



5 GOOD REASONS FOR COLLECTIVE BARGAINING

There has been some speculation concerning the effects of collective bargaining at The University of Toledo. Because we strongly feel collective bargaining should be instituted we listed some of the advantages. This is the first of several flyers that will point out even more reasons why collective bargaining can be a valuable method in resolving institutional problems.

FACULTY COMPENSATION

Collective bargaining has produced notable gains in faculty compensation. (See forthcoming flyer on collective bargaining pay.)

COMMUNICATION

The requirement that both parties bargain in good faith facilitates better communication between faculty and administration. A continuous and meaningful dialogue is guaranteed by the process.

RIGHTS GUARANTEED

The written contract which results from bargaining contains, and therefore guarantees, many employee rights. Personnel procedures, including grievance procedures, are well defined and have a legal and binding effect.

MINORITIES

Collective bargaining helps women and minorities by fostering a pay schedule commensurate with their responsibilities; devising effective grievance procedures; regulating other job-related policies and procedures such as recruitment and appointment, dismissal or non-retention, and tenure.

COMPETITIVE POWER

With regard to public institutions, collective bargaining and unionization enable faculty to better compete for available funds; other public employees, who compete for the same funds are already unionized.

SUPPORT COLLECTIVE BARGAINING

VOTE FOR COLLECTIVE BARGAINING