

Statement by English Department Faculty Supporting Fairness in the Voting Process for Unionization

The undersigned faculty of the English Department wish to contribute the statement below as a means to highlight problematic components of the University administration's understanding of best practices as the negotiations to reach agreement about a free and fair voting process related to unionization continue. We appreciate the Administration's willingness to negotiate with AFLOC to ensure a fair election process, but we are deeply concerned that some elements of the Administration's approach to the negotiations are antithetical to Catholic social teaching.

The undersigned are aware that the possibility of unionization is not attractive to all non-tenure-stream faculty. Opinions about how best to create a more equitable and stable work environment for contingent faculty, especially the extent to which unionization is the best strategy to achieve our shared goals, vary. That is why the vote is so important.

But the faculty who sign below agree on the following items articulated in the Religious Studies faculty statement shared April 27:

- 1) the University administration's decision to employ an anti-union law firm, Littler Mendelson, to lead their negotiations on the unionization election is not consistent with the University mission;
- 2) the best way forward is for the University to work within the clear guidelines offered by the National Labor Relations Board, such that only ballots cast should be counted as votes either for or against unionization – those who decide not to cast ballots should not be counted as "votes" against unionization;
- 3) continued negotiations in good faith is a desideratum.

Signatures

Phyllis Brown, Professor
Michelle Burnham, Professor
Tim J. Myers, senior lecturer
Michael Lasley, Lecturer
John Hawley, Professor
Diane Dreher, Professor
Danielle Morgan, Assistant Professor
Kirstyn Leuner, Assistant Professor
Robert Michalski, Senior Lecturer
Terry Beers, Professor
Maggie Levantovskaya, Lecturer
Denise Krane, Lecturer
Ainsley Kelly, Quarterly Adjunct Lecturer
Maria Judnick, Lecturer
Robin Tremblay-McGaw, Lecturer
Claudia Monpere Mclsaac, Senior Lecturer
Cruz Medina, Associate Professor
Maura Tarnoff, Lecturer
Matt Driscoll, Academic Year Adjunct Lecturer
Andrew Keener, Assistant Professor
Kirk Glaser, Senior Lecturer
Marilyn Edelstein, Associate Professor
Amy Lueck, Assistant Professor
Theresa Conefrey, Lecturer