Ten Questions and Some Budget Information for Contingent Faculty Union Voters

In recent weeks you have received several “FAQ” documents from us, each posing a set of “frequently asked questions” about the prospects of the SEIU coming to our campus. In each case we have provided answers that give our best estimate as to how life will change under SEIU. As you have read, we think the changes will be very negative for our faculty, our students, and our culture of collaborative decision making. The individual dues and fees are high, and the costs associated with collective bargaining will make it harder for PLU to achieve our goals for new revenue and improved compensation as set out by the Board of Regents Resolution in May.

Attached is a list of questions we think are among the most important ones for you to answer as you make your final decision on how to vote.

We’re also including a summary of the PLU operating budget for the 2012-13 academic year. Every now and then we see budget numbers tossed around by union supporters that make it sound as though we’re sitting on a hidden pot of money. We thought you should see the real numbers as you make your decision on how to vote.

The NLRB will mail you a ballot on September 19. Please remember:

- Your **ballot must be received (not just postmarked)** in the NLRB Seattle office by **October 10**.
- **For those of you who are no longer employed at PLU**, the rules set down by the NLRB still make you an eligible voter. **PLEASE VOTE!**
- **Failing to vote is not the same as a “no” vote** – for your vote to be counted, you must return your ballot.
- The results will be determined by a **simple majority of votes cast**.

We hope you have been doing your own research on SEIU and their tactics, and on all aspects of this important issue facing our campus.

Please consider this election very carefully. If there’s a union, you will not be able to opt out. There are other contingent faculty at PLU who are affected by the election outcome, but who by virtue of the NLRB decision cannot vote in this election. They won’t be able to opt out, either!

Thank you for your consideration, and please **Make Sure Your Voice Is Heard!**

Ten Questions for You, the Voter

1) Do you prefer an adversarial process between an outside union and the administration, when a collaborative process between our faculty and the administration is already in place – for free?

2) Will decision making be improved if deans and chairs are likely to have less flexibility in working with our contingent faculty on wages, hours and working conditions?
3) Will faculty culture be improved by legally splitting us into two groups?

4) Does the union’s desire to put all contingent faculty into one group show respect for the diverse needs and expectations of the different groups of PLU contingent faculty?

5) Do you want to pay union dues and fees – perhaps totaling over $1,000 per year in many cases?

6) Will the extra costs associated with collective bargaining help the University attain its goals spelled out in the May 2013 Board of Regents Resolution on Compensation?

7) Is the union promising anything that wasn’t already in progress with the Contingent Faculty Task Force Report (and did you get their promise in writing)?

8) Does SEIU understand our mission and our collaborative culture?

9) Do you want to see the union’s aggressive campaign tactics (as reported by many contingent faculty) and adversarial nature become a permanent part of PLU faculty life?

And, finally, perhaps most important of all:

10) Will the quality of our students’ education improve if the union succeeds?

**The 2012-13 PLU Operating Budget**

Total Revenue: 119.7M (90.0% from student tuition and fees)

Financial Aid for Students: (42.9M)

Net Revenue: 76.8M

Faculty/Staff Salaries (36.7M)

Faculty/Staff Benefits (11.6M)

Services/Purchases (11.1M)

Equipment & Maintenance (6.1M)

Debt Service (4.0M)

Study Away Expenses (3.4M)

Student Salaries (2.8M)

Library (1.1M)

Balance: 0

**Make Sure Your Voice Is Heard!**

For more information see: [www.plu.edu/unionfaq](http://www.plu.edu/unionfaq)