



## SELECTED QUESTIONS AND ANSWERS

- Q. Does selection of the AFT as the bargaining agent require the individual faculty member to surrender his individual rights to the bargaining agent?
- A. No, on the contrary, in higher education and particularly in AFT chapters faculty members are contractually guaranteed the right to conduct their personal and professional life as they determine. Contract rights bind the university to decisions rather than just limiting them to consultation. How often has either a faculty member or a faculty senate recommendation been turned down?
- Q. Will collective bargaining lead to staff reductions in order to increase faculty salaries?
- A. Firing in higher education has taken place where there is no agreement or contract. There is no contract at Southern Illinois University and look what happened there last spring. (Over 100 faculty members, several holding tenure were fired) As a matter of fact where the AFT has contracts there have not been any firings.
- Q. Will voting for the AFT require us to pay an agency shop fee or will we be required to join and pay dues to the organization that is selected on this campus to bargain?
- A. Because all faculty members will be involved in preparation of the contract demands and vote on the final package negotiated by the AFT the faculty, not the bargaining agent, would determine that issue. The local AFT chapter has already set a policy dealing with this issue. It will not present to the University a proposal for either an agency shop fee or a closed shop clause.
- Definitions: Agency Shop—All faculty members have to pay a fee to the bargaining agent.
- Closed Shop—All faculty covered by the contract have to join the organization which is the bargaining agent.
- Q. Will the faculty be forced to march lock step with whatever the agent puts in the contract?
- A. In essence the faculty develops contract provisions they are concerned with. Contracts prevent the administration from arbitrarily or capriciously changing the agreement, thus protecting collegiality rather than destroying it.
- Q. Robert Birnbaum, chancellor of the University of Wisconsin at Oshkosh and an outspoken foe of collective bargaining, has researched the whole question of collective bargaining in higher education and found out that faculty members at all ranks did better negotiating collectively rather than depending on the free agent system. Is there any merit to his study?
- A. Dr. Birnbaum compared 88 colleges with collective bargaining and matched them with 88 colleges that did not bargain collectively. Much to his surprise he found that the institutions that bargained collectively for their salaries ranged 6% ahead of those institutions that did not bargain collectively. It is also of interest to note that Birnbaum did not include any of the four year campuses of the City University of New York, all of which are AFT and also have some of the highest salary levels in the nation.

- Q. Wouldn't it be more beneficial to have an independent bargaining agent elected to negotiate our faculty agreement.
- A. An independent agent can not draw on the research financial support, and political backing offered by an organization that is affiliated with professors other teachers, and labor throughout the country.
- Q. If we support the AFT at the University of Toledo will we be required to support individual political candidates and/or political views?
- A. Unlike those who would have you believe otherwise, do you actually know of anyone who is required by any organization, political party, union or association to vote for or support a candidate or position! It is our policy to recommend support for candidates that have demonstrated a sincere concern for higher education
- Q. It was reported in 1973 that three teachers organizations sought to become the bargaining agent at the University of Massachusetts and that no organization won out. Is that true?
- A. While the collective bargaining trend in higher education is very much on the upbeat the faculty did not vote for it at the University of Massachusetts, however there are a few good reasons for their choice. First there was no local organization on the campus that truly represented a majority of faculty members. Secondly University of Massachusetts faculty members include some of the highest paid professors in the country. The AAUP salary survey for 1973-74 shows that a full professor averages \$26,400.00 for a nine month period, an associate professor averages \$19,800.00 for a nine month period, and an assistant professor averages \$15,500.00 compensation for a nine month period. It is also of interest to note that the AFT did not participate in that election!
- Q. Won't collective bargaining lower our prestige and consequently contribute to mediocrity among faculty at the University of Toledo?
- A. Collective bargaining enhances professional dignity to the extent it results in faculty members being on an equal footing with administration in decision making.
- Q. Will a contract for the faculty at the University of Toledo mean that all faculty members at a given rank will receive the same salary?
- A. Any proposal for a salary schedule including merit, cost-of-living and a strong base or floor would first have to be agreed upon by a majority of the faculty of this university.
- Q. Does the AFT at the University of Toledo represent in the words of the Carnegie Commission on Higher Education, only "lower tier of academe, in terms of security, income, prestige, and involvement in the graduate scholarly research culture?"
- A. Certainly not! The University of Toledo AFT chapter includes members from all levels of the faculty (e.g., Our current membership includes some of the best known and most highly respected faculty members on the University of Toledo campus, including department chairmen, academic directors, and senior professors).
- Q. If the AFT becomes the bargaining agent won't they have to give up certain benefits we have had at the University of Toledo without collective bargaining?
- A. The University of Toledo AFT will negotiate a past practice and policy clause in the agreement that covers any current employee benefits. (When we go to the bargaining table we DO NOT GIVE UP present benefits in exchange for new ones. We go to the table with negotiating demands, not with gifts.) Benefits already enjoyed will be put into the contract and thus be protected from capricious change.