

Regents, legislators vary in bargaining support

By Marian Lucas

Dissenting opinions concerning collective bargaining have been expressed by several state legislators and NU Regents.

Regent Robert Raun of Minden said he is opposed to faculty bargaining.

Collective bargaining was originally established for blue-collar workers, Raun said, and the NU faculty doesn't have enough similarities to blue-collar workers.

He said that since faculty are professionals, it is not traditional for faculty members to bargain collectively. "They have a lot more to lose than to gain," he said.

Bargain with Unicameral

If the state legislature passed a university line-by-line budget, Raun said, the faculty then would have to bargain with the Unicameral and not with the regents.

A lot of friction would be generated, he said.

The regents are involved, he said, but the bargaining unit

would have to negotiate with the legislature.

In addition, Raun said collective bargaining would cause difficulties in giving merit increases to deserving professors.

Sen. Richard Marvel of Hastings said the regents would be involved in the bargaining because they hire faculty members.

Controls budget

But he added that the legislature also would have some say since it controls the university budget.

Marvel, a professor at Nebraska Wesleyan University, said with the passage of Legislative Bill 15 several years ago, state employees are allowed to collectively bargain.

"But they are not necessarily bound to this," he said. Omaha Regent Kermit Hansen declined personal comment on collective bargaining, but said if appropriations from the Unicameral continue on a line-by-line basis, the faculty would have to bargain with legislators.

"If they allocate a lump-sum budget, like I hope they

will," Hansen said, "the Board of Regents will be very involved."

Regent Edward Schwartzkopf of Lincoln said he supports system-wide bargaining. Otherwise, he said, the faculty would get "a little bit of everything."

If collective bargaining was established, he said, the bargaining unit would have to negotiate not only salaries but also working conditions and health benefits.

"Most of these things are accepted now," Schwartzkopf said, "but if they get collective bargaining, they would not be automatically accepted."

"Out the window"

"When you get collective bargaining, some of these things may go out the window," he said.

Sen. Wally Barnett of Lincoln said he felt the faculty should have the bargaining privilege.

Barnett said he "hoped to God" the legislature would not have a part in the bargaining process.

"That's for the regents to decide," he said. "I'm for letting them run it."

Collective bargaining is 'more orderly process'

Collective bargaining has worked well at Rutgers University in New Jersey, according to bargaining expert Bill Weinburg.

Weinburg, an Industrial Relations professor at Rutgers, testified as a witness for the NU Board of Regents last month at a bargaining hearing.

"Collective bargaining is a more orderly process in solving grievances," he said, "not only for tenure but for administrative handling as well."

Rutgers is similar to NU in structure and size, Weinburg said. He added that both are state universities that are "very much dedicated to serving the state."

Rutgers' University has three campuses—New Brunswick, Newark and Camden, N.J.

NU now is experiencing the typical problems of faculty group organization and choosing a bargaining agent, Weinburg said.

Presently, he said collective bargaining at Rutgers is involved in salary negotiations.

Weinburg said he favors university-wide collective bargaining because it adds to administrative efficiency and eliminates competitive faculty groups.

"You can have unified but still separate treatment in a bargaining unit," he said.

Weinburg has worked with collective bargaining since 1948. He said he has helped many universities such as NU in their primary stages of bargaining.

Collective bargaining support solidified by 'frustrating situation' last spring

Continued from p. 5

- Courses of study
- Class size
- Budget
- Calendar considerations
- Building projects
- Retrenchment policies
- Rules and regulations concerning the school's manual operation

In the case of NU, anything established by state statutes or the regents' legal obligations is non-negotiable.

Started three years ago

According to John Robinson, UNL English department chairman and president of UNL's AAUP chapter, the drive to establish collective bargaining started three years ago when AAUP decided to "sound out" faculty attitudes about unionization. The majority of faculty didn't favor unionization at that time, he said.

AAUP then planned to start a campaign for collective bargaining this fall, Robinson said, but because the regents temporarily blocked tenure appointments last May, the drive started then.

AAUP collected signature cards calling for an election to establish collective bargaining and about 60 per cent of the UNL faculty favored calling the election.

According to Don Haack, engineering mechanics professor, a "frustrating situation" at UNL sparked the move for collective bargaining.

"In seven of the last seven years, increments in faculty salaries have failed to keep up with the cost of living," he said. "Nebraska doesn't stack up well in salary matters with similar schools."

Haack, who also is on AAUP's collective bargaining committee, said the resulting loss of the faculty's purchasing power has caused a disproportionate amount of attrition at UNL and caused morale problems among the faculty.

Quoting an AAUP study, Haack said UNL ranks in the lowest 20 per cent of all category one schools in total compensation to the faculty. Category one schools, he explained, are research and graduate institutions that grant Ph.D.'s.

Salary problems

Franklin Eldridge, animal science professor and president of the UNL Faculty Senate, said he would prefer not to bargain collectively, but salary problems may force establishment of collective bargaining.

"I prefer to operate in the framework we are in now rather than using collective bargaining," he said. "It is a more professional way for university faculty to work."

Eldridge said he is disappointed with formula (across the board) salary increases and prefers merit increases.

Of the nearly 2,000 UNL faculty members, about 200 are members of the local AAUP chapter. They pay national dues ranging from \$12 to \$36, plus local chapter dues of \$2 a year.

LITTLE BO'S

EAST
Don Crawley
with 2-fers and
Lincoln's Best Music

CENTER
Common
People
Good Time Rock

WEST
Jon Emery
and
Missouri Valley Boys,
Playing The Country Boogie

\$200
IN CASH PRIZES
&
2-fers 6:30-8:15
The Royal Grove

**Halloween
Costume
Contest
This Friday**

- *\$100 First Prize
- *\$25 for 2nd
- 5th Place
- *Ten Honorable Mentions
- *Must Be Present To Win
- *No Reservations - Come Early
- *Bring your Favorite Spook or Spokette

The Royal Grove 340 West Cornhusker