

## **Principles of Unionism**

*Pat Heilman*

IUP-APSCUF President 1998-2002;

State APSCUF President 2004-2008

Congratulations to the union faculty at Pennsylvania's state-owned universities for a successful job action October 2016. For the first time in the union's (APSCUF: Association of State College and University Faculties) almost 45-year history, the faculty went out on strike. Although the union had come precariously close to striking over the past 30 years (the 2007 agreement was reached within hours of a scheduled strike), this fall marked the first time the action took place. Fortunately, the strike only lasted three days.

The reason for the job action is of particular importance to the future of unions, particularly, faculty unions. The faculty was willing to strike over management's proposals to mistreat and denigrate the weakest members of the bargaining unit: temporary—or adjunct—faculty.

The APSCUF contract has been a model for temporary/adjunct faculty across the country. In the APSCUF contract, temporary faculty are:

- 1 covered by the Collective Bargaining Agreement
- 2 paid on the same scale as tenure-track and tenured faculty
- 3 evaluated under the same article and in the same manner as tenure-track and tenured faculty

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- 4 eligible to file grievances
- 5 eligible to run for union office at both the local and state level
- 6 eligible for medical benefits if they are employed at least 51%
- 7 eligible for conversion to tenure-track if they have taught full-time for five consecutive years and receive the affirmative vote of their department faculty.

Management's negotiations proposals this time around—which were rescinded as part of the tentative agreement—included:

- 1 increasing temporary faculty workload with the effect of reducing their salaries by 20%
- 2 increasing the cap on numbers of temporary faculty, currently capped at 25% of the full-time equivalent of faculty employed the previous year.
- 3 allowing graduate students to teach classes without a regular faculty member in the classroom (currently, only teaching associates at universities offering a doctoral degree may teach courses without the presence of a regular faculty member. However, each teaching associate is assigned a faculty mentor).

The strength of any union rests in how that union protects and defends its most vulnerable members. In faculty unions, that would be temporary/adjunct faculty and tenure-track faculty. The APSCUF union showed their strength in making this fight about maintaining the dignity of temporary faculty by keeping their salaries and workload equal to those of tenure and tenure-track faculty.

All was not perfect in this job action. As expected, some faculty crossed the picket lines and taught their classes. Fortunately, that number was very low. How lonely those that crossed the line must have felt when they saw themselves surrounded by empty classrooms! How did it feel for them to walk right by their striking colleagues? Did they feel a twinge?

Some who crossed the line reported that they did so because none of the contract's proposals in contention would

have an impact on them. They were not temporary faculty. Or, they planned to retire at the end of the semester/year. They did not feel engaged with the action since the impact of management's proposals would not have an impact on them.

So, APSCUF has some serious work to do in educating our faculty on the principles of unionism. Here are some suggestions:

- 1 Contact retired APSCUF members (APSCURF-ers) who taught at the universities prior to collective bargaining. Record their stories of what workload (18 credits per semester) and health benefits (none) were in the late 1960s. Have them present at local union meetings. Print/publish their stories in local and state newsletters.
- 2 Inform each temporary faculty member what APSCUF did to preserve their working conditions. A special publication for temporary faculty on what APSCUF "took to the line for" in the 2016 negotiations will cement their allegiance to the union.
- 3 Invite other union leaders who have had job actions to come and do panel discussions on what a strike means—and how to conduct one's self during a job action. Again, run some articles on what a SCAB is, on how scabs are treated by other unions and on how they are perceived by working people.
- 4 Explain how a strike is equivalent to a battle and how those that do not follow the directives of their union leaders are giving aid and comfort to the other side.
- 5 Form alliances with unions in your area (if you have not done so already). Assist them in times of need by walking their picket lines with them and providing food and money. Share information. We are all in this together.
- 6 Where possible, shop in union stores. If you have more than one supermarket in your town—and one is union—show your support by shopping at the union

establishment. Word will soon get around that union supermarkets sell more product than non-union.

- 7 If you don't have union stores in your area, then don't shop in stores that are anti-union. Don't know which stores are anti-union? These websites will help identify some:

<http://chriswhiteonline.org/2011/12/worst-anti-union-companies/>

<http://Aflcio.org>

Also, this site will advise on what you should and should not buy:

<http://wp.unionlabel.org/>

- 8 When you can, "buy union." The "Buy Union" slogan was very popular in the 1950s and 1960s. My father did not allow his children to wear any clothing that was not union-made. Now we can hardly convince people to buy products made in America. Well, here is an opportunity to buy union, and this action will also directly help a fellow union. I was recently contacted by Ron Baker of the Baker's Union for assistance in promoting their "Check the Label" campaign. The Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM), which represents nearly 4,000 members at Mondelēz International, maker of Nabisco snack products, announced its "Check the Label" campaign "has expanded its concentration to colleges and universities around the country, where it will continue to educate American consumers about the merits of rejecting Mexican-made Nabisco products and, instead, buying those that are produced in America in support of middle-class American jobs. The boycott started as a response to the decision by Mondelēz International, maker of Nabisco snack products, to outsource the production of Oreos from Chicago to Salinas, Mexico, leaving hundreds of Americans without work."

Doing this is not difficult. Look on the back of the package. If it was made in Mexico, put it back. And, tell the store manager that you will not be purchasing any Nabisco products made in Mexico, and that you will tell your friends and family to do the same. If you can, send a letter to the corporate office of that store, and let them know of your actions. Let's get noisy about our efforts.

Back in the late 1960s, when I was a college student, I remember stand-up comedian Dick Gregory advising us on how to end the Vietnam War. He said protests and demonstrations were great, but they were not hitting the decision-makers where it hurts. He advised boycotting Coca-Cola. He said if every baby boomer stopped buying Coca-Cola, the Coca-Cola Company would be petitioning Congress to end the war. Consumer boycotts are not new—but they can be very effective if we all do it.

Maybe we will see a new wave of activism and renewed growth in unionism. Unions built the middle class in this country and provided benefits that many today take for granted: 40-hour work weeks, overtime, health benefits, sick days, child labor laws. It's hard to believe that these workers' rights will be under attack in 2017. But, they will be—unless we all stick together in the union.

Again, congratulations to APSCUF for prevailing in the last round of negotiations. Let us hope that the next round—to begin shortly—is less contentious.



## **No Closer to a Contract After Teams Talk Healthcare**

Sept. 8, 2016

FOR IMMEDIATE RELEASE

For more information, contact:

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Healthcare was the subject of today's faculty contract-negotiation session between the Association of Pennsylvania State College and University Faculties and the Pennsylvania State System of Higher Education. After the meeting this morning at Dixon University Center, talks remain stagnant.

"It's clear there is no movement on healthcare in either direction," APSCUF President Dr. Kenneth M. Mash said.

The teams discussed the same healthcare plan the State System proposed last year, which could cost faculty members thousands more in deductibles and out-of-pocket expenses. The System last month offered a one-time payment of \$600 to full-time faculty members in exchange for accepting the proposal.

“But that \$600 would not begin to cover the thousands of dollars the plan could cost anyone who actually got sick and had to use it,” APSCUF Vice President Jamie Martin said. “Nothing has changed. The time for playing games is long gone, and so our strike-authorization vote continues.”

Faculty members at each of Pennsylvania’s state-owned universities began strike-authorization voting yesterday and will continue casting ballots through Friday. Delegates agreed last month to move the vote to APSCUF membership. The vote is the third of multiple steps before a job action could commence. APSCUF coaches will participate in a strike-authorization vote Sept. 14–15.

Voting comes amid negotiations that have been ongoing since late 2014 but have not yielded a contract that APSCUF feels preserves quality and is fair to faculty — and students.

“Our biggest concerns are about issues that affect our students and the quality of education we as faculty members can provide,” Mash said.

Faculty and coach contracts expired June 30, 2015. The next faculty contract-negotiation session is slated for Sept. 16.

APSCUF represents about 5,500 faculty and coaches at the State System universities: Bloomsburg, California, Cheyney, Clarion, East Stroudsburg, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, Shippensburg, Slippery Rock, and West Chester Universities of Pennsylvania.



## **APSCUF Faculty Members Vote to Authorize Strike**

Sept. 12, 2016

FOR IMMEDIATE RELEASE

For more information, contact:

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Faculty leaders now can set a strike date, after faculty members at Pennsylvania's 14 state-owned universities overwhelmingly voted to give leaders that authority.

The Association of Pennsylvania State College and University Faculties today counted ballots, which were cast last week at universities in the Pennsylvania State System of Higher Education. Of those 82 percent of APSCUF faculty members who voted, 93 percent were in favor of authorization.

"The vast majority of faculty clearly grasp the seriousness of the situation," APSCUF President Dr. Kenneth M. Mash said. "Chancellor Frank Brogan and the State System need to get serious very quickly."

Faculty are objecting to State System proposals that would, among other issues, substantially increase the use of temporary faculty in lieu of permanent faculty, would make use of students with few graduate credits to teach courses, would stop funding faculty research and professional development, would force on-campus students into distance edu-



cation sections, would cut the lowest-paid faculty members' salaries by 20 percent, and would charge more for reduced medical benefits while salaries remain stagnant.

The vote is the third of multiple steps before a faculty job action could commence. The remaining steps, which include committee approvals and setting a strike date, could happen during a phone call, Mash said.

"We will not set a date until we have at least one more chance to go to the negotiations table to ensure that we are doing everything we can do," Mash said. "A strike remains the last resort."

The next faculty contract-negotiation session is scheduled for Friday, Sept. 16.

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Voting comes amid negotiations that have been ongoing since late 2014 but have not yielded a contract that APSCUF feels preserves quality and is fair to faculty — and students. Faculty and coach contracts expired June 30, 2015.

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## **Little Progress at APSCUF Faculty Contract Negotia- tions — but No Strike Date Yet**

Sept. 16, 2016

FOR IMMEDIATE RELEASE

For more information, contact:

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Faculty negotiators were again frustrated with the lack of progress at the bargaining table, but Association of Pennsylvania State College and University Faculties leadership will not yet consider a strike date, APSCUF President Dr. Kenneth M. Mash said following today's meeting at Dixon University Center. Additional talks are scheduled for Sunday.

"We will go to the table as many times as it takes to reach a contract that preserves quality for our students and is fair to faculty," Mash said, "But our members spoke clearly in the votes they cast last week. It is unfair to our students and faculty members to prolong this process. If setting a date will encourage the State System to get serious about negotiating, we will do just that."

Negotiators representing APSCUF and the Pennsylvania State System of Higher Education today discussed various topics including distance education and parking issues at California University of Pennsylvania.

Overall, faculty members are objecting to State System proposals that would, among other issues:

- Substantially increase the use of temporary faculty in lieu of permanent faculty
- Make use of students with few graduate credits to teach courses
- Stop funding faculty research and professional development
- Force on-campus students into distance education sections
- Give university presidents unilateral authority to transfer faculty members to other departments
- Cut the lowest-paid faculty members' salaries by 20 percent
- Charge more for reduced medical benefits while salaries remain stagnant

Last week, APSCUF faculty members voted to authorize a strike, with 93 percent of voters in favor. The vote was the third of multiple steps before a faculty job action could commence. The remaining steps include committee approvals and setting a strike date. If the State System negotiates a fair contract, APSCUF members will not strike.

APSCUF coaches, who bargain separately, went to the polls Wednesday and Thursday, and they voted to authorize a strike.

In addition to a session Sunday, faculty contract-negotiation talks are slated for the beginning of next week. Negotiations have been ongoing since late 2014 but have

not yielded a contract that APSCUF feels preserves quality and is fair to faculty — and students. Faculty and coach contracts expired June 30, 2015.

APSCUF represents about 5,500 faculty and coaches at the State System universities: Bloomsburg, California, Cheyney, Clarion, East Stroudsburg, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, Shippensburg, Slippery Rock, and West Chester Universities of Pennsylvania.



## **APSCUF Requests Binding Arbitration after State System Calls for Fact-Finding**

Sept. 20, 2016

FOR IMMEDIATE RELEASE

For more information, contact:

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In an effort to expedite a contract that is fair to students, the Association of Pennsylvania State College and University Faculties today requested that negotiation teams undergo binding arbitration, during which a three-person panel (one selected by each side and one selected by both) could conclude the contract dispute between APSCUF and the Pennsylvania State System of Higher Education.

The request comes after the State System yesterday sent APSCUF a formal announcement that it wants to undergo fact-finding with a Pennsylvania Labor Relations Board arbitrator.

“We believe our strike-authorization vote sparked the marathon contract negotiations that began last week and that continue today and tomorrow,” President Dr. Kenneth

M. Mash said. “It’s unfortunate that we needed to take that step to prompt any action; we want to reach a conclusion.

“However, the State System’s request for fact-finding sends a mixed message. The practical effect of this tactic will likely be to delay the process for a month, since it is not binding on either party. Fact-finding ends a contract dispute in only about 25 percent of cases, but binding arbitration is effective in 100 percent of the cases in which it is agreed to. We believe our students want this over as soon as possible, and we hope the State System will agree to the binding-arbitration process that will allow everyone to focus on our students.”

Meanwhile, negotiators from APSCUF and the State System are meeting for the third consecutive day and plan to meet tomorrow at a neutral location.

Overall, APSCUF objects to State System proposals that would affect the quality of education faculty members could provide to their students. Such proposals would, among other issues:

- Substantially increase the use of temporary faculty in lieu of permanent faculty
- Make use of students with few graduate credits to teach courses
- Stop funding faculty research and professional development
- Force on-campus students into distance education sections
- Give university presidents unilateral authority to transfer faculty members to other departments
- Cut the lowest-paid faculty members’ salaries by 20 percent

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thorize a strike, with 93 percent of voters in favor. The vote was the third of multiple steps before a faculty job action could commence.

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# **PICKET ZONES**

## **Zone 1**

College of Education  
Adult and Community Education  
Communications Media  
Educational and School Psychology  
Student Affairs in Higher Education  
Professional Studies in Education, Counseling  
Communication Disorders, Special Education, and Disability Services  
ALSO –  
Hospitality Management  
Employment and Labor Relations, Safety Sciences  
Human Development and Environmental Studies  
Religious Studies, Sociology

## **Zone 2**

Natural Sciences and Mathematics, Chemistry,  
Computer Science, Psychology, Physics  
Mathematics, Nursing and Allied Health Professions

## **Zone 3**

Humanities and Social Sciences, Anthropology  
Economics, English, Geography and Regional Planning  
History, Journalism and Public Relations, Political Science

## **Zone 4**

Health and Human Services  
Criminology and Criminal Justice, Food and Nutrition  
Kinesiology, Health, and Sport Science, Culinary Arts  
Foreign Languages, Library, Advising and Testing  
Counseling Center, Biology

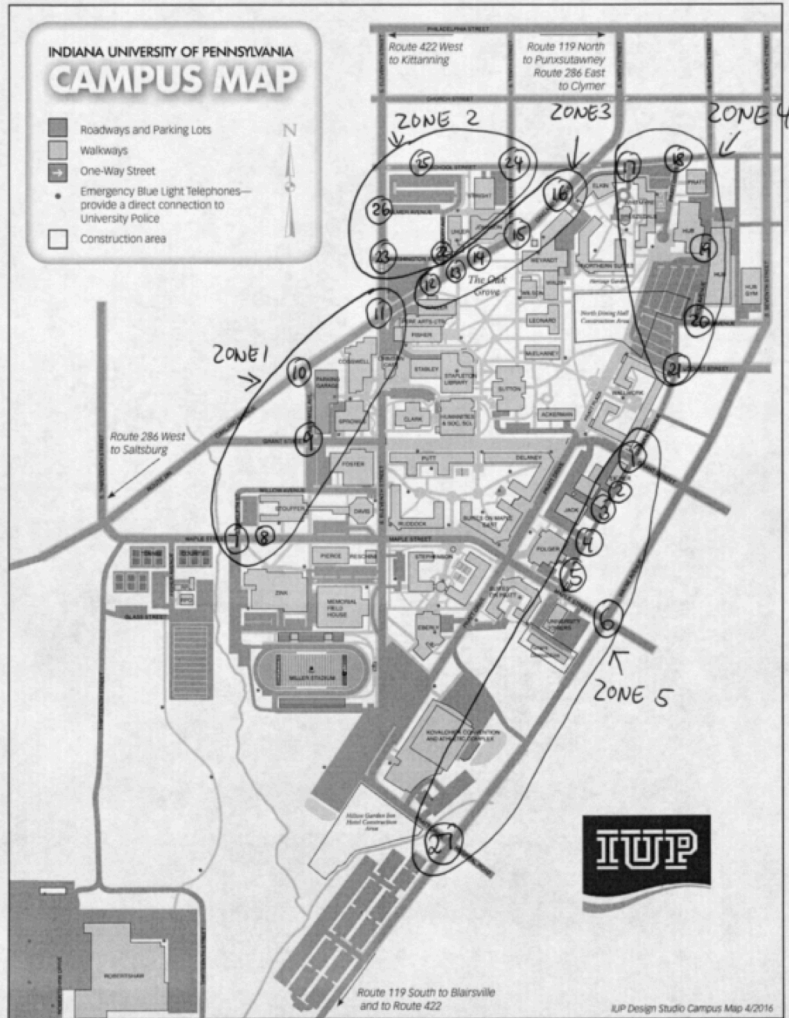
## **Zone 5**

ECOB, Accounting, Finance and Legal Studies  
Management, Information Systems and Decision Sciences  
Marketing, Fine Arts, Music, Art  
Theater and Dance  
Developmental Studies, Geoscience



# INDIANA UNIVERSITY OF PENNSYLVANIA CAMPUS MAP

- Roadways and Parking Lots
- Walkways
- One-Way Street
- Emergency Blue Light Telephones—  
provide a direct connection to  
University Police
- Construction area



**STRIKE!**