

EMPLOYEES JOINING LABOR UNIONS

Employees of the University of Arkansas need not join a union in order to be employed by the University. Amendment 34, Constitution of Arkansas, so provides. The fact that an employee does or does not belong to a union has no effect upon his or her position as a member of the University staff.

University administrative officers are aware that certain persons have approached University employees on this matter, and have urged them to join a union and pay dues. Said administrators are also aware that certain employees belong to their respective craft unions.

The University has been following, and will continue to follow, an official opinion from the Attorney General of Arkansas who has ruled that the Board of Trustees of a state institution does not have the legal authority to bargain with a union as to wages, hours, working conditions, etc., of the employees of the institution. These subjects are exclusively within the power of the legislature and are not to be delegated. A state institution has no authority to enter into a contract with a labor union as a representative of its employees or any part of them. Federal laws concerning unions do not apply to the University which is operated by the State of Arkansas.

On matters of salary and working conditions, the University has in the past and will continue to make and vigorously present budget requests to the Arkansas Legislature which are based upon a careful study of prevailing rates and cost-of-living. University officials are confident that the General Assembly will meet these needs insofar as it can do so out of money available.

Although the University is not in a position to recognize a union either directly or indirectly, the administrative officers of the University, in all divisions, will continue the policy of conferring with any employee, regardless of rank, on any suggestion or complaint he or she may wish to state. The Board of Trustees and the general administrative officers assure all employees that any inequities brought to their attention by an employee of the University will be considered and adjusted, if at all possible. Employees in stating suggestions and complaints through regular channels will not be subject to prejudice or penalty for doing so.

The Board of Trustees deeply appreciates the important and essential services and the pride in the institution which characterizes the work of the members of the non-academic staff in serving the University and the State of Arkansas. It is the Board's hope that these employees will understand the University's position on the matters mentioned herein, and they are cordially invited to make inquiry of the general administrative officers on any points of concern which may not be clear in this memorandum.

UNIVERSITY OF ARKANSAS  
OFFICE OF THE PRESIDENT

November 15, 1963

To: All Non-Academic Employees of the University of Arkansas

I am submitting herewith for your information and guidance the report of the Committee of the Board of Trustees which investigated circumstances and conditions surrounding the recent labor situation at the University.

I am pleased to advise that action has already been initiated by the Administration to implement the recommendations of the Committee for correcting and modifying conditions of employment which were of concern to certain employees. With the full implementation of the Committee's recommendations, including the establishment of a formal grievance procedure, it is hoped that all employees will recognize that the faculty, the staff, and the administration are concerned with the same objectives and strive earnestly to carry out the responsibilities of the ongoing program of the whole University.

David W. Mullins  
President.

Attachment: Report of the Committee  
of the Board of Trustees

REPORT AND RECOMMENDATIONS  
of  
COMMITTEE OF BOARD OF TRUSTEES  
of  
UNIVERSITY OF ARKANSAS

Employees of the University have a right to join or not to join a union. The Committee recommends that no discrimination shall be made in favor of or against union or non-union members. Further, though employees have every right to join a union, it should be the position of the University that:

1. No employee shall attend union meetings during working hours;
2. Union dues shall not be collected from employees during working hours;
3. Recruitment of employees to become members of a union shall not occur during working hours;

Violations should be cause for dismissal from employment.

It is reiterated also that the policy of the University must continue to be that any unauthorized absence by its non-academic as well as academic personnel will be cause for discipline or dismissal.

While we do not suggest that this report and its recommendation, even when fully implemented, shall be a cure-all for all the difficulties which have arisen, nevertheless, we feel that with constant review of these and similar problems which may arise, with conscientious effort and understanding on the part of all employees, the administration, and this Board of Trustees, which we herewith pledge, we shall continue to move forward not only in the field of employer-employee relationship but also toward the achievement of the purpose of this institution - the promotion of higher education in Arkansas.

In conclusion we again commend all non-academic employees who continued to discharge their obligations to the University in the difficult time prior to and during the recent strike at the institution.

(Signed)  
Leon B. Catlett, Chairman

(Signed)  
R.A. Young, Jr., Member

(Signed)  
Fred M. Pickens, Jr., Member

BOARD MINUTESOctober 25, 1963

"Mr. Catlett, Mr. Young, and Mr. Pickens, who are serving as a special committee to review employee grievances, were excused from the meeting after Mr. Catlett made a preliminary report to the Board on the activities of the Committee. Mr. Catlett's remarks were followed by comments from Mr. Pickens and Mr. Young. The matter was left for the Committee to recommend to the President changes which should be instituted without any future Board action being necessary. (It was reported that Mr. Sexton, attorney, had indicated that in a completely off-the-record conversation he had told the Union that there was no legal basis on which the University could negotiate.)"

January 25, 1964

3. "The labor situation on campus was discussed briefly and President Mullins reported that all the recommendations of the Board Special Committee were being implemented including the extension of fringe benefits such as paid vacation, paid holidays, and making available Group Hospitalization and Life Insurance."

October 12, 1962