

Come Properly Prepared To Vote

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Sometime next year, HSU faculty members will participate in making a historic decision. Under the provisions of AB1091, they will, through an election, help decide (1) if they want to have collective bargaining in the CSUC system and (2) what organization will represent them in negotiations (presuming they do want collective bargaining). In making these decisions, it is important that we are at our informed best before voting.

This issue of *Forum* can be a starting point in your attempt to be well informed concerning the Higher Education Employment Relations Act (HEERA). The spectrum of opinion on collective bargaining in higher education ranges from strongly opposed to strongly in favor, with many persons currently undecided about the idea. Three statements are included in this journal which may help you to make up your mind: (1) reasons why you might vote for "NO AGENT;" (2) reasons why you might vote for UPC; and (3) reasons why you might vote for CFA as your collective bargaining agent.

We need to consider all of these choices carefully. Under the structure of HEERA, in the initial election we will have the option of voting for any of the three choices noted above. BUT if none of these choices receives a majority in the first round of voting, there will be a runoff election among the two receiving the most votes. Thus, your final choice may come down to: "NO AGENT" or UPC, "NO AGENT" or CFA, or UPC or CFA. Thus, you really need to decide on your first *and* second choices among the three available.

There is a lot at stake in this contest to establish a collective bargaining agent. That someone has recently commissioned a Louis Harris and Associates poll of 1500 persons on collective bargaining in California higher education is evidence enough of this. In preparing for the election, informing yourself properly will require some effort on your part.

I suggest that you do several things to orient yourself on this issue. (1) Give attention to the

information circulated by the organizations involved in this contest. Examine it for substance of content, accuracy, and tone. In particular, *compare* the information provided by each organization. (2) Go beyond what the rival organizations provide by informing yourself independently about collective bargaining. Read the law (AB 1091) which establishes the right to collective bargaining in California higher education; examine the information which is available as a collection in our library (ask the reference librarian for its location); and, talk about the issue with your colleagues. (3) Finally, make some critical judgment concerning which choice best reflects your viewpoint on the question.

Above all, do not abrogate your right to this decision by failing to vote when an election is finally scheduled. We should *all* make the decision, so that what is chosen best reflects the wishes of the CSUC faculty. If we come properly prepared to vote, then we stand a much better chance of making the "right" decision.