



Staff

Gwen Bradley

Here to help with technical issues

Negotiating Contingency: Devising a Practical Workplan

aaupcboc



Presenter

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Why Are We Here?

- AAUP's “[One Faculty](#)” project
- Power of negotiated agreements
- Contingent-only and combined bargaining units
- First timers + refresher course; first contracts and successor agreements

What We'll Cover

Understand
your
starting
point

Set a
bargaining
agenda

Conduct
needed
research

Devise a
strategy



Items to Explore

- Appointments/Reappointments: notice, criteria, duration, security, preservation of unit work, kill fees
- Conversion: part-time to full-time; adjunct to career
NTT status; NTT to TT
- Evaluation
- Promotion: ranks, processes, pay increases
- Salary
- Academic freedom



Items to Explore

- ❑ Benefit eligibility: health care, leaves, professional development, etc.
- ❑ Working conditions: office space, equipment, etc.
- ❑ Governance participation (at the institutional and the department/unit levels)
- ❑ Workload: components, calculation
- ❑ Seniority/reductions in workforce
- ❑ Retirement

Identifying the Existing Rules

What's the starting point?

Existing
contract
provisions

Statutory /
regulatory
guidelines

Handbook
provisions

Appointment
letters

The Broader Legal Framework



Negotiability issues

Public sector health care and
retirement plans

Governance mechanisms

Politics and Power

Potential allies

- On campus: other faculty, campus workers, unions
- Students, student groups
- Community, religious groups
- Alumni organizations
- External labor unions



Setting priorities

- *Learning* the members' desires (and resolving conflicts, both real and perceived)
- *Shaping* the members' desires (internal and external education)
- Organizing

Setting Goals

- ❑ Context is everything: one size does *not* fit all
- ❑ Needs of “competing” constituencies
- ❑ Strength of union, at and away from the table
- ❑ Political climate
- ❑ End product: sufficiently aggressive yet realistic bargaining agenda

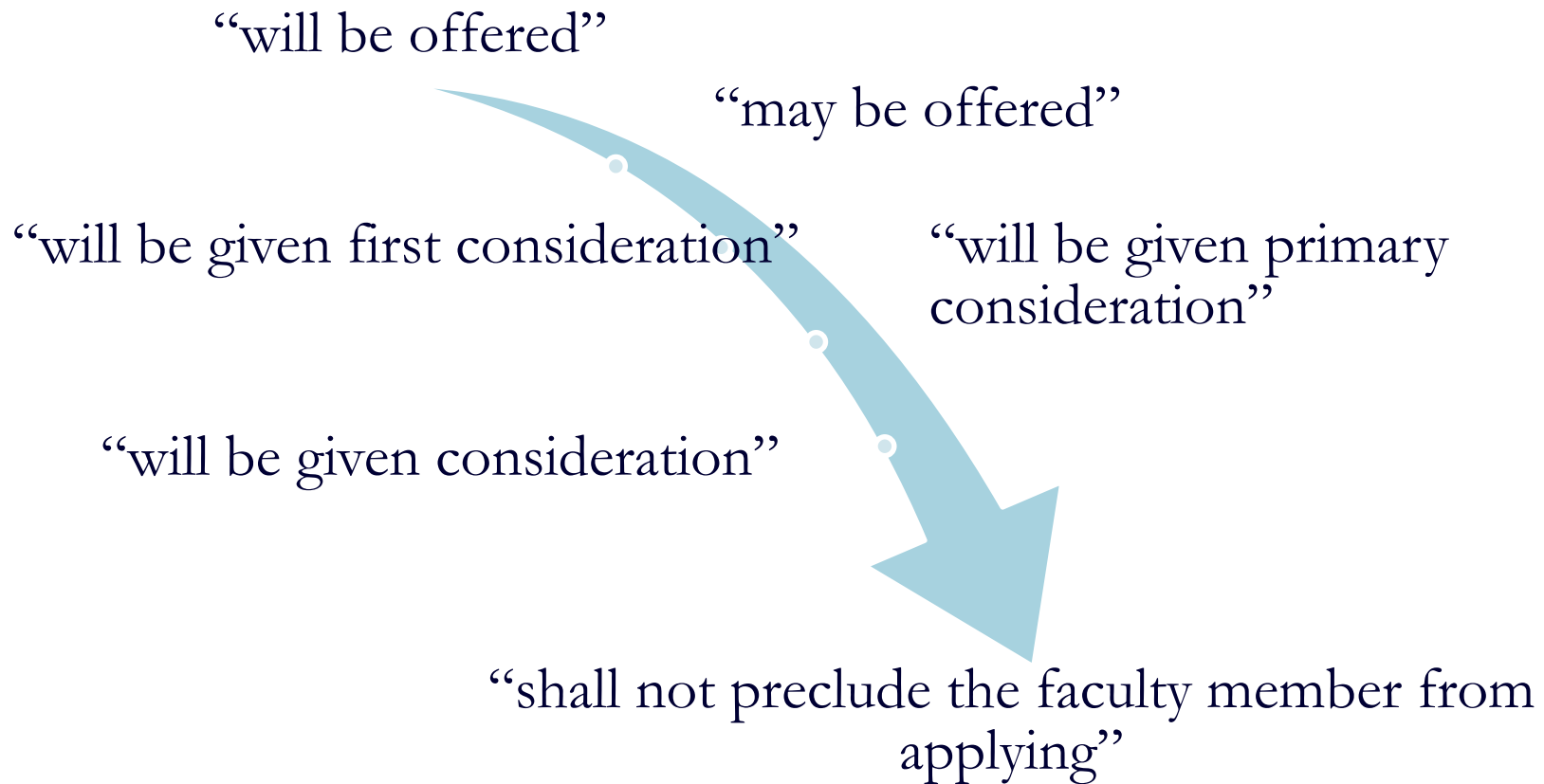
Research for Proposal Writing

- Contract language elsewhere: why it's important
- Cautions:
 - appearance vs. reality
 - differing and inconsistent terminology
 - different legal frameworks
- AAUP-CBC contract database: www.aaupcbc.org/our-work/cbc-chapter-support/contract-database
- Other sources

Draftsmanship

- Clarity of language
- Reference to AAUP policies
- Reference to handbook provisions
- Enforcement
 - grievability
 - arbitrability

Degrees of Difference



Strategic Thinking





Useful Links:

One Faculty materials: <http://www.aaup.org/one-faculty>

Contract database: <http://www.aaupcbc.org/our-work/cbc-chapter-support/contract-database#>

Questions? mmauer@aaup.org