

Statement by Graduate Department of Education Faculty Supporting Fairness in the Voting Process for Unionization

STATEMENT OF SUPPORT FOR A FAIR AND FREE UNIONIZATION VOTE

The undersigned faculty from the Department of Education wish to express their solidarity with AFLOC and colleagues from other departments who made public calls to the administration to support a fair and free election on the question of unionization. It was painfully disappointing to read the news of the failure of the mediation talks.

Rooted in the Jesuit tradition at Santa Clara University for over 100 years, the Department of Education is vested in “caring for the whole person” and prepares candidates to see beyond their academic development when working with students and educational communities locally and around the world. Our educational process encourages candidates to reflect and take meaningful action to stand against acts of oppression and become leaders who model ethical conduct and a commitment to social justice.

We also fervently support Catholic social teaching that defends the right of all workers to represent themselves freely and fairly. In the economy of Pope Leo XIII, Pope John Paul II, and Pope John XXIII, the right to exercise one’s vote to unionize is morally necessary, it should not be a decision left to the will of the more powerful. Workers’ rights should not be determined by economic systems aimed at maximum profits. These ideas penned many years ago reaffirm worker and union rights and support worker solidarity for social justice (Leo XIII, 1891; John XXIII, 1961; John Paul II, 1981). More recently in 2018, Pope Francis told Italian union leaders that “There is no good society without a good union, and there is no good union that isn’t reborn every day in the peripheries, that doesn’t transform the rejected stones of the economy into corner stones.” In his encyclical *Fratelli Tutti* published October 2020, Pope Francis expanded upon previous Catholic Social Teaching and Labour Law by calling for a type of freedom and equality that is infused with solidarity and a commitment to combating the denial of social and labour rights (Clarysse, 2000).

Therefore, although we have been presented with many arguments by colleagues in multiple disciplines in support of a fair and free election that rely on democratic principles, established law (including National Labor Relations Board practices), basic math, and especially Catholic and Jesuit teachings, we have yet to hear any counter-arguments from the administration for its position based on the Catholic and Jesuit principles present in the University’s mission statement.

It is long past time for the administration's actions to match their rhetoric on social justice, *cura personalis*, and ethical decision making. Because Santa Clara University is the oldest institution of higher learning in California and prides itself on Jesuit values, we urge the administration to consider a negotiation stance that closely reflects our university’s core beliefs and principles.

Signatures

- Pedro Hernández-Ramos
- Cheryl Bowen
- Bob Michels
- John Beltramo
- Harold Jules Hoyle
- Francisca Miranda
- Kathy Sun
- Kathy Stoehr
- Claudia Rodriguez-Mojica
- Marco A. Murillo
- Cynthia Pizzo
- Keith Yocam
- Pedro Nava
- Karla Lomelí