

School of Law

Dear Acting President Kloppenberg:

We are writing to you as members of the faculty of the School of Law, and as your colleagues at the Law School, to express our support for a fair union election for our non-tenure track colleagues before the end of this academic year.

As has long been the case under the National Labor Relations Act, there are two fundamental requirements for a fair process in a union organizing effort: first, an initial showing by the union that a substantial number of employees wish to be represented by a union, which we believe AFLOC/SEIU has demonstrated; and second, an election to vote for or against certification of that union based on a simple majority of the votes cast without any quorum requirement.

It is our understanding, however, that the Administration is pressing for a quorum requirement, in violation of the second of these principles. The effect of this requirement would be to count non-votes against the union. This would be unprecedented and unfair.

If the Administration continues to block a fair vote by insisting on unfair procedures, we are concerned that it will cause long-term damage to the reputation of the University and contribute to declining morale among faculty and staff.

We know that you care deeply about Santa Clara University as an institution. Please, do what you know is right. Agree to fair procedures and let's get on with the vote.

Sincerely,

David Sloss
Steve Diamond
Evangeline Abriel
Vinita Bali
Gary Benton
Karla De La Torre Mora
Seth Flagsberg

Devin Kinyon
Tyler Ochoa
Francisco Rivera
Catherine Sandoval
Linda Starr
Libby Toub
Tseming Yang