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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?