Senate Passes Appropriation; U. Signs Labor Agreement

Rehiring Is Assured In Harrisburg Pact

The end of the four-month-long campus housekeeping dispute came in Harrisburg Monday, as the University signed an agreement to rehire the housekeepers.

The agreement, written by State Senator Thomas Nolan (D-Pittsburgh) calls for the workers to be reinstated by January 16, with a raise in pay and no cuts in benefits. The housekeepers' union, Teamsters Local 115, still must bargain with the administration for a contract.

Although both sides expect that a contract will be formulated before January 16, the housekeepers will be reinstated whether or not a contract is reached.

The signing of the agreement by Vice-President for Commonwealth Relations James Shada came just hours before the State Senate overwhelmingly approved the University's $17 million appropriation. Representing the Teamsters at the signing was Local 115 official Gerald Sheehan.

"The agreement means the University had to do a 180-degree turn," Local 115 President John Morris boasted Monday evening. "It is a victory for the union."

The University, up until last week, had steadfastly refused to reinstate the workers, who were fired August 4 and replaced with outside contractors. Pressure from the Senators and the National Labor Relations Board (NLRB) were major factors in the University's reversal of its position.

University President Martin Meyerson claimed, "I don't think either side won or lost," asserted Director of Labor Relations George Budd. The agreement contains the following points:

- Recognition of Local 115 as the "sole exclusive bargaining agent" for the housekeepers;
- Compensating the housekeepers for the difference between back pay lost during the dispute and unemployment compensation received. The total cost of compensation is estimated at $300,000;
- Removal of the outside contractors;
- Immediate bargaining of a contract for the workers;
- Dismissal of charges filed by both sides with the NLRB.

Budd said the University would "shortly" mail out recall letters to the housekeepers. 315 of the 343 fired workers are expected to return to work, with the others either retiring or going on long-term disability leave.

The agreement was written by Nolan last Wednesday and presented to both sides at a meeting in Harrisburg Thursday evening. However, no agreement was reached at that meeting, since there was a conflict over a provision allowing the workers to cross other picket lines on campus.

(Continued on page 3)

Senate Votes 45-2 For $17 Million Bill

By CAROL HUTCHINSON

The Pennsylvania Senate easily passed the University's delayed $17 million appropriation Monday, but not before the University had signed an agreement with Teamsters Local 115 promising to rehire more than 300 fired campus housekeepers.

The Senate vote of 45-2 ended months of controversy between the University, the legislature, and the union. It is highly questionable whether the appropriation would have passed if the University had not convinced several key Senators that it was close to a settlement with the union.

The University's bill was defeated by two votes in its original Senate consideration October 18, apparently as a result of lobbying by Local 115.

However, none of the other state-assisted colleges and universities in the Commonwealth have received their 1978 state funding totalling $300 million because the legislature was unable until last week to pass a tax increase to fund them.

It remains uncertain when the University will receive the first installment of its Commonwealth allocation because the General Assembly has some unfinished legislation to pass before the schools can be funded.

Monday's Senate vote on the University's bill was vastly different from its original consideration, when fifteen Senators voted against it primarily because of the labor dispute.

Included among those who did not vote for the bill the first time was Senator Paul McKinney (D-Philadelphia), whose district includes the University. McKinney said he felt compelled to vote against the bill originally because of intense Teamster pressure, claiming, "I have to get re-elected." McKinney supported the bill Monday.

At a Senate Appropriations Committee meeting Monday prior to the full Senate session, Senators Thomas Nolan (D-Pittsburgh) and Joseph Smith (D-Philadelphia) reported to the committee on the status of the University's labor dispute.

Nolan is a former Senate majority leader as well as a former labor leader who voted against the University's bill the first time because he was opposed to the tax increase.

Smith, the chairman of the appropriations committee, voted against the University's bill the first time because of the labor dispute.

Smith and Nolan became heavily involved in the labor dispute last week. Nolan drew up a settlement proposal and both Senators mediated a six-hour meeting between the University and the union the next day. Smith opened the Appropriations Committee meeting with his report on the University's labor dispute, and then Nolan outlined the details of the agreement.

"The purpose of this agreement is to put the people back to work, not to negotiate a contract," Nolan said.

(Continued on page 2)
Union Agreement Helps U. Funding

By STEVEN A. MARQUEZ

The University achieved its Pyrrhic victory in the halls of the State Capitol Monday afternoon. The State Senate finally approved the University's

News Analysis

$17 million appropriation, but only after the administration formalized its nearly total reversal of its position in the campus housekeeping dispute.

The administration's official complaint charging the administration with illegal picketing, will be dropped. No NLRB agreement will be as far as the politicians go. Nolan and Smith have strongly emphasized that Harrisburg will have nothing to do with the contract negotiations. Morris, known as a tough bargainer, has said that he considers the savings achieved by the reduced housekeeping staff (38 of the 343 housekeepers will not return to work) to be a sufficient reduction of costs in the department. The administration still hopes to include additional cost-cuts in the housekeeping contract.

Two outside agencies which have had significant impact on the progress of the dispute, the State Senate and the National Labor Relations Board (NLRB) will now fade from the picture.

The Senate's satisfaction with the agreement was evident in its overwhelming approval of the appropriation. While pressure from the Senators, especially Nolan and Appropriations Committee Chairman Joseph Smith (D-Philadelphia) were a major factor in the settlement of the dispute, Monday's agreement will be as far as the politicians go. Nolan and Smith have strongly emphasized that Harrisburg will have nothing to do with the contract negotiations.

The NLRB had pushed the University into drafting a settlement offer December 5 by threatening to file a formal complaint charging the administration with violation of federal labor laws. But the NLRB will now end its involvement in the dispute. Its charges against the University, and charges that the union engaged in illegal picketing, will be dropped. No NLRB involvement will take place in contract bargaining.

With all the outside agencies apparently satisfied, the progress of the negotiations now depends only on the University and the Teamsters. The dispute a...
The Fight Ends

The following is a chronology of the events leading to the signing of an agreement between the University and Teamsters Local 115, and the passage of the University’s $17 million Commonwealth appropriation.

January, 1977 — University notifies Local 1120, the housekeeping union, that it is considering going out of the housekeeping business and hiring outside contractors.

February, 1977 — Governor Milton Shapp recommends a $16.2 million 1978 Commonwealth appropriation for the University, a cut of $1.1 million from the 1977 allocation, and nearly $6 million less than the University had requested.

March, 1977 — The Senate passes the Appropriations Committee version of the University’s appropriation, apparently as the result of heavy lobbying by the University.

April, 1977 — June 23: 1202 members vote to join Local 115. The appropriation is then passage of the legislature as it begins negotiations with the union.

May, 1977 — Governor Shapp recommends a $16.2 million appropriation.

June, 1977 — June 23: 1202 members vote to join Local 115. The National Labor Relations Board (NLRB) certifies the election July 1.

July-August, 1977 — The legislation argues over the Commonwealth budget, as many legislators vehemently oppose a tax increase. The debate continues past the July 1 start of fiscal year 1978 and state employees and persons on welfare are forced to go without. The House of Representatives August 19 finally approves a budget bill which intentionally removes $300 million for colleges and universities. The NLRB was also ready to begin hearings against the University because of the fired housekeepers, but other believe that the legislature should not involve itself in a labor dispute. An extensive and unprecedented cooperative lobbying effort is initiated between all the Pennsylvania colleges and universities, which are trying to pressure the legislature into passing their funding. Many of the schools are heavily in debt because they have been forced to borrow money. Advertisements and letter-writing campaigns are begun.

October, 1977 — The last Senate defeat by two votes the University’s appropriation, apparently as the result of heavy Teamster pressure on senators. The Senate also decided to reconsider the appropriation bills for all the schools after the revenue had been passed.

November, 1977 — The NLRB, which has been studying the case since September, begins issuing warnings and complaints. On November 1, the Board finds merit in Teamster charges of unfair labor practices against the University, and on November 11, it charges the union with illegal picketing. On November 18, the NLRB issues a formal complaint against the union. Then on November 22, the University announces in Harrisburg it will open negotiations with the union. Meanwhile, both houses of the General Assembly struggle over the hike.

December, 1977 — Talks between the University and the union begin on Friday, December 2, and continue throughout the weekend. President Martin Meyerson prepares a draft offer which is presented the next week to the union, the NLRB and the senators in Harrisburg.

The Daily Pennsylvania then discloses on Tuesday, December 6, that the University has offered to replace the housekeepers. The University confirms this story on Wednesday, December 7, the same day the House of Representatives passes a tax increase. The Senate passes the hike the next day, Thursday, December 8.

During this week, Senators Thomas Nolan, a former labor leader and Senate Majority leader, and Senator Joseph Smith, the chairman of the Senate appropriations committee, also become involved in the drafting of an agreement. They meet with representatives of the University and the union on Thursday, December 8.

On Monday, December 12, it is announced at a Senate Appropriations Committee meeting that the University and the union are about to sign an agreement, excluding the picketing clause the union has sought. The appropriation is then approved by the committee.

Minutes later, the agreement is signed by representatives of the University and the union in Nolan’s office.

Later that afternoon, the Senate easily passes the University’s appropriation.

Still to come — The University and the union must still negotiate a contract. It is uncertain when the University will finally receive the state money, because the needed revenue plan has not yet been finalized. Meanwhile, the University is spending $700 a day in interest charges on a $3 million bank loan. As of Friday, $15,000 in interest charges had accumulated.

Labor Pact

(Continued from page 1)

The Teamsters insisted on the provision, but the University asserted that the matter should be resolved in contract negotiations. After pressure from Nolan and State Senator Joseph Smith (D-Philadelphia), the Teamsters agreed to allow the picketing provision to be deleted from the agreement.

"I think it is fair that this matter (picketing) be worked out at the bargaining table," Meyerson commented.

The State Senate first entered the picture when the Teamsters began lobbying efforts against the state appropriation. Due to the efforts of the Senate, the NLRB removed the picketing clause the union has sought. The appropriation is then presented the next week to the union, the NLRB and the Senate.

With the appropriation up for consideration last week, a delegation of Senators appointed Nolan on December 2 to attempt to work out an agreement.

On the same date, the University proposed rehiring in a meeting with the NLRB. The NLRB was preparing to charge the University with the labor law violations involving the firings. The NLRB was also ready to have hearings against the Teamsters, charging them with illegal picketing practices.

The two sides had resumed bargaining December 2, after an offer was made by the University to negotiate. Two days later, Meyerson first called for the rehiring as a draft submitted to the NLRB, citing the union’s willingness to discuss cost cuts in housekeeping. Meyerson said the rehiring were "dependent on the full state appropriation and both sides removing the charges before the NLRB."

NLRB regional Director Peter Hirsch said Tuesday that all charges would be dropped as soon as he receives written assurances. (Continued on page 4)

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All photos by David Rosebaum.

"When We graduate from The University of Pennsylvania we won’t go into management training. We’ll go into management."

From left to right: Scott Tilton, Political Science; Bob Grundlock, History; Dan Sulka, International Politics; Paul Hoburg, Marketing.

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