SEMINAR I
Negotiations Update

New York, New York
January 14, 1985

This seminar is designed to provide an in-depth study of current problems found at the bargaining table. As the focus of higher education shifts from a period of upward expansion to one of cutback management, so have the issues which come to the bargaining table. Job security has replaced economies as the primary goal of the faculty organization while university management seek not only to maintain the status quo, but, in some instances, to "turn back the clock."

This seminar is intended for faculty and management negotiators involved in academic collective bargaining as well as those interested in the study of this topic.

Four topics have been selected for critical review and discussion:

1. JOB SECURITY:
   • Long-term job protection
   • Tenure buyouts
   • Phased retirements

2. WAGE BARGAINING:
   • Cost-of-living escalators
   • Salary restructuring
   • Settlement ranges

3. PRODUCTIVITY BARGAINING:
   • Rollbacks
   • Buybacks
   • Givebacks

4. HEALTH CARE COST CONTAINMENT:
   • Increased deductibles
   • Cafeteria benefit plans
   • Self-insurance

SEMINAR II
Legal Issues in Collective Bargaining

New York, New York
February 25, 1985

The law of employment relations has become increasingly more complex and concomitantly a need has developed for non-lawyer negotiators to become familiar with the law. Recent legal developments and judicial activism concerning individual rights and due process protection within the workplace have increased both the legal and financial obligations of union and administration. Faculty and administration spokespersons are now expected to have a working knowledge of the law in order to fully comprehend the parameters under which they may operate.

This seminar is intended to deal with the current case law involved in the topics set forth below:

1. AGENCY FEE:
   • D.F.R.
   • Agency Shop
   • Non-protected activities

2. PAY EQUITY:
   • Comparable worth
   • Sex discrimination
   • Age discrimination

3. EMPLOYMENT AT WILL:
   • Implied contracts
   • Buyouts
   • Multiple forums

4. PEER REVIEW:
   • Confidentiality
   • Due process
   • Faculty rights
LABOR RELATIONS SEMINARS FOR COLLEGES AND UNIVERSITIES:
"NEGOTIATIONS UPDATE" AND "LEGAL ISSUES IN COLLECTIVE BARGAINING"

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