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Panel: Multi-Institutional Labor-Management Committees for Contingent Faculty

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Area-Wide Labor-Management Committees for Contingent Faculty

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Creating Solutions in Challenging Times

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Elements of an Area-wide Committee

❑ No One Model

- Committees designed and operated by agreement of the Parties
- Breaking new ground and experimentation may be needed

❑ A Neutral Meeting Place

- Moving beyond adversarialism
- Adding value to existing bargaining relationships

Elements (cont.)

□ A Forum

- Exchanging ideas and experiences
- Anticipating long-term problems
- Discussing win-win solutions to issues cutting across institutions
 - Health care costs
 - Faculty governance
 - Alternate mechanisms for resolving conflict
 - Public policy issues affecting contingent faculty

□ No Bargaining Responsibilities

- Remaining arms-length from bargaining-unit contracts
- Getting a head-start on future negotiation issues

Opportunities: All Contingent Faculty Units

❑ Collecting Resource Materials and Exchanging Information

- Salaries and benefits
- Teaching loads
- Professional development and job ladders
- Job satisfaction
- Best practices

❑ Developing Long-term Peer-to-Peer Contacts

❑ Fostering Relationships Between Employer and Union

❑ Liaising with Bargaining-unit Labor-Management Committees

Opportunities: Part-time Faculty Units

- ❑ **Faster and Better Matching of Part-time Faculty and Jobs**
 - Job fairs
 - Data banks for faculty qualifications and position descriptions

- ❑ **Shared Programs for Faculty Development**

- ❑ **Multi-institution Fringe Benefit Programs**

Pitfalls and Concerns

❑ Aren't Bargaining Unit Contracts All That Matter?

- Mandatory bargaining topics
- Rights, responsibilities, and governance issues
- Dispute resolution
- Bargaining unit Labor-Management Committees

❑ Are Area-wide Committees a Pre-mature Idea?

- Takes time to learn what unit-based bargaining means and whether another forum is needed

Pitfalls and Concerns (cont.)

- ❑ Won't Sharing Information Raise Bargaining Expectations and Undermine Bargaining Strategies?

- ❑ Won't There Be Area-wide "Bargaining Creep"?
 - Eroding unit-based bargaining
 - Disturbing competitive relationships in the academic market place?

For the Panelists and Audience Q & A

- Other Opportunities and Pitfalls?**
- How to Strengthen Opportunities, Minimize Pitfalls?**
- Other Comments?**