

HOWARD UNIVERSITY

Office of the President

November 29, 2017

Non-Tenure Track Full-Time Faculty:
College of Arts and Sciences;
College of Engineering and Architecture
Graduate School; School of Communications
School of Education; School of Social Work

Re: Your Vote is Important

Dear Faculty Members:

Good morning! I want to start by thanking you in advance for your participation in the NLRB election taking place today and tomorrow in the Blackburn Center. The decision of whether or not to be represented by SEIU Local 500 is a critical one. Because the outcome of the election is decided by a majority of those who actually vote in the election, it is important for all eligible voters to participate in this decision. If a union is selected, it will affect all eligible full-time non-tenure track faculty, and you will not be able to opt out if you disagree with the result.

The election process is convenient. Simply go to the **West Ballroom on the second floor of the Blackburn University Center**, during any of the following hours today or tomorrow:

- 7:00 am – 8:00 am
- 11:00 am – 1:00 pm
- 4:00 pm - 5:30 pm

You will be given a ballot upon which to vote YES or NO. The ballot is secret, and you are free to vote your preference, even if you have previously filled out a union authorization card.

The University administration has provided information to you on the question of whether or not to unionize. I hope it has been helpful. Click on this link <https://www2.howard.edu/provost/faculty-union-vote> to review that information. I encourage you to consider these important issues, in particular, when making your choice:

- Local 500 has no experience representing full-time faculty. What assurance do you have that it can effectively represent your interests?



- What promises has the Union made to you, and what assurance do you have that it can fulfill them? The University must first agree to any demands made by the Union in order for them to be implemented.
- Are you prepared to pay union dues or fees in order to keep your job at Howard? The Union will demand a contract provision requiring all bargaining unit members to pay dues or fees as a condition of employment, with no exceptions. You will have no choice but to pay at least core fees.
- How much will the Union charge you, and can you be sure there will be a return on your investment?
- Will you and Howard be better off if your right to deal directly with the University is given to the Union?

I believe we can best achieve our goals and resolve our challenges by continuing to work directly together. I acknowledge that our full-time non-tenure track faculty have issues that they would like to discuss and resolve. In my view, discussions with a third-party union that has no known track record representing full-time faculty and which charges high rates for its services, is not a prudent method of problem solving. That is why I encourage you to vote NO in this election.

Thank you in advance for your commitment to Howard and your participation in this important process.

Excellence in Truth and Service,

Dr. Wayne A. I. Frederick, President