



November 3, 2017

**Office of the Provost and  
Chief Academic Officer**

**MEMORANDUM**

**TO:** NON-TENURE TRACK FULL-TIME FACULTY

COLLEGE OF ARTS AND SCIENCES  
SCHOOL OF COMMUNICATIONS  
SCHOOL OF EDUCATION  
COLLEGE OF ENGINEERING AND ARCHITECTURE  
GRADUATE SCHOOL  
SCHOOL OF SOCIAL WORK

**FROM:** ANTHONY K. WUTOH, PHD, RPH  
Provost and Chief Academic Officer

**CC:** DEANS AND DEPARTMENT CHAIRS

Dear Faculty Member:

As you may be aware, on October 24, 2017, the Service Employees International Union, Local 500 (SEIU) filed with the National Labor Relations Board (NLRB), a federal government agency, a petition seeking to represent full-time non-tenure track faculty in certain Schools and Colleges at the University. Specifically, the Union is seeking to represent the non-tenure track faculty in the College of Arts and Sciences, School of Communications, School of Education, College of Engineering and Architecture, Graduate School, School of Social Work.

In response to the Union's petition, the University reached an agreement with the NLRB and the Union to hold an election. If you have received this letter, you are an eligible voter in that election.

The election will be held on November 29 and November 30 in the Blackburn University Center during the following time slots:

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

The election will be by secret ballot, and all eligible voters will be encouraged to cast their ballot during one of the scheduled voting sessions identified above.

In accordance with NLRB rules, the University is required to submit your name, work location, job classification, home address, personal email address, home telephone number, and personal cell phone numbers to the Union for its use during the weeks leading up to the election. The law does not permit the University to withhold this information from the Union even if you prefer that it be treated as confidential and not disclosed.

Having an outside third party organization, such as a union, represent the University's non-tenure track full-time faculty would be a major change to the University. Indeed, the University has its challenges, as do many organizations of our size. I am proud to say that we have all played a valuable role in working to overcome some of those challenges. Although we have not yet accomplished all of our goals for uplifting and improving the University, my hope is that we will continue to press forward to meet our goals.

I thank you for your valuable contribution to the University, and I want you to know that you are not in this alone; we are in this effort together. That is why I do not believe that selecting a union would be in the faculty's or the University's best interest at the end of the day.

I think that we are better off addressing our own issues and concerns together, internally, without the interference from an outside third party.

Additionally, there are some general union practices that I think are unfair to employees.

For example:

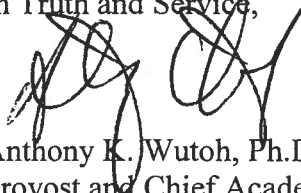
1. Employees must pay dues or core fees to the union from each paycheck. If you are a member of the group of employees represented by the Union, you will be required to pay to the Union either full dues or a portion thereof, also known as a “core fee.” In other words, you would have to pay a portion of your salary to keep your University appointment, without any assurance of what you would get in return.
2. Most union contracts that I know about contain a provision called “Union Security,” which provides that if employees in the group represented by the Union fail to pay union dues or core fees to the Union as required, the Union can demand that the University terminate those employees and the University ordinarily **must comply** with the Union’s demand. In fact the SEIU contract covering the University’s adjunct faculty contains a Union Security provision. The inclusion of this provision in union contracts is troubling to me, but it is something that unions have traditionally demanded.

The University recognizes and respects that the choice of whether or not to be represented by SEIU or any union is ultimately up to you. That is why every vote during the NLRB election is important. A majority of the votes cast during that election will determine its outcome. Therefore, I urge you make an informed choice and participate in the secret ballot election on November 29 or 30.

In the spirit of truth and fairness, the University will be providing you with information on the question of selecting a third-party organization, a union about which you may not know much, to act as your voice in matters concerning your wages, your hours, and your terms and conditions of employment at the University.

If you have questions about the NLRB election process, please feel free to contact the University's Associate General Counsel for Labor, Ms. Letitia Silas (202) 806-2656. Thank you for your continued service to the University and for your participation in the election.

In Truth and Service,

A handwritten signature in black ink, appearing to read 'Anthony K. Wutoh', written over a faint, illegible printed name.

Anthony K. Wutoh, Ph.D., R.Ph.  
Provost and Chief Academic Officer