



DISTINGUISHED ALUMNI AWARDS

Douglas F. Allen '73



To Doug Allen for his outstanding career as an executive and a negotiator with two high-profile labor unions: the National Football League Players Association and the Screen Actors Guild.

Doug Allen sees a lot of similarities between his 25-year career with the NFL Players Association and his recent employment as national executive director and chief negotiator for the Screen Actors Guild, the largest U.S. union that represents working actors, with 120,000 members. "Football players and team owners and actors and producers are really just different parts of the same industry: entertainment," he says.

As chief negotiator, Allen met with studio heads for Fox and Disney, both of which, he points out, have huge deals with the NFL. "And the NFL has its own cable network and owns NFL Films," he adds. As a former pro football player, Allen also experienced working in a profession like acting, "where you're only as good as your last performance and you have to keep auditioning to keep your job," he says.

Allen was responsible for negotiating and administering eight national collective

bargaining agreements, including the high-profile agreement covering actors in movies, prime-time network television, and subscription-based television networks like HBO. That negotiation involved some of the same issues that led to last year's three-month writers' strike.

Allen tackled many high-profile issues during his time as assistant executive director of the NFL Players Association (NFLPA) from 1982 to 2007. There, he was a key member of the NFLPA's bargaining team and was instrumental in negotiating the 1993 collective bargaining agreement between the players association and the NFL, and the subsequent extensions of the agreement through 2006.

"The 1993 agreement was a watershed agreement because it followed the 1992 lawsuit that brought about free agency," Allen said. At the NFLPA, he also helped to found Players Inc., the union's successful marketing and licensing corporation. As Players Inc. president, Allen oversaw all operations of the \$100 million per year subsidiary.

Recruited to play football for Penn State, Allen's interest in labor issues was

sparked by an introductory labor studies course. When a head injury sidelined him during the 1971 football season, he used his time off to delve deeper into his labor studies courses and extracurricular activities. Allen returned to playing and was the starting linebacker during Penn State's undefeated 1973 season and the subsequent 1974 victory over Louisiana State in the Orange Bowl.

During his two seasons with the Buffalo Bills, Allen played with and against early football celebrities O.J. Simpson and Joe Namath. He retired after two seasons to accept a job offer with the AFL-CIO. By 1976, Allen was the regional director for the AFL-CIO Committee on Political Education for New York and New Jersey. In 1982, he joined the NFL Players Association. At the Screen Actors Guild, Allen oversaw day-to-day operations and all executive, operational, functional, and financial matters as well as served as chief negotiator.

Allen remains involved with Penn State, helping to launch the Labor Studies and Employment Relations Alumni Program Group in 1995. He has served on the group's board since then and as president from 1995-2001. He has also contributed

his time to Penn State Intercollegiate Athletics, speaking to football players about sports agents and working with the University's NCAA compliance officer. Penn State has previously honored Allen with the Liberal Arts Alumni Society Service to Penn State Award (2003) and as Outstanding Alumni Speaker (2007).

Allen, a life member of the Penn State Alumni Association, met his wife, Patricia, when both worked for the NFLPA. He has two grown sons, a stepdaughter, and two grandchildren. Allen and his wife live in Los Angeles.

