



## **MORE GOOD REASONS FOR COLLECTIVE BARGAINING**

### **INSTITUTIONAL LOYALTY**

The collective bargaining process gives faculty greater decision-making power within the university. This will foster increased identification with university goals and policies, since the faculty role in formulating such goals is guaranteed.

### **EDUCATIONAL POLICY**

Collective bargaining will place more power in professional matters in the hands of the faculty, who are the real experts.

### **YOUNGER FACULTY**

Younger faculty members benefit from collective bargaining, especially if the faculty as a whole has a substantial number of young faculty in the bargaining unit. They might view it as a method to protect their access to promotion and continuing pay increases. Collective bargaining is a system of one man, one vote. If their numbers are substantial, young faculty gain protection through the vote.

### **SELF-DETERMINATION**

Collective bargaining gives the faculty member more control over decisions about his own career (in such matters as fringe benefits, salary, appointment, promotion, tenure, work load, working conditions, etc.).

### **INDIVIDUAL PROBLEMS**

Collective bargaining provides a mechanism for the resolution of individual problems. It is said that under traditional academic governance, individual faculty concerns may be inefficiently or inadequately reviewed. Under well-defined grievance procedures developed through collective bargaining, such concerns are brought forward, clarified, and resolved.

### **UNDERSTANDING OUR UNIVERSITY**

The process of collective bargaining leads to better understanding of the workings of the university. In the course of lengthy discussions on matters of mutual concern, each party comes to better understand the needs of and constraints on the other. Moreover, in quantifying and setting priorities on those needs and constraints during the bargaining process, each party comes to be familiar with the financial and policy limitations of the university.

**SUPPORT COLLECTIVE BARGAINING**

**VOTE FOR COLLECTIVE BARGAINING**