You Are an Eligible Voter

You are among the persons the National Labor Relations Board (NLRB) has determined is eligible to vote on whether the contingent faculty at Pacific Lutheran University will form a union under the Service Employee’s International Union (SEIU).

A Short History
When the SEIU filed its petition with the NLRB on April 11, the union specified the job classifications that it wished to represent. By law, the University was required to provide a list of the persons in those classifications, and that original list contained 176 names. That list was submitted to the NLRB in April.

On June 7, the regional director of the NLRB issued an order that an election be held, and he established the voter eligibility criteria. The final list of eligible voters contains 152 names.

You are among the 152 eligible voters for this union election.

Who Is On the List?
In establishing the list, the regional director included any contingent faculty member who taught at least one course in at least two consecutive years of the following academic years: 2011-12, 2012-13 and 2013-14. As it happens, the list contains names of 22 persons who are no longer employed at the University. If you are one of these persons, you meet this eligibility test!

Also, there are contingent faculty who will be employed at PLU for at least 2013-14 but who do not have the right to vote in this upcoming election because they do not meet the NLRB criteria. The list also contains two persons who have since been hired into tenure-track positions, and it contains persons who have retired from PLU but who nonetheless meet the regional director's voter eligibility test.

Community of Interest
The NLRB adopted the union’s request that all contingent faculty be put in the same group for collective bargaining purposes, believing that all contingent faculty at PLU, regardless of their employment status, have the same “community of interest.” Consequently, the list contains full-time and part-time faculty in the same group, and it contains faculty who have academic-year contracts, those who are employed on an hourly basis for private instruction, and those who teach on a course-by-course basis – all in the same group.

The University has appealed the regional director's ruling to the national board of the NLRB on several grounds, including the “community of interest” issues and the regional director's criteria used in constructing this list. We believe the union’s petition and the NLRB decision show great disrespect for the diverse and unique characteristics and expectations of our contingent faculty.
**The Election**
Unless the NLRB intervenes and accepts the University's appeal of the regional director's decision, the regional office of the NLRB will conduct the election by mail during the period September 19-October 10, with the results announced shortly thereafter. The outcome of the election will be determined by a majority of votes cast. For example, if only 20 people vote, then 11 persons will determine whether all contingent faculty in all job classifications at PLU will be represented by the union.

It’s important that you make your voice heard

**For More Information**
We have placed a lot of information on the Provost website including information about
• union dues and fees
• how our collaborative decision making process at PLU could be affected, and
• initiatives that were already underway prior to the union filing its petition.

You can get all this, and more, at www.plu.edu/unionfaq.

It’s important that you become fully informed and cast your vote. Please read the enclosed FAQs and the other information on the website before casting your vote.

Your ballot must be in the hands of the NLRB office in Seattle by October 10 (not just postmarked)

Make your voice heard!