

**Academy for Academic Personnel Administration
Fall 2015
Round Table Report**

1. Institution Information

Name of Institution/System:
University of Toledo
Toledo, Oh. 43560

Name and Title of Individual Responding:
Kevin West, JD
Senior Director Faculty Labor Relations and Academic Inclusion Officer
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2a. Description of Faculty Bargaining Unit(s) – Size and Composition

Bargaining Agent:
UT Faculty Association (UT-AAUP)
All full-time faculty (400 members) tenure track, tenured

Date of First Contract: February 25, 1992

Number of Succeeding Contracts: 8

Web address of current contract: <http://www.utaaup.com>

2b. Description of Faculty Bargaining Unit(s) – Size and Composition

Bargaining Agent:
UT Faculty Association (UT-AAUP)
All lecturer (170 members) non-tenure track, non-tenured faculty

Date of First Contract: July 10, 1997

Number of Succeeding Contracts: 5

Web address of current contract: <http://www.utaaup.com>

3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):

The proceeding CBA expired in July of 2011 and a successor agreement was not ratified until May 2015. Many Union/Management relationships can be strained by prolonged negotiations but these relationships were impacted by some significant issues: A

statewide initiative to limit collective bargaining rights for state employees (including faculty), the University President's support of the statewide initiative, significant reductions in budgets, enrollment decline, changes in the state retirement system that encouraged faculty to retire, nonrenewal of the President's contract, interim Presidency, recruiting and hiring a new President, etc.

The new agreement is effective July 1, 2014 through June 30, 2017. We have also negotiated an additional year July 1, 2017 through June 30, 2018.

4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)

In 2006 the University of Toledo (UT) merged with the Medical University of Ohio (MUO). The College of Medicine, the College of Nursing and Health Sciences College were historically organized under MUO and had zero organized faculty. Prior to the merger MUO reduced the tuition waiver for dependent children. College of Medicine faculty were upset by this change and contemplated unionization and/or litigation.

The Health Sciences College adopted some academic departments from the old UT and was now comprised of unionized and non-unionized faculty.

The College of Medicine faculty were upset but chose to advocate for themselves.

The College of Nursing faculty voted to unionize and have joined the TTT bargaining unit.

5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):

As stated earlier the University has been experiencing some post merger issues. All MUO employees were paying more than 20% for healthcare. Some faculty were paying less than 9% for healthcare in very competitive plans. The University through this last round of bargaining moved all employees regardless of classification to 20% premium.