

HISTORY OF THE UNIVERSITY EDUCATION ASSOCIATION (UEA)

From 1968 through 1971 discussions of reorganizing the structure of UMD from four divisions--Humanities, Social Science, Science and Math, and Education and Psychology--into schools and colleges were conducted. Faculty participating in these discussions argued that reorganization on the UMD campus would not solve problems created by the excessive control of UMD's functions by administrators on the Minneapolis campus of the university.

During this time, faculty were told that departmental budgets and faculty salaries were confidential. And in the Fall of 1969, the Faculty Council asked that U of M Board of Regents minutes be made available in the UMD Library. The request was denied.

In 1969, Tom Bacig, who had just joined the faculty of the Department of English, <sup>and others</sup> recalled that "black book" salary information and Regents minutes were available at the Minneapolis campus library. Bacig photocopied the material. In early 1970, the minutes and salary data <sup>d</sup> became available in the UMD Library.

As a direct result of the somewhat sudden availability of university-wide salary data, comparative studies revealed a need for at least \$200,000<sup>0</sup> for purposes of equalizing salaries between UMD and Twin Cities faculty.

During 1969 and 1970 there was considerable administrative turnover at UMD. Division chairs were reviewed and two resigned.

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David Vose was appointed Vice Provost for Academic Administration, apparently against the expressed desires of a faculty search committee charged with finding candidates for the position. (Incidentally, many faculty subsequently became supporters of Vose for his strong advocacy of UMD before central administrators.) With Vose in office, UMD was reorganized into colleges and schools.

In 1973, the Minnesota Public Employment Labor Relations Act (PERLA) <sup>was</sup> amended to permit University of Minnesota faculty to bargain collectively--but as a single unit, i.e., with faculty from the Twin Cities campus and the four coordinate campuses bargaining and voting together.

But UMD's AAUP Chapter voted that year to try to avoid unionization by requesting that the Minnesota Legislature provide salary equalization funds for the coordinate campus. AAUP lobbyists Tom Bacig, Bob Evans, Roger Fischer, and Craig Grau persuaded Rep. Jack LaVoy to introduce a rider to the U of M's 1973-75 budget request which would provide for salary equalization within the system.

The central administration, evidently realizing the potential negative political effect if such a rider was successful, persuaded the Board of Regents to amend its 1973-75 budget to include \$165,000 in salary equalization funds for UMD.

This action prompted the president of the AAUP Chapter on the Minneapolis campus to call the UMD AAUP Chapter with a demand

that its representatives appear at a Minneapolis campus AAUP meeting to "justify" the equalization funds. AAUP leaders at UMD declined the invitation.

A year earlier, in 1972, UMD faculty <sup>had</sup> <sup>o</sup> became increasingly concerned that positive promotion and tenure recommendations leaving the campus were being turned down by central administrators on the Minneapolis campus.

Thus, the pressures which would lead to unionization at UMD were building.

On Sept. 18, 1973, UMD faculty members formed the UMD Faculty Association (UMDFA), a coalition of faculty organizations designed to represent the faculty "in issues related to collective bargaining." At the same time, the Minnesota Education Association (MEA) began affiliation discussions with UMD faculty.

UMD faculty leaders continued to express concern that PELRA should be amended to permit UMD to bargain separately, rather than as a part of <sup>the</sup> <sup>RA</sup> a U of M unit.

Again in 1974, UMD faculty leaders were concerned that the 1975-77 U of M budget disadvantaged UMD faculty with regard to salary increases, and began to lobby in the legislature to overcome the <sup>disparity</sup> ~~problem~~.

The barriers to successful organization of a bargaining unit at UMD began to fall in 1976 when the Public Employment Relations Board (PERB) ruled that UMD <sup>would</sup> ~~should~~ bargain as a separate unit, including members of the UMD Medical School faculty.

Yet, in 1977, the UMD AAUP Chapter decided to request salary money from the legislature rather than conduct a vote which would have led to a collective bargaining unit.

AAUP and UMDFA lobbyists ~~did~~ <sup>did</sup> succeed that year in getting a "rider" attached to the U of M budget bill calling upon the central administration ~~to~~ <sup>to</sup> once again equalize salaries, and the effort produced \$180,000 for distribution on a "merit" basis to be determined by the administration. In at least one college (CLS), departments were told that at least one person in each department was to be designated as a ~~person who would receive~~ <sup>one having</sup> "zero merit" money. ~~This created a furor when long time faculty members found themselves identified as "zeros."~~ <sup>THE LEAD OF CLS WAS ASKED IF DENNS WERE TO BE EVALUATED THE SAME WAY</sup>

In the Fall of 1978, many UMDFA leaders affiliated with the MEA and formed the UMDEA. Included were ~~Dean Hendrickson, Tom Chamberlin, Tom Beman, and George O'Brien.~~ <sup>DEAN NEW RICKSON, Tom BA, [unclear], Tom Bumbo, Tom Chamberlin, and others were all [unclear]</sup> ~~Both AAUP and~~ <sup>ALREADY MEMBERS OF MEA.</sup>

~~THE~~ UMDEA, with Tom Bacig as its president, circulated cards requesting that an election be held to choose a bargaining agent between the two groups.

During 1978 and 1979, the Board of Regents hired an attorney to initiate various legal moves to delay a bargaining unit election on the UMD campus. The cases involved challenging UMD faculty group <sup>S</sup>rights to distribute campaign literature on campus and asking the courts to permit the Regents to change the tenure code while an election campaign was being organized. The Regents lost both cases--literature was distributed and the tenure code

was not changed--but the litigation did succeed in delaying the election for several years.

During the summer of 1978, Bacig <sup>resigned</sup> switched from the AAUP Chapter to the UMDEA, noting that the MEA had considerable <sup>better organization</sup> funding available to help organize the faculty, and more clout in the Minnesota Legislature, which must approve <sup>all</sup> contracts with public employees in the state. It was also noted that the faculties of the Minnesota state university system (Inter-Faculty Organization) and the Minnesota community college system (MCCFA) had affiliated with the MEA.

From 1978 until 1980, the UMDEA and AAUP continued to campaign, as did "no agent" people. The lawsuits initiated by the Regents dragged on in the courts. Legal expenses incurred <sup>0</sup> in behalf of the UMD faculty in these suits were being paid by the MEA.

In the spring of 1980, the legislature amended the PELRA to define bargaining units at the University of Minnesota. The Twin Cities campuses became one unit, including the health sciences there and at UMD. The coordinate campuses--Crookston, Weseca, Morris and Duluth--became one unit, which meant that any of the four campuses which voted for collective bargaining would bargain together. This situation was not what the UMD faculty had hoped for--they had wanted Duluth a unit by itself--but it was a "fall back" position they were willing to settle for.

In May of 1980, the Bureau of Mediation Services held an

election to determine the agent on the UMD campus, but the results were inconclusive. The AAUP won 46% of the vote, the UMDEA, 42% and no agent, 11%. Many faculty and administrators expressed surprise at the small no-agent vote.

On Oct. 30, 1980, a run-off election was held and the UMDEA won 57% of the vote, compared with the AAUP's 43%. At that time, the UMDEA president was Jim Nelson, a professor in the Department of Mathematics. And Bob Hart, an English professor, was serving as editor of the UMDEA's outspoken newsletter.

In November of 1980, the Board of Regents abolished all faculty governance at UMD, claiming that faculty governance bodies might discuss some terms and conditions of employment, <sup>Though Legally These</sup> which, ~~by law,~~ could now only be discussed by the UMDEA, the exclusive representative of the faculty. Many faculty felt <sup>that</sup> ~~that~~ <sup>THIS WAS</sup> ~~unprecedented in higher educational institutions in the state and~~ ~~abolition of the governing structures on the campus was entirely unnecessary.~~ Some administrators have since admitted that they believe abolition was ~~entire~~ a punishment initiated by then university President C. Peter Magrath.

In December of 1980 a negotiating team was established with Tom Bacig, <sup>English</sup> as chief negotiator. Other members were Jim Nelson, UMDEA president, Department of Math, Will Dodge, School of Social Development, Jane Maddy, Department of Psychology, and Bill Boyce, Department of Art. Contract negotiations began, with Associated Vice President Al Linck, <sup>Agriculture</sup> serving as the administration's chief negotiator.

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On Jan. 29, 1981, the faculty <sup>of</sup> the U of M Technical College, Waseca, voted to join UMDEA, and in February of that year, the Regents abolished Waseca's faculty governance.

On Feb. 27, 1981, the university met a legal obligation to deduct union dues, three months beyond a court-ordered date to do so.

By July of 1981, negotiations were in progress, but little headway was being made. Thus, the UMDEA asked the Bureau of Mediation Services to provide mediation. The request was granted, and Andy Anderson, the mediator, met with both sides.

When the academic year opened in September, there were no salary hikes for UMD and UMW faculty

In October, 1981, the Regents refused to continue to pay the full cost of faculty health insurance coverage, a move which coincided with an increase in rates. The cost of dependent coverage also increased. The UMDEA made MEA crisis loans available to faculty who were caught in the squeeze between no wage increases and larger fringe benefit deductions.

Also in October, the UMDEA changed its name to the University Education Association (UEA) to accommodate both Duluth and Waseca faculties.

Negotiations, meanwhile, did not improve. On Feb. 5, 1982, the administration's negotiating team abruptly broke off face-to-face negotiations, charging that the UEA had printed <sup>F d C</sup> confidential items in its newsletter. The administration team

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said that it would only meet with each team in separate rooms with the negotiator moving between the two rooms. At this point, almost nothing in the proposed contract had been approved by the negotiating teams.

On Feb. 25, 1982, the UEA, through its MEA sponsored attorneys, filed suit in Sixth District Court against the Regents for changing terms and conditions of employment during contract negotiations, <sup>and</sup> for refusing to negotiate key issues, such as the effects of retrenchment, and the criteria for promotion and tenure decisions.

On May 22, 1982, as students were becoming increasingly concerned about the deteriorating relations between the faculty and administration, talk of a strike was heard. The UMD faculty turned out in record numbers at Commencement to demonstrate to students that <sup>it</sup> the faculty did not want to interrupt their education.

In June of 1982, a bus load of UMD and UMW faculty members "bannered" Morrill Hall on the Minneapolis campus during a Regents' meeting, carrying picket signs protesting the Regents' apparent indifference to, and possible lack of, knowledge of the "stone walling" tactics of the administration's negotiating team. The Regents responded by entering Morrill through tunnels to avoid having to cross the faculty lines.

Little changed throughout the summer, and in August, the UEA requested that contract issues be submitted to binding



arbitration. The Regents refused.

At about the same time, a group of Minneapolis campus faculty members signed and circulated to the media a letter stating that the Regents should refuse to accept arbitration and should not consider the Duluth and Waseca faculties equal to <sup>the faculty</sup> that in the Twin Cities.

In September the academic year began, the second <sup>one,</sup> without salary increases for UMD and UMW faculty. Therefore, in October, UEA members on the UMD and UMW faculties took an "intent to strike" vote. <sup>The membership overwhelmingly supported the "intent to strike."</sup>

In November, 1982, immediately prior to Minnesota elections, the St. Louis County Legislative Delegation asked <sup>the</sup> faculty members not to strike, and pledged <sup>their</sup> its support in settling the issue. <sup>V</sup> Rudy Perpich, who was running for governor, also pledged his support in seeking a solution to the impasse.

Within a month, the U of M administration agreed to settle the contract with terms <sup>that</sup> the UEA found acceptable.

However, it still took four more months of negotiation until the first contract was signed in May of 1983, nearly two-and-a-half <sup>ONE</sup> years after negotiations began.

During the summer of 1983, UEA officers Richard Lichty, president, George O'Brien, vice president, Patricia Merrier, secretary, Marie Sladky, treasurer, Virginia Katz, <sup>k</sup> president-elect, and Tom Bacig, chief negotiator, spent <sup>considerable</sup> ~~the~~ <sup>Time</sup> ~~summer~~ working on contract details, particularly the money

settlement.

In the fall of 1983, Wayne Jesswein was appointed chair of the union's Grievance Committee, and Vince Magnuson new chief negotiator. A new negotiating team consisted of Jane Maddy, Roger Fischer, Donald Ireland and Richard Lichty.

Spring, 1984, brought with it a defeat. The Minnesota Supreme Court ruled against the UEA in a suit filed in 1982, declaring that the Regents and their chosen administrators do not have to negotiate criteria for promotion and tenure, only the procedures.

Since one goal of the unionized faculty at UMD had been to wrest more control over its affairs from the central administration, that same spring the UEA began to ~~organize a~~ campaign in the Minnesota Legislature to get <sup>Legislators</sup> it to force the Regents to reorganize the basic structure of the university.

The UEA's position was that since the president of the university is also the chief executive office of the Minneapolis and St. Paul campuses, the president has divided loyalties and the coordinate campuses do not receive equal representation and resources.

Sen. Ron Dicklich, Hibbing, introduced a bill which would have forced the university to permit the provost at UMD to report directly to the Board of Regents. UMD administrators repeatedly had complained that their budget requests, which have to be approved by the central administration, were eliminated before the

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overall biennial budget was presented to the Regents.

By June of 1984, negotiations for a contract for the period 1983-85 had been continuing for a year. Suddenly, President Magrath announced that he was willing to settle the contract.

The UEA had been asking for \$80,000 to award long-term faculty who had been "stuck" at their rank for five and ten years, and the university had refused.

Shortly after <sup>that</sup> his announcement, Magrath announced that he was leaving the university to accept the presidency of the University of Missouri.

Magrath offered the UEA a four-year contract, with a pay increase for 1983-85 very close to that received by the Minneapolis campus and a guarantee that ~~the~~ 1985-87 pay increase <sup>S</sup> will be the same percentage as that received by Twin Cities <sup>now REPEAT</sup> campus faculty.

UEA members accepted the contract in August of 1984.

UEA officials for the 1984-85 academic year were <sup>Jimmy</sup> Katz, president, <sup>Wesley</sup> Jesswein, vice president, Linda Hilsen, secretary, Gene Grossman, treasurer, <sup>Ray</sup> O'Brien, president-elect, <sup>Rich</sup> Lichty, past president, <sup>Dean</sup> Hendrickson, Representative Council representative, Bob Carlson, Representative Council representative, <sup>Vince</sup> Magnuson, chief negotiator, <sup>Five</sup> Fishcer, lobbyist/contract administrator.

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