

We, the undersigned faculty of the **Civil, Environmental, and Sustainable Engineering Department**, support the statements shared by faculty in Child Studies, Environmental Studies and Sciences, Anthropology, English, Theatre & Dance, Religious Studies, English, History, Philosophy, Math and Computer Science, and Women's and Gender Studies. Each statement has offered a unique perspective on why so many faculty find the current demands of the administration and its legal team on the structure of the elections to be fundamentally unfair and poorly aligned with our institutional mission.

In particular, the demand that at least  $\frac{2}{3}$  of those deemed eligible to vote is unprecedented and, as noted by our colleagues in math, results in a wild asymmetry in possible results. In fact, this is a level of participation barely reached once in the last century of presidential elections in the U.S.

As with the prior letters, we are not advocating for or against the proposed union representation but requesting that the administration apply a fair election process. Specifically, the voting procedures should follow the standard of union elections conducted by the National Labor Relations Board, with results determined by a simple majority of all votes cast.

Signatures,

Ed Maurer, Professor and Chair

Aria Amirbahman, Professor

Tracy Abbott, Lecturer

Tonya Nilsson, Senior Lecturer

Laura Doyle, Lecturer

Hisham Said, Associate Professor