

## UN-L FACULTY

**VOTE**  **NO** **On A Faculty Union**

### SUPPORT YOUR REPRESENTATIVE SENATE

#### A No Vote Against Unionization Means:

1. **Cooperation joint-planning** between Faculty and Administration with **mutual respect** and **common goals**.
2. **Occasional pressure tactics** supported by right and reason with **no legal club** - only persuasion, public opinion and the civil courts. The Executive Committee would **not** be a bargaining agent - assuming only an **advisory role**.
3. Significant public support related to quality of productive services.
4. Relative freedom for individual faculty actions.
5. Considerable faculty input on Academic Administrative appointments through search committees.
6. Reasonably low planning and development costs and **no union dues**.
7. Effective cooperation between faculty on student needs.
8. Compatible unity and cooperation among major units of UN-L.
9. Faculty in an **advisory role** on management decisions with Administration and Board of Regents bearing the responsibility risks.

#### Totals:

A progressive university employing cooperative processes to resolve problems and providing productive services for the student and the public.

#### A YES Vote For Unionization Means:

1. **Adversary negotiation** with structured antagonism and **mutual distrust**.
2. **A continuous state of confrontation** with many battles over trivia and self-interest with little concern for student and public responsibilities.
3. Considerable legal and structural restriction on individual faculty actions.
4. Serious loss of public trust and support
5. A possible loss of this privilege under NLR Act and NLRB rulings on management vs. union functions which are not negotiable.
6. Increased costs for negotiation and litigation actions and **payment of union dues to have a legal voice in union policy**.
7. Probable polarization between faculty units at the student's expense.
8. Fragmentation of UN-L with loss of integrative efficiency and subsequent budget support.
9. Unionization and negotiated contracts would permit the **blame** for program and operational failures to be **placed on the faculty** by the administration and others.

#### Totals:

A structurally self-centered university with a greatly diminished sense of public trust and permeated with contractual restrictions from unionization and legislative reaction.

These ASSETS Clearly Outweigh These LIABILITIES.

**ENHANCE NET WORTH FOR ALL**

**FOR THE LONG RUN  
GOOD OF THE  
UNIVERSITY  
AND YOURSELF...**

**VOTE**  **NO**  
**On A Faculty Union**

This advertisement paid for by the Committee of Concerned Faculty.