

There is no doubt in my mind that [redacted] the City University needs [redacted] one bargaining representative instructional staff. for the whole [redacted]. The artifictal division in two "units" under which we [redacted] have been laboring [redacted] for two years now and which will last until at least August 31, 1972 - when the two present bargaining agreements are due to expire - cannot be allowed to continue beyond that date. On this philosophy I believe we all agree, [redacted]

[redacted] The fundamental question, of course, is: [redacted] how is this goal to be accomplished? There are different solutions [redacted]:

1. The Legislative Conference<sup>try to</sup> could take over the United Federation of College Teachers by asking for another bargaining election in Unit 2.
2. The United Federation of College Teachers could try to take ober the Legislative Conference by challenging it in [redacted] Unit 1.
3. A merger could take place.
4. A new organization could be formed [redacted] from the existing two.

These are the choices, and the only choices dictated [redacted] by [redacted] the best interests of the whole instructional staff (from Adjunct Lecturers to Full Professors) of the City University.

Of the four possibilities, solutions 3 and 4 are, of course, the most bloodless and should have the widest appeal. As to solution number 3, however, a merger means that at best some compromise must be reached, at worst that one organization is merged into the other.

[REDACTED]

Unfortunately, when the smoke of rhetoric is cleared, such merger does not seem acceptable to either organization, at least at the present. But time is of the essence if we are going to make a common front against the Administration, in time for the next round of contract negotiations in the Summer of 1972.

The same considerations of time would seem to rule out solution number 4, especially in view of the national affiliations that both organizations have.

[REDACTED]

The choice, when all is said and done, comes down to this: which of the two organizations has the greatest potential for becoming a [REDACTED] true spokesman for the whole instructional staff of the City University in time for

the 1972 contract negotiations. Those of us [redacted] closely associated with the workings of the bargaining agreements could not ignore the necessity for a choice, since we are more than [redacted] aware <sup>of</sup> what this present division is doing to the interests of the whole instructional staff.

After serving faithfully ~~the~~ [redacted] the faculty of so-called "Unit 2" since the inception of the Contract, I have come to the conclusion that the United Federation of College Teachers in the City University is neither healthy as an organization nor does it have the type of <sup>president</sup> leadership, namely Dr. Israel Kugler, to restore it to organizational health. There are many reasons for this situation, reasons of which I became slowly and painfully <sup>aware</sup> over the course of my involvement with the organization, just as <sup>some</sup> people [redacted] [redacted] realized <sup>it</sup> before me and are realizing <sup>it</sup> at present.\* I have not come to this conclusion lightly, even though it has always been my belief that loyalty to an organization [redacted] [redacted] is far less important than loyalty to those principles that made <sup>one</sup> [redacted] join the organization in the first place, [redacted] namely the vigorous enforcement of the rights of the <sup>whole</sup> [redacted] instructional staff of the City University.

9

Insert

I have, therefore, resigned my position and membership in the United Federation of College Teachers and [redacted] offered my services to the Legislative Conference, with a view to having one bargaining agent for the whole instructional staff in time for negotiating a strong contract in 1972 [redacted]

As to the gallant members of the United Federation of College Teachers [redacted] who [redacted] fought so hard and accomplished so much [redacted] despite overwhelming odds, I trust they do understand [redacted] my choice and will follow their consciences in reaching their own choice.

(nd)

Spanish & Latin Area Librarian

L.L.B. (YALE '63) PH.D. (YALE '70)

EDGAR PAUK, ~~LL.B. Ph.D.~~

Currently vice-president for 4-year public colleges, UFCT. 9/1/76

Asst. Prof., Romance Languages, Queens C. 9/70

9/67 Librarian

Ch. Central Business 1969-70 & of Queens Committee

Exec Board Queens + UFCT 9/1/69 Chapter

Fellowship Spring 1966-67

Yale College, visiting instructor 1961-1966