

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: 5 Things to Consider Before You Vote

Date: July 5, 2016

Dear Colleagues,

By now you should have received your ballot from the National Labor Relations Board as part of the election to determine whether the SEIU will represent you in your employment with the University. We have heard that some of you are concerned that the voter list was not accurate. ***If you have not yet received a ballot and think you should have, or if you have left town and still need a ballot, you can contact Maria Guerrero at the NLRB at (312) 353-0329, or let my office know and we will pass along your information.***

Below are important facts you may want to consider before you vote:

- Your vote is secret, which means that your choice will be kept confidential from the University, the SEIU and the NLRB. No one will know how you voted.
- 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 you think you do not have enough information about what it means to be represented by a union or to be represented by the SEIU, and you feel like this process has not provided you with the time to learn what you think you need to know, you can vote “no” without giving up any rights to learn more and consider your options in the future.
- 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.

- Even without a union, we have worked directly with you to address your employment concerns, by for example, taking the following actions:
 - Providing multi-year contracts;
 - Implementing promotional tracks;
 - Increasing non-tenure track representation on the Faculty Senate, the primary academic governing body;
 - Maintaining grievance procedures for purposes of raising formal complaints;
 - Maintaining an ombudsmen program designed to help faculty informally raise and resolve concerns about any aspect of their work environment.