24, 1980.
- Faculty at Long Island
 University's Brooklyn campus
 returned to class following
 six-week strike...contract
 seeks to redress inequity
 in pay between Brooklyn campus and two other campuses.
 Higher Education Daily, 4,
 November 12, 1980.
- An 8-day strike by adjunct faculty members at Nassau
 Community College, N.Y. ended when agreement was reached over part-time teaching assignments for evening classes. Gov't.
 Employee Relations Report, 886:
 26, November 3, 1980.
- 802 <u>University of Massachusetts</u> professors stage 2-day sickout... protesting delay in reaching a

- bargaining agreement. The Chronicle of Higher Education, 2, December 15, 1980.
- Better contract negotiations leading to fewer college strikes, says union observers... Union College, N.J. faculty returned to work after 12-day strike; full and part-time faculty at Schoolcraft College, Mich. returned to work under court order; strike reported at Dubuque Theological Seminary. Higher Education Daily, 3-4, September 3, 1980.
- Strikes settled at McHenry
 County College in Illinois and
 at Wayne State University when
 two non-faculty unions struck.
 The Chronicle of Higher Education,
 9, September 8, 1980.

(See also Non-Faculty - Strikes).

STUDENTS

805 Trustees of California State
University and Colleges System
vote not to include students as
members of faculty personnel
committees. The Chronicle of
Higher Education, 2, March 10,
1980.

TEACHING ASSISTANTS

- Average pay for teaching assistants last fall rose 6.1 percent over the previous year.

 The Chronicle of Higher Education, 2, July 14, 1980.
- 807 Minimum wage law does not apply to student assistants, rules court in Regis College case. The Chronicle of Higher Education, 4, June 9, 1980.

- Michigan Employment Relations Commission rules that graduate teaching assistants at University of Michigan are employees who may unionize and bargain collectively, but graduate research assistants are students who may not organize. The Chronicle of Higher Education, 2, August 25, 1980.
- Teaching assistants at the <u>University of Wisconsin</u>
 at <u>Madison</u> go on strike in contract dispute...third strike in history of this union. <u>The Chronicle of Higher Education</u>, 8, April 7, 1980.
- 810 Teaching assistants at

 University of Wisconsin end
 strike that began April 1; fail
 to get new contract. The
 Chronicle of Higher Education,
 10, May 12, 1980.
- 811 Faculty union at University
 of Wisconsin at Madison has filed
 a lawsuit challenging campus
 chancellor's right to reduce pay
 of faculty members who held
 classes off campus rather than
 cross picket lines set up earlier
 this year by striking teaching
 assistants. The Chronicle of
 Higher Education, 2, July 28,
 1980.
- University of Wisconsin at

 Madison will no longer bargain
 with union representing teaching assistants who have been
 bargaining under voluntary
 "structure agreement" developed
 in 1970. The Chronicle of Higher
 Education, 7, August 25, 1980.

WORKLOAD

813 AAUP Collective Bargaining Congress takes stand on issue of overload pay, saying faculty

- members should negotiate timeand-a-half pay for overtime. <u>Higher Education Daily</u>, 4, <u>December 11</u>, 1980.
- 814 Wesleyan University plans to increase student-faculty ratio.

 The Chronicle of Higher Education, 2, March 10, 1980.

YESHIVA DECISION

- 815 Two collective bargaining cases reflect continuing impact of Yeshiva decision...NLRB orders additional hearings to determine status of faculty members at Salem College in West Virginia...and Ithaca College Faculty Association petitions Supreme Court to review circuit court decision dismissing lawsuit brought against college for refusing to negotiate. The Chronicle of Higher Education, 16, October 6, 1980.
- 816 Stevens Institute of Technology and Stephens College have terminated contract negotiations with faculty unions citing Supreme Court's "Yeshiva" decision. The Chronicle of Higher Education, 10, April 28, 1980.
- New Haven press release, March 7, 1980).
- 818 Unions, universities square off in post-Yeshiva pleas to NLRB...NLRB asks eight institutions with pending litigation questioning managerial status of faculty to submit statements of position in light of Yeshiva.

 Higher Education Daily, 5-6,
 August 1, 1980.

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RESOURCES AND PERIODICALS

AAUP Bulletin
ACBIS Fact Sheets and Research Summaries AGB Reports (Assn. of Governing Boards of Universities & Colleges) Academe (American Assn. of University Professors) American School and University American Teacher (American Federation of Teachers) Arbitration in the Schools (American Arbitration Association) Arbitration Journal (American Arbitration Association) California Public Employee Relations Canadian Association of University Teachers Bulletin Canadian Education Index Change Chronicle of Higher Education College and University Teacher College Law Bulletin College Law Digest (National Assn. of College & University Attorneys) Community and Junior College Journal (American Assn. of Community & Jr. Colleges) Community College Frontiers Community College Review Compact (Education Commission of the States) Current Index to Journals in Education (ERIC) Dissertation Abstracts Education Administration Abstracts Education Index Educational Administration Quarterly Educational Forum Educational Record (American Council on Education) ERIC/Higher Education Research Currents ERIC/Higher Education Research Reports Government Employee Relations Report (Bureau of National Affairs) Harvard Educational Review Higher Education Higher Education and National Affairs (American Council on Education) Higher Education Daily Index to Legal Periodicals Industrial and Labor Relations Review Industrial Relations Industrial Relations Law Journal Journal of Collective Negotiations in the Public Sector Journal of College and University Law (Nat'l Assn. of College & Univ. Attorneys) Journal of College Student Personnel Journal of Higher Education Journal of Law and Education Journal of the College and University Personnel Association Labor Arbitration in Government (American Arbitration Association) Labor Law Journal Labor Relations in Education Labor Relations Reporter (Bureau of National Affairs) - Decisions of the Courts, Decisions of the NLRB, Fair Employment Practice Cases, Labor Arbitration Reports Liberal Education Library Literature

NACUBO Business Officer (Nat'l Assn. of College & Univ. Business Officers) NEA Advocate (National Education Association) NEA Reporter National Association of Student Personnel Administration (NASPA) Journal On Campus with Women (Project on the Status and Education of Women) PERB News (N.Y.) PERS Information Bulletin Personnel Personnel Administrator Phi Delta Kappan Public Affairs Information Service (PAIS) Public Personnel Management Research in Higher Education Resources in Education (ERIC) Sociology of Education Teachers College Record

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GLOSSARY OF TERMS

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GLOSSARY OF TERMS

- Academic advisors Teaching faculty members with counselling responsibilities.
- Academic freedom The concept that faculty should be free from institutional censorship or discipline and is entitled to intellectual freedom in research and publications. Implicit in the term are special obligations concerning the introduction of controversial matter which has no relation to the subject taught. Limitations of academic freedom because of religious or other aims of the institution should be stated in writing at the time of appointment.
- Academic year Generally refers to fall and spring semesters, or the period between September 1 through June 30.
- Accountability Demands placed on institutions of higher education and the individuals that provide educational services to be "accountable" to one or more groups in some aspect of their behavior such as validity of objectives, effectiveness of expenditures, day-to-day performance of their functions, or educational results of activities.
- Across-the-board increase Base salary of each member of the bargaining unit is increased by the same percentage or a fixed dollar amount.
- Adjunct faculty Faculty members hired on a part-time basis for a fixed period of time. Do not usually accrue time, leave or benefits.
- Administration Includes the president and principal officers of the institution, but excludes all individuals and positions specifically designated as part of the faculty bargaining unit.
- Administrative law judge Official who conducts hearings and makes recommendations to the National Labor Relations Board or other government agency.
- Adversary model Used to describe governance structures and define areas of authority for faculty and administration. See also collegiality.

- Affirmative action Compliance with federal guidelines for the purpose of advancing occupational and/or educational interests of specified minorities and women. Elements of affirmative action include employment practices, testing and validation, and promotion procedures. The purpose is to correct not only overtly discriminatory practices but also those that are fair in form but discriminatory in effect.
- Agency shop Provisions of a collective bargaining agreement that require all employees of the bargaining unit to pay fees to the union equivalent to membership dues. They are not required to become members as under a union shop. In the public sector, enabling legislation is required, as in New York State.
- Agent A union or association that has been named as the exclusive representative of faculty members for the purposes of bargaining over economic and other terms and conditions of employment.
- Agreement, collective bargaining A written agreement (contract) resulting from negotiation between employer or group of employers and employee organizations or group of organizations. Usually contains terms and conditions of employment (wages, fringe benefits, hours of work) and procedures to be used in settling disputes during terms of the contract.
- Agreement enforcement The method by which either faculty members and administration seek to resolve disputes over the administration of the collective bargaining agreement. Methods of enforcing agreement when disputes arise include the grievance machinery, appeals to court, administrative agencies, or by strikes. Also known as contract administration.
- Amendment of certification, see Clarification of unit.
- American Arbitration Association (AAA) A private, non-profit organization established to promote arbitration as a method of settling labor disputes. Provides lists of qualified arbitrators on request as well as rules of procedure for conduct of arbitration.
- American Association of University Professors (AAUP) A national organization of faculty members originally founded for the protection of academic freedom and tenure. In 1971 it voted to pursue collective bargaining as a "major additional way" of achieving its goals.
- American Federation of State, County and Municipal Employees (AFSCME) The largest union representing "non-academic" campus workers; an AFL-CIO affiliate.
- American Federation of Teachers (AFT) An affiliate of the AFL-CIO which represents college professors, school teachers, paraprofessionals and non-instructional staff in the educational system.

- Anti-Injunction Law (Norris-LaGuardia Act) A federal law passed in 1932 which restricted the rights of U.S. Courts to issue injunctions aimed at restraining activities of labor unions. The Taft-Hartley Act of 1947 restored some injunctive power to the courts.
- Antitrust laws Federal and state statutes to protect trade and commerce from unlawful restraints and monopolies. Used for many years to restrict union activities such as strikes and boycotts. Recently their use in labor cases has been limited by statute and judicial interpretation.
- Arbitrability The extent to which management is obligated by contract to take a particular grievance or dispute to arbitration. The issue is usually determined by an arbitrator or by a court.
- Arbitration The process of referring disputes between employers and employees (or between two rival unions) to the decision of impartial adjudicators. It is used to resolve impasses in negotiations or as the final step in a grievance procedure. While an arbitrator's decision is legally binding, arbitration differs from judicial process in that the disputants have voluntarily agreed to refer the matter to arbitration and have themselves selected the arbitrator, and hearings are usually much less formal than court proceedings.
- Arbitration, Ad Hoc Temporary, single-case arbitration. This is distinguished from "permanent" arbitration systems in which "permanent" arbitrators are named to serve for the life of the agreement or a stipulated term, hearing all disputes that arise during this term.
- Arbitration, Compulsory Mandated by statute. If mediation and fact-finding fail, the submission of dispute to arbitrator or board of arbitration is involuntary, does not require approval by parties and the findings and recommendations are binding on both parties.
- Arbitration, Expedited Also known as accelerated arbitration, it is a process in which, in appropriate cases, grievance steps may be by-passed in order to arrive at a quick decision at a reduced cost.
- Arbitration, Grievance Arbitration of disputes that arise over the interpretation of an existing collective bargaining agreement; sometimes referred to as rights arbitration. The grievance arbitrator interprets and applies the contract by assessing the meaning of the contract and the intent of the parties.
- Arbitration, Interest Arbitration of disputes that arise during course of contract negotiations. The arbitrator makes the decision on what is to be contained in the contract. This is usually used after mediation and/or fact-finding have failed to resolve the impasse.

- Arbitrator An impartial third party to whom disputing parties submit their differences for a decision (award).
- Authorization card Statement signed by a faculty member designating faculty organization to act as his representative in collective bargaining. This signature does not necessarily mean that he is a member of the organization.
- Automatic wage adjustment A plan whereby wage rates are raised or lowered according to an established formula in response to other specified changes such as cost-of-living, business profits or prices.
- Award In labor-management arbitration, a final binding decision of the arbitrator.
- Back pay Compensatory wages due to an employee because of employer violation of minimum wage laws, or layoff or discharge in violation of labor legislation or collective agreement. To be distinguished from retroactive pay.
- Back-to-work movement An agreement by striking faculty members to return to their jobs before union has declared an end to the strike.
- Bargainability, see Scope of bargaining.
- Bargaining agent, see Agent.
- Bargaining representative Any organization, agency or person authorized by an employer, employee, group of employees, or employee association to act on their behalf and represent them.
- Bargaining rights Generally refers to workers' right to bargain collectively with employers as established by law and judicial interpretations.
- Bargaining unit A group of employees who voluntarily unite or by decision of a government agency such as the National Labor Relations Board are deemed to be an "appropriate" unit for bargaining collectively with their employer. See also Community of interest.
- Bench award A written or oral award issued at time of arbitration hearing; generally associated with expedited arbitration process or discharge and discipline grievance.
- Bilateral action Joint action of the parties as distinguished from unilateral action where the employer makes decisions without discussion or agreement with the bargaining unit.

- Binding arbitration, see Arbitration.
- Bi-partite board A joint board consisting of equal number from labor and management, set up as a step in the grievance machinery just prior to arbitration. A majority vote is needed to dispose of a grievance, however, if the board is deadlocked a neutral member may break tie vote.
- Blue-sky bargaining Unrealistic and unreasonable demands in negotiations made either by labor or management or both, usually at the beginning of negotiations.
- Board of inquiry Board set up by public agency to investigate and make recommendations concerning a labor dispute. See also Fact-finding.
- Boards of mediation Various state mediation agencies that perform services to assist in the resolution of impasses.
- Breach of contract Alleged violations of the collective bargaining agreement which may be subject to an established grievance machinery or remedied by suing through the courts.
- Bumping During layoffs, the displacing of junior employees by workers of longer service; sometimes referred to as "back-tracking".
- Bureau of National Affairs (BNA) An information service that covers federal and state developments in labor relations with special materials in the fields of collective bargaining, arbitration, wage and hour regulations, affirmative action.
- Business agent A union official, usually paid, who handles grievances, helps enforce agreements, and performs other administrative tasks for the union.
- Calendar year employee Employee having a 12-month professional obligation.
- Card-carrying members Union members in good standing who have evidence of their membership.
- Card check The checking of union authorization cards, signed by employees, against employer's payroll to determine whether a union represents a majority of the employees.
- Cease and desist order Command issued by a labor relations board requiring employer or union to abstain from unfair labor practice, or abide by guidelines in the enabling legislation.
- Certification Formal designation by a government agency that a particular union is the exclusive representative of faculty members for purposes of bargaining collectively with administration.

- Chairperson see Department chairperson.
- Challenged ballot A vote questioned by one of the parties to a representation election. Challenged ballots are counted only if their number is sufficient to affect the outcome of the election.
- Clarification of unit A procedure whereby an administrative agency or the employer and union redefine a bargaining unit.
- Classification plan A method of describing and evaluating a job so that a fair rate of pay assigned to it has some relationship to the status of the job and the proficiency required to perform it.
- Closed shop Requires that employees join union as a condition of employment and remain a member after being hired. Declared illegal by the 1947 Labor-Management Relations Act.
- Closed union A union which purposely makes membership in that union difficult by setting high initiation fees, limiting admission to persons completing specified apprenticeship training, setting social and ethnic barriers or using other methods to protect the employment opportunities of present union members.
- Collective bargaining (collective negotiations) A method of bilateral decision-making in which representatives of the faculty and administration determine the conditions of employment of all members of the bargaining unit through direct negotiation. The bargaining normally results in a written contract which is mutually binding and sets forth wages, grievance procedures, and other terms and conditions of employment to be observed for a stipulated period. Collective bargaining is to be distinguished from individual bargaining which applies to negotiations between an individual employee and the employer.
- Collective bargaining agreement (CBA) see Contract.
- Collegiality The concept of shared authority in decision-making characterized by joint faculty-administration committees or deliberative bodies. Management and employees exercise joint responsibility. The term is traditionally applied to campus governance. See also Adversary model.
- Committees, Standing Permanent faculty committees in governance structure charged by governing body with a definitive set of responsibilities e.g., curriculum committee, personnel policies committee.
- Community colleges Public or private 2-year colleges that offer academic, general, occupational, technical, remedial and continuing adult education programs.

- Community of interest A factor to be considered in determining whether employees should be grouped together in an appropriate bargaining unit. Community of interest guidelines include similar working conditions, similar job responsibilities, desires of the employees, common centralized supervision or work site, common skills or educational requirements.
- Company union Organizations of employees of a single employer usually with implication of employer domination. National Labor Relations Act and nearly all public sector collective bargaining statutes declare such employer domination as an unfair labor practice.
- Comparability Criteria often used in contract negotiations to achieve "economic marketplace" benefits for employees performing similar tasks. Is often a statutory criteria for fact-finding and interest arbitration.
- Conciliation Attempts by neutral party to reconcile opposing viewpoints in a labor dispute in order to help the negotiating parties come to a voluntary settlement. In current usage the terms conciliation and mediation are used interchangeably, although traditionally a "conciliator" plays a less active role than a "mediator" in a labor dispute.
- Conscientious objector One who elects not to pay agency fees for religious or moral reasons; alternative payments are usually set.
- Consent election A method of holding elections and determining the wishes of employees in an appropriate bargaining unit without a formal hearing.
- Contact hours Class or laboratory period in which faculty member is assigned classroom or laboratory responsibilities.
- Continuous negotiating committees (interim committees) Established by employer and employee organization in a collective bargaining relationship to keep an agreement under constant review to discuss possible changes in advance of its expiration date.
- Contract Formal agreement over wages, hours and terms and conditions of employment between administration or group of employers and one or more unions representing employees.
- Contract-bar clause Rules applied by the NLRB to determine when an existing contract between an employer and a union will bar a representation election sought by rival group.
- Contract hours Class or laboratory periods which carry academic credit and to which faculty member is assigned.
- Contributory welfare plan A retirement, pension or other benefit plan whose cost is shared, not necessarily equally, by both the employer and the employees.

- Clause. as their representative. be in the bargaining unit. it belongs. to re-employment.
 - Cost-of-living (COLA) increase A method of determining salary increases by tying them directly to increases in the cost-ofliving as determined by the Consumer Price Index (CPI) compiled monthly by the U. S. Bureau of Labor Statistics. See also Escalator
 - Decertification Withdrawal of exclusive recognition from a bargaining agent following vote by faculty that they no longer want the union
 - Deferred wage increase Negotiated changes which do not become effective until some specified date in the future.
 - De minimis rule Arbitration concept that alleged grievance is so inconsequential that arbitrator denies grievance for lack of damages.
 - Department Refers to academic, administrative, and other budgetary units of the university. An academic department is defined as one which provides instruction for academic credit.
 - Department chairperson Faculty members responsible for certain administrative and supervisory tasks. The position has been included in some faculty bargaining units and excluded in others, and their role is a critical area in academic unionization. The National Labor Relations Board has developed guidelines for deciding whether they are first-level administrators or faculty members who should
 - Department seniority see Seniority.
 - Disaffiliation The procedure whereby a local union separates from the national or international union of which it is a member; or a national or international union withdraws from a federation to which
 - Discharge Involuntary dismissal of an employee for cause. A discharged employee, unlike one laid off, loses his seniority rights
 - Discrimination Refusal to hire, promote, or admit to union membership because of race, creed, color, sex, age or national origin; also a means of encouraging or discouraging membership in a labor organization.
 - Dismissal see Non-reappointment.
 - Dismissal wage A payment by the employer to an employee who is permanently and involuntarily laid off.
 - Dispute settlement Techniques used to resolve labor-management disputes in order to avoid strikes or other forms of economic warfare. There are many methods used for settlement of these differences, such as mediation, conciliation, fact-finding, emergency boards, arbitration, or litigation.

- Due process Substantive due process seeks to guarantee that convincing reasons exist for whatever decision is reached in matters of personnel actions; procedural due process refers to method for carrying out this decision process.
- Dues check-off Deduction of union dues by the employer from employee's wages. Employees individually authorize such deduction.
- EEOC The Equal Employment Opportunity Commission, established by Title VII of the Civil Rights Act of 1964, prohibits employers or labor unions with 25 or more employees from discriminating against an individual because of race, color, religion, sex or national origin.
- Earnings As opposed to salary, total remuneration for services rendered or time worked including overtime, bonuses and commissions, and other premium pay. See also Escalator Clause.
- Election of forum Limits placed on number of vehicles allowed for grievant to pursue claim. Usually forces that a choice be made between grievance procedure, administrative agencies, or courts.
- Eligibility list A list usually used by civil service agencies to determine, after written or oral examination, those persons who are eligible to be hired for certain jobs. Another form of eligibility list is used in representation elections conducted under federal and state labor relations laws which names those employees eligible to vote.
- Emeritus faculty Award granted to retired faculty for recognition of distinguished service. May be used for continued employment after retirement.
- Employee election Balloting by employees for the purpose of choosing a bargaining agent or unseating one previously recognized.
- Employee Retirement Income Security Act, 1974 (ERISA) Prescribes federal reporting and disclosure requirements for pensions and employee benefit plans. Provides protection for certain private pension plans.
- Employment contract see Contract.
- Enabling legislation With regard to collective bargaining, laws which allow public employees to organize into associations and bargain as a single entity.
- End run bargaining (Double deck bargaining) Negotiating process which takes place away from bargaining table and generally does not include the negotiating team. Creates difficulties for parties at table as it generally introduces new elements into the process.

- Equal pay for equal work A wage plan or legal provision for the same compensation to all employees within an establishment or other bargaining unit, who are performing the same kind and amount of work, regardaless of race, sex, or other characteristics of the individual workers.
- Equalization A method under which the parties agree to distribute monies from an "equalization" fund to raise the base salaries of those faculty members who fall below an established norm. A portion of the economic package is appropriated for this purpose.
- Equivalencies Criteria usually set by statute establishing relationships between earned degrees; i.e., Bachelor of Legal Letters equal to Doctorate. Used for promotion and pay purposes.
- Escalator clause A clause in the contract requiring that wage/salary scale be adjusted periodically to changes in the cost-of-living.
- Escape period A period, normally 15 days, enabling employees to resign from a union so as not to be bound to continue membership under membership-maintenance agreements.
- Evaluation procedures Designed for both the improvement of performance and as a basis for making personnel decisions. Procedural and substantive aspects may be negotiated as part of the collective bargaining agreement or may be included as part of personnel policies. Process generally implies a commitment to ongoing corrective procedures.
- Exclusive representation When a majority of employees in a bargaining unit have selected a bargaining agent, it becomes the exclusive representative of all members of the bargaining unit on matters within the scope of negotiation.
- Executive Orders Criteria setting forth guidelines for federal sector labor relations.

 Executive Order 10988: Allowed federal employees to join unions, provided for exclusive recognition of bargaining agents and right of union to be consulted on terms and conditions of employment, and set forth scope of bargaining in federal sector.

 Executive Order 11491: Created a Federal Labor Relations Council, mandated union reporting and disclosure requirements, established federal impasse machinery.
- Exempt employees Employees who are not subject to the provisions of the Fair Labor Standards Act.
- Expiration date Formal termination date established in a collective bargaining agreement, or the earliest date at which the contract may be terminated.

- Fact-finding A means of resolving impasses in bargaining in which an independent third party, usually appointed by a labor relations agency or by the parties themselves, holds a hearing and makes non-binding recommendations for resolving disputes.
- Faculty Those employed by a college or university in a professional capacity; may also refer to administrative and non-teaching professional personnel.
- Faculty rights and responsibilities, see Academic Freedom.
- Fair employment practice Conducting employment in compliance with prohibition against discrimination because of race, color, religion, sex, or national origin.
- Fair Labor Standards Act (FLSA) Federal Wage and Hour Act, sets forth regulations on overtime, minimum wage rates and all other aspects of wages and hours in those industries and categories covered by the Act.
- Fair representation Collective bargaining agent must be willing to give each unit member "fair representation" with employer, even if employee is not a member of the union.
- Fair share A fee paid to the union by members of a bargaining unit who have not joined the bargaining agent. The fee covers the services of the union in securing bargained for benefits.
- Featherbedding Practices, usually by unions, such as demanding payment for work not performed, refusing to allow adoption of labor-saving equipment, and creating non-essential jobs.
- Federal Mediation and Conciliation Service (FMCS) Federal agency charged with impasse resolution in the private sector. Assigns staff mediators in impasse situations and maintains a roster of arbitrators.
- Final offer arbitration Forces arbitrator to choose between employer's and union's positions on each issue or as a package, in dispute under interest arbitration. Also called LOBO or last offer, best offer.
- Financial exigency A fiscal situation in which the employer feels it is necessary to curtail programs and/or lay off employees. This includes circumstances in which a university declares that its financial difficulties warrant abrogation of job-security provisions, including tenure. See also retrenchment.
- Free rider A union term for a worker who does not belong to a union but nevertheless receives the benefits derived from a union-negotiated contract or other union activity.

- Fringe benefits Benefits such as insurance, medical benefits and pensions that are given to an employee under his employment or union contract in addition to direct wages,
- Full time equivalent (FTE) Formula determining number of part-time students and courses taken that equal one full time student. Used for state-aid ratios and in class size and load provisions.
- Functus officio An arbitrator's authority and jurisdiction are terminated by the completion and delivery of an award and he cannot then issue any clarification or interpretation except at the request of both parties.
- Goldfish bowl bargaining A controversial procedure in which collective negotiation sessions are open to the press and the public. Also called "Sunshine bargaining".
- Good-faith bargaining Employees and management agree to bargain according to governing rules and regulations and work toward reaching a settlement through negotiation.
- Governance The act of collegial decision-making, peer group evaluation or administrative deliberations made in the context of running a university. See collegiality.
- Grievance An alleged violation, misinterpretation, or misapplication of the collective bargaining agreement.
- Grievance arbitration, see Arbitration, Grievance.
- Grievance committee Committee designated by a union to meet periodically with administration to discuss grievances that have accumulated.
- Grievance machinery Methods, usually described in the collective bargaining agreement, to resolve problems which arise in the application and interpretation of the contract.
- Grievance procedure A method of dealing with alleged contractual violations made by an individual or by union or management. The procedure generally provides for discussions of the grievance at progressively higher levels of management authority, with arbitration typically being the last step.
- Guaranteed wage rate The base rate or other established minimum which is guaranteed under most incentive wage systems regardless of actual output.
- Illegal strike A work stoppage forbidden by law because specified legal procedures have not been followed prior to the stoppage or because of an injunction forbidding the stoppage. Can also refer to a stoppage which has not been authorized by proper union officials or voted on in accordance with union rules by union members.

- Immunity clause A contract clause designed to protect a union from suits for contract violation growing out of unauthorized strikes.
- Impartial chairman An outside person employed jointly by union and employer to assist in negotiating and administering the collective agreements. After contract is negotiated, it is his function to see that both parties observe terms of the contract and to make final decisions as to interpretation or application.
- Impasse That point in negotiations at which either party determines that no further progress in reaching an agreement can be made.
- Improper practice Conduct prohibited by statute or administrative regulation. The term is also used in public employment relations for unfair labor practice.
- Income protection plan Insurance provision, usually long term, providing for coverage in the event of a disability that results in a loss of income.
- Increment One of a series of wage levels in a range between the maximum and minimum salary specified for a particular job classification. See also Across-the-board increase, Merit increase, Step increase grid.
- Individual employee grievances The right of an individual employee, under the terms and conditions of the collective bargaining agreement, to process his grievance outside the normal grievance machinery. The settlement which the individual employee receives may not violate the terms of the bargaining agreement and the union usually must be notified and given the opportunity to have its representative present at the time the final settlement is reached.
- Initiation fee Fee required by unions for membership.
- Injunction A mandatory court order to perform or cease a specified activity usually on the ground that the complainant will suffer irreparable injury from unlawful actions of the other party.
- Instant tenure, see Tenure, Instant.
- Interim agreement A memorandum of agreement designed to avoid a strike or other job action and/or to maintain conditions of employment until the final contract is signed.
- Job action Concerted action taken by bargaining unit (or significant portions of unit) as a means of generating pressure on administration. Usually at a point of impasse in contract talks. Job action can range from boycotting non-instructional or extracurricular duties to a full-scale strike. Right to bargain job action varies for public and private institutions, and from state to state.
- Joint council A body consisting of representatives of union and employer associations which exists to settle disputes arising out of a contract. Also called labor management committees.

- Judicial review Proceedings before courts for enforcement or setting aside of orders of labor relations boards.
- Jurisdictional dispute Disagreement among unions as to who should represent a group of workers, or disagreement about the right of employees to perform certain types of work. If conflict develops into a work stoppage, it is called a jurisdictional strike, which is usually illegal.
- Just cause Requirement that college administrations have sufficient reasons before imposing discipline on a faculty member. Implies due process requirements and places burden of proof on employer.
- Labor-Management Relations Act (Taft-Hartley Act) A federal statute passed in 1947 amending the Wagner Act of 1935. Important provisions include: (1) closed shop is outlawed (2) government authorized to seek injunction preventing work stoppage for 80 days in strike that imperils nation's health and welfare (3) unions prohibited from using union funds in connection with national elections (4) unions must file financial statements with Dept. of Labor (5) states are authorized to pass right-to-work laws.
- Labor-Management Reporting and Disclosure Act (Landrum-Griffin Act) A federal statute, passed in 1959, designed to rid unions of corruption and ensure internal union democracy. Contains a "bill of rights" for union members, regulations concerning trusteeships, conditions to be observed in elections of union officers, and definition of fiduciary obligations of union officers.
- Labor relations A general term used in connection with any or all matters of mutual concern to employers and employees. Sometimes given a more limited meaning to indicate the kind of recognition in effect between an employer and union.
- Labor relations board State or federal agencies which primarily handle labor relations, including unfair labor practices, and representation elections.
- Landrum-Griffin Act, see Labor-Management Reporting and Disclosure Act.
- Last offer, best offer arbitration (LOBO) A method of interest arbitration in which each party submits a "last best offer" to the arbitrator, who chooses one of these offers as his final decision. He is not allowed to make a compromise between the two offers. The intent of this method is to increase the risk to the parties if they do not settle by themselves and to encourage negotiated agreements. Also called final offer arbitration.
- Layoff Eliminating faculty members because of institutional financial exigency, reallocation of resources, reorganization, or curtailment of programs. Laid-off employees usually retain seniority rights.

- Leave of absence Authorized time off from a job without pay but with the right to reinstatement without loss of seniority.
- Legally required benefits Employee-benefit programs to which employers must contribute, or insurance that they must purchase according to law, e.g., social security.
- Local union The local chapter or affiliate of a national or international labor organization.
- Lockout Closing down a business or university as a form of economic pressure upon employees to enforce acceptance of employer's terms.

 "No lockout" guarantee commits administration not to close the doors to unit members as a weapon in mid-contract labor disputes.
- Long-term contract Generally, a multi-year collective bargaining agreement with a duration of two or more years, as distinguished from a one-year agreement.
- Maintenance of benefits Unless modified in the negotiations process, all benefits remain unchanged in the successor agreement.
- Maintenance of membership Union security agreement requiring that employees who are members of a union on specified date, or thereafter become members, remain members for the duration of the contract as a condition of employment.
- Make whole The recourse available to individual who has been discriminated against by an employer through an illegal act, e.g., reinstatement to job with full back pay and benefits.
- Management prerogatives Rights that employers feel are exclusively their own and hence not subject to collective bargaining and negotiations. Often include the right to determine the services necessary to maintain efficiency and order, and to hire and direct the work force.
- Management-rights clause A contract clause that expressly reserves for management certain rights and usually specifies that the exercise of those rights shall not be subject to the grievance procedure or arbitration. This subject is troublesome in faculty bargaining because the meaning of "management rights" without further elaboration is often ambiguous. Added protection for management rights is sought through the use of a zipper clause. See also Reserved rights.
- Managerial-supervisory personnel, see Supervisor.
- Mandatory subjects of bargaining Primarily economic subjects that must be negotiated if either party desires. See also permissive subjects of bargaining and scope of bargaining.
- Master contract A single collective bargaining contract that sets forth salary, working conditions, etc., for all employees in the bargaining unit.

- MED-ARB An impasse procedure which operates as a combination of mediation and arbitration. In this process the neutral acts as a mediator on as many issues as possible but has the authority to act as an arbitrator on issues left unsettled. Whatever is settled by mediation becomes part of the arbitrator's decision and is written up as a decision.
- Mediation A method of resolving an *impasse* in negotiations in which a third party, acceptable to both sides, assists employer and union in coming to an agreement. Unlike arbitrators, mediators have no power to bind the parties but can only make suggestions.
- Meet and confer A right granted by some state public employment laws, limiting the duty to bargain. Employees may confer as a group with management to discuss compensation, working conditions, etc., but the public employer is not required to agree to a contract. See also enabling legislation.
- Merit increases Salary increases that are based primarily upon considerations of individual performance.
- Minimum wage Lowest wage rate allowed by either federal or state law.
- Minority union A union which does not have exclusive bargaining rights because it has not been able to win the support of majority of the employees in a particular unit. Maintains its group identity and may in fact be recognized by the employer as the representative of a minority of workers.
- Model agreement A collective bargaining agreement sometimes recommended by an employee organization to its locals to serve as a standard agreement for a certain geographic area or industry.
- Modified union shop An agreement between an employer and a union requiring all present members to retain their membership and all new employees to become members, but does not require employees who were not members at the time the agreement was signed to join the union.
- Most favored nations clause Reopener clause in collective bargaining agreement that mandates negotiations if another unit obtains benefit denied to first. Parity type arrangement.
- Multi-unit bargaining Collective bargaining between a union which represents many bargaining units and an employer or group of employers.
- National Education Association (NEA) The largest union of faculty and public school teachers. It considers itself a professional association as well as a collective bargaining agent.
- National Labor Relations Act (Wagner Act) Federal law passed in 1935 which guaranteed workers the right to organize and join unions and to bargain collectively.

- National Labor Relations Board (NLRB) Created by the National Labor Relations Act to oversee labor relations.
- National union A union having broad regional coverage with numerous affiliated locals.
- Negotiating committee Committee of a union or an employer selected to negotiate a collective bargaining contract.
- Negotiating ranges The minimum and maximum range set by each of the parties, within which they are willing to reach a settlement on any one particular issue and beyond which it is more desirable to strike.
- Negotiation The process by which representatives of labor and management bargain to set conditions of wages, hours, benefits, working conditions and the machinery for handling grievances.
- Neutrals General term covering mediators, fact-finders, arbitrators, and other individuals who might assist the parties in their bargaining or contract administration efforts.
- No-agent vote An option available in collective bargaining elections that indicates a desire not to be represented by a bargaining agent.
- No-raiding agreement Jurisdictional agreements between national or international unions in which they agree not to pressure or entice workers to leave a union which has an established bargaining relationship with the employees in order to join another.
- No-strike clause (and no-lockout clause) Provision in a collective bargaining agreement in which employee organization agrees not to strike and employer agrees not to lock-out employees for the duration of the contract. See also Strikes.
- Non-binding arbitration Advisory arbitration in which neither employees nor management are obliged to abide by the decisions of a third party called in to mediate a labor dispute. See also Arbitration, Fact-finding, Mediation.
- Non-reappointment A decision not to renew the contract of an untenured or probationary faculty member. Non-reappointment usually involves a denial of tenure and takes effect at the end of the teacher's contract; differs from dismissal, which is immediate.
- Non-teaching professional Faculty who do not teach but who hold professional positions in a college or university. Examples include librarians and admissions counselors.
- Normal attrition Refers to any reduction in departmental personnel due to resignation, retirement, transfer or death.
- Norris-LaGuardia Act, see Anti-Injunction Law.

- Occupational Safety and Health Act (OSHA) Federal legislation prescribing standards and enforcement procedures pertaining to health and safety.
- Open-end agreement A collective bargaining agreement which has no fixed termination date and is in effect indefinitely, subject to a specified number of days' notice by either party that it considers the agreement at an end.
- Open shop Opposite of closed or union shop; employees are not required to join or pay fees to a union.
- Overload Teaching or administrative responsibilities in addition to regular assigned load. Overload classes often assigned by seniority bid system. See also Workload.
- P & B Committees Personnel and Budget Committees operate on departmental, school and college levels and are responsible for such areas as appointment, reappointment, tenure, promotion and budget.
- Package increase A combination of benefits including wage increases.
- Partial strike A work stoppage by key employees in an operation in order to put economic pressure on the employer. See also Strike.
- Past practice clause A clause in a contract stating that previous practices of the employer will continue except as modified by the contract. In higher education, such a clause is commonly used to continue faculty participation in campus governance. Such a clause is the opposite of a zipper clause.
- Permanent arbitrator An arbitrator who is appointed under the terms of a collective bargaining agreement for a specified time period to hear all grievance arbitrations during that time.
- Permissive subjects of bargaining Subjects that are not mandatory, but on which the parties may bargain if both sides wish to do so, for example, issues of governance. It is illegal to insist on such bargaining if the other side refuses.
- Picketing Public demonstrations of the existence of a labor dispute with the employer.
- Portable pensions Pension plans which increase the mobility of employees by allowing them to transfer earned pension credits from one employer to another.
- Preferential hiring Agreed-upon arrangement whereby the employer gives preference in hiring to union members, to applicants with previous training and experience, or by order of the NLRB to employees found to be discriminatorily discharged.

- Preferential shop An agreement between an employer and union whereby union members are afforded preference over non-members in some aspect of employment.
- Probationary faculty Faculty members who are awaiting tenure.
- Professional employee As defined by the National Labor Relations Act:
 Any employee whose work is predominantly intellectual and varied in
 character, involves the consistent exercise of discretion and judgment, and requires knowledge of an advanced nature in the field of
 physical, biological, or social science, or in the field of learning.
 (The work is usually of such a character that the output produced or
 the result accomplished cannot be standardized in relation to a given
 period of time.) Employees qualifying as "professional" under Sec. 2
 (12) of the Taft-Hartley Act may not be included in a unit containing
 non-professional employees unless the professional employees so elect.
- Professional leave Leave, with or without pay, granted for reasons related to professional development. Includes study, research, travel, political office.
- Professional sanctions Techniques to bring pressure upon an employer; developed by faculty associations as alternatives to strike sanctions. They include the following: publicity directed at unsatisfactory working conditions; recommendations that members of the profession refuse to accept employment with the employer; censure, suspension, or expulsion of members who take jobs with the employer; organized campaigns to arouse public opinion and political action to force change.
- Progression wages Graduated incremental wages within specific limits for each job, based on length of service or merit ratings in contrast to increased wages resulting from promotions to higher jobs.
- Public Employment Relations Board (PERB) State agency having jurisdiction over public sector labor relations. Also called Public Employment Relations Commissions (PERC), ERB, SLRB, ERC.
- Raiding An organization's attempt to enroll members of another organization or employees already covered by an agreement negotiated by another organization, with the intent to usurp the latter's bargaining relationship.
- Rank and file Members of a union other than the officers.
- Rank differential Structural distinctions made between academic ranks, usually for purpose of salary, seniority and promotion.
- Ratification Formal approval of a newly negotiated agreement by vote of the organization members affected. Federal Act imposes no obligations regarding manner of ratification, however, in higher education ratification procedure is normally specified in bargaining agent's constitution and by-laws.

- Recognition The acceptance by an employer of an employee organization as the majority representative of employees in an appropriate unit.

 Recognition is a major step in the establishment of a collective bargaining relationship and usually follows an election in which the majority of employees have selected an organization to represent them. Under certain conditions, employers may also voluntarily recognize an organization without an election or official certification.
- Refusal to bargain Findings made by the administrative agency indicating that either the employer or the union has failed to bargain "in good faith" according to the requirements of the statute.
- Reinstatement Return to employment of persons unlawfully discharged.

 Reinstatement and the award of back pay lost during the period of discharge are often joined together to compensate employee completely.
- Released time Time granted from classroom activity to allow faculty team time to devote to preparation for bargaining, attendance at bargaining sessions, and other matters directly or indirectly related to bargaining. Amount of released time depends on teaching load, number of faculty negotiators, contract negotiation vs. contract administration, and whether released time is financed by the institutions.
- Renewable contracts A tenure alternative whereby faculty member is given an employment contract for a specified number of years, usually 3-5 year contracts that may be renewed.
- Renewal clause The section of a collective bargaining agreement which provides for the automatic extension of the agreement, usually on a year-to-year basis.
- Re-opening clause A provision in a collective bargaining agreement stating the time or the circumstances under which negotiations can be requested prior to the expiration of the contract. Re-openings are usually restricted to specific wage issues and not used for the contract as a whole.
- Reserved rights (Residual rights) Management rights theory which states that those areas not bargained for are reserved for management. See also Management rights.
- Retirement, Mandatory Statutory or contractual requirement placing an age limit beyond which full time employment may not continue.
- Retrenchment The layoff of academic personnel or the curtailment of academic programs due to the loss of enrollment or financial exigency.
- Retroactive pay When normal annual faculty salary increases may have been deferred, between bargaining and ratification of contract for instance, recovery of lost money is referred to as retroactive pay.

- Right-to-bargain The collective bargaining rights of a labor organization as provided for by federal and state law. It obtains these rights when it has been recognized and certified as the collective bargaining agent for employees in the bargaining unit. The right to bargain is retained as long as it is supported by a majority of the unit.
- Right-to-organize The right to be free from interference or retaliation of any kind by the employer; one of the basic rights given to employees under collective bargaining legislation.
- Right-to-work laws State laws which make it illegal for a collective agreement to contain union shop, maintenance of membership, preferential hiring, or any other clauses calling for compulsory union membership. State legislatures were authorized to pass such laws by the Taft-Hartley Act of 1947.
- Ripple effect The impact of a negotiated wage increase or other economic benefit upon the expectations of other employees who are not covered by that collective bargaining agreement but who work under the same employer.
- Run-off election Second election directed by a labor board when the first election failed to produce a majority vote for any one choice presented.
- Sabbatical leave Paid leave of absence which may be granted to a faculty member after a period of service, usually seven years.
- Salary schedule Structural delineation of salaries, increments, degree differentials, longevity and economic compensation criteria.
- Savings clause Generally a provision included in collective bargaining agreement which stipulates that should any part or provision of the agreement be declared illegal, the remainder of the agreement will remain valid. Also called separability clause.
- Scope of bargaining A term used to describe the subjects that are deemed to be bargainable, usually summarized in relevant legislation as "wages, hours, and other terms and conditions of employment."

 In higher education, a major distinction is made between mandatory and permissive subjects.
- Secondary strike A strike against an employer who uses or sells materials from a struck plant; differs from a sympathy strike in that there is a business connection between the employers involved in the initial and the secondary strikes.
- Senate, Faculty Governance structure whereby faculty deliberate and make recommendations to the president and/or trustees over matters of academic policy, personnel policies, budget and related matters. Also called University Senate when administrators and students are included along with teaching faculty.

- Seniority Length of service in a college, often defined as departmental and/or university-wide.
- Seniority Absolute or Qualified Provision in collective bargaining agreement which modifies seniority from one with no limits (absolute) to one where seniority "shall be a factor where all other things are equal" or where seniority "shall be considered where the applicant is qualified."
- Separability clause, see Savings clause.
- Settlement agreement Terms agreed upon in the settlement of charges before the NLRB without a formal hearing, decision and order. To be binding, such agreements must have the consent of the NLRB.
- Severance pay A lump sum paid to a worker who has been permanently separated from the job due to reduction of work force, the elimination of certain job classifications, or any reason for which the worker is not responsible.
- Showing of interest The support a union must show among employees in bargaining unit before NLRB will process union's election petition. The Board requires a union seeking a representation election to make a showing of interest among 30 percent of the employees in the bargaining unit.
- Standard agreement A collective agreement prepared by the national union for use by its locals. The purpose of a standard agreement is to relieve the locals of the task of drafting their own agreements while promoting the standardization of working conditions throughout the industry.
- Step system increase Mechanism for determining future salary increases. Base salary is fixed for the first year in each rank, with a specified increase for each subsequent year in that rank. An automatic increment for promotion in rank can be built into system.
- Strike Concerted cessation of work as a form of economic pressure by employees, usually organized, to enforce acceptance of their terms. See also Illegal Strike, Secondary Strike, Sympathy Strike, Wildcat Strike.
- Strike notice Any type of notice that must be filed with a state or federal agency stating that negotiations have come to an impasse and a strike is pending.
- Strike vote Balloting or canvass on question of calling a strike.
- Student employment An issue in collective bargaining involving graduate students, for the most part, who may be engaged as teaching assistants and research assistants. They may or may not be included in the bargaining unit, and may or may not have rights under the collective agreement.

- Subcontracting Process whereby work normally assigned to or claimed by the bargaining unit is bid to outside firms or employers.
- Submission A submission, sometimes called a "stipulation" or an "agreement to arbitrate" is used where there is no previous agreement to arbitrate. Signed by both parties, it describes an existing dispute and often also names the arbitrator.

Sunshine bargaining, see Goldfish bowl bargaining.

Supervisor - As defined by the National Labor Relations Act: Any individual having authority in the interest of the employer to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them, to adjust their grievances or effectively recommend such action. Under most labor laws, supervisors may not be included in a bargaining unit with employees they supervise. In the Yeshiva University case, the Supreme Court held that faculty were supervisory personnel and therefore not entitled to bargaining rights under the NLRA, a decision that directly affects faculty in the private sector.

"Sweetheart" contract - A collective bargaining agreement reached where one party has "sold out" to the other for reasons not evident at the bargaining table. Often associated with company-run union.

Sympathy strike - A strike of workers who are not directly concerned with the matter in dispute but have participated in order to demonstrate worker solidarity and thus broaden the group pressure upon the employer against whom there is a strike for a specific cause.

"Tandem" wage increase - An increase automatically given a group of employees as the result of an increase negotiated with another group.

Taylor Law - The popular name of New York State's public employment collective bargaining statute, enacted in 1967.

Teaching load, see Workload.

Temporary employee - One who is employed for a short period of time and who, therefore, does not have seniority rights, tenure, or other privileges incident to permanent status.

Tenure - Long-term job security and salary rights given to a faculty member upon completion of a probationary period. Tenure may be granted at any time, though usually a specified period is indicated-e.g., three to six years--in which there must have been continuous service. Tenure protects from dismissal for all but gross violations of law, ethics or academic standards of behavior, but is no protection in some situations of retrenchment and financial exigency.

- Tenure, Cyclical An alternative form of tenure in which individuals are granted tenure under a multi-year arrangement during which time said individual can only be removed for cause.
- Tenure, Early Provision that allows applicant to apply for tenure prior to the statutory or contractual probationary time period.
- Tenure, Instant A term used to describe contract provisions by which a faculty member, from the moment of appointment, is protected from dismissal. Also often associated with senior administrative appointments.
- Tenure portability Provision allowing tenure to be transferred from one department, campus, school, college, university to another.
- Tenured-in A situation in which the high number of tenured faculty members prevents the appointment of new teachers.
- Transfer Refers to permanent reassignment from one department to another within the university in accord with the job description and individual's qualifications.
- Trilogy (Steelworkers) Cases 1) Steelworkers vs. Warrior and Gulf Navigation Co., 363 U.S. 593, (1959).
 - 2) Steelworkers vs. American Mfg. Co., 363 U.S. 564, (1959).
- 3) Steelworkers vs. Enterprise Wheel & Car Corp., 363 U.S. 574, (1959). Series of three U.S.S.C. decisions involving the issue of the scope of arbitration. Held in Warrior and Gulf Navigation a clause is arbitrable unless the collective bargaining agreement specifically excludes it from arbitration. In American Mfg. Co., the court ruled that determinations as to grievances being frivolous and baseless were subjects properly before the arbitrator and not the courts. In Enterprise Wheel & Car Corp., the court held that it was not the function of courts to determine if arbitration awards were founded on correct contractual interpretation and that only arbitrators could properly make that decision.
- Trustees Governing board of college or university, often appointed by governor or chief executive of political subdivision in case of public sector and by the corporation in private sector.
- Tuition reimbursement Plan providing reimbursement to faculty members for course work taken in conjunction with and related to teaching responsibility. May be for course taken at employee's institution in form of tuition waiver or an outside one. Also refers to plan whereby coverage is afforded to authorized dependents.
- Umpire A neutral outside person employed jointly by the union and the employer usually for a definite period of time, to whom final decision disputes over the interpretation or application of provisions of the agreement are referred. Although arbitrator, impartial chairman, referee, and umpire are sometimes used indiscriminately, the latter three are more commonly applied when such persons serve in a permanent capacity as distinguished from an arbitrator who is appointed to settle a particular dispute.

- Unauthorized strike A strike by employees contrary to the advice or without the consent of their union.
- Unfair employment practice Discrimination in employment based on race, color, religion, sex, national origin. Forbidden by federal and some state laws.
- Unfair labor practice Any action by the employer or employee organization that interferes with the exercising of the right to engage in organizational efforts and collective bargaining a practice forbidden by the National Labor Relations Act and several state labor relations acts.
- Union dues Monthly sums paid by union members to their local unions. The amount of the dues is sometimes set by the international union, but more often by the local. See also Dues checkoff.
- Union security clauses Provisions in a collective bargaining agreement designed to protect the status of the employee organization. Some devices are agency, closed, and union shops, and maintenance-of-membership provisions.
- Union shop Arrangement with a union that allows employer to hire any employee, union or non-union, but the new employee must join the union within a specified time and remain a member in good standing.
- Union steward A union representative usually elected by the employees to help them with grievances and to convey information to union officials or administrators. The union or "shop" steward continues to work for the employer while handling union duties.
- Unit determination The determination of which individuals are to be represented by the faculty bargaining agent. Important issues in higher education are the inclusion in the faculty bargaining unit of non-teaching professionals, part-time faculty, and supervisory and managerial personnel; a further issue is the inclusion of multi-campus units and professional schools.
- Up-or-out rule A practice used by most universities and colleges under which faculty members denied tenure after a specified period are automatically denied reappointment. See non-reappointment and probationary faculty.
- Vesting rights (vested rights) Applicable to many pension or retirement plans. Refers to the pension rights which permit employees to terminate employment before attaining retirement age, but without forfeiting accrued pension financed through employer contributions.
- Visiting professorship Program providing for limited number of visiting or exchange professorships between institutions. Questions such as unit inclusion, economic compensation and terms and conditions of employment are a matter for negotiations.

- Wage reopener A clause in the contract allowing re-opening of negotiations on wages after a certain time, or dependent on certain conditions, eyen though the contract has not terminated.
- Wagner Act, see National Labor Relations Act.
- Walkout Often a synonym for a strike; sometimes refers to a wildcat strike.
- wildcat strike A work stoppage, usually spontaneous, by a group of organized employees without the authorization or approval of the employee organization.
- Work jurisdiction Right claimed by union under its charter to have its members and no others engaged in certain work. See Jurisdictional dispute.
- Workload Determination of faculty "productivity" is usually tied to maximum teaching load (classroom hours, class size, faculty-student ratio) plus additional standards relating to faculty office hours, research, service to academic community.
- Yeshiva Decision Ruling by the United States Supreme Court (444 U.S. 672 (1980)) that faculty share in the management of the university and are thereby excluded from coverage of the National Labor Relations Act. As of this writing, over forty "Yeshiva like cases" have been filed with the NLRB by institutions claiming that their faculty possess indicia of managerial authority and therefore, are not entitled to bargain under the NLRA.
- Zipper clause A contract provision that seeks to close all employment terms for the duration of the agreement by stating that the written document is "complete in itself" and "sets forth all terms and conditions" agreed upon by the parties. This has the opposite effect of a past practices clause.

USEFUL SOURCES OF INFORMATION

ACBIS/PEER
Gateway I Bldg., Box 17230
Dulles International Airport
Washington, D. C. 20041

American Arbitration Association 140 West 51 Street New York, New York 10020

American Association for Higher Education One Dupont Circle, N.W., Suite 780 Washington, D. C. 20036

American Association of Community and Junior Colleges One Dupont Circle, N.W., Suite 410 Washington, D. C. 20036

American Association of State Colleges and Universities One Dupont Circle, N.W., Suite 700 Washington, D. C. 20036

American Association of University Professors One Dupont Circle, N.W., Suite 500 Washington, D. C. 20036

American Council on Education One Dupont Circle, N.W. Washington, D. C. 20036

American Federation of Teachers Il Dupont Circle, N.W., 5th F1. Washington, D. C. 20036

American Management Association 135 West 50 Street New York, New York 10020

Association of American Universities One Dupont Circle, N.W., Suite 730 Washington, D. C. 20036

Association of College and Research Libraries American Library Association 50 East Huron Street, 3rd F1. Chicago, Illinois 60611 Association of Governing Boards of Universities and Colleges One Dupont Circle, N.W., Suite 720 Washington, D. C. 20036

Association of Labor Relations Agencies 1215 Western Avenue Albany, New York 12203

Bureau of National Affairs, Inc. 1231 - 25th Street, N.W. Washington, D. C. 20037

Carnegie Commission on Higher Education 2150 Shattuck Avenue Berkeley, California 94704

Center for the Study of Higher Education Pennsylvania State University University Park, Pennsylvania 16802

The Chronicle of Higher Education 1333 New Hampshire Avenue, N.W. Suite 500 Washington, D. C. 20036

College and University Personnel
Association
11 Dupont Circle, N.W., Suite 120
Washington, D. C. 20036

Commerce Clearinghouse 4025 West Peterson Avenue Chicago, Illinois 60646

Education Commission of the States 1860 Lincoln Street Denver, Colorado 80203

ERIC Clearinghouse on Higher Education The George Washington University One Dupont Circle, N.W., Suite 630 Washington, D. C. 20036

ERIC Clearinghouse for Junior Colleges University of California 96 Powell Library Building Los Angeles, California 90024

Faculty Unionism Project Institute of Business and Economic Research University of California Berkeley, California 94720

Federal Mediation and Conciliation Service U. S. Department of Labor Building Third Street & Constitution Avenue Washington, D. C. 20210

Industrial Relations Center University of Hawaii Honolulu, Hawaii 96822

Industrial Relations Research Association Social Science Building University of Wisconsin Madison, Wisconsin 53706

Institute of Management and Labor Relations Rutgers University New Brunswick, New Jersey 08903

National Association of College and University Attorneys One Dupont Circle, N.W., Suite 650 Washington, D. C. 20036

National Association of College and University Business Officers One Dupont Circle, N.W., Suite 510 Washington, D. C. 20036

National Association of State Universities and Land Grant Colleges One Dupont Circle, N.W. Washington, D. C. 20036

National Center for Education Statistics U.S. Department of Health, Education, and Welfare Education Division Washington, D. C. 20202

National Education Association 1201 16th Street, N.W. Washington, D. C. 20036

National Labor Relations Board Division of Information, Rm. 710 1717 Pennsylvania Avenue, N.W. Washington, D. C. 20570

National Organization on Legal Problems of Education 825 Western Avenue Topeka, Kansas 66606

Project on the Status and Education of Women 1818 R Street, N.W. Washington, D. C. 20009

Public Employment Relations Boards see State Department

Society of Professionals in Dispute Resolution 1730 Rhode Island Avenue, N.W. Suite 509 Washington, D. C. 20036

Teachers Insurance & Annuity Association 730 Third Avenue New York, New York 10017

United States Department of Labor Bureau of Labor Statistics 441 G Street, N.W., Suite 2121 Washington, D. C. 20212

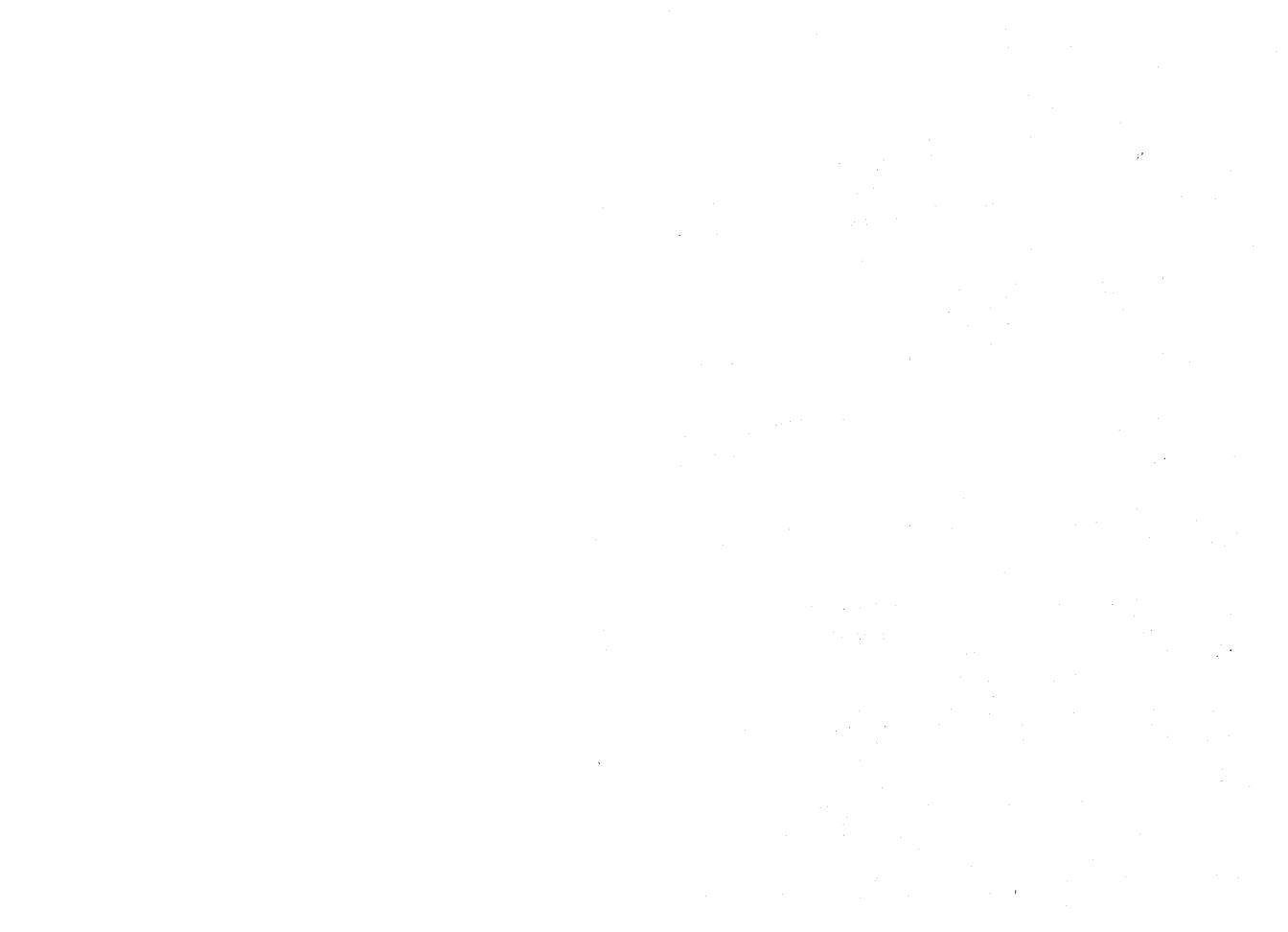
United States Department of Labor Labor-Management Services Administration 200 Constitution Avenue, N.W. Washington, D. C. 20216

ACRONYMS AND ABBREVIATIONS

American Arbitration Association AAA American Association for Higher Education AAHE American Association of Junior Colleges AAJC American Association of University Professors AAUP American Bar Association ABAAcademic Collective Bargaining Information Service ACBIS American Council on Education ACE Association of College & Research Libraries ACRL American Federation of Government Employees AFGE American Federation of Labor - Congress of Industrial Organizations AFL-CIO American Federation of State, County and Municipal Employees AFSCME AFT American Federation of Teachers AHA American Hospital Association Association of Labor Mediation Agencies ALMA American Management Association AMA Association of Universities and Colleges of Canada AUCC BLS Bureau of Labor Statistics BNA Bureau of National Affairs Canadian Association of University Teachers CAUT CCHE Carnegie Commission on Higher Education CPI Consumer Price Index CSC Civil Service Commission ECS Education Commission of the States EEOC Equal Employment Opportunity Commission Employment Relations Board (Preceded by state's initials) ERB ERIC Educational Resources Information Center FEP Fair Employment Practice FLRC Federal Labor Relations Council **FMCS** Federal Mediation and Conciliation Service GERR Government Employee Relations Report Labor Arbitration and Dispute Settlements (BNA) LA LAIRS Labor Agreement Information Retrieval System (Civil Service Commission) Labor Management Relations Act LMRA Labor Management Relations Service LMRS Labor Relations Reporter (BNA) LRR NAA National Academy of Arbitrators NACUA National Association of College and University Attorneys National Association of College and University Business Officers NACUBO National Center for the Study of Collective Bargaining in Higher NCSCBHEP -Education and the Professions National Education Association NEA NLRA National Labor Relations Act NLRB National Labor Relations Board OER Office of Employee Relations OFCC Office of Federal Contract Compliance Office and Professional Employees International Union OPEIU OSHA Occupational Safety and Health Administration PERB Public Employment Relations Board PERC Public Employment Relations Commission SFLRP Society of Federal Labor Relations Professionals Society of Professionals in Dispute Resolution SPIDR UFCT United Federation of College Teachers

United Federation of Teachers

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