

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 economics 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

REGISTRATION CARD

Registration Fee (U.S. Currency)

Includes seminar materials and luncheons.
Sleeping accommodations, breakfasts and
dinners are not included.

Checks should be made payable to:
NCSCBHEP - BARUCH COLLEGE

Information and assistance concerning
hotel accommodations will be sent to you
upon receipt of your registration.

Registrants whose applications have been
confirmed and who fail to attend the
Seminar are subject to a \$25 service fee
unless cancellation is received at least
one week before the seminar.

CENTER MEMBERS: \$50

NON-MEMBERS: \$60

If more than one reservation, attach list
of other persons, including similar data
to that requested above.

MAIL TO: Mrs. Eyan G. Mitchell, Administrative
Coordinator, NCSCBHEP-Baruch College,
CUNY, Box 322, 17 Lexington Avenue
New York, New York 10010

Please Reserve _____ places at the National
Center Seminar checked below:

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January 14, 1985 February 25, 1985

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Check enclosed Bill me

FACULTY

The faculty for each seminar will be selected from the following:

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Baruch College, CUNY
Arbitrator, Mediator

ESTHER LIEBERT
Asst. to the Pres., Fac.
& Staff Aff.
Baruch College, CUNY
Arbitrator

FRANCES K. BARASCH
Professor of English
Chairperson, Baruch Chapter
PSC/AFT/AAUP

THOMAS MANNIX
Director of Collective
Bargaining Services
Univ. of Calif. Systemwide

JOYCE C. BARRETT
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Alumni Merit Prof. of
Labor & Urban Values
Queens College, CUNY

DAVID NEWTON
Vice Chancellor
Long Island University

TRACY BRAGEN
Baruch College, CUNY
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SAMUEL RANHAND
Prof., Labor Relations
Baruch College, CUNY
Arbitrator

ARNOLD CANTOR
Executive Director
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DAVID B. RIGNEY
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NICHOLAS RUSSO
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Fmr. Assoc. Dir., NCSCBHEP

JOSEPH B. STULBERG
Assoc. Prof. of Management
Baruch College, CUNY
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Assoc. Executive Secretary
CAUT

JERRY VELDOF
Field Rep., Higher Education
New Jersey Education
Association

Forthcoming Event

Thirteenth Annual Collective Bargaining Conference
April 29-30, 1985
New York, NY

Baruch College—CUNY
National Center for the Study of Collective
Bargaining in Higher Education and the Professions
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COLLECTIVE BARGAINING**

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