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**Overseas Campuses: Collective Bargaining, Labor Relations, and Tax Compliance**

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Collective Bargaining Issues Concerning International Programs:

Challenges and Successes in Organizing & Bargaining at a Branch Campus Overseas

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Wenzhou-Kean University Background

- Announced 2006
- First students in FA 2012
- A cooperative venture between Wenzhou/Zhejiang government & Kean University
- Agreement calls for KU to supply the curricula and all of the academic personnel (faculty) while China provides facilities & administrative staff & reimburses KU for faculty
- Faculty demographics: two-thirds US citizens, one-third foreign nationals; 90+% western educated; 95 total instructors – 36 tenured & tenure-track and 59 non-tenure-track Lecturers on one-year contracts
- KEY: faculty were deemed by the university from the beginning to be in the same collective bargaining unit as USA faculty
Collective bargaining unit & agreements

- Kean Federation of Teachers, AFT Local 2187
- Statewide unit: Council of New Jersey State College Locals (CNJSCL)
- Statewide Master Contract & local Letters of Agreement (LOAs)
- WKU covered by all existing LOAs from main campus and a handful of new ones negotiated specifically for WKU
Successes

- Saved jobs of two non-reappointed Lecturers
- Negotiated LOA to restore home travel allotments
- Procured back pay for new faculty orientation
- Negotiated reimbursement for a member’s medical evacuation flight
Institutional challenges with internal organizing

- 25 members out of 95 in WKU unit – membership rate of 26%
- High faculty turnover – roughly one-third leave each year
- Recruiting & retaining Union Reps
- Inability to send a union delegation from USA seen by WKU faculty as lack of support from the union
- Climate of intimidation & fear
Legal Constraints

- VISA - KU refuses to provide letters of invitation to procure visas for union officials to travel to WKU
- Chinese Communist Party
- Cooperation agreements call for legal disputes to be resolved in Chinese courts
- Foreign nationals not eligible for certain benefits (also taxes a problem)
- Still unclear how grievances would be arbitrated
- Lack of support from NJ Christie administration
Logistical Constraints

- 12/13 hour time difference: holding Skype meetings; delays in email communications; engaging members
- Lack of a union office & secretarial support
- Expense and delay with shipping materials
- Training Union Reps
Cultural Constraints

- Many faculty have no experience with unions
- Chinese students’ approach to student evaluations of faculty (lower scores) impact institutional reappointment decisions
- Constraints on academic freedom
- Different conception of labor-management relations
- Language barriers between Chinese side and faculty
Looking Forward

- Continued member & Union Rep recruitment
- Creation of WKU union committee structure
- Acquiring a KFT office
- Sending an AFT delegation – new NJ Governor changes dynamic