

# UNL FACULTY

**VOTE  NO** ON COLLECTIVE BARGAINING BY AAUP—UNL

## Because AAUP is a labor union.

The local says "NO" but the National AAUP is listed on page 58 of the latest Directory of National Unions and Employee Associations published by the U.S. Department of Labor. It is listed between the Umpires Assn., Major League, and the Upholsters International of North America (AFL-CIO). The information for this directory was submitted voluntarily by the unions listed in response to a questionnaire from U.S. Department of Labor.

- The December, 1975 issue of *Academe*, published by the American Association of University Professors reports regular training conferences (3 so far) on collective bargaining, and practice widely recognized as a union activity, even by AAUP-UNL.
- The national AAUP has been actively involved in efforts to obtain collective bargaining by AAUP at UNL. Note the parade of outside "experts" who have been on campus in recent weeks to tell us how to run our affairs. A recent question-answer sheet of AAUP-UNL says AAUP has "an effective organization in Washington with lawyers and specialists in higher education bargaining."

## Because a "defacto" agency shop would exist at UNL if collective bargaining is approved with AAUP as bargaining agent.

- "Agency" and "closed" shops are presently illegal in Nebraska, but state laws can be changed.
- If collective bargaining is approved in the election on February 10th, you will have to join the union to have a legal voice in AAUP policy — AAUP-UNL says so!
- Membership dues will go from the present \$43.00 per year to approximately \$100.00 per year (AAUP estimate) with much of the increase going for anticipated legal expenses. This shows the expectation of "going to court" frequently.

## Because the representative Senate Deserves a chance to improve faculty-administration relations rather than being reduced to ineffectiveness.

- It is potentially stronger than the old "town-hall" structure;
- It provides more opportunity for faculty input in policy decisions than would a bargaining agent.
- It requires no membership dues for participation in problem solving and policy decisions.
- It retains the concept of shared authority which has been destroyed at unionized colleges and universities.
- A Stanford-based study, reported in the Stanford University News Service issued December 8, 1975, reports in part: ".....in early stages, senates and unions maintain dual tracks of responsibility with unions addressing economic issues and working conditions and senates dealing with academic policy". (But note that all issues except two listed by AAUP-UNL are academic policy issues).
- Professor Ralph Marlette, Chairman of the Joint Committee of the Senate and AAUP to discuss the roles of the two groups if UNL is unionized, was quoted in the Daily Nebraskan on February 4, 1976: "The AAUP could legally take over a lot of the Faculty Senate activities."
- Report of the General Counsel, National Labor Relations Board, December 5, 1975, discusses a case in which a faculty union filed a complaint with NLRB because the college administration was "bypassing" the bargaining agent by working with the Faculty Senate on the college calendar.

## Because Dr. Roy Young, the new Chancellor of UNL,

.....and Dr. Martin Messengale, the new Vice Chancellor for Agriculture and Natural Resources, should have the opportunity to develop lines of communication and cooperative relationships with the UNL faculty for problem solving and policy decisions without having one hand tied behind their backs before their arrival on campus.

## Because students' interests would be adversely affected.

- Students have had no involvement in current efforts to unionize the UNL faculty.
- Sketchy information available on how AAUP bargaining would function at UNL contains no reference to student input.
- Tuition might increase to cover additional legal expenses and economic gains (if any) of unionization. For example: Students at Oakland University (Mich.) where the faculty is unionized, pay \$100.00 a year more tuition, than students at Michigan State and the University of Michigan.
- Quality of education would deteriorate because of less opportunity for faculty merit raises leading toward a mediocre faculty.
- While strikes are presently illegal in Nebraska, "slowdowns" and "sick calls" are possible; professionals do use such tactics, e.g., physicians in California. Also state laws can be changed in the future.

## Because the losses to the faculty would outweigh any potential gains.

- Faculty may have less job security (as at Oakland University) rather than greater employment protection;
- Faculty would have less voice in academic policy and employment conditions, including fringe benefits, than is now possible through Faculty Senate and Intercampus Committees.
- A "third party" would be making decisions rather than using the existing process of discussion, exchange of viewpoints and compromise.
- Unless membership in AAUP included most of the faculty, we would have rule by a minority, rather than majority rule.

## Because UNL would lose public support.

- Many Nebraska citizens who pay taxes for UNL are deeply concerned over the prospect of faculty unionization and will express this concern to their Senators in the Nebraska Legislature.
- UNL is a public institution; it does not belong exclusively to the students, faculty and administration.

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