

UT-AFT WILL NEGOTIATE. . .

THE BEST CONDITIONS FOR TEACHING AND RESEARCH:

PROFESSIONAL STAFF SUPPORT

- * Guaranteed sabbatical leaves for study and research
- * Research funds negotiated in each contract
- * Adequate funding for libraries, laboratories, and equipment
- * Honoraria for departmental colloquia and visiting speakers
- * Increased professional travel allowances
- * Sufficient instructional and office space, designed with faculty advice

ACADEMIC FREEDOM

- * Full freedom of discussion in the classroom and of inquiry in research
- * No restraints except those required by the specific nature of the academic curriculum
- * Free pursuit of individual professional goals
- * Freedom from merely financial pressure to change curricula and teaching methods
- * Due process, achieved through collective bargaining, as the only true guarantee of academic freedom

LOCAL AUTONOMY

- * All bargaining decisions to be made locally by U of T faculty
- * Local determination of union policies and programs
- * Democratic decision-making processes under the published union constitution
- * Selective cooperation with affiliated organizations, such as the state and national AFT and the area, state, and national AFL-CIO

UNIVERSITY GOVERNANCE

- * Powers of the Faculty Senate defined and strengthened in a negotiated contract
- * Faculty determination, through both the Senate and the current college councils and committees, of all instructional programs and curricula
- * Priority of departmental and collegial judgment in personnel matters
- * Full faculty participation in all aspects of university planning

A REPRESENTATIVE VOICE FOR ALL:

THE FACULTY AND THE UNION

- * Ratification of contracts by the vote of the entire faculty
- * No closed shop — i.e., no requirement of union membership
- * No agency shop — i.e., no requirement that non-union faculty must pay union dues
- * No strikes unless all other forms of impasse resolution have run their course, and then only on the vote of the entire faculty.
- * Union meetings open to all faculty members

POLITICAL ACTIVITY

- * A steady voice for UT and our profession in the area; state; and national AFL-CIO, the lobbying organization which has most at stake in the better public support of higher education
- * Lobbying emphasis on the improvement of the state budget for colleges and universities
- * Opposition to all legislation dangerous to the interests of professors and students
- * Support of local, state, and national political candidates, regardless of party, who favor the interests of higher education
- * Encouragement of an adequate public employees bargaining act and repeal of the Ferguson Act

THE BARGAINING PROCESS

- * Bargaining team exclusively composed of UT professors
- * Contract Resources Committee, composed of Faculty from all UT colleges, legal counsel, and bargaining consultants, working throughout the negotiations in support of the bargaining team.
- * Survey of entire faculty to determine contract priorities
- * Regular meetings of all faculty to report progress in negotiations

STUDENTS AND THE UNION

- * Support for increases in state subsidies and decreases in tuitions and fees
- * Defense of full academic freedom and freedom of speech for students, both in the classroom and outside of it
- * Formal consultation with student representatives about matters of mutual importance
- * Pursuit of the best conditions for teaching and learning

COMPENSATION AND DUE PROCESS:

BENEFITS

- * Retention of all current benefits acceptable to the faculty
- * Periodic review of benefits by professional consultants
- * Improvement of insurance benefits, especially life and retirement coverage
- * Guarantee of maternity/paternity and sick leaves
- * Adequate parking at no cost
- * Day care facilities for faculty children

SALARIES

- * Minimums for all ranks; but no maximums
- * Cost of living increases, based on the Consumer Price Index, for all faculty judged by their colleagues to be worthy of a continuing appointment
- * Restoration of merit pay — i.e., an increase over and above the general cost of living raise — for all those who their faculty peers have decided are worthy of special financial recognition
- * Contract clause calling for the reopening of salary negotiations in the second and subsequent years of the contract period if the Consumer Price Index exceeds the rate of inflation anticipated at the time of the initial negotiations

GENERAL PERSONNEL POLICIES

- * Defense of the tenure system
- * No tenure or rank quotas
- * Equal opportunity and equal rights for all faculty and applicants to faculty positions
- * Peer evaluation of teaching and research
- * Right of faculty members to examine, and to make contributions to, their personnel files
- * Controlled access to personnel files
- * Salary paychecks beginning in mid-September

GRIEVANCE PROCEDURES

- * Due process for all faculty members, including the possibility of binding arbitration
- * Clear statement of grievance procedure in the contract
- * Right to file grievances on all contract items, including past practices not specified in the agreement

P
R
O
V
E
N
L
E
A
D
E
R
S
H
I
P

L
O
C
A
L
A
U
T
O
N
O
M
Y