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## **Finding Aid to the University of San Francisco Faculty Association Records larc.ms.0369**

Finding aid prepared by Frances Wratten Kaplan.

Labor Archives and Research Center

San Francisco State University

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2015

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**Title:** University of San Francisco Faculty Association records

**Date (inclusive):** 1969-1986

**Creator:** American Federation of Teachers. Local 4269 (San Francisco, Calif.)

**Creator:** University of San Francisco Faculty Association.

**Collection number:** larc.ms.0369

**Accession number:** 2010/022

**Extent:** 13.0 cubic ft. (9 cartons, 1 oversize box)

**Repository:** Labor Archives and Research Center

J. Paul Leonard Library, Room 460

San Francisco State University

1630 Holloway Ave

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**Languages:** Languages represented in the collection: English.

**Abstract:** This collection documents the activities of the University of San Francisco Faculty Association (USFFA), also known as the American Federation of Teachers (AFT) Local 4269. The bulk of the material consists of grievances filed by USFFA, especially in regards to the denial of tenure, faculty hiring and firing, salaries, and working conditions. Other records consist of arbitration proceedings, contract negotiations, and correspondence between USFFA and its members, and USFFA and the University of San Francisco (USF) administration. Also includes Executive Board meeting minutes and administrative and financial documents generated in the day-to-day running of the union, as well as reference materials on collective bargaining and reports on accreditation.

**Location:** Collection stored offsite: advance notice required for use.

**Availability**

Collection is open for research.

Some material is restricted to protect personally identifiable information until 2039. Access restrictions are noted at the file level, and redacted copies are available when possible. Please contact the Director of the Labor Archives and Research Center for more information.

**Restrictions**

Copyright has not been assigned to the Labor Archives and Research Center. All requests for permission to publish or quote from materials must be submitted in writing to the Director of the Archives. Permission for publication is given on behalf of the Labor Archives and Research Center as the owner of the physical items and is not intended to include or imply permission of the copyright holder, which must also be obtained by the reader.

**Preferred Citation**

[Identification of item], University of San Francisco Faculty Association Records, larc.ms.0369, Labor Archives and Research Center, San Francisco State University.

**Acquisition**

Donated by University of San Francisco Faculty Association in 2010, accession number 2010/022.

**Processing Information**

Processed by Frances Wratten Kaplan in 2015.

**Arrangement**

Arranged as received. The records are arranged in eight series with Series 1 further arranged into two subseries. The contents of Series 1 and Series 6 are arranged alphabetically.

Series 1: Administrative Records, 1974-1984

Subseries 1.1: 1975-1976 Administrative Files

Subseries 1.2: 1976-1977 Administrative Files

Series 2: Committee Meeting Minutes and Correspondence, 1975-1980

Series 3: Grievances and Arbitration Proceedings, 1971-1986

Series 4: Contract Negotiations, 1967-1981

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Series 5: Auditor Reports, 1975-1986  
Series 6: Accreditation, 1975-1984  
Series 7: Treasurer Records, 1975-1986  
Series 8: Publications, 1974-1982

### **Administrative History**

Founded in 1975, the University of San Francisco Faculty Association, a local of the California Federation of Teachers, represents members from the colleges of Arts and Sciences, Education, Nursing, the School of Business and Management and the Gleeson Library. The founding president was economics professor Michael Lehmann (1975-1988). The USFFA represents its members in all matters concerning wages, workload, and benefits, and is responsible for negotiating and enforcing a collective bargaining agreement with the University of San Francisco administration.

### **Scope and Contents**

This collection documents the activities of the University of San Francisco Faculty Association (USFFA), also known as the American Federation of Teachers (AFT) Local 4269. The bulk of the material consists of grievances filed by USFFA, especially in regards to the denial of tenure, faculty hiring and firing, salaries, and working conditions. Other records consist of arbitration proceedings, contract negotiations, and correspondence between USFFA and its members, and USFFA and the University of San Francisco (USF) administration. Also includes Executive Board meeting minutes and administrative and financial documents generated in the day-to-day running of the union, reference materials on collective bargaining, reports on accreditation, and multiple issues of *Foghorn*, the student-run newspaper published by the University of San Francisco. Only a small percentage of private universities in the United States have unionized faculty, making this collection fairly unique. The records provide insight into the activities of an academic union, and the relationship between USF administration and faculty. Highlights include court documents from the 1983 lawsuit filed by USFFA against USF for breach of contract; records generated from protracted negotiations over salary adjustments and fringe benefits; correspondence related to the "modular system" of class scheduling that the University implemented in response to possible strike action; and correspondence between the Western Association of Schools and Colleges (WASC) and the University administration regarding reaccreditation.

### **Subjects and Indexing Terms**

Lehmann, Michael B.  
Littler, Mendelson, Fastiff & Tichy.  
University of San Francisco.  
Van Bourg, Victor J., 1931-  
Collective labor agreements--College teachers.  
Grievance arbitration.  
Universities and colleges--Faculty--Employment.  
Universities and colleges--Faculty.

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### Series 1: **Administrative Records 1974-1984**

**Extent:** 39.0 folders (Carton 1, folders 1-39)

#### **Arrangement**

This series is divided into two subseries: 1975-1976 Administrative Files and 1976-1977 Administrative Files. The contents of each subseries are arranged alphabetically, as received.

#### **Scope and Contents**

Administrative records document the activities and operations of the University of San Francisco Faculty Association (USFFA) and its president, Michael Lehmann. Materials in this series include correspondence with members and the University of San Francisco (USF) administration, as well as minutes from Executive Board and Policy Board meetings, reports from committees, and materials related to curriculum and to faculty rights as determined by the collective bargaining agreement. Van Bourg refers to Victor Van Bourg, founding partner of the labor law firm Van Bourg, Allen, Weinberg & Rogers. Van Bourg represented USFFA in many grievance and arbitration proceedings.

**Subseries 1.1: 1975-1976 Administrative Files 1974-1981 (bulk, 1975-1976)**

**Arrangement**

Arranged as received. Contents of this subseries are arranged alphabetically.

**Scope and Contents**

The bulk of records in this subseries were generated between 1975 and 1976. Predominantly consists of correspondence between Dr. Michael Lehmann, President of the USF Faculty Association (USFFA), USFFA members, and Rev. John LoSchiavo, President of USF from 1977 to 1991. Other correspondence relates to USFFA representation on various search committees, as well as the Disciplinary Hearing Committee and the Distinguished Teaching Awards Committee (folder 6). Also contains founding documents of the USFFA including its constitution, bylaws (folder 7) and handbook (folder 7).

- Carton 1, Folder 1
- Carton 1, Folder 2
- Carton 1, Folder 3
- Carton 1, Folder 4
- Carton 1, Folder 5
- Carton 1, Folder 6

- Carton 1, Folder 7
- Carton 1, Folder 8
- Carton 1, Folder 9
- Carton 1, Folder 10
- Carton 1, Folder 11
- Carton 1, Folder 12

- Carton 1, Folder 13
- Carton 1, Folder 14

- Clippings 1975-1976**
- Constitution 1975-1976**
- Cooperative efforts 1976**
- Core curriculum 1974-1976**
- Correspondence with members 1975-1976**
- Distinguished Teaching Awards Committee 1975-1981**
- Faculty handbook 1975-1976**
- Finances 1975-1976**
- Membership 1975-1976**
- Membership meeting minutes 1975-1976**
- Policy Board minutes 1975-1976, 1977-1978**
- Unionization - National Labor Relations Board 1975**
- Van Bourg 1975-1976**
- Western Association of Schools and Colleges (WASC) Task Force Committee 1976**

Extent: 14.0 folders

**Subseries 1.2: 1976-1977 Administrative Files 1976-1984 (bulk, 1976-1977)**

Extent: 25.0 folders

**Arrangement**

Arranged as received. Contents of this subseries are arranged alphabetically.

**Scope and Contents**

The bulk of records in this subseries were generated between 1976 and 1977 in the day-to-day running of the USF Faculty Association (USFFA). Consists of correspondence, committee reports, and meeting minutes, in particular, those produced by the USFFA Executive Board (carton 1, folder 26). Also contains correspondence, five-year plans, bylaws, minutes, and election materials related to colleges within the University, including College of the Arts, the College of Business Administration, and the College of Science.

- Carton 1, Folder 15

**Affiliation 1976-1981**

|                        |   |
|------------------------|---|
| Carton 1,<br>Folder 16 | <b>Catalog revision 1976-1981</b>   |
| Carton 1,<br>Folder 17 | <b>Catalyst 1978</b>  |
| Carton 1,<br>Folder 18 | <b>College of Arts 1976-1979</b>  |
| Boxes 1, Folder 19     | <b>College of Business Administration 1976-1981</b>   |
| Carton 1,<br>Folder 20 | <b>College of Science 1976-1981</b>   |
| Carton 1,<br>Folder 21 | <b>Committee on Committees 1976-1979</b>  |
| Carton 1,<br>Folder 22 | <b>Committee on Graduate Studies 1976-1977</b>  |
| Carton 1,<br>Folder 23 | <b>Conference room 1976-1979</b>  |
| Carton 1,<br>Folder 24 | <b>Correspondence - members 1976-1977</b>   |
| Boxes 1, Folder 25     | <b>Dues increase 1976-1977</b>  |
| Carton 1,<br>Folder 26 | <b>Executive Board meeting minutes, agendas, correspondence and promotional materials 1976-1977</b> |
| Carton 1,<br>Folder 27 | <b>Membership 1976-1977</b>   |
| Carton 1,<br>Folder 28 | <b>Office space 1976-1979</b>   |
| Carton 1,<br>Folder 29 | <b>Policy Board meeting minutes 1976-1977</b>   |
| Carton 1,<br>Folder 30 | <b>Recall rights 1976-1978</b>  |
| Carton 1,<br>Folder 31 | <b>Rules and regulations 1976-1981</b>  |
| Carton 1,<br>Folder 32 | <b>Salary scales 1976-1984</b>  |
| Carton 1,<br>Folder 33 | <b>School of Nursing 1976-1981</b>  |
| Carton 1,<br>Folder 34 | <b>Secretarial service 1976-1977</b>  |
| Carton 1,<br>Folder 35 | <b>Severance pay 1976-1977</b>  |
| Carton 1,<br>Folder 36 | <b>Speakers' Bureau Committee 1977-1980</b>   |
| Carton 1,<br>Folder 37 | <b>Special Events Committee 1976-1980</b>   |
| Carton 1,<br>Folder 38 | <b>Undergraduate Curriculum and Academic Program (UCAP) Committee 1976-1977</b>                     |
| Carton 1,<br>Folder 39 | <b>Van Bourg 1976-1977</b>  |

Series 2: **Committee Meeting Minutes and Correspondence 1975-1980**

**Extent:** 7.0 folders (Carton 1, folders 40-46)

**Arrangement**

Arranged as received.

**Scope and Contents**

Comprises minutes, notes, agendas, and resolutions generated by the University of San Francisco Faculty Association (USFFA) committee meetings.

|                        |                                  |
|------------------------|----------------------------------|
| Carton 1,<br>Folder 40 | <b>Meeting minutes 1976-1977</b> |
|------------------------|----------------------------------|

Carton 1,  
 Folders 41-42  
 Carton 1,  
 Folder 43  
 Carton 1,  
 Folder 44  
 Carton 1,  
 Folder 45  
 Carton 1,  
 Folder 46

**Meeting minutes and correspondence 1976-1978**

**Meeting minutes, agendas, correspondence and bulletins 1975-1976**

**Correspondence and promotional materials 1976-1979**

**Meeting minutes, correspondence, and reports 1977-1979**

**Curriculum committee meeting minutes and correspondence 1979-1980**

**Series 3: Grievances and Arbitration Proceedings 1971-1986**

**Extent:** 77.0 folders (Carton 2, folders 1-36; Carton 3, folders 1-22; Carton 4, folders 1-16; Carton 5, folders 1-3)

**Arrangement**

Arranged as received.

**Scope and Contents**

The bulk of this series comprises arbitration proceedings stemming from faculty grievances over salary, tenure, and termination, as well as more general grievances arising from the interpretation or application of the collective bargaining agreement. Includes a copy of the Agreement between the University of San Francisco (USF) and the University of San Francisco Faculty Association (USFFA), extended through June 30, 1986 (carton 2, folder 13).

Carton 3, folders 4-22, and carton 4, folders 1-2 contain correspondence, notes, financial, and legal documents, including depositions, generated in the 1983 case, USSFA vs. USF, a class action lawsuit that went before the United States District Court. The origins of the lawsuit lay in the contract signed by USF and USFFA regarding the appointment of Adolph Koven as arbitrator. From 1979 through 1986, Koven was retained by both USFFA and USF to act as the sole arbitrator between the two parties in rights disputes, and to serve as a mediator/interest arbitrator when a resolution could not be met. In November 1981, in a dispute over salary adjustments and supplemental pension plans, arbitrator Adolph M. Koven ruled in favor of USFFA. The University argued that benefit increases for retired members should not have been included among the other salary and benefit issues decided upon in arbitration, and refused to pay the award, thus causing the Faculty Association to sue the University for breach of contract.

In this lawsuit, USFFA and Michael Lehmann were represented by the labor law firm Van Bourg, Allen, Weinberg & Rogers, while the University and its defendants were represented by Littler, Mendelsohn, Fastiff & Tichy.

**Availability**

Carton 2, folder 18 has been sealed. Please contact the Director of the Labor Archives and Research Center for more information.

Carton 2, Folder 1  
 Carton 2,  
 Folders 2-13  
 Carton 2,  
 Folder 14  
 Carton 2,  
 Folder 15

***The Catalyst* newsletter 1976-1980**

**Rights arbitration proceedings 1977-1981**

**Settlement of 1979 negotiations 1979-1981**

**Doctoral requirements for promotion 1981-1982**

**Grievances**

**Tenure 1971-1979**

**Termination patterns 1978-1984**

**Intersession/summer session overload 1980-1982**

**Duplicating cards**

Carton 2,  
 Folders 16  
 Carton 2,  
 Folder 17  
 Carton 2,  
 Folder 18  
 Carton 2,  
 Folder 19

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|                             |  |
|-----------------------------|--|
| Carton 2,<br>Folders 20-21  | <b>Termination of employment 1981-1982</b>   |
| Carton 2,<br>Folder 22      | <b>Faculty workload 1981-1985</b>  |
| Carton 2,<br>Folder 23      | <b>Reader hours 1981-1982</b>  |
| Carton 2,<br>Folder 24      | <b>University Center closing time 1981</b>   |
| Carton 2,<br>Folder 25      | <b>Denial of travel funds 1981-1982</b>  |
| Carton 2,<br>Folder 26      | <b>Organization of the School of Education</b>   |
| Carton 2,<br>Folder 27      | <b>Campus mail 1981-1982</b>   |
| Carton 2,<br>Folders 28-29  | <b>Grievance communication 1981-1982</b>   |
| Carton 2,<br>Folder 30      | <b>Arbitration over campus mail 1981-1982</b>  |
| Carton 2,<br>Folder 31      | <b>Tenure and sabbatical applications 1981-1982</b>  |
| Carton 2,<br>Folder 32      | <b>Associate Deans and bargaining unit work 1981-1982</b>  |
| Carton 2,<br>Folder 33      | <b>Part-time faculty and bargaining unit work 1981-1982</b>  |
| Carton 2,<br>Folder 34      | <b>School of Nursing agreements on revised teaching assignments</b>  |
| Carton 2,<br>Folder 35      | <b>USF and USF Faculty Association Agreement handbooks 1981-1986</b>   |
| Carton 2,<br>Folder 36      | <b>Grievance costs and financial statements 1981-1983</b>  |
| Carton 3, Folder 1          | <b>United Stanford Employees, Local 680 and The Board of Trustees of the Leland Stanford Junior University Agreement handbook 1979</b>           |
| Carton 3,<br>Folders 2-3    | <b>United Stanford Employees, Local 715 and The Board of Trustees of the Leland Stanford Junior University arbitration proceedings 1981-1982</b> |
| Carton 3,<br>Folders 4-5    | <b>USF Faculty Association vs. USF - termination of permanent arbitrator 1977-1982</b>   |
| Carton 3, Folder 6          | <b>USF Faculty Association vs. USF - appeal documents 1981-1983</b>  |
| Carton 3,<br>Folder 7-12    | <b>USF Faculty Association vs. USF - depositions 1983-1984</b>   |
| Carton 3,<br>Folders 13-22, | <b>USF Faculty Association vs. USF 1983</b>  |
| Carton 4,<br>Folders 1-2    | <b>Rights arbitration proceedings 1977-1980</b>  |
| Carton 4,<br>Folders 3-4    | <b>Tenure arbitration</b>  |
| Carton 4, Folder 5          | <b>Correspondence and clippings 1976-1978</b>  |
| Boxes 4, Folder 6           | <b>Exhibits A and B 1977-1978</b>  |
| Boxes 4,<br>Folders 7-8     | <b>Correspondence, tenure application, evaluation summary, and notes 1978-1982</b>   |
| Carton 4,<br>Folders 9      | <b>Grievance statement 1978</b>  |
| Carton 4,<br>Folder 10      | <b>Correspondence and legal briefs 1981-1986</b>   |
| Carton 4,<br>Folder 11      | <b>Arbitrator's opinion and award 1982</b>   |

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Carton 4,  
Folders 12-16,  
Carton 5,  
Folders 1-3

**Arbitration 1980-1982**

Series 4: **Contract Negotiations 1969-1981**

**Extent:** 17.0 folders (Carton 5, folders 4-20)

**Arrangement**

Arranged as received.

**Scope and Contents**

In November 1975, negotiations for the first contract between the University of San Francisco Faculty Association (USFFA) and the University of San Francisco (USF) began. The new collective bargaining agreement provided USFFA members with a 15% salary increase, 5-year recall rights for those laid off, a union shop (all faculty and librarians were required to become Faculty Association members), and most importantly, binding grievance and arbitration to settle all contract disputes. The existing contract was extended from July 1, 1976 to June 30, 1981. In early 1978, however, negotiations over salary increases and fringe benefits - items considered annual contract re-openers - stalled, and it wasn't until October, 1978 that the Faculty Association accepted the University's one-year proposal. The bulk of the series comprises correspondence between Faculty Association President Michael Lehmann, members, the negotiating team, Victor Van Bourg (lawyer for USFFA), and the University administration. Also included are session minutes, bulletins, financial reports, and materials related to faculty salary and benefits.

Carton 5, Folder 4  
Carton 5, Folder 5  
Carton 5,  
Folders 6-9  
Boxes 5, Folder 10  
Boxes 5,  
Folders 11-12  
Carton 5,  
Folder 13  
Carton 5,  
Folder 14  
Carton 5,  
Folder 15  
Carton 5,  
Folder 16  
Carton 5,  
Folder 17  
Carton 5,  
Folder 18  
Carton 5,  
Folder 19  
Carton 5,  
Folder 20

**Annual reports 1969-1978**

**Registration statistics 1974-1977**

**Negotiations 1976-1979**

**USF facts 1977-1978**

**Session minutes 1977-1978**

**Cost of the step increase, 1976-1977 to 1979-1980 1977-1981**

**Re-opener suggestions 1977-1978**

**Workload and benefits 1977-1978**

**Fringe benefits 1976-1978**

**School of Nursing workload 1977**

**Librarian's salary scale**

**Negotiations bulletins 1978**

**Arbitration petition 1978-1979**

Series 5: **Auditor Reports 1975-1986**

**Extent:** 7.0 folders (Carton 5, folders 21-27)

**Arrangement**

Arranged as received.

**Scope and Contents**

Consists of auditor reports, for the years spanning 1975 to 1984, carried out by Peat, Marwick, Mitchell & Co. certified public accountants.

Carton 5,  
Folder 21

**Statement of Financial Condition and Statements of Cash Receipts and Disbursements 1975-1978**



Carton 5,  
Folder 22-23  
Carton 5,  
Folder 24-26  
Carton 5,  
Folder 27

**Statements of Cash Receipts and Disbursements 1975-1984**

**Schedules of Cash Balances, Receipts and Disbursements 1980-1986**

**USFFA correspondence related to auditor's report 1985-1986**

Series 6: **Accreditation 1975-1984**

**Extent:** 6.0 folders (Carton 5, folders 28-31; Carton 6, folders 1-2)

**Arrangement**

Arranged as received.

**Scope and Contents**

Comprises policy statements and reference materials on accreditation procedures for higher education institutions, as well as correspondence and reports related to the University of San Francisco's re-accreditation by the Western Association of Schools and Colleges (WASC).

Includes a 1977 final accreditation report with recommendations by WASC and a list of modifications made by the University (carton 6, folder 2).

Carton 5,  
Folder 28  
Boxes 5, Folder 29  
Carton 5,  
Folder 30  
Carton 5,  
Folder 31  
Carton 6, Folder 1

**WASC Policy Statements handbook 1975, August**

**Handbook of Accreditation 1975, August**

**Handbook of Accreditation 1979, January**

**Correspondence and reports on accreditation by the Western Association of Schools and Colleges (WASC) 1975-1977**

**Report to the Accrediting Commission for Senior Colleges and Universities 1980, June 30**

**Interim Report to Accreditation Commission [Final Report] 1984, February**

Carton 6, Folder 2

Series 7: **Treasurer Records 1975-1986**

**Extent:** 62.0 folders (Carton 6, folders 3-24; Carton 7, folders 1-27; Carton 8, folders 1-13)

**Arrangement**

Arranged as received. The contents of this series are arranged alphabetically, and then further arranged chronologically.

**Scope and Contents**

Financial reports and documents of the USFFA.

**Availability**

Carton 7, folders 4-6, and carton 8, folders 2-3 have been sealed. Please contact the Director of the Labor Archives and Research Center for more information.

Carton 6,  
Folders 3-4  
Carton 6, Folder 5  
Carton 6,  
Folders 6-8  
Carton 6,  
Folders 9-14  
Carton 6,  
Folder 15  
Carton 6,  
Folders 16-18  
Carton 6,  
Folder 19  
Carton 6,  
Folder 20  
Carton 6,  
Folders 21-23

**Audit 1977-1979**

**Bank deposit record booklets 1979-1980**

**Cash receipt logsheets 1977-1981**

**Cancelled checks 1975 - 1981**

**Census 1977**

**Check stubs 1975-1981**

**Checks and deposits 1978-1979**

**Deduction authorizations 1978-1980**

**Dues 1977-1980**

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|   |  |
|---|--|
| Carton 6,<br>Folder 24,<br>Carton 7, Folder 1 | <b>Dues - Enclosure A 1977-1978</b>        |
| Carton 7,<br>Folders 1-2                      | <b>Dues - Enclosure B 1976-1978</b>        |
| Carton 7, Folder 3                            | <b>Dues correspondence 1980-1981</b>       |
| Carton 7, Folder 4                            | <b>Dues - payroll deductions 1977-1978</b> |
| Carton 7,<br>Folders 5-6                      | <b>Dues remittance copies 1983-1986</b>    |
| Carton 7, Folder 7                            | <b>Form LM 3, LM-1A, LM 2 1976-1978</b>    |
| Carton 7, Folder 8                            | <b>Form LM 3, LM-1A 1979</b>               |
| Carton 7,<br>Folders 9-10                     | <b>IBM copier monthly statements</b>       |
| Carton 7,<br>Folders 10-17                    | <b>Invoices 1975-1982</b>                  |
| Carton 7,<br>Folders 18-19                    | <b>Membership lists 1979-1981</b>          |
| Carton 7,<br>Folder 20                        | <b>Membership roster 1982-1983</b>         |
| Carton 7,<br>Folders 21-23                    | <b>Payroll 1978-1980</b>                   |
| Carton 7,<br>Folders 24-27,                   | <b>Receipt books 1976-1979</b>             |
| Carton 8, Folder 1                            |  |
| Carton 8,<br>Folders 2-3                      | <b>Remittances 1978-1982</b>               |
| Carton 8, Folder 4                            | <b>Salary data 1977-1979</b>               |
| Carton 8,<br>Folders 5-6                      | <b>Special assessment 1977, 1980</b>       |
| Carton 8, Folder 7                            | <b>Special assessment notebook 1977</b>    |
| Carton 8,<br>Folders 8-13                     | <b>Tax returns 1976-1985</b>               |

Series 8: **Publications 1974-1982**

**Extent:** 9.0 folders; 1 oversize box (Carton 8, folders 14-22; Oversize Box 1)

**Arrangement**

Arranged as received.

**Scope and Contents**

Consists of published materials related to collective bargaining, including six editions of *Collective Bargaining in Higher Education*, a bibliography produced by The National Center for the Study of Collective Bargaining in Higher Education, Baruch College, CUNY.

Also included in this series are editions of *Foghorn*, the University of San Francisco's weekly newspaper, spanning the years from 1977 to 1980.

|                        |  |
|------------------------|--|
| Carton 8,<br>Folder 14 | <b><i>Collective Bargaining in Higher Education, Bibliography No. 2 1974 April</i></b>     |
| Carton 8,<br>Folder 15 | <b><i>Collective Bargaining in Higher Education, Bibliography No. 4 1976 April</i></b>     |
| Carton 8,<br>Folder 16 | <b><i>Collective Bargaining in Higher Education, Bibliography No. 5 1977 April</i></b>     |
| Carton 8,<br>Folder 17 | <b><i>Collective Bargaining in Higher Education, Bibliography No. 6 1978 April</i></b>     |
| Carton 8,<br>Folder 18 | <b><i>Collective Bargaining in Higher Education, Bibliography No. 7 1979 January</i></b>   |
| Carton 8,<br>Folder 19 | <b><i>Collective Bargaining in Higher Education, Bibliography No. 8-9 1981 January</i></b> |
| Carton 8,<br>Folder 20 | <b>Collective bargaining booklets and directory 1981-1982</b>                              |

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Boxes 8, Folder 21  
Carton 8,  
Folder 22  
Oversize-box 1

**Collective Bargaining conference proceedings 1975-1980**  
***Higher Education Contract Clause Finder 1980 May***  
***Foghorn 1977-1980***