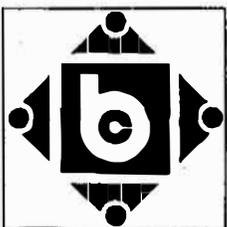


Volume 9 • January 1983

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

Joel M. Douglas
with **Carol Rosenberg**



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

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UNIONIZATION AMONG COLLEGE FACULTY - 1982

INTRODUCTION

Higher education was subjected to the same financial constraints experienced by virtually every sector of the American economy during 1982, and thus it is not surprising that academic collective bargaining has also suffered in this depressed climate. Almost every labor relations indicator, including the number of certified bargaining units, the number of collective bargaining agreements in force, the number of elections won by bargaining agents and the number of first contracts signed, experienced a decline in 1982. Concomitantly, the number of decertifications showed a marked increase as did the number of "no-agent" votes relative to agents elected. However, a major offset to the decreases cited above was the election of the Congress of Faculty Associations (CFA), a coalition of the NEA, AAUP, and CSEA, as the bargaining agent for over 18,000 faculty at California State University (CSU).

Agents Elected

The number of recognized agents increased by one in 1982, bringing the total to 423. This number has remained relative stable during the past four years with 406 agents in 1979, 427 in 1980, and 422 in 1981. Agents were elected at CSU in the faculty, academic support and the physicians units. The certification of the CFA as the bargaining agent for the faculty in the vast nineteen-campus unit brings an end to the lengthy struggle between the United Professors of California (UPC), the AFT affiliate, and the CFA. The initial 1981 election between the two organizations resulted in the necessity of a run-off election as only 49 votes out of some 15,000 cast separated the two

organizations. The run-off election in July 1982 saw an even closer margin with only a 12 vote difference between the two groups. The result of the second run-off election was certified in February, 1983, with the CFA being declared the winner by 39 votes.

In other units at CSU, the UPC/AFT won the bargaining rights for a unit of 1500 academic support personnel by a vote of 486 for the UPC/AFT and 414 for the CFA while the Union of American Physicians and Dentists was certified as the representative for the physicians unit by a vote of 83 for the UAPD, 3 for the UPC, and 19 voting for "no agent."

Three other representation elections were held in California, making it the most active state in terms of faculty organizing drives. At Imperial Valley College, the NEA won representation rights for a unit of 100 faculty by a vote of 52 to 45 for "no agent." At San Mateo Community College, the AFT successfully challenged the NEA and won bargaining rights for more than 1100 faculty members, by a vote of 350 for the AFT, 300 for the CTA/NEA and 23 voting for "no agent." At the University of San Francisco, the California Federation of Teachers (CFT/AFT) defeated an independent faculty organization, which had previously bargained for the faculty since 1975, by a vote of 137-33.

The elections at San Mateo and the University of San Francisco are technically considered decertifications. However, for purposes of the Directory, elections in which one organization replaces another as the bargaining agent are classified as a change in agent status. The decertification category is reserved for those situations in which a bargaining agent election is lost by the certified agent to "no agent," or when the NLRB or appropriate state agency determines that the certified agent is no longer "representative."

At Seton Hall University in New Jersey, the AFT won bargaining rights from an independent faculty association which has negotiated agreements

although it was not an NLRB or state certified bargaining agent. The vote was 176 for the AFT and 124 for the independent. Subsequent to the AFT's successful challenge, the university filed a Yeshiva claim which resulted in litigation on both the status of the bargaining unit as well as the role of the AFT vis-a-vis the independent faculty association. It appears that the AFT victory may have placed it in the midst of another prolonged and expensive Yeshiva case.

Two units of adjunct faculty elected bargaining agents. At Mount Hood Community College, the Oregon Education Association won bargaining rights for a unit of over 400 adjunct faculty by a vote of 130 for the OEA to 124 for "no agent," while at American University, the adjuncts at the English Language Institute elected an independent faculty association as their representative by a vote of 28 to 1. The election at American was significant inasmuch as the administration had filed a Yeshiva claim challenging the right of the faculty to organize under the protection of the National Labor Relations Act. However, that claim was rejected by the NLRB.

In Wisconsin, the NEA affiliate, the Wisconsin Education Association, won bargaining rights for 160 adjunct faculty at Gateway Technical Institute from the AFT which previously had representation rights. The vote was 74 for the WEA, 63 for the AFT and 4 for "no agent." In Connecticut, the faculty at Post College decided to give bargaining rights to an independent faculty association which had previously shared them with the AAUP.

"No-Agent" Elections

"No-agent" elections were reported at five institutions including Michigan State University where the AAUP and NEA had been conducting a long-standing campaign to unionize the faculty. The vote was 939 "no agent," 400 AAUP and 252 MEA/NEA. This marked the third election at Michigan State; the

others were in 1972 and 1978. At Grand Valley College, also in Michigan, the NEA was unsuccessful in its fourth attempt to gain representational rights. Previous elections were held in 1974, 1977 and 1980. The 1982 vote was 117 for "no agent" and 64 for the NEA. Further research is needed into the area of repeated "no-agent" votes at the same campus and perhaps, Michigan State and Grand Valley might serve as a laboratory where such studies could be conducted.

The faculty at the University of Alaska rejected unionization by a vote of 312 for "no agent" to 182 for the NEA. A public sector Yeshiva claim was filed by the university at the same time the election campaign was pending, giving support to the theory that the claim had its genesis in ensuring a "union-free environment" rather than in labor law. The claim was denied. However, the large margin of victory by "no agent" gave support to those who argued that the Yeshiva petition was premature.

The adjunct faculty at Somerset Community College in New Jersey rejected an organizing drive by the AFT preferring "no agent" by a vote of 42 to 34. Perhaps the most surprising "no-agent" election occurred at Bradford College in Massachusetts, where the faculty rejected an organizing drive by the International Brotherhood of Teamsters by a vote of 15 to 10. The administration at Bradford had filed a Yeshiva claim, however, their petition was denied. The decision of the NLRB granted bargaining rights to the faculty, which the faculty ultimately voted to reject.

Decertifications

A record number of decertifications, seven, occurred this year, all of which were directly attributed to Yeshiva. At four of these institutions, the AAUP voluntarily withdrew its claim to agent status in exchange for the college recanting Yeshiva petitions and settling instead for non-traditional

agreements. These occurred at Curry College, MA, where the AAUP had been the agent since 1979, Drury College, MO, where the AAUP had bargained since 1979, Daemen College, NY, where the AAUP was elected in 1979, and Ashland College, OH, where the AAUP signed the initial agreement in 1972. Except for Daemen, the AAUP chapters chose not to negotiate successor collective bargaining agreements and elected to structure employment relations on another model.

At the College of Osteopathic Medicine and Surgery, IA, the AFT was decertified after seven years as the bargaining agent. This action occurred as a result of a successful Yeshiva claim filed by the college. At Wagner College, NY, the AFT was decertified, even though the regional director found that the managerial status enjoyed by the faculty came about as a result of collective bargaining. Once again, Yeshiva controlled. A similar ruling was issued for Stevens Institute of Technology, NJ, where the AAUP was decertified after six years as the bargaining agent.

Yeshiva continues to be a major impediment to those seeking either to maintain certification or organize faculty in private institutions of higher education. Unions must now defend against Yeshiva claims, in addition to overcoming traditional election difficulties. For a complete analysis of the Yeshiva decision (NLRB v. Yeshiva University, 444 U.S. 672 (1980)), see NCSCBHEP Newsletters, Vol. 8, No. 1, Vol. 9, No. 2, and Vol. 10, No. 3.

Strikes and Legislation

For the first time since NCSCBHEP began to collect strike data, no "back-to-school" strikes were reported at the outset of the 1982-1983 academic year. The only strikes during the 1982 calendar year were at Prairie State College, IL, Montgomery County Community College, PA, and Nassau Community College, NY. The Nassau strike involved a unit of adjunct faculty affiliated

with the NEA. The Montgomery County strike occurred during the early part of the fall semester and was the second strike in two years by the AAUP affiliate there. The longest reported strike in 1982 occurred at Prairie State where the AFT affiliate struck for 77 days.

The number of reported "back-to-school" strikes has declined in recent years from six in 1977, twelve in 1978, eight in 1980 and six in 1981. Whether or not the decline in strike activity represents a maturing of the unionized employment relationship or can be attributed to economic uncertainty and fear of retrenchment is unknown.

For the fourth consecutive year, no state enacted enabling legislation which would have granted collective bargaining rights to faculty in public institutions. A collective bargaining bill was defeated by one vote in the Wisconsin Legislature in both 1981 and 1982. Other states, most notably Maryland, are contemplating passage of such legislation. In the state of Texas, although no legislation is predicted, the national faculty unions are exploring organizing drives. Although the legal environment in Texas appears prohibitive for faculty bargaining, in terms of numbers, Texas remains an attractive target.

Summary and Conclusions

The number of institutions engaged in academic collective bargaining with recognized bargaining units during 1982 remain relatively stable. However, the addition of CSU into the ranks of unionized institutions is viewed as a significant gain for those who support collective bargaining.

In addition to the demographics involved at CSU, the very fact of collective bargaining in one of the major university systems in the country should have a profound impact on college governance in the University of

California System, where only one of the nine campuses thus far has chosen to engage in collective bargaining.

The overall number of collective bargaining agreements diminished as a result of seven Yeshiva-related decertifications in the private sectors.

Two-year public colleges continue to lead all institutional categories in terms of bargaining agents with 273 in that category. Among four-year institutions, no distinction can be made as to bargaining unit frequency as there are 69 four-year private and 68 four-year public institutions with bargaining agents.

The private vs. public sector split continued to widen as a result of the legal environment. Of the 377 agreements in existence, 314 are in the public sector. A comparison of bargaining agents shows an even greater difference with 341 in the public sector and 82 in the private sector.

Of the fifteen elections held in 1982, seven were won by faculty unions. Five "no-agent" elections were recorded, while the remaining three elections involved change of agent status.

Minimal new organizing was reported in the private sector. The elections at Seton Hall and the University of San Francisco where the AFT won bargaining rights from independent faculty organizations cannot be considered as major gains.

Future growth in academic collective bargaining will depend greatly on new public sector legislation and the ever-changing legal environment. If the Wisconsin bill is passed, it is expected that the faculty at the state college system will support unionization. Since a separate unit has been proposed for that group, as distinct from the faculty at the university centers, all indications are that partial unionization will occur. Should a Maryland law be enacted, increased unionization is expected, especially at two-year institutions.

While none of the three national organizations have entered into institutional merger arrangements, that topic continues to be widely discussed. The CFA/NEA/AAUP coalition at CSU and the PSC/AFT/AAUP merger at the City University of New York might be indicative of future trends at large public institutions. If so, then more concerted organizing drives, without the need for unions to spend their resources competing against each other, can be expected.

No legislative change is expected concerning Yeshiva, however, most parties believe that the pending decisions at Boston University and Polytechnic Institute of New York will be controlling.

Thus, the 1983 union agendas are likely to focus on anticipated new legislation in Wisconsin and Maryland, increased organization cooperation and attempts at curtailing unfavorable Yeshiva decisions. The negotiations of the initial contract at CSU will also be significant.

As expected, college administrators see the above issues differently. However, all parties agree that the economic climate for 1983, whether it be recession or recovery, will be a prime determinant for collective bargaining in higher education.

Acknowledgments

The Directory continues to be widely recognized as the most definitive compilation of faculty bargaining agents and collective bargaining agreements published in the United States. The research design utilized for this project relied upon personal interviews, surveys and a detailed analysis of the Center's Contract Databank.

The majority of the information gathering was done by Carol Rosenberg, a researcher with the Center. Her initiative and dedication to hard work are

responsible, in part, for the successful completion of this project. Lorraine DeBona, another researcher, assisted with the statistical analysis, chart preparation and proofreading. Her analytical skills and perserverance are appreciated.

Ruby N. Hill, secretary of the Center, expertly typed the major portions of this publication.

Evan G. Mitchell, Administrative Coordinator of the Center, skillfully coordinated, assisted with proofreading and supervised the production of this volume.

The staff of the Center wishes to acknowledge especially the valuable contributions made to this project by those actively engaged in collective bargaining in higher education and who willingly and graciously shared with us the data that we needed to make this Directory the comprehensive volume that it is.

We believe that the 1982 Directory is the most up-to-date and comprehensive published thus far and apologize in advance for any errors or omissions.

Joel M. Douglas



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



FACULTY CONTRACTS AND BARGAINING AGENTS
IN PUBLIC AND PRIVATE INSTITUTIONS¹

| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|------------------------|------------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>ALASKA</u> | | | | | | | |
| University of Alaska Community College System | AFT | 273 | 1974 | 1974 | 2 | 10 | 1/1/83 |
| <u>ARIZONA</u> | | | | | | | |
| Pima Community College | NEA | 272 | 1978 | 1979 | 2 | 4 | 6/30/83 |
| <u>CALIFORNIA</u> | | | | | | | |
| Barstow Community College | NEA | 65 | 1979 | 1979 | 2 | 1 | 6/30/83 |
| Butte College | NEA | 125 | 1978 | 7/1/78 | 2 | 1 | 6/30/81 |
| California State University | CFA/ AAUP/ NEA | 18,000 | 1982 | --- | 4 | 19 | |
| o Academic Support | UPC/AFT | 1,500 | 1982 | --- | 4 | 19 | |
| o Physicians Unit | UAPD | 150 | 1982 | 1982 | 4 | 19 | 6/30/83 |
| Chabot College | NEA | 240 ft 260 pt | 1978 | 2/20/79 | 2 | 1 | 6/30/84 |
| Chaffee Community College | NEA | 482 | 1980 | --- | 2 | 1 | |

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

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

*Private institution.

**First contract between parties.

Y College and universities that have exercised A Yeshiva-like claim.

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

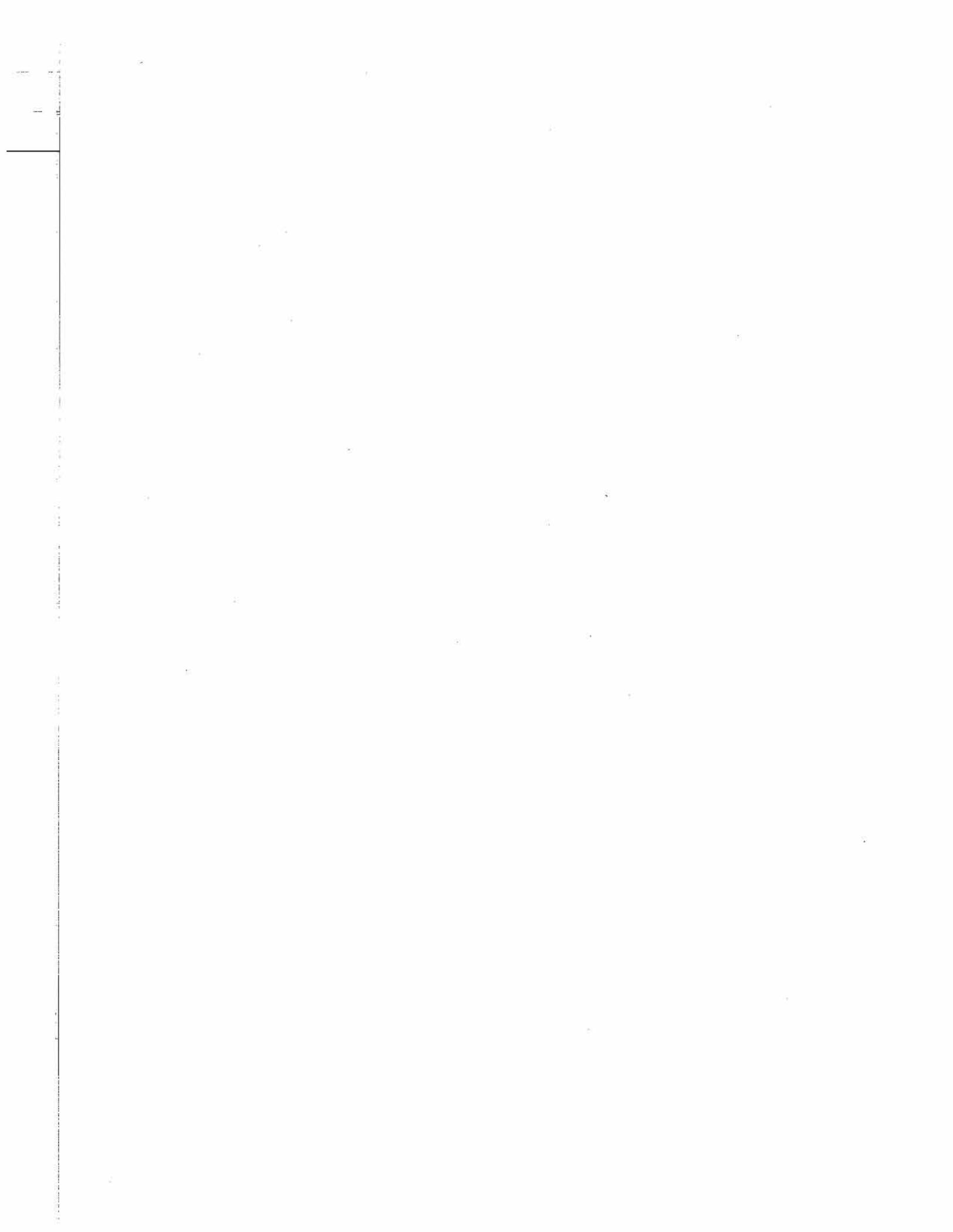
| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|------------------------|------------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>CALIFORNIA (cont'd.)</u> | | | | | | | |
| Citrus College | CTA/ NEA | 130 | 1977 | 7/1/77 | 2 | 1 | 6/30/82 |
| *Claremont Colleges | OPEIU ² | Librar- ians | | 1972 | 4 | 6 | No contract in effect |
| Coast Community College o Part-time | AFT NEA | 662 1,433 | 1979 1979 | 5/7/80 7/1/80 | 2 2 | | 6/30/82** 6/30/83** |
| College of the Canyons ³ | NEA | 45 ft | 1977 | 5/12/78 | 2 | 1 | 6/30/82 |
| College of the Redwoods | Ind. | 120 ft 450 pt | 1976 | 1976 | 2 | 14 ⁴ | 6/30/82 |
| College of the Sequoias | NEA | 149 | 1976 | 3/21/77 | 2 | 1 | 6/30/84 |
| Compton Community College | AFT | 80 ft 150 pt | 1978 | 7/1/79 | 2 | 1 | 6/30/82** |
| Contra Costa Community College District | Ind. | 500 f/pt | 1977 | 7/1/77 | 2 | 3 | 6/30/83 |
| Cypress College ⁵ | NEA | 200 ft | 1979 | 4/29/81 | 2 | 1 | 6/30/83 |
| El Camino Community College | AFT | 770 f/pt | 1977 | 9/20/77 | 2 | 1 | 6/30/84 |
| Foothill-DeAnza Community College District | Ind. | 1,200 f/pt | 1977 | 11/23/77 | 2 | 2 | 6/30/83 |
| Fullerton College ⁵ | NEA | 350 | 1980 | 4/29/81 | 2 | 1 | 6/30/83 |
| Gavilan Community College | NEA | 62 ft | 1976 | 1976 | 2 | 1 | 6/30/82 |
| Glendale Community College | AFT | 415 | 1979 | 1/22/80 | 2 | 1 | 6/30/82 |
| Grossmont College | NEA | 480 f/pt | 1977 | 10/24/78 | 2 | 2 | 6/30/81** |
| Imperial Valley College | NEA | 100 | 1982 | --- | 2 | 1 | |

2 Independent Agent. Certification covers professional and non-professional librarians.

3 Name changed to Santa Clarita Community College.

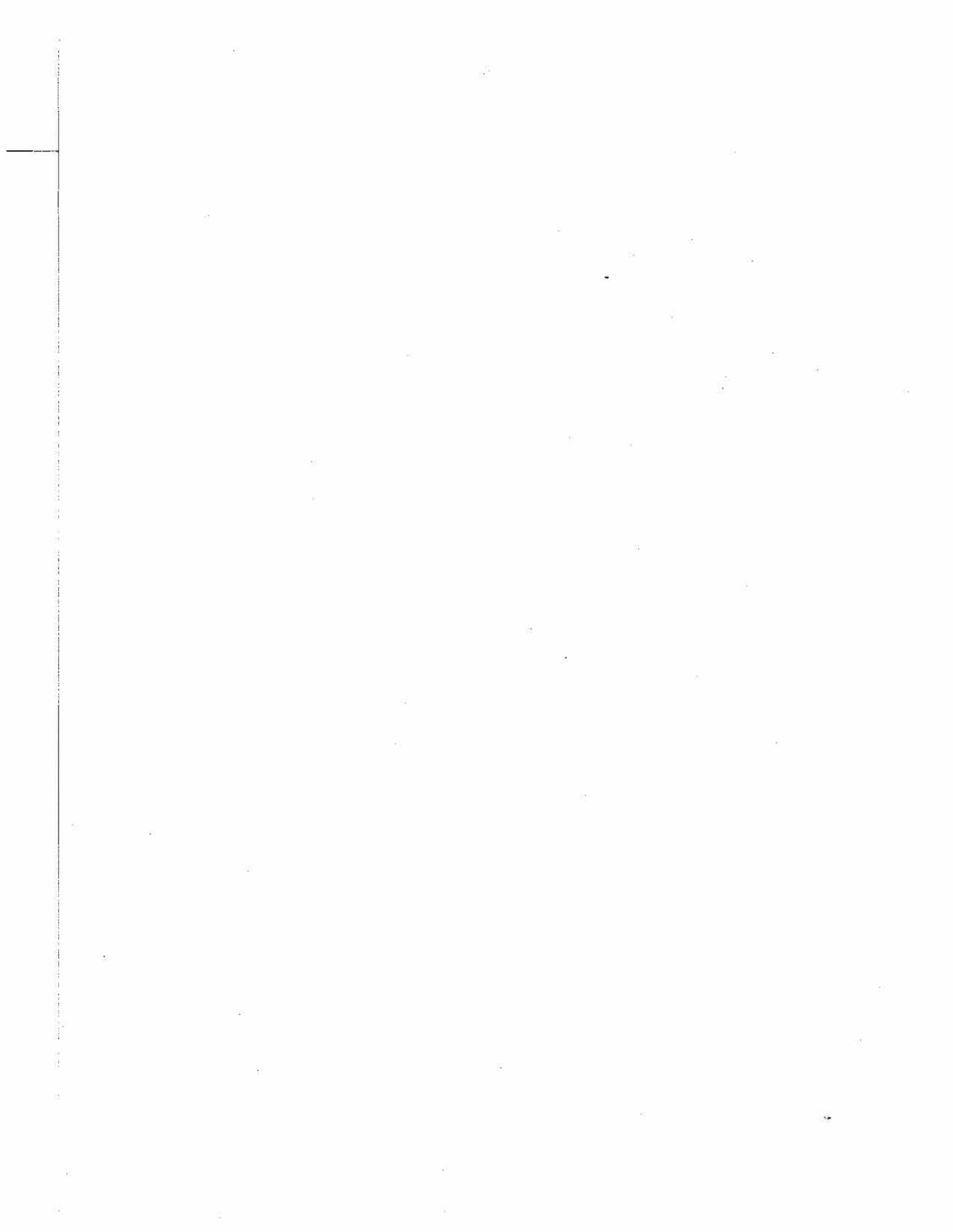
4 Includes two Educational Centers.

5 Cypress and Fullerton Colleges comprise North Orange Community College and bargain collectively as one unit.



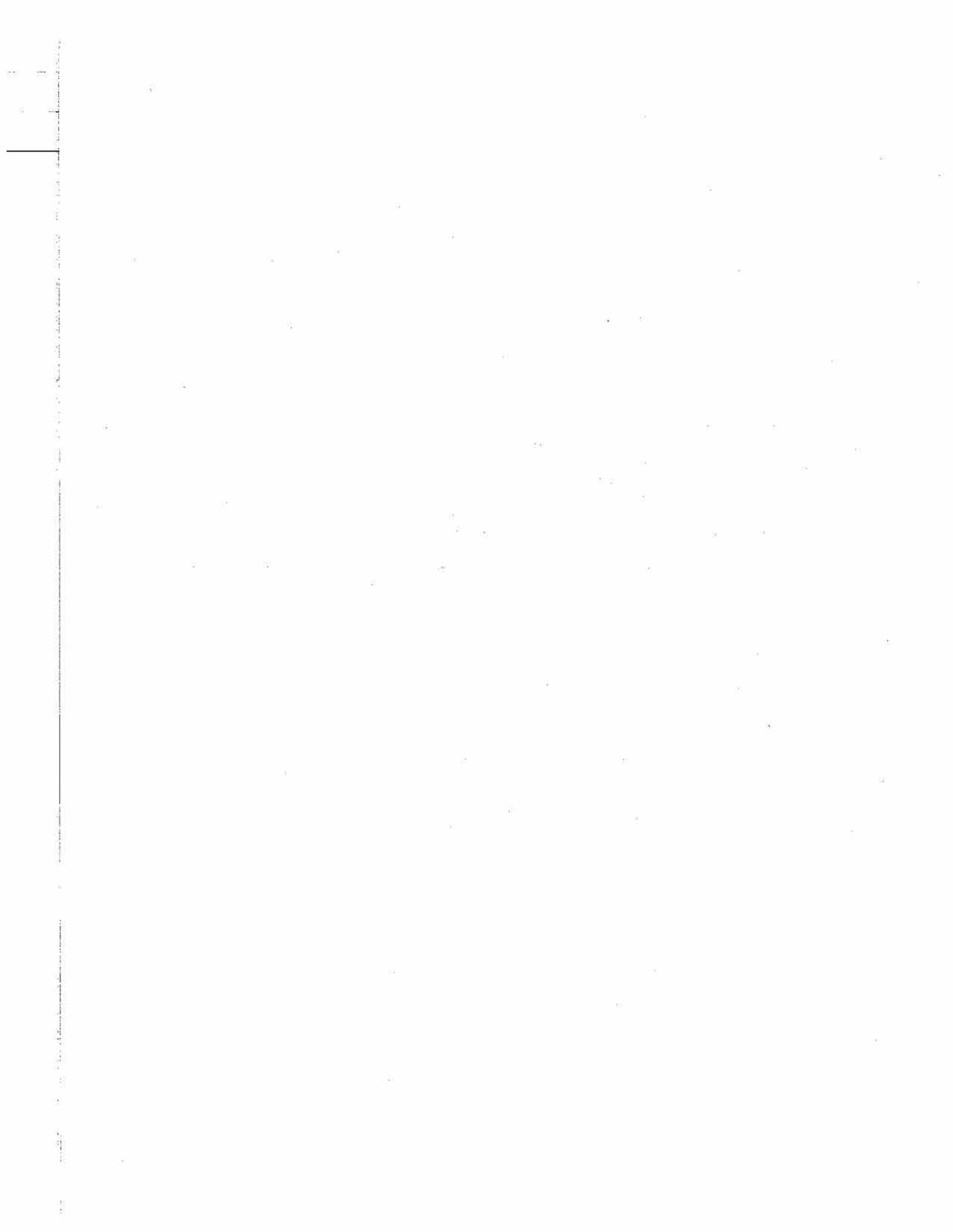
| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|------------------------|------------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>CALIFORNIA (cont'd.)</u> | | | | | | | |
| Kern Community College District | NEA | 330 | 1977 | 1977 | 2 | 3 | 6/30/82 |
| Long Beach City College | NEA | 312 ft | 1979 | 1979 | 2 | 2 | 6/30/82 |
| Los Angeles Community College System | AFT | 4,800 f/pt | 1976 | 1/16/78 | 2 | 9 | 6/30/83 |
| Los Rios Community College System | AFT | 1,297 ft | 1977 | 1977 | 2 | 4 | 6/30/81** |
| Marin Community College | AFT | 600 | 1978 | 3/11/80 | 2 | 2 | 6/30/81 |
| Merced College | NEA | 130 | 1976 | 1977 | 2 | 1 | 6/30/82 |
| Monterey Peninsula Community College | NEA | 420 | 1978 | 5/16/80 | 2 | 1 | 6/30/82** |
| Mount San Antonio College | NEA | 744 ft | 1976 | 3/15/78 | 2 | 1 | 12/31/84 |
| Mount San Jacinto College | NEA | 40 ft | 1977 | 6/14/77 | 2 | 1 | 6/30/82 |
| Napa College | NEA | 96 ft 179 pt | 1977 | --- | 2 | 1 | 6/30/82 |
| North Orange County Community College | NEA | 550 | 1979 | 4/29/81 | 2 | 2 | 6/30/83** |
| Palo Verde Community College | NEA (AFT 1976) | 18 | 1980 | 8/76 | 2 | 1 | 9/15/82 |
| Pasadena City College | NEA | 346 | 1979 | 7/1/79 | 2 | 1 | 6/30/83 |
| Peralta Community College District | AFT | 500 ft 400 pt | 1979 | 1980 | 2 | 5 | 6/30/84 |
| Rancho Santiago Community College District | Ind. | 236 | | | 2 | 1 ⁶ | 6/30/82 |
| o Continuing Education Faculty | NEA | 51 | | | 2 | 1 | 6/30/82 |

⁶ Includes five off-campus locations.



| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|------------------------|------------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>CALIFORNIA (cont'd.)</u> | | | | | | | |
| Rio Hondo Community College | NEA | 507 | 1979 | 6/80 | 2 | 1 | 6/30/83 |
| Riverside Community College | NEA | 600 | 1978 | 10/1/80 | 2 | 1 | 9/30/82 |
| Saddleback Comm. College o Part-time | NEA Ind. | 163 500 | 1976 | 7/1/76 | 2 2 | 1 1 | 6/30/83 |
| San Diego Comm. Colleges o Adult Education | CTA/NEA AFT | 462 120 | 1977 1977 | 7/1/77 7/1/77 | 2 2 | 3 11 | 6/30/84 6/30/84 |
| San Francisco Community College | AFT | 1,620 f/pt | 1978 | 12/79 | 2 | 9 | 6/30/84 |
| San Joaquin Delta College | NEA | 580 f/pt | 1977 | 12/14/77 | 2 | 1 | 6/30/83 |
| San Jose Community College District | NEA | 270 ft 690 pt | 1977 | 1/17/78 | 2 | 2 | 6/30/82 |
| San Mateo Community College | AFT (NEA 1977) | 1,100 | 1982 | 7/19/78 | 2 | 3 | |
| Santa Barbara City College | NEA | 180 | 1976 | 1976 | 2 | 2 | 6/17/82 |
| Santa Monica Community College | Ind. | 200 ft 400 pt | 1978 | 9/14/79 | 2 | 1 | 6/30/82 |
| Shasta College | NEA | 156 ft 75 pt | 1976 | 1976 | 2 | 1 ⁷ | 6/30/84 |
| Sierra Joint Community College District | NEA | 135 f/pt | 1977 | 5/9/78 | 2 | 1 | 6/30/82** |
| Solano Community College | NEA | 136 ft 250 pt | 1977 | 1977 | 2 | 1 | 6/30/82 |
| Southwestern College (Sweetwater Community College District) | NEA | 500 f/pt | 1977 | 2/1/79 | 2 | 1 | 6/30/84 |

7 Includes eight outreach centers.



| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|------------------------|------------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>CALIFORNIA (cont'd.)</u> | | | | | | | |
| State Center Community College District | AFT | 333 | 1977 | 8/29/77 | 2 | 2 ⁸ | 6/30/84 |
| Taft College | NEA | 30 | 1976 | 5/77 | 2 | 1 | 6/30/84 |
| University of California Santa Cruz | AAUP | 437 | 1981 | --- | 4 | 1 | |
| *University of San Francisco | CFT/AFT (Ind. 1975) | 241 ft | 1982 | 7/1/76 | 4 | 1 | 6/30/86 |
| *University of San Francisco Law School | Ind. | 25 | 1973 | 1974 | 4 | 1 | 1982/only Salaries |
| Ventura County Community College District | AFT | 385 ft 900 pt | 1977 | 3/7/78 | 2 | 3 | 6/30/82 |
| Victor Valley College | NEA | 63 | 1976 | | 2 | 1 | 6/30/84 |
| West Hills College | NEA | 50 | 1977 | | 2 | 1 | 6/30/82 |
| Yosemite Community College District | NEA | 515 | 1976 | 1/16/78 | 2 | 2 | 6/30/83 |
| Yuba College | NEA | 155 | | | 2 | | 6/30/83 |
| <u>COLORADO</u> | | | | | | | |
| Colorado Community College System | NEA | 736 | 1979 | --- | 2 | 9 | |
| *Colorado Women's College ⁹ | AAUP | 42 | 1979 | --- | 4 | 1 | 6/30/82 |
| *Loretto Heights College | NEA | 100 | 1972 | 5/14/73 | 4 | 1 | 5/31/80 |
| *Regis College | AAUP | 75 ft | 1973 | 1973 | 4 | 1 | 8/14/84 |
| University of Colorado (See also no agent listing) | AFT | | 1979 ¹⁰ | --- | 4 | 4 | |

8 Includes three Satellite centers.

9 School closed.

10 Colorado Springs, Denver, and Boulder campuses.

| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|--------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>CONNECTICUT</u> | | | | | | | |
| Connecticut Community College System | Ind. (AFSCME 1976) | 550 | 1978 | 7/1/77 | 2 | 12 | 6/30/82 |
| Connecticut State College System | AAUP | 1,200 | 1976 | 1976 | 4 | 4 | 8/19/82 |
| o Administrative faculty | AFSCME | | 1976 | | 4 | 4 | 6/30/82 |
| Connecticut State Technical Colleges | AFT | 830 | 1973 | 1977 | 2 | 5 | 8/31/82 |
| *Mitchell College | AFT | 21 ft | 1975 | 6/30/75 | 2 | 1 | 6/30/82 |
| *Post College ¹¹ | PCFA | 32 | 1978 | 9/1/79 | 4 | 1 | 6/30/85 |
| *Quinnipiac College | AFT | 160 ft | 1975 | 7/1/75 | 4 | 1 | 6/30/84 |
| U.S. Coast Guard Academy | AFGE | 51 | 1975 | 3/1/78 | 4 | 1 | 6/15/79 |
| *University of Bridgeport | AAUP | 258 | 1973 | 9/74 | 4 | 1 | 8/31/84 |
| University of Connecticut | AAUP | 1,600 | 1976 | 7/1/77 | 4 | 6 | 6/30/84 |
| o Non-teaching professionals | AFT | 550 | 1976 | 1977 | 4 | 6 | 6/30/85 |
| o Health Center | AFT | 805 | 1978 | 1978 | 4 | 1 | 6/30/85 |
| Y*University of New Haven ¹² | AFT (Ind. 1975) | 130 | 1979 | 1976 | 4 | 2 | |

11 PCFA now independent; formerly affiliated with AAUP.
12 Question of agent status currently on appeal to NLRB.

| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|--|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>DELAWARE</u> | | | | | | | |
| Delaware State College | AAUP | 135 | 1977 | 1981 | 4 | 1 | 6/30/83** |
| Delaware Technical and Community College System ¹³ | NEA | 230 | 1974 | --- | 2 | 2 (of 4) | |
| University of Delaware | AAUP | 750 ft | 1972 | 5/73 | 4 | 1 | 6/30/84 |
| <u>DISTRICT OF COLUMBIA</u> | | | | | | | |
| *American University Adjunct Faculty | ELIFA | 37 | 1982 | --- | 4 | 1 | |
| *Antioch College School of Law | AFT | 16 f/pt | 1976 | 1976 | 4 | 1 | 9/30/83 |
| Y*Catholic University of America Law School | Ind. | 22 ft | 1977 | --- | 4 | 1 | decertified 1980 |
| Y*Mount Vernon College ¹⁴ | AAUP | 25 | 1977 | --- | 4 | 1 | |
| University of the District of Columbia | NEA | 600 | 1978 | 1980 | 4 | 3 | 9/30/81 (extended) |
| <u>FLORIDA</u> | | | | | | | |
| Brevard Community College | UFF/NEA ¹⁶ AFT ¹⁵ AFT 1976 UCCFF 1977 | 225 | 1981 | 1981 | 2 | 3 | 6/30/83 |

13 Decertification - 5/30/80.

14 Decertification - 4/16/81.

15 Members of three Florida unions representing Florida State University System (UFF), several community colleges (UCCFF), and faculty at two private colleges merged their organization into the United Faculty of Florida, Local 1847 of AFT (1979).

16 In 1982, AFT dechartered UFF; UFF then affiliated with NEA.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry, no matter how small, should be recorded to ensure the integrity of the financial statements. This includes not only sales and purchases but also expenses and income.

In the second section, the author details the process of reconciling bank statements with the company's ledger. This involves comparing the bank's records of deposits and withdrawals with the internal accounting records to identify any discrepancies. Regular reconciliation is crucial for detecting errors and preventing fraud.

The third section covers the preparation of the income statement and balance sheet. The income statement shows the company's profitability over a specific period, while the balance sheet provides a snapshot of the company's financial position at a given time. Both statements are essential for management and external stakeholders.

Finally, the document concludes with a discussion on the importance of tax compliance. It stresses that businesses must stay up-to-date on tax laws and regulations to avoid penalties and ensure accurate reporting. Consulting with a tax professional is often recommended for complex situations.

| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|---------------------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>FLORIDA (cont'd.)</u> | | | | | | | |
| Broward Community College | UFF/NEA/AAUP UFC/AFT/ AAUP 1981 | 285 | 1981 | 1981 | 2 | 3 | 8/3/83 |
| Chipola Junior College | NEA | 57 | 1976 | | 2 | 1 | 6/30/83 |
| Edison Community College | AFT UCCFF/1977 | 60 | 1979 | 2/16/79 | 2 | 1 | 6/30/83 |
| Y*Florida Memorial College | UFF/NEA | 40 | 1979 | | 4 | 1 | |
| Florida State University System | UFF/NEA AFT ¹⁷ | 5,400 ft | 1976 | 1976 | 4 | 9 | 6/30/84 |
| Hillsborough Community College | FUSA/ NEA | 198 | 1974 | 5/21/74 | 2 | 4 | 8/20/82 |
| Indian River Community College | AAUP | 100 ft | 1973 | 3/25/75 | 2 | 1 | 6/30/83 |
| Palm Beach Junior College ¹⁸ | AFT AFT/1975 UCCFF/1977 | 192 | 1979 | 1978 | 2 | 1 | 6/30/80 |
| *Saint Leo College | UFF/NEA (AFT 1976) | 43 | 1979 | 1/13/78 | 4 | 1 | 6/5/83 |
| <u>HAWAII</u> | | | | | | | |
| University of Hawaii | AAUP/ NEA | 2,500 ft | 1972 | 3/18/75 | 2/4 | 9 | 6/30/83 |
| <u>ILLINOIS</u> | | | | | | | |
| Belleville Area College | AAUP | 130 ft | 1967 | 1967 | 2 | 1 | 9/83 |
| Carl Sandburg College | NEA | 54 ft | 1975 | --- | 2 | 1 | 8/31/82 |

17 Rejected decertification/opt out election (Sept. 1981).

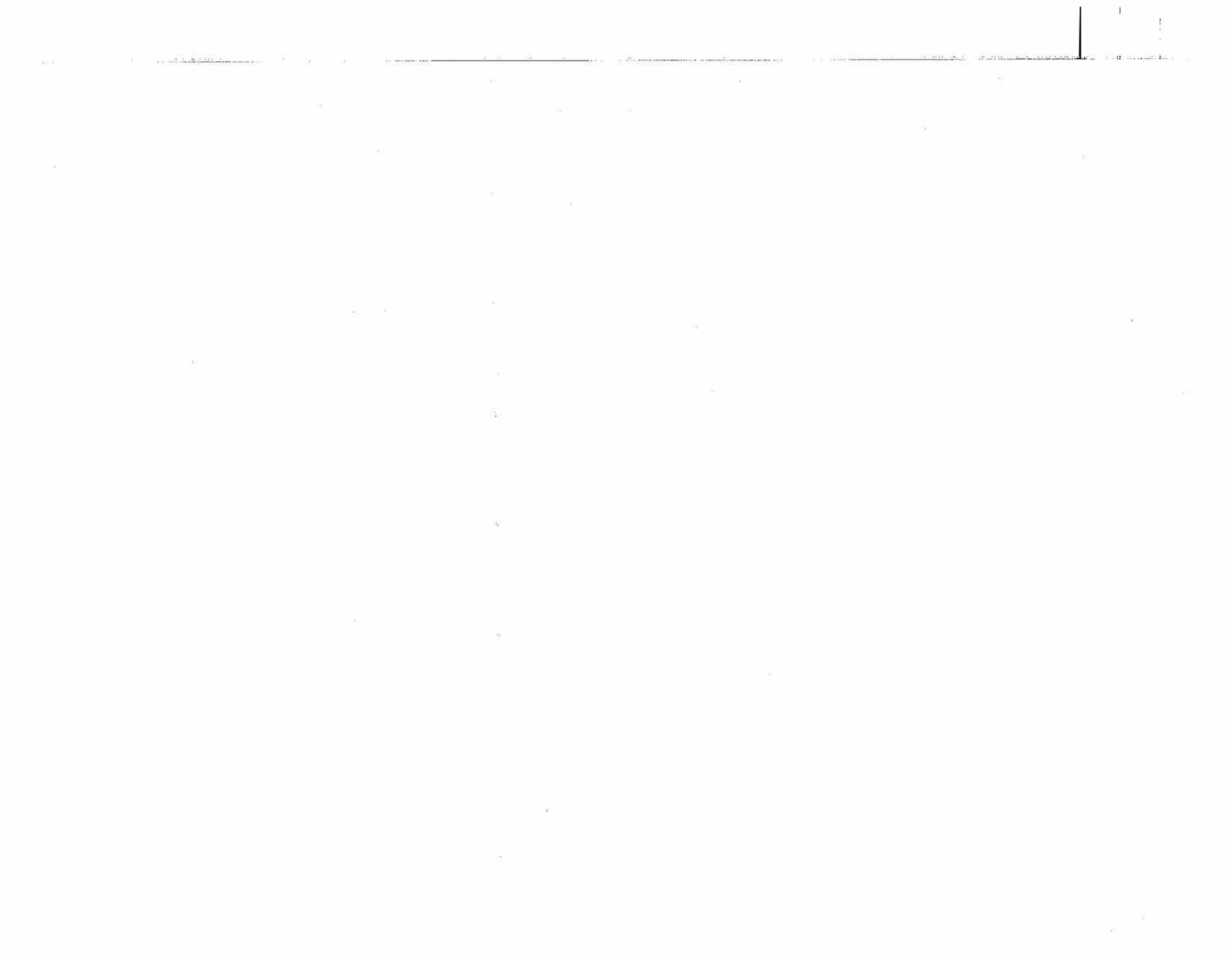
18 Rejected decertification attempt (1978).

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| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|------------------------|------------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>ILLINOIS (cont'd.)</u> | | | | | | | |
| *Central YMCA Community College | AFT | 80 ft | 1976 | 6/1/77 | 2 | 1 | 8/31/82 |
| City Colleges of Chicago (Cook County) | AFT | 1,348 ft | 1966 | 1967 | 2 | 9 | 7/15/84 |
| College of Lake County | AFT (NEA 1971) | 176 ft | 1973 | 5/73 | 2 | 1 | 8/10/83 |
| East St. Louis Community College | AFT | 45 | 1980 | | 2 | 1 | |
| Highland Community College | AFT | 44 | 1968 | 1968 | 2 | 1 | 8/22/83 |
| Illinois Board of Governors ¹⁹ | AFT | 1,750 | 1976 | 1977 | 4 | 5 | 8/31/82 |
| Illinois Central College | Ind. | 193 ft 400 pt | 1977 | 1977 | 2 | | 7/31/83 |
| Illinois Valley Community College | AFT | 67 ft | 1966 | 1966 | 2 | 1 | 8/82 |
| John A. Logan College | NEA | 50 ft | 1972 | 1972 | 2 | | 8/31/84 |
| Joliet Junior College | AFT | 157 | 1967 | 1967 | 2 | 1 | 8/31/84 |
| Lake Land College | AFT | 108 ft | 1968 | 1970 | 2 | 1 | 9/14/81 |
| Lewis and Clark Community College | NEA | 72 ft | 1979 | 1979 | 2 | 1 | 6/30/82 |

¹⁹ Chicago State, Governors State, Eastern Illinois, Western Illinois, Northeastern Illinois Bargain collectively as one unit.



| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|------------------------|-----------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>ILLINOIS (cont'd.)</u> | | | | | | | |
| McHenry County College | NEA | 55 ft | 1971 | 1972 | 2 | 1 | 6/30/83 |
| Moraine Valley Community College | AFT | 180 | 1972 | 7/1/72 | 2 | 1 | 6/30/83 |
| Morton College | AFT | 68 ft 200 pt | 1967 | | 2 | 1 | 8/18/83 |
| Prairie State College | AFT | 99 ft | 1969 | 1/69 | 2 | 1 | 6/82 |
| Sauk Valley College | NEA | 65 ft | 1969 | 1/12/70 | 2 | 1 | 6/30/82 |
| Thornton Community College | AFT | 130 ft | 1971 | 1/72 | 2 | 1 | 8/8/83 |
| Triton College | Ind. | 226 ft | 1973 | | 2 | 1 | 6/30/83 |
| Waubonsee Community College | AFT | 78 | 1978 | 1970 | 2 | 1 | 6/6/82 |
| William Rainey Harper College | AFT | 210 | 1976 | 8/76 | 2 | 1 | 8/13/84 |
| <u>IOWA</u> | | | | | | | |
| Y*College of Osteopathic Medicine - Surgery | AFT | 65 ft | 1975 | 12/7/76 | 4 | 1 | decertified 11/2/82 |
| Des Moines Area Community College | NEA | 252 f/pt | 1976 | 5/14/76 | 2 | 3 | 6/30/82 |
| Eastern Iowa Community College District IX | NEA | 135 f/pt | 1975 | 9/76 | 2 | 3 | 8/15/83 |

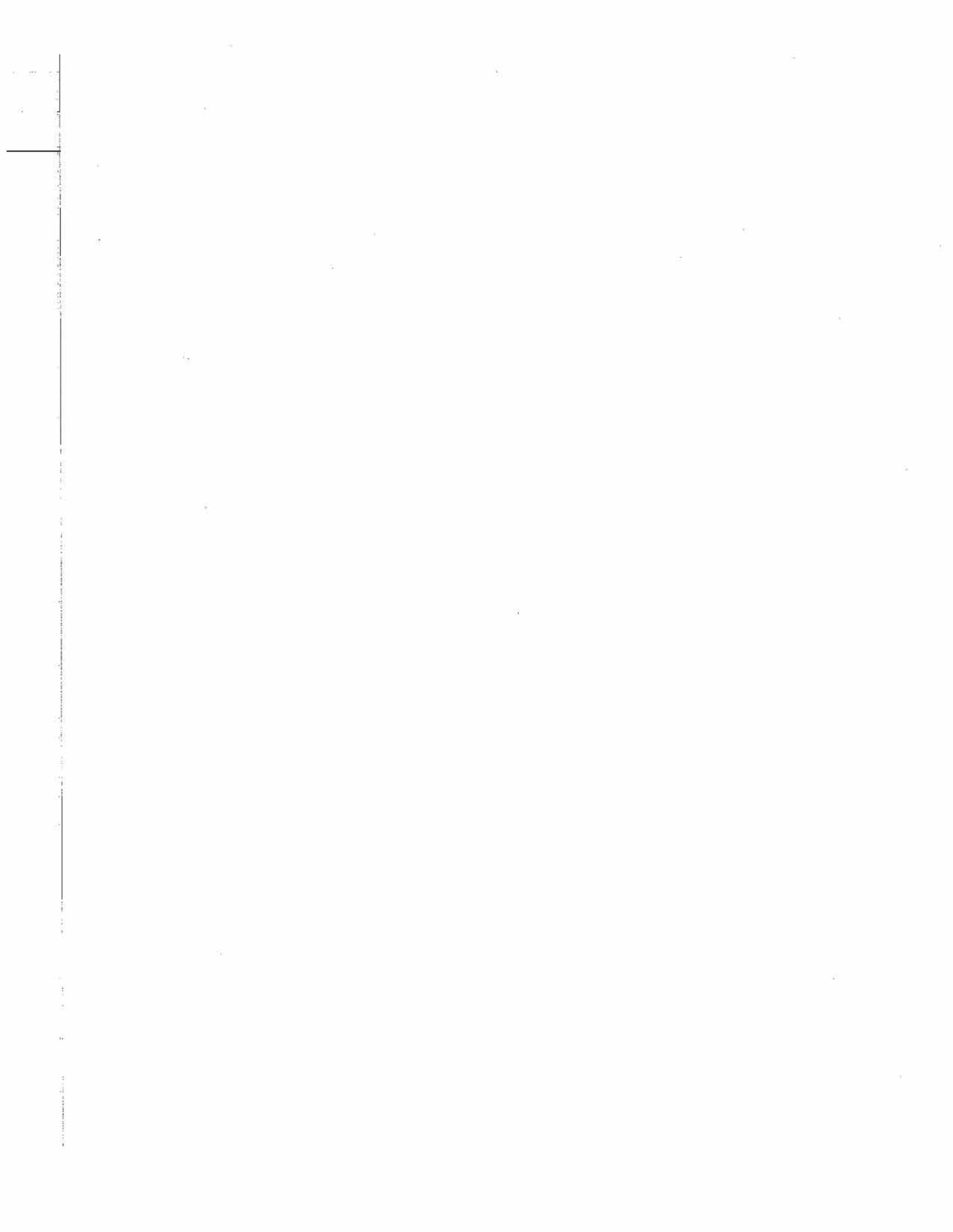
| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>IOWA (cont'd.)</u> | | | | | | | |
| Hawkeye Institute of Technology | NEA | 118 ft | 1980 | 7/1/81 | 2 | | 6/30/83** |
| Iowa Central Community College | NEA | 109 ft | 1975 | 6/76 | 2 | 1 | 6/30/83 |
| Iowa Lakes Community College | NEA | 87 f/pt | 1975 | 3/76 | 2 | 2 | 6/30/82 |
| Iowa Western Community College | NEA | 132 ft | 1975 | 1976 | 2 | 1 | 8/24/83 |
| Kirkwood Community College | NEA | 164 ft | 1975 | 5/28/76 | 2 | 1 | 8/29/83 |
| Northeast Iowa Technical Institute (Area I) | NEA | 66 ft | 1975 | 7/1/76 | 2 | 2 | 7/31/84 |
| Northwest Iowa Technical College (Area IV) | NEA | 37 ft | 1975 | 1976 | 2 | 1 | 6/30/82 |
| Southeastern Community College | NEA | 98 ft | 1975 | 1976 | 2 | 3 | 6/30/82 |
| Southwestern Community College | NEA | 40 f/pt | 1975 | 1976 | 2 | 1 | 7/31/82 |
| *University of Dubuque | NEA | 46 f/pt | 1973 | 5/73 | 4 | 2 | 8/84 |
| *University of Dubuque Seminary | NEA | 10 | 1973 | 1974 | 4 | 1 | 8/31/82 |

| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|------------------------|--------------|-------------------------------------|---|-------------|-------------------------|---|
| <u>IOWA (cont'd.)</u> | | | | | | | |
| University of Northern Iowa ²⁰ | NEA (AAUP/NEA) | 580 f/pt | 1980 (1976) | 6/30/77 | 4 | 1 | 6/30/83 |
| Western Iowa Technical Community College ²¹ | NEA | 77 ft | 1976 | 1/9/78 | 2 | 1 | 6/30/83 |
| <u>KANSAS</u> | | | | | | | |
| Butler County Community Junior College | NEA | 60 ft | 1971 | 8/71 | 2 | 1 | 7/31/83 |
| Cloud County Community Junior College | NEA | 40 ft | 1970 | 1973 | 2 | 1 | 8/82 |
| Colby Community College | Ind. | 49 ft | 1972 | 5/75 | 2 | 1 | 5/14/82 |
| Coffeyville Community Junior College | NEA | 35 | 1980 | --- | 2 | 1 | |
| Cowley County Community College | NEA | 44 | 1969 | 1970 | 2 | 1 | 4/83 (Memo of Understand- ing) |
| Dodge City Community Junior College | Ind. | 55 ft | 1974 | --- | 2 | 1 | 6/30/82 (Handbook only) |
| Fort Scott Community Junior College | NEA | 37 | | 1974 | 2 | 1 | 6/30/82 |
| Garden City Community Junior College | NEA | 65 ft | 1971 | 1973 | 2 | 1 | 6/83 |

²⁰ AFT failed in attempt to replace union as faculty voted not to decertify AAUP/NEA (1979).

²¹ Rejected decertification attempt (1978).

| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>KANSAS (cont'd.)</u> | | | | | | | |
| Hutchinson Community Junior College | NEA | 80 f/pt | | 1969 | 2 | 1 | 6/30/83 |
| Independence Community Junior College | NEA | 30 | 1970 | 10/15/70 | 2 | 1 | 6/82 |
| Johnson County Community Junior College | NEA | 160 ft | 1980 | 1981 | 2 | 1 | 6/30/83** |
| Kansas City Community Junior College | NEA | 94 ft | 1971 | 1971 | 2 | 1 | 6/30/82 |
| Labette Community Junior College | NEA | 35 | 1970 | 1970 | 2 | 1 | 8/83 |
| Pittsburgh State University | NEA | 218 | 1974 | 5/5/78 | 4 | 1 | 6/30/84 |
| Pratt Community College | NEA | 30 | 1977 | 1977 | 2 | 1 | 6/30/83 |
| <u>MAINE</u> | | | | | | | |
| Maine Vocational Technical Institute | NEA | 295 | | 1971 | 2 | 6 | 6/30/83 |
| *Nasson College | AFT | 30 | 1977 | 5/79 | 4 | 1 | 8/31/83 |
| University of Maine | NEA | 1,200 ft | 1978 | 8/79 | 4 | 7 | 6/30/83 |
| <u>MARYLAND</u> | | | | | | | |
| Community College of Baltimore | AFT | 200 ft | 1969 | 1970 | 2 | 2 | 6/30/82 |
| Montgomery College | AAUP | 355 | 1980 | 1980 | 2 | 3 | 6/30/86 |



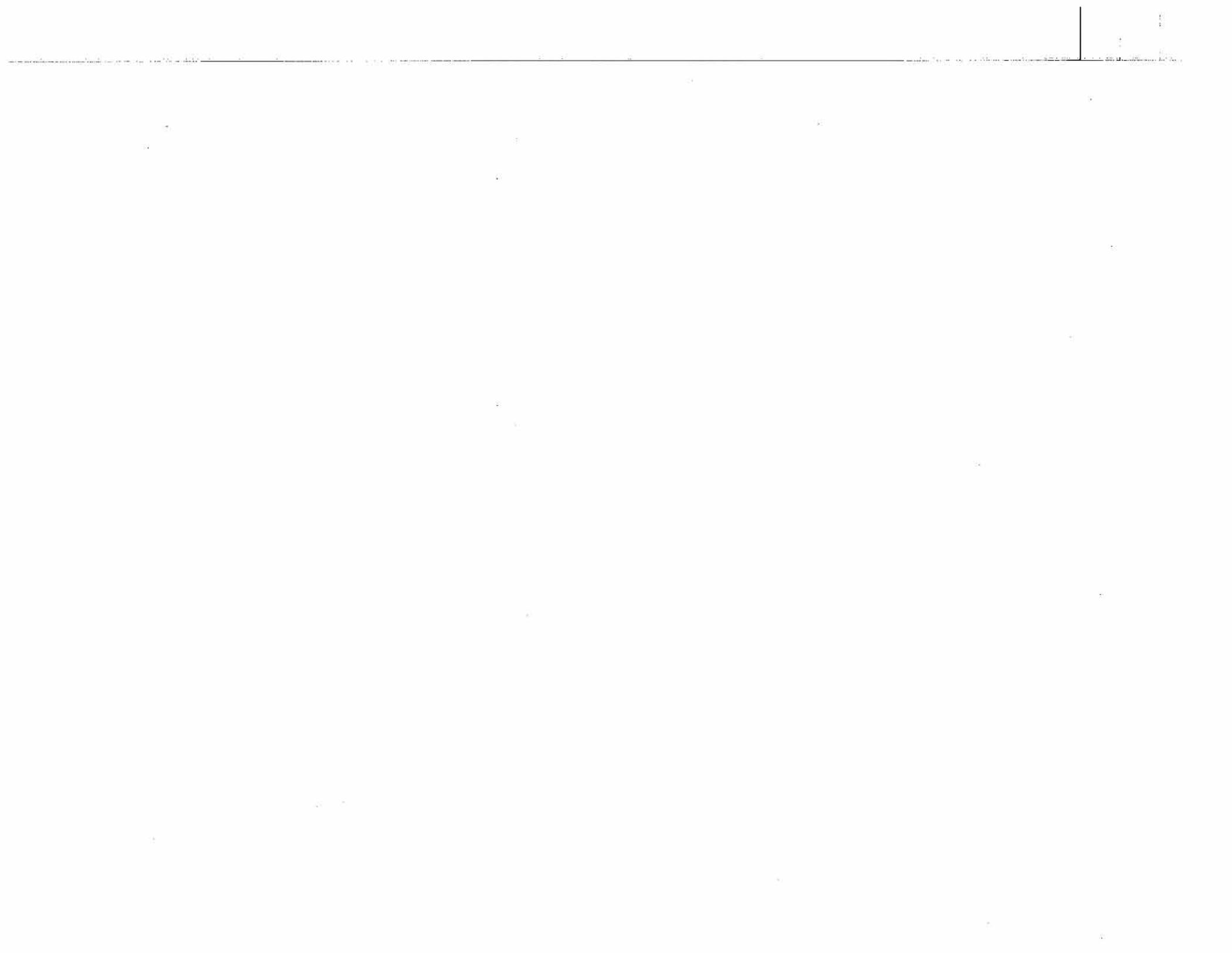
| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|------------------------|----------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>MARYLAND (cont'd.)</u> | | | | | | | |
| Towson State University | AAUP | 500 | 1973 | | 4 | 1 | Informal agreement |
| <u>MASSACHUSETTS</u> | | | | | | | |
| *Becker Junior College | AFT | 22 | 1974 | 1975 | 2 | 1 | 6/30/83 |
| Y*Boston University | AAUP | 860 ft | 1975 | 4/13/79 | 4 | 1 | 8/31/84 |
| Y*Curry College | AAUP | 80 ft 15 pt | 1979 | 1981 | 4 | | 12/83** |
| *Emerson College | AAUP | 84 ft | 1975 | 6/24/76 | 4 | 1 | 8/31/84 |
| *Endicott College | NEA | 39 ft | 1973 | 10/74 | 2 | 1 | 9/1/84 |
| *Laboure Junior College | NEA | 32 ft | 1975 | 1979 | 2 | 1 | 6/30/84 |
| Massachusetts Community College System | NEA | 1,500 | 1976 | 1976 | 2 | 15 | 6/30/83 |
| Massachusetts State Colleges ²² | NEA | 1,747 | 1977 | 1979 | 4 | 9 | 6/30/83 |
| *Simon's Rock Early College | SRFBC/ AAUP | 27 | 1980 | 1981 | 4 | 1 | 6/30/82 |
| Southeastern Massachusetts University | AFT | 300 | 1970 | 7/17/70 | 4 | 1 | 6/30/83 |
| University of Lowell | MSP/MTA NEA | 425 ft | 1970 | | 4 | 1 | 6/30/83 |

22 Voted December 1977 to create single bargaining agent for ten state colleges.

| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>MASSACHUSETTS (cont'd.)</u> | | | | | | | |
| University of Massachusetts 23 | NEA | 1,643 | 1977 | 11/78 | 4 | 2 | 6/30/83 |
| *Wentworth Institute of Technology | AFT | 118 | 1973 | 2/25/76 | 4 | | 8/31/83 |
| <u>MICHIGAN</u> | | | | | | | |
| *Adrian College | NEA | 56 | 1975 | 10/8/77 | 4 | 1 | |
| Alpena Community College | NEA | 54 | 1965 | 8/65 | 2 | 1 | 8/31/82 |
| *Baker Junior College of Business | NEA | 20 ft | 1978 | 1978 | 2 | 1 | 8/31/82 |
| Bay de Noc Community College | NEA (Ind. 1971) | 46 ft | 1973 | 11/10/71 | 2 | 1 | 8/30/82 |
| Central Michigan University | NEA (1969) | 570 | 1977 | 1970 | 4 | 1 | 6/30/84 |
| *Detroit College of Business | NEA (Ind. 1971) | 17 ft | 1973 | 1971 | 4 | 1 | 6/30/82 |
| *Detroit Institute of Technology ²⁴ | NEA | 34 ft | 1977 | 7/23/79 | 4 | 1 | 1981** |
| Eastern Michigan University | AAUP | 600 ft | 1974 | 12/74 | 4 | 1 | 8/31/82 |

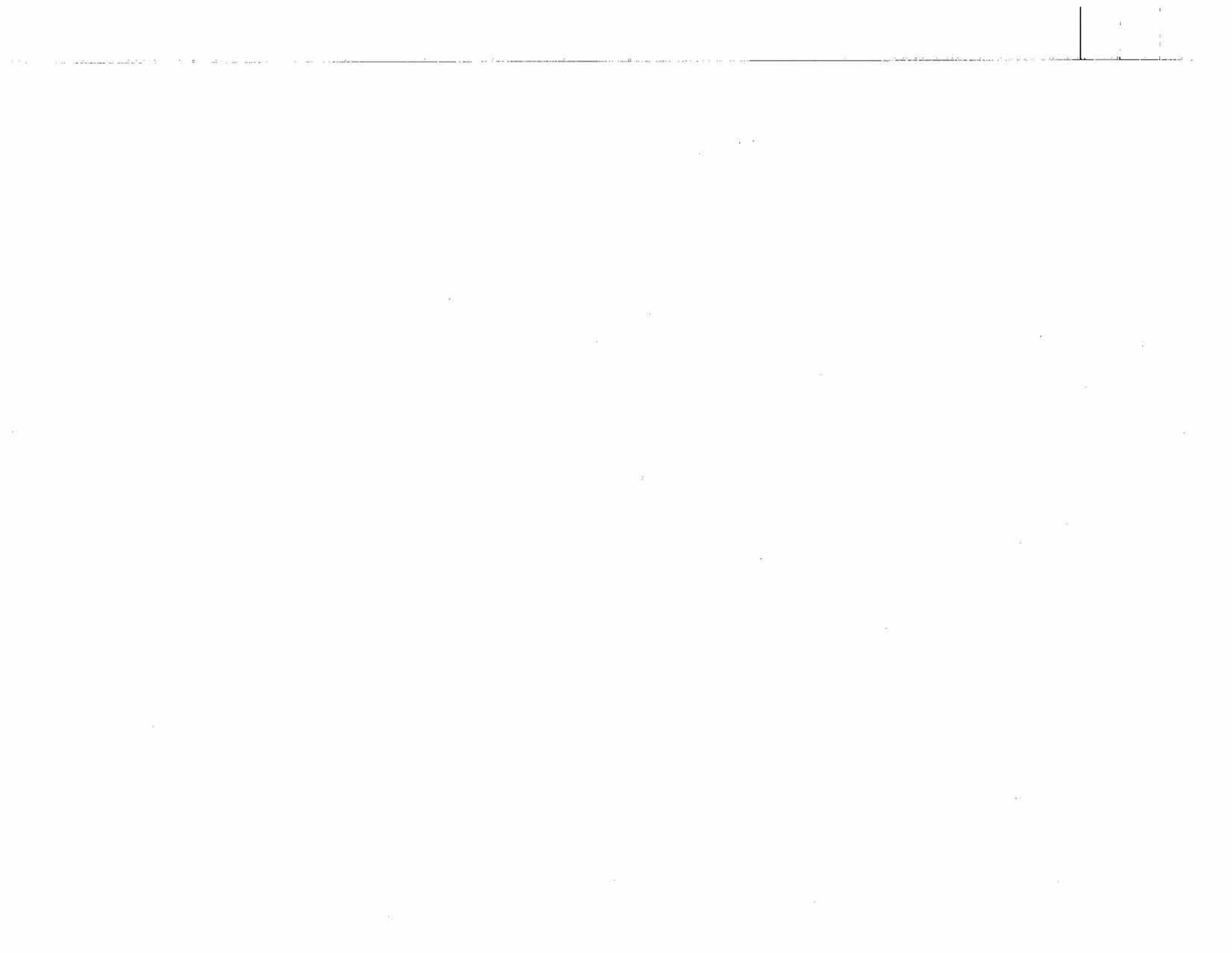
23 University of Massachusetts Amherst campus rejected decertification attempt (1980).

24 School Closed.



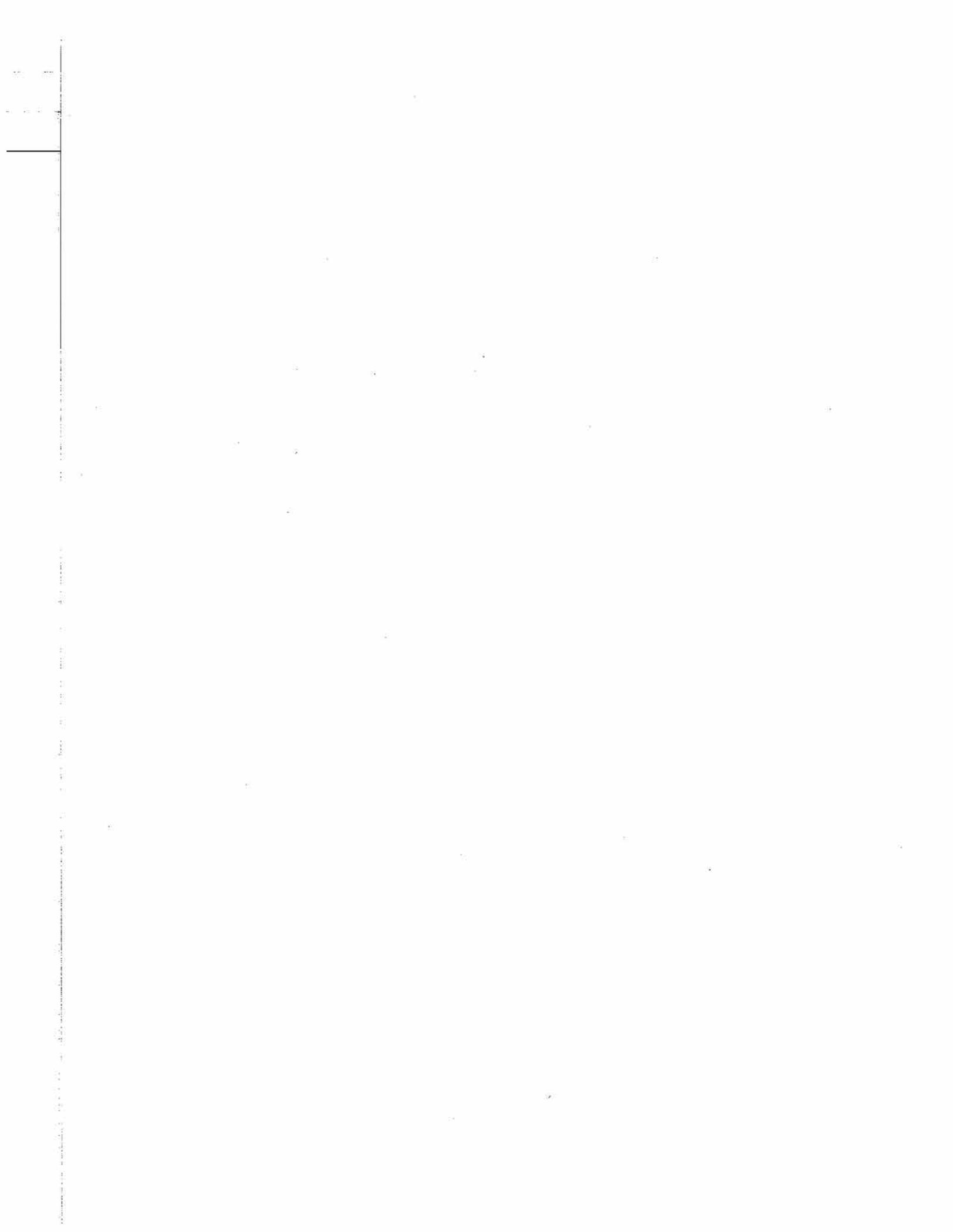
| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---------------------------------------|------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>MICHIGAN (cont'd.)</u> | | | | | | | |
| Ferris State College | NEA | 507 ft | 1973 | 1973 | 4 | 1 | 6/30/84 |
| Glen Oaks Community College | NEA | 28 ft | 1968 | 1968 | 2 | 1 | 8/31/83 |
| Gogebic Community College | NEA | 35 | 1965 | 1965 | 2 | 1 | 8/15/82 |
| Grand Rapids Junior College | Ind. | 320 | 1965 | 1965 | 2 | 1 | 8/21/83 |
| Henry Ford Community College | AFT | 212 | 1965 | 9/66 | 2 | 3 | 8/31/83 |
| Highland Park Community College | AFT | 400 | 1966 | 1967 | 2 | 1 | 6/30/82 |
| Jackson Community College | NEA | 103 f/pt | 1965 | 7/1/66 | 2 | 1 | 8/31/84 |
| Kalamazoo Valley Community College | NEA | 95 | 1969 | 9/12/69 | 2 | 1 | 5/31/94 |
| Kellogg Community College | NEA (AFT 1967) | 90 ft | 1968 | 1968 | 2 | 1 | 8/15/82 |
| Y*Kendall School of Design | NEA | 50 | 1974 | --- | 3/4 | 1 | |
| Kirtland Community College | NEA (Ind. 1969) | 20 ft | 1973 | 1971 | 2 | 1 | 6/30/82 |
| Lake Superior State College | NEA | 102 ft | 1978 | 7/78 | 4 | 1 | 9/1/83 |

| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|------------------------------------|------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>MICHIGAN (cont'd.)</u> | | | | | | | |
| Lansing Community College | NEA | 900 f/pt | 1968 | 9/15/69 | 2 | 1 | 9/12/84 |
| o Administrative Association | Ind. | | | | 2 | 1 | 6/30/82 |
| Macomb County Community College | Ind. | 350 ft | 1966 | 1967 | 2 | 2 | 8/19/83 |
| Mid-Michigan Community College | NEA | 30 ft | 1968 | 1968 | 2 | 1 | 8/23/83 |
| Monroe County Community College | NEA | 52 ft | 1973 | 1969 | 2 | 1 | 8/31/83 |
| Montcalm Community College | NEA | 25 ft | 1968 | 1968 | 2 | 1 | 8/15/82 |
| Mott Community College | NEA | 220 | 1966 | 1966 | 2 | 1 | 8/15/82 |
| Muskegon Community College | NEA | 125 ft | 1965 | 1967 | 2 | 1 | 8/31/84 |
| North Central Michigan College | NEA | 35 | 1980 | 6/81 | 2 | 1 | 8/31/84 |
| Northern Michigan University | AAUP | 319 ft | 1975 | 6/76 | 4 | 1 | 6/30/83 |
| o Skills Center | NEA | 37 | 1980 | | 2 | 1 | |
| Oakland Community College | NEA | 289 | 1971 | 7/1/66 | 2 | 4 | 8/31/83 |
| Oakland University | AAUP | 330 ft | 1970 | 9/71 | 4 | 1 | 8/14/82 |



| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|------------------------|------------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>MICHIGAN (cont'd.)</u> | | | | | | | |
| Saginaw Valley State College | NEA | 97 ft | 1972 | 1972 | 4 | 1 | 6/30/84 |
| St. Clair County Community College | NEA | 120 | 1968 | 1970 | 2 | 1 | 8/82 |
| Schoolcraft College | NEA | 160 | 1968 | 8/24/68 | 2 | 1 | 8/22/84 |
| *Shaw College at Detroit | NEA | 37 | 1975 | 1/80 | 4 | 2 | 5/31/82 |
| Southwestern Michigan College 25 | NEA | 35 | 1969 | | 2 | 1 | 6/81 |
| *University of Detroit | NEA | 183 ft | 1975 | 3/11/77 | 4 | 1 | 1/15/84 |
| University of Michigan Teaching Assistants | AFT | 1,600 | 1976 | 1976 | 4 | 3 | 8/31/82 |
| Washtenaw Community College | NEA | 154 ft | 1966 | 9/67 | 2 | 1 | 8/31/84 |
| Wayne County Community College | AFT | 198 ft 637 pt | 1970 | 11/1/70 | 2 | 5 | 8/31/84 |
| Wayne State University | AAUP | 1,760 f/pt | 1972 | 7/1/72 | 4 | 1 | 7/31/83 |
| West Shore Community College | Ind. | 35 f/pt | 1970 | 1970 | 2 | 1 | 8/20/82 |
| Western Michigan University | AAUP | 872 f/pt | 1975 | 9/20/76 | 4 | 1 | 9/5/84 |

25 Union voluntarily relinquished its certificate (1981).

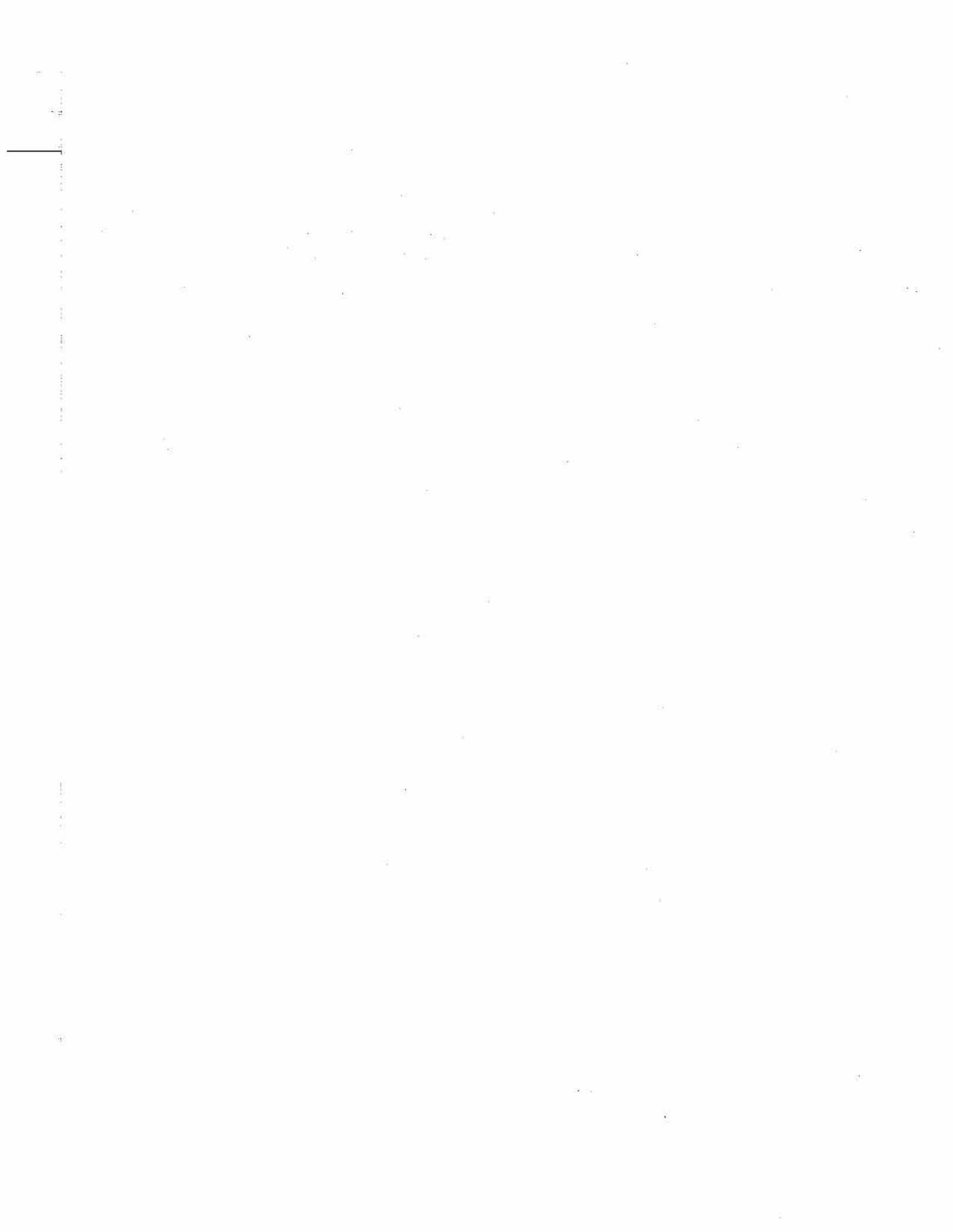


| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|--------------------------------|---------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>MINNESOTA</u> | | | | | | | |
| Minnesota Community College System | NEA | 1,100 f/pt | 1972 | 4/17/73 | 2 | 18 | 6/30/83 |
| Minnesota State University System | NEA | 2,000 | 1975 | 7/1/79 | 4 | 7 | 6/30/83 |
| University of Minnesota Duluth and Waseca Campuses ²⁶ | UEA/NEA | 329 f/pt | 1980 | 1982 | 4 | 2 | 8/31/83** |
| <u>MISSOURI</u> | | | | | | | |
| *Drury College | AAUP | 60 | 1979 | 1981 | 4 | 1 | 1982 |
| *Cotley College | AFT | 32 ft | 1976 | 1977 | 2 | 1 | 8/31/83 |
| *Park College | AFT | 35 | 1976 | 12/12/77 | 4 | 1 | 4/30/82 |
| *Stephens College | AFT | 120 f/pt | 1979 | ---- | 4 | 1 | |
| <u>MONTANA</u> | | | | | | | |
| Dawson Community College | AFT | 25 f/pt | 1975 | 1975 | 2 | 1 | 6/30/83 |
| Eastern Montana College | AAUP (AAUP/ AFT 1975) | 144 f/pt | 1978 | 1976 | 4 | 1 | 6/30/85 |
| Miles Community College | Ind. | 26 | 1973 | | 2 | 1 | 6/30/83 |

26 Collective agreement signed December 30, 1982 retroactive to July 1, 1981

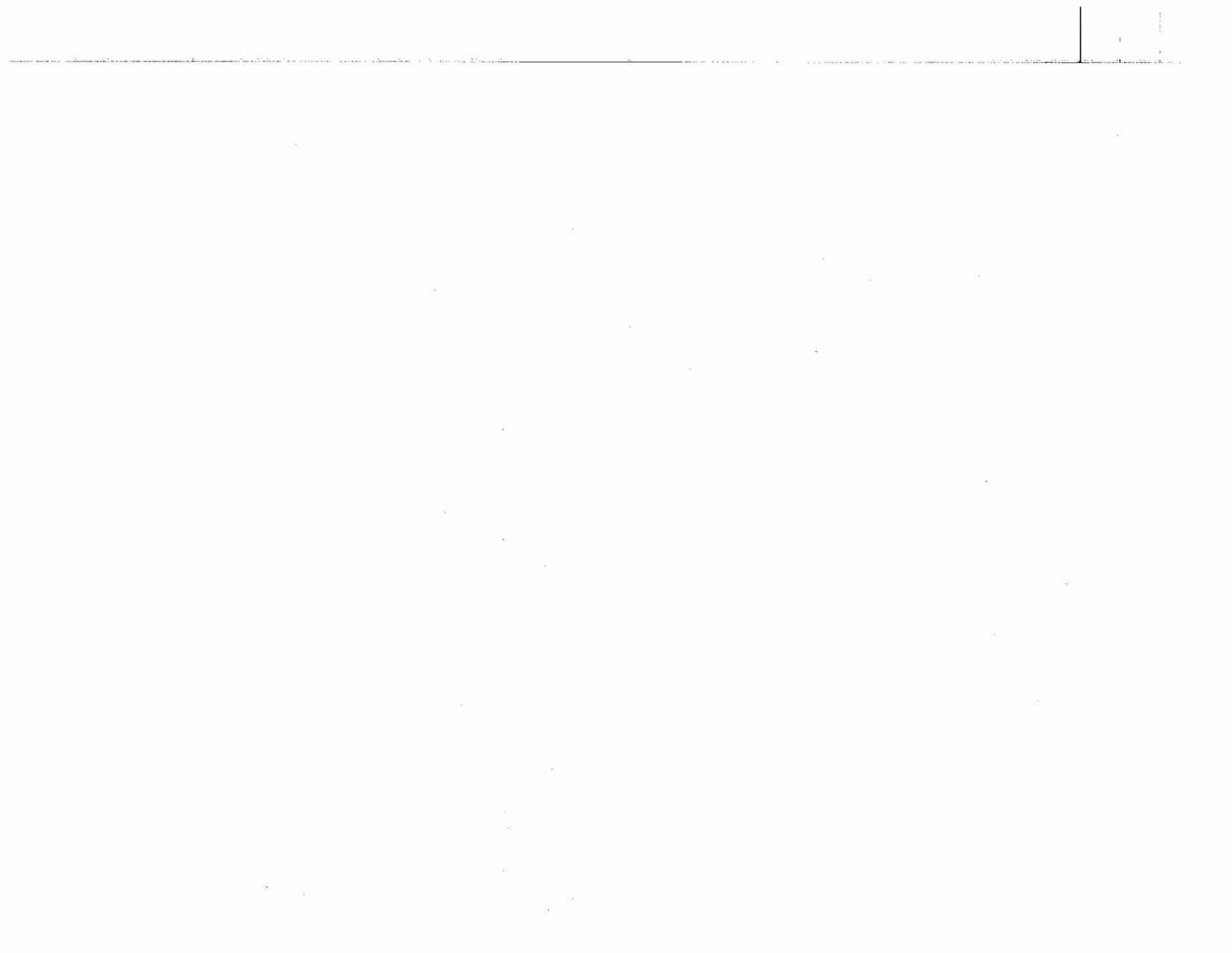
| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>MONTANA (cont'd.)</u> | | | | | | | |
| Northern Montana College | NEA | 70 | 1975 | 1976 | 4 | 1 | 6/30/83 |
| University of Montana | AFT | 460 f/pt | 1978 | 7/1/79 | 4 | 1 | 6/30/83 |
| Western Montana College | NEA | 36 ft | 1975 | 11/75 | 4 | 1 | 6/30/83 |
| <u>NEBRASKA</u> | | | | | | | |
| Central Community 27 College | NEA | 132 | 1976 | 1976 | 2 | 3 | 8/14/83 |
| Metropolitan Technical Community College | NEA | 121 ft | 1974 | 6/74 | 2 | 3 | 6/30/83 |
| Mid-Plains Technical Community College Area | NEA | 85 | 1976 | 2/76 | 2 | 3 | 8/31/82 |
| Nebraska State Colleges | NEA | 300 | 1972 | | 4 | 4 | 6/30/82 |
| Southeast Technical Community College | NEA | 175 | | 8/75 | 2 | 4 | 6/30/82 |
| University of Nebraska (Omaha) | AAUP | 400 | 1979 | 1981 | 4 | 1 | 1982** Salaries only |
| University of Nebraska College of Law (Lincoln) (See also "No Agent" Listing) | Ind. | 25 | 1976 | --- | 4 | 1 | |
| Western Technical Community College Area | NEA | 70 | 1976 | --- | 2 | 2 | 5/30/82 |

27 Formerly known as Central Technical Community College Area.

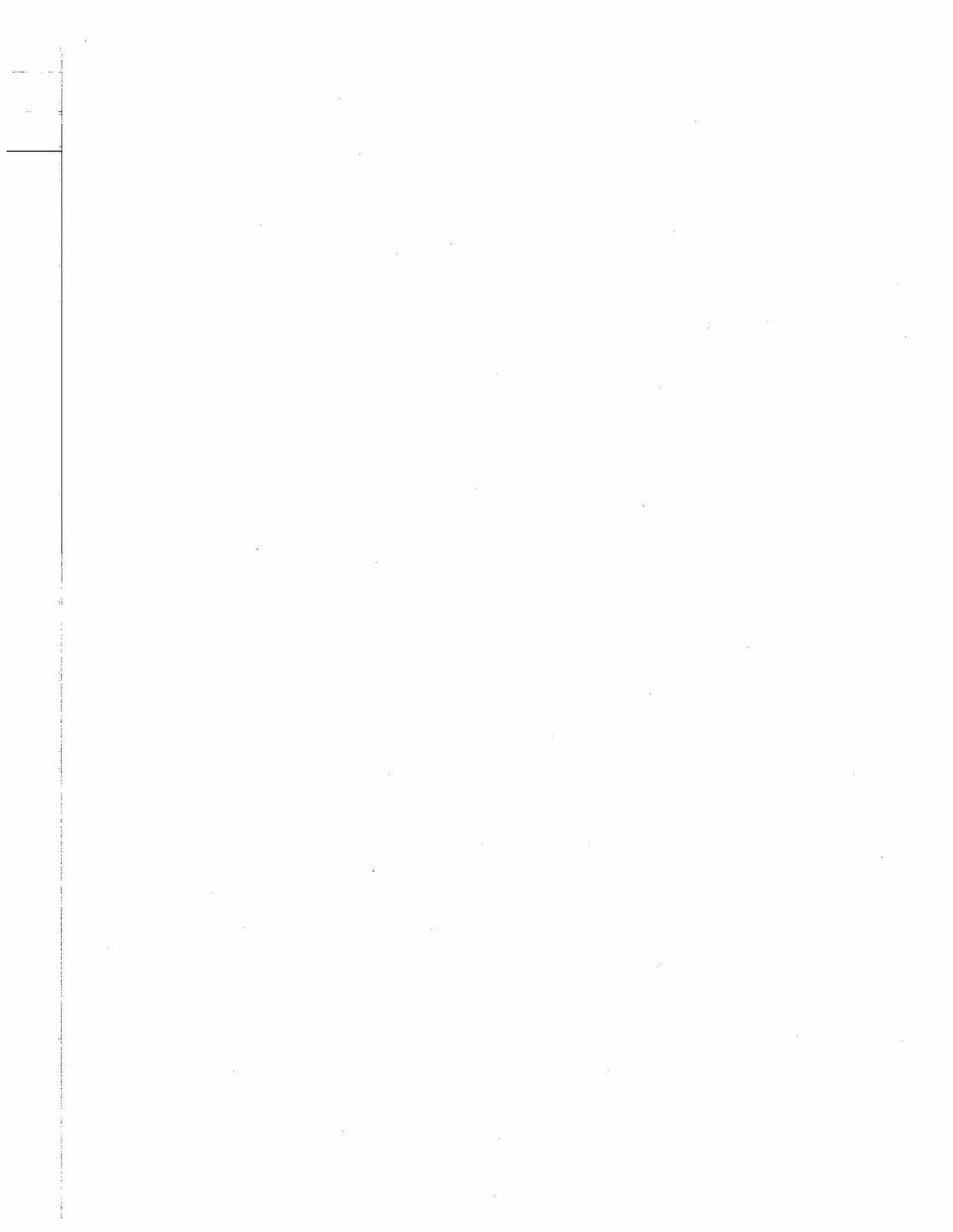


| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|--------------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>NEW HAMPSHIRE</u> | | | | | | | |
| *Franklin Pierce College | AFT | 58 f/pt | 1974 | 9/1/74 | 4 | 1 | 8/31/85 |
| Keene State College ²⁸ | NEA | 125 ft | 1977 | 9/1/79 | 4 | 1 | 6/30/83 |
| *New England College | | | | | | | Decertified 5/5/76 |
| <u>NEW JERSEY</u> | | | | | | | |
| Atlantic Community College | NEA | 102 | 1968 | 7/1/70 | 2 | 1 | 6/30/82 |
| Bergen Community College | NEA | 235 ft | 1968 | 7/1/69 | 2 | 1 | 6/30/82 |
| *Bloomfield College | AAUP | 45 f/pt | 1973 | 9/75 | 4 | 1 | 6/30/83 |
| Brookdale Community College | NEA | 185 | 1971 | 2/8/74 | 2 | 1 | 6/30/83 |
| Burlington County College | NEA | 100 | 1970 | 7/1/71 | 2 | 1 | 6/30/82 |
| Camden County College | NEA (NEA 1968: AFT 1972) | 96 | 1980 | | 2 | | 6/30/84 |
| College of Medicine and Dentistry of New Jersey | AAUP | 969 ft | 1972 | 6/8/73 | 4 | 5 | 6/30/83 |
| County College of Morris | NEA (Ind. 1974) | 167 | 1975 | 10/31/75 | 2 | 1 | 8/31/84 |

28 Rejected decertification attempt (Jan. 1979).



| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---------------------------------------|------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>NEW JERSEY (cont'd.)</u> | | | | | | | |
| Cumberland County College | NEA | 57 | 1968 | 1971 | 2 | 1 | 6/30/82 |
| Essex County College | NEA | 163 | 1968 | 8/31/70 | 2 | 1 | 8/30/84 |
| *Fairleigh Dickinson University | AAUP | 502 ft | 1974 | 3/13/75 | 2/4 | 3 | 8/31/82 |
| Gloucester County College | AFT (NEA 1968) | 81 ft | 1972 | 7/1/69 | 2 | 1 | 6/30/83 |
| Mercer County Community College | NEA | 127 ft | 1970 | 7/1/71 | 2 | 1 | 6/30/83 |
| o Technical Assistants | AFT | | 1980 | ---- | 2 | 2 | 6/30/83 |
| Middlesex County College | AFT | 235 | 1968 | 1968 | 2 | 1 | 6/30/83 |
| *Monmouth College | AAUP (NEA 1971) | 132 ft | 1978 | 1971 | 4 | 1 | 6/30/82 |
| New Jersey Institute of Technology | Ind. | 315 | 1970 | 11/5/71 | 4 | 1 | 6/30/83 |
| New Jersey State College System | AFT (NEA 1969) | 3,200 | 1972 | 1970 | 4 | 8 | 6/30/83 |
| Ocean County College | NEA | 99 ft | 1968 | 1968 | 2 | 1 | 8/30/84 |
| Passaic County Community College | NEA | 54 ft | 1972 | 1972 | 2 | 1 | 8/20/84 |
| *Rider College | AAUP | 248 f/pt | 1973 | 11/6/74 | 4 | 1 | 8/31/85 |

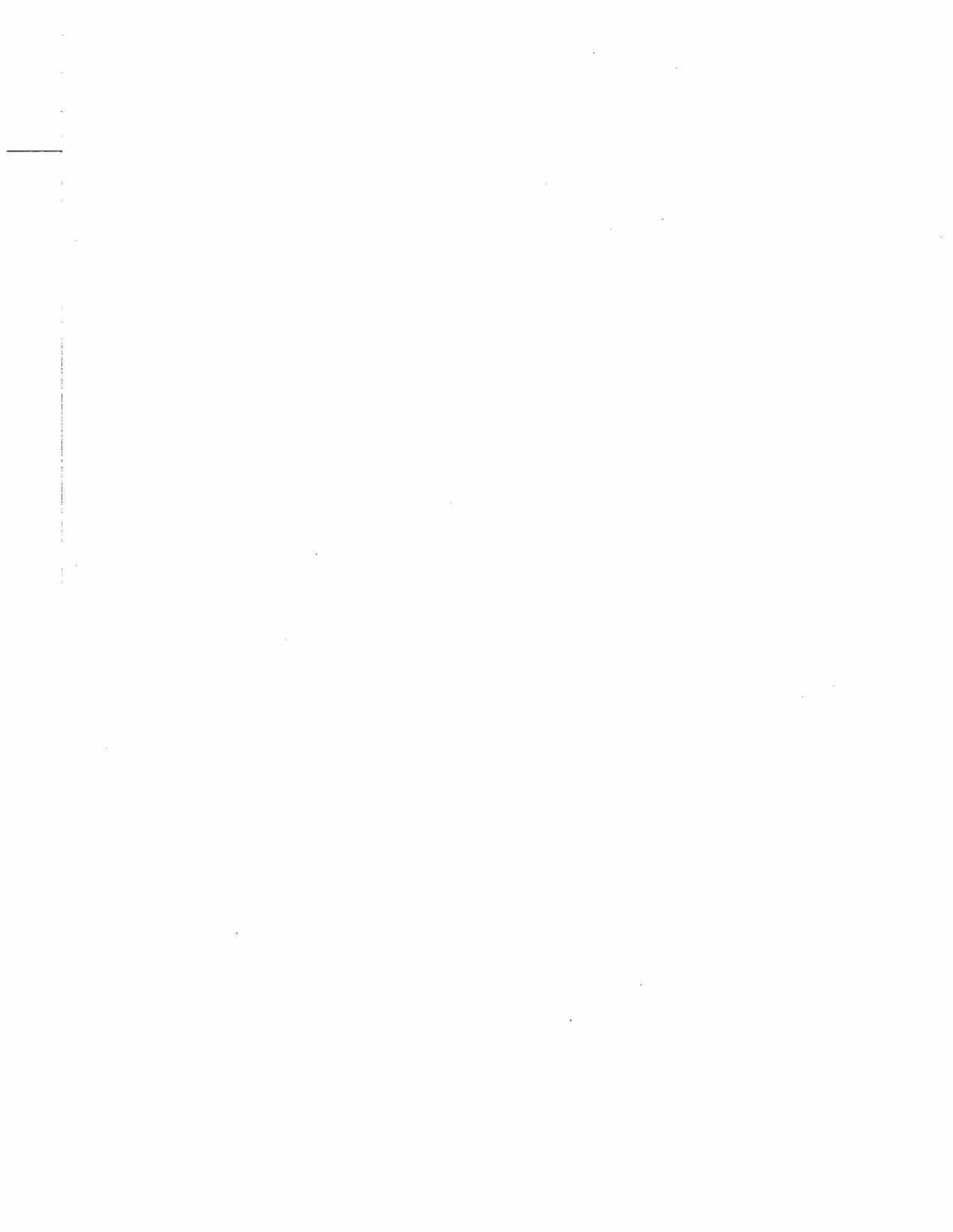


| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|---------------------------------------|------------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>NEW JERSEY (cont'd.)</u> | | | | | | | |
| Rutgers State University of New Jersey | AAUP | 2,516 | 1970 | 1971 | 4 | 3 | 6/30/83 |
| o Part-time | Ind. | 1,150(TA) 125 | 1978 | | 4 | 3 | |
| Salem Community College | NEA | 32 | 1975 | 1976 | 2 | 1 | 6/30/82 |
| Y*Seton Hall ²⁹ | AFT (Ind. 1972) | 350 | 1982 | 1972 | 4 | 1 | |
| Somerset County College | AFT (NEA) | 80 | 1973 | | 2 | 1 | 6/30/84 |
| Y*Stevens Institute of Technology | AAUP | 109 | 1976 | 6/27/77 | 4 | 1 | decertified 12/15/82 |
| *Union College | AAUP | 100 ft | 1974 | 7/75 | 2 | 3 | 8/31/82 |
| Union County Technical Institute | NEA | 65 ft | 1977 | 1977-78 | 2 | 1 | 6/30/82 |
| <u>NEW MEXICO</u> | | | | | | | |
| Y*University of Albuquerque | AFT | 85 | 1979 | --- | 4 | 1 | decertified 1981 |
| <u>NEW YORK</u> | | | | | | | |
| *Adelphi University ³⁰ | AAUP | 400 f/pt | 1972 | 9/73 | 4 | 1 | 8/31/84 |
| Adirondack Community College | NYSUT/ AFT (ACCF) ³¹ | 75 | 1978 | 6/70 | 2 | 1 | 8/31/82 |
| *Bard College | AAUP | 65 | 1972 | 4/73 | 4 | 1 | 6/30/83 |

²⁹ AFT petitioned to decertify independent faculty council; attained bargaining agent status. Institution subsequently filed Yeshiva claim. Matter currently in litigation.

³⁰ Includes five extension centers.

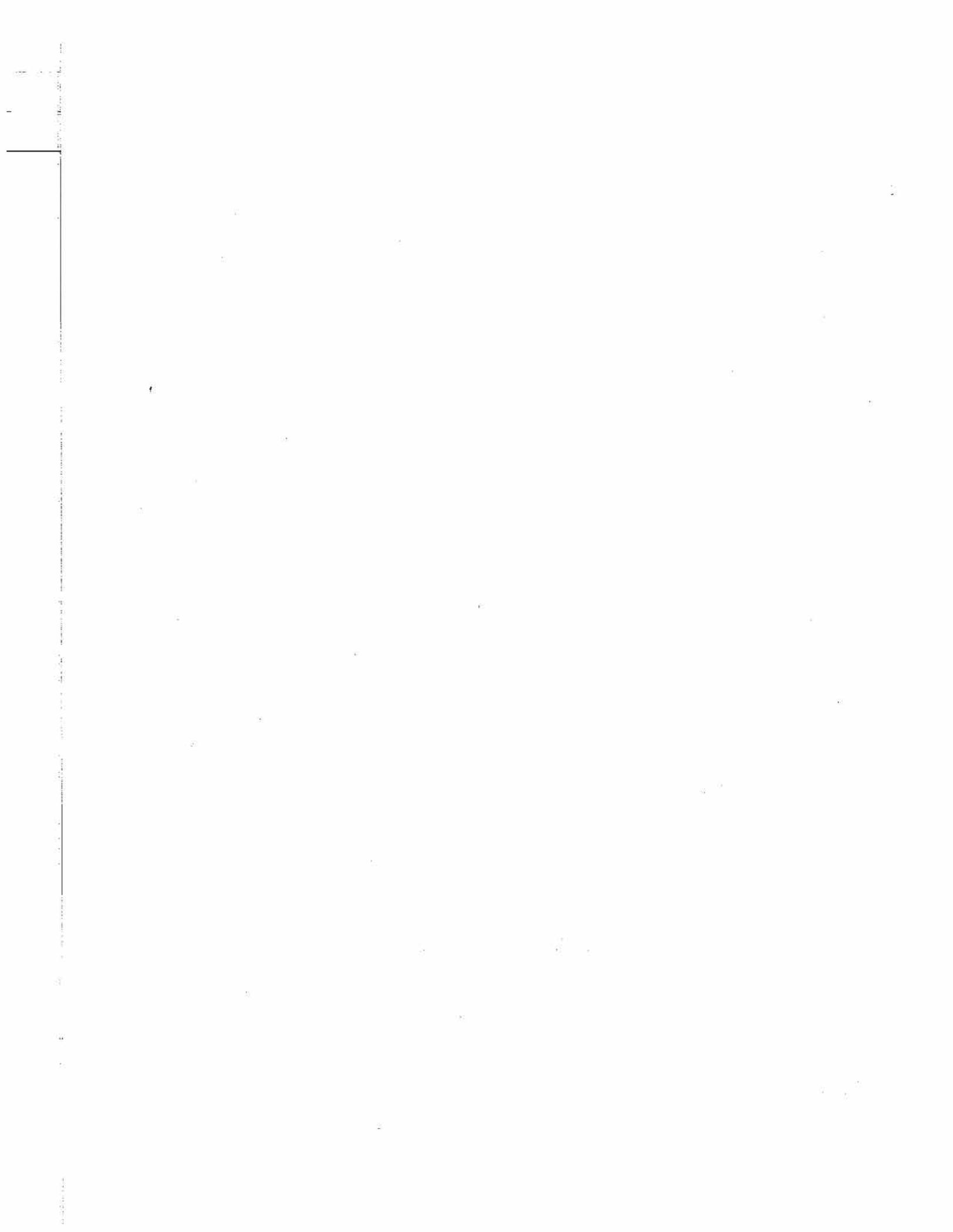
³¹ Associated Community College Faculties no longer independent union as of 8/31/78; individual locals voted to affiliate with either NYSUT/AFT or NYEA/NEA.



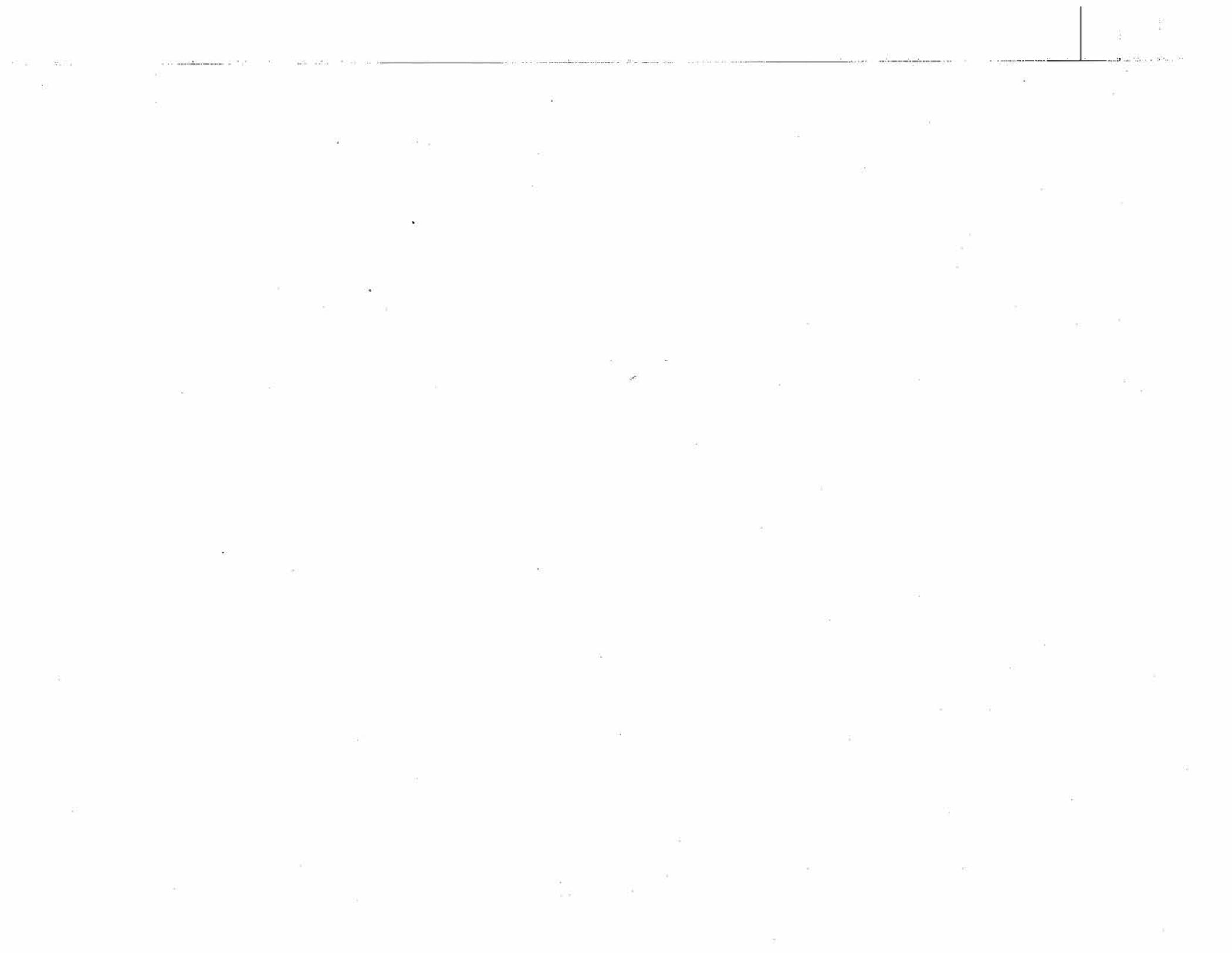
| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|--|----------------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>NEW YORK (cont'd.)</u> | | | | | | | |
| Broome Community College | NYEA/ NEA(AFT 1969) | 199 | 1976 | 1969 | 2 | 1 | 8/31/83 |
| Cayuga County Community College | NYEA/ NEA (NEA 1970; ACCF 1972) | 84 ft | 1978 | 7/1/70 | 2 | 1 | 8/31/82 |
| City University of New York | PSC/ AAUP/ AFT ³² | 9,525 ft 4,996 pt | 1969 | 1969 | 2/4 | 20 | 8/31/84 |
| Clinton Community College | NYEA/NEA (ACCF 1972) | 55 ft | 1978 | 1973 | 2 | 1 | 8/31/83 |
| Columbia Greene Community College | NYEA/ NEA (NYSUT/ AFT 1971) | 44 f/pt | 1979 | 9/71 | 2 | 1 | 8/31/85 |
| Community College of the Finger Lakes | NYEA/ NEA (ACCF 1974) | 76 ft | 1978 | 9/1/75 | 2 | 1 | 8/31/82 |
| *Cooper Union | AFT (NYSUT 1974) | 55 | 1976 | 4/11/78 | 4 | 1 | 8/31/80** |
| Cornell University ILR ³³ | NYSUT | 200 pt | 1981 | 1981 | - | 3 | 8/31/83** |
| *Daemen College | AAUP | 80 | 1979 | | 4 | 1 | |

³² AAUP affiliated with PSC/AFT February, 1981.

³³ Adjunct faculty at the New York State School of Industrial and Labor Relations, New York City Metropolitan Office (three campuses) bargain collectively as one unit.

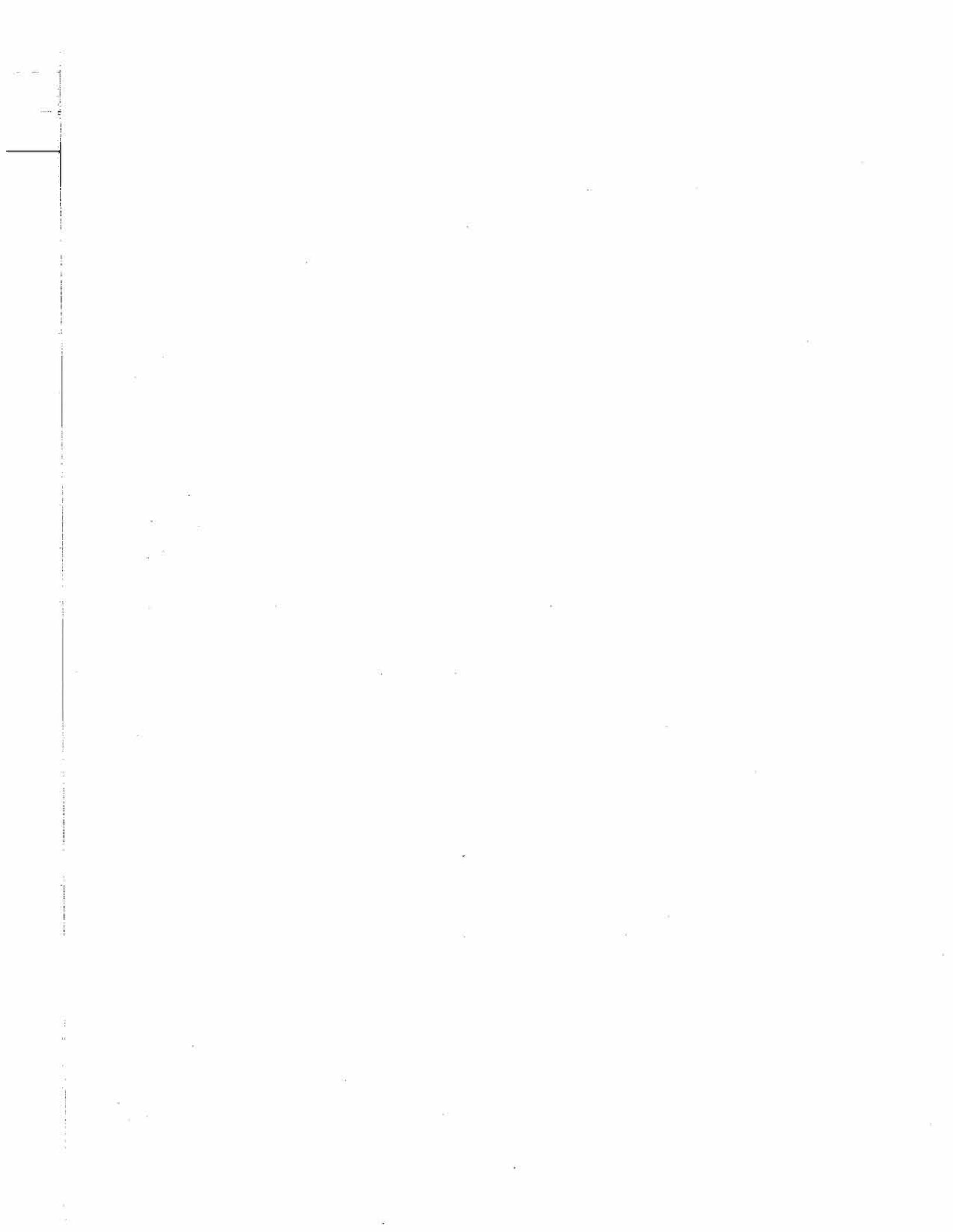


| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|--|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>NEW YORK (cont'd.)</u> | | | | | | | |
| *Dowling College | NYSUT/ AFT (AAUP 1969) | 71 | 1978 | 1979 | 4 | 1 | 8/31/83 |
| Dutchess Community College | NYSUT/ AFT | 175 | 1968 | 5/69 | 2 | 1 | 8/31/83 |
| *D'Youville College | AAUP | 73 ft | 1976 | 11/23/77 | 4 | 1 | 8/31/82 |
| Erie Community College | NYEA/ NEA (NEA 1971; ACCF 1972) | 220 | 1978 | 1978 | 2 | 3 | 8/31/83 |
| Fashion Institute of Technology | AFT (NYSUT/ AFT) | 350 f/pt | 1976 | | 2 | 1 | 8/31/82 |
| *Fordham University Law School (See also "No Agent" Listing) | Ind. | 26 | 1971 | --- | 4 | 1 | |
| Fulton-Montgomery Community College | NYEA/ NEA (NEA 1969; AACF 1972) | 70 ft | 1978 | 3/31/69 | 2 | 1 | 8/31/82 |
| Genesee Community College | NYEA/ NEA (NEA 1970; ACCF 1972) | 180 ft | 1978 | 6/70 | 2 | 1 | 8/31/84 |
| Herkimer County Community College | Ind. | 65-70 | 1975 | 8/77 | 2 | 1 | 8/31/85 |

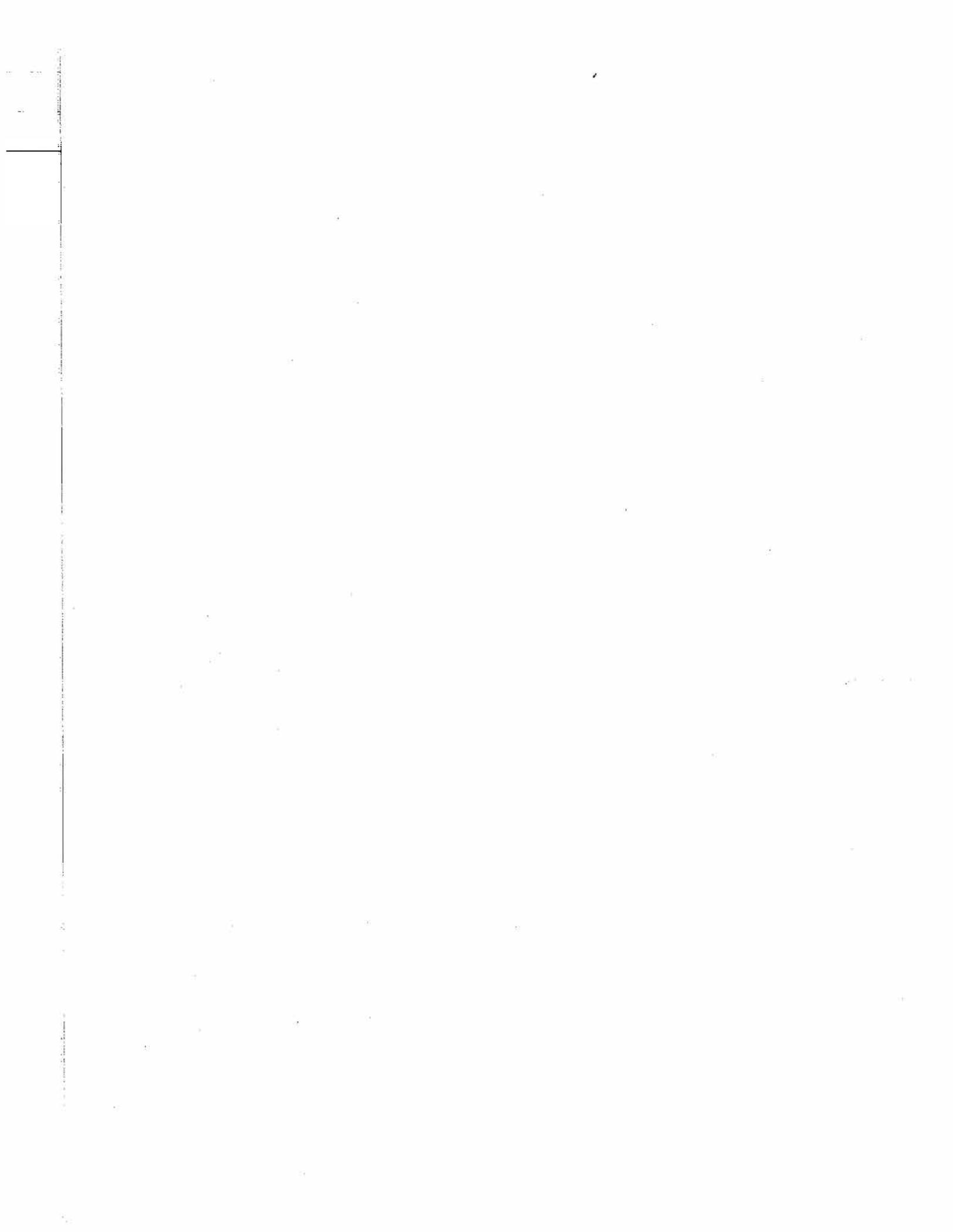


| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|--|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>NEW YORK (cont'd.)</u> | | | | | | | |
| *Hofstra University | AAUP | 450 f/pt | 1973 | 1974 | 4 | 1 | 8/31/82 |
| Hudson Valley Community College | NYEA/ NEA (NEA 1969; ACCF 1972) | 225 ft | 1978 | 8/28/69 | 2 | 1 | 8/31/84 |
| Y*Ithaca College | NYSUT/ AFT 34 | | 1978 | --- | 4 | 1 | |
| Jamestown Community College | Ind. (NEA 1970) | 120 | 1972 | 1970 | 2 | 2 | 8/31/84 |
| Jefferson Community College | NYEA/ NEA | 68 ft | 1975 | 1969 | 2 | 1 | 8/31/84 |
| Y*Long Island University Brooklyn Center | AFT (AFT 1970) | 250 | 1976 | 1972 | 4 | 1 | 8/31/83 |
| Y o College of Pharmacy | AAUP | 30 | 1978 | 1979 | 4 | 1 | 10/31/86 |
| Y*Long Island University C.W. Post Center | AFT (NYSUT 1973) | 350 | 1976 | 1975 | 4 | 2 | 8/31/85 |
| o Adjunct Faculty | NYEA/ NEA | 1,000 | 1978 | 1979 | 4 | 2 | 10/31/83 |
| Y*Long Island University Southampton Center | AFT (NYSUT 1973) | 72 | 1976 | 4/75 | 4 | 1 | 8/31/84 |
| *Marymount College | AAUP | 60 | 1976 | 2/77 | 4 | 1 | 8/31/84 |

34 Agent technically not decertified. 2nd Circuit Court of Appeals denied NLRB request for enforcement of its bargaining order. Subsequent RC petition dismissed by Board on Yeshiva grounds (623 F 2d 224, 1980).



| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|--|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>NEW YORK (cont'd.)</u> | | | | | | | |
| Mohawk Valley Community College | NYSUT/ AFT | 140 ft | 1972 | 1972 | 2 | 1 | 8/31/84 |
| Monroe Community College | NYSUT/ AFT | 360 f/pt | | 1968 | 2 | 1 | 8/31/84 |
| Nassau Community College | NYSUT/ AFT | 500 | 1976 | 1969 | 2 | 1 | 8/31/82 |
| o Adjunct Faculty | (Ind.) NYSUT/ AFT | 700 | 1973 | 1974 | 2 | 1 | 8/31/80 |
| *New York Institute of Technology | AAUP | 250 | 1970 | 12/71 | 4 | 2 | 8/31/83 |
| *New York University Law School (See also "No Agent" listing) | Ind. | | 1973 | --- | 4 | 1 | |
| Niagara County Community College | NYEA/ NEA (ACCF) | 150 | 1978 | 6/69 | 2 | 1 | 8/31/83 |
| *Niagara University | Ind. | | 1975 | 1979 | 4 | 1 | 8/31/82 |
| North Country Community College | NYEA/ NEA (NEA 1969; ACCF 1972) | 38 ft | 1978 | 1970 | 2 | 1 | 8/31/83 |
| Onondaga Community College | NYSUT/ AFT | 180 | 1967 | | 2 | 1 | 8/31/83 |



| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|--|------------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>NEW YORK (cont'd.)</u> | | | | | | | |
| Orange County Community College | NYEA/ NEA (NEA 1969; ACCF 1972) | 125 | 1978 | 1969 | 2 | 1 | 8/31/84 |
| o Staff & Chairmen | Ind. | 55 | 1969 | 1969 | 2 | 1 | 8/31/84 |
| *Polytechnic Institute of New York | AAUP | 220 | 1971 | 3/22/73 | 4 | 3 | 5/31/80 |
| *Pratt Institute | AFT (AFT 1971; NYSUT) | 140 ft 417 pt | 1976 | 9/1/72 | 4 | 2 | 8/31/83 |
| Rockland Community College | NYSUT/ AFT | 145 | 1969 | | 2 | 1 | 8/31/81 |
| *St. John's University | AAUP/ Ind. | 650 | 1970 | 1970 | 4 | 2 | 6/30/85 |
| Schenectady County Community College | NYEA/ NEA (NEA 1970; ACCF 1972) | 51 ft | 1978 | 1971 | 2 | 1 | 8/31/82 |
| State University of New York | UUP/ ³⁵ AFT (NYSUT 1971; UUP/AFT 1976) | 16,200 ft | 1978 | 1/28/71 | 2/4 | 32 | 6/30/82 |
| Suffolk County Community College | NYSUT/ AFT | 430 | 1970 | 9/1/70 | 2 | 3 | 8/31/84 |
| o Guild of Administrative Offices | AFSCME | 80 | 1970 | 1970 | 2 | 3 | 8/31/84 |
| Sullivan County Community College | NEA (ACCF 1974) | 112 | 1978 | 5/3/76 | 2 | 1 | 8/31/83 |

35 UUP - United University Professions won right to continue representing faculty and non-teaching professionals in December, 1978 election against NYEA.

| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|--|----------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>NEW YORK (cont'd.)</u> | | | | | | | |
| *Taylor Business Institute | AFT | 65 | 1969 | 1970 | 2 | 1 | 6/30/83 |
| *Trocaire College | Ind. | 55 ft 10 pt | 1974 | 1981 | 2 | 1 | 1983 |
| Ulster County Community College | NYEA/ NEA (NEA 1970; ACCF 1972) | 90 | 1978 | 9/70 | 2 | 1 | 8/31/84 |
| U.S. Merchant Marine Academy | AFGE | 75 | 1978 | 1968 | 4 | 1 | 1974 |
| *Utica College of Syracuse University | AAUP | 105 ft | 1976 | 3/11/77 | 4 | 1 | 8/31/84 |
| Y*Wagner College | AFT (AAUP 1973) | 105 ft | 1979 | 9/1/74 | 4 | 1 | decertified 9/1/82 |
| Westchester Community College | NYSUT/ AFT | 210 | 1969 | 9/69 | 2 | 1 | 8/31/82 |
| Y*Yeshiva University | Ind. | 200 | 1976 | --- | 4 | 7 | |
| <u>NORTH DAKOTA</u> | | | | | | | |
| *Jamestown College | | | | | | | decertified 1977 |
| <u>OHIO</u> | | | | | | | |
| *Ashland College | AAUP | 82 ft | 1972 | 6/72 | 4 | 1 | 8/15/82 |

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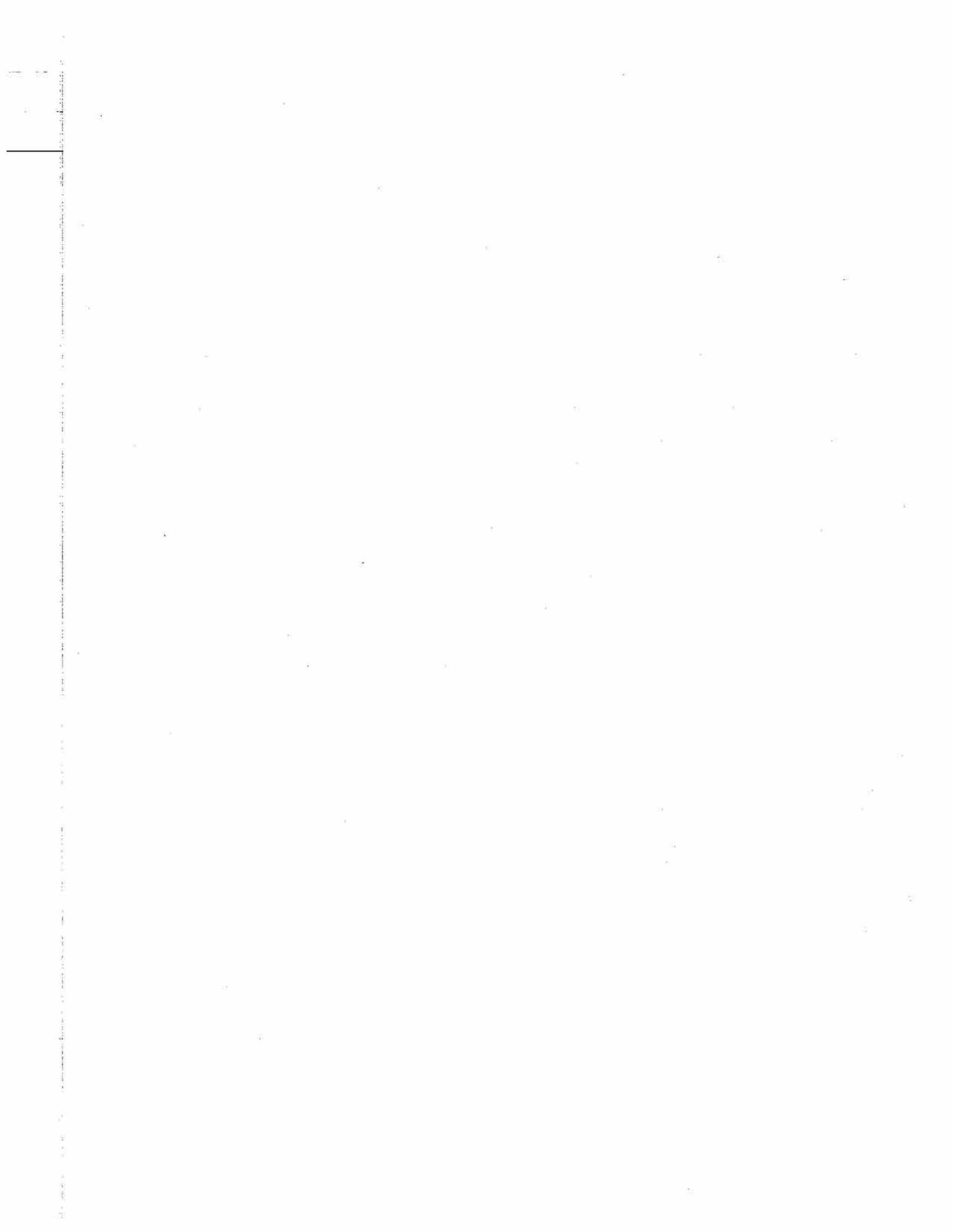
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| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|--|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>OHIO (cont'd.)</u> | | | | | | | |
| Cuyahoga Community College | AAUP | 432 ft | 1977 | 6/12/79 | 2 | 3 | 9/1/83 |
| *Dyke College | AFT | 24 ft | 1975 | 11/5/76 | 4 | 1 | 8/31/85 |
| Kent State University | AAUP ³⁶ (AAUP/NEA 1975) | 790 ft | 1979 | 9/16/78 | 2/4 | 7 | 9/16/83 |
| Lake County Community College ³⁷ | NEA | 110 ft | 1978 | 7/1/78 | 2 | | 8/31/82 |
| Northwest Technical College | NEA | | 1975 | | 2 | | 1/1/82 |
| Y*Ohio Northern University | NEA | 145 | 1979 | 9/1/80 | 4 | 1 | 5/31/82** |
| Shawnee State Community College | NEA | 59 ft | 1975 | 1976 | 2 | 1 | 6/30/83 |
| University of Cincinnati | AAUP | 1,575 | 1975 | 4/23/76 | 2/4 | 4 | 8/31/82 |
| Y*Wilberforce University | AAUP | 54 ft | 1979 | 1979 | 4 | 1 | 8/31/82 |
| Youngstown State University | NEA | 395 ft | 1972 | 6/4/73 | 2/4 | 1 | 6/14/86 |
| <u>OREGON</u> | | | | | | | |
| Blue Mountain Community College | NEA | 68 ft | 1975 | 1976 | 2 | 1 | 6/30/83 |

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

37 Formerly Lakeland Community College



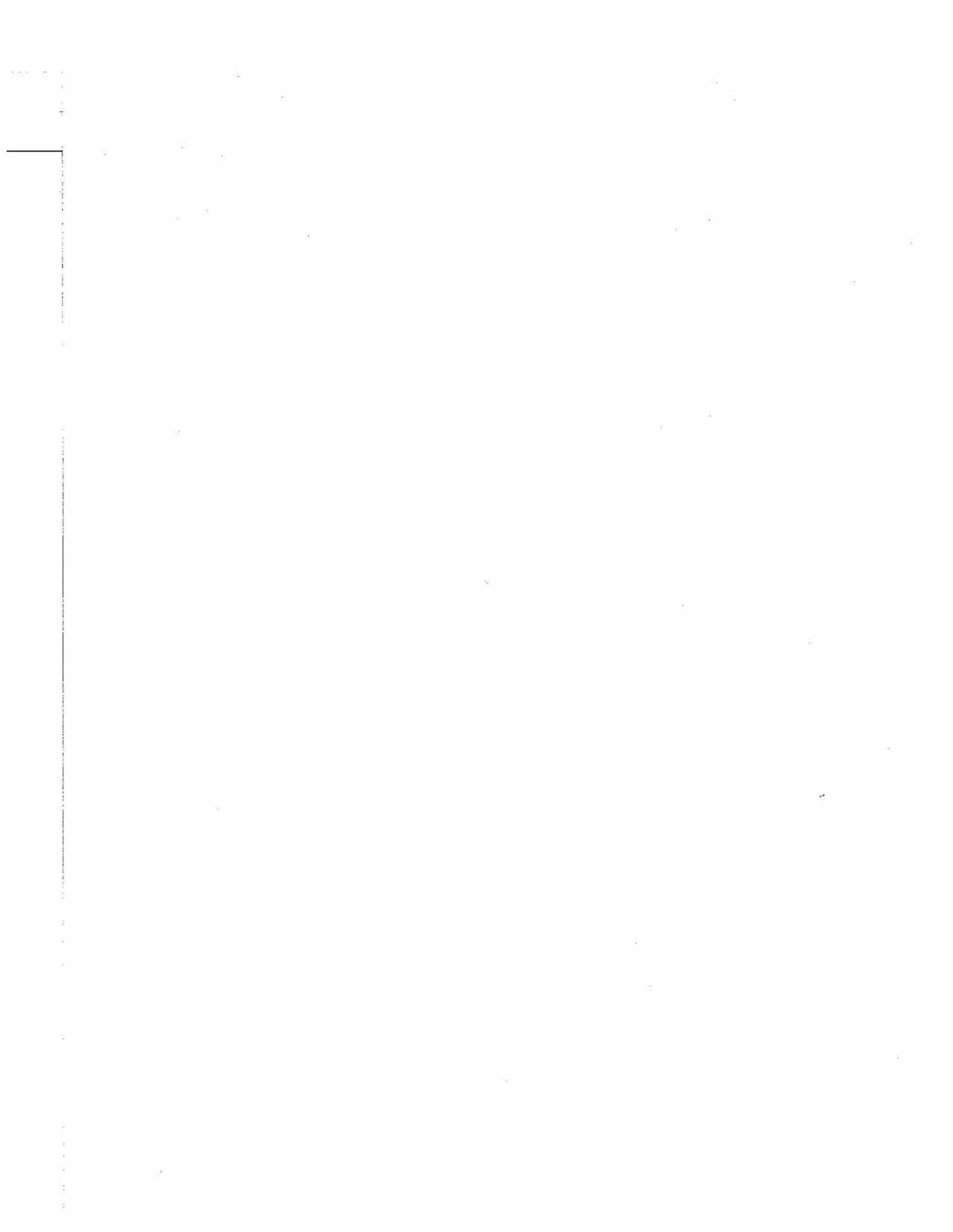
| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|--------------------------------|---------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>OREGON (cont'd)</u> | | | | | | | |
| Central Oregon Community College | Ind./ NEA (Ind. 1975) | 68 ft 5 pt | 1979 | 6/30/77 | 2 | | 6/30/83 |
| Chemeketa Community College | NEA | 222 f/pt | 1974 | 7/1/74 | 2 | 1 | 6/30/83 |
| Clackamas Community College | NEA | 155 ft | 1975 | 7/1/73 | 2 | 1 | 6/30/83 |
| Clatsop Community College | NEA | 46 ft | 1975 | 1975 | 2 | 1 | 6/30/81 |
| Lane Community College | NEA | 289 ft | 1974 | 11/74 | 2 | 1 | 6/30/83 |
| Mount Hood Community College o Part time | Ind. OEA | 161 ft 400 | 1975 1982 | 1976 --- | 2 2 | 1 1 | 8/31/85 |
| Portland Community College | AFT | 350 | 1974 | 7/1/75 | 2 | 7 | 6/30/83 |
| Portland State University o Part-time | AAUP AFT | 660 200 | 1978 1978 | 10/79 11/79 | 4 4 | 1 1 | 6/30/83 6/30/85 |
| Rogue Community College | NEA | 57 ft | 1975 | 7/75 | 2 | 1 | 6/30/84 |
| Southern Oregon State College | Ind. | 203 ft | 1973 | 1975 | 4 | 1 | 6/30/83 |
| Southwestern Oregon Community College | AFT | 65 f/pt | 1974 | 12/74 | 2 | 1 | 6/30/83 |

| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|------------------------|------------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>OREGON (cont'd.)</u> | | | | | | | |
| University of Oregon Graduate Teaching Fellows (See also "No Agent" listing) | AFT | 750 | 1977 | 11/10/78 | 2 | 1 | 6/30/83 |
| Western Oregon State College 38 | AFT | 200 f/pt | 1977 | 1979 | 4 | 1 | 6/30/83 |
| *Western States Chiropractic College | Ind. | 20 ft 6 pt | 1978 | 1979 | 2 | 1 | 6/30/82 |
| <u>PENNSYLVANIA</u> | | | | | | | |
| Antioch University | NEA | 24 | 1980 | --- | 4 | 1 | --- |
| Bucks County Community College | AFT | 192 | 1971 | 9/19/72 | 2 | 1 | 8/15/84 |
| Community College of Allegheny County | AFT | 370 ft | 1971 | 9/72 | 2 | 4 | 8/25/83 |
| Community College of Beaver County | NEA (AFT 1970) | 60 ft | 1973 | 9/72 | 2 | 1 | 1/15/82 |
| Community College of Philadelphia 39 o Adjunct | AFT AFT | 324 ft 600 pt | 1970 1981 | 2/70 --- | 2 2 | 1 | 8/31/85 |
| Delaware County Community College | NEA | 100 ft | 1974 | 8/75 | 2 | 1 | 8/20/82 |
| *Lackawanna Junior College | NEA | 28 ft | 1979 | | 2 | 1 | 12/31/83 |

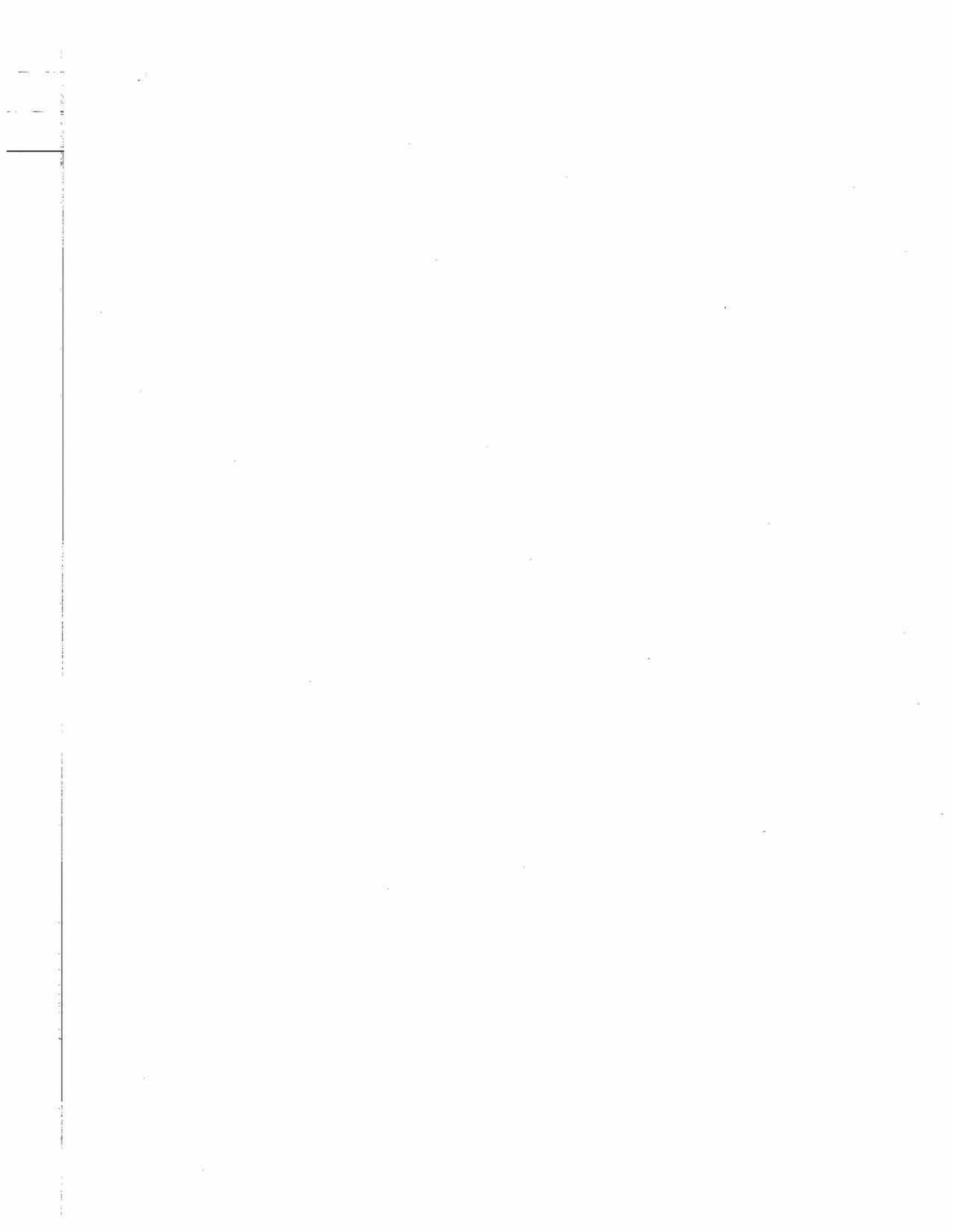
38 Formerly Oregon College of Education.

39 Includes thirty-seven sites.

| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|---|----------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>PENNSYLVANIA (cont'd)</u> | | | | | | | |
| Lehigh County Community College | NEA | 70 ft | 1970 | 1972 | 2 | 1 | 8/31/85 |
| Lincoln University | AAUP | 70 ft | 1972 | 1973 | 4 | 1 | 6/30/83 |
| Luzerne County Community College | NEA | 80 ft | 1971 | 8/30/71 | 2 | 1 | 8/31/85 |
| Montgomery County Community College | PAFT (AAUP 1979) | 150 ft | 1982 | 7/2/80 | 2 | 1 | 8/31/82** |
| *Moore College of Art | AFT | 40 ft 40 pt | 1971 | 8/71 | 4 | 1 | 8/31/82 |
| Northampton County Area Community College | AFT | 102 | 1976 | 1977 | 2 | 1 | 6/30/83 |
| Pennsylvania State College and University System | APSCUF/ AAUP/ AFT (NEA 1971; Ind. 1977) | 5,000 f/pt | 1979 | 11/7/71 | 4 | 14 | 6/30/84 |
| Reading Area Community College | AFT | 35 | 1974 | 1975 | 2 | 1 | 6/30/82 |
| *Robert Morris College | AFT | 77 ft | 1974 | 5/7/75 | 4 | 1 | 4/12/83 |
| *Spring Garden College | AFT | 50 ft | 1979 | 8/16/79 | 4 | 1 | 8/31/84 |
| Temple University | AAUP | 1,325 ft | 1972 | 7/73 | 4 | 4 | 6/30/80 |
| Temple University Law School | Ind. | 39 ft | 1973 | 1973 | 4 | 1 | 1982 Salaries Only |

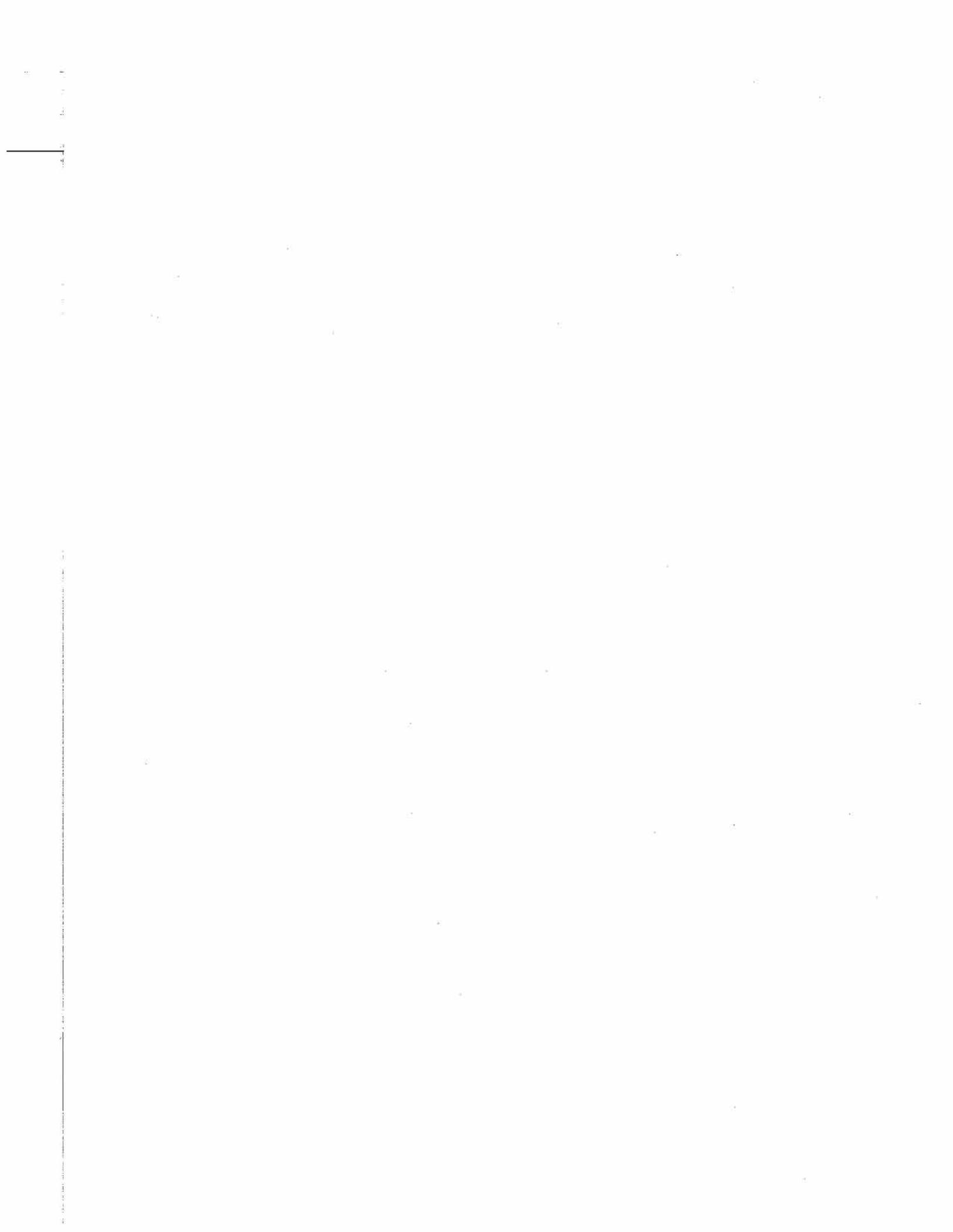


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|--|------------------------|-----------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>PENNSYLVANIA (cont'd)</u> | | | | | | | |
| University of Pittsburgh Medical School (See also "No Agent" listing) | Ind. | 587 ft 62 pt | 1976 | --- | 4 | 1 | |
| *University of Scranton | Ind. | 160 ft 20 pt | 1974 | 1974 | 4 | 1 | 8/19/83 |
| Westmoreland County Community College | NEA | 65 ft | 1972 | 10/18/72 | 2 | 3 | 8/31/82 |
| Williamsport Area Community College | NEA | 168 ft | 1971 | 1/25/72 | 2 | 4 | 8/84 |
| <u>RHODE ISLAND</u> | | | | | | | |
| *Bryant College of Business Administration | AFT | 90 | 1967 | 1967 | 4 | 1 | 7/31/83 |
| Rhode Island College | AFT | 360 ft | 1972 | 1972 | 4 | 1 | 6/30/83 |
| Rhode Island Junior College | NEA | 300 f/pt | 1972 | 1972 | 2 | 2 | 6/30/83 |
| *Rhode Island School of Design o Adjunct | NEA | 90 ft | 1978 | 8/79 | 4 | 1 | 6/30/84 |
| | NEA | 40 pt | 1980 | | 4 | 1 | |
| *Roger Williams College | NEA | 93 ft 26 pt | 1972 | 1973 | 4 | 3 | 6/30/83 |
| University of Rhode Island | AAUP | 699 | 1971 | 7/1/72 | 4 | 1 | 6/30/83 |

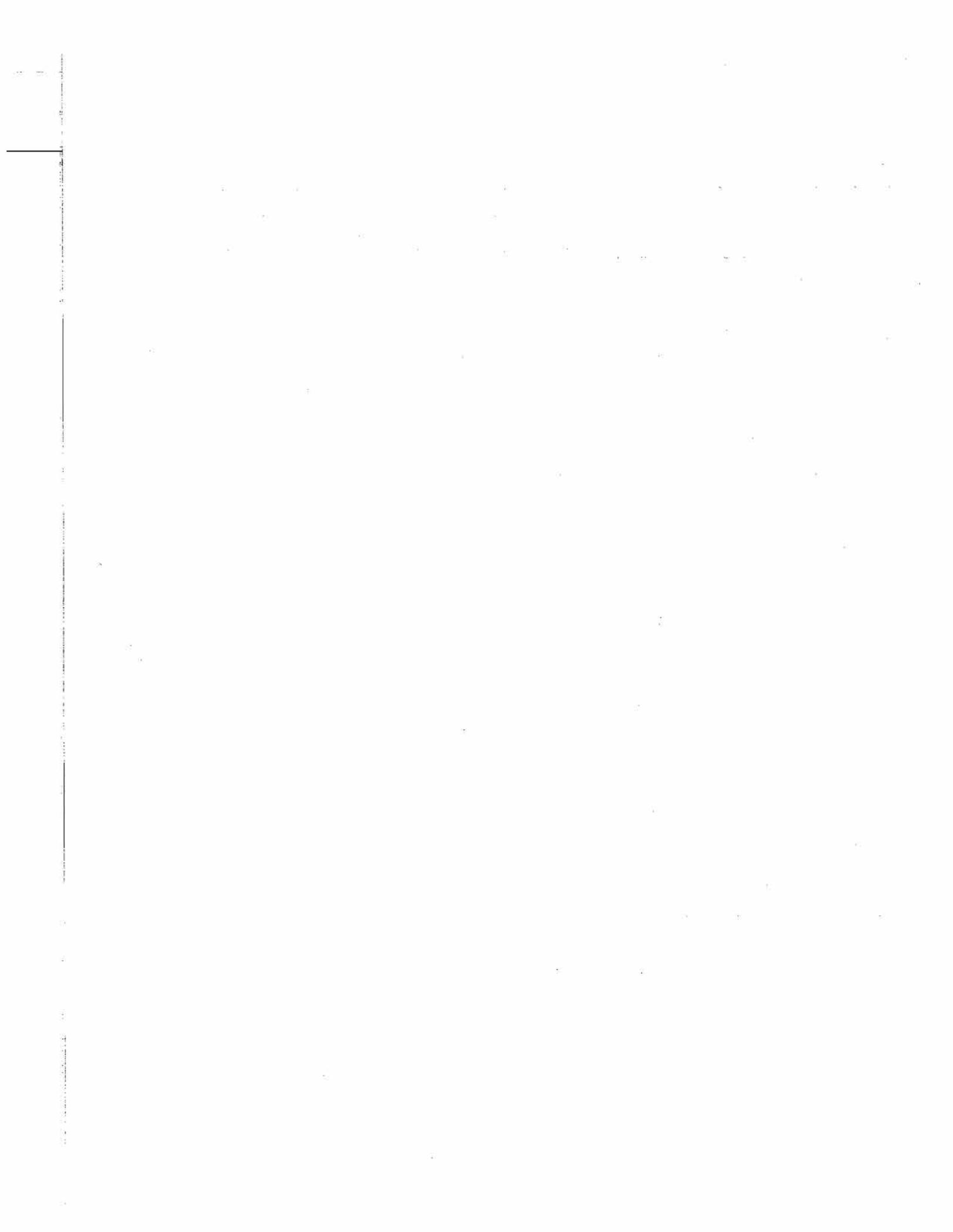


| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|---|---------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>SOUTH DAKOTA</u> | | | | | | | |
| *National College of Business | NEA | 40 ft | 1976 | 2/1/77 | 4 | 1 | 8/31/84 |
| South Dakota Board of Regents System | NEA | 1,250 ft | 1977 | 4/27/79 | 4 | 9 | 6/30/84 |
| <u>VERMONT</u> | | | | | | | |
| *Goddard College ⁴⁰ | AFT | 7 ft | 1975 | 1976 | 4 | 1 | 3/31/81 |
| Vermont State Colleges | AFT | 250 | 1973 | 1/75 | 2/4 | 4 | 6/30/81 |
| <u>VIRGINIA</u> | | | | | | | |
| *Marymount College of Virginia | NEA | 51 f/pt | 1975 | 12/75 | 4 | 1 | 8/31/81 |
| <u>WASHINGTON</u> | | | | | | | |
| Bellevue Community College | NEA | 250 ft | 1972 | | 2 | 1 | 8/30/82 |
| Big Bend Community College | AFT (Ind/ NEA 1965) | 50 | 1975 | 1972 | 2 | 1 | 6/80 |
| Centralia College | NEA | 107 | 1968 | 7/74 | 2 | 3 | 9/1/82 |
| Clark College | NEA (Ind.) | 65 | 1974 | 1964 | 2 | 1 | 9/1/82 |
| Columbia Basin Community College | NEA | 95 f/pt | 1972 | 1973 | 2 | 1 | 6/30/82 |

40 Graduate Faculty transferred to Norwich University.



| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|------------------------|-------------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>WASHINGTON (cont'd.)</u> | | | | | | | |
| Fort Steilacoom Community College | NEA | 96 ft 300 pt | 1969 | 1969 | 2 | 1 | 9/1/82 |
| Grays Harbor College | NEA | 50 | 1968 | --- | 2 | | Informal Agreement |
| Green River Community College | AFT | 108 ft (90 pt) | 1972 | 5/73 | 2 | 1 | 8/20/83 |
| Highline Community College | NEA | 142 ft 120 pt | 1965 | 1969 | 2 | 1 | 8/83 |
| Lower Columbia College | NEA | 72 | 1967 | 9/30/72 | 2 | 1 | 6/30/80 |
| Olympia Vocational Technical College | NEA | 45 ft 200 pt | 1971 | | 2 | 1 | 9/1/82 |
| Olympic College | NEA | 375 f/pt | 1964 | | 2 | 1 | 6/30/83 |
| Peninsula College | NEA | 43 ft 65 pt | 1967 | 1980 | 2 | 1 | 6/1/83 |
| Seattle Community College District VI | AFT | 380 | 1968 | 1968 | 2 | 3 | 6/30/83 |
| Shoreline Community College | AFT (NEA 1970) | 302 f/pt | 1974 | 2/75 | 2 | 1 | 6/15/83 |
| Skagit Valley College | NEA | 80 f/pt | 1965 | 1969 | 2 | 1 | 8/31/83 |



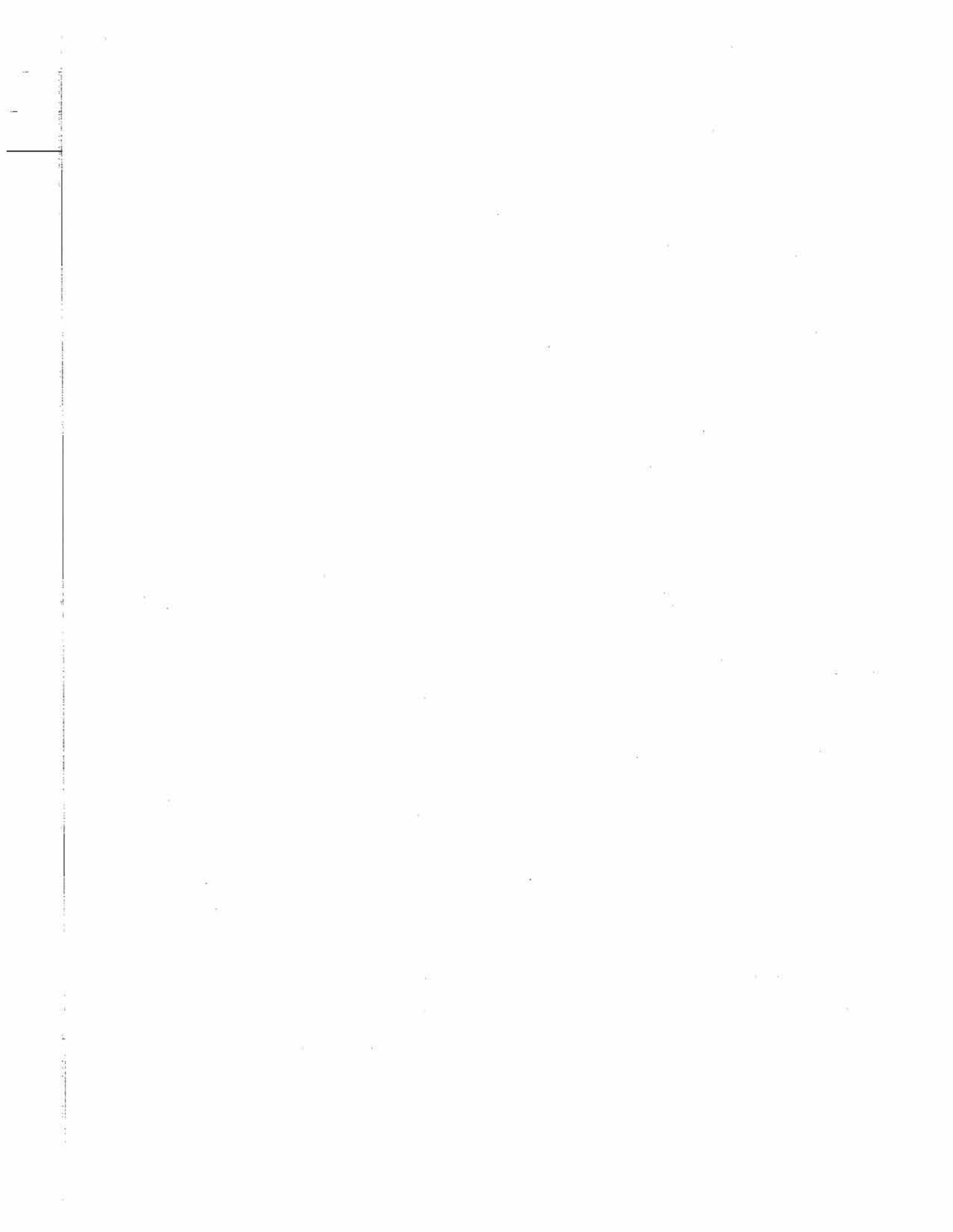
| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|-------------------------------|-----------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>WASHINGTON (cont'd.)</u> | | | | | | | |
| Spokane Falls Community College District XVII | NEA | 322 f/pt | 1970 | 3/1/77 | 2 | 2 | 8/31/81 |
| Tacoma Community College | AFT | 90 ft 150 pt | 1972 | 1973 | 2 | 1 | 6/19/83 |
| University of Washington Nursing Staff | Ind. | 166 | | | 4 | 1 | 9/8/80 |
| Walla Walla Community College | NEA | 90 | 1968 | 1970 | 2 | 1 | 6/30/82 |
| Washington State Community College District V (Everett-Edmonds) | AFT (Ind. 1969) | 510 f/pt | 1975 | 4/21/76 | 2 | 2 | 6/30/82 |
| Wenatchee Valley College | NEA | 65 ft 100 pt | 1965 | 12/75 | 3 | 1 | 6/30/85 |
| Whatcom Community College | AFT | 125 f/pt | 1975 | 2/26/76 | 2 | 1 | 8/31/82 |
| Yakima Valley College | AFT(NEA 1971; AFT 1973) | 375 f/pt | 1978 | 1973 | 2 | 1 | 6/10/83 |
| <u>WEST VIRGINIA</u> | | | | | | | |
| Y*Salem College ⁴¹ | NEA | 64 | 1979 | --- | 4 | 2 | |
| West Liberty State College ⁴² | NEA | | | --- | 4 | | |

41 Union decertified 3/30/81.

42 Agent never certified, no CBA ever negotiated.



| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>WISCONSIN</u> | | | | | | | |
| Area Vocational Technical & Adult Education District I | AFT | 165 | 1967 | 1969 | 2 | 3 | 6/30/82 |
| Blackhawk Vocational Technical Institute | AFT | 85 | 1972 | 1973/74 | 2 | 3 | 6/30/82 |
| Fox Valley Technical Institute | NEA | 200 | 1968 | 1969 | 2 | 2 | 6/30/80 |
| Gateway Technical Institute | WEA (AFT 1972) | 160 | 1982 | 9/73 | 2 | 3 | 6/30/82 |
| Lakeshore Technical Institute | NEA | 105 ft | 1968 | 1968 | 2 | 1 | 6/30/83 |
| Madison Area Vocational & Technical | AFT | 375 | 1969 | 1969 | 2 | 7 | 6/30/82 |
| Mid-State Technical Institute | NEA | 73 | 1970 | 9/70 | 2 | 3 | 8/15/82 |
| Milwaukee Area Technical College | AFT | 600 | 1963 | 1967 | 2 | 4 | 6/30/83 |
| Moraine Park Technical Institute | AFT | 140 ft | 1969 | 1969 | 2 | 3 | 6/30/83 |
| North Central Technical Institute | NEA | 138 | 1969 | 1969 | 2 | 2 | 6/30/82 |
| Northeast Wisconsin Technical Institute | AFT | 178 | 1967 | 1967 | 2 | 3 | 6/30/83 |



| Institution | Bargain- ing Agent+ | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | 2/4 Year | No. of Cam- puses | Contract Expiration Date |
|--|------------------------|--------------|-------------------------------------|---|-------------|-------------------------|--------------------------------|
| <u>WISCONSIN (cont'd.)</u> | | | | | | | |
| *Northland College | Ind. | 48 ft | 1975 | 9/1/79 | 4 | 1 | 6/1/82** |
| Southwest Wisconsin Technical Institute | Ind. | 86 f/pt | 1972 | 7/1/78 | 2 | 1 | 6/30/83** |
| University of Wisconsin-Madison Teaching Assistants 43 | TAA/ AFT | 1,600 | 1969 | 5/10/70 | 4 | 1 | 8/28/79 |
| Waukesha County Technical Institute | NEA | 117 | 1967 | 1/72 | 2 | 1 | 7/31/82 |
| Western Wisconsin Technical Institute | AFT (Ind. 1966) | 190 | 1976 | 5/19/77 | 2 | 1 | 6/30/83 |
| Wisconsin Indianhead VTAE District | AFT | 145 | 1972 | | 2 | 5 | 6/30/75 |
| <u>GUAM</u> | | | | | | | |
| University of Guam | AFT | | | | 4 | 1 | |

43 University terminated voluntary structure agreement. Union challenged administration's action in state court. Court affirmed University's position.

1. The first part of the document is a list of names and their corresponding addresses.

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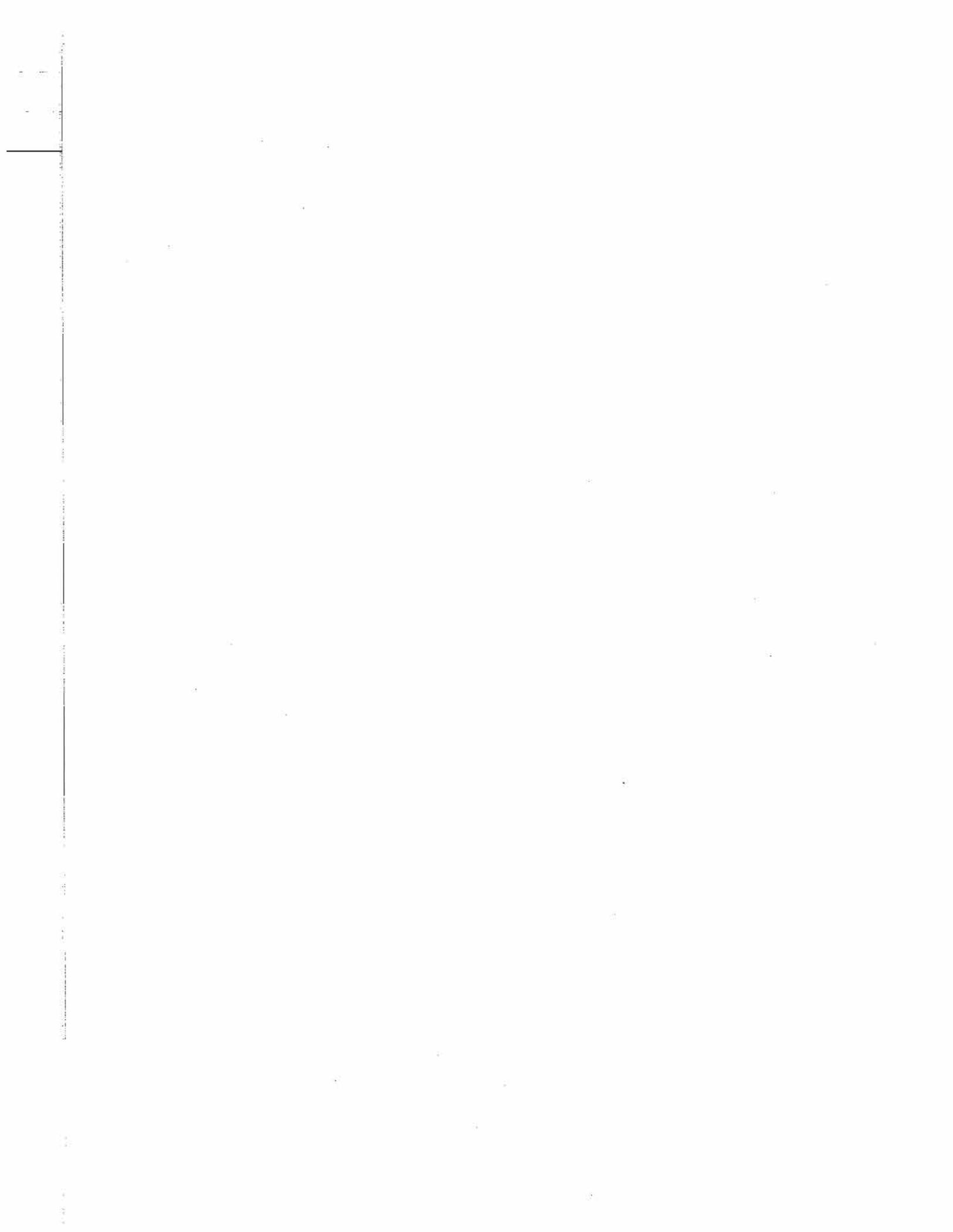
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FACULTY COLLECTIVE BARGAINING
AT CANADIAN UNIVERSITIES*



FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES*
CHART I**

| University (by Province) | Affiliation | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | Contract Expiration Date*** |
|--------------------------|-------------|-----------|----------------------------|--------------------------------|-----------------------------|
| <u>ALBERTA****</u> | | | | | |
| University of Alberta | CAUT | 1953 | 1981 | --- | |
| ----- | | | | | |
| University of Athabasca | CAUT | 65 | 1981 | --- | |
| ----- | | | | | |
| University of Calgary | CAUT | 879 | 1981 | --- | |
| ----- | | | | | |
| University of Lethbridge | CAUT | 183 | 1981 | --- | |
| ----- | | | | | |
| <u>MANITOBA</u> | | | | | |
| Brandon University | CAUT | 175 | 1978 | 04/01/78 | 03/31/83 |
| ----- | | | | | |
| University of Manitoba | CAUT | 1,119 | 1974 | 04/01/75 | 03/31/83 |
| ----- | | | | | |
| Saint Boniface | ACPU | 38 | 1977 | 04/01/77 | 06/30/83 |
| ----- | | | | | |
| University of Winnipeg | CAUT | 210 | 1981 | 04/01/82 | 03/31/84 |
| ----- | | | | | |

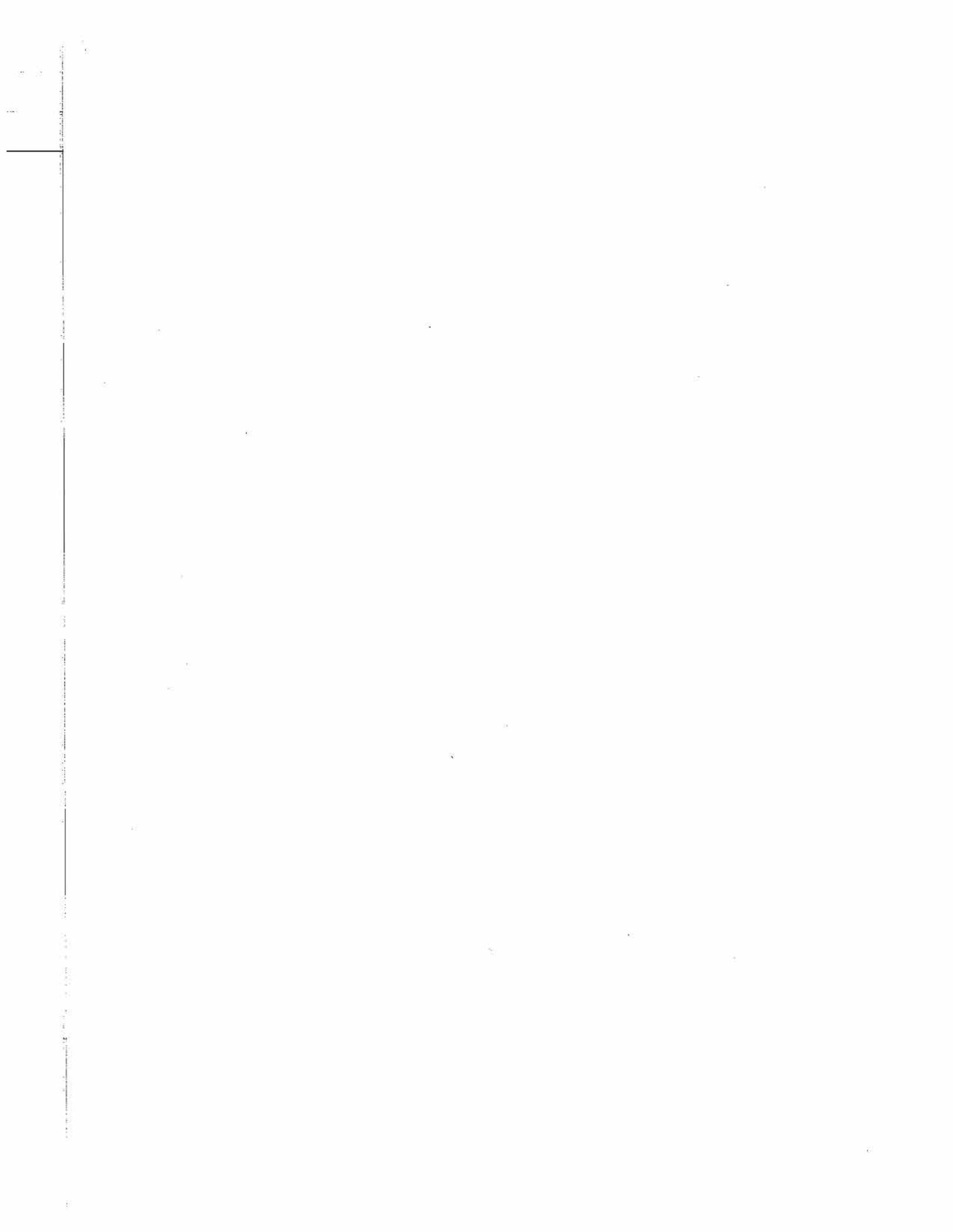
* Information provided by Canadian Association of University of Teachers, Ottawa. Most local associations have independent bargaining agent status. CAUT does not hold certificates.

** Collective bargaining under provisions of provincial labor legislation.

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

**** Statutory recognition in 1981.

1 Canadian Association of University Teachers/Association Canadienne des professeurs l'universite.

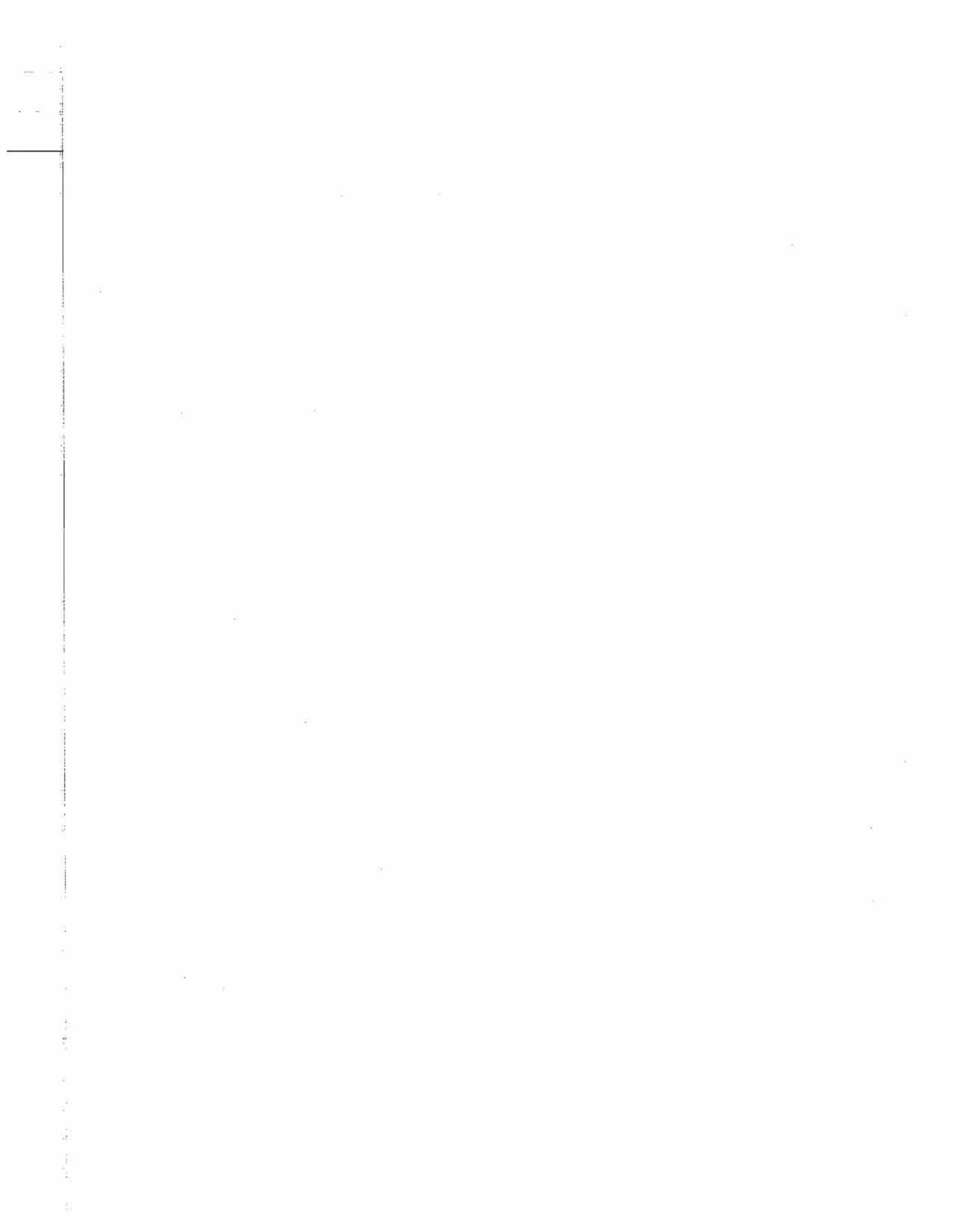


| University (by Province) | Affiliation | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | Contract Expiration Date |
|-----------------------------------|-------------|-----------|----------------------------|--------------------------------|--------------------------|
| <u>NEW BRUNSWICK</u> | | | | | |
| Universite de Moncton | ACPU | 26 | 1976 | 07/01/77 | 06/30/84 |
| Mount Allison University | CAUT | 130 | 1982 | --- | |
| University of New Brunswick | CAUT | 545 | 1979 | 11/03/80 | 06/30/83 |
| St. Thomas University | CAUT | 53 | 1976 | 06/30/77 | 06/30/84 |
| Saint-Louis Maillet | ACPU | 31 | 1972 | 1972 | 06/31/84 |
| <u>NOVA SCOTIA</u> | | | | | |
| Acadia University | CAUT | 193 | 1976 | 06/01/77 | 06/30/84 |
| University College of Cape Breton | CAUT | 58 | 1975 | 05/01/76 | 06/30/83 |
| Dalhousie University | CAUT | 763 | 1978 | 07/01/78 | 06/30/84 |
| Technical University of N.S. | CAUT | 77 | 1980 | 07/01/80 | 06/30/83 |
| Saint Mary's University | CAUT | 127 | 1974 | 09/01/74 | 08/31/83 |
| Universite Sainte-Anne | CAUT | 25 | 1982 | --- | |
| <u>ONTARIO</u> | | | | | |
| Algoma University College | CAUT | 24 | 1976 | 11/28/80 | 06/30/83 |



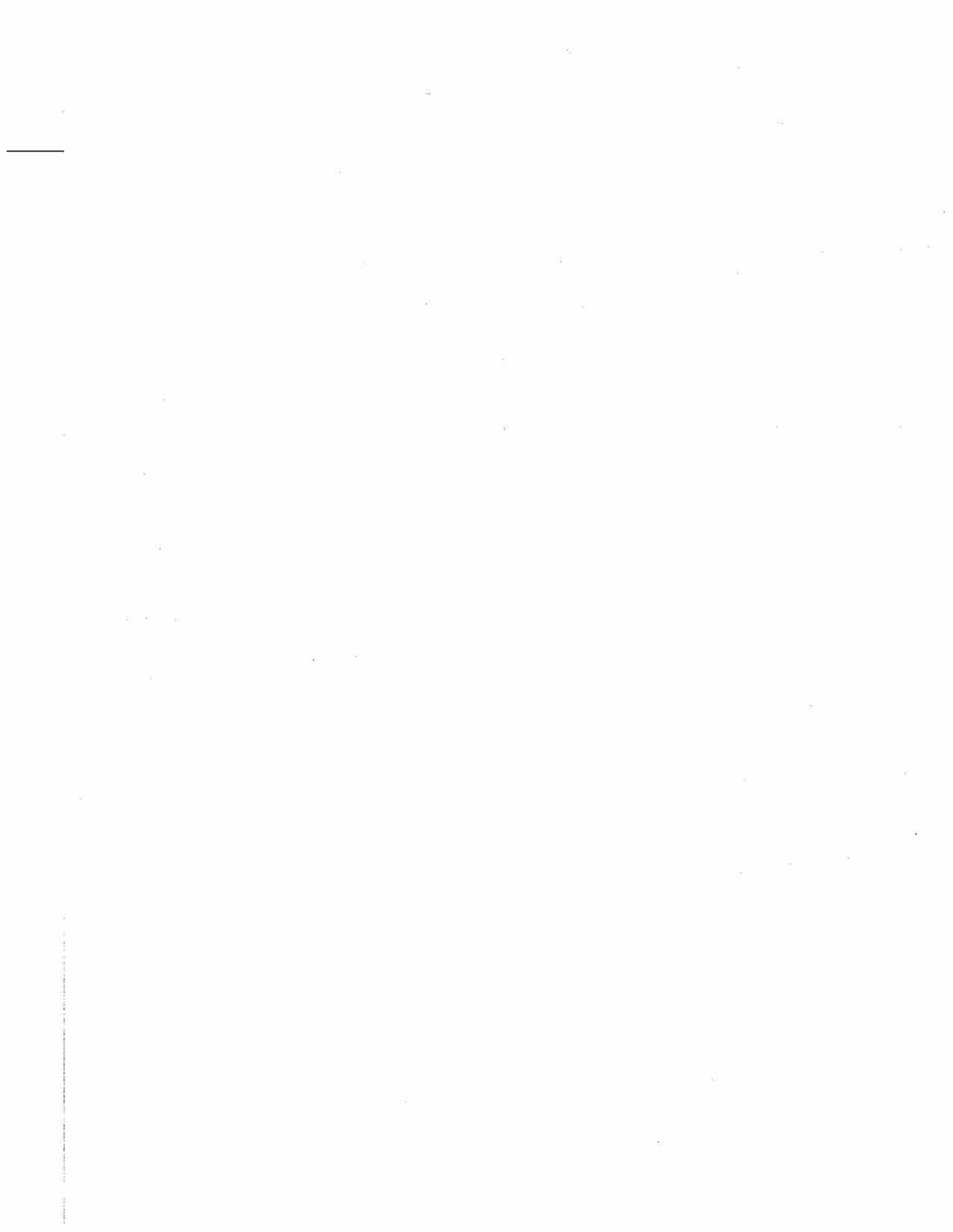
| University (by Province) | Affiliation | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | Contract Expiration Date |
|--|--------------------------|-----------|----------------------------|--------------------------------|--------------------------|
| <u>ONTARIO (cont'd.)</u> | | | | | |
| Carleton University | CAUT | 604 | 1975 | 06/01/75 | 04/30/85 |
| Lakehead University | CAUT | 262 | 1979 | 03/18/81 | 06/30/83 |
| o Professional Librarians | CAUT | 9 | 1979 | 03/18/81 | 06/30/83 |
| Laurentian University | CAUT | 232 | 1979 | 12/01/80 | 06/30/84 |
| University of Ottawa | CAUT | 863 | 1977 | 03/01/76 | 04/30/84 |
| Ontario Institute for Studies in Education | CAUT | 134 | 1977 | 07/01/77 | 06/30/83 |
| Ryerson Polytechnical Institute | none | 650 | 1964 | 07/01/80 | 06/30/82 |
| Trent University | CAUT | 172 | 1980 | 04/09/81 | 06/30/83 |
| University of Windsor | CAUT | 525 | 1977 | 07/01/76 | 06/30/83 |
| York University | CAUT | 958 | 1977 | 06/01/76 | 04/30/83 |
| <u>QUEBEC</u> | | | | | |
| Bishop's University | FAPUQ ² /CAUT | 73 | 1976 | 07/01/76 | 12/31/82 |
| Concordia University | FAPUQ/CAUT | 711 | 1981 | --- | |

2 Federation des associations de professeurs des universites du Quebec.



| University (by Province) | Affiliation | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | Contract Expiration Date |
|---|--------------------------|-----------|----------------------------|--------------------------------|--------------------------|
| <u>QUEBEC (cont'd)</u> | | | | | |
| Ecole Polytechnique | FAPUQ/ACPU | 182 | 1971 | 1977 | 05/31/82 |
| Institut Armand Frappier | FAPUQ/ACPU | 26 | 1979 | 10/06/80 | 11/30/82 |
| Universite Laval | FAPUQ/ACPU | 1,173 | 1975 | 01/11/77 | 05/31/83 |
| Universite de Montreal | FAPUQ/ACPU | 1,150 | 1975 | 06/01/75 | 05/31/84 |
| Universite de Sherbrooke o Engineers | FAPUQ/ACPU FAPUQ/ACPU | 346 58 | 1974 1970 | 03/23/76 03/31/83 | 05/31/81 05/31/83 |
| Universite du Quebec a Trois-Rivieres | FAPUQ/ACPU | 300 | 1971 | 06/01/71 | 11/30/82 |
| Institut National de la Recherche Scientifique | CEQ ³ | 53 | 1973 | | 11/30/82 |
| Universite de Quebec a Chicoutimi | CEQ | 170 | 1971 | 09/23/74 | 11/30/82 |
| Universite du Quebec a Montreal | CSN ⁴ | 600 | 1971 | 11/15/73 | 11/30/82 |

3 Centrale de l'enseignement du Quebec.
4 Confederation des syndicats nationaux.
Information compiled as of June 19, 1981.



| University (by Province) | Affiliation | Unit Size | Year Current Agent Elected | Year Initial Contract Signed++ | Contract Expiration Date |
|--------------------------|-------------|-----------|----------------------------|--------------------------------|--------------------------|
|--------------------------|-------------|-----------|----------------------------|--------------------------------|--------------------------|

QUEBEC (cont'd)

| | | | | | |
|---------------------------------|-----|-----|------|--|----------|
| Universite du Quebec a Rimouski | CSN | 150 | 1973 | | 11/30/82 |
|---------------------------------|-----|-----|------|--|----------|

| | | | | | |
|-----------------------------------|-----|----|------|--|----------|
| Universite du Quebec dans l'Ouest | CEQ | 43 | 1972 | | 11/30/82 |
|-----------------------------------|-----|----|------|--|----------|

| | | | | | |
|-----------------------------|------|----|------|--|----------|
| Universite du Quebec a Hull | none | 68 | 1980 | | 11/30/82 |
|-----------------------------|------|----|------|--|----------|

SASKATCHEWAN

| | | | | | |
|----------------------|------|-----|------|----------|----------|
| University of Regina | CAUT | 377 | 1977 | 07/01/77 | 06/30/83 |
|----------------------|------|-----|------|----------|----------|

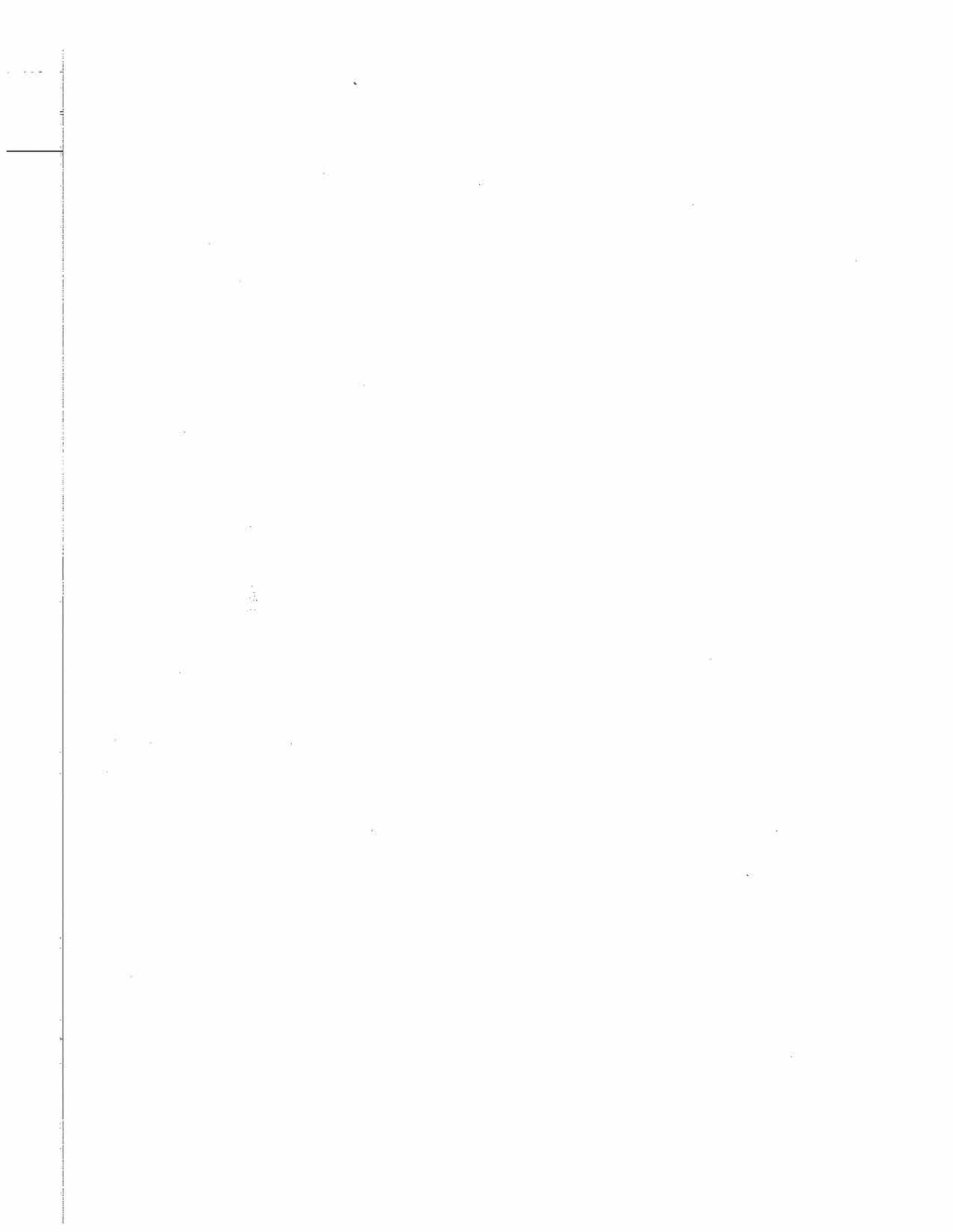
| | | | | | |
|-------------------------|------|----|------|--|----------|
| St. Thomas More College | CAUT | 35 | 1977 | | 07/30/83 |
|-------------------------|------|----|------|--|----------|

| | | | | | |
|----------------------------|------|-----|------|----------|----------|
| University of Saskatchewan | none | 955 | 1977 | 07/01/77 | 06/30/81 |
|----------------------------|------|-----|------|----------|----------|

TOTAL FACULTY MEMBERS

Under provisions of provincial labor legislation at Canadian Universities.

15,547 (excluding CSN and CEQ affiliates)



SPECIAL PLAN BARGAINING: CANADIAN UNIVERSITIES

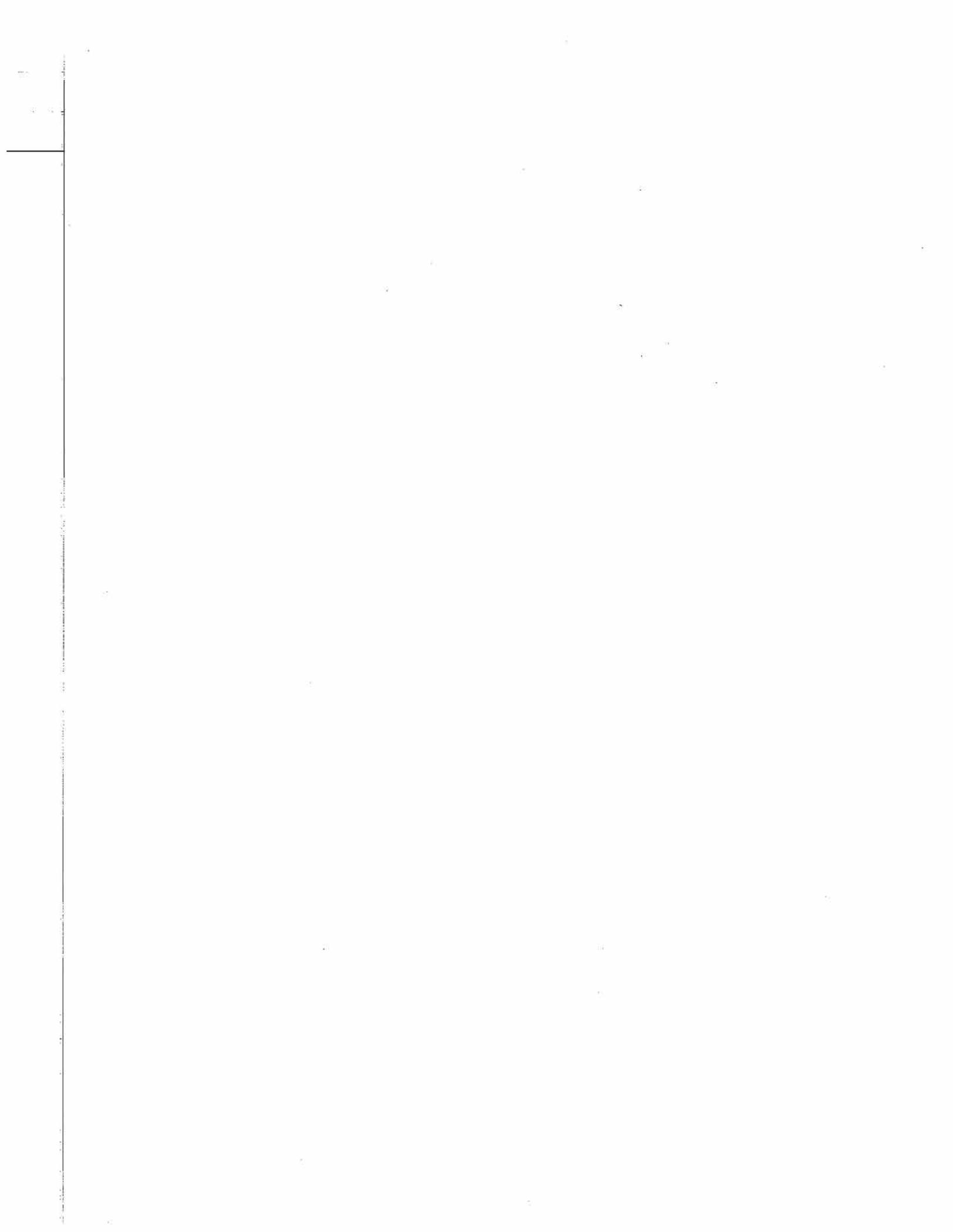
CHART II***

| University (by Province) | Affilia- tion | Size of Bargain. Unit '82- 83 | |
|-----------------------------|------------------|--|---|
| <u>BRITISH COLUMBIA</u> | | | |
| British Columbia | CAUT | 1,788 | Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointment". |
| Simon Fraser | CAUT | 419 | Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional). |
| <u>ONTARIO</u> | | | |
| Toronto | CAUT | 2,500 | Special Plan addresses many terms and conditions, either expressly or by reference to prevailing practice; annual monetary negotiations culminating in mediation. |
| <u>PRINCE EDWARD ISLAND</u> | | | |
| Prince Edward Island | CAUT | 109 | Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions not part of Special Plan Bargaining arrangement. |

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

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SUMMARY OF ELECTIONS, U. S. - 1982

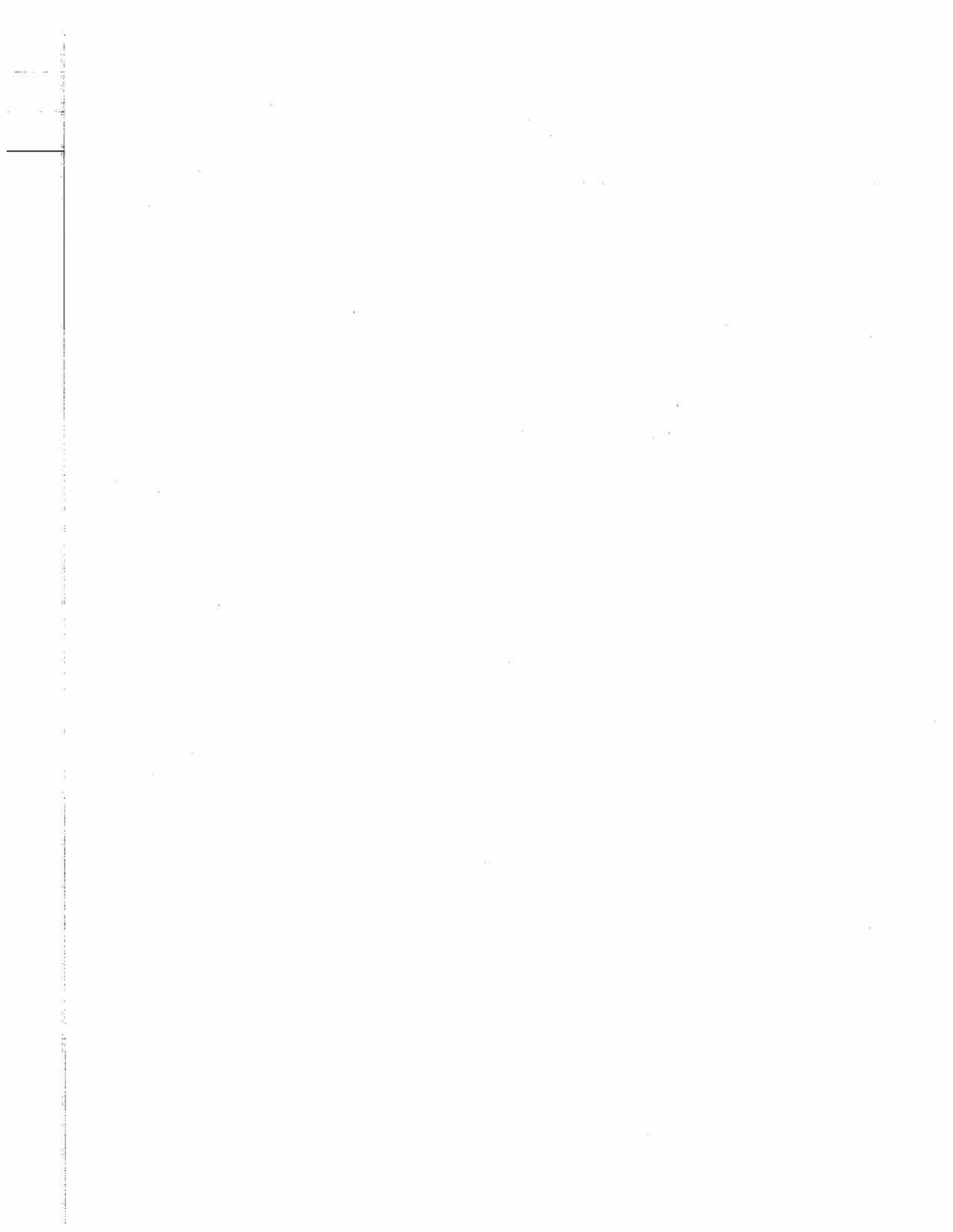


SUMMARY OF ELECTIONS - 1982
A. AGENTS ELECTED

| STATE/ INSTITUTION | BARGAINING AGENT | UNIT SIZE | 2/4 YEAR |
|--|---------------------|--------------|-------------|
| <u>California</u> | | | |
| California State University | CFA | 18,000 | 4 |
| o Academic Support | UPC/AFT | 1,500 | 4 |
| o Physicians Unit | UAPD | 150 | 4 |
| Imperial Valley College | NEA | 100 | 2 |
| San Mateo Community College | AFT | 1,100 | 2 |
| * University of San Francisco | CFT/AFT | 241 | 4 |
| <u>District of Columbia</u> | | | |
| * American University | | | |
| o Adjunct faculty | ELIFA | 37 | 4 |
| <u>New Jersey</u> | | | |
| * Seton Hall | AFT | 350 | 4 |
| <u>Oregon</u> | | | |
| Mount Hood Community College Adjunct faculty | OEA | 400 | 2 |
| <u>Wisconsin</u> | | | |
| Gateway Technical Institute | WEA | 160 | 2 |

B. NO-AGENT VOTES

| | | | |
|---------------------------|-----------|--|---|
| <u>Alaska</u> | | | |
| University of Alaska | NEA | | 4 |
| <u>Massachusetts</u> | | | |
| * Bradford College | IBT | | 2 |
| <u>Michigan</u> | | | |
| Grand Valley College | NEA | | 4 |
| Michigan State University | AAUP; NEA | | 4 |
| <u>New Jersey</u> | | | |
| Somerset County College | | | |
| o Adjunct faculty | AFT | | 2 |



C. DECERTIFICATIONS

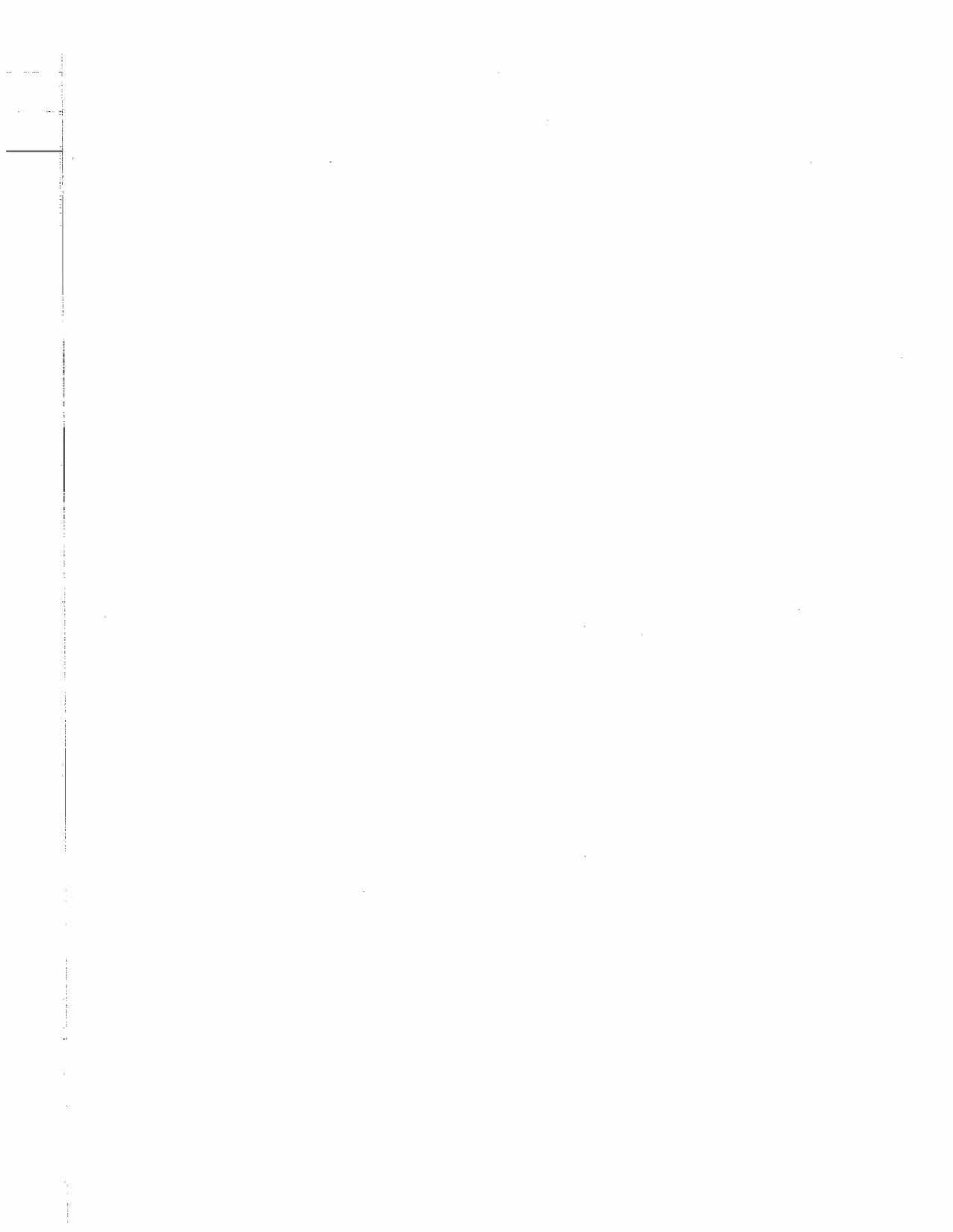
| State/ Institution | 2/4 year | Bargaining Agent |
|--|-------------|---------------------|
| <u>Iowa</u> | | |
| * <u>College of Osteopathic Medicine and Surgery</u> | 4 | AFT |
| <u>Massachusetts</u> | | |
| * <u>Curry College</u> | 4 | AAUP |
| <u>Missouri</u> | | |
| * <u>Drury College</u> | 4 | AAUP |
| <u>New Jersey</u> | | |
| * <u>Stevens Institute of Technology</u> | 4 | AAUP |
| <u>New York</u> | | |
| * <u>Daemen College</u> | 4 | AAUP |
| * <u>Wagner College</u> | 4 | AFT |
| <u>Ohio</u> | | |
| * <u>Ashland College</u> | 4 | AAUP |

D. FIRST CONTRACTS SIGNED IN 1982

| | | |
|---|---|---------|
| <u>California</u> | | |
| California Sate University o Physicians Unit | 4 | UAPD |
| <u>Minnesota</u> | | |
| University of Minnesota | 4 | UEA/NEA |

E. CHANGE IN AGENT STATUS

| | FORMER AGENT | NEW AGENT | 2/4 |
|-----------------------------|-----------------|--------------|-----|
| <u>California</u> | | | |
| San Mateo Community College | NEA | AFT | 2 |
| University of San Francisco | Ind. | CFT/AFT | 4 |
| <u>Connecticut</u> | | | |
| * <u>Post College</u> | PCFA/AAUP | PCFA | 4 |
| <u>Wisconsin</u> | | | |
| Gateway Technical Institute | AFT | WEA | 2 |



SUMMARY OF DECERTIFICATIONS⁴⁴

| INSTITUTION | BARGAINING AGENT | YEAR DECERTIFIED | 2/4 YEAR |
|---|---------------------|---------------------|-------------|
| *New England College, NH | AFT | 1976 | 4 |
| *Jamestown College, ND | NEA | 1977 | 4 |
| Delaware Technical and Community College, DE | NEA | 1980 | 2 |
| *Catholic University of America Law School, DC | Ind. | 1980(y) | Grad |
| *Mount Vernon College, DC | AAUP | 1981(y)***** | 4 |
| *Salem College, WV | NEA | 1981(y) | 4 |
| Southwestern Michigan College, MI | NEA | 1981***** | 2 |
| University of Albuquerque, NM | AFT | 1981(y) | 4 |
| *Ashland College, OH | AAUP | 1982(y)***** | 4 |
| *Curry College, MA | AAUP | 1982(y)***** | 4 |
| *Daemen College, NY | AAUP | 1982(y)***** | 4 |
| *Drury College, MO | AAUP | 1982(y)***** | 4 |
| *College of Osteopathic Medicine and Surgery, IA | AFT | 1982(y) | 4 |
| *Stevens Institute of Technology, NJ | AAUP | 1982(y) | 4 |
| *Wagner College, NY | AFT | 1982(y) | 4 |

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

Y - Result of Yeshiva litigation.

***** Union voluntarily withdrew its certification.

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STATISTICAL ANALYSIS

Note: In these tables, the figures refer to total number of recognized bargaining agents and number of contracts with bargaining agents in the United States, according to available information. Multi-campus units have been counted as a single institution with a single bargaining agent unless the individual campuses have separate contracts and bargaining agents in which case they are treated as separate institutions. If there is more than one bargaining unit and more than one recognized bargaining agent in any particular institution (e.g., adjunct faculty, non-teaching professionals), the total number of bargaining agents elected in that institution is the figure used.

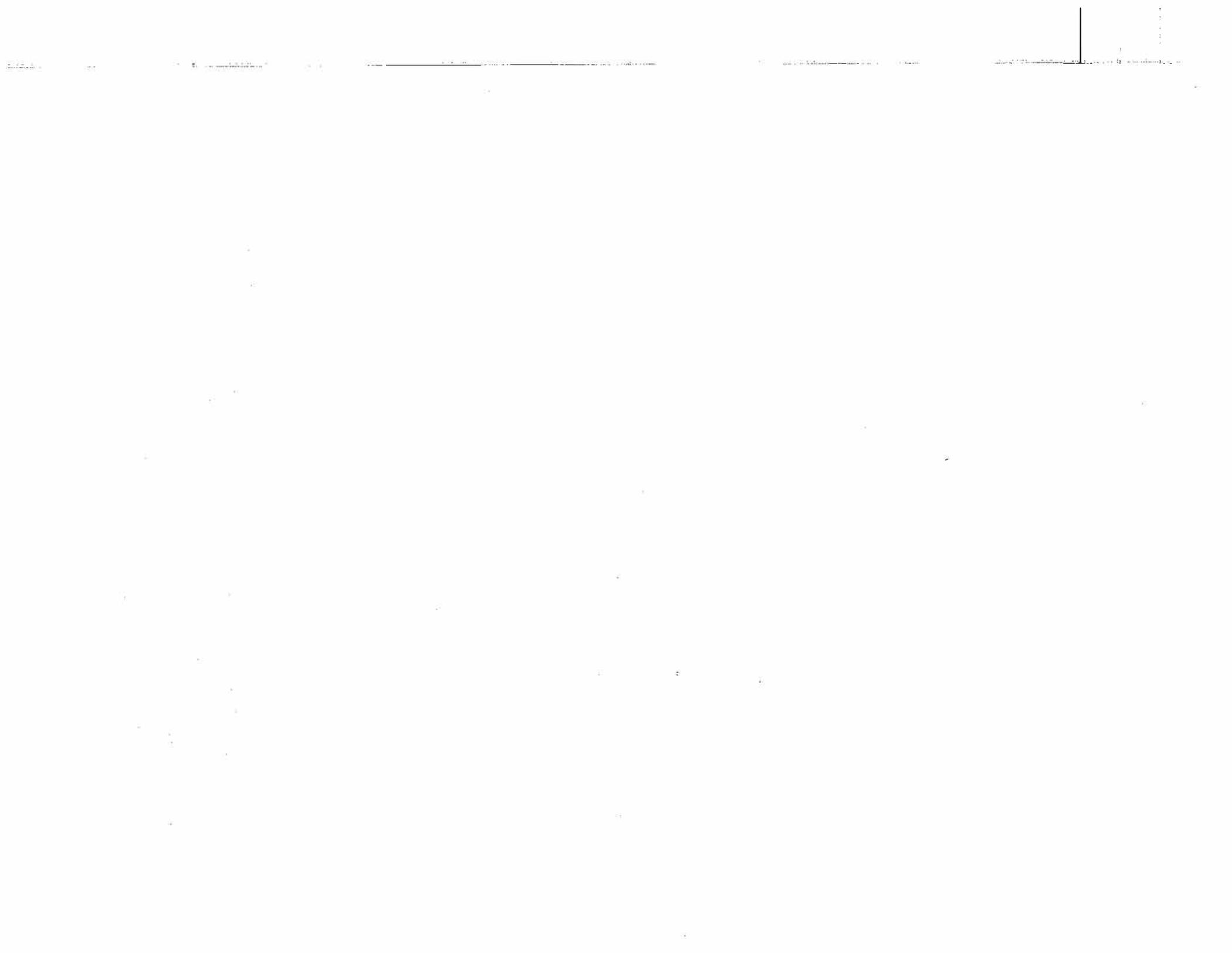


TABLE ONE

GROWTH OF UNIONIZATION IN HIGHER EDUCATION
PUBLIC AND PRIVATE SECTORS, 1974-1982

A. BARGAINING AGENTS

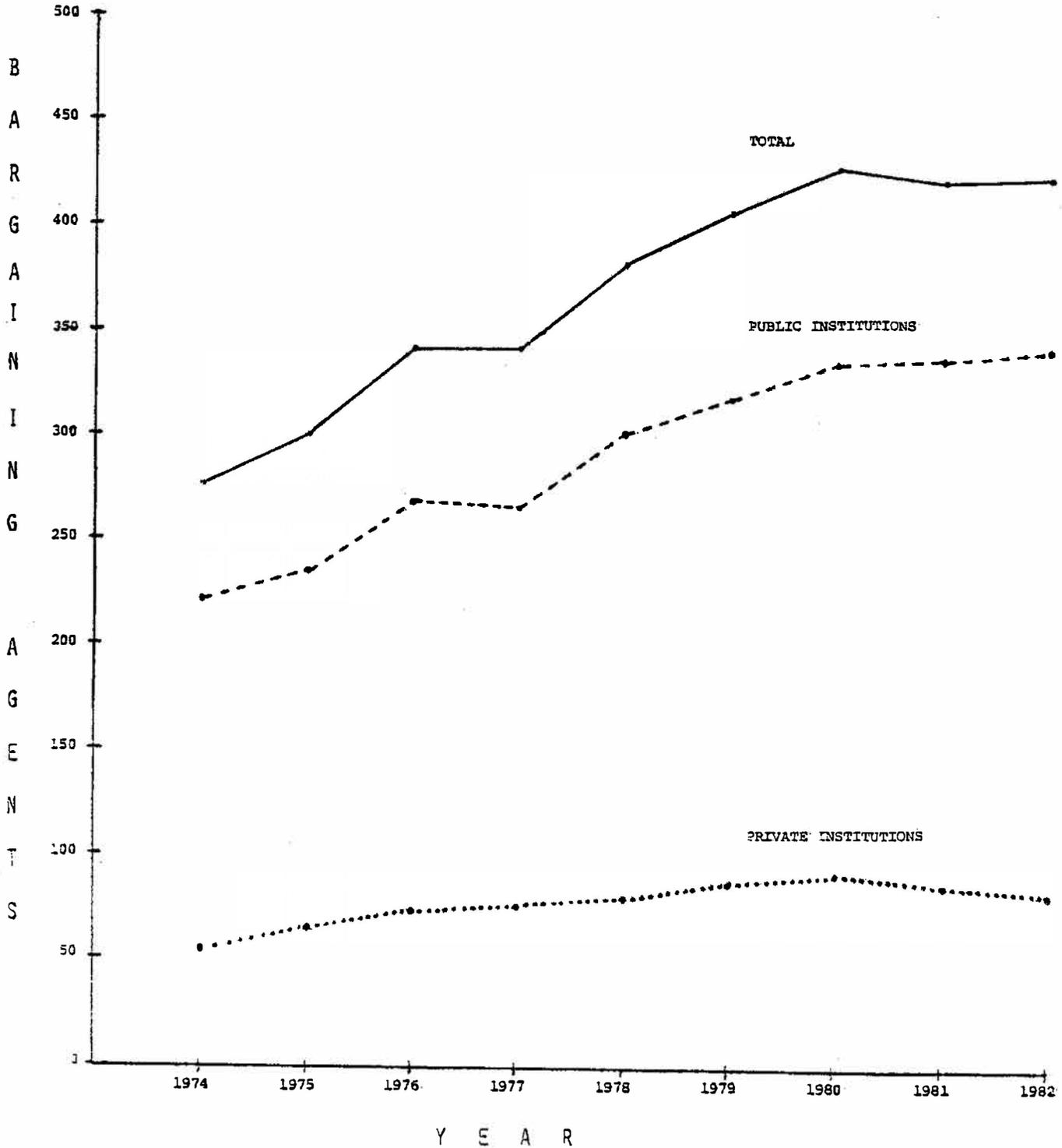
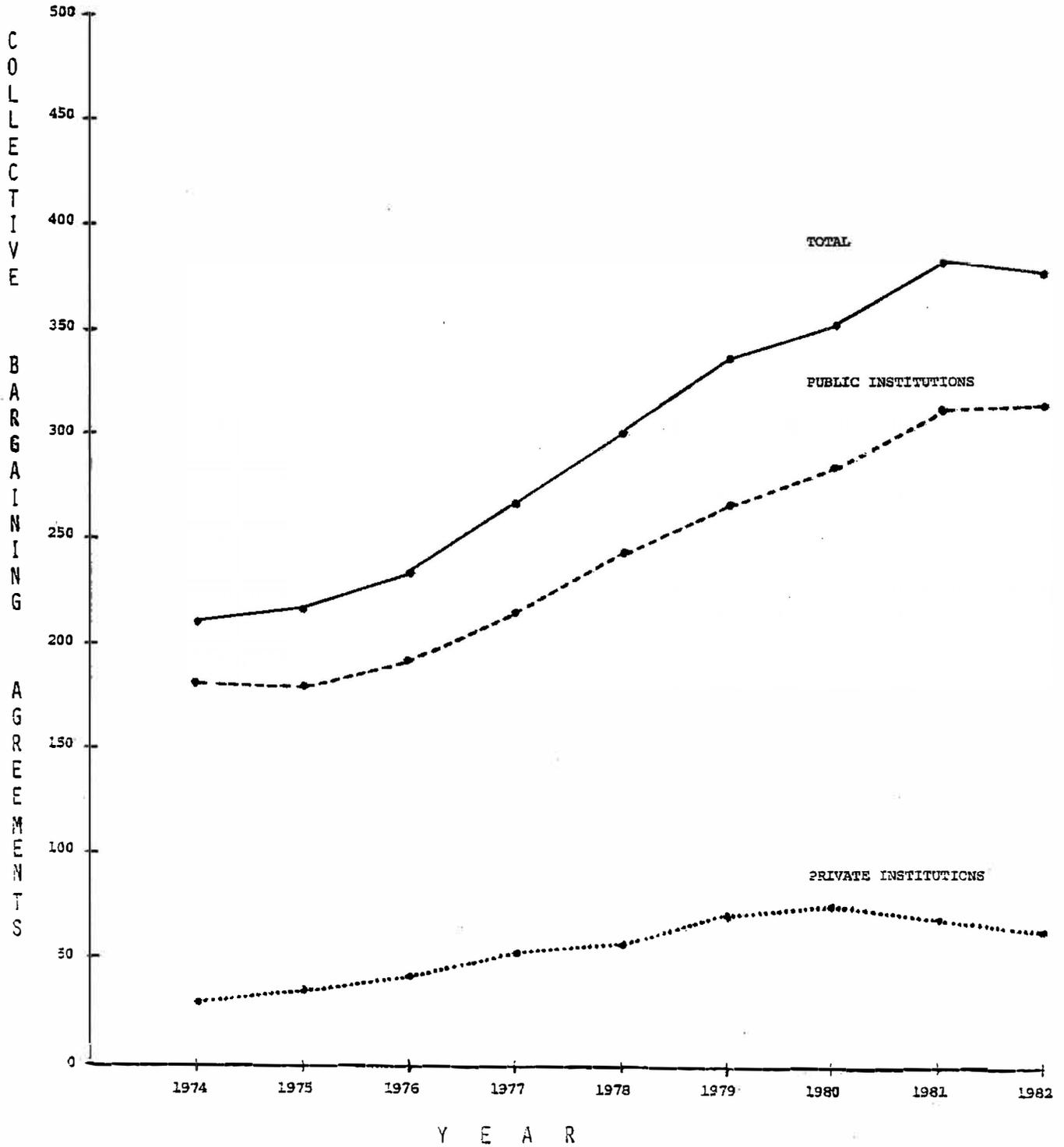


TABLE ONE

GROWTH OF UNIONIZATION IN HIGHER EDUCATION
PUBLIC AND PRIVATE SECTORS, 1974-1982

B. COLLECTIVE BARGAINING AGREEMENTS



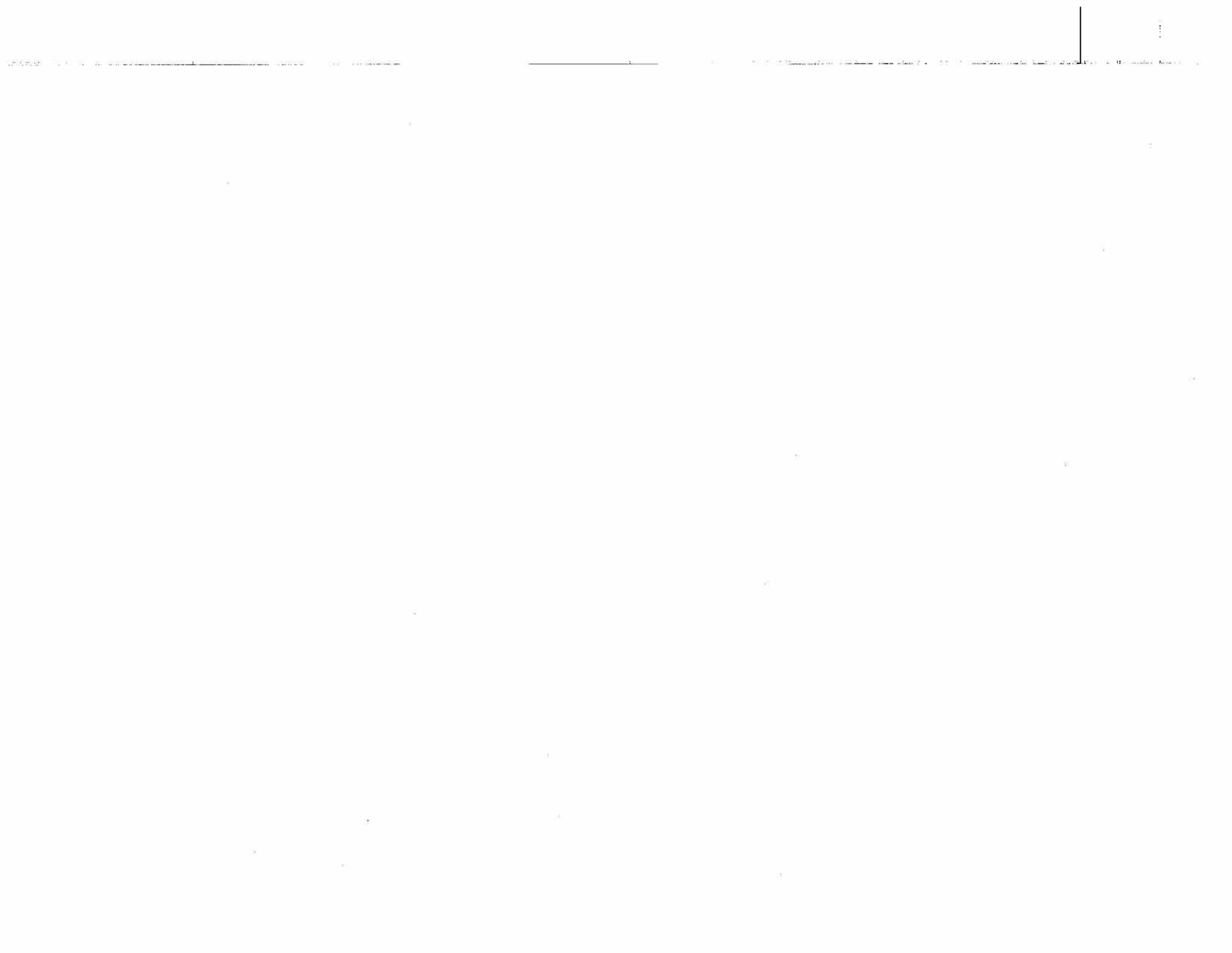


TABLE TWO
 GROWTH OF UNIONIZATION IN HIGHER EDUCATION
 IN TWO AND FOUR-YEAR INSTITUTIONS
 1974-1982

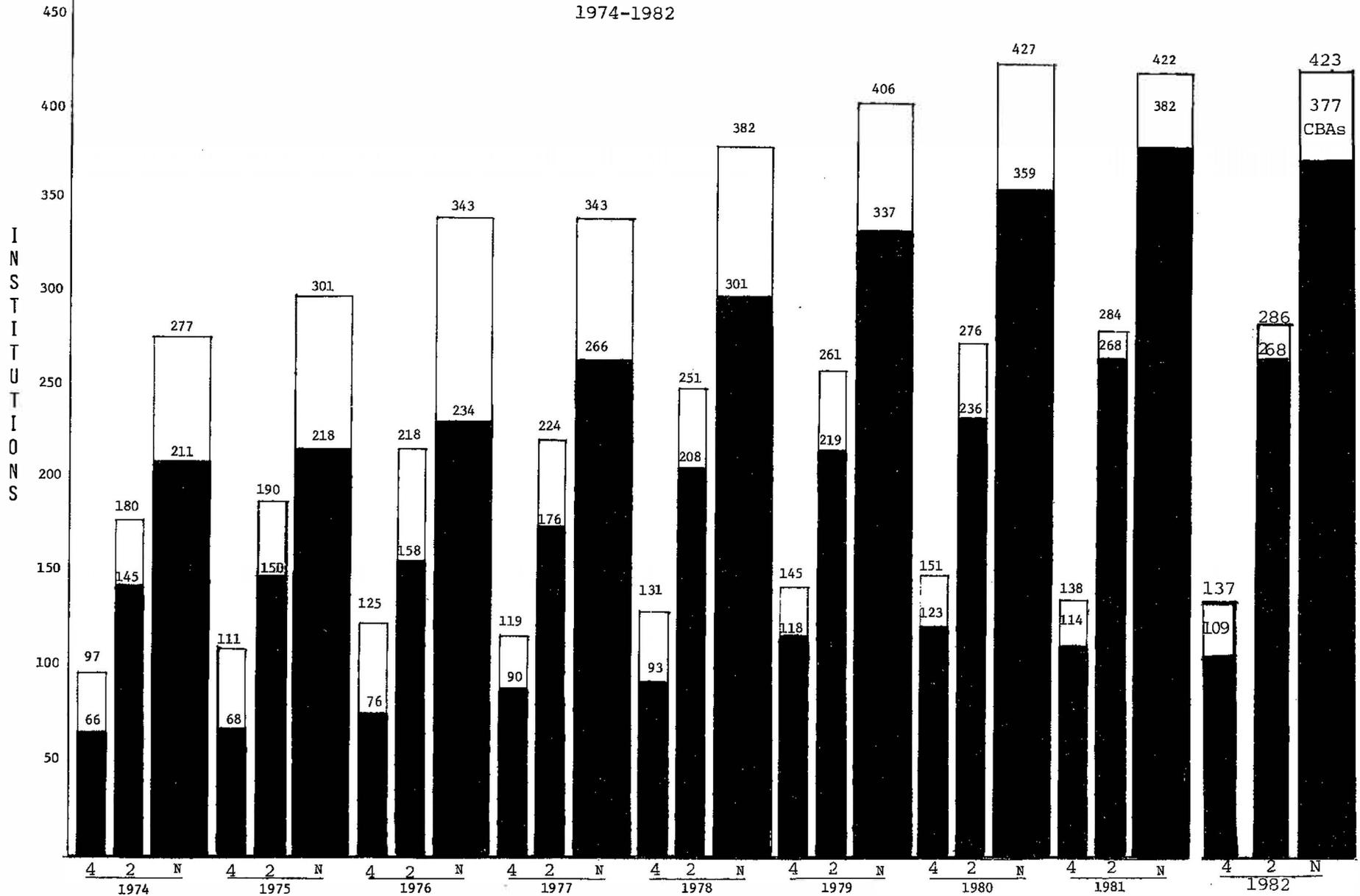


TABLE THREE

RECOGNIZED BARGAINING AGENTS

January, 1983

| | YEAR | AAUP | AFT | NEA | IND | AAUP/ AFT | AAUP/ NEA | AAUP/ IND | AFGE | AFSCME | IND/ AFT | IND/ NEA | TOTAL |
|---------------------------------|----------------|------|-----|-----|-----|--------------|--------------|--------------|------|--------|-------------|-------------|-------|
| Public Institutions | 4 Year & Prof. | 21 | 15 | 18 | 6 | 2 | 2 | 0 | 2 | 1 | 1 | 0 | 68 |
| | 2 Year | 5 | 75 | 169 | 21 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 273 |
| | Total | 26 | 90 | 187 | 27 | 3 | 2 | 0 | 2 | 2 | 1 | 1 | N=341 |
| Private Institutions | 4 Year & Prof. | 22 | 25 | 16 | 5 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 69 |
| | 2 Year | 1 | 6 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 |
| | Total | 23 | 31 | 20 | 7 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | N= 82 |
| Summary of Recognized Agents | 4 Year & Prof. | 43 | 40 | 34 | 11 | 2 | 2 | 1 | 2 | 1 | 1 | 0 | 137 |
| | 2 Year | 6 | 81 | 173 | 23 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 286 |
| | Total | 49 | 121 | 207 | 34 | 3 | 2 | 1 | 2 | 2 | 1 | 1 | N=423 |

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TABLE FOUR

COLLECTIVE BARGAINING AGREEMENTS

January, 1983

| | YEAR | AAUP | AFT | NEA | IND | AAUP/AFT | AAUP/NEA | AAUP/IND | AFGE | AFSCME | IND/NEA | TOTAL |
|---|----------------|------|-----|-----|-----|----------|----------|----------|------|--------|---------|-------|
| Public Institutions | 4 Year & Prof. | 19 | 15 | 15 | 4 | 2 | 1 | 0 | 1 | 1 | 0 | 58 |
| | 2 Year | 4 | 71 | 159 | 19 | 1 | 0 | 0 | 0 | 1 | 1 | 256 |
| | Total | 23 | 86 | 174 | 23 | 3 | 1 | 0 | 1 | 2 | 1 | N=314 |
| Private Institutions | 4 Year & Prof. | 20 | 17 | 10 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 51 |
| | 2 Year | 1 | 5 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 12 |
| | Total | 21 | 22 | 14 | 5 | 0 | 0 | 1 | 0 | 0 | 0 | N= 63 |
| Summary of Collective Bar- gaining Agreements | 4 Year & Prof. | 39 | 32 | 25 | 7 | 2 | 1 | 1 | 1 | 1 | 0 | 109 |
| | 2 Year | 5 | 76 | 163 | 21 | 1 | 0 | 0 | 0 | 1 | 1 | 268 |
| | Total | 44 | 108 | 188 | 28 | 3 | 1 | 1 | 1 | 2 | 1 | N=377 |

TABLE FIVE

ANALYSIS OF BARGAINING AGENTS & COLLECTIVE BARGAINING AGREEMENTS

January, 1982

| | YEAR | AAUP | AFT | NEA | IND | AAUP/ AFT | AAUP/ NEA | AAUP/ IND | AFGE | AFSCME | IND/ AFT | IND/ NEA | TOTAL |
|--|---------------------------------------|------|-----|-----|-----|--------------|--------------|--------------|------|--------|-------------|-------------|-------|
| Recognized Agents | 4 Year & Prof. | 43 | 40 | 34 | 11 | 2 | 2 | 1 | 2 | 1 | 1 | 0 | 137 |
| | 2 Year | 6 | 81 | 173 | 23 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 286 |
| | Total | 49 | 121 | 207 | 34 | 3 | 2 | 1 | 2 | 2 | 1 | 1 | N=423 |
| Collective Bargaining Agreements | 4 Year & Prof. | 39 | 32 | 25 | 7 | 2 | 1 | 1 | 1 | 1 | 0 | 0 | 109 |
| | 2 Year | 5 | 76 | 163 | 21 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 268 |
| | Total | 44 | 108 | 188 | 28 | 3 | 1 | 1 | 1 | 2 | 0 | 1 | N=377 |
| | Bargaining Units Without Contracts | 5 | 13 | 19 | 6 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | N= 46 |

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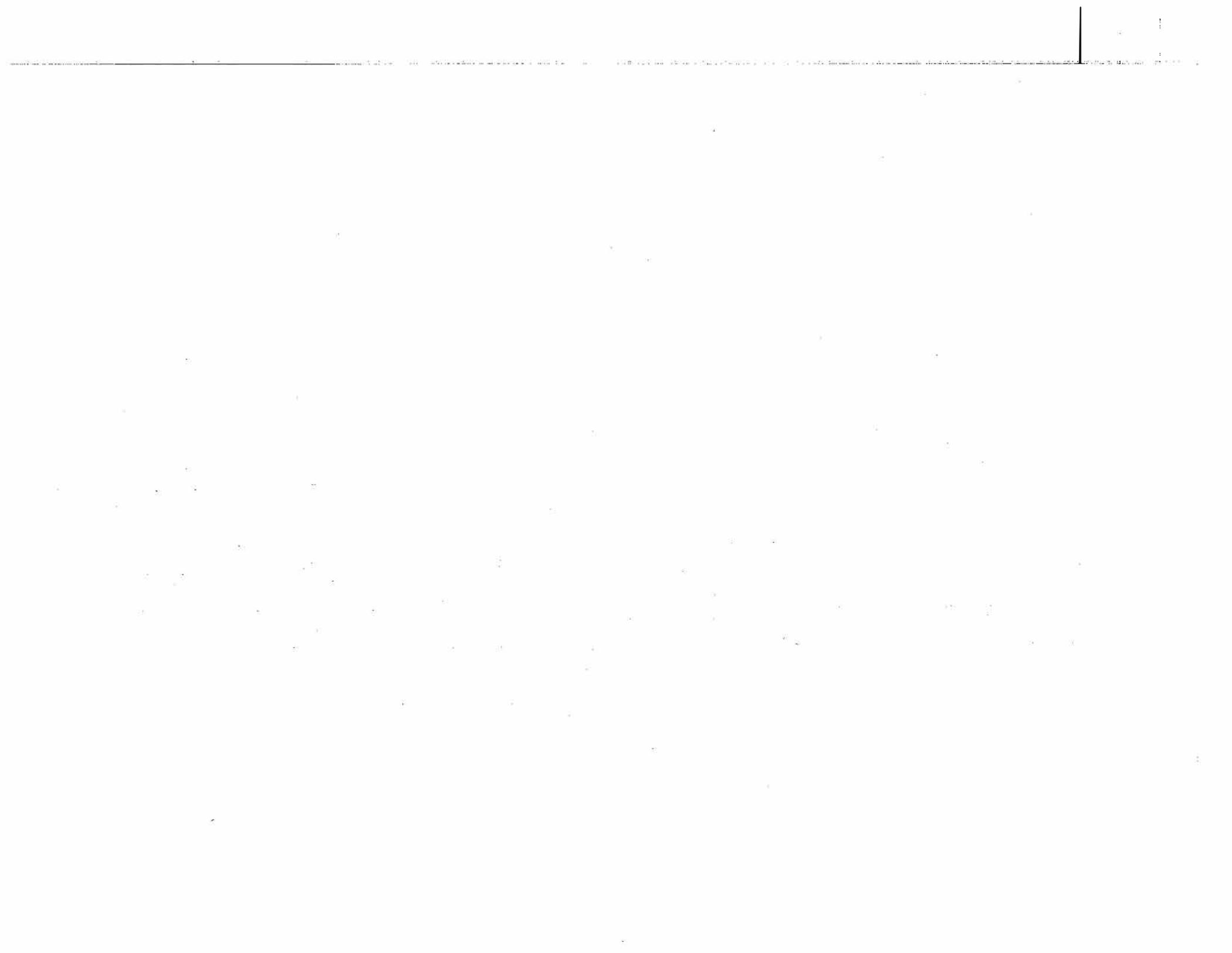


TABLE SIX

GEOGRAPHIC DISTRIBUTION OF BARGAINING AGENTS AND CONTRACTS

| STATE | 4-YEAR | | 2-YEAR | | TOTAL | |
|----------------------|--------|-----------|--------|-----------|--------|-----------|
| | AGENTS | CONTRACTS | AGENTS | CONTRACTS | AGENTS | CONTRACTS |
| Alaska | 0 | 0 | 1 | 1 | 1 | 1 |
| Arizona | 0 | 0 | 1 | 1 | 1 | 1 |
| California | 7 | 3 | 59 | 52 | 66 | 55 |
| Colorado | 3 | 2 | 1 | 0 | 4 | 2 |
| Connecticut | 10 | 8 | 3 | 3 | 13 | 11 |
| Delaware | 2 | 2 | 0 | 0 | 2 | 2 |
| District of Columbia | 3 | 2 | 0 | 0 | 3 | 2 |
| Florida | 3 | 2 | 7 | 6 | 10 | 8 |
| Hawaii | 1 | 1 | 0 | 0 | 1 | 1 |
| Illinois | 1 | 1 | 22 | 20 | 23 | 21 |
| Iowa | 3 | 2 | 12 | 12 | 15 | 14 |
| Kansas | 1 | 0 | 14 | 13 | 15 | 13 |
| Maine | 2 | 2 | 1 | 1 | 3 | 3 |
| Maryland | 1 | 1 | 2 | 1 | 3 | 2 |
| Massachusetts | 8 | 8 | 4 | 4 | 12 | 12 |
| Michigan | 15 | 13 | 28 | 27 | 43 | 40 |
| Minnesota | 2 | 1 | 1 | 1 | 3 | 2 |
| Missouri | 2 | 1 | 1 | 1 | 3 | 2 |
| Montana | 4 | 3 | 2 | 2 | 6 | 5 |
| Nebraska | 2 | 2 | 5 | 5 | 7 | 7 |
| New Hampshire | 2 | 2 | 0 | 0 | 2 | 2 |
| New Jersey | 9 | 7 | 19 | 19 | 28 | 26 |
| New Mexico | 0 | 0 | 0 | 0 | 0 | 0 |
| New York | 21 | 18 | 35 | 33 | 56 | 51 |
| North Dakota | 0 | 0 | 0 | 0 | 0 | 0 |
| Ohio | 6 | 6 | 4 | 4 | 10 | 10 |
| Oregon | 4 | 4 | 13 | 12 | 17 | 16 |
| Pennsylvania | 9 | 8 | 14 | 13 | 23 | 21 |
| Rhode Island | 5 | 5 | 1 | 1 | 6 | 6 |
| South Dakota | 2 | 2 | 0 | 0 | 2 | 2 |
| Vermont | 2 | 1 | 0 | 0 | 2 | 1 |
| Virginia | 1 | 0 | 0 | 0 | 1 | 0 |
| Washington | 1 | 0 | 23 | 23 | 24 | 23 |
| West Virginia | 0 | 0 | 0 | 0 | 0 | 0 |
| Wisconsin | 2 | 1 | 15 | 13 | 17 | 14 |
| Guam | 1 | 1 | 0 | 0 | 1 | 1 |
| TOTALS: | 135 | 109 | 288 | 423 | 422 | 377 |

TABLE SEVEN

STATUS OF PUBLIC SECTOR COLLECTIVE BARGAINING LEGISLATION¹

| STATE | Date of Legislation or Amendment |
|-------------------------|---|
| Alaska | 1972 |
| Arizona | Governing Boards ² |
| California | 1975 (2 yr.); 1978 (4 yr.) |
| Connecticut | 1975 |
| Delaware | 1970 |
| District of Columbia | Governing Boards |
| Florida | 1974 |
| Hawaii | 1970 (amend. 1975) |
| Illinois | Governing Boards |
| Iowa | 1974 |
| Kansas | 1970 (2 yr.) (amend. 1974) |
| Maine | 1974 (2 yr. voc. tech.) (amend. 1975) 1975 (all other) |
| Maryland | Governing Boards |
| Massachusetts | 1974 |
| Michigan | 1973 (amend. 1976) |
| Minnesota | 1971 (amend. 1976, 1980) |
| Montana | 1973 (amend. 1975) |
| Nebraska | 1972 |
| Nevada | Governing Boards |
| New Hampshire | 1975 |
| New Jersey | 1974 (amend.) |
| New York | 1967 (amend. 1975) |
| Ohio | Governing Boards |
| Oregon | 1963 (2 yr.) (amend. 1975) |
| Pennsylvania | 1970 |
| Rhode Island | 1958 (amend. 1973) |
| South Dakota | 1969 (amend. 1974) |
| Vermont | 1972 (amend. 1975) |
| Washington | 1973 (2 yr.) |
| Wisconsin | 1966 (2 yr.) (amend. 1974) |

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

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

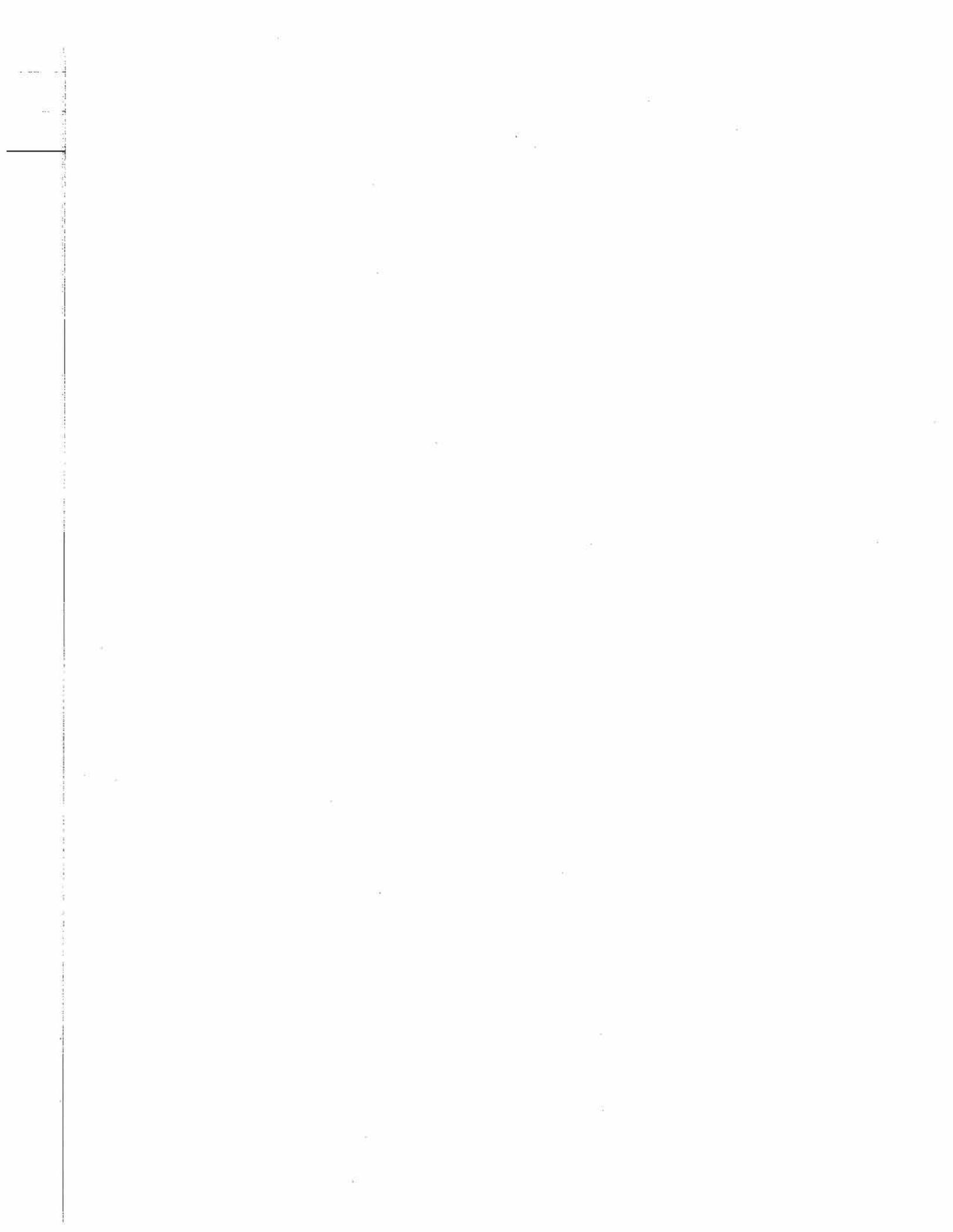
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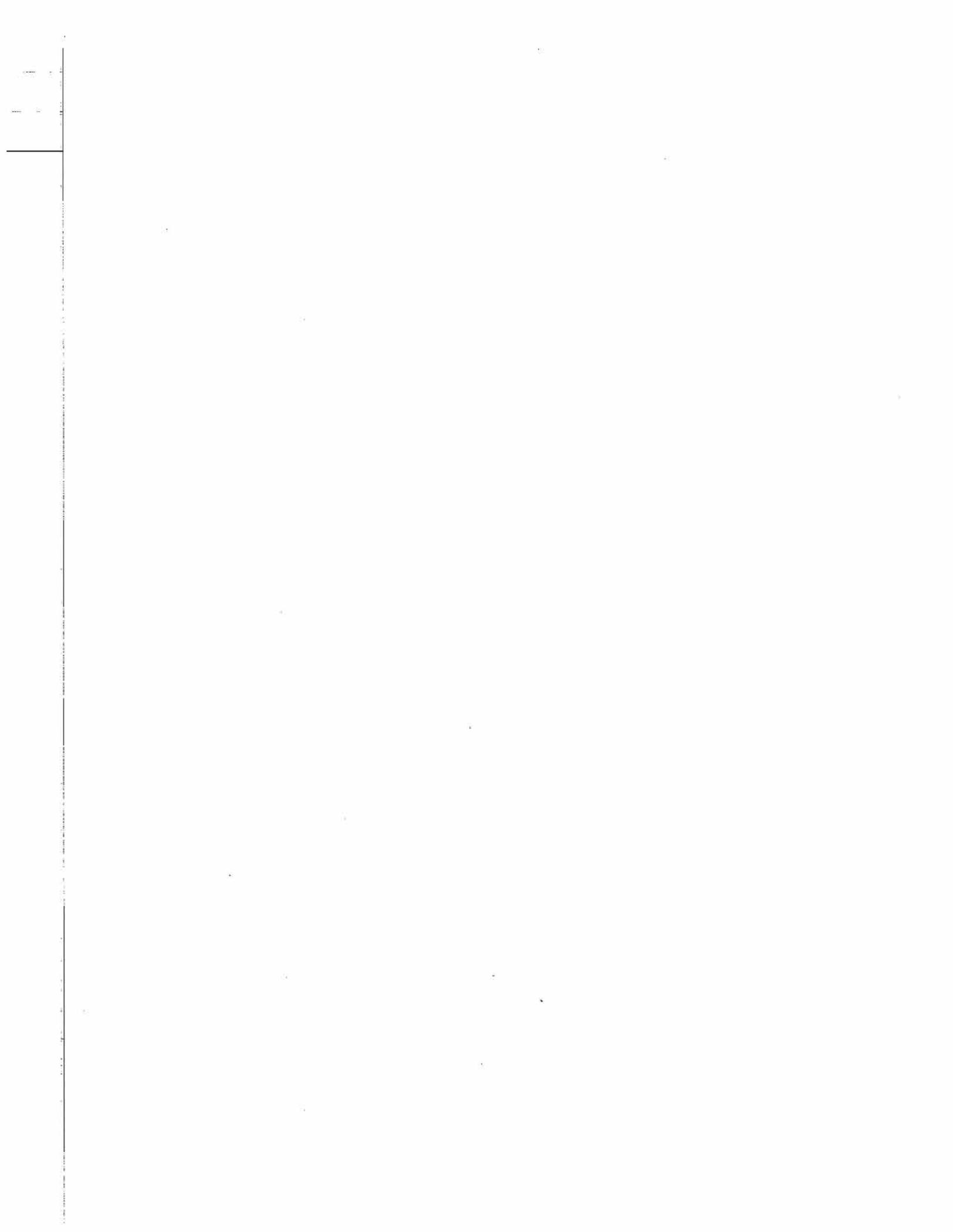
TABLE EIGHT

BARGAINING AGENTS CITED IN THIS DIRECTORY

| | |
|--------|--|
| AAUP | American Association of University Professors |
| ACCF | Associated Community College Faculties |
| ACPU | Association canadien des professeur's d'universite |
| AFGE | American Federation of Government Employees |
| AFSCME | American Federation of State, County and Municipal Employees |
| AFT | American Federation of Teachers |
| APSCUF | Association of Pennsylvania State College and University Faculties |
| CAUT | Canadian Association of University Teachers |
| CEQ | Centrale de l'enseignement du Quebec |
| CFA | Congress of Faculty Associations |
| CSN | Confederation des syndicats nationaux |
| CTA | California Teachers Association |
| ELIFA | English Language Institute Faculty Association |
| FAPUQ | Federations des associations de professeurs des universities du Quebec |
| FUSA | Faculty United Service Association |
| IND | Independent |
| MSP | Massachusetts Society of Professors |
| MTA | Massachusetts Teachers Association |
| NEA | National Education Association |
| NYEA | New York Educator's Association |
| NYSUT | New York State United Teachers |
| OPEIU | Office of Professional Employees International Union |
| OEA | Oregon Education Association |
| PCFA | Post College Faculty Association |
| PSC | Professional Staff Congress |
| SRFBC | Simon's Rock Faculty Bargaining Council |
| TAA | Teaching Assistants Association |
| UAPD | Union of American Physicians & Dentists |
| UCCFF | United Community College Faculty of Florida |
| UEA | University Education Association |
| UFF | United Faculty of Florida |
| UPC | United Professors of California |
| UUP | United University Professions |
| WEA | Wisconsin Education Association |



ALPHABERTICAL LIST OF UNITED STATES
AND
CANADIAN INSTITUTIONS CITED IN
1982 DIRECTORY



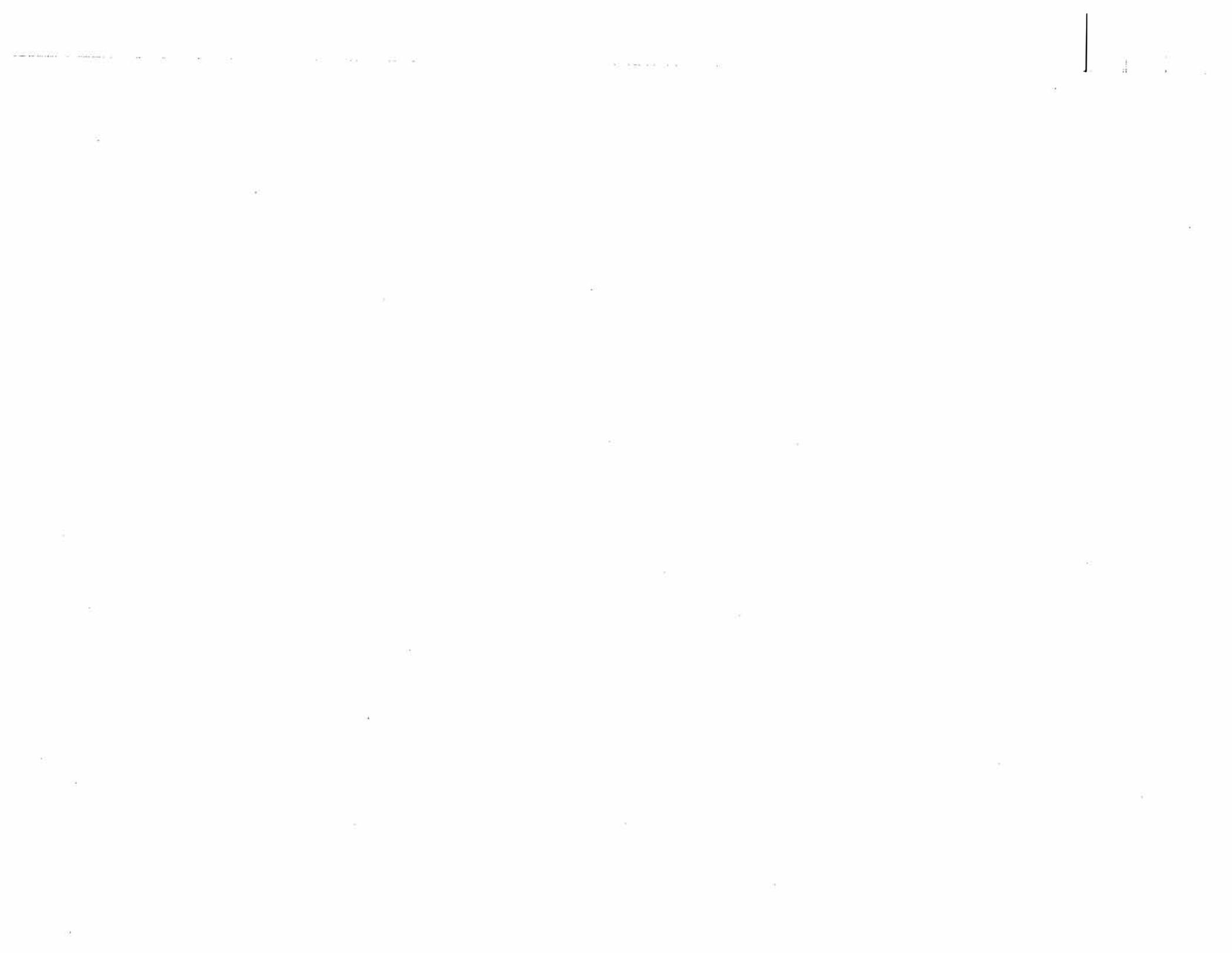
ALPHABETICAL LIST OF INSTITUTIONS*

Adelphi University, NY
Adirondack Community College, NY
Adrian College, MI
Albion College, MI - no agent
Alpena Community College, MI
American Inst. of Tech., MI - no agent
Anna Maria College, MA - no agent
Antioch College, OH - no agent
Antioch College School of Law, DC
Antioch University, PA
Area Vocational Technical & Adult Education District I, WI
Ashland College, OH
Atlantic Community College, NJ

Baker Junior College of Business, MI
Baldwin-Wallace College, OH - no agent
Barber-Scotia College, NC - no agent
Bard College, NY
Barstow Community College, CA
Bay de Noc Community College, MI
Becker Junior College, MA
Belleville Area College, IL
Bellevue Community College, WA
Bergen Community College, NJ
Big Bend Community College, WA
Blackhawk Vocational Technical Institute, WI
Bloomfield College, NJ
Blue Mountain Community College, OR
Boston University, MA
Bowling Green State University, OH - no agent
Brevard Community College, FL
Brookdale Community College, NJ
Broome Community College, NY
Broward Community College, FL
Bryant College of Business Administration, RI
Bucks County Community College, PA
Burlington County College, NJ
Butler County Community College, PA - no agent
Butler County Community Jr. College, KS
Butler University, IN - no agent
Butte College, CA

California Institute of the Arts, CA - no agent
Camden County College, NJ
Carl Sandburg College, IL
Catholic University of America, DC - no agent
Catholic University of America Law School, DC
Cayuga County Community College, NY
Centenary College for Women, NJ - no agent

*Refer to state for information.



Alphabetical List of Institutions (cont'd.)

Central Florida Community College - no agent
Central Michigan University
Central Oregon Community College
Central Community College, NE
Central YMCA Community College, IL
Centralia College, WA
Chabot College, CA
Chaffee Community College, CA
Chemeketa Community College, OR
Chipola Junior College, FL
Citrus College, CA
City Colleges of Chicago, IL
City University of New York
Clackamas Community College, OR
Claremont Colleges, CA
Clark College, WA
Clatsop Community College, OR
Clinton Community College, NY
Coud County Community Junior College, KS
Coachella Valley Community College, CA - no agent
Coast Community College, CA
Coffeyville Community Junior College, KS
Colby Community College, KS
College of the Lake County, IL
College of Medicine and Dentistry of New Jersey
College of Osteopathic Medicine-Surgery, IA
College of St. Francis, IL - no agent
College of the Canyons, CA
College of the Desert, CA - no agent
College of the Redwoods, CA
College of the Sequoias, CA
Colorado Community College System
Colorado Women's College
Columbia Basin Community College, WA
Columbia-Greene Community College, NY
Community College of Allegheny County, PA
Community College of Baltimore, MD
Community College of Beaver County, PA
Community College of the Finger Lakes, NY
Community College of Philadelphia, PA
Compton Community College, CA
Connecticut Community College System
Connecticut State College System
Connecticut State Technical Colleges
Contra Costa Community College District, CA
Cooper Union, NY
Cornell University I.L.R., NY
Corning Community College, NY - no agent
Cornish Institute, WA
Cotter College, MO
County College of Morris, NJ
Cowley County Community College, KS
Cumberland County College, NJ



Alphabetical List of Institutions (cont'd.)

Curry College, MA - no agent
Cuyahoga Community College, OH
Cypress College, CA

Daemen College, NY
Dawson Community College, MT
Dean Junior College, MA - no agent
Delaware County Community College, PA
Delaware State College
Delaware Technical and Community College System
Des Moines Area Community College, IA
Detroit College of Business, MI
Detroit Institute of Technology, MI
Dodge City Community Junior College, KS
Dowling College, NY
Drury College, MO
Dutchess Community College, NY
Dyke College, OH
D'Youville College, NY

East St. Louis Community College, IL
Eastern Iowa Community College District
Eastern Michigan University
Eastern Montana College
Eastern Oregon State College - no agent
Edison Community College, FL
El Camino Community College, CA
Emerson College, MA
Endicott College, MA
Erie Community College, NY
Essex County College, NJ

Fairleigh Dickinson University, NJ
Fashion Institute of Technology, NY
Ferris State College, MI
Florida Junior College - no agent
Florida Memorial College
Florida State University System
Foothill-De Anza Community College District, CA
Fordham University, NY - no agent
Fordham University Law School, NY
Fort Scott Community Junior College, KS
Fort Steilacoom Community College, WA
Fox Valley Technical Institute, WI
Franklin Pierce College, NH
Fullerton College, CA
Fulton-Montgomery Community College, NY

Garden City Community Junior College, KS
Gateway Technical Institute, WI
Gavilan Community College, CA
Genesee Community College, NY

Alphabetical List of Institutions (cont'd.)

Glen Oaks Community College, MI
Glendale Community College, CA
Gloucester County College, NJ
Goddard College, VT
Gogebic Community College, MI
Grand Rapids Junior College, MI
Grand Valley State Colleges, MI - no agent
Grays Harbor College, WA
Green River Community College, WA
Grossmont College, CA

Hamline University, MN - no agent
Hawkeye Institute of Technology, IA
Henry Ford Community College, MI
Herkimer County Community College, NY
Highland Community College, NY
Highland Park Community College, MI
Highland Community College, WA
Hillsborough Community College, FL
Hofstra University, NY
Holyoke Community College, MA - no agent
Hudson Valley Community College, NY
Hutchinson Community Junior College, KS

Illinois Board of Governors
Illinois Central College
Illinois Valley Community College
Imperial Valley College, CA
Independence Community Junior College, KS
Indian River Community College, FL
Iowa Central Community College
Iowa Lakes Community College
Iowa Western Community College
Ithaca College, NY - no agent

Jackson Community College, MI
Jacksonville University, FL - no agent
Jamestown College, ND
Jamestown Community College, NY
Jefferson Community College, NY
John A. Logan College, IL
Johnson County Community Junior College, KS
Joliet Junior College, IL

Kalamazoo Valley Community College, MI
Kansas City Community Junior College
Kansas State College at Pittsburgh, KS
Keene State College, NH
Kellogg Community College, MI
Kendall College, IL
Kendall School of Design, MI
Kent State University, OH
Kern Community College District, CA

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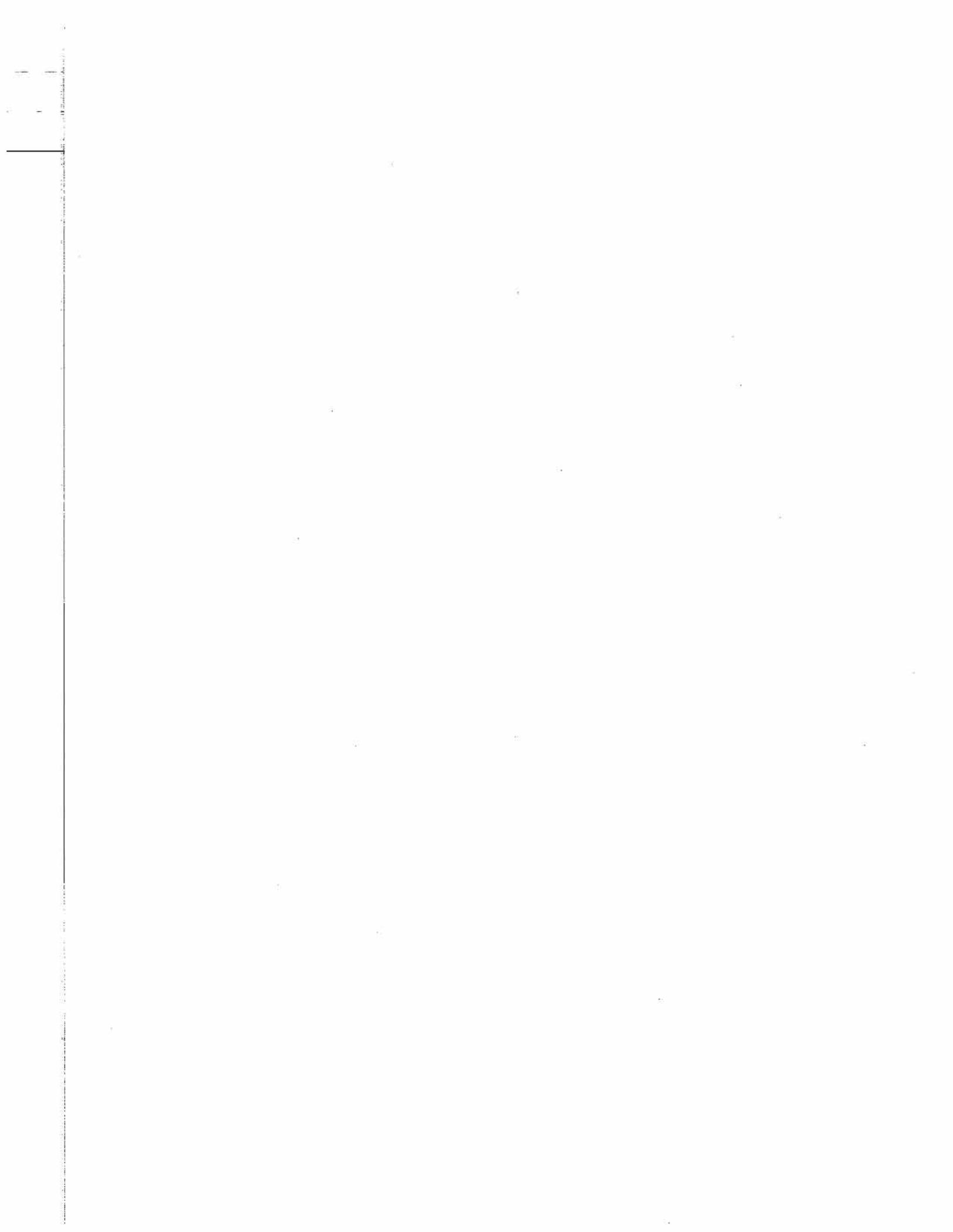
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Alphabetical List of Institutions (cont'd.)

King's College, PA - no agent
Kirkwood Community College, IA
Kirtland Community College, MI

Labette Community Junior College, KS
Laboure Junior College, MA
Lackawanna Junior College, PA
Lake County Community College, OH
Lake Land College, IL
Lake Superior State College, MI
Lakeshore Technical Institute, WI
Lane Community College, MI
Lansing Community College, MI
Lasell Junior College, MA - no agent
Lawrence Institute of Technology, MI - no agent
Lehigh County Community College, PA
Lewis and Clark Community College, IL
Lincoln University, PA
Long Beach City College, CA
Long Island University - Brooklyn Center, NY
Long Island University - C.W. Post Center, NY
Long Island University - Southampton Center, NY
Loretto Heights College, CO
Los Angeles Community College System, CA
Los Rios Community College System, CA
Lower Columbia College, WA
Luzerne County Community College, PA

Macomb County Community College, MI
Madison Area 4 Vocational & Technical College, WI
Maine Vocational Technical Institute
Manhattan College, NY - no agent
Marin Community College, CA
Marymount College, NY
Marymount College of Virginia
Massachusetts Community College System
Massachusetts Maritime Academy, MA - no agent
Massachusetts State Colleges
McHenry County College, IL
Merced College, CA
Mercer County Community College, NJ
Mercy College, NY
Merrimack College, MA - no agent
Metropolitan Technical Community College, NE
Miami-Dade Junior College, FL - no agent
Michigan State University, MI - no agent
Mid-Michigan Community College
Mid-Plains Technical Community College Area, NE
Mid State Technical Institute, WI
Middlesex County College, NJ
Miles Community College, MT
Milwaukee Area Technical College, WI



Alphabetical List of Institutions (cont'd.)

Minnesota Community College System
Minnesota State University System
Mitchell College, CT
Mohawk Valley Community College, NY
Monmouth College, NJ
Monroe Community College, NY
Monroe County Community College, MI
Montana State University - no agent
Moncalm Community College, MI
Monterey Peninsula Community College, CA
Montgomery College, MD
Montgomery County Community College, PA
Moore College of Art, PA
Moraine Park Technical Institute, WI
Moraine Valley Community College, IL
Morton College, IL
Mott Community College, MI
Mount Hood Community College, OR
Mount San Antonio College, CA
Mount San Jacinto College, CA
Mount Vernon College, DC
Muskegon Community College, MI

Napa College, CA
Nassau Community College, NY
Nasson College, ME
Nathaniel Hawthorne College, NH - no agent
National College of Business, SD
Nebraska State Colleges
New England College, NH
New England Conservatory of Music, MA - no agent
New Jersey Institute of Technology
New Jersey State College System
New York Institute of Technology
New York University - no agent
New York University Law School
Niagara County Community College, NY
Niagara University, NY
North Central Michigan College, MI
North Central Technical Institute, WI
North Country Community College, NY
North Orange County Community College, CA - no agent
Northampton County Area Community College, PA
Northeast Iowa Technical Institute
Northeast Wisconsin Technical Institute
Northeastern University, MA - no agent
Northern Michigan University - no agent
Northern Michigan University Skill Centers
Northern Montana College
Northland College, WI - no agent
Northwest Iowa Technical College
Northwest Technical College, OH



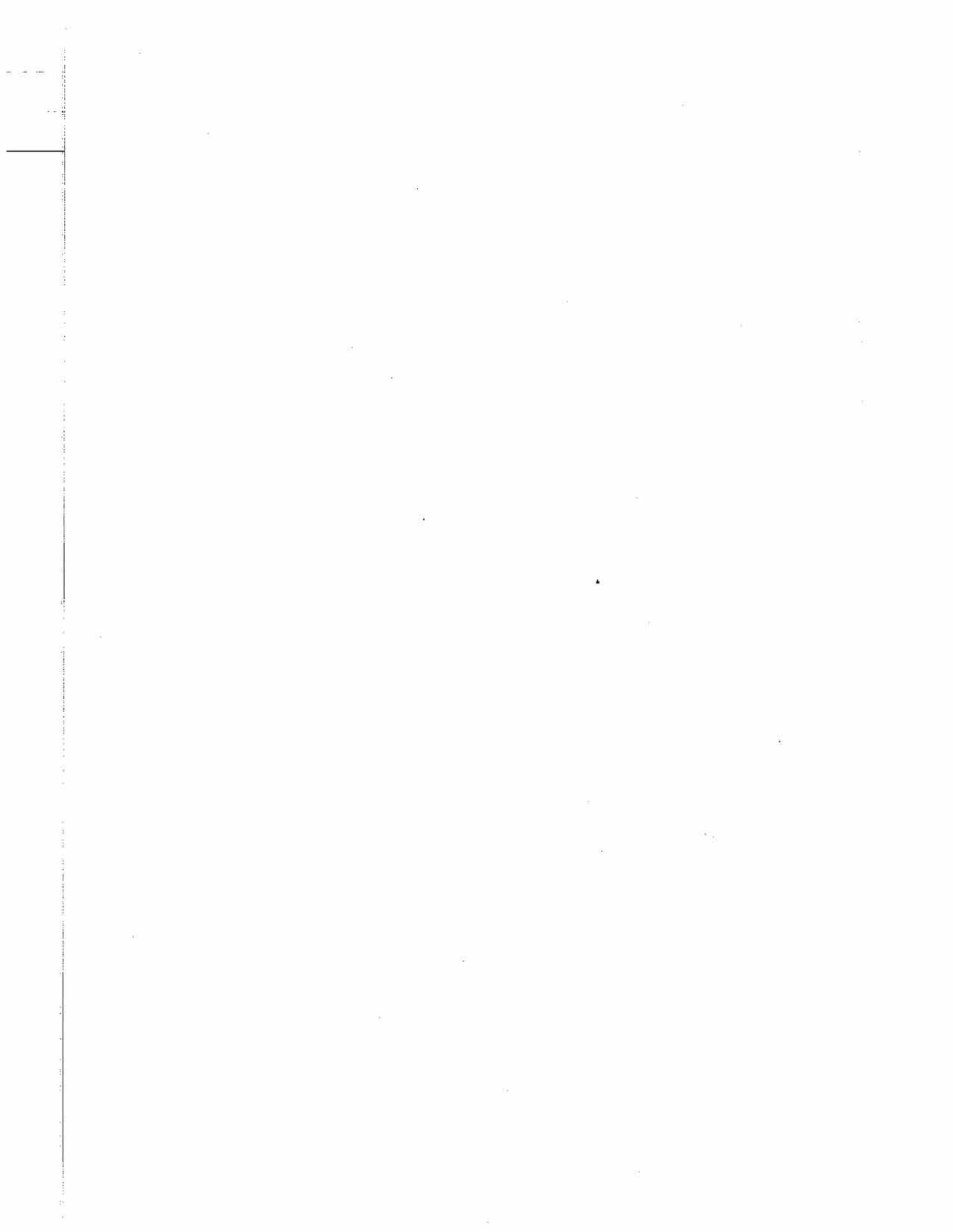
Alphabetical List of Institutions (cont'd.)

Oakland Community College, MI
Oakland University, MI
Oberlin College, OH - no agent
Ocean County College, NJ
Ohio Northern University
Ohio University - no agent
Okaloosa-Walton Junior College, FL - no agent
Olympia Vocational Technical College, WA
Olympic College, WA
Onondaga Community College, NY
Orange County Community College, NY
Oregon College of Education
Oregon Institute of Technology - no agent
Oregon State University - no agent

Pace University, NY - no agent
Palm Beach Junior College, FL
Palo Verde Community College, CA
Park College, MO
Pasadena City College, CA - no agent
Passaic County Community College, NJ
Peninsula College, WA
Pennsylvania State College and University System
Pennsylvania State University - no agent
Pensacola Junior College, FL - no agent
Peralta Community College District, CA
Philadelphia College of Art, PA - no agent
Pima Community College, AZ
Pittsburgh State University, PA
Point Park College, PA - no agent
Polk Community College, FL - no agent
Polytechnic Institute of New York
Post College, CT
Portland Community College, OR
Portland State University, OR
Prairie State College, IL
Pratt Community College, KS
Pratt Institute, NY

Quinnipiac College, CT

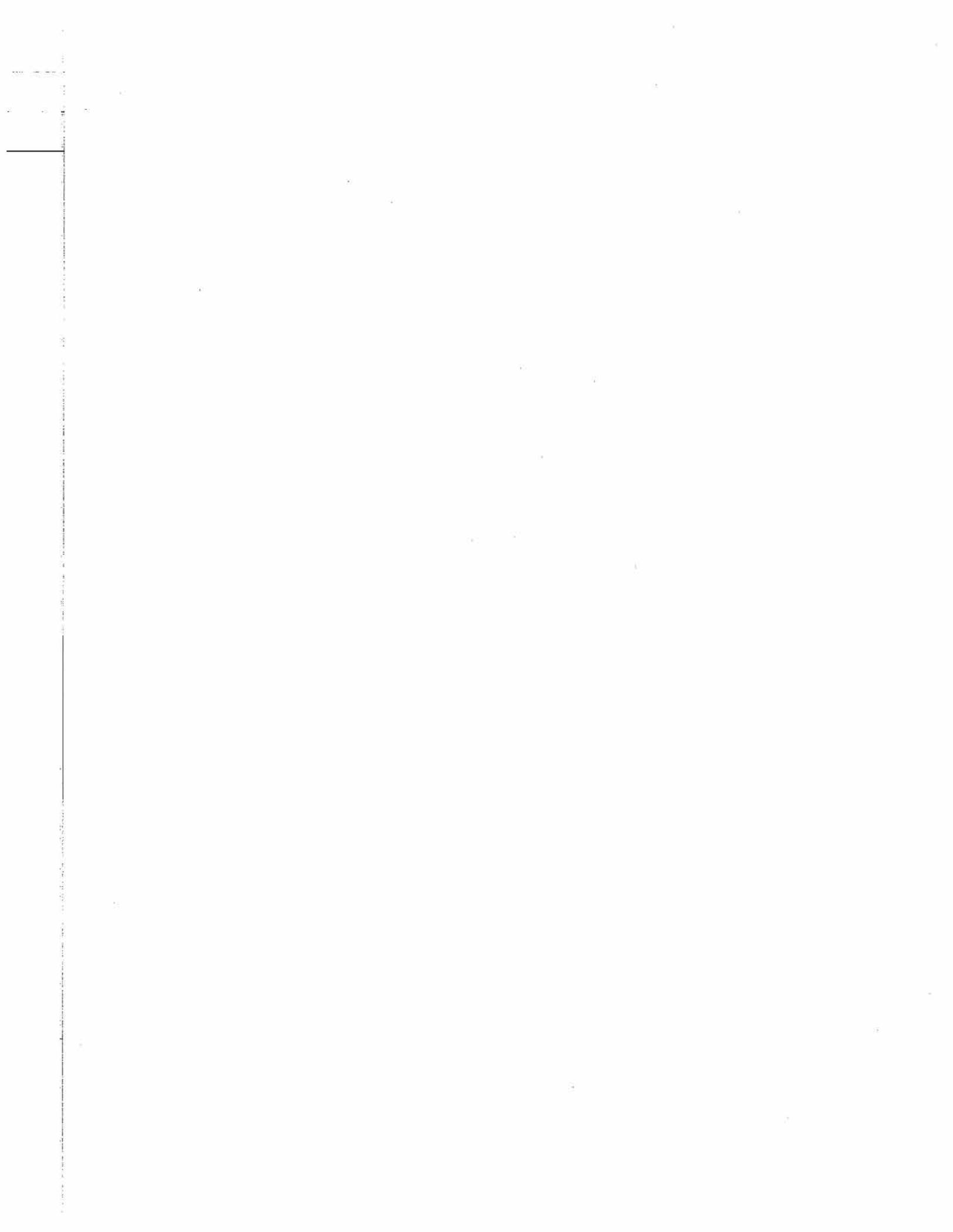
Rancho Santiago Community College, CA
Randolph-Macon College, VA - no agent
Reading Area Community College, PA
Regis College, CO
Rensselaer Polytechnic Institute, NY - no agent
Rhode Island College
Rhode Island Junior College
Rhode Island School of Design - no agent
Ricker College, ME - no agent
Rider College, NJ
Rio Hondo Community College, CA



Alphabetical List of Institutions (cont'd.)

Riverside Community College, CA
Robert Morris College, PA
Rockland Community College, NY
Roger Williams College, RI
Rogue Community College, OR
Rosary Hill College, NY - no agent
Rutgers State University of New Jersey

Saddleback Community College, CA
Saginaw Valley State College, MI
Saint Claire County Community College, MI
St. John's University, NY
St. Joseph's College, NY - no agent
Saint Leo College, FL
Saint Petersburg Junior College, FL - no agent
Salem College, WV
Salem Community College, NJ
San Diego Community Colleges, CA
San Francisco Community College, CA
San Joaquin Delta College, CA
San Jose Community College District, CA
San Mateo Community College, CA
Santa Ana College, CA
Santa Clarita Community College, CA
Santa Fe Community College, FL - no agent
Santa Barbara City College, CA
Santa Monica Community College, CA
Sauk Valley College, IL
Schenectady County Community College, NY
Schoolcraft College, MI
Seattle Community College District VI, WA
Seattle University, WA - no agent
Seton Hall, NJ
Seton Hill College, PA - no agent
Shasta College, CA
Shaw College at Detroit, MI
Shawnee State Community College, OH
Shoreline Community College, WA
Sierra Joint Community College District, WA
Simon's Rock Early College, MA
Skagit Valley College, WA
Solano Community College, CA
Somerset County College, NJ
South Dakota Board of Regents System
Southeast Technical Community College, NE
Southeastern Community College, IA
Southeastern Massachusetts University
Southern Oregon State College
Southwest Wisconsin Technical Institute
Southwestern College, CA
Southwestern Community College, IA
Southwestern Michigan College
Southwestern Oregon Community College

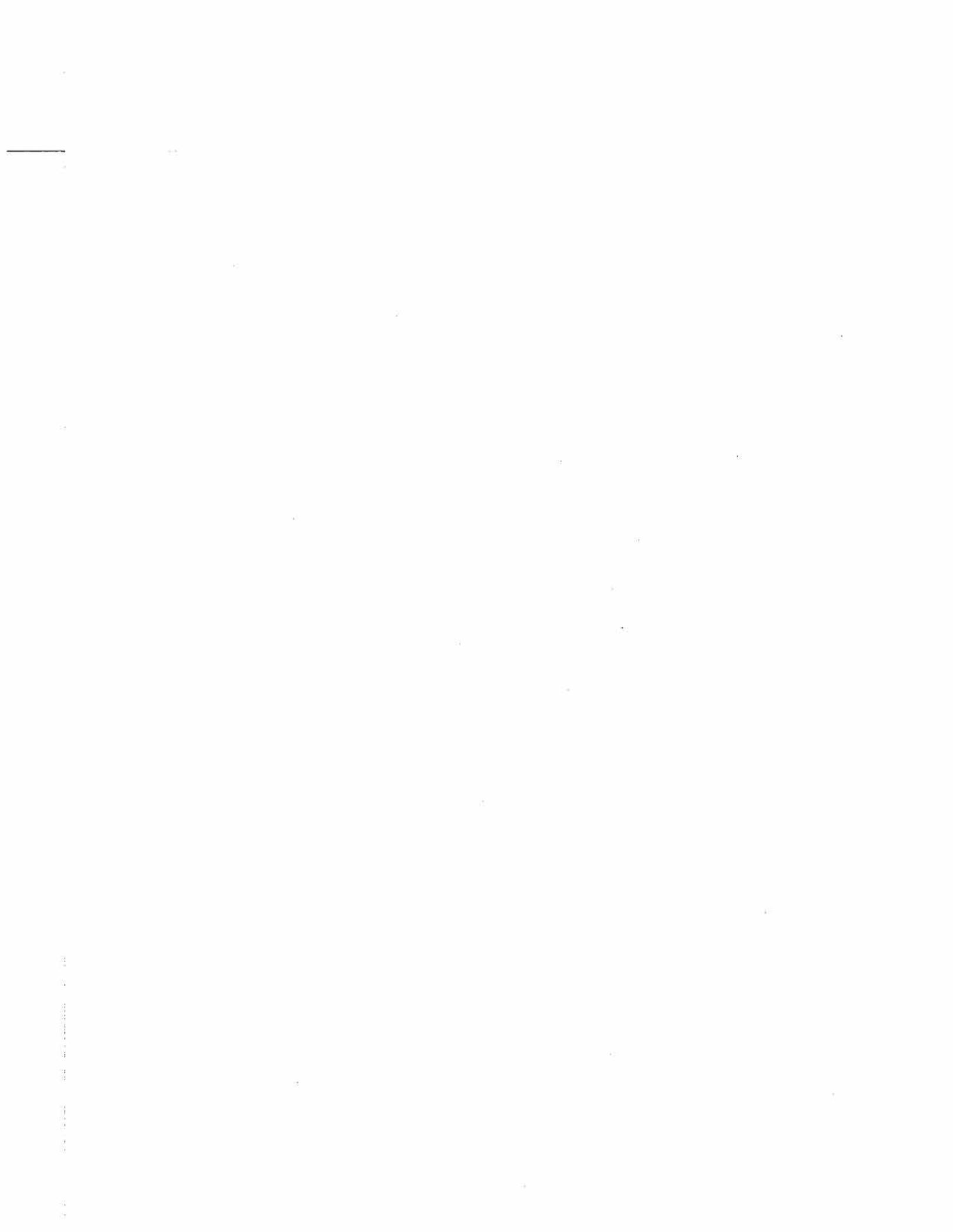


Alphabetical List of Institutions (cont'd.)

Spokane Falls Community College District XVII, WA
Spring Garden College, PA
State Center Community College District, CA
State University of New York
Stephens College, MO - no agent
Stevens Institute of Technology, NJ
Suffolk County Community College, NY
Sullivan County Community College, NY
Syracuse University, NY - no agent

Tacoma Community College, WA
Taft College, CA
Taylor Business Institute, NY
Temple University, PA
Temple University Law School, PA
Thornton Community College, IL
Towson State University, MD
Treasure Valley Community College, OR - no agent
Triton College, IL
Trocaire College, NY
Tusculum College, TN - no agent

Ulster County Community College, NY
Umpqua Community College, OR - no agent
Union College, NY
Union County Technical Institute, NJ
U.S. Coast Guard Academy, CT
U.S. Merchant Marine Academy, NY
University of Alaska Community College System
University of Albuquerque, NM
University of Bridgeport, CT
University of California-Berkeley - Los Angeles - no agent
University of California-Santa Cruz
University of Cincinnati, OH
University of Colorado - no agent
University of Colorado-Boulder - no agent
University of Connecticut
University of Delaware
University of Detroit, MI - no agent
University of Dubuque, IA
University of Dubuque Seminary, IA
University of Evansville, IN - no agent
University of Florida (Inst. of Food & Agricultural Sci.) no agent
University of Florida, Gainesville - no agent
University of Florida System
University of Guam
University of Hawaii
University of Lowell, MA
University of Maine
University of Massachusetts
University of Miami, Coral Gables, FL - no agent
University of Michigan

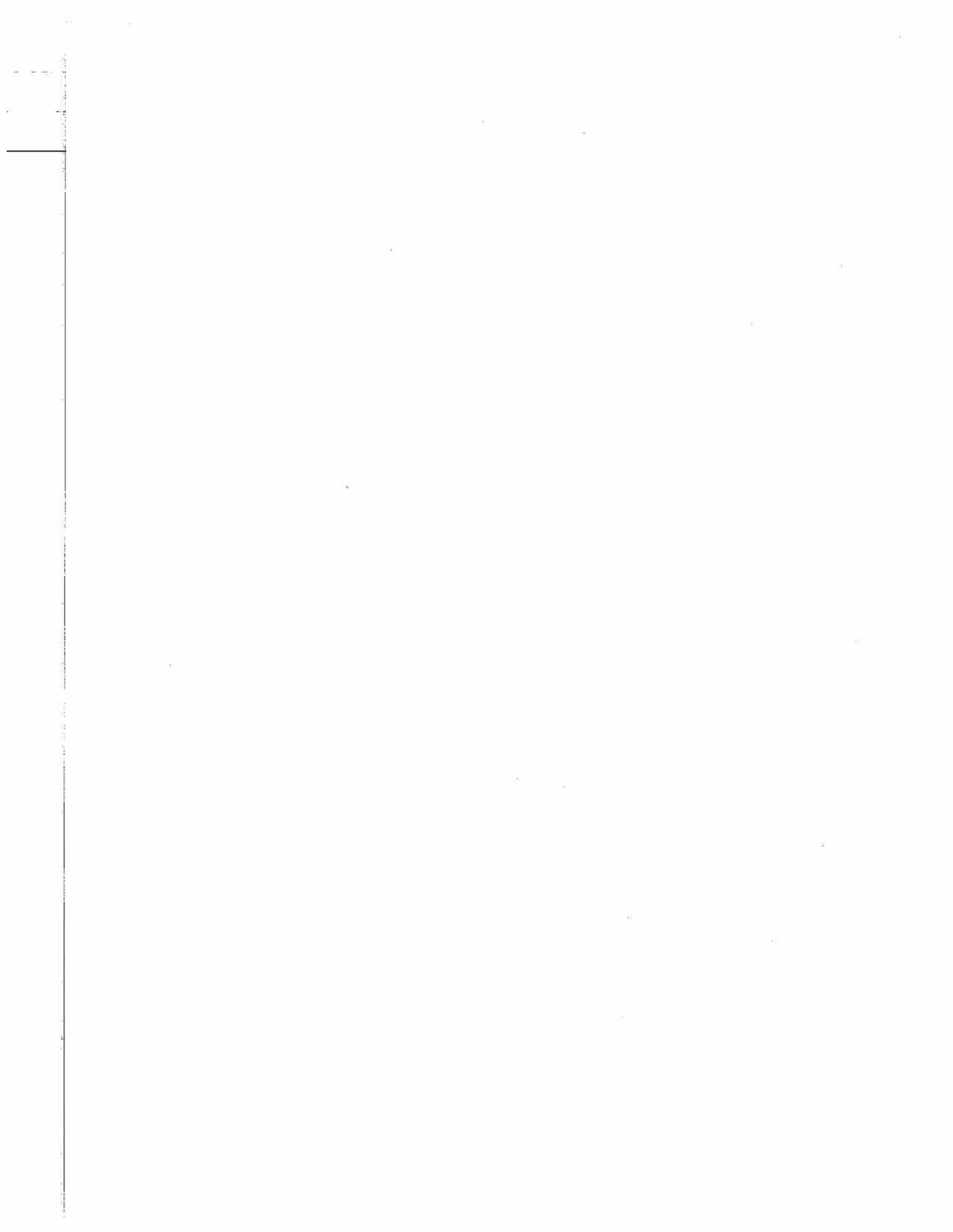


Alphabetical List of Institutions (cont'd.)

University of Minnesota (teaching assistants) - no agent
University of Minnesota (Crookston Campus) - no agent
University of Minnesota Health Sci. (Duluth & Twin Cities) - no agent
University of Minnesota Law School (Duluth & Twin Cities) - no agent
University of Minnesota (Duluth & Wauseca Campuses)
University of Montana - no agent
University of Nebraska at Lincoln - no agent
University of Nebraska at Omaha
University of Nebraska College of Dentistry - no agent
University of Nebraska Law School
University of New Hampshire
University of New Haven, CT
University of Northern Iowa
University of Oregon - no agent
University of Oregon (teaching assistants)
University of Pittsburgh, PA
University of Pittsburgh Health Professional Schools, PA - no agent
University of Pittsburgh Law School, PA - no agent
University of Pittsburgh Medical School, PA
University of Pittsburgh Provost Unit, PA - no agent
University of Rhode Island
University of San Francisco, CA
University of San Francisco Law School, CA
University of Scranton, PA
University of the District of Columbia
University of Toledo, OH - no agent
University of Vermont - no agent
University of Washington
University of Wisconsin - Madison (teaching assistants)
 - Durham campus - no agent
 - Plymouth campus - no agent
 - Keene campus
Utica College of Syracuse University, NY

Ventura County Community College District, CA
Vermont State Colleges
Victor Valley College, CA
Vill Maria College, NY - no agent
Villanova University, PA - no agent

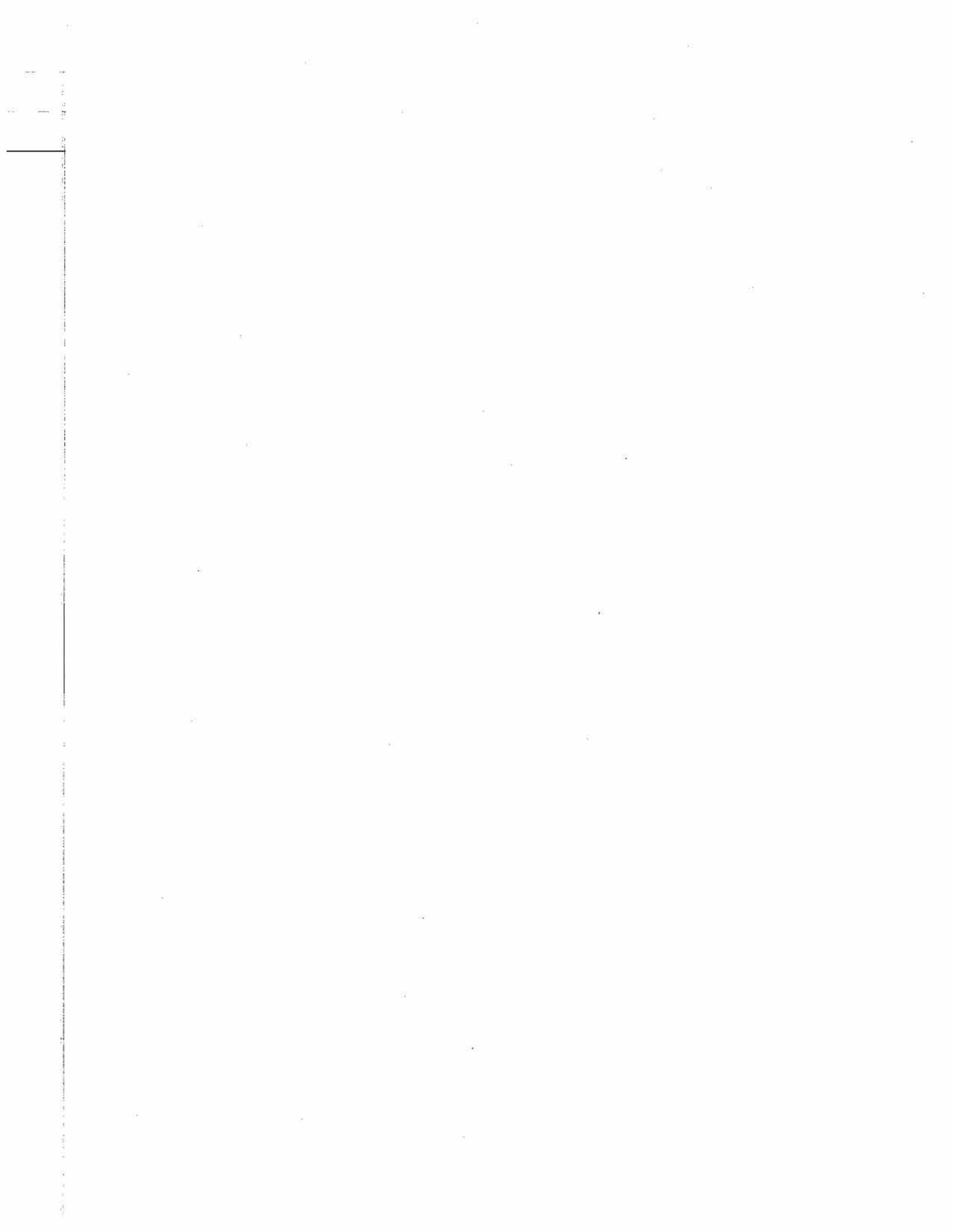
Wagner College, NY
Walla Walla Community College, WA
Washington State Community College
Washtenaw Community College, MI
Waubensee Community College, IL
Waukesha County Technical Institute, WI
Wayne County Community College, MI
Wayne State University, MI
Waynesburg College, PA - no agent
Wenatchee Valley College, WA
Wentworth Institute of Technology, MA
Wesleyan University, CT - no agent



Alphabetical List of Institutions (cont'd.)

West Hills College, CA
West Liberty State College, WV
West Shore Community College, MI
Westchester Community College, NY
Western Iowa Technical Community College
Western Michigan University
Western Montana College
Western Oregon State College
Western States Chiropractic College, OR
Western Technical Community College Area, NE
Western Wisconsin Technical Institute
Westmoreland County Community College, PA
Whatcom Community College, WA
Wilberforce University, OH
William Rainey Harper College, IL - no agent
Williamsport Area Community College, PA
Wilson College, PA - no agent
Wisconsin Indianhead VTAE District, WI

Yakima Valley College, WA
Yeshiva University, NY
Yosemite Community College District, CA
Youngstown State University, OH
Yuba College, CA



ALPHABETICAL LIST OF CANADIAN INSTITUTIONS*

Acadia University, N.S.
Algoma University College, Ont.

Bishop's University, Que.
Brandon University, Man.

Carleton University, Ont.
Concordia University, Que.

Dalhousie University, N.S.

Ecole Polytechnique, Que.

Institut Armand Frappier, Que.
Institut National de la Recherche Scientifique, Que.

Lakehead University, Ont.
Laurentian University, Ont.

Mount Allison University, N.B.

Nova Scotia Technical College

Ontario Institute for Studies in Education

Ryerson Polytechnical Institute, Ont.

Saint Boniface, Man.
Saint-Louis Maillet, N.B.
Saint Mary's University, N.S.
St. Thomas More College, Sask.
St. Thomas University, N.B.

Technical University of Nova Scotia
Trent University, Ont.

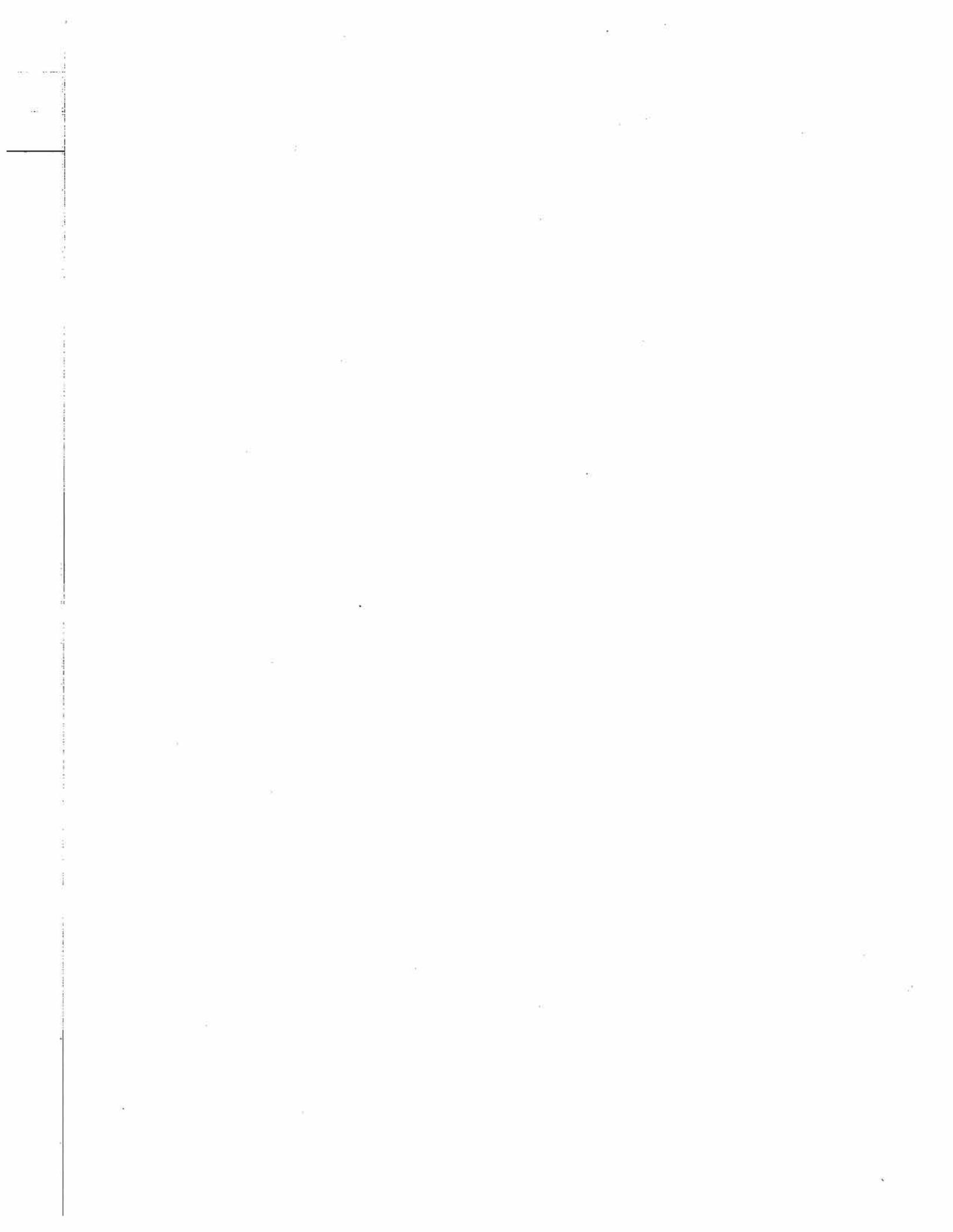
Universite Laval, Que.
Universite de Moncton, N.B.
Universite de Montreal, Que.
Universite du Quebec a Chicoutimi
Universite du Quebec a Hull
Universite du Quebec a Montreal
Universite du Quebec dans l'Ouest
Universite du Quebec a Rimouski
Universite Sainte-Anne, N.S.
University du Quebec a Trois-Rivieres
University College of Cape Breton, N.S.
University de Sherbrooke, Que.
University of Alberta
University of Athabaska, Alberta
University of British Columbia
University of Calgary, Alberta

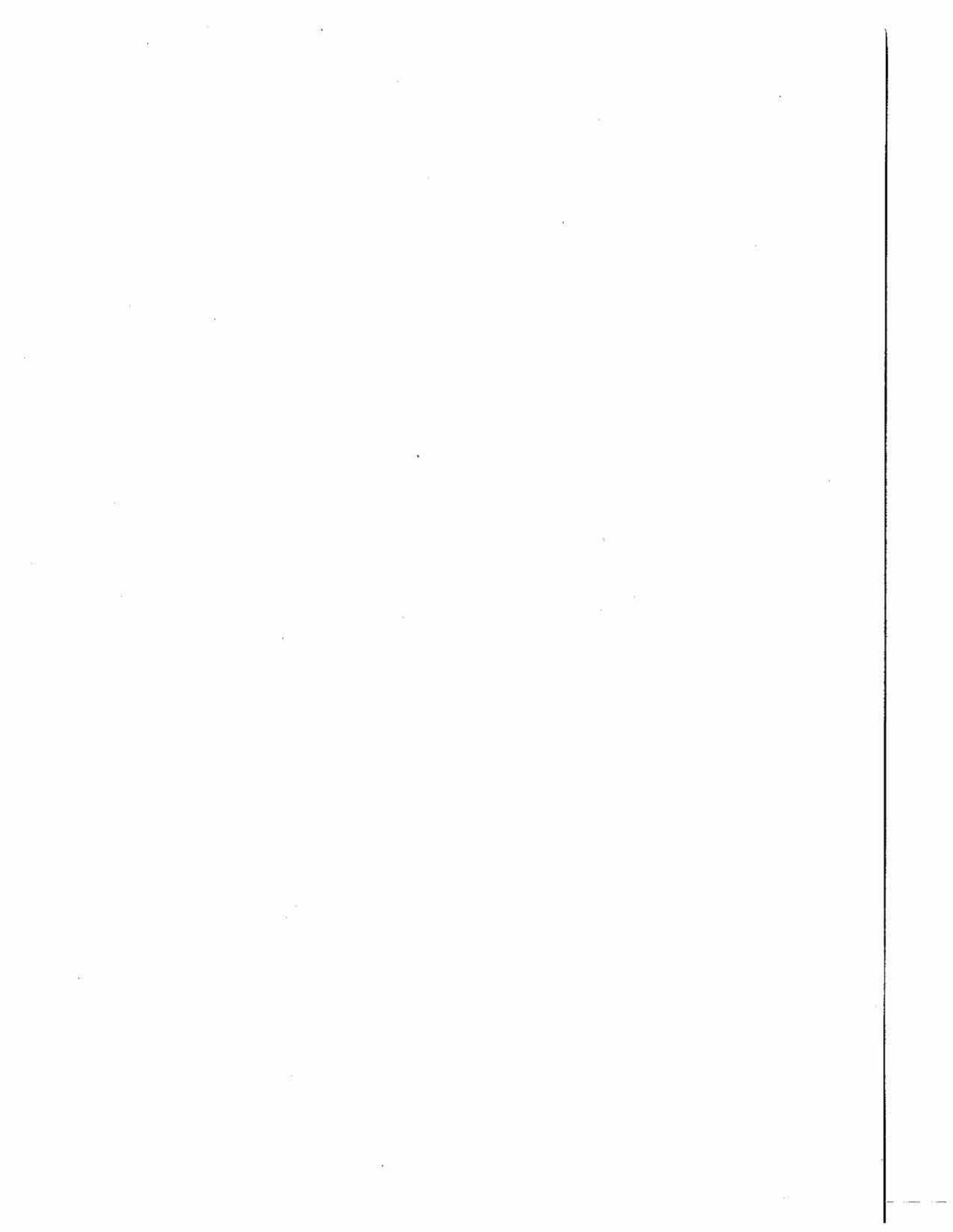
*Refer to Province in Canadian section.

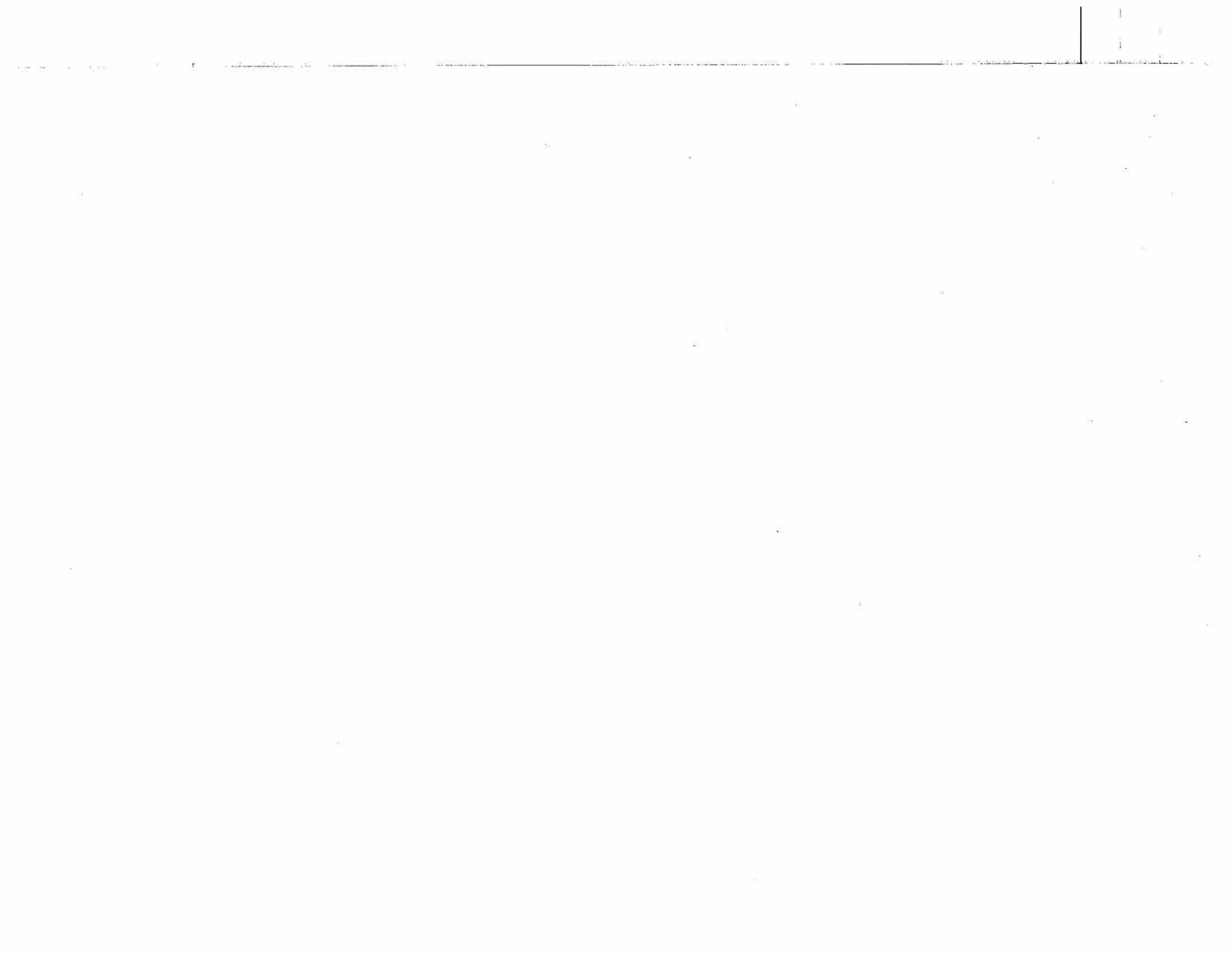
Alphabetical List of Canadian Institutions (cont'd.)

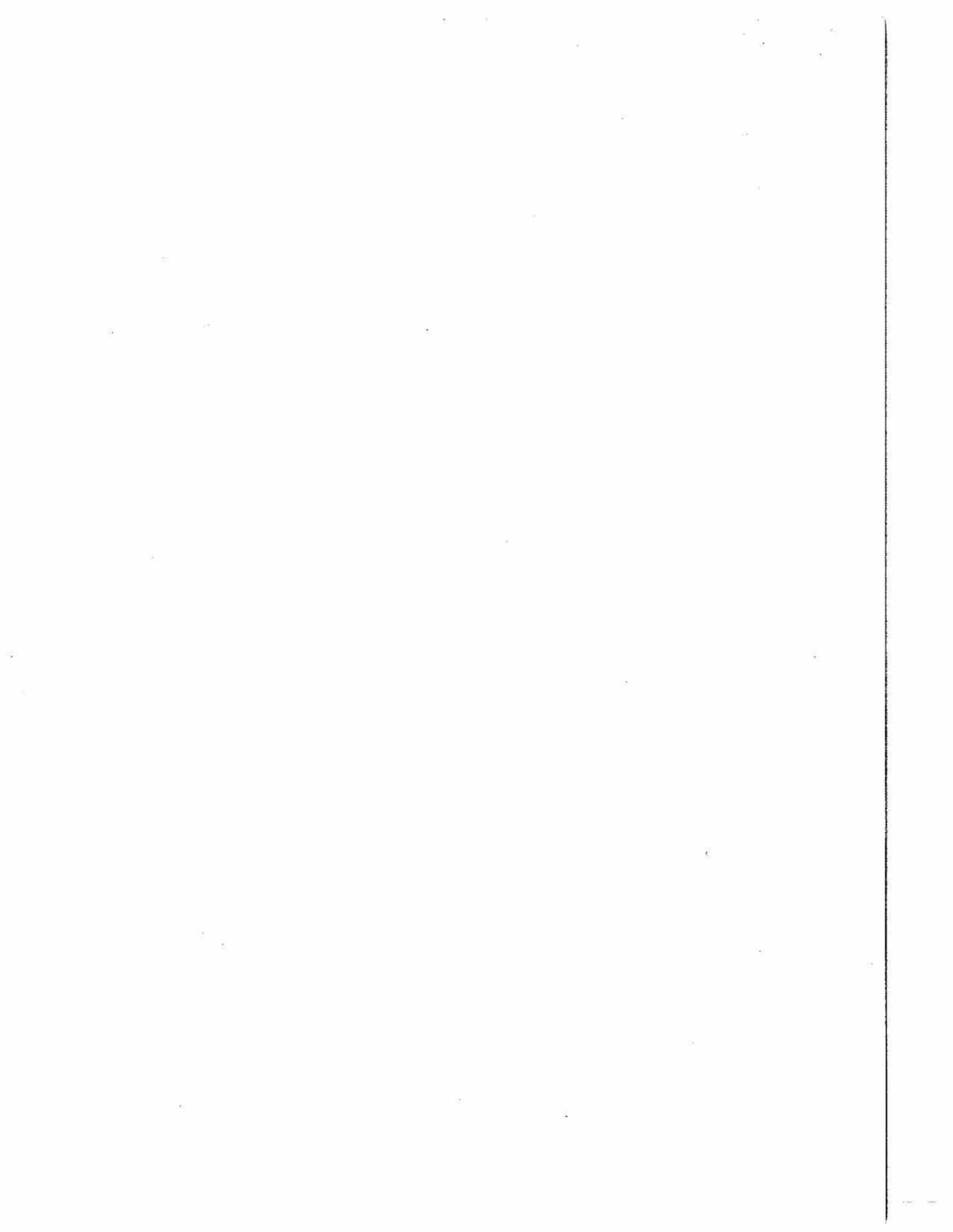
University of Lethbridge, Alberta
University of Manitoba
University of New Brunswick
University of Ottawa, Ont.
University of Prince Edward Island
University of Regina, Sask.
University of Saskatchewan
University of Simon Fraser, B.C.
University of Toronto, Ont.
University of Windsor, Ont.
University of Winnipeg, Man.

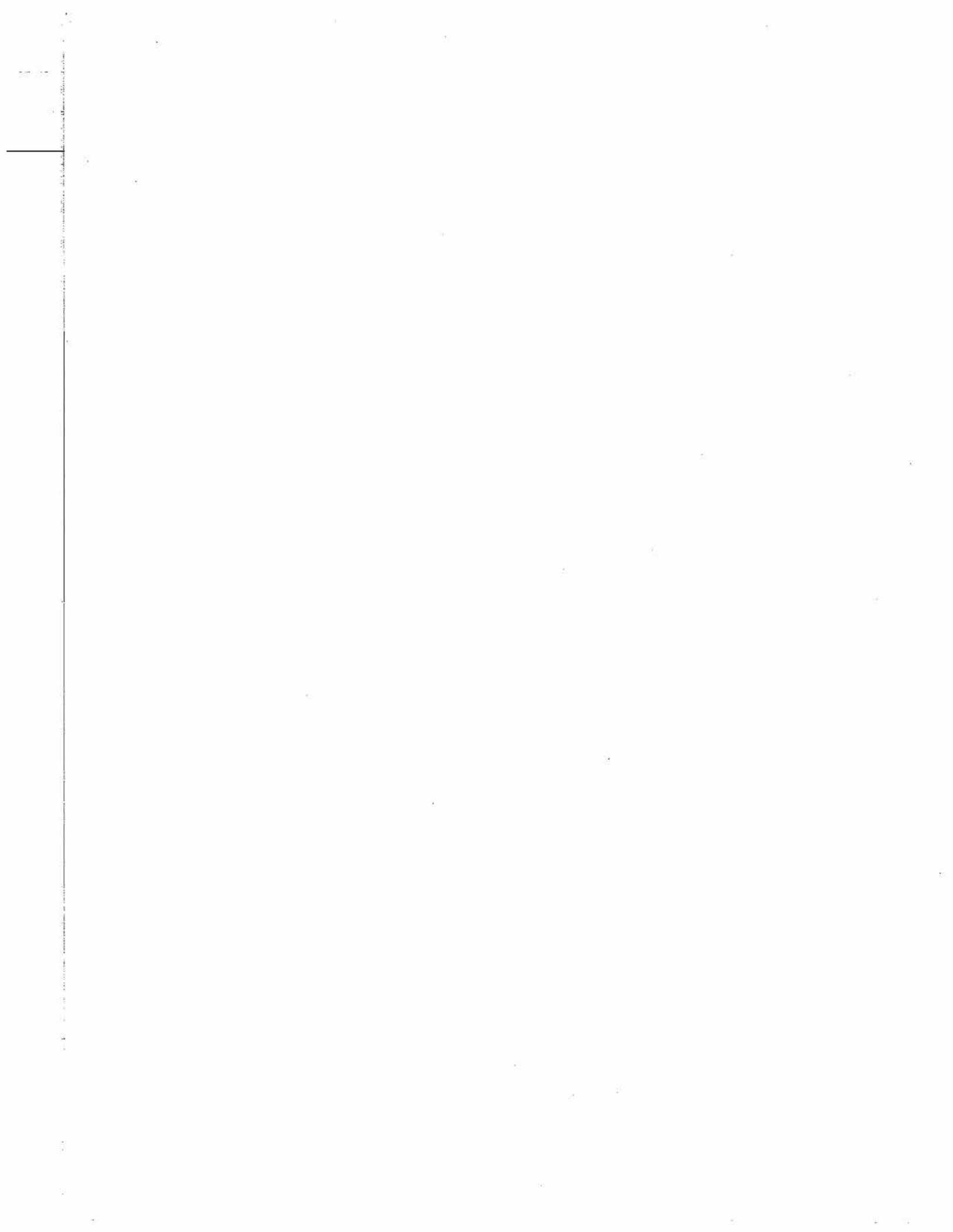
York University, Ont.











THE UNIVERSITY OF CHICAGO

PHYSICS DEPARTMENT

PHYS 441: QUANTUM MECHANICS

LECTURE 1: INTRODUCTION TO QUANTUM MECHANICS

1.1. THE CLASSICAL LIMIT

1.2. THE QUANTUM LIMIT

1.3. THE CORRESPONDENCE PRINCIPLE

1.4. THE HEISENBERG UNCERTAINTY PRINCIPLE

1.5. THE SCHRÖDINGER EQUATION

1.6. THE WAVEFUNCTION

1.7. THE ENERGY EIGENVALUES

1.8. THE TUNNELING EFFECT

1.9. THE QUANTUM MECHANICAL OPERATORS

1.10. THE QUANTUM MECHANICAL STATES

