

**DIRECTORY OF STAFF  
BARGAINING AGENTS IN  
INSTITUTIONS OF HIGHER EDUCATION**

**2nd Edition, 1995**

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**THE NATIONAL CENTER FOR THE STUDY OF COLLECTIVE  
BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS  
SCHOOL OF PUBLIC AFFAIRS, BARUCH COLLEGE  
CITY UNIVERSITY OF NEW YORK**

**NATIONAL CENTER FOR THE STUDY OF COLLECTIVE  
BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS**

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## TABLE OF CONTENTS

	Page
RECTOR'S COMMENTS	4
INTRODUCTION: UNIONIZATION AMONG STAFF IN HIGHER EDUCATION 1992-1994	7
Table One - NUMBER OF CAMPUSES WITH STAFF BARGAINING UNITS BY REGION	13
Table Two - STAFF EMPLOYEES REPRESENTED BY UNIONS BY REGION AND TYPE OF UNIT	14
Table Three - UNION REPRESENTATION RATES FOR STAFF EMPLOYEES	15
Table Four - PUBLIC INSTITUTIONS - STAFF EMPLOYEES REPRESENTED BY UNIONS BY REGION AND TYPE OF UNIT	16
Table Five - PRIVATE INSTITUTIONS - STAFF EMPLOYEES REPRESENTED BY UNION BY REGION AND TYPE OF UNIT	17
Table Six - NUMBER OF CAMPUSES WITH STAFF BARGAINING UNITS BY SECTOR AND REGION	18
Table Seven - NUMBER OF STAFF IN BARGAINING UNITS BY PARENT UNION	19
DIRECTORY OF STAFF BARGAINING AGENTS IN INSTITUTIONS OF HIGHER EDUCATION	23
BARGAINING AGENTS CITED IN THIS DIRECTORY	72

## DIRECTOR'S COMMENTS

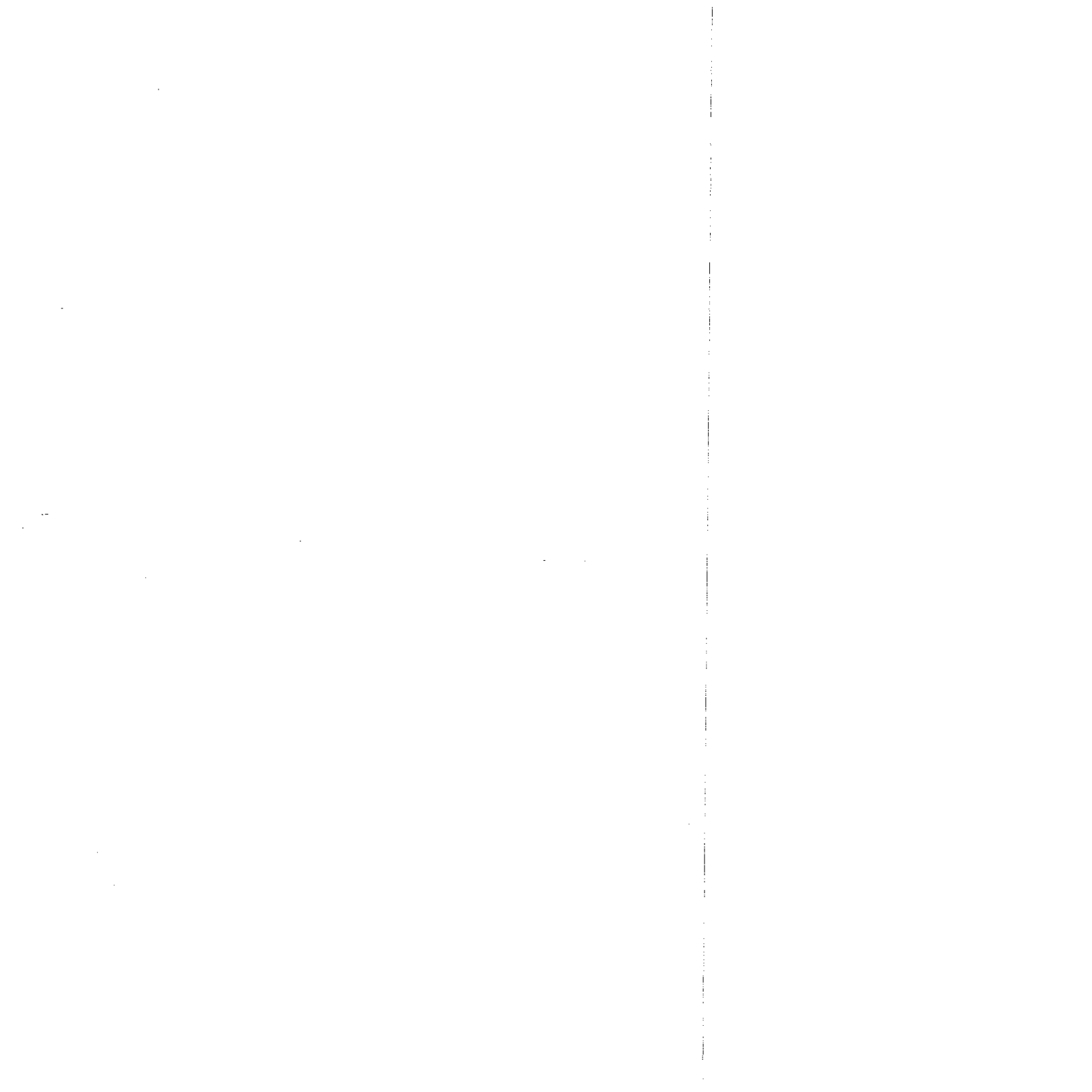
The National Center for the Study of Collective Bargaining in Higher Education and the Professions is proud and delighted to present you with this Directory of Staff Bargaining Agents in Institutions of Higher Education. Through this work, Rick Hurd and Kim Fellows have made a very significant contribution to our understandings of the rapidly growing phenomenon of staff collective bargaining at colleges and universities. This Directory will prove to be an invaluable resource for researchers and practitioners of higher education labor relations. While unionization appears stagnant or in decline throughout the United States economy, the data in this work affirms its strong growth among staff members at the academy.

When this volume is studied in conjunction with the National Center's annual Directory of Faculty Contracts and Bargaining Agents In Institutions of Higher Education, a complete picture of the extent of unionization on the nation's campuses can be ascertained. Rick and Kim study meticulously describes, details, and analyzes five categories of staff bargaining units: clerical, professional/technical, white collar mixed, blue collar, and white/blue collar mixed. Of course, for more than 20 years the National Center has published our annual survey on faculty contracts and bargaining agents in higher education. The two works complement each other splendidly. The careful reader will easily see the similarities and differences in the extent and size of collective bargaining units, geographical distribution, and the number of unions involved between higher education faculty and staff collective bargaining.

We hope that you will be as excited with this new Directory of Staff Bargaining Agents in Institutions of Higher Education as we are at the National Center. We are grateful to Rick Hurd and Kim Fellows for sharing their research with us and permitting the National Center to publish it.

Frank R. Annunziato, Director

## **INTRODUCTION**



## **Introduction: Unionization Among Staff in Higher Education 1992-1994**

### **I. Background and Research Methodology**

Unionization of staff in institutions of higher education attracted national attention during the 1980's, largely because of highly visible campaigns at Ivy League institutions - blue collar workers at Cornell and clerical workers at Yale, Columbia and Harvard all voted in favor of union representation. Although media attention has faded, organizing successes continue to accumulate. Building on their win at Harvard, the American Federation of State, County and Municipal Employees (AFSCME) added two large locals, a 2200 member unit at the University of Illinois in 1991 and a 3200 member unit at the University of Minnesota in 1993. The Communications Workers of America (CWA) also won elections in two large bargaining units, 1700 clerical and technical workers at Indiana University in 1993, and 4000 research technicians at the University of California in 1994.

Despite the emerging importance of unionization among staff in institutions of higher education over the past fifteen years, there has been little research on this topic with the exception of a few case studies. Recognizing the need for more accurate information on the collective bargaining status of staff, the National Center initiated a project to gather relevant data in 1989. A survey was conducted that year, and the results were published in January 1991 as the *Directory of Non-Faculty Bargaining Agents in Institutions of Higher Education*.

In 1992 funding for a comprehensive follow up to the 1989 survey was secured from the Institute of Collective Bargaining (ICB) at the New York State School of Industrial and Labor Relations, Cornell University. The new survey was administered in cooperation with the National Center, and with the additional funding it was possible to augment substantially the information published in the 1991 Directory.<sup>1</sup> A decision was reached to limit the project to the 2722 institutions of higher education with student enrollments of 500 or more as listed in the *1992 Higher Education Directory*.<sup>2</sup> During 1992 and 1993 mail surveys were sent to all of these institutions, with two follow-up mailings to non-respondents. During 1993 and 1994 telephone interviews were conducted with those who had not returned mail surveys, and with those whose responses required clarification. Ultimately a 92.8 percent response rate was achieved. This directory lists all collective bargaining agents as reported to us by the institutions. Because more than two years elapsed from the start of the project to its completion, we expect that some of the information we report is no longer fully accurate. Updates and corrections are invited.

### **II. Union Representation of Staff**

The 1992-94 survey located substantially greater union representation than was reported in the 1991 Directory. The bargaining units for which we have complete data represent 373,216 workers, 125,181 more than confirmed four years ago.<sup>3</sup> The higher number reflects both increased membership and more complete information. Staff union membership exceeds faculty union membership as of 1993 (the midpoint of this survey) by 138,646. However, faculty on 1057 campuses are represented by collective bargaining

agents, while staff bargaining agents are present on only 881 campuses (106 more than reported in 1991). Overall, 34.9 percent of the 2527 campuses responding to the survey reported at least one staff bargaining unit.

There is substantial variation in the extent of staff unionization by region, sector, and occupation. Geographically, staff are much more likely to be represented by unions in the northeast, the midwest and on the Pacific coast than in the rest of the country. The public sector is much more heavily unionized, with 47.9 percent of public sector campuses reporting one or more staff bargaining agent, compared to 17.3 percent of private sector campuses. By broad occupational grouping, 42.8 percent of blue collar workers are unionized compared to 37.2 percent of clerical workers and 14.8 percent of professional and technical employees. Although there are many unions which represent some staff on college and university campuses, two have emerged as dominant: AFSCME and the Service Employees International Union (SEIU). The remaining sections of the introduction provide a more detailed look at the extent and variety of staff collective bargaining representation.

### **III. Geographic Distribution**

Staff unions are highly concentrated geographically. Campuses reporting staff collective bargaining are concentrated in four regions, which account for 84.4 percent of all units: New England, Middle Atlantic, Pacific, and East North Central. As reported in Table 1, over 50 percent of the campuses which responded to the survey report staff unions in the New England, Middle Atlantic, and Pacific regions. Although the East North Central and West North Central regions have lower levels of representation, unions have nonetheless achieved a notable presence there as well. The other four regions have much lower rates of staff unionization, bottoming out in the East South Central and West South Central regions with a combined rate of 3.3 percent.

The three regions with high staff unionization rates (New England, Middle Atlantic, Pacific) account for 63.8 percent of the campuses with staff units and 66.1 percent of staff employees with union representation. The two regions with lower but substantial staff unionization rates (East North Central and West North Central) account for 29.6 percent of the campuses and 26.0 percent of the represented workers. The four low staff unionization regions (East South Central, West South Central, South Atlantic, Mountain) account for 6.6 percent of the campuses and 7.9 percent of the represented workers. Regional data are presented in Table 1 (campuses with staff unions) and Table 2 (workers represented by staff unions).

### **IV. Types of Bargaining Units**

Staff bargaining units comprise a broad range of occupational groupings. For this directory staff units have been divided into five categories: clerical, professional/technical, white collar mixed, blue collar, and white/blue collar mixed. Table 2 contains information on the number of staff employees in these five categories of units by geographic region. The estimated total number of employees with union representation



in white collar units is 191,541. The estimated number of employees with union representation in blue collar units is 100,276. There are 89,988 employees in white collar/blue collar mixed units. Clearly, in terms of absolute numbers, more white collar employees are unionized than blue collar employees in higher education.

Federal data on the number of employees in higher education by broad occupational groups facilitates more careful investigation of this aspect of staff unionization. Table 3 uses information from the U.S. Department of Education to estimate the percent of unionization for various types of staff employees. The estimated number of employees covered by staff collective bargaining agreements and their percentages are as follows: 131,232 blue collar employees or 42.8 percent; and 250,573 white collar employees or 23.4 percent. Among white collar employees, clerical workers are more likely to be represented by unions than are professional and technical employees: 153,462 clerical employees, or 37.2 percent, and 97,111 professional/technical employees, or 14.8 percent. These data indicate a much higher rate of blue collar unionization in higher education than was evident in the 1991 directory. It appears that a major gap in the earlier survey was underreporting of blue collar bargaining agents.

There is notable variation among the regions regarding the occupational makeup of bargaining units, as reflected in Table 2. Two of the regions with substantial levels of staff unionization stand out. In the Pacific region, 35.6 percent of staff with collective bargaining representation are in clerical units, compared to 20.2 percent for the rest of the nation. The Pacific region also has a much lower share of its represented staff in blue collar units, with 13.4 percent compared to 32.8 percent for all other regions combined. The West North Central stands out because a relatively high share of its unionized staff are in mixed white and blue collar units, with 40.5 percent compared to 22.3 percent for the other regions. The West North Central Region has a correspondingly lower share of represented workers in white collar units, with 26.8 percent compared to 51.9 percent for the rest of the country.

## **V. Sectoral Variation**

Tables 4-6 provide details of the dramatic differences in unionization within and between the public and private sectors. Comparing Tables 4 and 5, the public sector accounts for the lion's share of staff union representation with 84.6 percent of the unionized employees. Concentrating on the total membership by occupational category, the public sector share is higher for white collar and mixed units than for blue collar units. In fact, employees in blue collar units make up 47.7 percent of unionized private sector staff compared to only 22.4 percent of unionized public sector staff.

Table 6 reveals that rates of public sector union representation vary dramatically by region, ranging from 0.9 percent of campuses with at least one bargaining unit in the East South Central to 96.6 percent of campuses with at least one bargaining unit in the Middle Atlantic.<sup>4</sup> Although the pattern of regional variation on private sector campuses is similar to the public sector, the percent of campuses with a bargaining unit is much lower. It is notable that the Pacific region joins with New England and the Middle

Atlantic in having staff bargaining units on over 90 percent of public sector campuses, but falls well below these two regions in private sector comparisons.

Although geographic concentration of staff bargaining units in the public sector may be attributed to the absence of enabling legislation in many of the states which are located in the regions with low levels of representation, it turns out that private sector unionization is even more concentrated with no such explanation. Two regions, New England and Middle Atlantic, account for 75.4 percent of staff represented by unions at private institutions of higher education. Although these two regions also have the highest percent of public campuses with bargaining units, they only account for 24.6 percent of staff represented by unions at public institutions.

## **VI. National Unions Which Represent Staff in Higher Education**

Faculty employees are represented almost exclusively by only three different national unions: the American Association of University Professors, the American Federation of Teachers (AFT), and the National Education Association (NEA). In the case of staff, there is much greater variation. Nearly fifty different national unions represent subgroups of staff in higher education. Despite this plethora of unions, AFSCME and the SEIU account for the bulk of the unionization. AFSCME, with 166,714 bargaining unit members, represents 44.7 percent of unionized staff; the SEIU, with 52,142 unit members represents another 23.0 percent. Thus the two of them account for over two-thirds of organized staff. Both AFSCME and SEIU represent many different types of units, from small blue collar locals to very large systemwide units.

The fifteen unions with the most bargaining unit members in higher education are listed in Table 7. The third largest is the American Nurses Association with 21,236 members of bargaining units, mostly nurses in hospitals associated with medical colleges. Both the AFT and the NEA have substantial staff membership, a natural outgrowth of their presence in higher education as faculty bargaining agents. There are several unions with primarily blue collar membership: the Teamsters (IBT), the Laborers (LIUNA), the Hotel Employees (HERE) and the Operating Engineers (IUOE). Two major national unions which have targeted higher education for organizing in recent years with some success are the CWA and the Automobile Workers (UAW); both have a range of units which parallels the AFSCME and SEIU mix.

## **VII. Summary and Conclusions**

The foothold established by unions among staff employees at institutions of higher education appears to be secure. The 1992-94 survey which provides the basis for this Directory uncovered significantly more union representation than had been documented previously. There are now reliable estimates of rates of unionization by occupational group. The extent of clerical workers' unionization reported in the 1991 Directory has been confirmed, and information about the unionization of blue collar employees in higher education has been expanded. High rates of union representation at public institutions in the northeast and on the west coast have been documented. The geographic concentration

of unionization among private sector institutions in the northeast has been discovered. In the future, practitioners and researchers undoubtedly will continue to monitor union organizing in higher education and will learn whether the public sector's near saturation in some regions will migrate into the heartland and the south, at least to the extent feasible under public bargaining laws. It will also be interesting to see whether unions can achieve organizing success at private sector institutions outside of the northeast. Hopefully, the information presented in this Directory will prove useful as a benchmark.

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### Endnotes for Introduction

1. A 1991 project (also funded by the ICB) to clean and analyze data from the 1989 survey had uncovered significant gaps in the information collected. At this point the author and the National Center agreed to seek funding for the comprehensive second survey.
2. Rodenhouse, Mary Pat. 1992 Higher Education Directory (Higher Education Publications: Falls Church, Virginia, 1991)
3. The figures for total workers represented by unions reported in Tables 2-5 are higher than mentioned here because they include estimated membership for those campuses which did not respond to the survey, and for those which reported bargaining units but did not include unit size. The estimates are based on actual union membership on similar campuses in the same state. Details of the estimating process are available from the author. Note that the estimated total is only 8589 higher (about 2.3 percent) than the firm figure based on survey responses.
4. Note that the percent of campuses with bargaining units does not reflect the percent of workers represented on these campuses. One small bargaining unit on a campus qualifies it to be categorized in this way even if most employees are not represented by a bargaining agent.

**Table One**

**Number of Campuses With Staff Bargaining Units  
By Region**

<u>Region</u>	<u>Total Campuses</u>	<u>Responded to Survey</u>	<u>Response Rate</u>	<u>Campuses with Staff Bargaining Units</u>	<u>Percent of Respondants with Staff Bargaining Units</u>
New England	197	195	99.0	116	58.9
Middle Atlantic	415	402	96.9	243	60.4
South Atlantic	461	421	91.3	30	9.5
East South Central	208	174	83.7	4	2.3
West South Central	247	218	88.3	9	4.1
East North Central	437	418	95.7	182	43.5
West North Central	279	253	90.7	79	31.2
Mountain	152	138	90.8	15	10.9
Pacific	326	308	94.5	203	65.9
Total U.S.	2722	2527	92.8	881	34.9

New England (ME, NH, VT, MA, RI, CT)  
 Mid Atlantic (NY, NJ, PA)  
 South Atlantic (DE, MD, DC, VA, WV, NC, SC, GA, FL)  
 East South Central (KY, TN, AL, MS)  
 West South Central (AR, LA, OK, TX)  
 East North Central (OH, IN, IL, MI, WI)  
 West North Central (MN, IA, MO, ND, SD, NE, KS)  
 Mountain (MT, ID, WY, CO, NM, AZ, UT, NV)  
 Pacific (WA, OR, CA, AK, HI)

**Table Two**

**Staff Employees Represented by Unions  
by Region and Type of Unit**

<b>Region</b>	<b>Total</b>	<b>Clerical</b>	<b>Professional/ Technical</b>	<b>White Collar</b>		<b>Blue Collar</b>	<b>White/Blue Collar Mixed</b>
				<b>Mixed</b>	<b>Mixed</b>		
New England	34,641	6,213	5,390	6,021	12,360	4,657	
Middle Atlantic	89,141	18,765	13,310	11,418	26,708	18,940	
South Atlantic	22,607	7,534	2,841	1,827	9,295	1,110	
East South Central	1,402	30	0	0	872	500	
West South Central	946	0	0	0	239	707	
East North Central	72,916	15,279	14,132	7,454	24,878	11,173	
West North Central	26,411	3,257	2,097	1,745	8,603	10,709	
Mountain	5,190	186	109	1,363	127	3,405	
Pacific	128,551	45,741	23,516	3,313	17,194	38,787	
<b>Total U.S.</b>	<b>381,805</b>	<b>97,005</b>	<b>61,395</b>	<b>33,141</b>	<b>100,276</b>	<b>89,988</b>	

Regions defined on Table One

**Table Three****Union Representation Rates for Staff Employees**

	<u>Total Employees*</u>	<u>Estimated Employees in Bargaining Units</u>	<u>Percent Represented</u>
White Collar	1,070,142	250,573	23.4
Professional/Technical	657,290	97,111	14.8
Clerical	412,852	153,462	37.2
Blue Collar	306,335	131,232	42.8
Total	1,376,477	381,805	27.7

\* Calculated from data reported in Digest of Educational Statistics 1994, U.S. Department of Education, Washington, D.C., pp 228-229.

**Table Four**

**Public Institutions  
Staff Employees Represented by Unions  
By Region and Type of Unit**

<u>Region</u>	<u>Total</u>	<u>Clerical</u>	<u>Professional/ Technical</u>	<u>White Collar Mixed</u>	<u>Blue Collar</u>	<u>White/Blue Collar Mixed</u>
New England	18,892	3,239	4,538	1,514	4,974	4,627
Middle Atlantic	60,432	13,376	10,066	9,378	15,891	11,721
South Atlantic	18,297	7,484	2,230	737	6,736	1,110
East South Central	500	0	0	0	0	500
West South Central	1,055	0	0	0	348	707
East North Central	68,057	14,865	14,114	7,256	21,977	9,845
West North Central	25,215	3,257	2,097	1,745	7,582	10,534
Mountain	5,190	186	109	1,363	127	3,405
Pacific	125,358	45,193	23,516	3,238	14,678	38,733
Total U.S.	322,996	87,600	56,670	25,231	72,313	81,182

Regions defined on Table One



**Private Institutions  
Staff Employees Represented by Unions  
By Region and Type of Unit**

<u>Region</u>	<u>Total</u>	<u>Clerical</u>	<u>Professional/ Technical</u>	<u>White Collar Mixed</u>	<u>Blue Collar</u>	<u>White/Blue Collar Mixed</u>
New England	15,749	2,974	852	4,507	7,386	30
Middle Atlantic	28,709	5,389	3,244	2,040	10,817	7,219
South Atlantic	4,310	50	611	1,090	2,559	0
East South Central	902	30	0	0	872	0
West South Central	47	0	0	0	47	0
East North Central	4,859	414	18	198	2,901	1,328
West North Central	1,196	0	0	0	1,021	175
Mountain	0	0	0	0	0	0
Pacific	3,193	548	0	75	2,516	54
Total U.S.	58,965	9,405	4,725	7,910	28,119	8,806

Regions defined on Table One

**Table Six**  
**Number of Campuses with Staff Bargaining Units**  
**by Sector and Region**

<u>Region</u>	<u>Public Sector</u>			<u>Private Sector</u>		
	<u>Campuses Responding to Survey</u>	<u>Campuses with Staff Bargaining Units</u>	<u>Percent With Bargaining Units</u>	<u>Campuses Responding to Survey</u>	<u>Campuses with Staff Bargaining Units</u>	<u>Percent with Bargaining Units</u>
New England	87	82	94.2	108	34	31.5
Middle Atlantic	175	169	96.6	227	74	32.6
South Atlantic	262	20	7.6	159	10	6.3
East South Central	106	1	0.9	68	3	4.4
West South Central	154	8	5.2	64	1	1.6
East North Central	221	150	67.9	197	32	19.4
West North Central	131	61	46.6	122	18	17.3
Mountain	106	15	14.2	32	0	0.0
Pacific	206	188	91.3	102	15	17.2
Total U.S.	1,448	694	47.9	1079	187	17.3

Regions defined on Table One

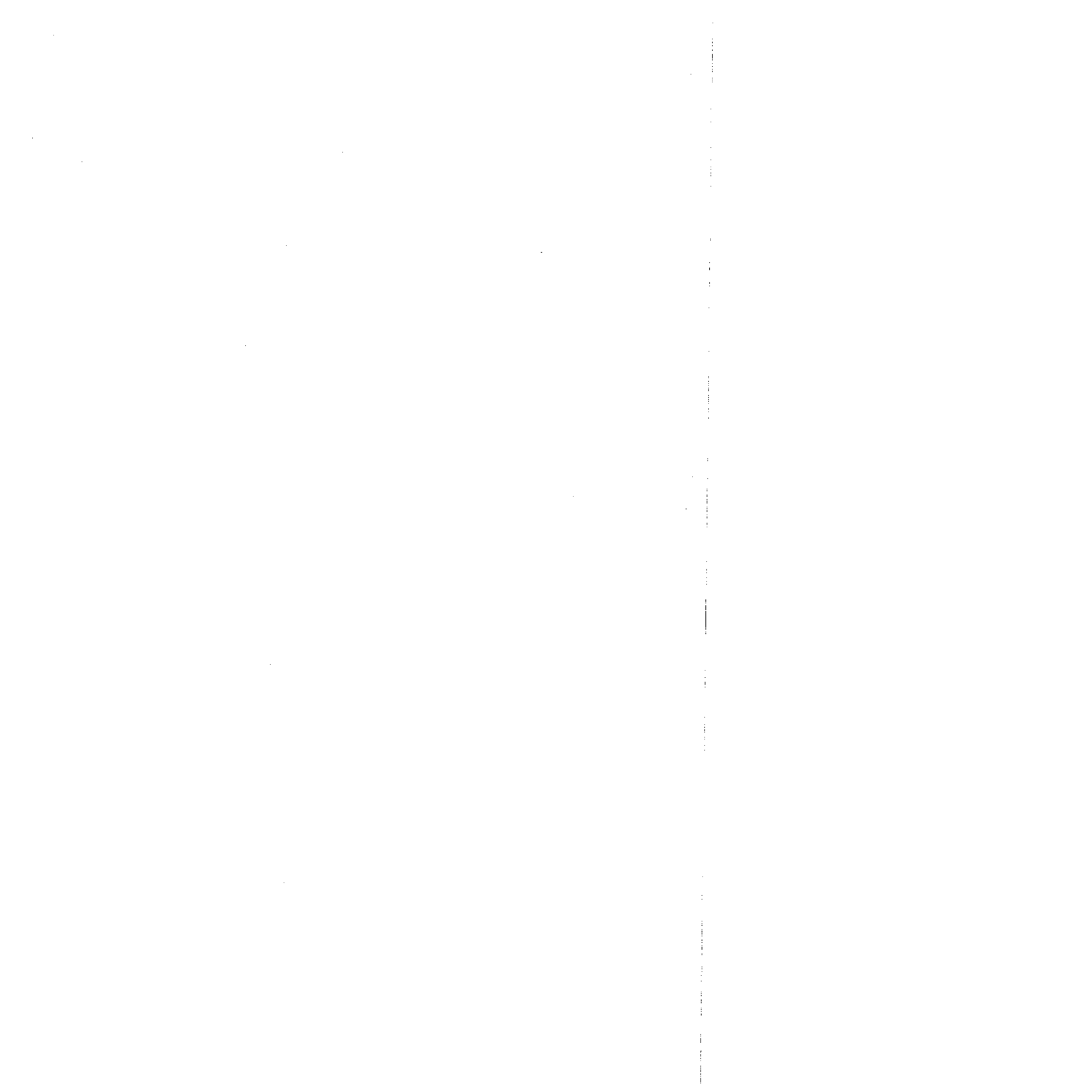
## Table Seven

### Number of Staff in Bargaining Units By Parent Union

<u>Union</u>	<u>Staff Represented</u>
AFSCME	166,714
SEIU	52,142
ANA	21,236
AFT	20,011
IBT	14,502
NEA	14,376
CWA	13,108
CSEA (California)	11,262
UAW	6,924
LIUNA	5,284
HERE	5,199
IUOE	4,159
1199	4,136
OPEIU	4,025
AFGE	3,264



**STAFF BARGAINING AGENTS IN  
INSTITUTIONS OF HIGHER EDUCATION**



Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>ALABAMA</b>					
*Tuskegee University	LIUNA	Svce, Maint	200	1975	4
The University of Alabama <sup>4</sup>	AFSCME	Maint, Svce, Tech	500	1972	4
<b>ARIZONA</b>					
Pima County Community College	Ind.	Supvrs	100	1978	2
	AFSCME	Cler, BC, Prof, Tech	75	1978	
<b>CALIFORNIA</b>					
Allan Hancock College	CSEA	Cler, BC	146	1983	2
Antelope Valley College	AFT	Cler, BC, Prof, Tech	110	1990	2
Barstow College	CSEA	Cler, BC	48		2
Butte College	CSEA	Cler, BC, Prof, Tech	150	1978	2
Cabrillo College	SEIU	Cler, Tech, Paraprofl, Trades	180	1980	2
*California School of Professional Psychology Berkley/Alameda	SEIU	Cler	19	1990	4
The California State University System	LIUNA	Trades	817	1982	
	AFT	Profss	1,725	1983	
	Ind.	Physicians, Dentists	118	1983	
	Ind.	Police	252	1982	
	SEIU	Cler, Tech, Hlth Care, BC	12,451	1984	
Polytechnic State University - San Luis Obsipo					4
Polytechnic State University - Pomona					4
Bakersfield					4
Chico					4
Dominique Hills					4
Fresno					4
Fullerton					4
Hayward					4
Long Beach					4
Los Angeles					4
Northridge					4
Sacramento					4
San Bernardino					4
San Marcos					4
Stanislaus					4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>CALIFORNIA (Cont'd)</b>					
The California State University System (Cont'd)					
Humboldt State University					4
San Diego State University					4
San Francisco State University					4
San Jose State University					4
Sonoma State University					4
Cerritos College	CSEA	Cler, BC, Prof., Tech	340	1977	2
Chabot-Las Positas Community College District <sup>5</sup>	CSEA	Cler, BC, Prof., Tech	225		
Chabot College					2
Las Positas College					2
Chaffey College	CSEA	Cler, BC, Prof., Tech	189	1970	2
Citrus College	CSEA	Cler, BC	248	1976	2
City College of San Francisco	SEIU	Cler, Prof., Tech	700	1986	4
*The Claremont Colleges	IUOE	BC	90	1990	4
Claremont Graduate School					4
Claremont McKenna College					4
Coast Community College District	AFT	Cler, BC, Prof., Tech	743	1984	
Coastline Community College					2
Golden West College					2
Orange Coast College					2
College of Marin <sup>5</sup>	CSEA	Cler			2
*College of Notre Dame	IUOE	Maint, Engineers	5		4
College of the Redwoods	CSEA	Cler, BC	225	1973	2
College of the Sequoias	CSEA	Cler, BC, Prof., Tech	147	1976	2
College of the Siskiyous	CSEA	Cler, BC, Prof., Tech	80	1976	2
Contra Costa Community College System	AFT	Cler, BC, Prof., Tech	475	1977	
Contra Costa College					2
Diablo Valley College					2
Los Medanos College					2
Cuesta College	AFT	Cler, BC, Prof., Tech	130	1988	2
Desert Community College District	CSEA	Cler, BC, Prof., Tech	172	1984	2
El Camino Colleges <sup>6</sup>	CSEA	Cler	120		2
Feather River Community College District	Unk.	Cler, Prof., Tech, Maint	43	1990	2
Foothill-De Anza Community College District	SEIU	Cler, Support	592	1992	2
De Anza College					2
Foothill College					2



Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>CALIFORNIA (Cont'd)</b>					
Gavilan College	SEIU	Cler, BC, Support	112		2
Glendale Community College	CSEA	Cler, BC, Prof., Tech	272	1981	2
*Golden Gate University <sup>3</sup>	OPEIU	Cler	103		4
Grossmont-Cuyamaca Community College District <sup>3</sup>	CSEA	Cler	500		
Cuyamaca College					2
Grossmont College					2
Hartnell College	CSEA	Cler, Paraprof	80	1975	2
	IUOE	Maint, Food Svce	30	1970	
Imperial Valley College	CSEA	Cler, BC, Prof., Tech	62	1976	2
Kern Community College District					
Bakersfield College	CSEA	Cler, BC, Prof., Tech	340	1975	2
Cerro Cosca Community College	CSEA	Cler, BC	90	1975	2
Porterville College	CSEA	Cler, BC, Prof., Tech	62	1976	2
Lake Tahoe Community College	Ind.	WC, BC	22	1991	2
Long Beach Community College	CSEA	Cler, BC, Prof., Tech	328	1978	2
Los Angeles Community College District	AFT	Cler	986	1984	
	CSEA	Maint, Operations	393	1978	
	BCTD	Trades	106	1978	
	AFT	Police	55	1985	
	Ind.	Supvrs	188	1983	
East Los Angeles College					2
Los Angeles City College					2
Los Angeles Harbor College					2
Los Angeles Mission College					2
Los Angeles Pierce College					2
Los Angeles Southwest College					2
Los Angeles Trade-Technical College					2
Los Angeles Valley College					2
West Los Angeles College					2
Los Rios Community College District	SEIU	BC	156	1976	
	Ind.	WC	600	1985	
American River College					2
Cosumnes River College					2
Sacramento City College					2
Mendocino College	SEIU	Cler, BC, Prof., Tech	71	1988	2

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>CALIFORNIA (Cont'd)</b>					
Merced College	CSEA	Cler, BC, Prof., Tech	72	1977	2
*Mills College	SEIU	Grounds	6		4
	IUOE	Engineers	4		
	PAT	Painters	2		
	IBT	Truck Drivers	2		
Monterey Peninsula College	CSEA	Cler, BC, Prof., Tech	151	1976	2
Mt. San Antonio College	CSEA	BC	81	1979	2
	CSEA	Cler, Prof., Tech	255	1977	
Mt. San Jacinto College	CSEA	Cler, BC, Prof., Tech	28	1989	2
Napa Valley College	SEIU	Cler, BC, Prof., Tech	140	1977	2
North Orange County Community College District	CSEA	Cler, BC, Prof., Tech, Craft	576	1976	2
Cypress College					2
Fullerton College					2
*Occidental College	IBT	BC	130	1990	4
Ohlone College	CSEA	Cler, Prof., Tech	100	1979	2
	SEIU	BC	35	1979	
Palo Verde College	CSEA	Cler, BC	17	1991	2
Palomar College	AFT	Cler, BC, Prof., Tech	298	1987	2
Pasadena Area Community College	Ind.	Cler, Tech	247	1992	2
	CSEA	BC		1992	
Peralta Community Colleges District	SEIU	Cler, Prof., Tech	250	1981	
	IUOE	Maint, Custl, Grounds	80	1979	
College of Alameda					2
Laney College					2
Merritt College					2
Vista College					2
Rancho Santiago Community College	CSEA	Cler, BC, Prof., Tech	744	1978	2
Rio Hondo College	CSEA	Cler, BC, Prof., Tech	215	1978	2
Riverside Community College	CSEA	Cler, BC, Prof., Tech	242	1976	2
Saddleback Community College District	CSEA	Cler, BC, Prof., Tech	429	1973	
Irvine Valley College					2
Saddleback College					2
San Bernardino Community College District	CSEA	Cler, BC	301		2
San Diego Community College District	SEIU	Police, BC	166		
	CSEA	Tech	549		
	Ind.	Supvs, Prof	140		

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>CALIFORNIA (Cont'd)</b>					
San Diego Community College District (Cont'd)					
San Diego City College					2
San Diego Mesa College					2
San Diego Miramar College					2
*San Francisco Art Institute	OPEIU	Cler, BC, Prof., Tech	45	1980	4
San Joaquin Delta College	CSEA	Cler, BC, Prof., Tech	291	1990	2
	Ind.	Police	8	1990	
San Jose/Evergreen Community College District	CSEA	Cler, BC, Prof., Tech	300	1977	
Evergreen Valley College					2
San Jose City College					2
San Mateo Community College District	CSEA	Cler, Prof., Tech	370	1976	
	AFSCME	BC	80	1976	
Canada College					2
College of San Mateo					2
Skyline College					2
Santa Barbara City College	CSEA	Cler, BC	250		
*Santa Clara University <sup>5</sup>	SEIU	Phys Plant	75		4
Santa Clara Community College District	CSEA	Cler, BC, Prof., Tech	74	1986	2
Santa Monica College	CSEA	Cler, BC, Prof., Tech	383	1983	2
Santa Rosa Junior College	SEIU	Cler, BC, Prof., Tech	380		2
Shasta College	CSEA	Cler, BC., Prof., Tech	155	1976	2
Sierra College	Ind.	Cler, BC, Prof., Tech	178	1982	2
Solano Community College	CSEA	Cler	94	1977	2
	CSEA	BC	38	1992	
Sonoma County Junior College District	SEIU	Cler, BC, Prof., Tech	378	1983	2
Southwestern Community College	CSEA	Cler, BC, Prof., Tech	291	1976	2
*Stanford University	SEIU	Tech, Svce, Maint	1,300	1973	4
	Ind.	Police	35	1972	
State Center Community College District	CSEA	Cler, BC, Prof., Tech	400	1977	
Fresno City College					2
Kings River Community College					2
Taft College	CSEA	Cler, BC, Prof., Tech	60	1973	2
University of California System	AFSCME	Custl, Food Svce, Grounds	8,380	1983	
	AFSCME	Hlth Care Tech	5,499	1983	
	ANA	Nurses	6,650	1983	

Institution <sup>1</sup>	Agent	Unif <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>CALIFORNIA (Cont'd)</b>					
University of California System (Cont'd)					
	AFT	Librarians	546	1983	
	AFSCME	Cler	39,032	1983	
	CWA	Tech	4,000	1994	
Berkeley	BCTD	Trades			4
Davis					4
Hastings College of Law					4
Irvine	IUOE	Trades	102	1982	4
Los Angeles					4
Riverside					4
San Diego					4
San Francisco	BCTD	Trades	70	1983	4
Santa Barbara					4
Santa Cruz					4
*University of the Pacific	IBT	Phys Plant	98	1975	4
*University of San Francisco	LIUNA	Grounds	20	1988	4
	OPEIU	Cler, Tech	180	1973	
	IUOE	Engineers	40		
*University of Southern California	OPEIU	Library Asst	77	1969	4
	HERE	Food Svce	283		
	IBT	Tram Drivers	14	1992	
Ventura County Community College District	SEIU	Cler, BC, Profi, Tech	395	1982	
Moorpark College					2
Oxnard College					2
Ventura College					2
Victor Valley College	CSEA	Cler, BC, Profi, Tech	93	1976	2
West Hills Community College	CSEA	Cler, BC, Profi, Tech	93		2
	IUOE	Supvrs	14	1992	
West Valley-Mission Community College District	SEIU	Cler, BC	281	1982	
	IBT	Supvrs	27	1984	
Mission College					2
West Valley College					2
Yuba Community College District	CSEA	Cler, BC, Profi, Tech	189	1958	2
<b>COLORADO</b>					
United States Air Force Academy	AFGE	Cler, BC, Tech	1264	1963	4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>CONNECTICUT</b>					
Charter Oak College <sup>6</sup>	AFSCME SEIU	Prof., Tech BC	10	1976	4
	AFSCME	Cler	3	1976	
	AFSCME	Supvrs	13	1991	
Connecticut Community College System <sup>6</sup>	AFT	Admin	75	1976	
	AFSCME	Admin	35	1976	
	SEIU	Prof., Tech	369	1976	
	AFSCME	Cler	313	1976	
	SEIU	Maint	158	1976	
	IAFF	Security	27	1976	
	Ind.	Engineering	1	1976	
	SEIU	Hlth Care	2	1976	
Asnuntuck Community College					2
Greater Hartford Community College					2
Housatonic Community College					2
Manchester Community College					2
Mattituck Community College					2
Middlesex Community College					2
Mohegan Community College					2
Northwestern CT. Community College					2
Norwalk Community College					2
Quinebaug Valley Community College					2
South Central Community College					2
Tunxis Community College					2
Greater New Haven State Technical College					2
Hartford State Technical College					2
Norwalk State Technical College					2
Thames Valley State Technical College					2
Waterbury State Technical College					2
Connecticut State University System <sup>6</sup>	AFSCME	Cler	437	1976	
	SEIU	BC	517	1976	
	AFSCME	Prof., Tech	309	1976	
	IAFF	Security	95	1976	
Central Connecticut State University					4
Eastern Connecticut State University					4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>CONNECTICUT (Cont'd)</b>					
Connecticut State University System <sup>6</sup> (Cont'd)					
Southern Connecticut State University					4
Western Connecticut State University					4
*Quinnipiac College	HERE	Maint	70	1975	4
	HERE	Cler, Tech	95	1975	
United States Coast Guard Academy	SEIU	Cler, BC, Prof, Tech, Nurses	106	1984	4
*University of Bridgeport <sup>6</sup>	SEIU	BC	43	1973	4
	OPEIU	Cler	63	1988	
University of Connecticut	AFSCME	Cler	660	1976	4
	SEIU	BC	850	1976	
	AFT	Prof	780	1976	
	Ind.	Admin	48	1976	
	Ind.	Engineers	17	1976	
	ACTWU	Food Svce	50	1976	
	SEIU	Hlth Care	15	1976	
	AFSCME	Human Svcs	14	1976	
	IAPF	Security	79	1976	
*University of Hartford	UAW	BC	120	1989	4
	PGW	Security	40	1988	
*University of New Haven	SEIU	Cler	88	1984	4
	SIU	Maint	31	1978	
*Wesleyan University	OPEIU	Cler	154	1989	4
	OPEIU	Phys Plant	104	1985	
*Yale University	HERE	Cler	2,600	1984	4
	HERE	BC	1,100	1957	
	Ind.	Police	50	1988	
<b>DELAWARE</b>					
Delaware State College	AFSCME	Cler	65	1978	4
	AFSCME	Security	30	1978	
	AFSCME	Custl, Maint	100	1978	
University of Delaware	AFSCME	Trades	140	1968	4
	AFSCME	Food Svce, Custl, Grounds	550	1968	

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>DISTRICT OF COLUMBIA</b>					
*Catholic University of America	IBFO	Custl	80		4
	IBFO	Grounds, Painters	60		
	IUOE	Phys Plant	19		
*Gallaudet University	SEIU	Custl	33		4
	IUOE	Maint, Phys Plant	54		
*George Washington University	SEIU	Food Svce, Laundry, Custl, Grounds	425	1945	4
	IBT	Mechanics, Drivers	40	1976	
	Ind.	Security	60	1976	4
*Georgetown University	SEIU	Svce, Maint	400	1972	
	AFSCME	Cler, Prof., Tech	1,090		4
*Howard University	AFTRA	Radio Prof., Tech	26		
	CWA	Radio Prof., Tech	26		
	CWA	Radio Prof., Tech	7	1990	
	AFSCME	Cler	50	1992	
	HERE	BC	94		
	Ind.	Police	150		
	SEIU	BC	450		
	ANA	Nurses	552		
University of the District of Columbia	AFSCME	Cler, Paraprofl	412	1980	4
<b>FLORIDA</b>					
Broward Community College	IBT	BC	140	1979	2
State University of Florida System <sup>5</sup>	AFSCME	BC	3,781	1978	
	AFSCME	Cler	7,345	1981	
	AFSCME	WC	325	1976	
	AFSCME	Prof., Tech	1,435	1978	
	ANA	Nurses	195	1977	
	Ind.	BC	195	1982	
Florida Agricultural & Mechanical University					4
Florida Atlantic University					4
Florida International University					4
Florida State University					4
University of Central Florida					4
University of Florida	AFSCME	Med Ctr Prof	600		4
	AFSCME	Med Ctr Cler, BC, Tech	950		4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>FLORIDA (Cont'd)</b>					
State University of Florida System <sup>5</sup> (Cont'd)					
University of North Florida					4
University of South Florida					4
University of West Florida					4
<b>GEORGIA</b>					
*Agnes Scott College	LIUNA	BC	60	1974	4
<b>HAWAII</b>					
University of Hawaii System	AFSCME	Cler	1,152	1973	
	AFSCME	BC	482	1972	
	AFSCME	Prof., Tech	1,241	1973	
University of Hawaii at Manoa					4
University of Hawaii at Hilo					4
University of Hawaii West Oahu					4
Honolulu Community College					2
Kapiolani Community College					2
Kauai Community College					2
Leeward Community College					2
Maui Community College					2
Windward Community College					2
<b>ILLINOIS</b>					
Belleville Area College	AFT	Cler	65	1986	2
Black Hawk College	AFT	Prof., Tech	42	1990	2
	UAW	Cler, Maint, Custl	150	1988	
	AFT		8	1991	
Board of Governors Universities	IBFO	BC	10		
	IUOE	Power Plant, Trades	39		
Chicago State University	SEIU	Food Svce, Maint	41		4
	IBT	Cler	145		
	IBT	Grounds	17		
	IBT	Police			
Eastern Illinois University	AFSCME	Custl	30	1990	4
	AFSCME	Cler	194		
			243		



Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>ILLINOIS (Cont'd)</b>					
Eastern Illinois University (Cont'd)					
	Ind.	Police	16		
	IBT	Grounds	18		
	PPF	Trades	30		
	IUOE	Engineers	11	1992	
Governors State University	FOP	Police	7		4
	IBT	Cler	100		
	IBT	Maint. Laborers	6		
	SEIU	Custl	16		
	IBT	Custl	47		4
Northeastern Illinois University	AFSCME	Cler	214		
	IUOE	Phys Plant, BC	31		4
Western Illinois University	AFSCME	Custl	155		
*Bradley University	IBT	Custl, Grounds	120	1975	4
	IUOE	Maint, Engineers	21	1985	
	IBEW	Electricians	2	1985	
City Colleges of Chicago	IBFO	BC	9		
	SEIU	Custl, Grounds, Maint	178		
	AFT	Prof	260		
	AFT	Cler	537	1967	
	IBEW	Tech, Broadcast	33		
	IUOE	Engineers	62		
	AFT	WC	98	1993	
Chicago City-Wide College					2
Richard J. Daley College					2
Kennedy-King College					2
Harold Washington College					2
Malcolm X College					2
Olive-Harvey College					2
Harry S. Truman College					2
Wilbur Wright College					2
College of DuPage	IUOE	Engineers	13		2
College of Lake County	AFT	Custl, Maint	35	1989	2
Danville Area Community College	NEA	Cler, Custl	73	1989	2
Elgin Community College	NEA	Cler, Custl	116	1986	2
	IBEW	Maint	2	1986	2

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
ILLINOIS (Cont'd)					
Highland Community College	AFT	Custl, Maint	25	1990	2
Illinois Board of Regents Universities	PAT	Painters	9	1991	
	PPF	Plumbers	18	1991	
	UBC	Carpenters	9	1991	
Illinois State University	AFSCME	Maint, Food Svce, Grounds	300	1948	4
	IUOE	Engineers	28		
	IUOE	Bldg Svce	19		
	FOP	Police	21		
	IBEW	Electricians, Firemen	12	1990	
Northern Illinois University	FOP	Police	24	1972	4
	IUOE	Heating Plant Engineers	38	1968	
	IBEW	Electricians	18	1991	
	AFSCME	Bldg Svce, Food Svce	330	1968	
Sangamon State University	AFT	Cler	220	1989	4
	AFSCME	Grounds	7		
	IATSE	Stage Hands	30		
	IUOE	Engineers	3		
	IBT	Security	10	1988	
	AFT	Bldg Svce	29	1990	
Illinois Central College	UBC	Custl, Grounds, Trades, Food Svce	52	1977	2
*Illinois Institute of Technology	SEIU	Custl, Maint	99	1930	4
Illinois Valley Community College	SEIU	Custl	14	1973	2
John A. Logan College	IBT	Custl	17		2
Joliet Junior College	AFT	Cler	58		2
	IBFO	Custl, Grounds	44		
	IBFO	Food Svce	10		
	IBFO	Police	20		
Kaskaskia College	NEA	Cler	20	1987	2
	NEA	BC	26	1991	
Kishwaukee College	AFT	Cler, Custl, Maint	53	1989	2
*Knox College	SEIU	Custl, Food Svce, Maint	72	1994	4
Lake Land College	AFT	Cler	39		2
	AFT	Custl, Maint	17	1989	
*Lewis University	OPEIU	Cler	63	1972	4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
ILLINOIS (Cont'd)					
*Loyola University of Chicago	IBFO	BC	19		4
	IUOE	Engineers	31		
McHenry County College	AFT	Cler, Custl, Food Svce, Profi	125	1988	2
*Monmouth College	UFCW	Custl, Grounds	16	1972	4
Moraine Valley Community College	AFT	Cler	190	1984	2
Morton College	SEIU	Svce, Custl, Maint	19	1986	2
*Northwestern University	IUOE	Engineers	65		4
	LAUNA	Maint, Trades	80		
	SEIU	Custl	65		
Oakton Community College	IBFO	Phys Plant	13		
Parkland College	AFT	Cler, Profi, Custl, Tech, Maint	250	1986	2
	AFT	Custl, Cler	100	1990	2
	AFT	Profi, Paraprofl, Tech	65	1990	
*Parks College of Saint Louis University	IAM	Bldg, Grounds, Custl	20		4
	HERE <sup>7</sup>	Food Svcs	20		
Prairie State College	AFT	Cler, Custl, Maint	84	1984	2
*Roosevelt University	SEIU	Custl, Security	19		4
	OPEIU	Cler	145	1947	
	BCTD	Trades	14		
*Rush University	IBT	Food Svce, Custl, Laundry, Transp	900	1968	4
	Ind.	Security	55		
	LIUNA	Custl	9	1984	2
Southeastern Illinois College	SEIU	Laundry, Custl	196		4
Southern Illinois University Carbondale	IBEW	Electrical Tech, Broadcast	39		
	LIUNA	Maint	31		
	IBT	Drivers, Park Attendants	29		
	IUOE	Engineers	24		
	CWA	Printing	20		
	AFSCME	Grounds, Food Svce	107		
	FOF	Police	40		
	NEA	Cler	650	1991	
	BCTD	Trades	61		
Edwardsville	AFSCME	Cler, Tech, Paraprofl	414	1985	4
	IBT	Police	20	1972	

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
ILLINOIS (Cont'd)					
Edwardsville (Cont'd)					
	AFSCME	Custl, Maint	80	1980	
	IUOE	Grounds	24	1980	
	SEIU	Food Svce	31	1985	
	IBEW	Trades	9	1988	
	NEA	Profl	250	1989	
	IUOE	Engineers	31	1967	
	IBEW	Broadcast	5	1962	
Spoon River College	NEA	Cler, Maint	33		2
	NEA	Profl	7	1991	
State Community College of East St. Louis	AFT	Cler, Maint, Bldg, Grounds	45	1989	2
Triton College	AFT	Cler, BC	370		2
	AFT	Supvrs	90	1992	
*University of Chicago	IBT	Cler, Svce, Food Svce, Tech	1250	1979	4
	IBEW	Electricians	13	1951	
	IBEW	Tech	8	1988	
	SEIU	BC	124	1951	
	IAM	Trades	19	1970	
	ANA	Nurses	11	1969	
	Ind.	LPN's	7	1969	
University of Illinois At Chicago					
	SEIU	Cler	1035	1981	4
	ANA	Nurses	47		
	Ind.	Security	10		
	IBEW	Tech	10		
	SEIU	Bldg Svce, Custl	610	1968	
	IBT	Drivers, Maint, Grounds	119		
	IUOE	Engineers	105		
	IBFO	Firemen	38		
	Ind.	LPN'S	46		
	ANA	Nurses	680		
	Ind.	Police	46		
	FOP	Police	14		
	AFSCME	Tech, Cler	166		
	IAFP	Firefighters	6	1992	

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>ILLINOIS (Cont'd)</b>					
At Urbana-Champaign	IBT	Drivers	40		4
	IBEW	Trades	40		
	SEIU	Bldg Svce	900		
	SEIU	Food Svce	400		
	SEIU	Distribution Ctr	15		
	IUOE	Phys Plant	90		
	IUOE	Housing Maint Inspectors	20		
	IUOE	Water Plant	6		
	IAM	Machinists	15		
	IATSE	Stage Hands	100		
	IAPF	Firefighters	30		
	IBEW	Broadcast	40		
	IBEW	Elect. Engineers	50		
	AFSCME	Svce Cler, Mechanics, Nurses	550		
	LIUNA	Grounds	100		
	GCIU	Pressmen	20		
	Ind.	Printers, Bookbinders	15		
	FOP	Police	50		
	AFSCME	Cler	2219	1991	
	ANA	Nurses	275		
	Ind.	Airport Mechanics	12		
	Ind.	Flightline	8		
	IUOE	Svce, Maint	150	1990	
William Rainey Harper College	NEA	Maint, Custl	85	1989	2
	AFT	Prof	90	1988	
<b>INDIANA</b>					
Indiana University at Bloomington	AFSCME	Svce Maint, Food Svce	1,500	1966	4
	CWA	Cler, Tech	1,701	1994	
Indiana Vocational Technical College-Northcentral	AFSCME	Maint, Cler	17	1968	2
<b>IOWA</b>					
*Coe College	IBT	Phys Plant, Trades	27	1979	4
*Cornell College	IAM	Maint, Grounds	13	1975	4
	HERE	Custl	27	1975	

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>IOWA (Cont'd)</b>					
Des Moines Area Community College	NEA	Cler, Phys Plant, Food Svce	200	1983	2
*Drake University	PAT	Food Svce, Phys Plant, Trades	210	1971	4
*Grinnell College	IBT	Phys Plant, Maint, Grounds, Trades	83	1969	4
Hawkeye Institute of Technology	NEA	Custl, Maint, Trades	24		2
Iowa Central Community College	NEA	Cler, Custl, Maint	73	1985	2
Iowa State University	AFSCME	BC, Tech, Cler	1850	1977	4
Iowa Western Community College	IUOE	Maint, Grounds, Trades	8	1990	2
Northeast Iowa Community College	AFSCME	Cler, Food Svce, Custl	65	1986	2
*Simpson College	SIU	Maint, Custl	26	1973	4
Southeastern Community College	NEA	Cler, Maint, Custl	53		2
*University of Dubuque	IUOE	Maint, Custl, Grounds	10	1984	4
University of Iowa	AFSCME	Cler, BC, Svce, Tech	4388	1984	4
University of Northern Iowa	AFSCME	Cler, BC, Tech	600	1985	4
	AFSCME	Nurses	7	1992	
*University of Osteopathic Medicine and Health Sciences	AFSCME	BC, WC	175	1976	4
<b>KANSAS</b>					
Emporia State University	AFSCME	Phys Plant, Custl, Trades	110		4
Fort Hays State University	SEIU	Bldg, Grounds, Trades	98	1974	4
Haskell Indian Junior College	NFFE	Cler, BC, Tech, Admin, Prof	165	1979	2
Kansas State University	SEIU	Svce, Maint, Trades	350	1974	4
	SEIU	Police	22	1991	
	SEIU	Cler, Tech	1200	1985	
Pittsburgh State University	SEIU	Police	7	1990	4
	SEIU	Maint, Custl, Phys Plant	100	1989	
University of Kansas	LUNA	Custl, Maint, Food Svce, Trades	1400	1972	4
	ANA	Nurses	650	1990	
	Ind.	Police		1990	
The Wichita State University	SEIU	BC	200	1974	4
	SEIU	Police	20	1989	
<b>LOUISIANA</b>					
Louisiana Tech University	AFSCME	Svce, Maint	74	1982	4
McNeese State University	AFSCME	Cler, BC	65	1979	4
Nicholls State University	AFSCME	Cler, BC, Tech	25	1977	4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>LOUISIANA (Cont'd)</b>					
Northeast Louisiana University	AFSCME	Cler, BC, Svce	125	1974	4
Northwestern State University	AFSCME	Cler, BC	50		4
Southeastern Louisiana University	AFSCMB	Cler, BC, Tech	75	1983	4
University of Southwestern Louisiana	AFSCME	Cler, BC, Tech	52	1988	4
<b>MAINE</b>					
*Bowdoin College	PGW	Security	11	1991	4
Central Maine Technical College	SEIU	Cler, Profi, BC	140		2
*Colby College	PGW	Security	5	1990	4
Eastern Maine Technical College	SEIU	Cler	40	1977	2
	NEA	Profi, Tech	65	1977	
	AFSCME	BC	2	1977	
Kennebec Valley Technical College	SEIU	Cler	30	1991	2
Maine Maritime Academy	SEIU	Cler, Tech	50	1993	4
Northern Maine Technical College	SEIU	Cler, Profi	31		2
	AFSCME	Food Svce	5		
	SEIU	Cler, Profi, Tech	63		2
Southern Maine Technical College	AFSCME	Food Svce	8		
University of Maine System	IBT	BC	550	1978	
	IBT	Police	54	1977	
	NEA	Profi, Tech	880	1979	
	NEA	Cler	1,140	1980	
University of Maine					4
University of Maine at Augusta					4
University of Maine at Farmington					4
University of Maine at Fort Kent					4
University of Maine at Machias					4
University of Maine at Presque Isle					4
University of Southern Maine					4
<b>MARYLAND</b>					
Catonsville Community College	AFSCME	BC	82	1981	2
Dundalk Community College	AFSCME	Phys Plant, Maint	22	1978	2
Essex Community College	AFSCME	Phys Plant, Maint	56	1991	2
*Goucher College	LIUNA	Svce, Maint	78	1971	4
*John Hopkins University	LIUNA	BC	446		4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>MARYLAND (Cont'd)</b>					
New Community College of Baltimore <sup>5</sup>	AFT	Cler	74		2
United States Naval Academy	AFGE	BC	500		4
	IAFF	Security	90		
<b>MASSACHUSETTS</b>					
*Babson College	SEIU	Phys Plant, Grounds, Custl	87	1976	4
*Bentley College	IUOE	Trades, Maint	70		4
*Boston College	Ind.	Police	45	1985	4
	SEIU	Bldg, Grounds, Custl, Maint	250	1968	
	CWA	Switchboard	10	1968	
*Boston University	UAW	Cler, Tech	800	1978	4
	SEIU	BC, Trades	450	1951	
	SEIU	Librarians	22	1978	
	Ind.	Police	45	1983	
*Brandeis University	SEIU	Paraprofl	43	1976	4
	SEIU	Librarians	12	1976	
	SEIU	Trades, Custl, Grounds, Maint	140	1968	
	HERE	Food Svce	95		
	Ind.	Police	20	1989	
*Cambridge University	Ind.	Cler, Admin, Custl, Maaint	30		4
*Clark University	Ind.	Police	9	1985	4
*Dean Junior College	AFSCME	BC	35	1989	2
	FOP	Police	7	1993	
*Harvard University	AFSCME	Cler, Tech	3,500	1988	4
	HERE	Food Svce	492		
	Ind.	Police	42		
	IBEW/ROE	Maint, Trades	212		
	GCIU	Printing	48		
	SEIU	Security	127		
	SEIU	Custl	530		
*Radcliffe College					4
Massachusetts Higher Education Coordinating Council					
University of Massachusetts at Amherst <sup>5</sup>	AFSCME	Trades, Maint	1,259		4
	Ind.	Police	42		
	NEA	Cler, Tech	1,289		



Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>MASSACHUSETTS (Cont'd)</b>					
University of Massachusetts at Boston <sup>5</sup>	IBEW	Trades	8		4
	SEIU	WC, BC	487		
	Ind.	Police	18		
University of Massachusetts at Dartmouth	AFSCME	Cler	150	1980	4
	SEIU	Maint, Trades	125	1980	
	Ind.	Police	18	1980	
	AFT	Admin	104	1975	
University of Massachusetts at Worcester <sup>5</sup>	AFSCME	Trades, Maint	259		4
	Ind.	Police	13		
	ANA	Nurses	585		
University of Lowell	SEIU	Cler, Tech	134	1977	4
	SEIU	Supvrs	130		
	SEIU	Maint	125		
	Ind.	Police	25		
Massachusetts State Colleges <sup>6</sup>	AFSCME	Cler, Tech, Maint	1,442	1976	
	NEA	Prof., Admin	577	1980	
	Ind.	Police	110		
Bridgewater State College					4
Fitchburg State College					4
Framingham State College					4
Massachusetts College of Art					4
Massachusetts Maritime Academy					4
North Adams State College					4
Salem State College					4
Westfield State College					4
Worcester State College					4
Massachusetts Community Colleges <sup>6</sup>	AFSCME	Cler, BC, Prof., Tech	1333	1975	
Berkshire Community College					2
Bristol Community College					2
Bunker Hill Community College					2
Cape Cod Community College					2
Greenfield Community College					2
Holyoke Community College					2
Massachusetts Bay Community College					2
Massasoit Community College					2

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
MASSACHUSETTS (Cont'd)					
Middlesex Community College					2
Mount Wachusett Community College					2
North Shore Community College					2
Northern Essex Community College					2
Quinsigamond Community College					2
Roxbury Community College					2
Springfield Technical Community College	IBEW	Trades			2
*Massachusetts Institute of Technology	SEIU	Trades	522		4
	SEIU	Trades, Lab	140		
	Ind.	Tech	725		
	Ind.	Police	40		
	Ind.	Security	70		
*Mount Holyoke College	SEIU	Trades, Bldg, Grounds	100	1975	4
	SEIU	Food Svce	60	1975	
*Northeastern University	SEIU	Custl, Grounds	45	1966	4
	SEIU	Transport, Warehouse	9	1983	
	Ind.	Police	49	1991	
Quincy College	SEIU	Custl	4	1979	2
	SEIU	Cler	18	1987	
*Simmons College	SEIU	Maint, Trades, Custl, Grounds	50		4
*Smith College	UBC	Nurses	10		4
	UBC	Carpenters	8	1940	
	PAT	Painters	7		
	IBFO	Phys Plant	9		
	IBEW	Electricians	11		
	SEIU	Drivers, BC	100		
	SEIU	Food Svce, Custl	180		
*Stonehill College	SEIU	Trades, Maint, Custl, Grounds	80	1979	4
*Tufts University	Unk.	Nurses		1991	4
	Ind.	Police		1989	
	SEIU	Trades, Maint, Grounds			
*Wellesley College	SEIU	Food Svce, Trades, Grounds, Maint	280		4
*Wentworth Institute of Technology	SEIU	Phys Plant, Trades, Grounds, Custl	35		4
*Worcester Polytechnic University	SEIU	Police	8		4
	SEIU	Trades, Custl, Grounds	72		

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>MICHIGAN</b>					
*Adrian College	IUOE	Maint, Custl, Grounds	35	1993	4
*Albion College	NEA	Cler	52	1993	4
	NEA	BC	83	1993	
Alpena Community College	NEA	Cler	23	1991	2
	USWA	Maint, Custl	8	1967	
Central Michigan University	CWA	Maint	25	1980	4
	UAW	Cler	350	1988	
	AFSCME	Maint, Food Svce	327	1966	
	Ind.	Police	13	1977	
	NEA	Tech	137	1988	
	UAW	Cler	13	1991	
Charles S. Mott Community College <sup>5</sup>	SEIU	Cler	70	1967	2
	Ind.	Supvrs	40		
	SEIU	Maint	55		
	NEA	Prof	60		
*Concordia College	SEIU	Custl	5	1970	4
Delta College	AFSCME	Maint, Food Svce	60	1970	2
Eastern Michigan University	UAW	Prof, Tech	275	1976	4
	UAW	Cler	380	1975	
	AFSCME	BC	220	1966	
	FOP	Police	19	1972	
Ferris State University	NEA	Cler	240	1975	4
	AFSCME	Maint, Custl	260		
	NEA	Hall Directors	16		
	FOP	Police	16		
	IBT	Nurses	4		
*G M I Engineering & Management Institute	UAW	Custl, Grounds	18	1978	4
	PGW	Security	12	1969	
Glen Oaks Community College	NEA	Cler, Maint, Custl	21	1977	2
Gogebic Community College	AFSCME	Custl	6	1979	2
	Ind.	Cler	15	1977	
Grand Rapids Community College	Ind.	Cler	70	1991	2
	Ind.	Custl	76	1991	
Grand Valley State University	NEA	Cler	200	1978	4
	AFSCME	Maint	74	1965	
	FOP	Police	7	1979	

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>MICHIGAN (Cont'd)</b>					
Henry Ford Community College	AFT	Cler	220		2
	Ind.	Admin	28	1974	
	IUOE	Engineers	6		
Highland Park Community College	Ind.	Admin	11		2
	AFSCME	Maint	9		
	AFT	Paraprofl	2		
	AFT	Cler	26		
Jackson Community College	NEA	Cler, Tech, BC	150	1984	2
Kellogg Community College	NEA	Cler	52		2
	NEA	Maint	24		
Lake Michigan College	IBT	BC		1970	2
Lake Superior State University	NEA	Cler, Food Svce, Maint	111	1984	4
Lansing Community College <sup>5</sup>	NEA	Cler	100	1977	2
	AFSCME	Custl, Maint	12	1976	
	Ind.	Admin	90	1977	
	FOP	Police	8	1980	
	HERE	Food Svce	15	1988	
Macomb Community College	AFSCME	Cler	155	1973	2
	Ind.	Admin	65		
	AFSCME	Supvrs, Tech	97		
	Ind.	Maint	65		
	Ind.	Police	23		
*Marygrove College	IUOE	Phys Plant	9		4
Michigan State University	Ind.	Cler, Tech	2,100	1974	4
	FOP	Police	36	1969	
	IUOE	Phys Plant	37	1966	
	NEA	Admin, Profl	780	1985	
	AFSCME	Svce, Maint	850	1966	
	AFSCME	Trades	230	1970	
	Ind.	Admin, Profl	850	1985	
	LATSE	Stage Hands	5	1940	
Michigan Technological University	UAW	Cler, Tech	300	1990	4
	AFSCME	Custl, Food Svce	165	1970	
	Ind.	Police	38	1992	
Mid Michigan Community College	NEA	Cler	43	1987	2

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>MICHIGAN (Cont'd)</b>					
Monroe County Community College	IUOE	Maint, Custl	16		2
	NEA	Custl, Maint	18	1992	
Montcalm Community College	NEA	Cler, Custl, Maint	33	1983	2
	Ind.	Admin	14	1980	
Muskegon Community College	NEA	Cler	45	1980	2
	SEIU	Custl, Maint	23	1972	
Northern Michigan University	UAW	Cler	189	1975	4
	UAW	Admin, Profl	143	1981	
Northwestern Michigan College	UAW	Maint, Trades, Food Svce	163	1966	
*Northwood Institute	SEIU	Maint, Custl	33	1977	2
	USWA	Food Svce, Maint	35		4
	USWA	Phys Plant	35		
Oakland Community College	AFSCME	Cler, Tech	250		2
	AFSCME	Maint	100		
	IUOE	Engineers	11		
	FOP	Police	19		
Oakland University	UAW	Cler, Tech	257	1970	4
	AFSCME	Svce, Maint	160	1975	
	Ind.	Security	14	1975	
	Ind.	Police	4	1977	
*Olivet College	AFSCME	Maint	17		4
Saginaw Valley State University	NEA	Cler, Maint, Custl, Grounds	140	1981	4
St. Clair County Community College	NEA	Cler	55		2
Schoolcraft College	IUOE	Food Svce	10		2
	NEA	Cler	50		
	NEA	Skilled, Maint, Custl	39		
	Ind.	Admin, Profl	27		
*Suomi College	NEA	BC	22	1988	2
*University of Detroit Mercy	IBEW	Broadcast	3		4
	IUOE	Maint, Phys Plant	30		
	Ind.	Police	19		
	NEA	Cler	90	1990	
University of Michigan - Ann Arbor	ANA	Nurses	1,800	1975	4
	IUOE	Engineers	60	1967	
	Ind.	Security	120	1988	

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>MICHIGAN (Cont'd)</b>					
University of Michigan - Ann Arbor (Cont'd)	AFSCME	Svce, Maint	2,400	1968	
	AFSCME	Trades	420	1967	
	Ind.	Hospital Interns & Residents	700	1971	
Washtenaw Community College	AFSCME	Cler	80	1968	2
	AFSCME	Custl, Maint	44		
Wayne County Community College <sup>5</sup>	UAW	Cler	161	1972	2
	AFT	Prof, Admin	265	1985	
Wayne State University <sup>5</sup>	UAW	Cler	904	1978	4
	UAW	Prof, Admin	106	1976	
	AFSCME	Maint, Custl	238	1966	
	FOP	Police	24	1984	
	BCID	Trades	38	1966	
	IUOE	Engineers	53	1966	
	SEIU	Maint Supvrs	15	1966	
	HERE	Custl	12	1966	
West Shore Community College	NEA	Cler, Maint, Custl	30	1990	2
Western Michigan University	AFSCME	Trades, Custl, Food Svce, Grounds	495		4
	FOP	Police	18		
<b>MINNESOTA</b>					
Alexandria Technical College	IUOE	Cler, Custl, Food Svce	65	1989	2
*Augsburg College	IUOE	Maint, Custl	20		4
*Carleton College	IUOE	Custl, Bldg, Grounds	75	1973	4
*College of Saint Catherine	IUOE	Trades, Custl	42		4
*College of Saint Scholastica	IUOE	Maint, Phys Plant, Custl, Trades	28	1953	4
*Gustavus Adolphus College	IUOE	BC	3		4
*Hamline University	IUOE	Trades, Maint, Grounds	13		4
*Macalester College	IUOE	Maint, Custl, Grounds, Trades	56		4
Minnesota Community Colleges System	AFSCME	Cler, BC, Tech	900	1940	
	ANA	Nurses	4		
	Ind.	Prof, Tech	50	1980	
	Ind.	Supvrs	60		
Anoka-Ramsey Community College					2
Arrowhead Community College Region					2
Austin Community College					2

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>MINNESOTA (Cont'd)</b>					
Minnesota Community Colleges System (Cont'd)					
Brainerd Community College					2
Fergus Falls Community College					2
Inver Hills Community College					2
Lakewood Community College					2
Minneapolis Community College					2
Normandale Community College					2
North Hennepin Community College					2
Northland Community College					2
Rochester Community College					2
Willmar Community College					2
Worthington Community College					2
Saint Cloud Technical College	Ind.	Cler, Custl	95	1989	2
Saint Paul Technical College <sup>5</sup>	AFSCME	Cler, BC	300		2
State University Of Minnesota System	AFSCME	Cler, BC	772	1975	
	ANA	Nurses	17	1979	
	Ind.	Prof	122	1975	
	IBT	Admin	400	1975	
	AFSCME	Trades	166	1975	
	AFSCME	Svce	347	1975	
	AFSCME	Tech	119	1975	
Bemidji State University					4
Mankato State University					4
Metropolitan State University					4
Moorhead State University					4
Saint Cloud State University					4
Southwest State University					4
Winona State University					4
University of Minnesota	AFSCME	Cler	3,200	1993	4
	IBT	Police	40	1975	
	IBT	Maint, Svce, Support	1,600	1975	
	BCTD	Trades	200	1981	
	AFSCME	High Care	700	1973	
University of Minnesota - Twin Cities					4
University of Minnesota - Crookston					2

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>MINNESOTA (Cont'd)</b>					
University of Minnesota (Cont'd)					
University of Minnesota - Duluth					4
University of Minnesota - Morris					4
*University of Minnesota - Waseca					2
	IBT	BC	65	1976	4
	IUOE	Engineers	7	1980	
	IBEW	Electricians	2	1979	
	IBT	BC	9		4
*William Mitchell College of Law					
<b>MISSOURI</b>					
Central Missouri State University <sup>4</sup>	SMW	Trades, Svce, Maint	189	1986	4
Northeast Missouri State University <sup>4</sup>	LIUNA	BC	100	1973	4
Saint Louis Community College District <sup>4,5</sup>	AFT	Cler, Admin	89	1977	
	IUOE	Phys Plant	2	1968	
At Florissant Valley	AFT	Cler, Admin	110	1977	2
	IUOE	Phys Plant	46	1968	
At Forest Park	AFT	Cler, Admin	110	1977	2
	IUOE	Phys Plant	59	1968	
At Meramec	AFT	Cler, Admin	89	1977	2
	IUOE	Phys Plant	52	1968	
*Saint Louis University	IAM	Grounds	19		4
	HERE	Food Svce	26		
	IUOE	Maint, Mechanics	100		
	SEIU	Grounds, Maint	21		
Southwest Missouri State University <sup>4</sup>	IUOE	Trades	70	1970	4
	IBT	Custl	67	1970	
Southwest Missouri State University <sup>4</sup>	IBEW	Maint,Custl,Grounds	144	1984	4
University of Missouri System <sup>4</sup>	LIUNA	Svce, Maint	14	1979	
University of Missouri - Columbia <sup>4</sup>	LIUNA	BC	1151	1979	4
	ANA	Nurses	578	1979	
	IBEW	Broadcast	14	1979	
University of Missouri - Kansas City <sup>4</sup>	IUOE	BC	200	1991	4
University of Missouri - Rolla <sup>4</sup>	IUOE	BC		1978	4
University of Missouri - Saint Louis <sup>4</sup>	IUOE/LIUNA	BC		1992	4
*Washington University	IUOE	Power Plant	26	1965	4
	IUOE	Operation Plant	73		



Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>MONTANA</b>					
Flathead Valley Community College	AFT	Cler, BC	34	1984	2
Great Falls Vocational-Technical Center	AFT	Cler	11	1989	2
	IUOE	BC	6	1989	
Helena Vocational-Technical Center	AFT	Cler	100	1989	2
	IUOE	Maint	40	1989	
Missoula Vocational-Technical Center	AFT	Cler	54	1989	2
	IUOE	Maint	36	1989	
Montana University System	MPEA	Cler, Tech	1,363	1977	
	IBEW	Electricians	16	1973	
	PAT	Painters	14	1973	
	CWA	Printers	11	1973	
	IUOE	Engineers	30	1973	
	LIUNA	Custl, Maint	129	1974	
	UBC	Carpenters	28	1973	
	PPF	Plumbers	21	1973	
	IBT	Custl, Food Svce	81	1973	
	ANA	Nurses	9	1989	
	IAM	BC	11	1973	
Eastern Montana College					4
Montana College of Mineral Science & Tech					4
Montana State University	AFSCME	Cler	22	1974	4
Northern Montana College	AFSCME	Cler, Custl, Cooks	80	1975	4
The University of Montana	MPEA	BC, WC	29	1991	4
Western Montana College					4
<b>NEBRASKA</b>					
Northeast Community College	Ind.	Cler	41	1981	2
	Ind.	Prof, Tech	46	1981	
Southeast Community College	NEA	Prof	55	1990	2
<b>NEW HAMPSHIRE</b>					
*Dartmouth College	SEIU	Bldg, Grounds, Food Svce, Trades	360	1971	4
New Hampshire Technical College System	SEIU	BC, WC	350	1975	
New Hampshire Technical Institute					2
New Hampshire Technical College at Berlin					2

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>NEW HAMPSHIRE (Cont'd)</b>					
New Hampshire Technical College System (Cont'd)					
New Hampshire Technical College at Claremont					2
New Hampshire Technical College at Laconia					2
New Hampshire Technical College at Manchester					2
New Hampshire Technical College at Nashua					2
New Hampshire Technical College at Stratham					2
<b>NEW JERSEY</b>					
Atlantic Community College	NEA	Cler, Maint, Security	140	1990	2
	Ind.	Supvrs, Adm'n	37	1987	
Bergen Community College	IBEW	Cler, BC	205	1992	2
	NEA	Nurses, Engineers, Supvrs, Accountants	44	1979	
	NEA	Admin	12	1978	
Brookdale Community College	NEA	Cler, Custl, Trades	356	1971	2
	NEA	Admin, Prof	154	1978	
	FOP	Police	15	1974	
Camden County College	IUE	Cler	90	1970	2
	IUE	Maint, Trades	70	1970	
	IUE	Security	18	1970	
County College of Morris	AFT	Library, Tech, Counselors	80	1980	2
	NEA	Cler, Plant, Maint	175	1975	
Cumberland County College	NEA	Cler, Food Svce, Maint, Custl	32	1975	2
	NEA	Paraprofl, Computer Oper, Tech	23	1989	
Essex County College	NEA	Cler	130		2
	NEA	Admin, Tech, Nurses	68		
*Fairleigh Dickinson University	OPETU	Cler	334	1980	4
	RWDSU	Bldg, Grounds	113	1970	
Glassboro State College	CWA	Cler, Prof	300	1986	4
	PTE	Maint, Security, Trades	200		
	AFSCME	Food Svce	100		
	AFT	Prof, Counselors, Admin	85		
Gloucester County College	IUE	Cler, Maint	39	1978	2
	IUE	Directors	6	1978	
	IUE	Paraprofl	6	1978	
Hudson County Community College	NEA	Cler	70	1988	2

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>NEW JERSEY (Cont'd)</b>					
Hudson County Community College (Cont'd)	NEA	Admin	43	1988	
	NEA	Prof	55	1988	
Kean College of New Jersey	CWA	Cler	300	1980	4
	PTE	Trades, Custl, Maint	150		
	Ind.	Security	25		
Mercer County Community College	AFT	Tech	32	1972	2
	AFT	Cler, Tech	78		
	Ind.	Supvrs, Admin	112	1972	
	AFSCME	Maint, Custl, Security	46		
Middlesex County College	AFSCME	Cler, Mailroom	185	1973	2
	FOP	Police	12		
	IBT	Custl, Maint	80		
*Monmouth College	OPEIU	Cler	105	1984	4
	IBT	Grounds, Trades, Custl	80		
Montclair State College	CWA	Cler, Prof	158	1981	4
	Ind.	Police	10		
	AFSCME	Food Svce	8		
	PTE	Maint, Security, Trades	151		
*New Jersey Institute of Technology	OPEIU	Cler, Tech, Paraprofl	225	1988	4
Ocean County College	NEA	Cler, BC	148		2
Passaic County Community College	NEA	Cler, Custl, Maint, Trades	75		2
*Princeton University	AFSCME	Library Cler	200	1977	4
	SEIU	Custl, Maint, Food Svce, Trades	380		
	PAT	Painters	18		
	FOP	Security	15	1990	
	IUOE	Engineers	30		
Ramapo College of New Jersey	PTE	Engineers, Security, Maint	87	1971	4
	CWA	Cler, Prof, Supvrs	145		
Raritan Valley Community College	AFT	Cler, Maint, Trades	120	1978	2
	NEA	Admin	45	1979	
*Rider College	AFSCME	Cler	120	1978	4
Rutgers The State University of New Jersey System	AFSCME	Cler, Tech, Library Asst	3000		
	AFSCME	Custl, Trades, Grounds	1200		
Camden Campus					4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>NEW JERSEY (Cont'd)</b>					
Rutgers The State University of New Jersey System (Cont'd)					
Newark Campus					
New Brunswick Campus					4
Salem Community College					4
*Seton Hall University					4
	NEA	Cler, Maint, Custl	15	1985	
	OPEIU	Cler	300	1976	
	IUOE	Maint, Trades	47	1976	
*Stevens Institute of Technology	IBT	Plant, Grounds, Maint, Custl, Trades	56		4
Stockton State College	CWA	Admin, Cler	117	1984	4
	CWA	Supvrs	84	1984	
	PTE	Maint, Trades	100	1984	
	Ind.	Security	17	1984	
	AFT	Counselors, Lab Mgrs, Admissions	50	1984	
Thomas Edison State College	CWA	Cler	46	1986	4
	AFT	Prof	53	1986	
Trenton State College	PTE	BC			4
	CWA	Cler, Prof			
	AFT	Prof			
Union County College	NEA	Cler	90	1983	2
	IBT	Custl, Maint, Trades	40	1977	
	NEA	Counselors, Student Svcs	75	1990	
	IBT	Security	22	1978	
University of Medicine and Dentistry of New Jersey	IBT	Cler, Tech	3000	1971	
	OPEIU	Security	65	1975	
	IUOE	Trades	130	1972	
	FOP	Police	75	1981	
	CIR	Residents	1100	1974	
	Ind.	Police	17	1991	
	SEIU	Supvrs	17	1993	
	AFT	Nurses	900	1990	
	AFT	Prof	1000	1992	
New Jersey Medical School					4
Robert Wood Johnson Medical School					4
Graduate School of Biomedical Sciences					4
School of Health-Related Professions					4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>NEW MEXICO</b>					
Santa Fe Community College	CWA	Cler, Maint			2
University of New Mexico	CWA	Cler, Maint	1450	1981	4
	GCIU/CWA	Printing	45	1987	
Gallup Branch					2
<b>NEW YORK</b>					
*Adelphi University	OPEIU	Cler	230		4
	SEIU	Bldg, Grounds	80	1971	
	Ind.	Security	30		
Adirondack Community College	NEA	Cler	68	1986	2
*Bank Street College of Education	AFSCME	Cler	30	1965	4
*Bard College	SEIU	Phys Plant, Maint, Grounds	60	1988	4
Broome Community College	NEA	Maint, Cler	140		2
	NEA	Admin	39		
*Canisius College	SEIU	Maint	64	1973	4
Cayuga County Community College	IBT	Cler, Tech	32		2
	AFSCME	Maint	13		
City University of New York System <sup>5</sup>	AFSCME/IBT/SEIU	BC	1,113	1963	
	AFSCME/ANA/SEIU/IATSE	Cler, Prof	2,572	1963	
	UBC	Carpenters	35	1960	
	IBEW	Electricians	70	1960	
	IBT	Maint	190	1960	
	IUOE	Engineers	120	1960	
	PAT	Painters	30	1960	
	AFSCME	Phys Plant	65	1960	
	PPF	Plumbers	45	1960	
Bernard M. Baruch College					4
Borough of Manhattan Community College					2
Bronx Community College					2
Brooklyn College					4
City College					4
College of Staten Island					4
Graduate School and University Center					4
Herbert H. Lehman College					4
Hostos Community College					2

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>NEW YORK (Cont'd)</b>					
City University of New York System <sup>1</sup> (Cont'd)					
Hunter College					4
John Jay College of Criminal Justice					4
Kingsborough Community College					2
LaGuardia Community College					2
Medgar Evers College					4
New York City Technical College					4
Queens College					4
Queensborough Community College					2
York College					4
Clinton Community College	AFSCME	Cler, Maint	30		2
*Colgate University	SEIU	Bldg, Grounds, Custl, Trades, Engineers	125	1970	4
*College of New Rochelle	IBT	Maint	31	1990	4
*College of Saint Rose	SEIU	Phys Plant, Maint, Grounds, Custl	16		4
Columbia-Greene Community College	AFSCME	Cler	52	1976	2
*Columbia University	1199	Hlth Care	359	1969	4
	UAW	Cler	919	1983	
	SEIU	Support	989	1969	
	Ind.	Physicians	282	1972	
	MEBA	Marine Engineers	7		
	TWU	Maint	481	1945	
	TWU	Security	101	1945	
	1199	Tech	156	1967	
	1199	Food Svce	79	1968	
	ILA	Shipmasters	2		
	SEIU	Maint	248	1930	
	HERE	Food Svce	20	1968	
*Barnard College	UAW	Cler, Admin	146	1973	4
	TWU	Maint, Custl, Security	93	1969	
*Teachers College, Columbia University	UAW	Cler	135		4
Community College of the Finger Lakes	AFSCME	Cler, Maint, Grounds, Custl, Trades, Engineers	96	1968	2
*Cornell University	UAW	Svce, Maint	1,055	1981	4
	BCTD	Trades	140	1969	
	IUOE	Engineers	30	1980	
	Ind.	Security	35	1983	

Institution <sup>1</sup>	Agent	Unif <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>NEW YORK (Cont'd)</b>					
Corning Community College	AFSCME	Maint, Grounds	30	1991	2
*Culinary Institute of America	Ind.	Maint	100	1990	2
*Dowling College	OPEIU	Cler	50	1980	4
Dutchess Community College	AFSCME	Cler, Tech, BC	225		2
*D'Youville College	SEIU	Maint	15	1987	4
Eric Community College	UAW	Admin	82	1973	2
	AFSCME	BC	121	1975	
	AFSCME	Cler	134		
Fashion Institute of Technology	AFT	Cler, Tech, Profi	480	1976	4
*Fordham University	OPEIU	Cler	320	1968	4
	IBT	Maint	200	1968	
Fulton-Montgomery Community College	AFSCME	Maint, Trades	32	1976	2
Genesee Community College	NEA	Cler, Security, Bldg, Grounds	72	1991	2
*Hamilton College	SEIU	Maint, Operations	85	1970	4
*Hartwick College	SEIU	Custl, Maint, Grounds, Trades	62	1990	4
Herkimer County Community College	AFSCME	Cler, BC	80		2
	AFT	Profi, Tech	120	1993	
*Hobart and William Smith Colleges	SEIU	Cler	80	1985	4
*Hofstra University	OPEIU	Cler	400	1974	4
	IBT	Maint	123		
	SIU	Custl	135		
Hudson Valley Community College	AFSCME	Cler, BC	212	1975	2
	NEA	Admin, Profi	55	1986	
Jamestown Community College	NEA	Cler, Paraprofl, Tech, BC	135	1979	2
Jefferson Community College	AFSCME	Cler, Maint	56	1989	2
*Jewish Theological Seminary of America	OPEIU	Cler	30	1940	4
	AFSCME	Library	50	1969	
	TWU	Maint, Security	40	1969	
*The Julliard School	TWU	Custl, Maint	38		4
*Le Moyne College	IBT	BC	28	1978	4
	Ind.	Security	10	1984	
*Long Island University	OPEIU	Cler, Tech	322	1972	
	AFT	Admin, Profi	70	1980	
	TUOE	Electricians, Engineers	52		
*Brooklyn Campus	UBC	Carpenters	3		4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>NEW YORK (Cont'd)</b>					
*Long Island University (Cont'd)					
*C. W. Post Campus	Ind.	Security	21		4
	SIU	Custl	89		
	PAT	Painters	3		
	LIUNA	Bldg. Grounds	4		
	UBC	Carpenters	8		
*Southampton Campus	SEIU	Custl, Svce, Security	28	1982	4
*Manhattan College	OPEIU	Maint	75	1991	4
	Ind.	Security	30		
*Marist College	CWA	Cler	102	1985	4
	SEIU	Maint, Food Svce	95	1974	
	Ind.	Security	30	1974	
Mohawk Valley Community College	AFSCME	Cler, BC	89	1972	2
Monroe Community College	AFSCME	Cler, BC	265	1968	2
Mount Sinai Medical Center	IBEW	Engineers	20	1965	4
	SEIU	Custl	53	1950	
	Ind.	Pharmacists	76	1970	
	Ind.	Phys Therapists	33	1970	
	1199	Hlth Care	3,172	1963	
	ANA	Nurses	1,963	1970	
	Ind.	Security	116	1974	
Nassau Community College	AFSCME	Security, Maint	229	1968	2
*New School for Social Research	IBT	Cler, Librarians	140	1988	4
	SEIU	Custl, Porters	35		4
*New York Institute of Technology	IBT	Custl, Maint, Mechanics	63	1989	4
*New York Medical College	1199	Cler, Tech	500	1972	4
*New York University	AFT	Cler	1,500	1978	4
	IBT	Trades	200	1960	
Niagara County Community College	NEA	Cler	100		2
	NEA	Maint, Grounds	35		
North Country Community College	AFSCME	Maint, Cler	60	1971	2
Onondaga Community College	AFSCME	Cler, Maint	185	1967	2
	Ind.	Admin	50		
Orange County Community College	AFSCME	WC, BC	204	1972	2
*Paul Smith's College of Arts and Sciences	IBT	Phys Plant, Trades, Custl	23		2



Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>NEW YORK (Cont'd)</b>					
*Polytechnic University	OPEIU	Cler, Tech	113	1973	4
	IUOE	Maint	9		
*Pratt Institute	OPEIU	Cler	120	1972	4
	IBFO	Mechanics	48		
	OPEIU	Security	40	1972	
	SEIU	Maint	9		
Rockland Community College	AFSCME	Cler, Maint, Custl	400	1969	2
*The Sage Colleges	SEIU	Maint, Trades, Custl	43	1993	
*Russell Sage College					4
*Sage Junior College of Albany			2		2
Schenectady County Community College	AFSCME	Cler, Maint	60	1973	2
*Skidmore College	SEIU	Food Svce, Custl, Grounds, Maint	170	1970	4
	PAT	Painters	10		
	PPF	Plumbers	5		
	BAC	Bricklayers	1		
	UBC	Carpenters	6		
	IBEW	Electricians	7		
State University of New York System	AFSCME	Cler	6,543	1967	
	AFSCME	Grounds, Bldg Maint	5564	1967	
	AFSCME	Hospital Tech, Support	1679	1967	
	SEIU/AFT	Prof, Scientific, Tech, Nurses	2754	1979	
	AFSCME	Security	600	1971	4
Albany					4
Binghamton					4
Buffalo					4
Stony Brook					4
Health Science Center at Brooklyn					4
Health Science Center at Stony Brook					4
Health Science Center at Syracuse					4
College at Brockport					4
College at Buffalo					4
College at Cortland					4
College at Fredonia					4
College at Geneseo					4
College at New Paltz					4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>NEW YORK (Cont'd)</b>					
State University of New York System (Cont'd)					
College at Old Westbury					4
College at Oneonta					4
College at Oswego					4
College at Plattsburgh					4
College at Potsdam					4
College at Purchase					4
College of Agriculture and Technology at Cobleskill					4
College of Agriculture and Technology at Morrisville					2
College of Environmental Science and Forestry					4
College of Optometry					4
College of Technology at Alfred					2
College of Technology at Canton					2
College of Technology at Delhi					2
College of Technology at Farmingdale					4
Institute of Technology at Utica-Rome					4
Empire State College					4
Maritime College					4
Suffolk County Community College	Ind.	Cler	185	1988	2
	Ind.	Maint	175		
	Ind.	Admin	113		
Sullivan County Community College	IBT	Cler, Bldg, Grounds, Maint, Library	45	1986	2
	Ind.	Prof	111	1977	
*Syracuse University Main Campus	SEIU	Library, Cler, BC, Food Svce	800	1969	4
Tompkins-Cortland Community College	AFSCME	Cler, Maint, Trades	75	1988	2
Ulster County Community College	AFSCME	Cler, Maint, Security	127		2
	NEA	Admin, Prof	58	1985	
*Union Theological Seminary <sup>5</sup>	UAW	Cler	40	1974	4
	SEIU	BC	30		
U.S. Military Academy	AFGE	BC, WC	1,500	1964	4
*University of Rochester	Ind.	Security	55	1981	4
	SEIU	BC, Hlth Care	190	1975	
	TUOE	Trades, Grounds	159	1974	
	SEIU	BC Hospital	850	1974	
*Vassar College	CWA	Cler, Tech	270	1986	4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>NEW YORK (Cont'd)</b>					
*Yassar College (Cont'd)	SEIU	Svce, Maint	300	1950	
	UBC	Carpenters	10	1960	
*Wagner College	IBEW	Custl	25	1990	4
	IUOE	Maint	25	1990	
Westchester Community College	AFSCME	Cler, Prof	150	1989	2
	Ind.	Maint, Food Svce, Trades	15		
*Yeshiva University	1199	Svce, Maint, Cler, Prof	370	1969	4
<b>NORTH CAROLINA</b>					
University of North Carolina at Charlotte <sup>7</sup>	CWA	Food Svce	100	1994	4
<b>OHIO</b>					
*Antioch University	UE	Cler	37	1972	4
	UE	Production, Maint	35	1972	
	IUOE	Phys Plant	5	1940	
	PGW	Police	4	1976	
Bowling Green State University	Ind.	Police	22	1991	4
*Case Western Reserve University	IBEW	Electricians	6	1979	4
Central State University	AFSCME	Cler, Food Svce, Trades	115	1984	4
	AFSCME	Police	15	1986	
	FOF	Police	12	1992	
Cincinnati Technical College	IUOE	Custl	8	1992	
Cleveland State University	CWA	Cler, Svce, Custl, Trades	526	1989	4
Cuyahoga Community College	SEIU	Full Time Cler	300	1983	2
	SEIU	Part Time Cler	300	1988	
	AFSCME	Maint, Security	85		
Hocking Technical College	NEA	Cler, Custl	58	1986	2
Jefferson Technical College <sup>5</sup>	NEA	Cler	47		2
Kent State University	AFSCME	Maint, Svce	365	1968	4
*Kenyon College	SIU	Trades	15	1981	4
Medical College of Ohio	IAM	Grounds, Custl, Maint	51	1991	
Miami University	AFSCME	WC, BC	1867	1985	4
Northwest Technical College <sup>5</sup>	FOF	Security	36	1985	4
	NEA	Cler	20		2

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>OHIO (Cont'd)</b>					
*Oberlin College	OPBIU	Cler, Lib Assis, Tech	198	1978	4
	UAW	Svce, Grounds, Maint, Custl	173		
	HERE	Maint	70	1979	4
*Ohio Northern University	CWA	BC, WC	2500	1969	4
The Ohio State University	FOP	Police	45	1979	
	IAFF	Paramedics	12		
	ANA	Nurses	1400	1979	
Agricultural Technical Institute					2
Lima Campus					4
Mansfield Campus					4
Marion Campus					4
Newark Campus					4
Ohio University	AFSCME	Maint, Custl, Cooks, Grounds, Trades	540		4
*Otterbein College	UAW	Trades, Grounds	15	1974	4
Shawnee State University	CWA	Cler, Custl, Svce, Maint	90	1988	4
The University of Akron	Ind.	Police	18	1985	4
	CWA	Phys Plant, Food Svce, Trades	200	1985	
University of Cincinnati	SEIU	Cler, Tech, Graphics	1200	1989	4
	IUOE	Trades, Engineers	100	1970	
	AFSCME	Svce, Maint	1400	1945	
	ANA	Nurses	1200	1973	
	AFSCME	BC	13	1992	
*University of Dayton	AFSCME	BC	180	1968	4
	PGW	Police	12	1993	
University of Toledo	CWA	Trades, Cler, Profi, Tech	679	1986	4
	Ind.	Police	20	1986	
*Wilberforce University	AFSCME	Cler, Maint, Custl	70	1973	4
*Wittenberg University	Ind.	Grounds, Maint, Trades	26	1972	4
Wright State University Main Campus	FOP	Security	24	1992	4
	IBT	Custl, Trades	150	1985	
Youngstown State University	NEA	Cler, BC	400	1985	4
	Ind.	Police	20	1983	
	NEA	Admin	100	1986	

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>OREGON</b>					
Blue Mountain Community College	Ind.	Cler, Maint, Custl	55	1979	2
Central Oregon Community College	OSEA	Cler, BC	87	1981	2
Chemeketa Community College	Ind.	Cler, Tech, Custl	250	1978	2
Clackamas Community College	NEA	Cler, Custl, Maint	160		2
Clatsop Community College	OSEA	Cler, Custl, Maint	39	1987	2
Columbia Gorge Community College	Ind.	WC, BC	19	1991	2
Lane Community College	AFT	Cler, Custl, Tech, Maint, Sec	378	1974	2
*Lewis and Clark College	IBT	Maint, Trades, Grounds	28		4
	IBT	Custl	36		
	Ind.	Cler	157		
Linn-Benton Community College	OSEA	WC, BC	238	1973	2
Mt. Hood Community College	Ind.	Cler, Grounds, BC	180	1973	2
	Ind.	Supvrs, Personnel, Security	25		
	Ind.	Admin	33		
Oregon State System of Higher Education <sup>6</sup>	CWA	Printers	62	1972	
Eastern Oregon State College	SEIU	Cler, BC	103	1975	4
Oregon Health Sciences University	AFSCME	Cler, BC	2,191	1985	4
	ANA	Nurses	1,000	1991	
Oregon Institute of Technology	SEIU	Cler, BC	137	1975	4
Oregon State University	SEIU	Cler, BC	1,640	1975	4
Portland State University	SEIU	Cler, BC	471	1975	4
Southern Oregon State College	SEIU	Cler, BC	262	1975	4
University of Oregon	SEIU	Cler, BC	1,200	1975	4
Western Oregon State College	SEIU	Cler, BC	163	1975	4
Portland Community College	AFT	Tech, Admin, Cler, Maint, Security	497	1974	2
*Reed College	SEIU	Custl	26	1955	4
Rogue Community College	OSEA	Cler, Custl, Maint	80	1975	2
Southwestern Oregon Community College	AFT	Cler, Custl, Teacher Aides	91	1979	2
Treasure Valley Community College	OSEA	Cler, Maint, Food Svce, Custl	48	1991	2
<b>PENNSYLVANIA</b>					
Bucks County Community College	IUOE	Custl, Maint	50	1984	2
	Ind.	Cler, Police	134	1986	
Builer County Community College	NEA	Cler	38	1975	2
*Carlow College	SEIU	Maint, Custl	15		4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
PENNSYLVANIA (Cont'd)					
*Carnegie Mellon University <sup>5</sup>	SEIU	BC	132		4
	Ind.	Police	49		
*Chatham College	IBT	Security	12		4
	SEIU	Maint, Custl	35		
	SEIU	Cler, Maint	417	1991	
Community College of Allegheny County					
Allegheny Campus					2
Boyce Campus					2
Center-North Campus					2
South Campus					2
Community College of Beaver County	NEA	Cler, BC, Tech	58	1976	2
Community College of Philadelphia	AFT	Cler, Maint, Paraprofl	270	1972	2
*Drexel University	IUOE	Engineers	35	1970	4
	IBT	Maint, Trades	65	1972	
	IBT	Custl, Grounds	110	1979	
*Duquesne University	PGW	Cler	6	1991	4
	SEIU	Maint, Custl	130		
	IBT	Security	22		
*Geneva College	NEA	Food Svce, Maint, Grounds, Trades	42	1974	4
*Hahnemann University	AFSCME	Hospital, Tech	195		4
	AFSCME	Svce, Maint	806		
	AFSCME	Prof, Hlth Care	246		
	IBFO	Maint	2		
	Ind.	Pharmacists	17		
	PGW	Security	51		
	SEIU	Bldg, Maint	8		
*ICS Center for Degree Studies	USWA	Cler	160	1947	2
*Juniata College	IBEW	Custl, Maint, Grounds	40	1972	4
*Lafayette College	OPEIU	Cler, Library, Tech	114	1979	4
Lehigh County Community College	NEA	Cler, Custl	36	1976	2
Lincoln University	AFSCME	Cler	76	1982	4
	PGW	Security	19	1990	
	IBFO	Grounds, Custl, Maint, Trades	100		
Luzerne County Community College	NEA	Cler, Custl, Maint, Security	100	1961	2
*Medical College of Pennsylvania	AFSCME	Cler, Tech, Prof, BC	600	1976	4
	ANA	Nurses	350	1974	

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>PENNSYLVANIA (Cont'd)</b>					
*Medical College of Pennsylvania (Cont'd)					
	IUOE	Maint. Grounds, Trades	55	1980	
	AFSCME	Psych Tech, Prof'l, BC	114	1981	
Montgomery County Community College	AFT	Cler, Phys Plant, Custl	121	1983	2
Northampton County Area Community College	IBT	Cler	51	1973	2
	IBT	Custl, Maint	23	1973	
*Pennsylvania College of Optometry	PGW	Security	16	1992	4
	UFCW	BC, WC	78	1981	
Pennsylvania State University	IATSE	Trades	30		4
	IBT	Tech, Syce, BC	2500	1967	
	ANA	Med Ctr Nurses	600	1975	
	ANA	Student Hlth Nurses	30	1988	
State College					4
Allentown Campus					2
Altoona Campus					2
Beaver Campus					2
Berks Campus					2
Delaware County Campus					2
Du Bois Campus					2
At Erie					4
Fayette Campus					2
Great Valley Grad Center					4
At Harrisburg					4
Hazleton Campus					2
Hershey Medical Center					4
McKeesport Campus					2
Mont Alto Campus					2
New Kensington Campus					2
Ogontz Campus					2
Schuylkill Campus					2
Shenango Campus					2
Wilkes-Barre Campus					2
Worthington-Scranton Campus					2
York Campus					2
*Philadelphia College of Osteopathic Medicine <sup>5</sup>	AFSCME	Support	280	1970	4

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>PENNSYLVANIA (Cont'd)</b>					
*Philadelphia College of Pharmacy and Science	SIU	Phys Plant	150		4
	PGW	Security	38	1990	
*Point Park College <sup>5</sup>	SEIU	Cler	25	1977	4
	SEIU	Maint	7		
	HERE	Food Svce	20		
	IATSE	Projectionist	1		
Reading Area Community College	AFT	Cler	37	1988	2
	AFT	Prof	25	1980	
*Robert Morris College	Ind.	Maint, Grounds, Custl	65	1990	4
*Saint Joseph's University	IBFO	Phys Plant, Maint	39	1976	4
	PGW	Security	40	1986	
State System of Higher Education	AFSCME	Maint, Trades	853	1970	
	AFSCME	Custl	1020	1970	
	PGW	Security	853	1970	
	AFSCME	Tech Svce	53	1970	
	AFSCME	Cler	1742	1970	
	AFSCME	Cler	119	1970	
	AFSCME	Admin	113	1970	
Bloomsburg University					4
California University	ANA	Nurses	15		4
	Ind.	Admin	37		
Cheyney University					4
Clarion University					4
East Stroudsburg University					4
Edinboro University					4
Indiana University					4
Kutztown University	ANA	Nurses	6	1973	4
	Ind.	Admin	26	1980	
Lock Haven University	Ind.	Admin	12	1976	4
	ANA	Nurses	1	1975	
Mansfield University					4
Millersville University					4
Shippensburg University	ANA	Nurses	8	1971	4
	Ind.	Physicians	2	1982	
	NEA	Admin	25	1972	



Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>PENNSYLVANIA (Cont'd)</b>					
State System of Higher Education (Cont'd)					
Shippery Rock University	ANA	Nurses	6		4
West Chester University	Ind.	Physicians	2		4
Temple University <sup>5</sup>	AFSCME	Cler	1,281	1971	4
	SEIU	Custl	325		
	AFSCME	Custl	266		
	IUOE	Trades	209		
	NEA	Prof., Tech	513		
	AFSCME	Prof., Tech	536		
	ANA	Nurses	462		
	PGW	Security	242		
	AFSCME	Svce	480		
	*Thomas Jefferson University	AFSCME	Svce, Dietary, Housekeeping, Custl	404	1972
*University of Pennsylvania	IBT	Maint, Trades	116	1974	
	IUOE	Trades, Maint	250	1956	4
	AFSCME	Food Svce	125	1968	
	AFSCME	Library, Cler, Tech	150	1969	
	FOP	Security	90	1991	
	IBT	Custl	452	1977	
	HERE	Faculty Club	30	1987	
	HERE	Hotel	150	1985	
	IUOE	Hlth Care	85	1971	
	BCTD	Trades	65	1930	4
University of Pittsburgh Main Campus	SEIU	Custl, Maint, Grounds	360	1945	
	ANA	Nurses	260	1973	
	SEIU	Nursing Support	60	1973	
	IUOE	Maint	30	1992	
	SEIU	Custl	43	1955	4
	IUOE	Engineers	70	1955	
	IBFO	BC	180	1968	4
	SEIU	Maint	50		4
	SEIU	Cler, Maint, Grounds	46	1971	4
	NEA	Cler, Maint	62	1975	2
Johnstown Campus	SEIU				
	IUOE				
*Villanova University	IBFO				
*Washington and Jefferson College	SEIU				
*Waynesburg College	SEIU				
Westmoreland County Community College	NEA				

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>RHODE ISLAND</b>					
*Brown University <sup>5</sup>	SEIU	Custl, Maint	275	1943	4
	SEIU	Food Svce	80	1974	
	SEIU	Library Cler, Tech	90	1973	
	Ind.	Security	40	1972	
*Bryant College	SEIU	Custl, Maint, Trades	88		4
Community College of Rhode Island	NEA	Cler, Maint, Grounds	189	1981	2
	NEA	Prof	136	1981	
*Providence College	SEIU	Trades, Grounds, Phys Plant	45	1973	4
	Ind.	Security	30	1986	
Rhode Island College	AFSCME	Cler, Svce, Maint, Trades	350	1970	4
	AFT	Nurses	5	1984	
	AFT	Admin, Tech	130	1973	
*Roger Williams College <sup>5</sup>	NEA	Cler	59	1979	4
	NEA	Maint	34	1982	
University of Rhode Island <sup>5</sup>	NEA	Physicians	4		4
	AFT	Nurses	14		
	AFSCME	Tech	140		
	NEA	Prof	241		
	AFSCME	Maint, Custl	682		
	NEA	Cler	488		
<b>SOUTH DAKOTA</b>					
Mitchell Vocational-Technical Institute	NEA	Cler, Food Svce, Grounds	13		2
Southeast Vocational-Technical Institute	NEA	Cler	10		2
<b>TENNESSEE</b>					
*Fisk University	UAW	Cler	30	1972	4
	AFSCME	Maint	28		
*Vanderbilt University	LIUNA	Food Svce, Plant	600	1972	4
<b>TEXAS</b>					
Stephen F. Austin State University <sup>7</sup>	CWA	Food Svce	156	1987	4
*Texas Christian University	IBT	BC	43	1992	4

Institution	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>VERMONT</b>					
*Bennington College	SEIU	Maint, Food Svce, Trades	42	1978	4
Vermont State Colleges System	NEA	Custl, Maint, Grounds, Trades	190	1980	
Castleton State College					4
Community College of Vermont					2
Johnson State College					4
Lyndon State College					4
Vermont Technical College					2
<b>WASHINGTON</b>					
Bellevue Community College	Ind.	Food Svce, Cler, Security	166	1975	2
	AFSCME	Maint, Custl	25	1975	
Central Washington University	AFSCME	Cler, Tech	200	1986	4
	AFSCME	Security, Trades, Maint, Food Svce	325		
Centralia College	AFSCME	Cler, BC, Trades	87	1982	2
Clark College	WPEA	Maint, Security, Trades	28		2
Eastern Washington University	AFSCME	WC, BC	385	1969	4
	AFSCME	Supvrs	175	1969	
Edmonds Community College	WPEA	Cler, BC, Trades	175	1972	2
Everett Community College	AFSCME	Cler, BC, Trades	166	1968	2
Evergreen State College	AFSCME	Cler, Maint, Custl	265	1987	4
Green River Community College	AFSCME	Cler, BC	160	1974	2
Highline Community College	WPEA	Cler, Maint, Trades, Security, Tech	175	1976	2
Lower Columbia College	WPEA	Cler, BC, Maint, Security	100		2
Olympic College	WPEA	Cler, BC, Trades	116	1972	2
Pierce College	WPEA	Cler, BC	184	1969	2
Seattle Community College District	AFSCME	Cler, Maint	600		
North Seattle Community College					2
Seattle Central Community College					2
South Seattle Community College					2
*Seattle University	ILWU	Phys Plant, Custl, Trades	48		4
	IBEW	Electricians	4		
Shoreline Community College	AFSCME	Cler, BC	130	1985	2
	AFSCME	Plant, Maint	35	1983	
South Puget Sound Community College	AFSCME	Cler, Maint	89	1979	2
Tacoma Community College	WPEA	Maint, Grounds	16		2
	AFSCME	Cler, Security	80		

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
WASHINGTON (Cont'd)					
University of Washington	AFSCME	Cler, Library	100	1969	4
	AFSCME	Svcs, Custl, Food	850		
	AFSCME	Med Ctr WC, BC	450		
	AFSCME	Police	11		
	AFSCME	Custl Supvrs	27		
	SEIU	Cler	2,400	1974	
	SEIU	Cler Supvrs	385	1974	
	GCIU	Printshop	33	1988	
	GCIU	Print Shop Supvrs	4		
	UFCW	Prof Hlth Care	324	1984	
	UFCW	Hlth Care Spec	38	1984	
	ANA	Nurses	845	1970	
	PTE	Engineers	38		
	IUOE	Maint Mechanics	7		
	BCTD	Trades	317		
	SEIU	Nurses	450	1985	
	SEIU	Audio, Media, Tech Svcs	37		
	SEIU	Data Processing	130		
Walla Walla Community College	WPEA	Maint, Cler	80	1972	2
Washington State Comm. Coll. District-Spokane	AFSCME	Cler	250	1975	
	AFSCME	Custl, Trades	75	1970	
Spokane Community College					2
Spokane Falls Community College					2
Washington State University	ANA	Nurses	8		4
	Ind.	Police	15		
	AFSCME	Cler, BC, Extension	90		
	AFSCME	BC	550		
Wenatchee Valley College	WPEA	Cler, Maint	60	1988	2
Western Washington University	AFSCME	Cler	277	1976	4
	AFSCME	Trades	180	1976	
	WPEA	Prof, Tech	9	1976	
	AFSCME	Supvrs	30	1978	
Whatcom Community College	AFSCME	Cler, BC	45	1977	2
Yakima Valley Community College	WPEA	Cler, BC	122	1975	2

Institution <sup>1</sup>	Agent	Unit <sup>2</sup>	Size	Year Elected <sup>3</sup>	2/4 Year College
<b>WEST VIRGINIA</b>					
*Bethany College	UMW	BC	47	1991	4
*West Virginia Wesleyan College	LIUNA	BC, Phys Plant	45	1978	4
<b>WISCONSIN</b>					
*Alverno College	IBFO	Maint	8	1990	4
Blackhawk Technical College	NEA	Cler, Custl	50	1989	2
Chippewa Valley Technical College	AFT	Cler	100	1972	2
	AFSCME	Custl, Maint	20	1973	
Fox Valley Technical College	NEA	Cler, Tech, Food Svce, Trades	210	1973	2
Gateway Technical College	AFSCME	Cler	115	1975	2
	NEA	Tech, Paraprofl	75	1988	
	SEIU	Custl, Maint, Mechanics	29	1960	
Madison Area Technical College	AFT	Custl, Tech, Maint	210	1970	2
*Marquette University <sup>5</sup>	SEIU	Custl	100	1980	4
	Ind.	Security	35	1982	
Mid-State Technical College	OPEIU	Cler	50	1973	2
	NEA	Custl	11	1972	
Milwaukee Area Technical College	AFSCME	Cler, Food Svce, Bldg Svce	350	1962	2
	AFT	Paraprofl	100	1972	
	IBEW	Broadcast	31	1976	
Moraine Park Technical College	NEA	Cler, Library Tech, Maint, Custl	81	1981	2
Nicolet Area Technical College	NEA	Cler, Computer, Food Svce	40	1987	2
	NEA	Maint	9	1979	
Northcentral Technical College	NEA	Tech, Prof	40	1979	2
	IBT	Maint	25	1989	
	Ind.	Cler	79	1992	
Northeast Wisconsin Technical College	NEA	Cler	90		2
	NEA	Tech, Teacher Aides	38		
	AFSCME	Custl, Maint	12		
*Northland College	Ind.	Cler	26	1981	4
	AFSCME	Maint	7	1967	
Southwest Wisconsin Technical College	AFT	Cler, Maint, Custl	63	1988	2
University of Wisconsin System	AFT	Tech	750	1992	
	AFT	Fiscal	600	1992	
	AFT	Scientists	329	1972	



## ENDNOTES

1. For multi-campus institutions bargaining units listed opposite the institution are multi-campus units; bargaining units listed opposite a specific campus are individual campus units. Institutions denoted by an \* are private sector, all others are public sector.
2. Occupational abbreviations should be reasonably clear; BC stands for blue collar, WC stands for white collar. Contact the author if there are any questions.
3. Where the year the bargaining agent was elected is not available, the year of the first collective bargaining agreement is reported in this column.
4. State law does not provide for a full collective bargaining relationship, but informal bargaining with memoranda of understanding is permitted.
5. This institution did not respond to the 1992-94 survey. The information reported is based on the 1989 survey response.
6. This institution did not submit a complete response to the 1992-94 survey. The information reported is based on the incomplete 1992-94 response combined with the 1989 survey response.
7. The agent listed bargains with a contractor who provides services on campus under agreement with the institution.

## BARGAINING AGENTS CITED IN THIS DIRECTORY

ACTWU	Clothing and Textile Workers
AFGE	Government Employees
AFSCME	State, County and Municipal Employees
AFT	Teachers
AFTRA	Television and Radio Artists
ANA	Nurses
BAC	Bricklayers
BCTD	Building and Construction Trades Department; AFL-CIO
CIR	Interns and Residents
CSEA	California School Employees
CWA	Communications Workers
FOP	Police
GCIU	Graphic Communications
HERE	Hotel and Restaurant Employees
IAFF	Fire Fighters
IAM	Machinists
IATSE	Theatrical and Stage Employees
IBEW	Electrical Workers
IBFO	Firemen and Oilers
IBT	Teamsters
ILA	Longshoremen (East)
ILWU	Longshoremen and Warehousemen (West)
IUE	Electronic Workers
IUOE	Operating Engineers
LIUNA	Laborers
MEBA	Marine Engineers
MPEA	Montana Public Employees
NEA	Education
NFFE	Federal Employees
OPEIU	Office and Professional Employees
OSEA	Oregon School Employees
PAT	Painters
PGW	Plant Guard Workers
PPF	Plumbing and Pipe Fitting
PTE	Professional and Technical Engineers
RWDSU	Retail, Wholesale and Department Store
SEIU	Service Employees
SIU	Seafarers
SMW	Sheet Metal Workers
TWU	Transport Workers
UAPD	Physicians and Dentists
UAW	Automobile Workers
UBC	Carpenters
UE	Electrical, Radio and Machine Workers
UFCW	Food and Commerical Workers
UMW	Mine Workers
USWA	Steel Workers
WPEA	Washington Public Employees
1199	Hospital and Health Care (New York City)

Source: Courtney Gifford, Directory of U.S. Labor Organizations, 1994-95 Edition, Bureau of National Affairs  
Washington, D.C.





