

To: All Faculty

**From: Dean of Bienen School of Music
Dean of School of Communication
Dean of School of Education and Social Policy
Dean of McCormick School of Engineering and Applied Science
Dean of Medill School of Journalism Media, Integrated Marketing Communications
Dean of Weinberg College of Arts and Sciences**

Re: Vote to Make your Choice Count

Date: July 13, 2016

Dear Colleagues,

The mail ballot union election is set to close on July 18. Whether you will be represented by the SEIU will be decided entirely by those who mark their ballots and timely mail them to the NLRB office.

As the voting period comes to a close, I wanted to take this opportunity to sum up the key information we have endeavored to convey over the course of this election:

- You are not bound to vote “yes” just because you signed an authorization card. You are free to vote for or against union representation in the election. Whether you intend to vote “no” or “yes” it is important for you to make your voice heard.
- If elected, SEIU Local 73 will legally represent you for the purpose of negotiating with the University over your terms and conditions of employment. While the SEIU may solicit individual concerns, it cannot guarantee that some or any of those concerns will be addressed in the collective bargaining agreement.
- There are no guarantees in the collective bargaining process. If a union is elected to represent Northwestern faculty, the University and the union will negotiate in good faith over mandatory subjects of bargaining. It is impossible to say what will happen to the compensation and benefits that you currently receive; they may diminish, improve, or stay the same. Indeed, at other Chicago-area institutions where SEIU Local 73 was elected to represent non-tenure track faculty, the parties have not yet achieved agreements so the result of contract negotiations at those institutions remain unclear. This is another reason it is difficult for us to say with any certainty what the outcome of unionization might be.
- You cannot just “try out” being represented by the SEIU. Once a union is certified, it becomes your exclusive representative on wages, benefits and other working conditions and remains so indefinitely. Once elected, the union cannot be voted out for at least a year and after that it enjoys a continuing presumption of majority support, and can only be removed through a decertification process that requires another election.
- If you do not think you have enough information at this time, you should vote “no” so you have adequate time to consider this. If the Union is not elected in this election it does not mean you can never unionize.

As a reminder, this issue will be decided based on a majority of ballots cast. Thus, failing to mark your ballot and return it to the NLRB could potentially give to a small group of voters the power to decide this important issue for all.

I therefore urge all eligible voters to make their choice count. For that to happen, the NLRB must receive your ballot by the close of business on July 18, next Monday. I suggest that your ballot be mailed today to ensure that it arrives in time.

In closing, I wanted to reiterate my appreciation for your outstanding dedication to our students and the Northwestern community at large. Your studious and careful attention to this matter throughout the election period is a testament to the outstanding quality of our faculty members. Regardless of the outcome, our focus will be on maintaining our commitment to Northwestern's mission of excellence in teaching and the personal and intellectual growth of our students in a diverse community. I thank you for being a part of that mission and look forward to future partnership in education.