

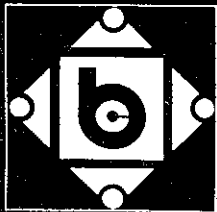
Volume 14 • January 1988

Directory of Faculty Contracts and Bargaining Agents In Institutions of Higher Education

Joel M. Douglas

with

Beth Genya Cohen



THE NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN
HIGHER EDUCATION AND THE PROFESSIONS—BARUCH COLLEGE
CITY UNIVERSITY OF NEW YORK

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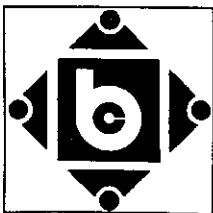
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ISSN 0276-7805

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UNIONIZATION AMONG COLLEGE FACULTY January 1 - December 31, 1987

INTRODUCTION

Modest increases were reported in virtually every category used to record collective bargaining in higher education (CBHE), however, for the first time since the Center began tabulating such data in 1974, no bargaining units consisting of full-time, tenure-track faculty were organized. Of the four new bargaining units in which agents were elected in 1987, three consisted of part-time faculty and one of teaching assistants. The number of recognized bargaining agents increased by 1.8% over the previous year from 458 to 466, while the number of negotiated agreements increased by 1.6% from 427 to 434. The number of faculty represented by certified bargaining agents is approximately 213,673, an increase of 2.7% over the previous year. The number of unionized campuses is estimated at 1028 or 31% of the total of 3331. This unionization percentage includes 61% of all two-year public institutions, four percent of two-year private institutions, 65% of all four-year public institutions and five percent of all four-year private institutions. These statistics, representing the extent of faculty unionization, reflect the highest totals since the Center started tracking this data in 1984.

Part of the growth in the number of recognized bargaining agents may be slightly inflated and attributed to improved reporting procedures by the national faculty organizations, and a certain time lag in the identification of NEA locals organized since the Ohio and Illinois collective bargaining bills were passed in 1983. An additional segment of the increase may be attributed to institutional mergers and/or other such realignments and may not reflect actual growth.

Of the 11 elections held in 1987, only one (University of Kansas) involved an organizing drive designed to gain representation rights for a unit of full-time, tenure-track faculty. This marks a shift away from organizing full-time faculty and an increase in organizing efforts directed at part-time and non-tenure track groups.

The dichotomy between the private and public sectors was again evident in 1987. All of the 11 elections held were at public institutions. A further indication of the decline in private sector bargaining was the decertification of three private sector units. As we have stated before, it is evident that the ruling by the United States Supreme Court in NLRB v. Yeshiva University, 444 US. 672 (1980), which denied faculty who have been designated as managerial employees the right to bargain under the protection of the National Labor Relations Act, has had a devastating impact on private sector faculty organizing. The number of private sector bargaining agents and negotiated contracts stands at 74.

AGENTS ELECTED

Eleven bargaining agent elections were held in 1987, although only one was directed at representing unorganized full-time, tenure-track faculty. The number of newly elected agents was three, with the results still pending in one. Of the three agents elected, two consisted of part-time teaching faculty, while the the third, teaching assistants. Seven additional elections were held concerning change in agent status or challenge to agent status. Of these, agents and/or affiliations were changed in five. An analysis of faculty union organizing and agent election follows:

AFT

The American Federation of Teachers and their local affiliates were involved in 10 elections, winning seven and losing two, while the results in one are still pending. New AFT locals include the part-time faculty at the New Jersey State College System, the part-time faculty at the Vermont State College System, the teaching assistants at the University of Wisconsin at Madison, the professional staff at Mercer County Community College, the faculty at San Diego Community College, and a new joint affiliation for the faculty bargaining unit with the AAUP at Temple University.

At the New Jersey State College System, the AFT defeated "No-Agent" by a vote of 56 to 9 for a bargaining unit of 105 faculty. The full-time members of the eight-campus New Jersey State College System have been represented by the AFT since 1972. The part-time faculty at the Vermont State College System elected AFT over "No-Agent" by a vote of 63 to 7. This 76 member bargaining unit is part of the five-campus state system which has been represented by the AFT since 1973. At the University of Wisconsin at Madison, one of the few universities where teaching assistants bargain pursuant to legislation, the TAA/AFT defeated "No-Agent" by a vote of 969 to 640 for representation rights for a unit of 2,227. The teaching assistants had been previously organized pursuant to a voluntary agreement which subsequently expired. The TA's were given statutory bargaining rights in 1985 and the AFT is now their elected bargaining agent. An AAUP/AFT coalition defeated "No-Agent" by a vote of 292-232 for a unit of 1000 part-time faculty and librarians at the University of Pittsburgh but the results of this election are still pending due to 202 challenged ballots.

In elections involving a change in agent status, the AFT lost two locals to the NEA at Dutchess Community College. In an election by full-time faculty, the NEA defeated NYSUT, the AFT affiliate, by a vote of 87 to 7 for a bargaining unit of 209. The 250 member adjunct unit at the same institution had previously agreed to be bound by the vote of the full-time faculty unit. NYSUT had organized the regular faculty at Dutchess in 1965, and the adjunct faculty in 1985. At Mercer County Community College, New Jersey, the AFT won bargaining rights for a unit of 92 professional staff members from the NEA by a vote of 60-12. At San Diego Community College, California, the AFT defeated the NEA by a vote of 335 to 275 to win bargaining rights for a unit of 461 full-time and 1,970 part-time faculty. At Temple University, the AAUP chapter, and the AFT affiliated, and is now classified as a joint affiliation. The bargaining unit at Temple is 1,052.

The AFT defeated a challenge by the NEA to their agent status at Los Rios Community College, California, receiving 632 votes to 313 for the NEA in a unit of 1,346.

The AFT and their affiliates represent faculty at 134 colleges and universities. This includes 110 public, and 24 private institutions. Of these, 45 are four-year colleges, while 89 are two-year institutions.

NEA

The National Education Association and their local affiliates were involved in six elections, winning two, while losing four. Their two new units are the full-time and adjunct faculty at Dutchess Community College which had previously affiliated with the AFT. The NEA defeated AFT 87 to 7 for representation rights for the full-time faculty at Dutchess, and, as a result, also gained bargaining rights for

adjunct faculty who had previously indicated that they would go along with the results of the full-time faculty election. The NEA lost a unit of 92 professional staff at Mercer County Community College in New Jersey by a vote of 60-12 to the AFT. An NEA local at San Diego Community College, consisting of 461 full-time faculty and 1,970 part-time faculty voted to affiliate with the AFT instead of the NEA by a vote of 335 to 275. The NEA and their California affiliate, the CTA, had been the bargaining agent at San Diego since 1977. At Los Rios Community College in California, the NEA unsuccessfully challenged the AFT for bargaining rights for a unit of 1,346 faculty. The AFT received 632 to 313 for the NEA.

The NEA was involved in a lengthy organizing drive at the University of Kansas for representation rights for a unit of 1,017 faculty. The NEA received 216 votes, while "No-Agent" received 440. The AAUP was also involved in the election and received 191 votes.

The NEA and their affiliates currently represent faculty at 223 institutions. These include 205 public, and 18 private colleges. Of these, 36 are four-year colleges, while 187 are two-year institutions.

AAUP

The American Association of University Professors was involved in one election in 1987. The AAUP received 191 votes at the University of Kansas in an organizing drive for a unit of 1,017 faculty. "No-Agent" received 440 votes, while the NEA/KEA received 216. The AAUP affiliate at Temple University agreed to a joint affiliation with the AFT for bargaining purposes for a unit of 1,052. An AAUP/AFT coalition defeated "No-Agent" at the University of Pittsburgh, 292-232, for a unit of part-time faculty and librarians, however, the results of that election are still pending due to 202 challenged votes.

The AAUP and their affiliates represent faculty at 41 colleges and universities. This includes faculty at 24 public and 17 private institutions. Of these, 37 are four-year colleges, and four are two-year institutions.

"NO-AGENT" ELECTIONS

Only one "No-Agent" election was reported in 1987. In a strenuously contested election for representation rights of a unit of 1,017 faculty at the University of Kansas, the supporters of "No-Agent" defeated the NEA/KEA and the AAUP by a vote of 440 to 216 to 191.

DECERTIFICATIONS

Five faculty units were decertified in 1987, only one of which was a direct result of Yeshiva. The faculty at Curry College, the University of Dubuque Seminary, the part-time unit at Rutgers State University, and the administrators at Lansing Community College all voluntarily decertified themselves. Curry College had previously had a Yeshiva claim which had been resolved after a withdrawal of certain bargaining rights by the AAUP. The faculty at the University of Dubuque Seminary had been organized in 1973, and at the time of decertification, had a bargaining unit of only 13. No information is available as to the reason for the voluntary decertification by the administrative association at Lansing Community College, Michigan, or the part-time faculty at Rutgers University, both of which were represented by independent groups. The Rutgers part-time faculty have been organized since 1978 and

had not negotiated their initial agreement.

The most significant decertification, in terms of size and collective bargaining history, occurred at Fairleigh Dickinson University in New Jersey, where the AAUP chapter was decertified based on a Yeshiva claim. The 495 full- and part-time members of the bargaining unit had been organized since 1974.

Changes in bargaining agents, although technically decertifications, do allow the continuation of collective bargaining. For technical purposes, they are considered decertifications, as one bargaining agent certificate is revoked with a new one being issued. These types of decertifications occurred at Dutchess Community College, Mercer County Community College, San Diego Community College and Temple University.

One related decertification matter occurred at the University of Pittsburgh, where an organizing drive was conducted by the AAUP and AFT for a unit of regular tenure stream faculty. During the course of the organizing campaign, the unions and administration agreed to submit the Yeshiva managerial question as it impacted on this group to the Pennsylvania Labor Relations Board for a determination. A hearing examiner for the Board found that the faculty were managerial and not entitled to bargain under the protection of the Pennsylvania statute. That decision does not impact in any way on the bargaining certificate that was previously issued in 1976 to an independent organization representing 831 full- and part-time faculty at the University of Pittsburgh Medical School. That organization technically holds the bargaining certificate although they have not yet bargained a contract.

STRIKES

There were three reported work stoppages during 1987, all of which occurred in the fall semester of the 1987/88 academic year. This marks a substantial decrease in strike activity from previous years and while it is unclear if a trend toward less strike activity is developing, the lack of strikes in 1987 should be noted. The average mean length of these strikes was 2.3 work days. Set forth below are the institutions, size of faculty unit, faculty agent, and length of strike for each reported stoppage.

1. Ferris State College: 507 full-time faculty, NEA, 4-days
2. University of Bridgeport: 245 faculty, AAUP, 1-day
3. Shawnee State Community Collge: 78 full-time, 68 support staff, NEA, 2-days

LEGISLATION

Only one collective bargaining bill was passed during 1987. That bill granted collective bargaining rights to academic personnel in the community colleges in the state of Washington. This bill amended a previous law enacted in 1973 and changed the existing statute from a meet and confer requirement to collective bargaining. It further strengthened various administrative aspects of the collective bargaining process as well as the machinery to enforce the law. The law is one of the few in the nation that specifically addresses collective bargaining in higher education and is the only one limited to community college faculty. It should be noted that Washington State does not have enabling legislation for faculty bargaining at four-year public colleges. The number of states with enabling legislation for CBHE is now 27. An

additional three states, allow collective bargaining pursuant to local governing board authorization. For a complete listing of all collective bargaining legislation see Directory, Table Eleven.

DEMOGRAPHIC ANALYSIS

The exact tabulation of the number of college faculty represented by collective bargaining agents has proven a difficult number to develop. Several factors contribute to this problem, some of which are identified below:

1. There is no one number that is universally agreed upon as the number of teaching faculty in the United States. The National Center for Educational Statistics (NCES) and the Higher Education Directory (HED), as well as our own contract data bank, serve as the information source from which our numbers are developed.

2. Many institutions do not report their faculty by full-time and part-time, but instead by full-time equivalent. Since collective bargaining units are not defined along those lines, it is somewhat difficult to distinguish between full-time and part-time faculty that are represented.

3. The number of adjuncts in any one given semester is subject to severe fluctuations. Since the use of adjunct faculty is enrollment driven, there is no guarantee of any set number. This manifests itself in further complications as one attempts to develop the total size of any specific faculty unit.

4. Other problems include a lack of knowledge on the part of those who are often asked for information such as unit membership. Quite often they confuse unit and union membership and therefore generate a lower number. Nevertheless, we use all information available to us and we estimate that the number of college faculty represented by collective bargaining units in 1987 rose from 208,147 to 213,673 an increase of 2.7%. Although a certain part of this number is due to improved reporting procedures and may be slightly inflationary, it is interesting to note that increases are still being reported while the overall labor movement membership is in a period of general decline.

The number of public sector faculty represented by bargaining agents has increased by 2.6%, from 198,647 in 1987 to 203,744 in 1988. An increase of 4.5% was noted in the number of represented faculty at private colleges.

Although the Directory includes data pertaining to collective bargaining in Canada, the demographic analysis applies only to colleges in the United States.

FIRST CONTRACT SIGNED

The time period between the certification of a bargaining unit and negotiation of the first contract can vary from several months to several years. Four first contracts were signed in 1987 all of which occurred at institutions that had been unionized in 1986 or previously. The College of Insurance, Dutchess Community College adjunct faculty, Santa Barbara Community College faculty, and the nursing staff at the University of Washington all signed their initial contracts. The dates of the agreements can be obtained from the Summary of Elections section in this Directory and under each institution listing.

SUMMARY AND CONCLUSIONS

It is difficult to describe collective bargaining in higher education in 1987 without making specific reference to the lack of organizing of any new full-time faculty bargaining units for the first time since the Center was founded some 16 years ago. The only newly organized units this year were part-time faculty and teaching assistants. What is also significant is the fact that only one election was held (University of Kansas) where the target group for the organizing drive was full-time, tenure-track faculty. This may mark a shift in union organizing drives away from full-time faculty to adjunct groups, or may just be an aberration in the process.

The lack of any new enabling legislation, or even noticeable drives behind new bills, will most likely have a long-term negative effect in further faculty unionization. It has been suggested that nearly all eligible faculty in those states where enabling legislation currently exists and who have expressed an interest in organizing, have been organized, and therefore, absent any new legislation, further growth will be limited. The three national agents, well aware of this problem, are making strategic choices with respect to organizing drives. The NEA and AFT appear to be recruiting adjunct faculty and support groups, while AAUP is making no move in this direction.

The number of challenges and raids to established units continues. Five contested elections were held in the past year involving challenges to existing unit structure relationships. The NEA and AFT each took two units away from the other, while the AFT was successful against the NEA in their defense of their unit at Los Rios Community College. In another contested election (University of Kansas), the NEA and AAUP competed for the pro-collective bargaining vote. If one adds the NEA total of 216 to the AAUP total of 191, one notes the slight margin of victory by "No-Agent", 440. As has been noted by the Center in the past, there appears to be a continuation of inter-agent rivalry between the three national organizations which shows little, if any, signs of lessening.

One of the most dramatic events of the year is not reflected in this Directory since it did not involve a unit election but instead focused on a ruling by a hearing examiner for the Pennsylvania Labor Relations Board. That decision held that the faculty at the University of Pittsburgh were managerial and not entitled to bargain collectively under the protection of the Pennsylvania Labor Relations Act. This case is currently on appeal to the Labor Relations Board of the State of Pennsylvania. What is significant is that this is the first extension of the Yeshiva doctrine to a public sector college and, if allowed to continue unchecked, might develop into a crippling blow for public sector bargaining in higher education to the same extent that Yeshiva has already been in the private sector.

If one were to speculate as to what might lie ahead for CBHE, several salient points should be noted. First, private sector faculty bargaining will most likely continue to diminish with a decreased number of institutions partaking of the process in future years. Second, there is no lead Yeshiva case currently before any of the courts or agencies that appear to give any relief to academic unions. Third, future studies of CBHE will most likely develop into studies of public sector CBHE with minimal attention given to the private sector. Fourth, no decreases are expected in the number of organized faculty as long as the entire academic profession continues to grow or continue at present staffing levels. Fifth, increases are expected to occur in the number of adjunct bargaining units as part-time faculty, evermore aware of job security and fringe benefit rights and expectations, will continue to see union representation as a viable means of securing these goals.

In sum, collective bargaining in higher education remains a viable means of governance for the over 30% of the nation's college and university campuses that have chosen this mechanism.

ACKNOWLEDGMENTS

Volume 14 of the Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education represents a continuation and development of a project that the Center first began in 1975 as an eighteen-page document. The Directory has come a long way since that time and is today widely recognized and cited as the definitive compilation and reference guide for collective bargaining in higher education.

The major focus in this volume was to update the many listings from institutions where we had not received current materials. We also made a concentrated effort to resolve several outstanding questions concerning contract status, agent affiliation, and contract expiration for those campuses where follow-up answers had not been received in several years. We believe that we achieved both of these goals and that Volume 14 is the most up to date Directory with respect to our January 1 cut-off date, that we have yet published.

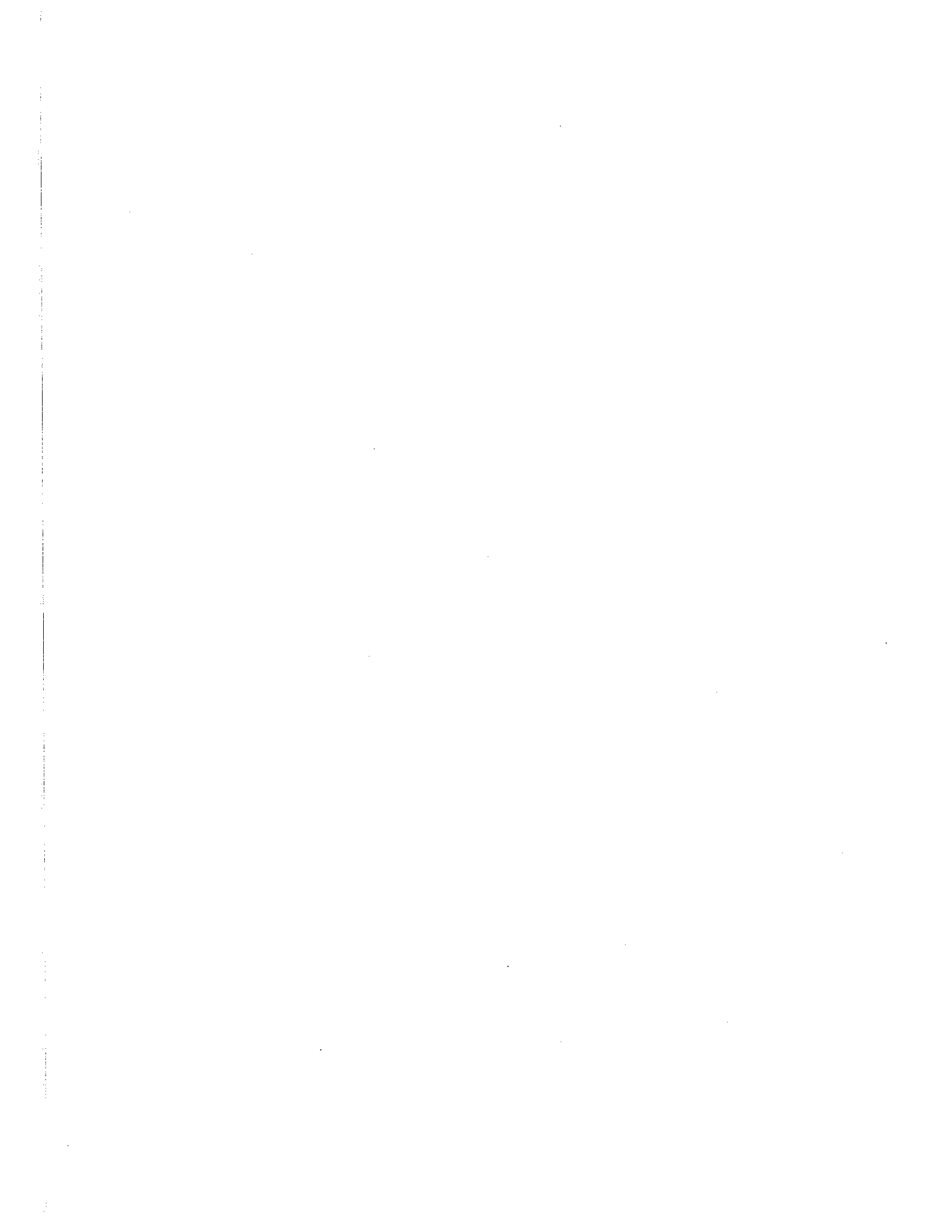
As in the past, this has clearly been a group project; in this case, the primary group consists of four. Beth Genya Cohen, a graduate student and researcher with the Center, was responsible for data collection, analysis and tabular and graphic construction. This was Beth's first Directory and she did an admirable job. Ruby N. Hill, who is our repository for every chart, table and software diskette, inputted the entire volume from start to finish. Beth Hillman Johnson served as coordinator of production and was in charge of overall editing. Joel M. Douglas served as project director.

As part of the "second group", those in the academic collective bargaining community who know what is happening in the field, we are also indebted. This group includes Perry Robinson (AFT), Norman Kopmeyer and Steven Finner (AAUP), Gerie Bledsoe and Art Parson (NEA), Christiane Tardif-Dulude (CAUT) and Katie FitzRandolph (OPSEU). Jasmine Tata of the National Center staff assisted in proofreading and in the preparation of several tables and the index.

My deep appreciation to all those who assisted in this project for an outstanding job. We apologize for any errors or omissions and are pleased and proud to present this volume of the Directory to the practitioners, researchers and students of academic collective bargaining.

J. M. D.

FACULTY CONTRACTS AND BARGAINING AGENTS
IN PUBLIC AND PRIVATE INSTITUTIONS
IN THE UNITED STATES



FACULTY CONTRACTS AND BARGAINING AGENTS
IN PUBLIC AND PRIVATE INSTITUTIONS

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
<u>ALASKA</u>							
University of Alaska Community College System	AFT	273	1974	1974	2	11	3/31/89
Anchorage C.C.					2		
Juneau-Douglas C.C.					2		
Kenai Peninsula C.C.					2		
Ketchikan C.C.					2		
Kodiak C.C.					2		
Kuskokwim C.C.					2		
Matanuska-Susitna C.C.					2		
Northwest C.C.					2		
Prince William Sound C.C.					2		
Sitka C.C.					2		
Tamaka Valley C.C.					2		

3

ARIZONA

Pima Community College	PCCEA/AEA/NEA	280	1978	1978	2	4	6/30/88
Community Campus					2		
Downtown Campus					2		
East Campus					2		
West Campus					2		

CALIFORNIA

Antelope Valley Community College	NEA	250	1986	---	2	1	
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Institution	Bargaining Agent#	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Barstow Community College	NEA	65	1979	1979	2	1	6/30/87
Butte College ²	CTA/NEA	125	1978	1978	2	1	6/30/81
Cabrillo College	AFT	402	1984	1986	2	1	6/30/88
California State University							
	CFA/AAUP/NEA	19,500	1982	1982	4	19	6/30/91
Cal. Polytech. St. Univ.					4		
San Luis Obispo					4		
Cal. St. Col.-Bakersfield					4		
Cal. St. Polytech. Univ.-Pomona					4		
Cal. St. Univ.-Chico					4		
Cal. St. Univ.-Dominguez Hills					4		
Cal. St. Univ.-Fresno					4		
Cal. St. Univ.-Fullerton					4		
Cal. St. Univ.-Hayward					4		
Cal. St. Univ.-Long Beach					4		
Cal. St. Univ.-Los Angeles					4		
Cal. St. Univ.-Northridge					4		
Cal. St. Univ.-Sacramento					4		
Cal. St. Univ.-San Bernardino					4		
Cal. St. Univ.-Stanislaus					4		
Humboldt St. Univ.					4		
San Diego St. Univ.					4		
San Francisco St. Univ.					4		
San Jose St. Univ.					4		
Sonoma St. Univ.					4		
o Academic Support	APC/AFT	1,500	1982	1982	4	19	6/30/89
o Physicians Unit	UAPD	150	1982	1982	4	19	6/30/90
o Health Care Support	CSEA	300	1982	1982	4	19	6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Chabot College	NEA	272 ft 300 pt	1978	1979	2	2	6/30/87
Hayward Campus Valley Campus					2 2		
Chaffey Community College	CTA/NEA	309	1980	1981	2	1	6/30/87
Citrus College	CTA/NEA	130	1977	1977	2	1	7/1/85
*Claremont Colleges	OPEIU ³	Librarians		1972	4	6	None in effect
Claremont McKenna Col.					4		
Claremont Univ. Grad. School					4		
Harvey Mudd Col.					4		
Pitzer Col.					4		
Pomona Col.					4		
Scripps Col.					4		
Coast Community College District	AFT	600	1979	1980	2	3	6/30/89
Coastline C.C.					2		
Golden West C.C.					2		
Orange Coast C.C.					2		
o Part-time	NEA	1,100	1979	1980	2	3	9/1/87
College of the Redwoods	Ind.	93 ft 300 pt	1976	1976	2	1 ⁴	8/31/88
College of the Sequoias	NEA	115	1976	1977	2	1	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
<u>CALIFORNIA (Cont'd.)</u>						
Compton Community College	AFT	80 ft 30 pt	1978	1979	2	1 6/30/82
Contra Costa Community College District	Ind.	500 f/pt	1977	1977	2	3 6/30/87
Contra Costa Col.					2	
Diablo Valley Col.					2	
Los Medanos Col.					2	
El Camino Community College	AFT	770 f/pt	1977	1977	2	1 12/31/89
Foothill-DeAnza Community College District	Ind.	1,200 f/pt	1977	1977	2	2 6/30/83
DeAnza Col.					2	
Foothill Col.					2	
Gavilan Community College	NEA/CTA	69 ft	1976	1976	2	1 6/30/90
Glendale Community College	AFT	415	1979	1980	2	1 6/30/88
Grossmont/Cuyamaca Community College District	Ind. (NEA 1977)	480 f/pt	1983	1978	2	2 6/30/87
Cuyamaca Col. Grossmont Col.					2 2	
Imperial Valley College	NEA/CTA	77	1982	1984	2	1 6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Kern Community College District	CTA/NEA	329	1977	1977	2	3	6/30/86
Bakersfield Col.					2		
Cerro Coso Col.					2		
Porterville Col.					2		
Lassen Community College	AFT	50	1986	---	2	1	
Long Beach City College	NEA	312 ft	1979	1979	2	2	6/30/88
Liberal Arts Campus					2		
Pacific Coast Campus					2		
Los Angeles Community College System	AFT	4,800 f/pt	1976	1978	2	10	6/30/83
East L.A. Col.					2		
L.A. City Col.					2		
L.A. Harbor Col.					2		
L.A. Metropolitan Col.					2		
L.A. Mission Col.					2		
L.A. Pierce Col.					2		
L.A. Southwest Col.					2		
L.A. Trade-Tech. Col.					2		
L.A. Valley Col.					2		
West L.A. Col.					2		
Los Rios Community College System	AFT	1,346 f/pt	1977	1977	2	3	6/30/90
Amer. River Col.					2		
Cosumnes River Col.					2		
Sacramento City Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
Los Rios Community College System (Cont'd.)						
Campus Center Cosumnes River College			2			
Marin Community College	AFT (NEA 1976)	550	1978	1980	2	2 6/30/90
Col. of Marin Indian Valley Col.					2 2	
Merced College	NEA	130	1976	1977	2	1 6/30/84
Monterey Peninsula Community College	NEA	400	1978	1980	2	1 6/30/89
Mount San Antonio College	NEA	744 ft	1976	1978	2	1 12/31/87
Mount San Jacinto College	NEA	44 ft	1977	1977	2	1 6/30/88
Napa Valley College ⁵	NEA	102 ft 179 pt	1977	---	2	1 6/30/88
North Orange County Community College	NEA	550	1979	1981	2	2 6/30/87
Cypress Col. Fullerton Col.					2 2	
Palo Verde Community College	CTA/NEA (AFT 1976)	12	1981	1976	2	1 9/15/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
CALIFORNIA (Cont'd.)						
Pasadena City College	CTA/NEA	343	1979	1979	2	1 6/30/88
Peralta Community College District	AFT	500 ft 400 pt	1979	1980	2	5 6/30/87
Col. of Alameda					2	
Feather River Col.					2	
Laney Col.					2	
Merritt Col.					2	
Vista Col.					2	
<hr/>						
Rancho Santiago Community College District	Ind.	261 ft			2	1 ⁶ 6/30/87
o Continuing Educ. Faculty	NEA	21 ft 347 pt			2	1 6/30/88
<hr/>						
Rio Hondo Community College	CTA/NEA	355	1979	1980	2	1 6/30/89
Riverside Community College	NEA	600	1978	1980	2	1 9/30/82
Saddleback Community College	NEA/CTA	260 ft 650 pt	1976	1976	2	2 6/30/87
North Campus						
South Campus						
San Bernadino Community College	NEA	544	1986	---	2	2
San Diego Community Colleges	AFT (CTA/NEA 1977)	461 ft 1,970 pt	1987	1977	2	3 6/30/87
San Diego City Col.					2	
San Diego Mesa Col.					2	
San Diego Miramar Col.					2	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
<u>CALIFORNIA (Cont'd.)</u>							
San Diego Community College Adult Ed. System	AFT	107	1977	1977	2	10	12/31/88
Campus Centers:							
Clairemont Mesa					2		
East San Diego					2		
Ed. Cultural Complex					2		
Harbor View					2		
Kearny Mesa					2		
Midway					2		
Mira Mesa					2		
Navajo					2		
North Shores					2		
San Francisco Community College	AFT	1,957 f/pt	1978	1979	2	2	6/30/84
City Col. of San Fran. C.C. Centers							
Campus Centers:					2		
Alemany					2		
Chinatown C.C. Cntr.					2		
C.C. Skills Cntr.					2		
Downtown C.C. Cntr.					2		
John Adams Comm. Cntr.					2		
John O'Connell C.C. Cntr.					2		
Mission C.C. Cntr.					2		
San Joaquin Delta College	CTA/NEA	580 f/pt	1977	1977	2	1	6/30/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
<u>CALIFORNIA (Cont'd.)</u>						
San Jose Community College District	NEA	252 ft 700 pt	1977	1978	2 2	2 6/30/88
Evergreen Valley Col. San Jose City Col.					2 2	
San Mateo Cty. Community College District	AFT (NEA 1977)	953	1982	1978	2 3	6/30/85
Canada Col. Col. of San Mateo Skyline Col.					2 2 2	
Santa Barbara Community College	Ind.	500	1987	1987	2 1	12/31/89
Santa Clarita C.C. District ⁷	CTA/NEA	56 ft	1977	1978	2 1	6/30/84
Santa Monica Community College	Ind.	250 ft 500 pt	1978	1979	2 1	9/7/89
Shasta College	NEA	126 ft 21 pt	1976	1976	2 1 ⁸	6/30/87
Sierra Joint Community College District	CTA/NEA	127 ft 280 pt	1977	1978	2 1	6/30/87
Solano Community College	NEA	126 ft 208 pt	1977	1977	2 1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract**	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Southwestern College (Sweetwater C.C. Dist.)	NEA	500 f/pt	1977	1979	2	1	6/30/84
State Center Community College District	AFT	333	1977	1977	2	2 ⁹	6/30/89
Fresno City Col.					2		
Kings River C.C.					2		
Taft College	CTA/NEA	30	1976	1977	2	1	6/30/87
University of California							
• Lecturers	AFT	2,000	1984	1986	4	9	6/30/88
• Librarians	UFL/AFT	432	1983	1984	4	9	6/30/91
• Registered Nurses Berkeley Davis Irvine Los Angeles Riverside San Diego San Francisco Santa Barbara Santa Cruz o Faculty	CNA	5,000	1983	1986	4	9	10/30/88
	SCFA/AAUP	437	1981	1982	4	1 ¹⁰	6/30/88
*University of San Francisco	AFT (Ind. 1975)	241 ft	1982	1976	4	1	7/2/86
o Adjunct Faculty	AFT	375	1981	1985	4	1	12/30/88
*University of San Francisco Law School	Ind.	40	1973	1974	4	1	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
<u>CALIFORNIA (Cont'd.)</u>							
Ventura County Community College District	AFT	345 ft 650 pt	1977	1978	2	3	6/30/89
Moorpark Col.					2		
Oxnard Col.					2		
Ventura Col.					2		
Victor Valley College	NEA	70	1976		2	1	6/30/86
West Hills College	NEA	45	1977		2	1	6/30/90
Yosemite Community College District	NEA	515	1976	1978	2	2	6/30/88
Columbia Col.					2		
Modesto Jr. Col.					2		
Yuba College	NEA	155		1978	2	1	6/30/87

COLORADO

Colorado Community College System	NEA	736	1979	---	2	16	
Aimes C.C.					2		
Arapahoe C.C.					2		
Colorado Mountain Col.					2		
. Comm. Ed. Unit					2		
. East Campus					2		
. West Campus					2		
Colo. Northwestern Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
COLORADO (Cont'd.)							
Denver-Auraria C.C.					2		
Front Range C.C.					2		
Lamar C.C.					2		
Morgan C.C.					2		
Northeastern Jr. Col.					2		
Otero C.C.					2		
Pikes Peak C.C.					2		
Pueblo C.C.					2		
Red Rocks C.C.					2		
Trinidad St. Jr. Col.					2		
Y*Loretto Heights College	NEA	80	1972	1973	4	1	5/31/90
*Regis College	AAUP	75 ft	1973	1973	4	1	8/14/87
University of Colorado	AFT ¹¹		1979	---	4	4	
Univ. of Colo.-Boulder					4		
Univ. of Colo.-Colo. Springs					4		
Univ. of Colo.-Denver					4		
Univ. of Colo.-Hlth.Sci.Cntr.					4		

CONNECTICUT

Connecticut Community College System	Ind./AAUP (AFSCME 1976)	950 ft	1975	1977	2	12	6/30/89
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Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
CONNECTICUT (Cont'd.)							
Asnuntuck C.C.					2		
Greater Hartford C.C.					2		
Housatonic Regional C.C.					2		
Manchester C.C.					2		
Mattatuck C.C.					2		
Middlesex C.C.					2		
Mohegan C.C.					2		
Northwestern Conn. C.C.					2		
Norwalk C.C.					2		
Quinebaug Valley C.C.					2		
South Central C.C.					2		
Tunxis C.C.					2		
o Part-time	Ind./AAUP	900	1985		2	12	6/30/89
Connecticut State Technical Colleges							
Greater New Haven St. Tech. Col.	AFT	236 ft	1976	1977	2	5	6/30/89
Hartford St. Tech. Col.					2		
Norwalk St. Tech. Col.					2		
Thames Valley St. Tech. Col.					2		
Waterbury St. Tech. Col.					2		
o Administrators	AFSCME	45	1980	1983	2	5	6/30/89
Connecticut State Univ. System							
Central Conn. St. Col.	AAUP	1,980	1976	1976	4	4	5/4/90
Eastern Conn. St. Col.					4		
Southern Conn. St. Col.					4		
Western Conn. St. Col.					4		
o Administrative Faculty	AFSCME	279	1976		4	4	6/30/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
<u>CONNECTICUT (Cont'd.)</u>							
*Mitchell College	AFT	28 ft	1975	1975	2	1	6/30/90
*Post College	PCFA ¹² /Ind.	32	1978	1979	4	1	6/30/85
*Quinnipiac College	AFT	155 ft	1975	1975	4	1	6/30/88
U.S. Coast Guard Academy	AFGE	35	1975	1978	4	1	6/15/88
*University of Bridgeport	AAUP	215	1973	1974	4	1	8/31/90
University of Connecticut	AAUP	1,407	1976	1977	2/4	6	6/30/89
Hartford					4		
Southeastern					2		
Stamford					4		
Storrs					4		
Torrington					4		
Waterbury					4		
o Non-teaching professionals	AFT	740	1976	1977	4	6	6/30/89
o Health Center	AFT	1,258	1978	1978	4	1	6/30/90
<u>DELAWARE</u>							
Delaware State College	AAUP	176	1977	1981	4	1	8/31/90
University of Delaware	AAUP	790 ft	1972	1973	4	1	6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
<u>DISTRICT OF COLUMBIA</u>							
*American University Adjunct Faculty	ELIFA	18	1982	1982	4	1	4/88
*Antioch College School of Law	AFT	16 f/pt	1976	1976	3	1	8/31/88
University of the District of Columbia	NEA	459	1978	1980	4	3	9/30/87 (extended)
<u>FLORIDA</u>							
Brevard Community College	UFF/NEA ¹⁴ (AFT 1976 UCCEFF 1977)	225	1981	1981	2	3	6/30/88
Cocoa Campus					2		
Melbourne Campus					2		
Titusville Campus					2		
Broward Community College	UFF/NEA/AAUP (UFF/AFT/AAUP 1981)	285	1981	1981	2	4	8/31/89
Allied Health Center Campus					2		
Central Campus					2		
North Campus					2		
South Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
FLORIDA (Cont'd.)							
Chipola Junior College	NEA	57	1976		2	1	6/30/89
Edison Community College	AFT (ECCFF 1977)	104	1976	1979	2	1	6/30/89
Y*Florida Memorial College	UFF/NEA	40	1979		4	1	
Florida State University System	UFF/NEA (AFT 15)	5,000 ft 1,500 pt	1976	1976	4	9	6/30/88
Florida Agric. & Mech. Univ.					4		
Florida Atlantic Univ.					4		
Florida Internat'l Univ.					4		
Florida State Univ.					4		
Univ. of Central Florida					4		
Univ. of Florida					4		
Univ. of N. Florida					4		
Univ. of S. Florida					4		
Univ. of W. Florida					4		
Hillsborough Community College	FUSA/NEA	198	1974	1974	2	3	8/25/89
Dale Mabry Campus					2		
Plant City Campus					2		
Ybor Campus					2		
Indian River Community College	AAUP	100 ft	1973	1975	2	1	7/31/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract**	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
FLORIDA (Cont'd.)							
Palm Beach Junior College ¹⁶	AFT (AFT 1975 UCCFF 1977)	194	1975	1978	2	4	6/30/89
Central Campus					2		
Glade Campus					2		
North Campus					2		
South Campus					2		
Pensacola Junior College	NEA	250	1985	---	2	1	6/30/88
*Saint Leo College	UFF/NEA (AFT 1976)	43	1979	1978	4	1	6/5/83
HAWAII							
University of Hawaii	UHPA/AAUP/ NEA	2,448 ft	1974	1975	2/4	9	6/30/89
Hilo/Hawaii C.C.					2/4		
Honolulu C.C.					2		
Kapiolani C.C.					2		
Kauai C.C.					2		
Leeward C.C.					2		
Manoa					4		
Maui C.C.					2		
West Oahu Col.					4		
Windward C.C.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
<u>ILLINOIS</u>							
Belleville Area College	AAUP/AFT	110 ft	1967	1967	2	3	8/15/89
Belleville Campus							
Granite Campus							
Red Bud Campus							
Black Hawk College	IFT/AFT	150	1984		2	2	8/7/90
East Campus					2		
Quad Campus					2		
Carl Sandburg College	NEA	57 ft	1975		2	2	8/31/88
Carhage Extension Center							
Main Campus							
City Colleges of Chicago (Cook County)	AFT	1,348 ft	1966	1967	2	8	7/15/89
City-wide Col.					2		
Kennedy-King Col.					2		
The Loop Col.					2		
Malcolm X Col.					2		
Olive-Harvey Col.					2		
Richard J. Daley Col.					2		
Truman Col.					2		
Wright Col.					2		
College of DuPage	Ind.	230	1984	1984	2	1	6/30/89
College of Lake County	AFT (NEA 1971)	176 ft	1973	1973	2	1	8/10/87
Danville Area College	NEA	69	1983	---	2	1	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
ILLINOIS (Cont'd.)						
Highland Community College	AFT	40	1968	1968	2	1 8/20/88
Illinois Board of Governors ¹⁷	IFT/AFT/UPI	1,750	1976	1977	4	5 8/31/88
Chicago St. Univ.					4	
Eastern Illinois Univ.					4	
Governors St. Univ.					4	
Northeastern Univ.					4	
Western Illinois Univ.					4	
Illinois Central College	Ind.	193 ft 400 pt	1977	1977	2	1 7/31/83
Illinois Eastern Community College	NEA	102	1985	---	2	4
Illinois Valley Community College	AFT	55 ft	1966	1966	2	1 8/31/90
John A. Logan College	IEA/NEA	55 ft	1972	1972	2	1 8/15/90
Joliet Junior College	AFT	150 ft	1967	1967	2	1 8/8/88
Kankakee Community College	AFT	52	1984	---	2	1
Kaskaskia College	NEA	64	1984	---	2	1
Kishwaukee Community College	AFT	80	1986	---	2	1
Lake Land College	AFT	101 ft	1968	1970	2	1 8/18/88
Lewis and Clark Community College	NEA	75 ft	1979	1979	2	1 6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
ILLINOIS (Cont'd.)						
McHenry County College	NEA	55 ft	1971	1972	2	1 6/30/90
Moraine Valley Community College	AFT	189	1972	1972	2	1 6/30/89
o Support Staff	CCCTU/AFT	196	1984	1984	2	1 6/30/89
Morton College	AFT	60 ft	1967		2	1 8/23/89
Oakton Community College	NEA	149	1986	1986	2	1 1989
o Adjunct Faculty	NEA	20	1985		2	1
Parkland College	Ind.	175 ft	1984	1984	2	1 8/89
Prairie State College	AFT	94 ft	1969	1969	2	1 8/89
Rend Lake College	AFT	52	1985	1986	2	1 8/31/88
Rock Valley College	Ind.			---	2	1
Sangamon State University	AFT	140	1986	---	4	1
Sauk Valley College	NEA	45 ft	1969	1970	2	1 6/30/87
Shawnee College	NEA	20	1984	---	2	1
Southeastern Illinois College	NEA	40	1985	---	2	1 6/0/89
Spoon River College	NEA	40	1973	---	2	1 8/1/88
State Community College of East St. Louis	IFT/AFT	41	1980	1982	2	1 6/30/90
Thornton Community College	AFT	124	1971	1972	2	1 8/15/89
Triton College	AFT	236 ft	1973		2	1 6/30/87

Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuse#	No. of Campuse#	Contract Expiration	
<u>ILLINOIS (Cont'd.)</u>							
Waubensee Community College	AFT	60	1968	1970	2	1	6/10/88
William Rainey Harper College	AFT	191	1976	1976	2	1	8/15/88

IOWA

Des Moines Area Community College	NEA	221 f/pt	1976	1976	2	4	8/19/88
Ankeny Campus					2		
Boone Campus					2		
Urban Campus					2		
Carroll Campus					2		
Eastern Iowa Community College District IX	NEA	166 f/pt	1975	1976	2	3	8/13/88
Clinton C.C.					2		
Muscatin C.C.					2		
Scott C.C.					2		
Hawkeye Institute of Technology	NEA	118 ft	1980	1981	2	1	6/30/88
Iowa Central Community College	NEA	100 ft	1975	1976	2	1	6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
IOWA (Cont'd.)						
Iowa Lakes Community College	NEA	82 f/pt	1975	1976	2	2 6/30/88
North Campus					2	
South Campus					2	
Iowa Western Community College	NEA	111 ft	1975	1976	2	1 8/28/88
Kirkwood Community College	NEA	178 f/pt	1975	1976	2	1 8/29/88
Northwest Iowa Technical Institute (Area I)	NEA	74 ft 16 pt	1975	1976	2	2 8/15/88
Calmar Campus					2	
Peosta Campus					2	
Northwest Iowa Technical College (Area IV)	NEA	33 ft	1975	1976	2	1 6/30/88
Southeastern Community College	NEA	78 ft	1975	1976	2	2 6/30/88
North Campus					2	
South Campus					2	
Southwestern Community College	NEA	38 ft	1975	1976	2	2 7/31/88
Creston						
Red Oak						
Y*University of Dubuque	NEA	60 f/pt	1973	1973	4	1 8/15/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
<u>IOWA (Cont'd.)</u>							
University of Northern Iowa	NEA (AAUP/NEA 19 1976)	580 f/pt	1980	1977	4	1	6/30/89
Western Iowa Technical Community College	NEA ²⁰	69 ft	1976	1978	2	1	6/30/88
<u>KANSAS</u>							
Butler County Community College	NEA	81 ft	1971	1971	2	1	7/31/87
Cloud County Community College	NEA	45 ft	1970	1973	2	1	6/30/86
Coffeyville Community College	Ind. (NEA 1980)	35 ft	1982		2	1	6/30/89
Colby Community College	Ind.	49	1972	1975	2	1	5/14/82
Cowley County Community College	NEA	44	1969	1970	2	1	8/1/88 (Memo of Understanding) Yearly Negots.
Dodge City Community College	Ind.	50 ft	1974		2	1	6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
KANSAS (Cont'd.)						
Fort Scott Community College	Ind. (NEA 1974)	34	1984	1985	2	1 6/30/87
Garden City Community College	NEA	64 ft	1971	1973	2	1 6/30/89
Hutchinson Community College	NEA	80 f/pt		1969	2	1 6/30/88
Independence Community College	NEA	30	1970	1970	2	1 6/30/88
Johnson County Community College	NEA	205 ft	1980	1981	2	1 6/30/88
Kansas City Kansas Community College	NEA	104 ft	1971	1971	2	1 6/30/87
Labette Community College	NEA	35	1970	1970	2	1 8/31/86
Pittsburg State University	NEA	210	1974	1978	4	1 6/30/88
Pratt Community College	NEA	21	1977	1977	2	1 6/30/88

MAINE

Maine Vocational Technical Institute	NEA/MTA	520		1971	2	6 6/30/87
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Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Maine Vocational Technical Institute (Cont'd.)							
Central Maine Voc. Tech. Institute					2		
Eastern Maine Voc. Tech. Institute					2		
Kennebec Valley Voc. Tech. Institute					2		
Northern Maine Voc. Tech. Institute					2		
Southern Maine Voc. Tech. Institute					2		
Washington Cnty Voc. Tech. Institute					2		
University of Maine System	NEA	1,200 ft	1978	1979	4	7	6/30/89
Univ. of Maine					4		
Univ. of Maine-Augusta					4		
Univ. of Maine-Farmington					4		
Univ. of Maine-Fort Kent					4		
Univ. of Maine-Machias					4		
Univ. of Maine-Presque Isle					4		
Univ. of Southern Maine					4		
o Part-time Faculty	PATFA/AFT	288	1986	---	4	7	

MARYLAND

Community College of Baltimore	AFT	162 ft	1969	1970	2	2	6/30/88
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Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
Community College of Baltimore (Cont'd.)							
Harbor Campus					2		
Liberty Campus					2		
Montgomery College	AAUP	373	1980	1982	2	3	6/26/90
Germantown Campus					2		
Rockville Campus					2		
Takoma Park Campus					2		
Towson State University	AAUP	500	1973		4	1	

MASSACHUSETTS

*Becker Junior College	AFT	25	1974	1975	2	2	8/31/90
Leicester Col.					2		
Worcester Col.					2		
*Berklee College of Music	AFT	151 ft	1985	1986	4	1	6/1/89
o Part-time	AFT	54 pt	1985	1986	4	1	6/1/89
*Emerson College	AAUP	89 ft	1975	1976	4	1	8/31/90
*Endicott College	NEA	30 ft	1973	1974	2	1	8/30/89
*Laboure College	NEA	23 ft	1975	1979	2	1	6/30/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	Contract Expiration
MASSACHUSETTS (Cont'd.)						
Board of Regents of Higher Ed.						21
Massachusetts Community College System	NEA/MTA/MCCC	1,800	1976	1976	2	15
Berkshire C.C.					2	
Blue Hills C.C.					2	
Bristol C.C.					2	
Bunker Hill C.C.					2	
Cape Cod C.C.					2	
Greenfield C.C.					2	
Holyoke C.C.					2	
Mass. Bay C.C.					2	
Massasoit C.C.					2	
Middlesex C.C.					2	
Mt. Wachusett C.C.					2	
North Shore C.C.					2	
Northern Essex C.C.					2	
Quincy Jr. Col.					2	
Quinsigmond C.C.					2	
Roxbury C.C.					2	
Springfield Tech. C.C.					2	
o Div. of Continuing Ed.	NEA/MTA/MCCC	1,800 pt	1986	---	2	15
Massachusetts State						
Colleges	NEA/MTA	1,535	1977	1979	4	9
Bridgewater St. Col.					4	
Fitchburg St. Col.					4	
Framingham St. Col.					4	
Mass. College of Art					4	
Mass. Maritime Academy					4	
North Adams St. Col.					4	
Salem St. Col.					4	
Westfield St. Col.					4	
Worcester St. Col.					4	
o Professional Administrators	APA/MTA/NEA	447	1979	---	4	9

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
MASSACHUSETTS (Cont'd.)						
Y*Simon's Rock of Bard College	AFT (SRFBC/AAUP) 1980	30	1984	1981	4	1 6/30/87
Southeastern Massachusetts University						
o Part-time and Visiting Lecturers	AFT	329	1970	1970	4	1 6/30/89
	AFT	30	1985	1986	4	1 6/30/89
University of Lowell	MSP/MTA/NEA	529 ft	1970		4	3 6/30/89
North Campus					4	
South Campus					4	
West Campus					4	
University of Massachusetts						
Amherst Campus	NEA ²³	1,643	1977	1978	4	2 6/30/89
Boston Campus					4	
*Wentworth Institute of Technology						
	AFT	157	1973	1976	4	1 8/31/89
MICHIGAN						
Y*Adrian College	NEA	56	1975	1977	4	1 8/31/88
Alpena Community College	NEA	52	1965	1965	2	1 8/21/88
*Baker Junior College of Business						
	NEA	20 ft	1978	1978	2	1 8/31/82
Bay de Noc Community College	NEA (Ind. 1971)	46 ft	1973	1971	2	1 8/30/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
MICHIGAN (Cont'd.)						
Central Michigan University	NEA (NEA 1969)	579	1977	1970	4	1 6/30/88
*Detroit College of Business	NEA (Ind. 1971)	22 ft	1973	1971	4	1 6/30/90
Eastern Michigan University	AAUP	630 ft	1974	1974	4	1 8/31/90
Ferris State College	NEA	507 ft	1973	1973	4	1 6/30/87
Glen Oaks Community College	NEA	28 ft	1968	1968	2	1 8/31/83
Gogebic Community College	NEA	48	1965	1965	2	1 8/15/89
Grand Rapids Junior College	Ind.	348	1965	1965	2	1 8/20/89
Henry Ford Community College	AFT	212	1965	1966	2	2 8/31/85
Dearborn Hts. Campus Main Campus					2	2
Campus Center Miller-Searle Cntr.					2	
Highland Park Community College	AFT	400	1966	1967	2	1 6/30/89
Jackson Community College	NEA	120 ft	1965	1966	2	1 8/31/87
Kalamazoo Valley Community College	NEA	96	1969	1969	2	1 5/31/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
MICHIGAN (Cont'd.)						
Kellogg Community College	MEA/NEA (AFT 1967)	97 ft	1968	1968	2	1 8/15/88
Y*Kendall School of Design	NEA	50	1974	---	3/4	1
Kirtland Community College	AFT/MFT (Ind. 1969, NEA 1973)	16 ft	1985	1971	2	1 6/30/87
Lake Superior State University o Support Staff	MEA/NEA MEA/NEA (AFSCME 1969)	105 ft 104 ft	1978 1985	1978 1985	4 4	1 9/1/88 1 8/31/87
Lansing Community College	NEA	1,000 f/pt	1968	1969	2	1 9/16/90
Macomb County Community College	Ind.	360 ft	1966	1967	2	2 8/13/89
Center Campus South Campus					2 2	
Michigan State University o Administrative Professionals o Administrative Staff	Ind. Ind./NEA	550 550	1985 1985	1985 1985	4 4	1 9/30/88 1 9/30/88
Mid-Michigan Community College	MEA/NEA	40 ft	1968	1968	2	1 8/23/88
Monroe County Community College	NEA	52 ft	1973	1969	2	1 8/31/89
Montcalm Community College	NEA	25 ft	1968	1968	2	1 6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
<u>MICHIGAN (Cont'd.)</u>							
Mott Community College	NEA	206	1966	1966	2	1	8/21/89
Muskegon Community College	NEA	125 ft	1965	1967	2	1	8/31/88
North Central Michigan College	NEA	35	1980	1981	2	1	8/31/84
Northern Michigan University	AAUP	296 ft	1975	1976	4	1	6/30/90
o Skills Center Instructors	NEA	29	1980		2	1	8/25/89
Oakland Community College	NEA/MEA	301	1971	1966	2	4	8/31/89
Auburn Hills Campus					2		
Highland Lakes Campus					2		
Orchard Ridge Campus					2		
Southeast Campus					2		
Oakland University	AAUP	401 ft	1970	1971	4	1	8/14/88
Saginaw Valley State College	NEA	140 ft	1972	1972	4	1	6/30/90
St. Clair County Community College	NEA/MEA	95	1968	1970	2	1	8/30/88
Schoolcraft College	NEA	137 ft 200 pt	1972	1968	2	1	8/22/88
*University of Detroit	NEA	167 ft	1975	1977	4	1	8/15/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
MICHIGAN (Cont'd.)							
University of Michigan Teaching Assistants	AFT	1,800	1976	1976	4	3	3/1/89
Ann Arbor							
Dearborn					4		
Flint					4		
Washtenaw Community College	NEA	162 ft	1966	1967	2	1	12/22/87
Wayne County Community College	AFT	198 ft 637 pt	1970	1970	2	3	8/31/87
Downriver Region					2		
Eastern Region					2		
Northwestern Region					2		
o Administrative Unit	Ind.	---	---	---	2	3	1986
Wayne State University	AAUP	1,375 f/pt	1972	1972	4	1	7/31/88
West Shore Community College	MEA/NEA (Ind. 1970)	28 ft 58 pt	1984	1970	2	1	8/21/88
Western Michigan University	AAUP	780 f/pt	1975	1976	4	1	9/6/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MINNESOTA							
Minnesota Community College System	MCCFA/NEA	1,500	1972	1973	2	18	6/30/89
Anoka-Ramsey C.C.					2		
Arrowhead C.C. District					2		
Hibbing C.C.					2		
Itasca C.C.					2		
Mesabi C.C.					2		
Rainy River C.C.					2		
Vermilion C.C.					2		
Austin C.C.					2		
Clearwater C.C. District					2		
Brainerd C.C.					2		
Fergus Falls C.C.					2		
Northland C.C.					2		
Inver Hills C.C.					2		
Lakewood C.C.					2		
Minneapolis C.C.					2		
Normandale C.C.					2		
North Hennepin C.C.					2		
Rochester C.C.					2		
Willmar C.C.					2		
Worthington C.C.					2		
Minnesota State University System							
Bemidji St. Univ.	NEA/IFO/MEA	2,250	1975	1976	4	7	6/30/89
Mankato St. Univ.					4		
Metropolitan St. Univ.					4		
Moorhead St. Univ.					4		
Saint Cloud St. Univ.					4		
Southwest St. Univ.					4		
Winona St. Univ.					4		
University of Minnesota							
	NEA	300	---	1982	2/4	2 ⁴	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
University of Minnesota (Cont'd.)							
Duluth Campus			1980		4		
Waseca Campus			1981		2		
<u>MISSOURI</u>							
*Park College	AFT	35	1976	1977	4	1	4/30/82
St. Louis Community College	NEA	473 ft	1978	1983	2	3	6/30/89
Florissant Valley Forest Park Meramec					2	2	
<u>MONTANA</u>							
Dawson Community College	AFT	25 f/pt	1975	1975	2	1	6/30/87
Eastern Montana College	AAUP (AAUP/AFT 1975)	144 f/pt	1978	1976	4	1	6/30/87
Miles Community College	Ind.	24	1973		2	1	6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract**	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
<u>MONTANA (Cont'd.)</u>							
Northern Montana College	AFT (NEA 1975)	85	1979	1976	4	1	6/30/87
University of Montana	AFT	418 f/pt	1978	1979	4	1	6/30/87
Western Montana College	AFT (NEA 1975)	44 ft	1983	1975	4	1	6/30/87
<u>NEBRASKA</u>							
Central Community College	CCCEA	114	1985	1976	2	3	8/14/88
Columbus-Region 1					2		
Grand Island-Region 2					2		
Hastings-Region 3					2		
Metropolitan Technical Community College	NEA	125 ft	1974	1974	2	3	6/30/88
Elkhorn Valley Main Campus					2		
South Campus					2		
Mid-Plains Technical Community College Area	NEA	75	1976	1976	2	2	1989
McCook North Platte					2		
					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEBRASKA (Cont'd.)							
Nebraska State Colleges	SCEA/NEA	400	1976		4	3	6/30/89
Kearney St. Col.					4		
Peru St. Col.					4		
Wayne St. Col.					4		
Southeast Technical Community College	Ind. (NEA 1975)	243	1979	1975	2	3	6/30/89
Beatrice Campus					2		
Lincoln Campus					2		
Milford Campus					2		
University of Nebraska (Omaha)	AAUP	400	1979	1981	4	1	6/30/88
University of Nebraska College of Law (Lincoln)	Ind.	25	1976	---	4	1	
Western Technical Community College Area	NEA	70	1976	---	2	2	8/31/87
Neb. Western Col.-Scottsbluff					2		
Western Neb. Tech. Col.-Sidney					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
<u>NEW HAMPSHIRE</u>							
*Franklin Pierce College	AFT	62 f/pt	1974	1974	4	1	8/31/88
Keene State College	NEA ²⁶	157 ft	1977	1979	4	1	6/30/89
<u>NEW JERSEY</u>							
Atlantic Community College	NEA	82	1968	1970	2	1	6/30/90
Bergen Community College	NEA	245 ft	1968	1969	2	1	6/30/88
*Bloomfield College	AAUP	50 f/pt	1973	1975	4	1	6/30/87
Brookdale Community College	NEA	185	1971	1974	2	1	6/30/89
Burlington County College	NEA	96	1970	1971	2	1	6/30/88
Camden County College	NEA (NEA 1968; AFT 1972)	96	1980		2	1	6/30/88
Main Campus-Blackwood					2		
Campus Center Camden					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont'd.)							
County College of Morris	NEA (Ind. 1974)	180	1975	1975	2	1	8/31/88
Cumberland County College	NEA	47	1968	1969	2	1	6/30/88
Essex County College	NEA	164	1968	1970	2	1	8/30/87
Gloucester County College	AFT (NEA 1968)	75 ft	1972	1969	2	1	6/30/89
Mercer County Community College	NEA	121 ft	1970	1971	2	1	6/30/90
Main Campus					2		
Campus Center					2		
o Professional Staff	AFT (NEA 1975)	77	1987		2	1	
o Technical Assistants	AFT	40 ft	1980		2	1	6/30/89
Middlesex County College	AFT	250	1968	1968	2	1	6/30/88
*Monmouth College	AAUP (NEA 1971)	147 ft	1978	1971	4	1	6/30/88
New Jersey Institute of Technology	Ind.	315	1970	1971	4	1	6/30/86
New Jersey State College System	AFT (NEA 1969)	3,200	1972	1970	4	8	6/30/89
Glassboro St. Col.					4		
Jersey City St. Col.					4		
Kean Col. of New Jersey					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
New Jersey State College System (Cont'd.)						
Montclair St. Col.		4			4	
Ramapo Col. of New Jersey		4			4	
Stockton St. Col.		4			4	
Trenton St. Col.		4			4	
William Paterson Col. of NJ		4			4	
Ocean County College	NEA	103 ft	1968	1968	2	1 8/31/90
Passaic County Community College	NEA	54 ft	1972	1972	2	1 8/20/90
Raritan Valley Community College	AFT (NEA)	92	1973		2	1 6/30/90
*Rider College	AAUP	257 f/pt	1973	1974	4	1 8/31/88
Rutgers State University of New Jersey	AAUP	2,516	1970	1971	4	3 6/30/89
Camden Campus		1,150(TA)			4	
New Brunswick Campus					4	
Newark Campus					4	
Salem Community College	NEA	32	1975	1976	2	1 6/30/87
*Union County College ²⁸	AAUP	180 ft	1974	1975	2	4 8/31/90
Main Campus-Cranford					2	
Scotch Plains Campus					2	
Campus Center						
Elizabeth Skills Center					2	
Plainfield Campus					2	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont'd.)							
University of Medicine and Dentistry of New Jersey	AAUP	900 ft	1972	1973	4	5	6/30/89
Grad. School of Biomedical Sciences					4		
New Jersey Dental School					4		
New Jersey Medical School					4		
School of Osteopathic Medicine					4		
Robert Wood Johnson Medical School					4		
o School of Health Related Professions	NJEA	30 ft	1984	1984	4	1	6/30/89

NEW YORK

*Adelphi University	AAUP	305 ft 450 pt	1972	1973	4	1 ³⁰	8/31/90
Adirondack Community College	NEA (ACCF 1970; AFT 1978)	100	1985	1970	2	1	8/31/88
*Bard College	AAUP	81	1972	1973	4	1	6/30/88
Broome Community College	NYEA/NEA (AFT 1969)	208	1979	1969	2	1	8/31/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
NEW YORK (Cont'd.)						
Cayuga County Community College	NYEA/NEA (NEA 1970; ACCF 1972)	80 ft	1978	1970	2	1 8/31/88
City University of New York	PSC/AAUP AFT ³²	9,525 ft 4,996 pt	1969	1969	2/4	20 8/31/87
Baruch College					4	
Bor. of Manhattan C.C.					2	
Bronx C.C.					2	
Brooklyn College					4	
City College					4	
College of Staten Island						
. St. George's Campus					2	
. Sunnyside Campus					4	
Grad. School & Univ. Center					4	
Hostos C.C.					2	
Hunter College					4	
John Jay Col. of Criminal Justice						
Kingsborough C.C.					4	
LaGuardia C.C.					2	
Lehman College					2	
Medgar Evers College					4	
Mt. Sinai School of Medicine					4	
New York City Tech. College					4	
Queens College					2	
Queensborough C.C.					4	
York College					2	
Clinton Community College	NYEA/NEA (ACCF 1972)	55 ft	1978	1973	2	1 8/31/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
*College of Insurance	AAUP	12	1985	1987	4	1	9/90
Columbia-Greene Community College	NYEA/NEA (NYSUT/AFT 1971)	43 ft	1979	1971	2	1	8/31/90
Community College of the Finger Lakes	NYEA/NEA (ACCF 1974)	133 ft	1978	1975	2	1	8/31/88
Y*Cooper Union	NYSUT/AFT	56	1975	1978	4	1	8/31/89
Cornell University ILR Adjunct Faculty	NYSUT	200	1981	1981	4	3	8/31/89
4 Long Island Campus					4		
4 New York City Campus					4		
4 Westchester/Rockland Campus					4		
*Culinary Institute of America	Ind.	90	1979	1979	2	1	12/31/88
*Dowling College	NYSUT/AFT	75	1978	1979	4	1	8/31/88
Dutchess Community College	NEA(NYSUT/AFT 1968)	209	1987	1969	2	1	8/31/87
o Adjunct	NEA(NYSUT/AFT 1985)	250	1987	1987	2	1	8/31/90
*D'Youville College	AAUP	69 ft	1976	1977	4	1	8/31/85
Erie Community College	NYEA/NEA (NEA 1971; ACCF 1972)	467	1978	1978	2	3	8/31/87
City Campus					2		
North Campus					2		
South Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Fashion Institute of Technology	AFT ³³ (NYSUT/AFT)	200 500-Adjunct 319 ft-staff 85 pt-staff	1976	1967	2	1	8/31/87
*Fordham University Law School							
	Ind.	26	1971	---	4	1	
Fulton-Montgomery Community College	NYEA/NEA (NEA 1969; ACCF 1972)	67 ft	1978	1969	2	1	8/31/89
Genesee Community College	NYEA/NEA (NEA 1970; ACCF 1972)	103 ft	1978	1970	2	1	8/31/88
Herkimer County Community College	NYSUT (Ind. 1975)	67	1983	1977	2	1	8/31/89
*Hofstra University							
	AAUP	360 f/pt	1973	1974	4	1	8/31/88
Hudson Valley Community College							
	Ind. (NYEA/NEA NEA 1969; ACCF 1972)	250 ft	1983	1969	2	1	8/31/89
Hudson Valley C.C.							
Campus Center					2		
o Cptl. District Educational Opportunity Center	NYSUT	26 ft	1976	1976	2	1	8/31/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Jamestown Community College	Ind. (NEA 1970)	120	1972	1970	2	2	8/31/88
Cattaraugus County Campus Jamestown Campus					2 2		
Jefferson Community College	NYEA/NEA	70 ft	1975	1969	2	1	8/31/88
Y*Long Island University- Brooklyn Center	AFT/NYSUT (AFT 1970)	250	1976	1972	2	1	8/31/88
Y* o College of Pharmacy	AAUP	30	1978	1979	4	1	10/31/91
Y*Long Island University- C.W. Post Center	AFT (NYSUT 1973)	350	1976	1975	4	1	8/31/88
o Adjunct Faculty	NYEA/NEA	1,000	1978	1979	4	1	10/31/87
Y*Long Island University- Southampton Center	AFT (NYSUT 1973)	72	1976	1975	4	1	8/31/88
*Marymount College	AAUP	65	1976	1977	4	1	8/31/88
Mohawk Valley Community College	NYSUT/AFT	163 ft	1972	1972	2	1	8/31/88
Monroe Community	NYSUT/AFT	360 f/pt	1969	1967	2	1	8/31/90
Nassau Community College	NYSUT/AFT (Ind.)(NCCFT)	665	1969	1969	2	1	8/31/88
o Adjunct Faculty	NYSUT/AFT (AFA)	834	1974	1974	2	1	9/30/84

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
*New York Institute of Technology	AAUP	295	1970	1971	4	3	8/31/92
Central Islip Campus					4		
New York City Campus					4		
Old Westbury-Main Campus					4		
*New York University Law School							
	Ind.		1973	---	4	1	
Niagara County Community College	NYEA/NEA (ACCF)	178	1978	1969	2	1	8/31/86
*Niagara University							
	Ind.		1975	1979	4	1	8/31/82
North Country Community College							
	NYEA/NEA (NEA 1969; ACCF 1972)	50 ft	1978	1970	2	4	8/31/90
Elizabethtown Campus							
Melone Campus							
Saranac Lake Campus							
Ticonderoga Campus							
Onondaga Community College							
	NYSUT/AFT	200 ft ³⁴ 230 pt	1967		2	1	8/31/89
Orange County Community College							
	NYEA/NEA (NEA 1969; ACCF 1972)	125	1978	1969	2	1	8/31/88
o Staff & Chairmen							
	Ind.	55	1969	1969	2	1	8/31/84

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
<u>NEW YORK (Cont'd.)</u>							
Y*Pratt Institute	AFT (AFT 1971; NYSUT)	120 ft 350 pt	1971	1972	4	2	8/31/89
Brooklyn Pratt Manhattan Center					4 4		
Rockland Community College	NYSUT/AFT	145	1969		2	1	8/31/88
*St. John's University	AAUP/Ind.	555 ft 303 pt	1970	1970	4	2	8/31/87
Queens Staten Island					4 4		
Schenectady County Community College	NYEA/NEA (NEA 1970; ACCF 1972)	76 ft	1978	1971	2	1	8/31/88
State University of New York	UUP/ ³⁵ AFT (NYSUT 1971; UUP/AFT 1976)	16,200 ft	1978	1971	2/4	34	6/30/88
Colleges of Technology					2 2 2 2 2 2		
Alfred							
Canton							
Cobleskill							
Delhi							
Farmingdale							
Morrisville							
Coll. of Agric. and Life Sci. at Cornell Univ.					4		
Coll. of Ceramics at Alfred Univ.					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
State University of New York (Cont'd.)							
Coll. of Environmental Sci. and Forestry at Syracuse					4		
Coll. of Human Ecology at Cornell Univ.					4		
Coll. of Technology at Utica/Rome					4		
Coll. of Veterinary Med. at Cornell Univ.					4		
Empire State College					4		
Maritime Coll. at Fort Schuyler					4		
School of Indus. & Labor Rels. at Cornell Univ.					4		
State University Colleges					4		
Brockport					4		
Buffalo					4		
Cortland					4		
Fredonia					4		
Geneseo					4		
New Paltz					4		
Old Westbury					4		
Oneonta					4		
Oswego					4		
Plattsburgh					4		
Potsdam					4		
Purchase					4		
State University of New York					4		
Albany					4		
Binghamton					4		
Buffalo					4		
Stony Brook					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
State University of New York (Cont'd.)							
Medical Centers					4		
Coll. of Optometry at New York City					4		
Brooklyn Health Science Center					4		
Stony Brook Health Science Center					4		
Syracuse Health Science Center					4		
Suffolk County Community College	NYSUT/AFT	415	1970	1970	2	3	8/31/89
Eastern Campus (Riverhead)					2		
Selden Campus					2		
Western Campus (Brentwood)					2		
o Guild of Administrative Offices	AFSCME	80	1970	1970	2	3	8/31/88
Sullivan County Community College	NEA (ACCF 1974)	120	1978	1976	2	1	8/31/87
o Professional Staff	NEA				2	1	8/31/87
*Taylor Business Institute	AFT	80	1969	1970	2	1	6/89
Tompkins-Cortland Community College	NYEA	88	1982	1983	2	1	8/31/89
*Trocaire College	Ind.	34 ft 33 pt	1974	1981	2	1	8/15/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
<u>NEW YORK (Cont'd.)</u>							
Ulster County Community College	NYEA/NEA (NEA 1970; ACGF 1972)	88	1978	1970	2	1	8/31/90
o Administrative Staff	NYEA/NEA (OPAP 1970)	57	1984	1970	2	1	8/31/90
<u>U.S. Merchant Marine Academy</u>							
	AFGE	75	1978	1968	4	1	1974
<u>*Utica College of Syracuse University</u>							
	AAUP	106 ft	1976	1977	4	1	6/30/90
*Vassar College (Prof. Staff)	CWA	23	1985	1986	4	1	6/30/89
<u>Westchester Community College</u>							
	NYSUT/AFT	210	1969	1969	2	1	8/31/88
<u>OHIO</u>							
Central State University	AAUP	90	1985	1985	4	1	8/31/88
<u>Cuyahoga Community College District</u>							
Eastern Campus	AAUP	345 ft	1977	1978	2	3	9/1/89
Metropolitan Campus					2		
Western Campus					2		
*Dyke College	AFT	16 ft	1975	1976	4	1	8/31/88
<u>Edison State College</u>							
	NEA	43	1985		2	1	8/31/89
<u>Hocking Technical College</u>							
	NEA	30	1986	---	2	1	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
<u>OHIO (Cont'd.)</u>							
Jefferson Technical College	NEA	46	1985	1986	2	1	12/31/88
Kent State University	AAUP ³⁶ (AAUP/NEA 1975)	850 ft	1979	1978	2/4	8	9/16/90
Ashtabula Regional Campus					2		
East Liverpool Regional Campus					2		
Geauga Regional Campus					2		
Main Campus					4		
Salem Regional Campus					2		
Stark County Regional Campus					2		
Trumbull Regional Campus					2		
Tuscarawas Regional Campus					2		
Lakeland Community College	NEA	114 ft	1978	1978	2	1	8/31/89
Northwest Technical College	NEA	45	1975	1973	2	1	8/31/88
*Rio Grande College	Ind.	76	1976		4	1	Salaries Only-6/85 Tenure - 9/87
Shawnee State University	NEA	80 ft 157 Spt	1975	1976	4	1	8/31/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
<u>OHIO (Cont'd.)</u>							
Southern State Community College	NEA	29	1985	1986	2	3	8/31/89
Central Campus							
North Campus							
South Campus							
Terra Technical College	NEA	47	1985	1986	2	1	8/31/88
University of Cincinnati	AAUP	1,575	1975	1976	2/4	4	8/31/89
Main Campus-University Col.					4		
Campus Centers							
Clermont General & Tech. College					2		
College of Applied Science					2		
Raymond Walters College					2		
Y*Wilberforce University	AAUP	49 ft	1979	1979	4	1	8/31/86
Youngstown State University	NEA	415 ft	1972	1973	2/4	1	6/14/89
<u>OREGON</u>							
Blue Mountain Community College	NEA	73 ft	1975	1976	2	1	6/30/87
Central Oregon Community College	Ind. 1985 ³⁷ (Ind. 1975) (NEA 1979)	68 ft 5 pt	1985	1977	2	1	6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
OREGON (Cont'd.)						
Chemeketa Community College	NEA	224 f/pt	1974	1974	2	1 6/30/89
Clackamas Community College	NEA/OEA	153 ft	1975	1973	2	1 6/30/89
Clatsop Community College	NEA	37 ft	1975	1975	2	1 6/30/88
Lane Community College	NEA	281 ft	1974	1974	2	1 6/30/87
Mount Hood Community College	Ind.	161 ft	1975	1976	2	1 8/31/88
o Part-time	OEA	400	1982		2	1 6/30/88
Portland Community College	OFT/AFT	350	1974	1975	2	3 8/31/89
Cascade Campus					2	
Rock Creek Campus					2	
Sylvania Campus					2	
Campus Centers					2	
Ross Island Center					2	
Southeast Center					2	
Stadium Center					2	
o Part-time	OFT/AFT	693	1984	1986	2	3 9/14/88
Portland State University	AAUP	548	1978	1979	4	1 6/30/89
o Part-time	AFT	200	1978	1979	4	1 6/30/89
Rogue Community College	OEA	58 ft	1975	1975	2	1 6/30/90
Y Southern Oregon State College	Ind.	293 ft	1973	1975	4	1 6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
<u>OREGON (Cont'd.)</u>							
Southwestern Oregon Community College	AFT	65 f/pt	1974	1974	2	1	6/30/90
Treasure Valley Community College	NEA	56	---	---	2	1	6/30/90
University of Oregon Graduate Teaching Fellows	AFT	1,000	1977	1978	4	1	6/30/89
Western Oregon State College	AFT	200 f/pt	1974	1975	4	1	8/15/89
*Western States Chiropractic College	Ind./AFT	20 ft 15 pt	1978	1979	4	1	6/30/88
<u>PENNSYLVANIA</u>							
Antioch College ³⁸	AFT	1	1980		4	1	8/31/88
Bucks County Community College	AFT	191	1971	1972	2	1	8/15/89
Community College of Allegheny County	AFT	383 ft	1971	1972	2	4	8/22/89
Allegheny Campus					2		
Boyce Campus					2		
North Campus (Pittsburgh)					2		
South Campus (West Mifflin)					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
PENNSYLVANIA (Cont'd.)						
Community College of Beaver County	NEA (AFT 1970)	54 ft	1973	1972	2	1 8/3/88
Community College of Philadelphia	AFT	370 ft	1970	1970	2	1 ³⁹ 8/31/90
o Adjunct	AFT	625 pt	1978	1983	2	1 8/31/90
Delaware County Community College	NEA	100 ft	1974	1975	2	1 8/20/84
*Lackawanna Junior College	NEA	28 ft	1979		2	1 12/31/83
Lehigh County Community College	NEA	70 ft	1970	1972	2	1 8/31/88
Lincoln University	AAUP	80 ft	1972	1973	4	1 8/31/88
Luzerne County Community College	NEA	104	1971	1971	2	1 8/31/90
Montgomery County Community College	AFT (AAUP 1979)	150 ft	1982	1980	2	1 8/31/88
*Moore College of Art	AFT	30 ft 20 pt	1971	1971	4	1 8/31/88
Northampton County Area Community College	AFT	102	1976	1977	2	1 6/30/89
Pennsylvania State System of Higher Education	APSCUF/AFT (NEA 1971; Ind. 1977; AAUP 1979)	4,700 f/pt	1979	1971	4	14 6/30/90

Bloomsburg Univ. of Penn. 4

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Pennsylvania State System of Higher Education (Cont'd.)							
California Univ. of Penn.					4		
Cheyney Univ. of Penn.					4		
Clarion Univ. of Penn.					4		
East Stroudsburg Univ. of Penn.					4		
Edinboro Univ. of Penn.					4		
Indiana Univ. of Penn.					4		
Kutztown Univ. of Penn.					4		
Lock Haven Univ. of Penn.					4		
Mansfield Univ. of Penn.					4		
Millersville Univ. of Penn.					4		
Shippensburg Univ. of Penn.					4		
Slippery Rock Univ. of Penn.					4		
West Chester Univ. of Penn.					4		
Reading Area Community College							
	AFT	32	1974	1975	2	1	6/30/90
*Robert Morris College							
	AFT	114 ft	1974	1975	4	1	4/12/89
*Spring Garden College							
	AFT	50 ft	1979	1979	4	1	8/31/88
Temple University							
	AAUP/AFT	1,052 ft	1972	1973	4	3	6/30/86
Ambler Campus							
					4		
Philadelphia Campus							
					4		
Tyler Sch. of Art Campus							
					4		
Temple University Law School							
	Ind.	39 ft	1973	1973	4	1	1982 Salaries Only

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
PENNSYLVANIA (Cont'd.)							
University of Pittsburgh Medical School (See also "No Agent" Listing)	Ind.	831 f/pt	1976	---	4	1	
*University of Scranton	Ind.	210 ft	1974	1974	4	1	8/19/88
Westmoreland County Community College	NEA	65 ft	1972	1972	2	1	6/30/88
Williamsport Area Community College	NEA	160 ft	1971	1972	2	2	8/31/91
North Campus Natural Resources					2		
					2		
RHODE ISLAND							
*Bryant College	AFT	116 ft 140 pt	1967	1967	4	1	7/31/89
Community College of Rhode Island	NEA	300 f/pt	1972	1972	2	2	6/30/90
Lincoln Campus Warwick Campus					2		
					2		
Rhode Island College	AFT	360 ft	1972	1972	4	1	6/30/90
*Rhode Island School of Design o Adjunct	NEA NEA	97 ft 146 pt	1978 1980	1979	4 4	1 1	6/30/87 6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
<u>RHODE ISLAND (Cont'd.)</u>							
*Roger Williams College	NEA	108 ft 44 pt	1972	1973	4	2	6/30/89
Bristol Campus Providence Branch					4 4		
University of Rhode Island	AAUP	699	1971	1972	4	1	6/30/90

SOUTH DAKOTA

*National College of Business	NEA	40 ft	1976	1977	4	1	8/31/87
South Dakota Board of Regents System	NEA	1,250 ft	1977	1979	4	6	6/30/88
Black Hills St. Col.					4		
Dakota St. Col.					4		
Main Campus-Vermillion					4		
Northern St. Col.					4		
S.D. Sch. of Mines and Technol.					4		
S.D. State University					4		

VERMONT

Vermont State Colleges	AFT	232	1973	1975	2/4	4	8/31/89
Castleton St. Col.					4		
Johnson St. Col.					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
Vermont State Colleges (Cont'd.)						
Lyndon St. Col.			4			
Vermont Tech. Col.			2			

VIRGINIA

Y*Marymount University	NEA	51 f/pt	1975	1975	4	1	8/31/89
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60 WASHINGTON

Bellevue Community College	NEA	350 ft	1972	1972	2	1	8/31/89
Big Bend Community College	WEA/NEA (Ind./NEA, 1965; AFT 1975)	50	1980	1972	2	1	6/30/88
Clark College	NEA (Ind.)	65	1974	1964	2	1	9/1/82
Columbia Basin Community College	NEA	95 f/pt	1972	1973	2	1	6/30/89
Community College District XII	AFT (NEA 1968)	104 ft 184 pt	1986	---	2	3	6/30/89
Centralia Col.						2	
South Puget Sound C.C.						2	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Campuses#	Contract Expiration
Community College District XII (Cont'd.)							
Campus Center							
Garrett Heyns Ed. Cntr.							
			2				
Edmonds Community College ⁴¹	AFT (Ind. 1969)	110 ft 300 pt	1975	1976	2	1 ⁴²	6/30/88
Everett Community College ⁴³	AFT (Ind. 1969)	108 ft 141 pt	1975	1976	2	1	6/30/90
Fort. Steilacoom Community College	SEIU (NEA 1969)	96 ft 300 pt	1981	1969	2	1	9/1/88
Grays Harbor College	NEA	50	1968		2	1	Informal Agreement
Green River Community College	AFT/NEA	103 ft 120 pt	1972	1973	2	1	5/15/90
Highline Community College	NEA	131 ft 250 pt	1965	1969	2	1	8/30/89
Lower Columbia College	NEA	72	1967	1972	2	1	8/31/87
Olympic College	NEA	94 ft 250 pt	1964		2	1	6/30/88
Peninsula College	NEA/WEA	43 ft 65 pt	1967	1980	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	Contract Expiration
WASHINGTON (Cont'd.)						
Seattle Community College District VI	AFT	380	1968	1968	2 3	8/31/87
Central Campus					2	
North Campus					2	
South Campus					2	
Shoreline Community College	AFT (NEA 1970)	302 f/pt	1974	1975	2 1	6/30/89
Skagit Valley College	NEA	88 ft 200 pt	1965	1969	2 2	6/30/89
Mount Vernon Campus Whidbey Campus						
Spokane Falls Community College District XVII	NEA	350 ft 650 pt	1970	1977	2 2	8/31/88
Spokane C.C. Spokane Falls C.C.					2 2	
Tacoma Community College	AFT	78 ft 203 pt	1972	1973	2 1	6/19/88
University of Washington Nursing Staff o Nursing Staff	1199 NW (Ind.) WA State Nursing Association	400 600	1985 1972	1987 1974	4 4 1 1	5/89 3/90
Walla Walla Community College	NEA	90	1968	1970	2 2	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont'd.)							
Wenatchee Valley College	NEA	56 ft 120 pt	1965	1975	2	1	6/30/89
Whatcom Community College	AFT	125 f/pt	1975	1976	2	1	8/31/88
Yakima Valley Community College	AFT (NEA 1971; AFT 1973)	375 f/pt	1978	1973	2	1	6/30/89
WISCONSIN							
Blackhawk Vocational Technical Institute	AFT/WFT	81	1972	1974	2	1	6/30/87
Chippewa Valley Tech. College ⁴⁴	WEA/NEA	188	1985	1969	2	2	6/30/88
Chippewa Falls Campus Menomonie Campus					2 2		
Fox Valley Technical Institute	NEA	200	1968	1969	2	2	6/30/87
Fox Valley Tech. Inst.- Appleton					2		
Fox Valley Tech. Inst.- Oshkosh					2		
Gateway Technical College	WEA/NEA (AFT 1972)	174	1982	1973	2	4	6/30/87
Gateway Aviation Cntr.-Kenosha					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Gateway Technical College (Cont'd.)							
Gateway Tech.-Elkhorn					2		
Gateway Tech.-Kenosha					2		
Gateway Tech.-Racine					2		
Lakeshore Technical Institute	NEA	105 ft	1968	1968	2	1	6/30/87
Madison Area Vocational & Technical							
Mad. Area Tech. Col.-Ft. Atkinson	AFT	375	1969	1969	2	5	6/30/87
Mad. Area Tech. Col.-Madison					2		
Mad. Area Tech. Col.-Portage					2		
Mad. Area Tech. Col.-Reedsburg					2		
Mad. Area Tech. Col.-Watertown					2		
Mid-State Technical College							
Marshfield	NEA	87	1970	1970	2	3	8/14/87
Stevens Point					2		
Wisconsin Rapids					2		
Milwaukee Area Technical College							
Milwaukee Campus	AFT	600	1963	1967	2	4	6/30/89
North Campus					2		
South Campus					2		
West Campus					2		
Moraine Park Technical Institute							
Beaver Dam Campus	AFT	140	1969	1969	2	3	6/30/87
Fond du Lac Campus					2		
West Bend Campus					2		
North Central Tech. Institute							
Main Campus-Wausau	NEA	138	1969	1969	2	2	6/30/87
Satellite-Antigo					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College Campuses#	No. of Contract Expiration
WISCONSIN (Cont'd.)						
Northeast Wisconsin Technical Institute	NEA (AFT 1967)	186	1972	1972	2 3	8/24/87
Green Bay Campus					2	
Marinette Campus					2	
Sturgeon Bay Campus					2	
*Northland College	Ind.	38 ft	1975	1979	4 1	12/31/85
Southwest Wisconsin Technical Institute	AFT	103 f/pt	1972	1978	2 1	6/30/87
University of Wisconsin-Madison Teaching, Prog. & Proj. Assts.	TAA/AFT ⁴⁵	2,400	1987	---	4 1	
Waukesha County Technical College	NEA	185	1967	1967	2 3	7/31/87
Menomonee Falls Campus					2	
Pewaukee (Main Campus)					2	
Waukesha Campus					2	
Western Wisconsin Technical Institute	AFT (Ind. 1976)	169	1976	1977	2 1	6/30/87
Wisconsin Indianhead VTAE District	AFT	138	1972	1972	2 4	6/30/87
Ashland Campus					2	
New Richmond Campus					2	
Rice Lake Campus					2	
Superior Campus					2	
GUAM						
University of Guam	GFT/AFT	185	1985	1976	4 1	1988

FOOTNOTES

⁺As long as a certificate of recognition is in effect, the institution is designated as having a bargaining agent, even if no collective bargaining has ever taken place. No distinction is made between agent elections and/or voluntary recognition.

⁺⁺Three dashes (---) in this column indicate that no contract has been signed, according to available information.

[#]For purposes of this study, the National Center for Education Statistics' (NCES) definition of a branch campus, along with institutional self-reporting, was used. NCES defines branch campuses as those possessing the following characteristics: a permanent administration, offer programs at least two years in length, located in a community different from parent institutions so as not to be within commuting distance.

* Private institution.

** First contract between parties.

^YCollege and universities that have exercised a Yeshiva-like claim.

ft indicates full-time, pt part-time.

1. Sources for this publication: communication with institutions, faculty organizations, The Chronicle of Higher Education, Higher Education Daily, and Government Employee Relations Report. Data on bargaining unit size, date of first contract and number of campuses have been obtained from the institutions and agents.

2. The recognized bargaining agent, CTA/NEA defeated a decertification attempt by an Independent association, (1983).

3. Independent agent. Certification covers professional and non-professional librarians. No collective bargaining activity reported; union in inactive status.

4. Includes two educational centers.

5. Formerly Napa College.

6. Includes five off-campus locations.

7. Santa Clarita Community College District encompasses the College of the Canyons, listed in previous Directories.

8. Includes eight outreach centers.

9. Includes three satellite centers.

10. The only organized faculty bargaining unit is at the University of California at Santa Cruz.

11. See "No-Agent" listing.

12. PCFA now independent; formerly affiliated with AAUP.
13. Affiliated with Antioch University of Yellow Springs, Ohio.
14. Members of three Florida unions representing Florida State University System (UFF), several community colleges (UCCFF), and faculty at two private colleges merged their organization into the United Faculty of Florida, Local 1847 of AFT (1979). In 1982, AFT dechartered UFF; UFF then affiliated with NEA.
15. Rejected decertification/opt out election (Sept. 1981).
16. Rejected decertification attempt (1978).
17. Chicago State, Eastern Illinois, Governors State, Northeastern Illinois, and Western Illinois bargain collectively as one unit.
18. East St. Louis Community College and State Community College merged into State Community College of East St. Louis.
19. The recognized bargaining agent, AAUP/NEA, defeated a decertification attempt by the AFT (1979).
20. Rejected decertification attempt (1978).
21. Comprises Massachusetts Community College System and Massachusetts State Colleges; they bargain as two separate units.
22. The recognized bargaining agent, MTA/NEA, defeated a decertification attempt by the AFT (1983).
23. University of Massachusetts-Amherst campus rejected decertification attempt (1980).
24. The University of Minnesota has 5 campuses: Twin Cities, Morris, Duluth, Crookston, Waseca. Twin Cities, Morris, and Duluth are 4-year institutions; Crookston and Waseca are 2-year institutions. Duluth and Waseca are the only unionized campuses and they bargain together as a unit.
25. Formerly Central Technical Community College Area.
26. Rejected decertification attempt (Jan. 1979).
27. Formerly Somerset County College.
28. Union College and Union County Technical Institute merged into Union County College. The AAUP, which had held agent status at Union College, defeated the NEA, the bargaining agent at Union County Technical Institute, for agent status at the newly organized institution. (Vote: AAUP-109, NEA-67).
29. Formerly Rutgers Medical School.
30. Includes five extension centers.

31. Associated Community College Faculties no longer independent union as of 8/31/78; individual locals voted to affiliate with either NYSUT/AFT or NYEA/NEA.

32. AAUP affiliated with PSC/AFT (February 1981).

33. The initial faculty agent was elected in 1967. In 1971, separate staff and adjunct bargaining agents were also elected. The three units were subsequently combined into one in 1972.

34. Adjunct faculty which had previously been designated a separate bargaining unit is included with the full-time faculty unit as of 1985.

35. United University Professions defeated challenge to agent status by NYEA (December 1978). Unit includes the faculty and non-teaching professionals.

36. Faculty at Kent State University voted to sever ties with NEA, while retaining affiliation with AAUP (1979).

37. Unit voted to disaffiliate with NEA (1985).

38. Affiliated with Antioch University, Yellow Springs, Ohio.

39. Includes thirty-seven sites.

40. District XII is composed of Centralia College and South Puget Sound CC, institutions which had previously bargained separately. South Puget Sound CC was formerly Olympia Technical CC.

41. Washington State CC District V, which previously had been comprised of Edmonds CC and Everett CC, was restructured. Both institutions now bargain separately.

42. Edmonds CC provides educational services for the State Dept. of Corrections. The unit does not differentiate among teaching assignments.

43. See footnote 41.

44. Formerly District I Technical Institute, and Area Vocational Technical & Adult Education District I.

45. University terminated voluntary structure agreement. Union challenged administration's action in state court. Court affirmed University's position. Enabling legislation for T.A.'s bargaining was passed in 1987.

ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS
IN PUBLIC AND PRIVATE INSTITUTIONS
IN THE UNITED STATES



ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS IN
PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
CALIFORNIA							
Coast Community College	NEA	1,100	1979	1980	2	3	9/1/87
Coastline C.C.					2		
Golden West C.C.					2		
Orange Coast C.C.					2		
Rancho Santiago C.C. District ¹	NEA	21 ft 347 pt			2	1	6/30/88
*University of San Francisco	AFT	375	1981	1985	4	1	12/30/88
CONNECTICUT							
Connecticut Community College System	Ind./AAUP	900 pt	1985		2	12	6/30/89
Asnuntuck C.C.					2		
Greater Hartford C.C.					2		
Housatonia Regional C.C.					2		
Manchester C.C.					2		
Mattatuck C.C.					2		
Middlesex C.C.					2		
Mohegan C.C.					2		
Northwestern Connecticut C.C.					2		
Quinebaug Valley C.C.					2		
South Central C.C.					2		
Tunxis C.C.					2		

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College Campuses	No. of Campuses	Contract Expiration
<u>DISTRICT OF COLUMBIA</u>							
American University	ELIFA	18	1982	1982	4	1	4/88
<u>MAINE</u>							
University of Maine System	PATFA/AFT	288	1986	---	4	7	
Univ. of Maine					4		
Univ. of Maine - Augusta					4		
Univ. of Maine - Farmington					4		
Univ. of Maine - Fort Kent					4		
Univ. of Maine - Machias					4		
Univ. of Maine - Presque Isle					4		
Univ. of Southern Maine					4		
<u>MASSACHUSETTS</u>							
*Berklee College of Music	AFT	54	1985	1986	4	1	6/1/89
Massachusetts Community College System ¹	NEA/MTA/MCCC	1,800	1986	---	2	15	
Southeastern Massachusetts University	AFT	30	1985	1986	4	1	6/30/89
<u>MICHIGAN</u>							
Northern Michigan University ²	NEA	29	1980		2	1	8/25/89

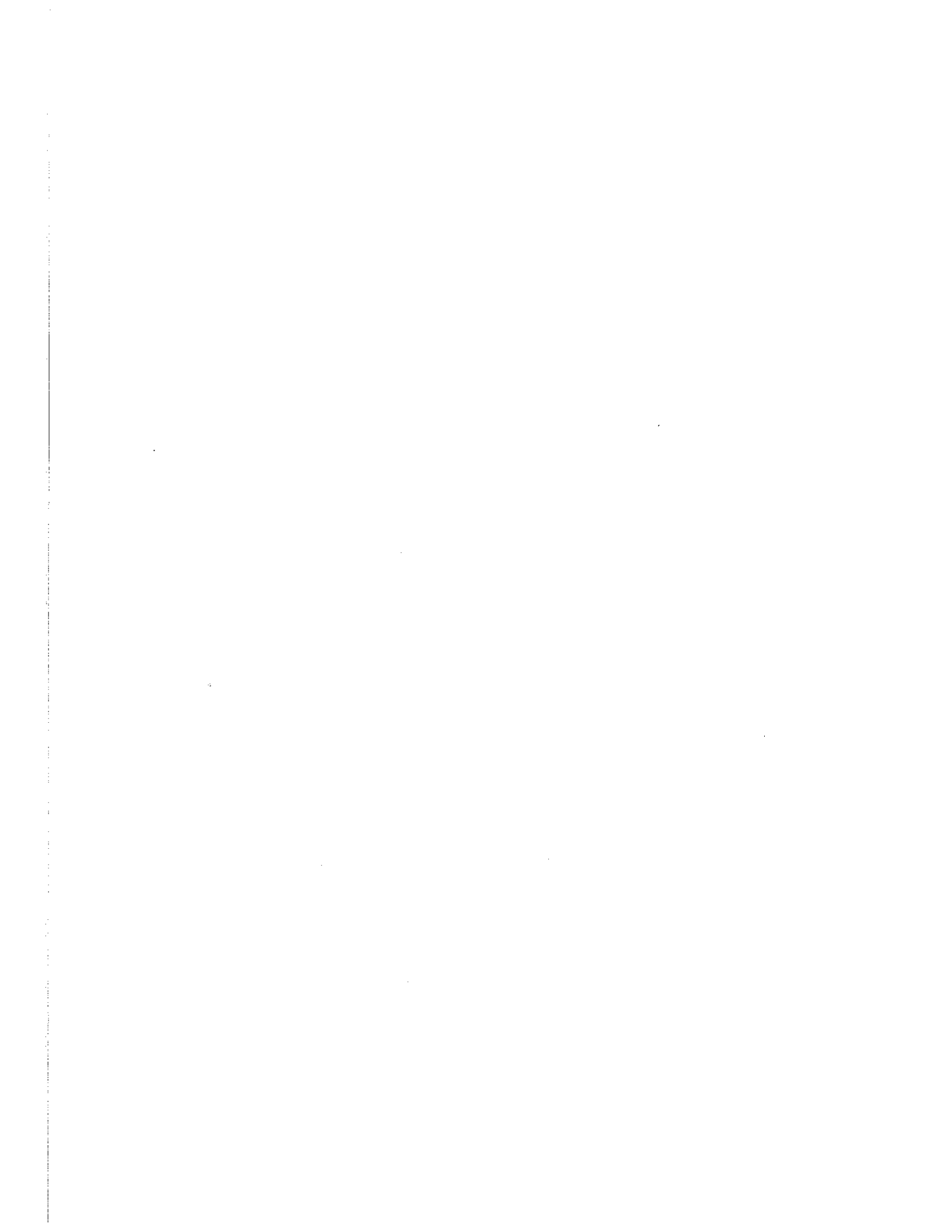
Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
<u>NEW YORK</u>							
Cornell University, ILR	NYSUT	200 pt	1981	1981	4	3	8/31/89
Long Island Campus					4		
New York City Campus					4		
Westchester/Rockland Campus					4		
Dutchess Community College	NEA (NYSUT/AFT 1985)	250	1987	1987	2	1	8/31/90
Long Island University, C.W. Post	NYEA/NEA	1,000	1978	1979	4	1	10/31/87
Nassau Community College	NYSUT/AFT	834	1974	1974	2	1	9/30/84
Orange County Community College	Ind.	55	1969	1969	2	1	8/31/84
<u>OREGON</u>							
Mount Hood Community College	OEA	400	1982		2	1	6/30/88
Portland Community College	OFT/AFT	693	1984	1986	2	3	9/14/88
Cascade Campus					2		
Rock Creek Campus					2		
Sylvania Campus					2		
Portland State University	AFT	200	1978	1979	4	1	6/30/89
<u>PENNSYLVANIA</u>							
Community College of Philadelphia	AFT	625	1978	1983	2	1	8/31/90

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
<u>RHODE ISLAND</u>							
Rhode Island School of Design	NEA	146	1980		4	1	6/30/87

FOOTNOTES

1. Continuing Education Faculty
2. Skills Center Faculty
3. Staff and Chairmen

FACULTY COLLECTIVE BARGAINING
AT CANADIAN UNIVERSITIES



FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES*

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
ALBERTA***					
University of Alberta	CAUT ¹	2,034	1982		Annual
University of Athabasca	CAUT	97	1982		Annual
University of Calgary	CAUT	1,220	1982		6/30/89
University of Lethbridge	CAUT	237	1982		Annual
MANITOBA					
Brandon University	CAUT	184	1978	1978	3/31/88
Saint Boniface	ACPU/MGEA	43	1983	1977	3/31/85
University of Manitoba	CAUT	1,170	1974	1975	3/31/87
University of Winnipeg	CAUT	244	1981	1982	3/31/86
NEW BRUNSWICK					
Universite du Moncton	ACPU	305	1976	1977	6/30/86

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
<u>NEW BRUNSWICK</u> (Cont'd.)					
Mount Allison University	CAUT	156	1982	1984	6/30/88
St. Thomas University	CAUT	69	1976	1977	6/30/88
Saint-Louis Maillet	ACPU	40	1972	1972	8/31/88
Shippagan	ACPU	24	1978	1978	6/30/88
University of New Brunswick	CAUT	555	1979	1980	6/30/88
<u>NOVA SCOTIA</u>					
Acadia University	CAUT	217	1976	1977	7/89
Dalhousie University	CAUT	718	1978	1978	6/30/88
Nova Scotia College of Arts and Design	CAUT	32	1985	1985	6/30/88
Saint Mary's University	CAUT	200	1974	1974	8/31/88
o Professional Librarians	CAUT	7	1974	1974	8/31/88
Technical University of N.S.	CAUT	105	1980	1980	6/30/89
Universite Sainte-Anne	ACPU	24	1982		6/30/87
University College of Cape Breton	CAUT	61	1975	1976	6/30/86

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
<u>ONTARIO</u>					
Algoma University College	CAUT	28	1976	1980	6/30/88
Algonquin Community College	OPSEU ⁵	675	1971	1971	8/30/87
Cambrian Community College	OPSEU	330	1971	1971	8/31/87
Canadore Community College	OPSEU	160	1971	1971	8/31/87
Carleton University	CAUT	636	1975	1975	4/30/88
Centennial Community College	OPSEU	460	1971	1971	8/31/87
Conestoga Community College	OPSEU	330	1971	1971	8/31/87
Confederation Community College	OPSEU	210	1971	1971	8/31/87
Durham Community College	OPSEU	194	1971	1971	8/31/87
Fanshawe Community College	OPSEU	550	1971	1971	8/31/87
George Brown Community College	OPSEU	600	1971	1971	8/31/87
Georgian Community College	OPSEU	250	1971	1971	8/31/87
Hearst University	ACPU	12	1982	1983	6/30/89
Humber Community College	OPSEU	525	1971	1971	8/31/87
Lakehead University	CAUT	273	1979	1981	6/30/90
o Professional Librarians	CAUT	11	1979	1981	6/30/90
Lambton Community College	OPSEU	110	1971	1971	8/31/87
Laurentian University	CAUT	265	1979	1980	6/30/89

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
ONTARIO (Cont'd.)					
Loyalist Community College	OPSEU	180	1971	1971	8/31/87
Mohawk Community College	OPSEU	560	1971	1971	8/31/87
Niagara Community College	OPSEU	280	1971	1971	8/31/87
Northern Community College	OPSEU	140	1971	1971	8/31/87
Ontario Institute for Studies in Education	CAUT	135	1977	1977	6/30/88
Ryerson Polytechnical Institute	None	590	1964	1966	7/1/89
St. Clair Community College	OPSEU	325	1971	1971	8/31/87
St. Lawrence Community College	OPSEU	200	1971	1971	8/31/87
Sault Community College	OPSEU	170	1971	1971	8/31/87
Seneca Community College	OPSEU	540	1971	1971	8/31/87
Sheridan Community College	OPSEU	350	1971	1971	8/31/87
Sir Sandford Fleming Community College	OPSEU	250	1971	1971	8/31/87
Trent University	CAUT	198	1980	1981	6/30/90
University of Ottawa	CAUT	931	1975	1976	4/30/90
University of Windsor	CAUT	515	1977	1976	6/30/90
York University	CAUT	1,000	1977	1976	4/30/89

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
<u>QUEBEC</u>					
Bishop's University	FAPUQ ² /CAUT	90	1976	1976	12/31/86
Concordia University	FAPUQ/CAUT	885	1981	1981	5/31/89
Ecole Polytechnique	FAPUQ/ACPU	170	1979	1979	5/30/85
Institut Armand Frappier	FAPUQ/ACPU	36	1979	1980	3/31/89
Institut National de la Recherche Scientifique	CEQ ³	55	1973	1973	11/30/89
Universite Laval	ACPU	1,025	1975	1977	5/30/88
Universite de Montreal	FAPUQ/ACPU	1,200	1975	1975	5/31/87
Universite de Quebec a Chicoutimi	CEQ	210	1979	1979	2/28/89
Universite du Quebec a Hull	None	105	1980	1980	2/28/89
Universite du Quebec a Montreal	CSN ⁴	900	1971	1971	2/28/89
Universite du Quebec dans l'Ouest	CEQ	58	1982	1982	2/28/89
Universite du Quebec a Rimouski	CSN	150	1973	1973	2/28/89
Universite du Quebec a Trois-Rivieres	FAPUQ/ACPU	300	1971	1971	2/28/89
Universite de Sherbrooke	FAPUQ/ACPU	337	1974	1976	6/30/87
o Engineers	FAPUQ/ACPU	64	1970	1983	6/30/87

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
SASKATCHEWAN					
St. Thomas More College	CAUT	42	1977	1977	6/30/86
University of Regina	CAUT	550	1977	1977	6/30/89
o Admin./Tech./Support	CAUT	80	1978	1978	6/30/89
o Campion College	CAUT	12	1977	1977	6/30/89
o Luther College	CAUT	14	1977	1977	6/30/89
University of Saskatchewan	None	980	1977	1977	6/30/86

TOTAL FACULTY MEMBERS

Under provisions of provincial labor legislation at Canadian Universities. 26,255 (excluding CSN and CEQ affiliates)

SPECIAL PLAN BARGAINING: CANADIAN UNIVERSITIES****

Institution	Affiliation	Bargaining Unit Size	Provisions
<u>BRITISH COLUMBIA</u>			
British Columbia	CAUT	1,741	Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointment."
Simon Fraser	CAUT	468	Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional).
<u>ONTARIO</u>			
Toronto	CAUT	1,658	Special Plan addresses many terms and conditions, either expressly or by reference to prevailing practice; annual monetary negotiations culminating in arbitration.
Guelph	CAUT	543	Comprehensive agreement on terms and conditions of employment; annual salary and benefit negotiations culminating in mediation.
<u>PRINCE EDWARD ISLAND</u>			
Prince Edward Island	CAUT	127	Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions not part of Special Plan Bargaining arrangement.

FOOTNOTES

* Information provided by Canadian Association of University Teachers, Ottawa. Most local associations have independent bargaining agent status. CAUT does not hold certificates.

Collective bargaining under provisions of provincial labor legislation.

** Contract expiration dates have been extended in several provinces by wage control legislation.

*** Statutory recognition in 1982.

**** Faculty association and Board of Governors engage in bargaining outside the scope of labor legislation.

1. Canadian Association of University Teachers/Association Canadienne des professeurs.
2. Federation des associations de professeurs des universites du Quebec.
3. Centrale de l'enseignement du Quebec.
4. Confederation des syndicats nationaux.
5. Ontario Public Service Employees Union.

SUMMARY OF ELECTIONS, UNITED STATES
JANUARY 1 - DECEMBER 31, 1987

SUMMARY OF ELECTIONS - 1987

A. AGENTS ELECTED

Institution	State	Unit Size	Vote	Agent Elected	2/4 Year College
New Jersey State College System (Part-time)	NJ	105	AFT-56 No Agent-9	AFT	4
University of Pittsburgh (Part-time & Librarians)	PA	1000	AAUP/AFT-292 No Agent-232 Challenged-202	Still Pending	4
University of Wisconsin-Madison (Teaching Assistants)	WI	2227	TAA/AFT-969 No Agent-640 Challenged-49	TAA/AFT	4
Vermont State College (Part-time)	VT	76	AFT-63 No Agent-7	AFT	4

B. CHANGE IN AGENT STATUS

Institution	State	Unit Size	Vote	New Agent	Former Agent	2/4 Year College
Dutchess Community College (Faculty)	NY	209	NEA-87 NYSUT/AFT-7 Abstentions-2	NEA	NYSUT/AFT	2
Dutchess Community College (Adjunct Faculty)	NY	250	*	NEA	NYSUT/AFT	2
Mercer County Community College (Professional Staff)	NJ	92	AFT-60 NJEA-12	AFT	NEA	2
San Diego Community College	CA	461 ft 1970 pt	AFT-335 NEA-275	AFT	NEA	2
Temple University	PA	1052	Affiliation Merger	AAUP/AFT	AAUP	4

* No Vote: Parties agreed to be bound by vote of full-time faculty bargaining unit.

SUMMARY OF ELECTIONS - 1987 - Continued

C. CHALLENGE TO AGENT STATUS

Institution	State	Unit Size	Vote	Challenging Agent	2/4 Year College
Los Rios Community College	CA	1346	AFT-632 NEA-313	NEA	2

D. AGENTS DECERTIFIED

Institution	State	Unit Size	Vote	Agent Decertified	2/4 Year College
WY*Curry College	MA		N/A	AAUP	4
Y*Fairleigh Dickinson University	NJ		N/A	AAUP	4
WLansing Community College (Administrative Assoc.)	MI		N/A	NEA	2
WRutgers State University of N.J. (Part-time)	NJ		N/A	Ind.	4
W*University of Dubuque Seminary	IA		N/A	NEA	4

SUMMARY OF ELECTIONS - 1987 - Continued

E. NO AGENT VOTES

Institution	State	Unit Size	Vote	Agent Defeated	2/4 Year College
University of Kansas	KS	1017	No Agent-440 NEA/KEA-216 AAUP-191	NEA/KEA, AAUP	4

F. FIRST CONTRACTS SIGNED IN 1987

Institution	State	Unit Size	Agent	Contract Expiration	2/4 Year College
College of Insurance	NY	12	AAUP	9/90	4
Dutchess Community College (Adjunct Fac.)	NY	250	NEA	8/31/90	2
Santa Barbara Community College	CA	500	Ind.	12/31/89	2
University of Washington (Nursing Staff)	WA	400	1199NW	5/89	4

STATISTICAL ANALYSIS

1. The first part of the document is a list of names and titles, including 'The Hon. Mr. Justice G. D. C. ...' and 'The Hon. Mr. Justice ...'.

"HOW WE COUNT"

Due to the peculiarities of the demographics of collective bargaining in higher education, we continue to receive queries as to the methods we employ to "count". Set forth below are several explanations as to our "counting" process which, we hope, will be of value to the reader.

1. INSTITUTIONS: Institutions are identified as colleges and universities that may be autonomous entities having a single campus (University of Montana), or as multi-campus systems (California State University) which bargain collectively as one. Each institution is represented by a single agent and is counted as one agent and/or one contract. The current volume of the Directory shows 466 institutions involved in faculty collective bargaining. However, this figure embraces 1028 campuses. In the example of SUNY, although there are 34 campuses, for the purposes of the Directory this is tabulated as one institution, one agent and 34 campuses.

2. CAMPUSES: To present another demographic perspective, we also have included a campus "count". Campuses are defined in accordance with the National Center for Education Statistics measure as having the following characteristics: a permanent administration, offer programs at least two years in length, and are located in a community different from parent institutions so as not to be within commuting distance. Using SUNY once again, the 34 campuses include the State University Colleges at Buffalo, New Paltz and Potsdam, etc., however, all are covered by a single agreement. Our own college, Baruch, is one of the 20 campuses included in CUNY and while reflected in the campus count is subsumed under CUNY in the institution count.

3. TWO YEAR/FOUR YEAR: Those institutions that contain two- and four-year colleges within the same system, such as CUNY, are recorded as four-year institutions. However, the two-year components are tabulated as such under the campus count. For example, Queensborough Community College is shown as a unionized two-year campus but its collective bargaining agreement status is subsumed as one of the 20 campuses under one institution, CUNY.

Table One
 Faculty Bargaining Agents and Collective Bargaining Agreements
 Public and Private Institutions, 1974-1987

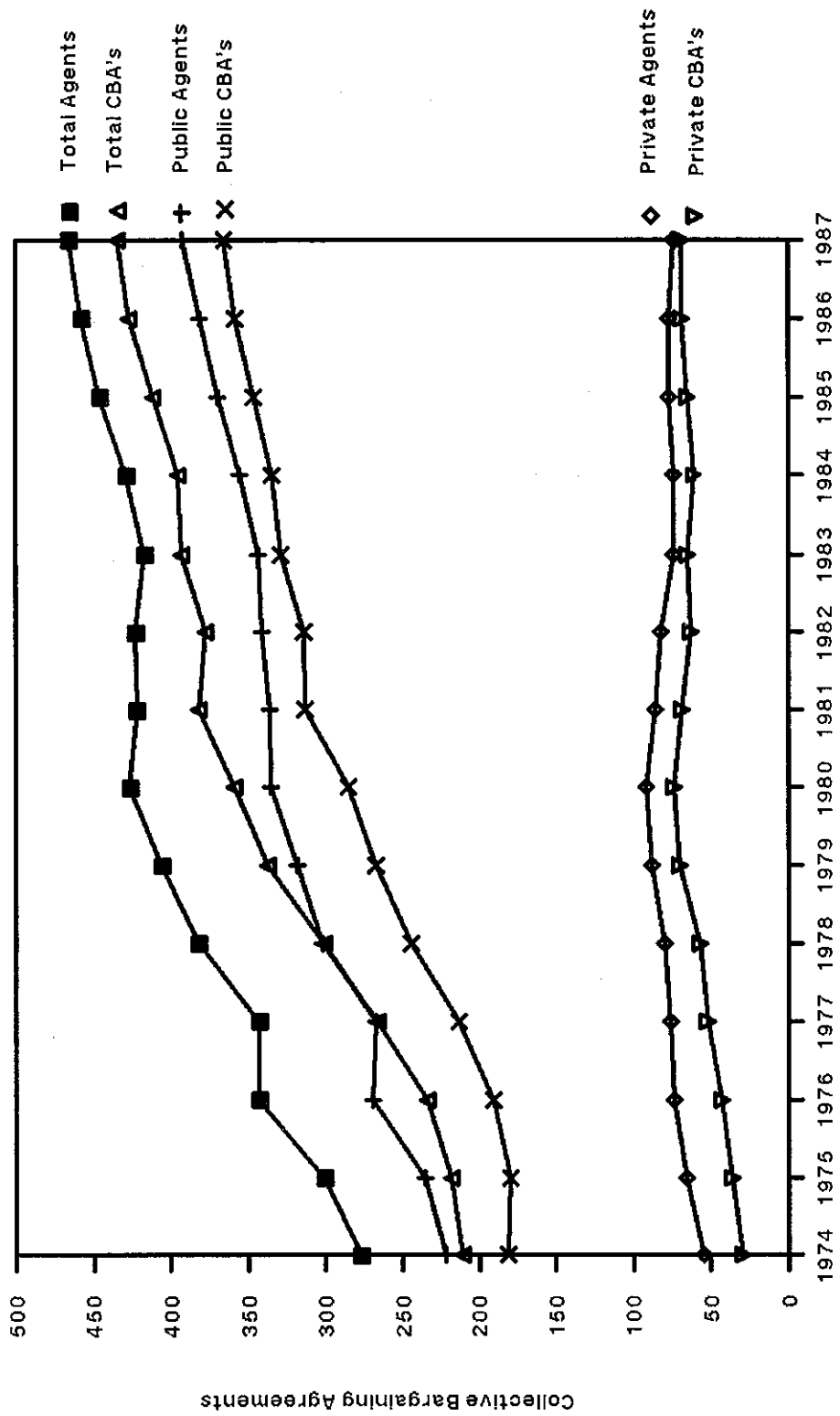


Table Two
Faculty Bargaining Agents and Collective Bargaining Agreements
in Two- and Four-Year Institutions, 1974-1987

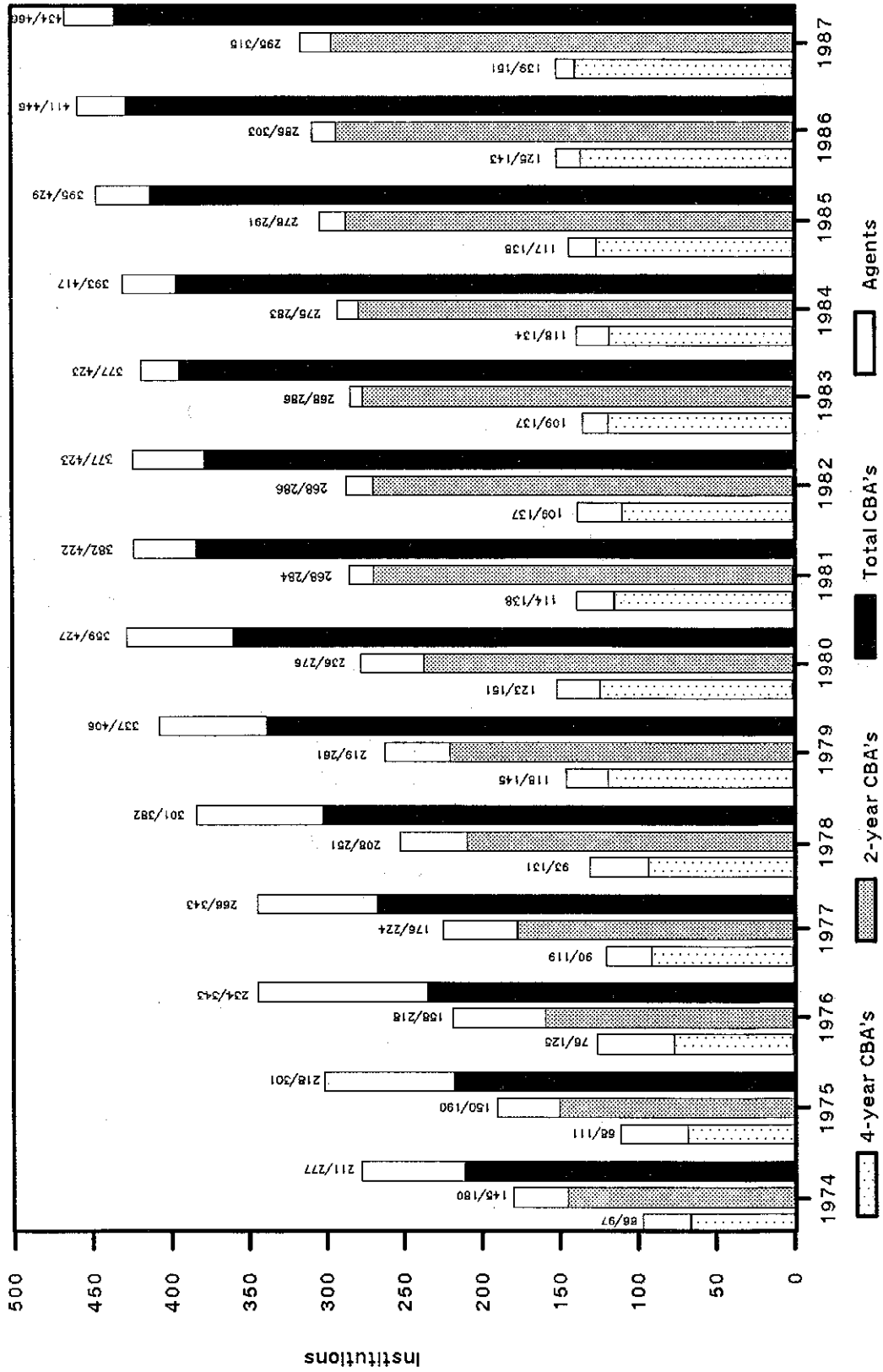
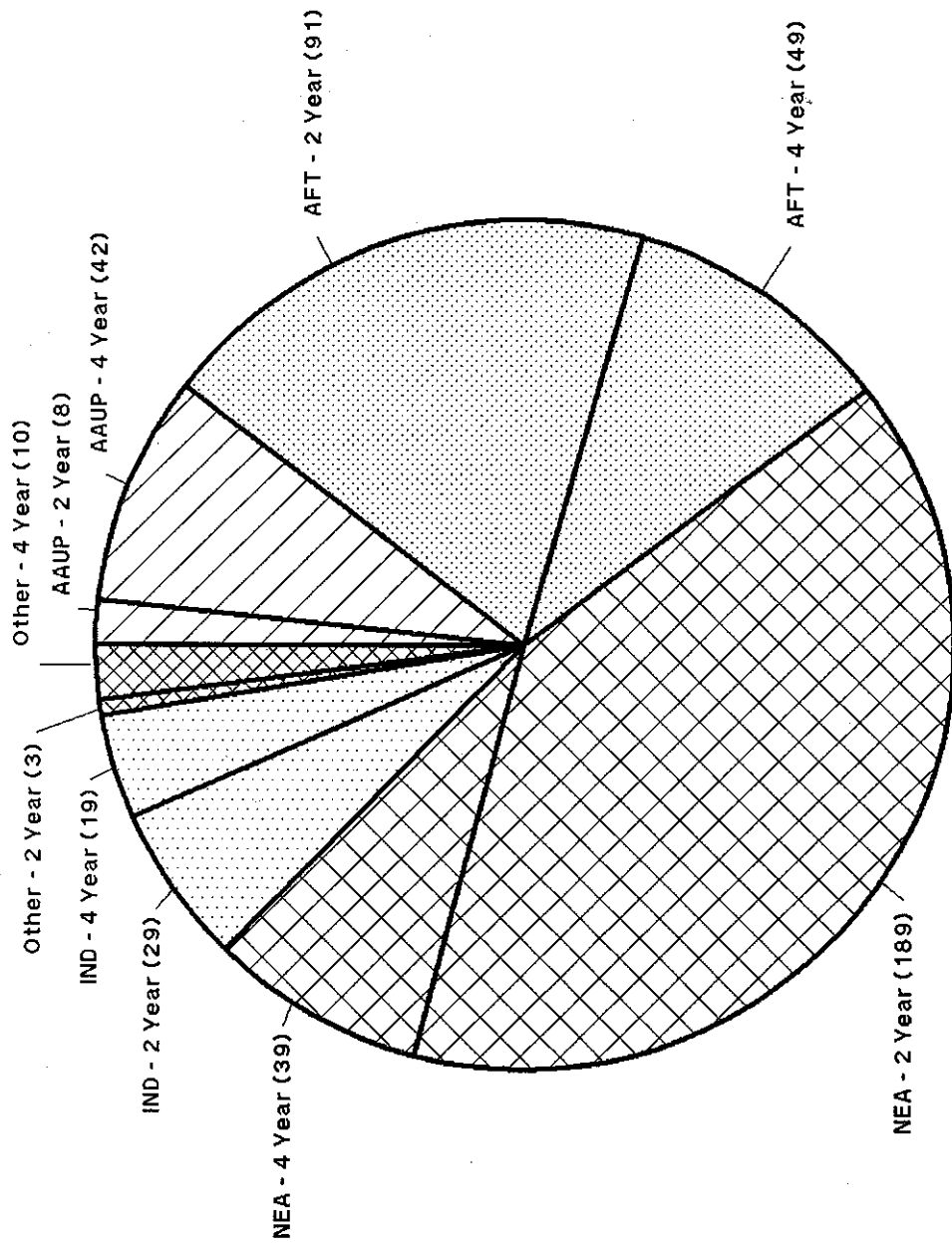


Table Three
Recognized Faculty Bargaining Agents
in Two- and Four-Year Institutions, 1988



Dual agent affiliation membership status credited to both institutions

TABLE FOUR

RECOGNIZED FACULTY BARGAINING AGENTS -- PUBLIC AND PRIVATE
1988

YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT/		AAUP/ AFT/		AFT/ AAUP/		NEA/	IND	AFGE	AFSCME	OTHER	TOTAL
					AFT	NEA	AFT	NEA	IND	IND						
PUBLIC INSTITUTIONS	4	21	25	22	7	2	2	0	0	1	0	1	2	1	4	88
	2	3	85	183	25	1	1	1	0	2	0	0	0	2	1	304
TOTAL	24	110	205	32	3	1	3	1	2	1	2	1	2	3	5	N=392
PRIVATE INSTITUTIONS	4	16	20	14	8	0	0	0	0	1	1	0	0	0	3	63
	2	1	4	4	2	0	0	0	0	0	0	0	0	0	0	11
TOTAL	17	24	24	18	10	0	0	0	1	1	0	0	0	0	3	N=74
SUMMARY OF RECOGNIZED AGENTS	4	37	45	36	15	2	2	0	2	1	1	1	2	1	7	151
	2	4	89	187	27	1	1	1	0	2	0	0	0	2	1	315
TOTAL	41	134	134	223	42	3	3	1	2	3	1	2	2	3	8	N=466

TABLE FIVE

FACULTY COLLECTIVE BARGAINING AGREEMENTS
1988

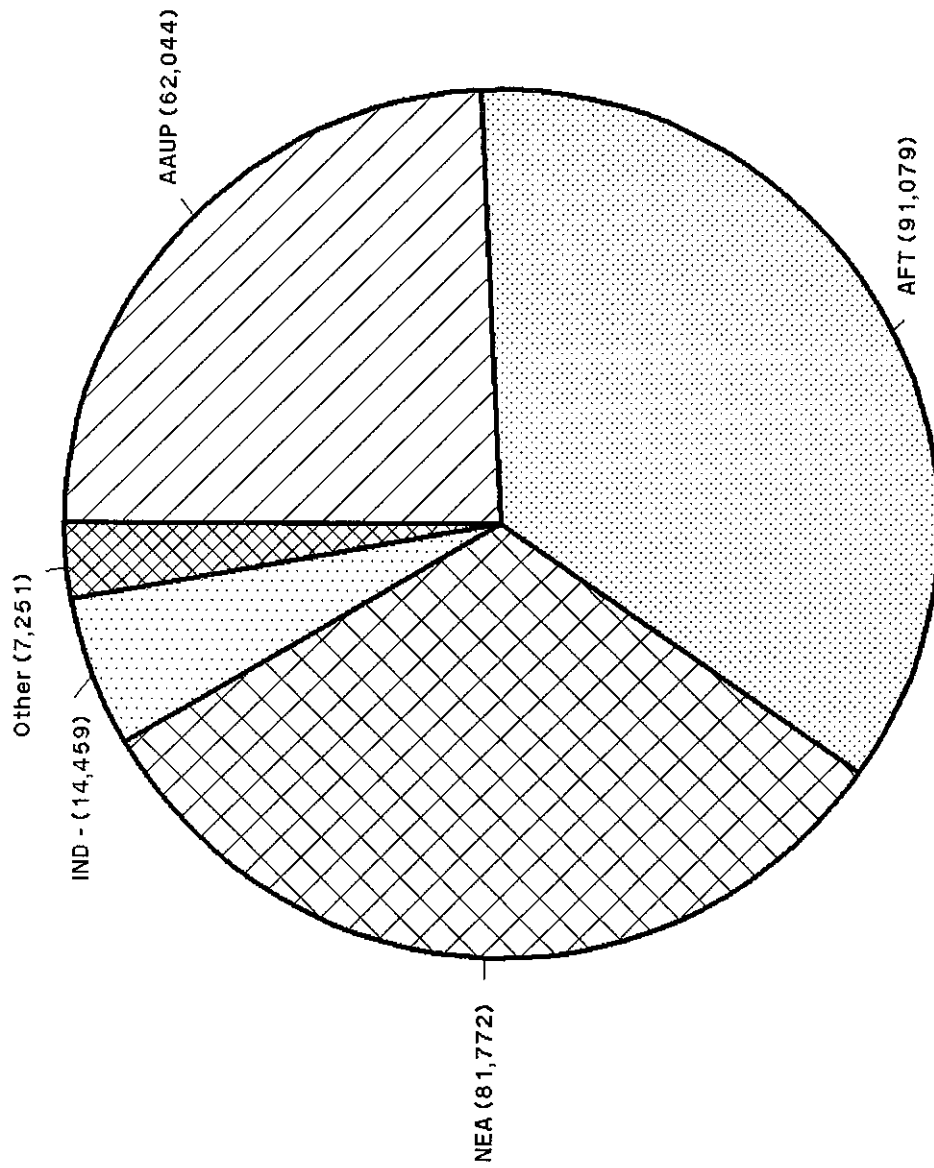
YEAR	AAUP	AFT	NEA	IND	AAUP / AFT /		AAUP / AFT /		AFGE	AFSCME	OTHER	TOTAL
					AFT	NEA	NEA	IND				
PUBLIC INSTITUTIONS	4	22	21	5	2	0	1	0	1	2	1	4
	2	3	80	168	1	1	0	2	0	0	2	1
TOTAL	23	102	189	30	3	1	1	2	1	2	3	5
												N=365
PRIVATE INSTITUTIONS	4	16	20	12	0	0	1	1	0	0	0	2
	2	1	4	4	0	0	0	0	0	0	0	0
TOTAL	17	24	16	8	0	0	1	1	0	0	0	2
												N=69
SUMMARY OF BARGAINING AGREEMENTS	4	36	42	33	11	2	2	1	1	2	1	6
	2	4	84	172	27	1	0	2	0	0	2	1
TOTAL	40	126	205	38	3	1	2	3	1	2	3	7
												N=434

TABLE SIX

ANALYSIS OF BARGAINING AGENTS & COLLECTIVE BARGAINING AGREEMENTS

YEAR	AAUP	AFT	NEA	IND	AAUP / AFT / NEA		AFT / NEA		AAUP / NEA / IND		AFSCME	OTHER	TOTAL
					AFT	NEA	AFT	NEA	AAUP	IND			
4	37	45	36	15	2	0	2	2	1	1	1	7	151
2	4	89	187	27	1	1	1	0	2	0	2	1	315
TOTAL	41	134	223	42	3	1	3	2	3	1	3	8	N=466
4	36	42	33	11	2	0	2	2	1	1	1	6	139
2	4	84	172	27	1	1	1	0	2	0	2	1	295
TOTAL	40	126	205	38	3	1	3	2	3	1	3	7	N=434
BARGAINING UNITS WITHOUT AGREEMENTS													N=32
	1	8	18	4	0	0	0	0	0	0	0	1	

Table Seven
Faculty Represented by Certified Bargaining Agents, 1988



Dual agent affiliation membership status credited to both organizations

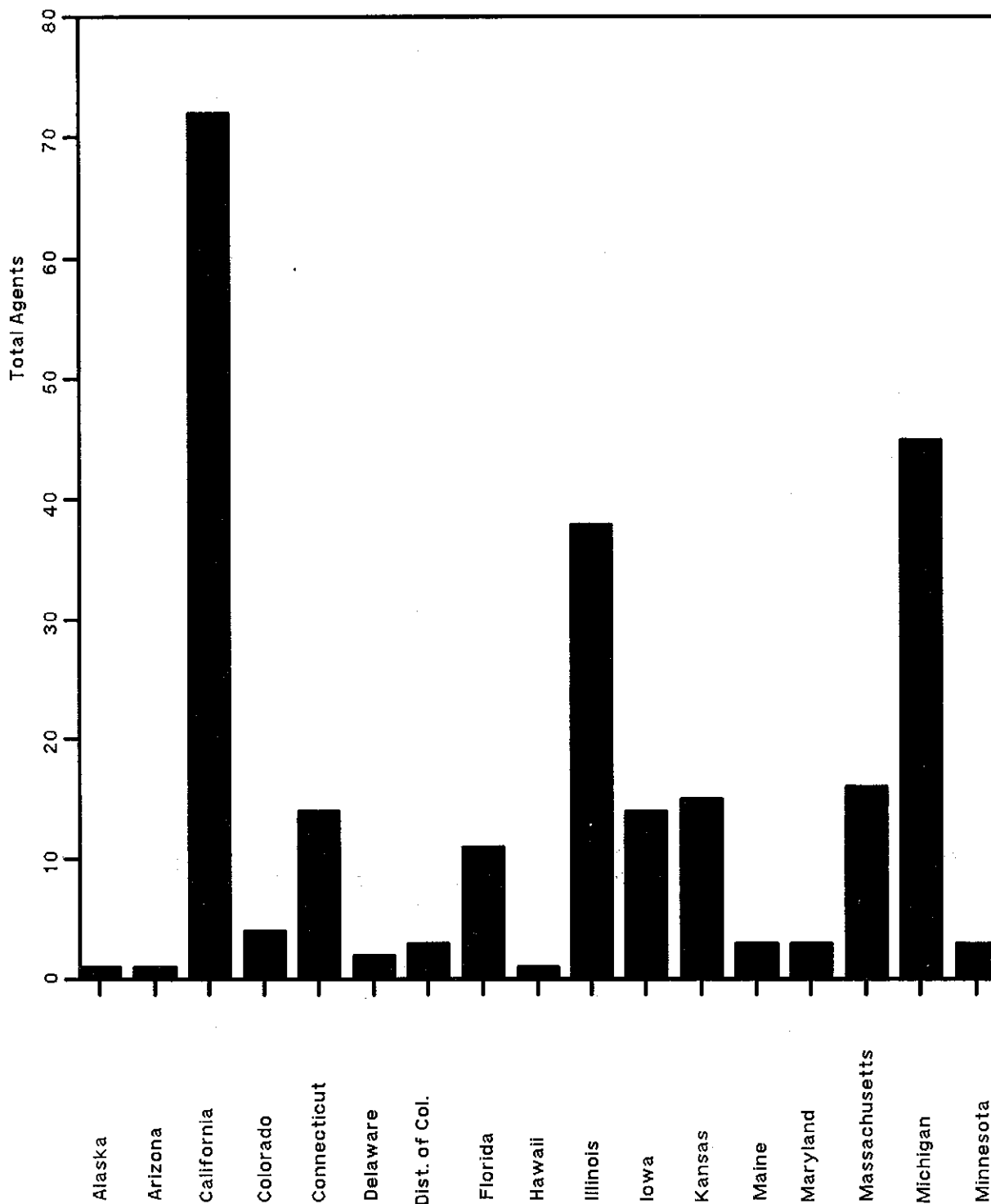
TABLE EIGHT¹

FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS
IN PUBLIC AND PRIVATE, TWO- AND FOUR-YEAR INSTITUTIONS
1988

YEAR	AAUP	AFT	NEA	IND	AAUP/		AFT/		AAUP/		NEA/		AFGE	AFSCME	OTHER	TOTAL
					AFT	NEA	AFT	NEA	IND	IND	IND	IND				
4	17,724	38,012	19,718	2,203	15,573	0	21,948	1,500	0	550	110	0	6,300	123,638		
2	818	32,458	36,957	6,884	110	223	285	0	1,850	0	0	125	396	80,106		
TOTAL	18,542	70,470	56,675	9,087	15,683	223	22,233	1,500	1,850	550	110	125	6,696	203,744		
4	2,698	2,785	1,990	422	0	0	0	35	858	0	0	279	41	9,108		
2	180	383	101	157	0	0	0	0	0	0	0	0	0	821		
TOTAL	2,878	3,168	2,091	579	0	0	0	35	858	0	0	279	41	9,929		
4	20,422	40,797	21,708	2,625	15,573	0	21,948	1,535	858	550	110	279	6,341	132,746		
2	998	32,841	37,058	7,041	110	223	285	0	1,850	0	0	125	396	80,927		
TOTAL	21,420	73,638	58,766	9,666	15,683	223	22,233	1,535	2,708	550	110	404	6,737	213,673		

¹ Represents both full-time and part-time faculty members included in certified bargaining units. No distinction is made with respect to union membership.

Table Nine
Geographic Distribution of Faculty Bargaining Agents, 1988



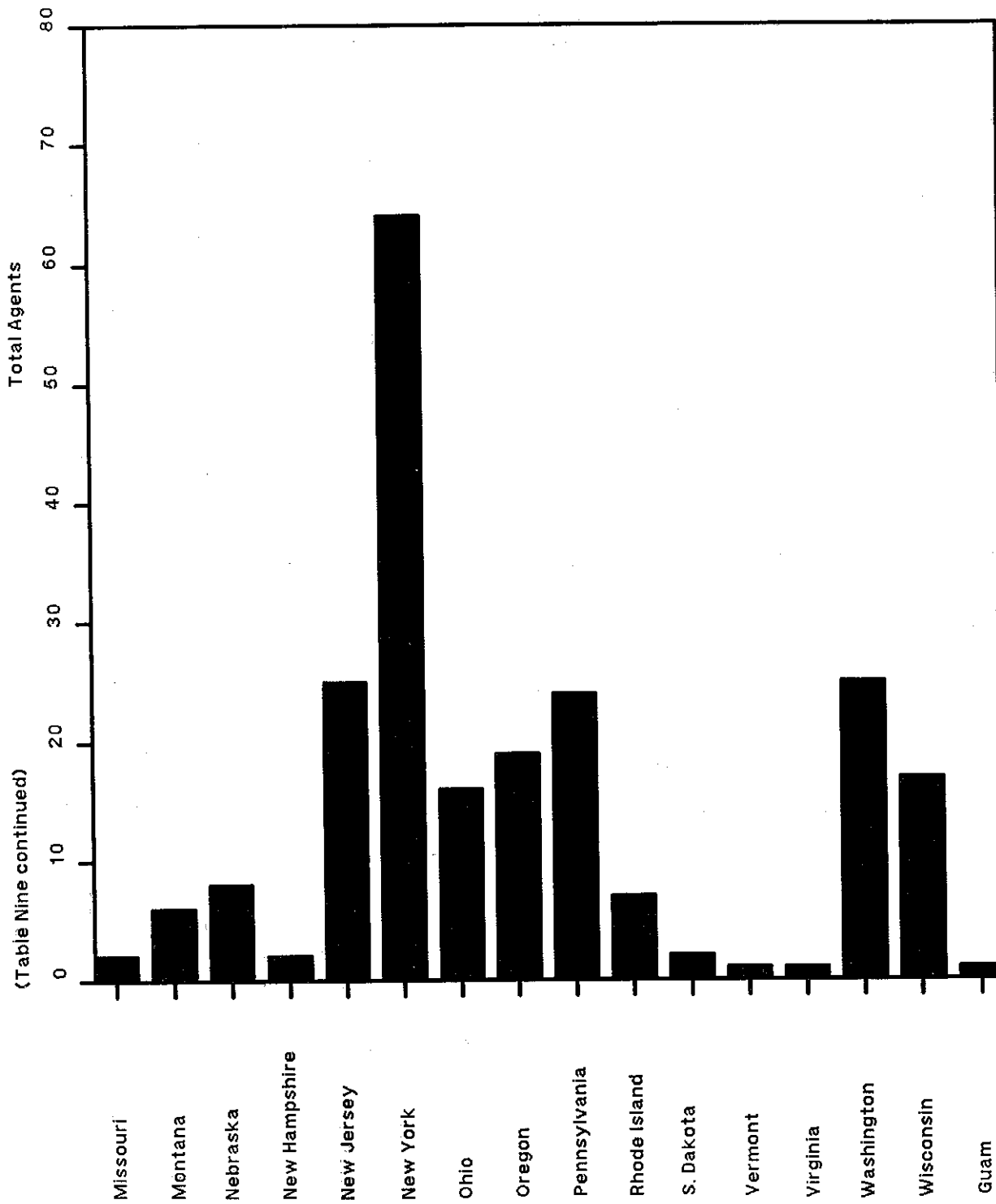


TABLE TEN

**GEOGRAPHIC DISTRIBUTION OF BARGAINING AGENTS AND COLLECTIVE
BARGAINING AGREEMENTS IN TWO- AND FOUR-YEAR INSTITUTIONS
1988**

State	4-Year Agents/Contracts		2-Year Agents/Contracts		Total Agents/Contracts	
Alaska	0	0	1	1	1	1
Arizona	0	0	1	1	1	1
California	12	11	60	57	72	68
Colorado	3	2	1	0	4	2
Connecticut	9	9	5	5	14	14
Delaware	2	2	0	0	2	2
District of Columbia	3	3	0	0	3	3
Florida	3	2	8	7	11	9
Hawaii	1	1	0	0	1	1
Illinois	1	1	37	27	38	28
Iowa	2	2	12	12	14	14
Kansas	1	1	14	14	15	15
Maine	2	1	1	1	3	2
Maryland	1	0	2	2	3	2
Massachusetts	11	9	5	4	16	13
Michigan	17	16	28	28	45	44
Minnesota	2	2	1	1	3	3
Missouri	1	1	1	1	2	2
Montana	4	4	2	2	6	6
Nebraska	3	2	5	5	8	7
New Hampshire	2	2	0	0	2	2
New Jersey	8	8	17	17	25	25
New York	24	22	40	40	64	62
Ohio	8	8	8	7	16	15
Oregon	6	6	13	12	19	18
Pennsylvania	10	9	14	14	24	23
Rhode Island	6	6	1	1	7	7
South Dakota	2	2	0	0	2	2
Vermont	1	1	0	0	1	1
Virginia	1	1	0	0	1	1
Washington	2	2	23	21	25	23
Wisconsin	2	2	15	15	17	17
Guam	1	1	0	0	1	1
TOTAL	151	139	315	295	466	434

TABLE ELEVEN

STATUS OF PUBLIC SECTOR COLLECTIVE BARGAINING LEGISLATION¹

STATE	Date of Legislation or Amendment
Alaska	1972
Arizona	Governing Boards ²
California	1975 (2 yr.); 1978 (4 yr.)
Connecticut	1975
Delaware	1970
District of Columbia	1978 ³
Florida	1974
Hawaii	1970 (amend. 1975)
Illinois	1983
Iowa	1974
Kansas	1970 (2 yr.) (amend. 1974)
Maine	1974 (2 yr. voc. tech.) (amend. 1975) 1975 (all other)
Maryland	Governing Boards
Massachusetts	1974
Michigan	1973 (amend. 1976)
Minnesota	1971 (amend. 1976, 1980)
Montana	1973 (amend. 1975)
Nebraska	1972
Nevada	Governing Boards
New Hampshire	1975
New Jersey	1974 (amend.)
New York	1967
Ohio	1983
Oregon	1963 (2 yr.) (amend. 1975)
Pennsylvania	1970
Rhode Island	1958 (amend. 1973)
South Dakota	1969 (amend. 1974)
Vermont	1972 (amend. 1975)
Washington	1973 (2 yr.) 1987 (2 yr.) ⁴
Wisconsin	1966 (2 yr.) (amend. 1974) (T.A.'s 1985)

¹ Public institutions only. Authority to engage in collective bargaining has existed since 1970 in private institutions under the National Labor Relations Act. See Introduction for discussion of pending legislation.

² No legislation. Governing Boards enacted policy enabling collective bargaining at institution. Not general for state institutions of higher education as a whole.

³ Prior to 1978, Governing Boards policy enabled collective bargaining.

⁴ The 1973 legislation was a "meet and confer" ruling. The 1987 bill authorizes collective bargaining.

TABLE TWELVE
SUMMARY OF DECERTIFICATIONS¹

Year	Institution	State	2/4	Unit Size	Agent	Year Agent Electe
1976	*New England College	NH	4		AFT	
1977	*Jamestown College	ND	4		NEA	
1980	Delaware Technical & CC	DE	2	230	NEA	1974
1980(Y) ²	*Catholic Univ. of America Law School	DC	Grad.	22	Ind.	1977
1980(Y)	*Yeshiva University	NY	4	200	Ind.	1976
1981(W)	*Goddard College	VT	4	10	AFT	1975
1981(Y)(W) ³	*Mount Vernon College	DC	4	25	AAUP	1977
1981(Y)	*Salem College	WV	4	64	NEA	1979
1981(W)	Southwestern Michigan Coll.	MI	2	35	NEA	1969
1981(Y)	*University of Albuquerque	NM	4		AFT	1982
1982(Y)(W)	*Ashland College	OH	4	82	AAUP	1972
1982(Y)(W)	*Curry College	MA	4	95	AAUP	1979
1982(Y)(W)	*Daemen College	NY	4	80	AAUP	1979
1982(Y)(W)	*Drury College	MO	4	60	AAUP	1979
1982(Y)	*College of Osteopathic Medicine & Surgery	IA	4	65	AFT	1975
1982(Y)	*Ithaca College	NY	4	--	AFT	1978
1982(Y)	*Stevens Institute of Tech.	NJ	4	109	AAUP	1976
1982(Y)	*Thiel College	PA	4	63	AAUP	----
1982(Y)	*Wagner College	NY	4	105	AFT	1979
1983(Y)	*Ohio Northern University	OH	4	145	NEA	1979
1983(Y)	*Seton Hall University	NJ	4	350	AFT	1982
1983(Y)	*Stephens College	MO	4	120	AFT	1979
1983(Y)	*University of New Haven	CT	4	130	AFT	1979
1984(Y)	*Boston University	MA	4	860	AAUP	1975
1984(Y)	*Polytechnic Institute of NY	NY	4	220	AAUP	1971
1985(Y)	*Lewis University	IL	4	97	Ind.	1975
1985	*Cottey College	MO	2	30	AFT	1976
1987	*U. of Dubuque Seminary	IA	2	13	NEA	1973
1987(Y)	*Curry College	MA	4	89	AAUP	1979
1987(Y)	*Fairleigh Dickinson Univ.	NJ	2/4	495	AAUP	1974
1987(W)	Rutgers Univ. (Part-time)	NJ	4	80	Ind.	1978
1987	Lansing C.C. (Admin. Assn.)	MI	2	60	Ind.	1977

¹ For purposes of this listing, decertifications are defined as those instances in which a bargaining agent election is lost by the certified agent to "No-Agent" or when the NLRB or appropriate state agency determines that the certified agent is no longer "representative." Those instances in which the certified agent was challenged by a competing organization and subsequently lost its certificate are not considered technical decertifications and are listed under "Change in Agent Status."

² Y - Results of Yeshiva litigation.

³ W - Union voluntarily withdrew its certification.

TABLE THIRTEEN

ROSTER OF INSTITUTIONS AFFECTED BY THE YESHIVA DECISION

Institution	State	Unit Size	Agent Status	Year Agent Elected
Adrian College	MI	56	NEA-C ¹	'75
American International College	MA	-	AAUP-P ¹	-
American Univ. English Lang. Institute	DC	37	ELIFA-C	'82
Ashland College	OH	82	AAUP-D ¹	'72
Boston University	MA	860	AAUP-D	'75
Bradford College	MA	29	NA ²	'82
Catholic Univ. of America Law School	DC	22	IND-D	'77
College of Osteopathic Medicine	IA	65	AFT-D	'76
Cooper Union	NY	55	AFT-NM ¹	'74
Curry College	MA	95	AAUP-W ¹	'79
Daemen College	NY	80	AAUP-W	'79
Drury College	MO	60	AAUP-W	'79
Duquesne Univ. Law School	PA	26	Faculty Assn.-D	-
Fairleigh Dickinson University	NJ	495	AAUP-D	'74
Florida Memorial College	FL	40	UFF/AFT-C	'79
Ithaca College	NY	-	NYSUT/AFT-D	'78
Kendall School of Design	MI	50	NEA-D/P	'74
Lewis & Clark Community College	IL	75	NEA-C	'79
Lewis University	IL	97	IND-C	'75
Livingstone College	NC	77	AFT-P	-
Long Island Univ.-Brooklyn	NY	250	AFT-C	'76
Long Island Univ.-C.W. Post	NY	350	AFT-C	'76
Long Island Univ.-Coll. of Pharmacy	NY	25	AAUP-C	'78
Long Island Univ.-Southampton	NY	72	AFT-C	'76
Loretto Heights College	CO	100	NEA-C	'72
Marymount College of Virginia	VA	51	NEA-C	'75
Milton College	WI	35	AFT-School Closed '82	'79
Montefiore Hosp./Medical Center	NY	-	NA ³	-
Mount Allison University	CAN	122	CAUT-C	'82
Mount Vernon College	DC	25	AAUP-W	'77
Nasson College	ME	30	AFT-School Closed '82	'77
New York Medical College	NY	-	NA ⁵	-
Ohio Northern University	OH	145	NEA-D	'79
Parsons School of Design	NY	-	AFT ⁶	-
Polytechnic Institute of NY	NY	220	AAUP-D	'71
Pratt Institute of NY	NY	470	AFT-C	'71
Puerto Rico Jr. College	PR	-	IND-C	'75
Rio Grande College	OH	76	IND-W	'76
Saint Joseph College	ME	27	NEA-P	-
Saint Theresa College	MN	-	NA ⁴	-
Salem College	WV	64	NEA-D	'79
Seattle University	WA	-	AAUP-W	-
Seton Hall University	NJ	-	AFT-D	'82
Simon's Rock of Bard College	MA	27	AFT-W	'84

TABLE THIRTEEN (Continued)

Institution	State	Unit Size	Agent/Status	Year Agent Electe
ROSTER OF INSTITUTIONS (Cont'd.)				
Southern Oregon State College	OR	193	IND-NM	'73
Stephens College	MO	120	AFT-D	'79
Stephens Inst./Acad. of Art Coll.	CA	-	IND	'76
Stevens Institute of Technology	NJ	109	AAUP-D	'76
Thiel College	PA	63	AAUP-D	-
University of Alaska	AK	-	NEA-C	'82
University of Albuquerque	NM	-	AFT-D	-
University Central De Bayamon	PR	-	UPU-C	-
University of Dubuque	IA	60	NEA-P	'73
University of New Haven	CT	130	AFT-D	'76
University of Pittsburgh	PA	1250	AAUP/AFT-M	-
Villanova University	PA	-	AAUP-W	-
Wagner College	NY	105	AFT-D	'79
Witchita State University	KS	-	KEA-C	-
Wilberforce University	OH	49	AAUP-C	'79
Yeshiva University	NY	200	IND-D	'76

1. C= Current
D/P= Decertified Pending Appeal
D= Decertified
P= Pending Litigation
NA= "No Agent" Elected
W= Agent Withdrew
M= Managerial
NM= Nonmanagerial
2. "No Agent" defeated IBT in 1982.
3. "No Agent" defeated NYS Fed. Phy.-Dentists in 1982.
4. "No Agent" defeated AAUP in 1980.
5. "No Agent" defeated NYS. Fed. Phy.-Dentists in 1982.
6. Election overturned; new election held in 1987 with "No-Agent" winning.

TABLE FOURTEEN
COLLEGE CLOSINGS¹

Institution	State	Agent	Unit Size	2/4 Year	Closing Date
*Central YMCA Community College	IL	AFT	80	2	1983
*Colorado Women's College	CO	AAUP	42	4	1982
*Detroit Institute of Technology	MI	NEA	34	4	1981
*Milton College	WI	AFT	35	4	1982
*Nasson College	ME	AFT	30	4	1983
*Shaw College at Detroit ²	MI	NEA	37	4	1983
Springfield Campus - University of South Dakota	SD	NEA	--	4	1984

¹Institution previously cited in the Directory as having negotiated collective bargaining agreements.

²U. S. Bankruptcy Court judge orders permanent closing of institution. (March, 1984)

TABLE FIFTEEN

BARGAINING AGENTS CITED IN THIS DIRECTORY

AAUP	American Association of University Professors
ACCF	Associated Community College Faculties
ACPU	Association Canadian des Professeur's d'Universite
AEA	Arizona Education Association
AFA	Adjunct Faculty Association
AFGE	American Federation of Government Employees
AFSCME	American Federation of State, County and Municipal Employees
AFT	American Federation of Teachers
APA	Association of Professional Administrators
APSCUF	Association of Pennsylvania State College and University Faculties
CAUT	Canadian Association of University Teachers
CCCEA	Central Community College Education Association
CCCTU	Cook County College Teachers Union
CEQ	Centrale de l'Enseignement du Quebec
CFA	California Faculty Association
CFT	California Federation of Teachers
CNA	California Nurses Association
CSEA	California State Employees Association
CSN	Confederation des Syndicats Nationaux
CTA	California Teachers Association
CWA	Communication Workers of America
ECCEF	Edison Community College Faculty Federation
ELIFA	English Language Institute Faculty Association
FAC	Florida Academic Congress
FAPUQ	Federations des Associations de Professeurs des Universities du Quebec
FUSA	Faculty United Service Association
GFT	Guam Federation of Teachers
IBT	International Brotherhood of Teamsters
IEA	Illinois Education Association
IFO	Inter-Faculty Organization
IFT	Illinois Federation of Teachers
IND	Independent
KEA	Kansas Education Association
MCCC	Massachusetts Community College Council
MCCFA	Minnesota Community College Faculty Association
MEA	Michigan Education Association
MEA	Minnesota Education Association
MFT	Michigan Federation of Teachers
MGEA	Manitoba Government Employees Association
MSP	Massachusetts Society of Professors
MTA	Maine Teachers Association
MTA	Massachusetts Teachers Association
NCCFT	Nassau Community College Federation of Teachers
NEA	National Education Association
NJEA	New Jersey Education Association
NYEA	New York Educator's Association
NYS Fed. Phy. Dent.	New York State Federation of Physicians and Dentists

BARGAINING AGENTS (cont'd.)

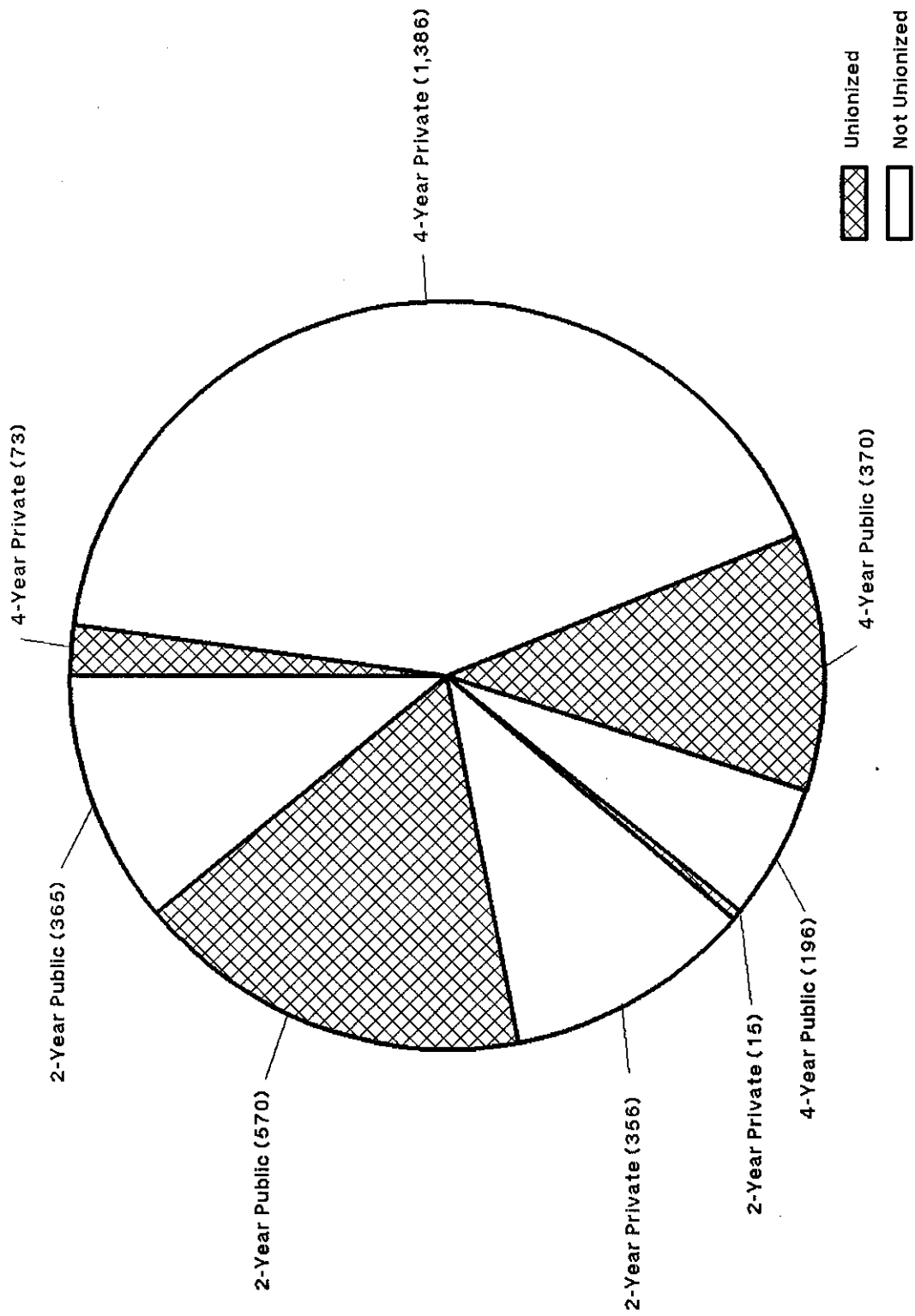
NYSUT	New York State United Teachers
OEA	Ohio Education Association
OEA	Oregon Education Association
OFT	Oregon Federation of Teachers
OPAP	Organization of Professional Administration Personnel
OPEIU	Office of Professional Employees International Union
OPSEU	Ontario Public Service Employees Union
PaFT	Pennsylvania Federation of Teachers
PCCEA	Pima Community College Education Association
PCFA	Post College Faculty Association
PSC	Professional Staff Congress
PSEA	Penn State Education Association
SCEA	State Colleges Education Association (Nebraska)
SCFA	Santa Cruz Faculty Association
SEIU	Service Employees' International Union
SPSE	Society of Professional Scientists and Engineers
SRFBC	Simon's Rock Faculty Bargaining Council
TAA	Teaching Assistants Association
UAPD	Union of American Physicians and Dentists
UCCFF	United Community College Faculty of Florida
UEA	University Education Association
UFF	United Faculty of Florida
UFL	University Federation of Librarians
UHPA	United Hawaii Professional Assembly
UPC	United Professors of California
UPI	United Professionals of Illinois
UPU	Union De Profesores Universitarios
UUP	United University Professions
WEA	Washington Education Association
WEA	Wisconsin Education Association
WFT	Wisconsin Federation of Teachers
1199 NW	National Union of Hospital and Health Care Employees, AFL-CIO

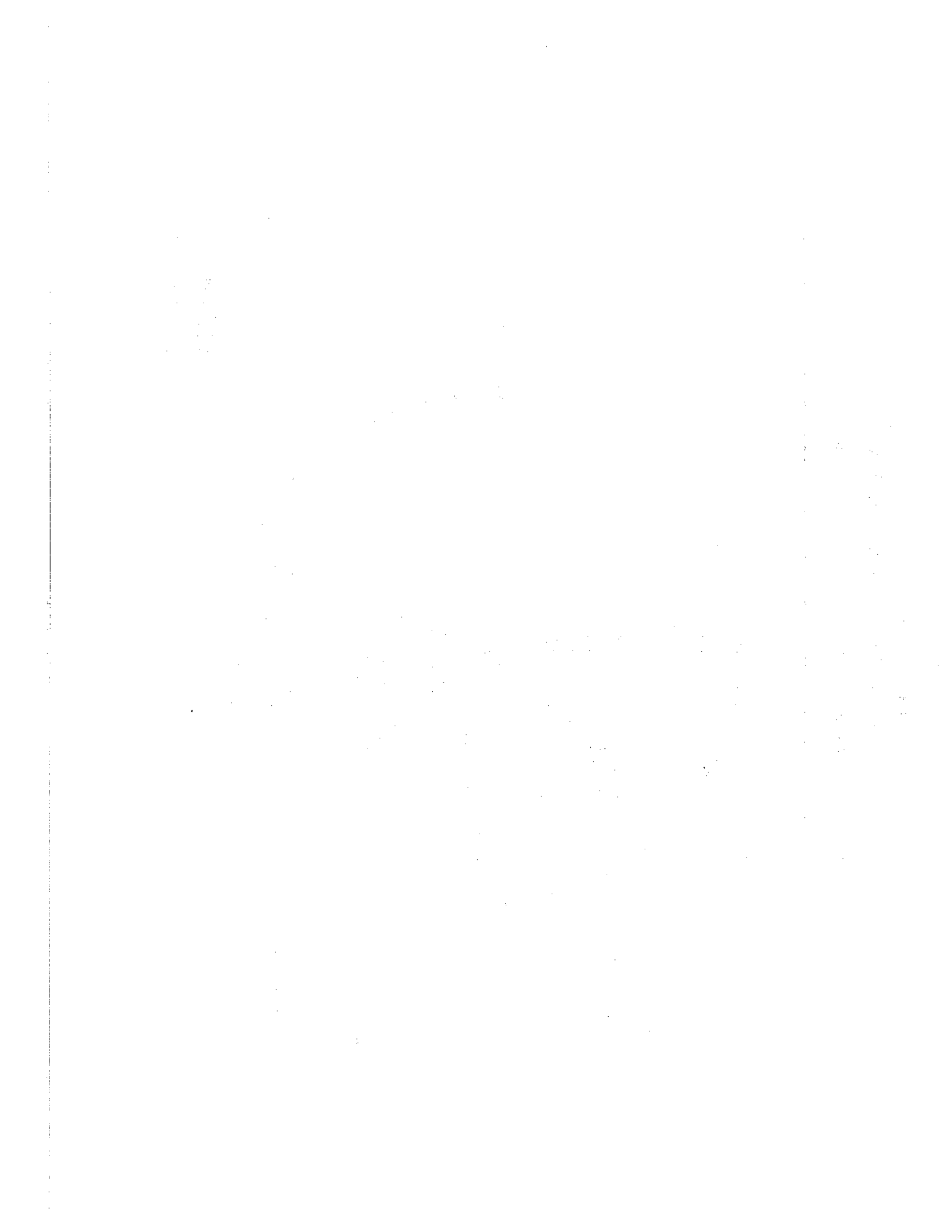
TABLE SIXTEEN

CAMPUSES REPRESENTED BY RECOGNIZED FACULTY
BARGAINING AGENTS - PUBLIC AND PRIVATE
1988

YEAR	AAUP	AFT	NEA	IND	AAUP/AFT/		AAUP/		AFT/		AAUP/		AFGE	AFSCME	OTHER	TOTAL
					AFT	NEA	NEA	IND	IND	IND	IND	NEA/				
PUBLIC	45	119	74	25	23	0	28	19	0	1	2	4	30	370		
INSTITUTIONS	7	173	314	35	3	1	4	0	24	0	0	8	1	570		
TOTAL	52	292	388	60	26	1	32	19	24	1	2	12	31	N=940		
PRIVATE	18	21	15	8	0	0	0	1	2	0	0	0	8	73		
INSTITUTIONS	4	5	4	2	0	0	0	0	0	0	0	0	0	15		
TOTAL	22	26	19	10	0	0	0	1	2	0	0	0	8	88		
SUMMARY	63	140	89	33	23	0	28	20	2	1	2	4	38	443		
TOTAL	74	318	407	70	26	1	32	20	26	1	2	12	39	N=1,028		

Table Seventeen
The Extent of Faculty Unionization
by Two- and Four-Year Campuses, 1988





"NO-AGENT" VOTES

1971 - 1987

"NO-AGENT" VOTES
1971 - 1987

State	Institution	Agent Defeated	Year	2/4
ALASKA	University of Alaska	NEA	1982	4
CALIFORNIA	*California Institute of the Arts	AFT	1975-	4
	Coachella Valley Community College	NEA	1978	2
	College of the Desert	NEA	1979	2
	Imperial Valley College	NEA	1980	2
	North Orange County Community College**	NEA	1978	2
	Pasadena City College**	NEA	1977	2
	Univ. of California-Berkeley	AAUP	1980	4
	-UCLA	Ind.	1981	4
	-Professional Scientist & Engineers of the Lawrence Livermore National Labs.	SPSE/CSEA	1983	4
	*Univ. of San Francisco-College of Professional Studies	AFT	1983	4
University of California-Researchers	AFT	1986	4	
COLORADO	University of Colorado**	AAUP/AFT	1975-	4
	. Boulder		1980	4
CONNECTICUT	*Wesleyan University	AAUP	1979	4
DISTRICT OF COLUMBIA	*Catholic University of America		1979	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
FLORIDA	Central Florida Community College	NEA	1977	2
	Florida Junior College	AFT	1975	2
	*Jacksonville University	AAUP	1975-	4
	Miami Dade Junior College	AFT	1975	2
		AFT	1984	2
		NEA	1975	2
	Okaloosa-Walton Junior College			
	Pensacola Junior College			
	(Full & Part-time)	UFF/AFT	1979	2
	Polk Community College	AFT	1975	2
	Santa Fe Community College	NEA	1976	2
	St. Petersburg Junior College	NEA	1977	2
	Univ. of Florida-Institute of Food and Agric. Science	Ind.	1976	4
	Univ. of Florida-Gainesville**		1980	4
*Univ. of Miami-Coral Gables	AAUP	1974	4	
ILLINOIS	*College of St. Francis	AFT	1975-	4
	William Rainey Harper College**	NEA, AFT	1976	2
	Illinois State University	AAUP, AFT	1986	4
	Northern Illinois University	AAUP, UPI	1986	4
INDIANA	*Butler University	NEA	1977	4
	*University of Evansville	NEA	1979	4
KANSAS	University of Kansas	NEA	1987	4
MAINE	*Ricker College	AFT	1975-	4
	Maine Maritime Academy	AFT	1985	4
MASSACHUSETTS	*Anna Maria College	AAUP	1978	4
	*Bradford College	IBT	1982	4

State	Institution	Agent Defeated	Year	2/4
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"NO-AGENT" VOTES (Cont'd.)

MASSACHUSETTS
(Cont'd.)

*Curry College**	Ind.	1975	4	
*Dean Junior College	AFT	1975-	2	
Holyoke Community College** (subsequently affiliated with NEA under statewide system)	NEA	1971	2	
*Laseil Junior College	AFT	1976	2	
Massachusetts Maritime Academy	AFT, NEA	1975	4	
*Merrimack College	NEA	1976	4	
*New England Conservatory of Music	AAUP	1975	4	
*Northeastern University	AAUP, NEA	1975	4	

MICHIGAN

*Albion College	AAUP, NEA	1975-	4	
American Institute of Technology	AAUP	1980	4	
Grand Valley State Colleges	NEA	1974	4	
	NEA	1977		
	NEA	1980		
	NEA	1982		
*Lawrence Institute of Technology	AAUP	1975-	4	
Michigan State University	AAUP, NEA	1972	4	
	AAUP, NEA	1978		
	AAUP, NEA	1982		
Northern Michigan University**	NEA	1975	4	
*University of Detroit**	AAUP	1975-	4	
	NEA	1975-		

MINNESOTA

*Hamline University	AAUP	1975	4	
University of Minnesota				
- Faculty**	AAUP	1978	4	
- Law School(Duluth & Twin Cities Campus)		1980		
- Health Science(Duluth & Cities Campus)		1980		
- Crookston Campus-Faculty		1980		
- Minneapolis-St. Paul		1981		
*St. Theresa's College	NEA, AAUP AAUP	1980	4	

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
MISSOURI	*Stephens College**	AFT, AAUP	1978	4
	*Cottey College	AFT	1985	4
MONTANA	Montana State University	AAUP	1978	4
	University of Montana**	AAUP, AFT	1975	4
NEBRASKA	University of Nebraska, Lincoln	AAUP	1977	4
	Univ. of Nebraska College of Dentistry	Ind.	1975	4
NEW HAMPSHIRE	*Nathaniel Hawthorne College	AFT	1975	4
	University System of New Hampshire	AAUP, NEA	1977	4
	- Durham Campus - Plymouth Campus	AAUP, NEA	1977	
NEW JERSEY	*Centenary College for Women	AAUP	1977	4
	Somerset County College-Adjunct Unit	AFT	1982	2
NEW YORK	Corning Community College	AFT	1976	2
	*Fordham University (2 elections)	AAUP	1975-	4
	*Ithaca College**	AAUP, AFT	1975-	4
	*Manhattan College	AAUP	1971	4
	*New York University	AAUP, AFT	1975-	4
		AFT	1975-	
	*Pace University	AAUP	1978	4
	*Rensselaer Polytechnic Institute	AAUP	1975	4
	*Rosary Hill College	NEA	1975-	4
	*Saint Joseph's College	AFT	1976	4
	*Syracuse University	AAUP	1975-	4

State	Institution	Agent Defeated	Year	2/4	
"NO-AGENT" VOTES (Cont'd.)					
NEW YORK (Cont'd.)	*Villa Maria College	AFT	1975-	2	
	*New York Medical College	NYS Fed Phy/Dent	1982	4	
	*Montefiore Medical Center	NYS Fed Phy/Dent	1982	4	
	*Paul Smith College	AFT	1985	2	
NORTH CAROLINA	*Barber-Scotia College	NEA	1979	4	
OHIO	*Antioch College	AAUP, AFT	1975-	4	
	*Baldwin-Wallace College	AAUP	1975-	4	
	Bowling Green State University	Ind.	1979	4	
	*Oberlin College	Ind.	1974	4	
	Ohio University	AAUP, NEA	1976	4	
	University of Toledo	AAUP, AFT	1975-	4	
OREGON	Eastern Oregon State College		1977	4	
	Oregon Institute of Technology	Ind.	1975	4	
	Oregon State University	AAUP, AFT	1977	4	
		NEA, AAUP	1983		
	Treasure Valley Community College	NEA	1977	2	
	Umpqua Community College	NEA	1979	2	
	University of Oregon	AAUP, AFT	1977	4	
PENNSYLVANIA	Butler County Community College	NEA, Ind.	1976	2	
	*King's College	AFT, NEA	1975-	4	
	Pennsylvania State University	AAUP, NEA	1977	4	
	*Philadelphia College of Art	AFT	1975-	4	
	*Point Park College	AAUP	1974	4	

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
PENNSYLVANIA				
(Cont'd.)	*Seton Hill College	NEA	1975-	4
	University of Pittsburgh	AFT	1977	4
	Univ. of Pittsburgh Health Professional Schools	AAUP, NEA	1975	4
	Univ. of Pittsburgh Law School	Ind.	1975	4
	Univ. of Pittsburgh-Provost Unit	AAUP, AFT, NEA	1976	4
	*Villanova University	AAUP, AFT	1975-	4
	*Waynesburg College	NEA	1976	4
	*Wilson College	PSEA/NEA	1977	4
RHODE ISLAND	*Rhode Island School of Design**	AFT		4
TENNESSEE	*Tusculum College	AFT	1972	4
VERMONT	University of Vermont Community College of Vermont	AFT, AAUP, NEA AFT	1976 1985	4 2
VIRGINIA	*Randolph-Macon College	AAUP	1973	4
WASHINGTON	*Seattle University	AAUP	1975-	4
WISCONSIN	*Northland College**	AFT	1972	4

*Denotes private institution.

For purposes of this Directory, "No-Agent" Votes are defined as elections in which faculty chose not to be represented by a certified collective bargaining agent. At those institutions in which faculty subsequently elected to be represented, the symbol ** is used. Information on "No-Agent" Votes conducted prior to 1975 is not readily available, thus for those institutions the year 1975, followed by a dash, -, is used.

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