



September, 1974

Faculty of The University of Toledo

From Administrative Committee of UT-AFT

"What occurs between the time a faculty votes for collective bargaining and the day it ratifies a contract?"

David L. Graham, in the November 26, 1973 issue of The Chronicle of Higher Education (text attached), explains:

Basically, the process is: a bargaining team is selected, a proposal is written, and then the parties talk with each other until they reach agreement. . . .

Preparation of the proposal entails identifying faculty concerns, problems, interests, and aspirations; proposing solutions to problems and designing programs to achieve the aspirations; and translating both solutions and programs into concrete proposals. This is an information-gathering process that must be conducted thoroughly by a committee composed of members from each division or department in the institution.

The committee should schedule informal departmental meetings with all members of the bargaining unit and be prepared to discuss the negotiation process and how that process can translate concerns into contract language.

The collective bargaining election at The University this fall will determine which organization will be the bargaining agent for the faculty, if there is to be an agent. If a bargaining agent is elected, its first task will be to form a representative committee of faculty members to discuss with the faculty in each department what should be included in and excluded from a contract. On the basis of information-gathering and discussion, the committee would draft proposals to circulate for additional comments. After further discussion and development of a contract proposal which embodies the faculty's principal concerns, the organization which has been elected the faculty agent would form a bargaining team to negotiate a contract with the University administration. The product of these negotiations, a collective bargaining contract, would not take effect until it had been accepted by a vote of the entire University faculty and by the administration.

Collective bargaining contracts vary in content and breadth of coverage, depending on the wishes of those who are represented. A contract may deal principally with protection of academic freedom, procedural safeguards for personnel decisions, and economic issues. It may explicitly state that faculty governance will continue to operate through a faculty senate and councils. A survey of 101 contracts by Harold I. Goodwin and John O. Andes is the basis for the attachment, "What's Actually in a Faculty Contract," also reprinted from The Chronicle of Higher Education of 11-26-73.

We would appreciate your comments and questions. Please let us know what you think about collective bargaining, and what you think should or should not be in a contract.

The Administrative Committee of UT-AFT

Robert Baldwin	LRC 310s	x3394
Mary Pulleyn	UH 504 B	x2987
Roger Ray	TH 364	x2903
David Tavel	SM 356	x2537
Barry Beckham, Exec. Secy.	SA 29	x2795