

COLLECTIVE BARGAINING WILL STRENGTHEN THE FACULTY SENATE

At present, our faculty senate maintains an advisory role at the University of Toledo.

This past year faculty senates throughout the country have been overruled by administration concerning matters of curriculum, physical facilities, and personnel recommendations.

The senate is the policy-recommending body of the University faculty.... It has the sole responsibility on behalf of the faculty of recommending policy changes to the President of the University for consideration of the Board of Trustees.

Our senate can only advise the power structure. If the president or the Trustees disagree with the recommendations they can ignore them and have ignored them.

With a strong responsible collective bargaining agent the following powers for our faculty senate can be built into a collective bargaining agreement.

- * Standards of teaching, research and scholarship
- * Participation in physical planning
- * Maintenance of democracy
- * Calendar

**FOR A STRONG FACULTY SENATE
VOTE FOR COLLECTIVE BARGAINING**



< Nov 26, 1974

AMERICAN

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FEDERATION OF TEACHERS, UNIVERSITY OF TOLEDO, LOCAL 1435, AFL-CIO

AN OPEN LETTER TO THE FACULTY

Our thanks to all who last week voted for an exclusive bargaining agent. It is gratifying to know that so many share our belief that united action alone will give us needed authority in University Hall and Columbus. We are confident that this majority opinion will express itself once again in the approaching run-off.

Broad agreement with AAUP collective bargaining principles causes our optimism. In the national AAUP statement on collective bargaining adopted in 1973, it is affirmed that a negotiated contract can enhance academic freedom and tenure, due process, and sound academic government, and "strengthen the influence of the faculty in the distribution of an institution's economic resources." The UT chapter of the AAUP has recently maintained, in various campaign fliers, that:

- the "'no agent' position leaves the faculty too vulnerable to administrative control in precarious times"
- "University faculty have two means to protect education under these [precarious] circumstances: aggressive lobbying activity to shape policies and expenditures, and a contract at the local level to mitigate the effects of adverse decisions"
- "the Faculty Senate and the various college legislative bodies must be preserved at all costs and their jurisdiction over academic matters clearly defined and protected as a matter of contract"
- there should be "cost of living increases supplemented by substantial additional sums for merit, promotions, and rectifying inequities"
- "expenditures for library resources and research support must not be sacrificed for higher administration or faculty salaries"

TO ALL THESE VIEWS THE UT-AFT, IN RECENTLY PUBLISHED POSITION AND INFORMATION PAPERS, HAS GIVEN HARDY SUPPORT. We therefore urge AAUP voters to continue advocating their longstanding goals through the choice of UT-AFT on the run-off ballot.

We ask "no agent" voters to re-consider their position and choose a bargaining representative NOW. A Committee of Concerned Faculty flier has of late observed that the time is not right for unionization since there is at the moment "no pressing dispute between faculty and administration." The suggestion seems to be that we should wait for some serious faculty-administration conflict before choosing a bargaining agent.

In our view this is an altogether questionable strategy. Of course collective bargaining can be used to salvage wrecked professional circumstances. It is by far preferable, however, to seek a negotiated contract when the present has become "precarious," to use an AAUP term, and the future clearly unfavorable—WHEN CURRENTLY ACCEPTABLE CONDITIONS OF LEARNED WORK CAN STILL BE SECURED AGAINST POSSIBLE LOSSES AND WHEN IN A RELATIVELY CALM ATMOSPHERE FACULTY AND ADMINISTRATORS CAN DEFINE THE BARGAINING RELATIONSHIP. Rather than merely reacting to frontal attacks, we must take positive initiatives.

The Steering Committee of the CCF has admitted that unionization is imminent. But we cannot take chances on the future, not even on the next year or two.

UT-AFT EXECUTIVE BOARD

VOTE FOR COLLECTIVE BARGAINING NOW