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# **WHO'S IN AND WHO'S OUT: THE DETERMINATION OF A BARGAINING UNIT**

**Margaret M. Rawles**



# Educational Employee or Employee

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“...any individual, excluding supervisors, managerial, confidential, short term employees, **student**, and part-time academic employees of community colleges employed full or part time by an educational employer...” (Emphasis added) 115 ILCS 5/2(b)

April 1996

May 1996

July 1996

August 1996

December 1996

March 1997

April 1997

April 1998

May 1998

October 1999

June 2000

October 2000

April 2001

August 2001

January 2002

February 2002



# Realities & Suggestions

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- 1. You will need an administrative team to respond to a unionization effort.**
- 2. While I do not expect most institutions will have cases that span six years similar to Illinois' (and counting), these cases have a life of their own.**
- 3. A university is a dynamic place and do not assume that strategic decisions remain the same.**



# Realities & Suggestions

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- 4. You need to understand the political environment at the national, state, and local level.**
- 5. Do you know who your graduate assistants are?**
- 6. There are strategic decisions in bargaining unit determinations.**





# Updates on Universities in the News

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- New York University
- Temple University
- Tufts University
- Brown University
- University of Pennsylvania
- Columbia University

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