

May 23, 1974

# TEST YOUR COLLECTIVE BARGAINING

## I.Q.



TRUE    FALSE

1. Collective bargaining means developing an antagonistic relationship with the university administration.
2. Collective bargaining lowers prestige and contributes to mediocrity among the faculty.
3. With collective bargaining it is impossible to dismiss a faculty member.
4. Collective bargaining reduces opportunity for expression of a faculty member's individuality.
5. Collective bargaining rules out any form of "achievement increase" in pay.
6. A collective bargaining contract provides that all faculty members at a given rank will receive the same salary.
7. Collective bargaining leaves no room for peer evaluation.
8. A collective bargaining contract guarantees meaningful faculty governance.
9. Collective bargaining assures access to information necessary to render professional judgments.
10. Striking is imperative to successful collective negotiations.

(over for answers)

# VOTE FOR COLLECTIVE BARGAINING

AMERICAN FEDERATION OF TEACHERS, UNIVERSITY OF TOLEDO



## ANSWERS TO QUIZ

1. FALSE. On the contrary, more harmonious employer - employee relationships can develop as a result of the collective bargaining process because (a) the process facilitates communication, (b) by giving faculty some responsibility for a final decision it makes faculty participation more meaningful, and (c) since necessary information has to be made available to both sides, there is likely to be the common meeting point of "the facts."
2. FALSE. Professional dignity is enhanced when a faculty member is on an equal basis with the administration in making decisions that affect one's professional life. On the one hand this tends to make our profession more attractive to the very people we wish to employ and retain. On the other hand, some regularization of matters such as fringe benefits and leave policies helps to ameliorate inequities which now exist (especially among women and members of minority groups) and which cause dissatisfaction among some faculty.
3. FALSE. However, a collective bargaining contract should guarantee due process for each faculty member, providing for satisfactory resolution of grievances without need to resort to lengthy and costly litigation.
4. FALSE. A collective bargaining contract for university faculty, unlike a contract for blue collar workers, contractually guarantees that a faculty member may conduct his professional life as he determines, within the parameters established by his discipline.
5. FALSE. The collective bargaining contract will contain or rule out only those provisions the faculty has voted to include or exclude.
6. FALSE. Any proposal for a set salary schedule would first have to be agreed upon by a majority of the faculty of this university. In the event such an arrangement were considered desirable, the criteria that would determine salary would probably be not only rank, but also professional productivity, research experience, and similar factors.
7. FALSE. On the contrary, a collective bargaining contract can and should provide for peer evaluation in all personnel decisions such as tenure and promotion.
8. TRUE. Unlike the present situation where the Faculty Senate is essentially a recommending, advisory body to the university administration, a collective bargaining contract can insure that the Senate has decision - making authority in all areas which are not considered terms and conditions of employment, e.g., curriculum development, setting of the academic calendar, and establishing criteria for personnel decisions.
9. TRUE. Access to necessary information regarding the operation of the university, e.g., budget information, is built into the collective bargaining process. Not only does this facilitate more effective communication between faculty and administration, but the availability of such information to the faculty places the latter in a position to help determine the university's priorities regarding budget allocations.
10. FALSE. Striking is the very last resort when an impasse is reached in contract negotiations. No one can dictate a strike for the faculty of this university. The only way a strike could occur would be by a majority vote of the entire faculty of the university. It should be noted that expertise at the bargaining table is the best guarantee against the necessity of having to take a strike vote.

How well did you score?

All 10 correct — you're terrific

8 or 9 correct — not bad

6 or 7 correct — keep your score a secret

0 to 5 correct — go back and read our earlier collective bargaining messages.

**VOTE FOR  
COLLECTIVE BARGAINING**