

## Be Informed about RTPC Faculty Unionization at USC

USC and CHLA have started communicating to RTPC Faculty about our right to form a union. We appreciate that they are encouraging us to make an “informed choice” on unionization. But since their communication includes some misleading information and leaves out lots of other useful information that would help us make an “informed choice,” we feel responsible to share some corrections and useful information they leave out.

| What USC Says                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | What USC Leaves Out                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| <p><b>What is USC’s position on union organizing?</b></p> <p>USC respects the right of unions to try to organize staff employees and has a long history of good relations with the unions that represent our employees. But USC believes that faculty do not need a union to speak for them -- and, indeed, are regarded as managerial under the National Labor Relations Act (NLRA). (<i>See below FAQ: “Can supervisors and managers form a union under the NLRA?”</i>)</p> <ul style="list-style-type: none"> <li>- USC faculty have a system of shared governance in which (unlike almost all of our peer universities) all faculty participate equally. All USC faculty – tenure and RTPC, full- and part-time – can and do have an equal vote in electing Academic Senate officers. Four of the last six Academic Senate presidents have been RTPC faculty.</li> <li>- USC believes our faculty can speak for themselves and through their elected faculty officers to resolve issues, without needing a third party as their exclusive collective bargaining representative – and</li> </ul> | <p>We – RTPC faculty – are organizing to form a union. If USC really “respects” the rights of workers to form unions, it will follow the lead of universities like Harvard, Barnard, NYU, The New School, Boston University, Tufts, and Fordham, who have bargained union contracts with non-tenure track faculty just like RTPC faculty at USC. USC itself is currently bargaining a contract with adjunct faculty in the School of Cinematic Arts who formed a union earlier this year.</p> <ul style="list-style-type: none"> <li>- Faculty councils, the Academic Senate, and committees within our own schools and at the university level do excellent and important work, and reliably advocate for policies that would improve our working lives. However, they are advisory—the councils, committees, and Academic Senate can only make recommendations, which USC is free to ignore. By contrast, with a union, USC is required by law to bargain in good faith with an elected RTPC faculty bargaining committee. Once the contract is ratified, it is legally binding and enforceable.</li> <li>- By forming a union, RTPC faculty are coming together to collectively bargain over working conditions. Without a union, RTPC faculty do not have the ability to collectively negotiate with central administration and reach a legally binding contract. By forming a union, we will have the power to win more than we would be able to by ourselves. RTPC faculty at</li> </ul> |

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| <p>without faculty having to a pay a percentage of their salary as union dues</p> <ul style="list-style-type: none"> <li>- One of the advantages of being at a private university is that there is more flexibility in responding to individual needs and situations. Union contracts tend to have a one-size-fits all model.</li> </ul> <p>If there were a determination that a union can legally try to organize our RTPC faculty, USC would respect the right of eligible faculty to determine for themselves whether they want a union to be their exclusive collective bargaining representative. We do not believe that would be in the best interests of our faculty or USC. But we are confident that our faculty would ask good questions and do all they can to educate themselves on the impact of unionization, and what decision is the right one for them and USC's mission.</p> | <p>USC are organizing to join the over 140,000 academic workers in the UAW who have secured strong contracts in recent years.</p> <ul style="list-style-type: none"> <li>- Union contracts typically set salary minimums, not maximums, while also ensuring guaranteed increases for all employees. Once we formally vote to affiliate with UAW, we will elect faculty representatives to a bargaining committee that will have diverse representation across schools and departments. Every faculty member will be able to vote on whether to ratify a final agreement with the university.</li> </ul> |
| <p><b>What are unions?</b></p> <p>Unions are organizations that represent employees in negotiations with their employer concerning their terms and conditions of employment. Unions are financed by their members through initiation fees and monthly dues.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p>As RTPC faculty at USC, we are the union. By working together and determining our priorities collectively, we can build more power to improve our working conditions. Currently, individual faculty do not have the ability to bargain with our employer as equals over our rights and benefits. Once we have formed our union, USC will have a legal obligation to negotiate with RTPC faculty.</p>                                                                                                                                                                                                 |
| <p><b>Can supervisors and managers form a union under the NLRA?</b></p> <p>No. Under the NLRA, supervisors and managers are not entitled to form a union.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>Yes, under federal law, non-tenure-track faculty at private universities can unionize. RTPC faculty perform the majority of teaching at USC. We are coming together to form a union so we can have a real voice over our employment conditions.</p> <p>While university administrators – including</p>                                                                                                                                                                                                                                                                                               |

The Supreme Court has recognized that in a typical mature private university, authority is divided between the central administration and collegial bodies composed of faculty. So, applying the NLRA, faculty are deemed managerial if members are included in faculty bodies that make effective recommendations on academic programs, enrollment management policies, finances, academic policies, and personnel policies and decisions.

At USC, all our faculty – tenured, tenure-track, and RTPC, full- and part-time – are part of shared governance and so are regarded as managerial. All USC faculty are eligible to and do serve on the faculty bodies that make effective recommendations in those areas, including, for example, the university-level faculty committees on Curriculum, Teaching and Learning, Research, Academic Review, Finance and Enrollment, Academic Policies and Procedures, Employee Benefits, and Professional Responsibility. All faculty – tenured, tenure-track, and RTPC, full- and part-time – can and do run for office in the Academic Senate, and all faculty in the university can vote to elect those officers.

Also, many of our faculty act as supervisors, and so a union cannot organize them for that additional reason. Under the NLRA, faculty are regarded as supervisors if they use their independent judgment to effectively recommend hiring, promoting, disciplining, terminating, adjusting the grievances of, or otherwise responsibly directing others, including, for example, TAs, RAs, or lab staff. And faculty generally are eligible to participate in hiring committees.

some at USC – sometimes attempt to block faculty from forming unions by claiming they are managerial/supervisory, in the past several years, many professors at private universities have formed unions and negotiated contracts that included significant gains. Recently, contract faculty at [NYU](#) [voted overwhelmingly to unionize with UAW](#) with 89.5% support, [Harvard University professors](#) recently joined them in voting yes for their union with 93% support, and [adjunct faculty in the School of Cinematic Arts here at USC](#) voted with 94% support.

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| <p><b>What union is seeking to represent USC's Non-Tenured Track (RTPC) faculty?</b></p> <p>It is the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW (better known as the United Auto Workers).</p>                                                                                                                                                                                                                                  | <p>UF-UAW stands for United Faculty-United Auto Workers. RTPC faculty at USC reached out to UAW in 2023 to help us successfully form a union.</p> <p>UAW is one of the most diverse unions in the United States, and in particular is the union of over 140,000 academic employees including Graduate Student Workers at USC, Adjunct Faculty in the USC School of Cinematic Arts, Adjunct Faculty at NYU, Adjunct Faculty at the New School, Continuing Faculty at Barnard, University of California Academic Student Employees, Student Researchers, Postdocs, and Academic Researchers, and many more. In just this past year, Graduate Student Workers and Adjunct Faculty in the Cinema School here at USC voted 93% and 94%, respectively, in favor of unionizing with UAW.</p> |
| <p><b>How will UAW attempt to unionize the RTPC faculty?</b></p> <p>The union may make promises and pressure RTPC faculty to sign union authorization cards so they can demand recognition or file a Petition for an Election with the NLRB.</p>                                                                                                                                                                                                                                           | <p>United Faculty - UAW is a faculty lead organizing effort. The first step in forming a union is building strong support and securing recognition. RTPC faculty members are reaching out to their colleagues to fill out union authorization cards, and are continuing outreach to ensure that everyone has a chance to be heard and get involved. Once a majority of faculty sign cards, we will seek a free and fair election process to verify majority support. Strong majority support gives us more power to form our union and begin the collective bargaining process.</p>                                                                                                                                                                                                   |
| <p><b>What happens after a Petition for an Election has been filed with the NLRB?</b></p> <p>When a union files a Petition for an Election seeking to become the exclusive representative of a bargaining unit, they must set forth a description of those they would like included and excluded from the bargaining unit.</p> <p>The University would then evaluate whether the unit is appropriate; this would include determining whether it should challenge the unit on the basis</p> | <p>Once a majority of faculty sign authorization cards, RTPC faculty can file with the NLRB to have an election to form our union. At this stage, unionizing faculty and the university can come to a stipulated agreement on how the election is to be run, including the composition of the bargaining unit. USC has in the last 2 years come to stipulated election agreements for elections with 250+ part-time and adjunct RTPC faculty at the film school, many of whom participate on university committees, in addition to 3000 graduate student employees and 450+ postdocs.</p>                                                                                                                                                                                             |

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| <p>that the employees sought to be represented are not eligible to form a union under the law. The University continues to take the position that all RTPC faculty are managerial employees via their participation in the University's robust shared governance system, making a union not only unnecessary, but not legally viable under the law.</p>                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <p><b>If an RTPC faculty member previously signed an authorization card (online or on paper), does that mean the RTPC faculty member must vote “yes” for a union if there is an election?</b></p> <p>No, it doesn't bind them. If a vote were held, it would be held by a secret ballot. No one will know how anyone voted. Anyone can vote as they wish during the election, regardless of whether or not they signed an authorization card.</p>                                                                                           | <p>Whether you have or have not signed a card, every faculty member has the right to vote yes or no in this election. Based on their communications so far, it is very clear that USC would prefer that we vote no. But faculty from every school are signing authorization cards in support of forming a union for better working conditions. Come time for an election, UF-UAW encourages all faculty to vote, and a big “yes” vote will help us to negotiate stronger improvements in collective bargaining.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p><b>Can RTPC faculty opt out of the union by not voting in an election, if one is held?</b></p> <p>It doesn't work that way. If you are included in the bargaining unit and the union is voted in, the union will become your exclusive bargaining representative – whether or not you voted – and regardless of how you voted. The union would also be the exclusive bargaining representative for future USC RTPC faculty whose programs or departments are in the bargaining unit, even though they did not have a chance to vote.</p> | <p>By voting to form a union, we gain the right to collectively bargain with USC. This is a highly democratic process that includes electing a bargaining team (made up of RTPC faculty), collecting feedback through surveys, town halls, and more, drafting and voting on initial bargaining demands, exchanging proposals with USC at the bargaining table, and eventually voting on whether or not to ratify any proposed agreement before it goes into effect.</p> <p>“Exclusive representation” means that all RTPC faculty benefit from and are protected by the contract should we vote to ratify it. Currently, we are all covered by policies created unilaterally by USC administration. Forming a union means that USC is required to negotiate with our elected representatives and cannot instead make a “side deal” or ignore our union.</p> <p>Union contracts are renegotiated, usually every 1 - 5 years. This means that future faculty members will also be able to bargain</p> |

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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | for further improvements through the process outlined above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <p><b>What happens if the United Auto Workers wins an election, if one is held?</b></p> <p>The election is decided by a majority of eligible votes cast, even if that is only a fraction of the proposed bargaining unit. If the UAW wins, bargaining unit members may be represented by the union, and the University and the UAW begin a process known as “collective bargaining” with the goal of seeking agreement on a contract defining the terms and conditions of “employment” for RTPC faculty in the proposed bargaining unit.</p> | <p>We encourage all RTPC faculty to make an informed choice and participate in the process. It is critically important that there is high voter turnout. A strong “yes” vote will demonstrate to USC that RTPC faculty support being able to collectively bargain for improvements like better compensation, improved benefits, and job security.</p> <p>By voting “yes” to form a union, RTPC faculty at USC would gain the right to collectively bargain as equals with USC to improve working conditions including job security and multi-year appointments, year over year wage increases, guaranteed benefits, transparent review processes, and more.</p>                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p><b>What does the union want in return for its efforts?</b></p> <p>The UAW expects to be paid. In bargaining, the UAW would undoubtedly demand a “union security” clause requiring all RTPC faculty to pay dues and initiation fees or agency fees as a condition of employment.</p>                                                                                                                                                                                                                                                       | <p>By forming our union, UF-UAW, we as RTPC faculty want to negotiate improvements to our working conditions. We are joining the over 140,000 academic workers in UAW who have secured strong contracts in recent years.</p> <p>Union dues in UAW are determined democratically. They are currently 1.44% of gross pay and only go into effect after we negotiate and vote to ratify a union contract. In all other cases, the value of wage and benefit increases far exceeds the cost of union dues for all faculty. Dues are how workers, like us, pool resources to be able to successfully negotiate with multi-billion dollar employers, like USC.</p> <p>It will also be up to us, as faculty, to decide what kind of union security arrangement we want to negotiate for. Many unions, like the USC graduate student worker union, have a provision in their contract that generally requires all employees to pay dues or a comparable fee. Any such union security arrangement would be part of the contract that faculty would vote on ratifying.</p> <p>.</p> |

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| <p><b>What is collective bargaining?</b></p> <p>Collective bargaining is a process by which a union and an employer negotiate the terms and conditions of employment, such as pay and benefits, for all members in the bargaining unit. The union has the exclusive authority to bargain on behalf of all bargaining unit members, collectively, for pay, terms of appointment, benefits and other “working conditions.” Once this process begins, the University will be prohibited from directly negotiating terms and conditions with individual members of the unit.</p> | <p>Currently, USC has complete, unilateral control over all of our working conditions and we have no power to bargain. With a union, we engage in a democratic process to bargain an enforceable union contract with USC as equals.</p> <p>During this process, USC cannot change working conditions without the agreement of RTPC faculty. This means that USC cannot cut our benefits or wages unless we agree.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <p><b>How does collective bargaining take place?</b></p> <p>Collective bargaining is typically conducted in a series of meetings at which representatives of both the union and the University exchange written proposals for a union contract. Union negotiations can be long and complex and can take months and sometimes years to reach an overall agreement. During this time, the parties are to engage in good faith negotiations over the terms and conditions of employment. We cannot predict how long negotiations will take.</p>                                 | <p>Under collective bargaining in the UAW, faculty fill out bargaining surveys to articulate priorities for a contract. We also elect representatives, fellow faculty, to a bargaining committee. Guided by the feedback in the bargaining surveys, the elected committee develops bargaining goals that we vote to approve, before sitting down with the administration and negotiating contract proposals. Once a tentative agreement is reached, faculty must vote to accept or reject the contract before it goes into effect.</p> <p>Thousands of graduate student workers at USC have bargained a union contract with the USC administration and are also represented by UAW. Adjunct faculty in the School of Cinematic Arts are currently in the process of bargaining as well, and postdocs at USC will begin bargaining if a majority vote yes in their union election.</p> <p>Without a union, we have no ability to predict how long it will take for working conditions to improve because USC administration can decide unilaterally whether to make changes, what they will be, and whether to notify us beforehand. After we form our union, they will</p> |

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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <p>be legally obligated to bargain these decisions. The length of time necessary to negotiate a strong first contract has depended on the strength of the campaign and the willingness of the employer to bargain in good faith. For example, USC could help ensure a timely process by agreeing on a fair and efficient timeframe with regularly scheduled bargaining sessions and a strong commitment to reaching a fair agreement.</p>                                                                                                                                                                                                                                                                                                        |
| <p><b>What happens if the union and an employer are unable to reach agreement?</b></p> <p>Any contract requires the agreement of both sides. Sometimes, after good faith bargaining, no agreement can be reached. If that occurs, the university may make its final proposal, often called a “last, best and final offer.” In response, the union may ask its members to vote on the proposal. If the bargaining unit rejects the offer, there is no agreement, and the parties are at what is typically called an “impasse.” When there is a good faith impasse, the university may unilaterally implement its last, best, and final offer and the parties may continue to bargain in an effort to reach agreement.</p> | <p>Without a union, USC has unilateral control over our working conditions, but with a union, we can have a democratic say in our workplace by negotiating a contract. Both parties are required to bargain in good faith. The more RTPC faculty who participate in our union, the more power we will have to reach an agreement. The University could choose to quickly reach an agreement with RTPC faculty. GSWOC-UAW, the USC graduate student worker union, reached an agreement with USC and ratified their contract in 8 months. At NYU, adjunct faculty negotiated and ratified their contract in 7 months. Should USC refuse to bargain in good faith, RTPC faculty can take action together to pressure USC to do the right thing.</p> |
| <p><b>When would a new contract become effective?</b></p> <p>A union contract does not become effective until bargaining is complete and there is final agreement on all provisions by both sides. Sometimes that is years after the union petition is filed with the NLRB and after some of the employees who voted in favor of the union have left the university. Sometimes, even after a great deal of good faith negotiating, a contract is not reached at all. If a contract is negotiated and agreed upon by both</p>                                                                                                                                                                                             | <p>The contract becomes effective upon the majority of RTPC faculty voting to ratify it. This takes place after our elected bargaining representatives tentatively agree on the entire agreement with USC administration.</p> <p>Once the contract is in place, USC would not be able to unilaterally change it. Any changes would have to be agreed to by unionized RTPC faculty. If conditions change, RTPC faculty could bargain with USC over those changes. For example, during the COVID-19 pandemic, UC academic workers bargained with their university and won access to personal protective equipment, remote work options, and additional financial support for</p>                                                                   |

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| <p>sides, the contract is fixed in place, usually for years at a time, and must be followed even though conditions may change.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <p>childcare expenses.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <p><b>Who would negotiate a contract?</b></p> <p>Union representatives (typically, paid union employees) work together with a small subset of bargaining unit members, who are selected by the union, to sit at the bargaining table and negotiate on behalf of all unit members.</p>                                                                                                                                                                                                                                                                                                                                                                                          | <p>We elect our bargaining team, made up of RTPC faculty, and they are empowered to make decisions and proposals at the bargaining table. All RTPC faculty will have the opportunity to participate in bargaining - including by providing feedback on proposals and strategy. Experienced UAW negotiators, who have helped other academic employees win union contracts, will also help us at the bargaining table. Before a contract goes into effect, RTPC faculty will have the opportunity to vote on whether or not to ratify it.</p>                                                                                                                                                                                                                                                                                                               |
| <p><b>If the union wins the election, how will this impact current pay and benefits for those who will be represented by the union?</b></p> <p>There is no way to know for certain how pay and benefits may be impacted. As a result of good faith bargaining, compensation and benefits can improve, diminish, or stay the same.</p>                                                                                                                                                                                                                                                                                                                                          | <p>Academic employees in the UAW have a strong track record of winning higher wages, better benefits, and workplace protections (for example, at <a href="#">NYU</a> and the <a href="#">New School</a>). How long negotiations take, and what gains we are able to achieve, will largely depend on our collective power and participation. Faculty at other Universities have succeeded, and there is no reason to believe that we cannot succeed at USC as well.</p>                                                                                                                                                                                                                                                                                                                                                                                    |
| <p><b>How would unionization impact my relationship with my department?</b></p> <p>It is difficult to say. USC has long encouraged our RTPC faculty to share their concerns directly. We recognize that our RTPC faculty have a voice, and we respect them and their ideas. We believe our RTPC faculty can speak for themselves, personally as well as through their faculty committees. We have sought to be transparent in those interactions. Union contracts can reduce the flexibility and discretion of departments, programs, and faculty in having those conversations and dealing with individual situations. Unions tend to propose one-size-fits-all mandates,</p> | <p>By coming together to form a union, we gain the right to collectively bargain a contract which is legally binding, with improvements to what we would like to see change. A contract ensures rights and benefits, and does not limit our ability to work directly with our departments on an individual basis. In fact, many chairs and deans appreciate having collective bargaining agreements because it enables RTPC faculty to negotiate directly with the central administration over issues that distract from their work, including multi-year appointments, health insurance, childcare benefits, and other topics that can be addressed in collective bargaining. Thousands of faculty across the country have formed unions and continue to participate in faculty committees and have productive relationships with their departments.</p> |

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| <p>irrespective of the different needs and circumstances of individual employees.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <p><b>If an election is held and the UAW wins, can I still agree with my department chair on special accommodations, wages, or benefits to meet my personal situation?</b></p> <p>Unions are a third-party representative. Once a union is in place, the union acts as the liaison with the employer regarding terms or conditions of employment, like wages and benefits. With a union in place, department chairs engaging directly with individual RTPC faculty members on wages and benefits would be prohibited as “direct dealing.”</p>                                               | <p>No UAW union for academic workers has negotiated a contract that requires all covered employees to make the same amount. As RTPC faculty, we will make our own decisions about priorities for our contract, and we will vote on whether to accept any tentative agreement. No one has expressed an interest in a contract that requires all contract faculty to be paid the same.</p> <p>These concerns are frequently cited by administrators, but they have no basis in reality. Union contracts typically set salary minimums, not maximums, while also ensuring guaranteed increases for all employees.</p> <p>Regarding special accommodations, it is the university’s full responsibility to provide disability accommodations to employees under the ADA. While, as a union, we could advocate for reasonable accommodations if they are not being provided, RTPC faculty members and the University can and should still discuss accommodations agreements on an individual basis if faculty choose to form a union.</p> |
| <p><b>If an election is held and UAW wins, but RTPC faculty later decide they no longer want to be collectively represented by UAW, what happens?</b></p> <p>Once a union is voted in to represent a bargaining unit, it will stay in place indefinitely. The process of ending representation by a union, called “decertification,” is subject to a set of legal rules and can be difficult to successfully accomplish. NLRB statistics show that, in the past five years, most attempts at decertification across the US have been unsuccessful. If the UAW is voted in, it cannot be</p> | <p>There is no shortage of right-wing organizations across the US that work to decertify labor unions. Nonetheless, workers choosing to decertify is rare and unions have high levels of support. No group of academic employees who joined UAW has ever decertified. The overwhelming consensus is that by unionizing, academic employees have more rights and more power to democratically seek improved working conditions.</p> <p>In this case, USC selectively emphasizes de-certification without sharing that the same group of workers democratically decided to re-unionize later on, and currently have a</p>                                                                                                                                                                                                                                                                                                                                                                                                             |

| <p>decertified for a minimum of one year. During that one-year period, if the union and USC agree on a final agreement, that agreement would serve as a bar to any attempt to decertify the union for up to an additional three years.</p> <p>While difficult to accomplish, other USC employees have been successful in decertifying their union representation after years of dissatisfaction. In fact, after decertifying a union, one USC employee publicly stated, “Now, we can finally communicate freely with our employers without having a third party in between us tying our hands and stealing our money. We can now put all this behind us and begin the process of reconciliation and start working together to bring the best outcome for our [USC] Family.”</p> | <p>union at USC.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| What CHLA Says                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | What CHLA Leaves Out                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <p><b>What is a union card (or “union authorization card”) or petition?</b></p> <p>A union card or petition is a legal document that can give a union the sole and exclusive right to speak and act on behalf of team members in all matters regarding wages, benefits, working conditions and other terms of employment.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <p>To form a union, a majority of faculty need to demonstrate support for unionizing. Signing a union authorization card means that you are part of the majority who support forming a union.</p> <p>Once a majority of faculty sign union authorization cards, USC Faculty organizing as UF-UAW can file the cards at the National Labor Relations Board (NLRB), who administers union elections, or reach an agreement with USC to have a free and fair process conducted by another neutral organization. Graduate Student Workers, SCA Adjunct Faculty, and Postdocs, who have all formed unions with UAW in the last 5 years, all reached an agreement with USC to have an NLRB election. If USC will not agree to an election, there will be a hearing and the NLRB can order an election to be set.</p> <p>Upon winning an election, faculty will democratically elect a bargaining committee, fill out bargaining surveys, ratify our initial bargaining demands, and then negotiate a contract with administration. The only entity</p> |

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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <p>“speaking and acting” would be faculty themselves.</p> <p><b>UF-UAW Roadmap to winning our union contract!</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <p><b>Does signing a union card guarantee me better wages, better working conditions or better staffing?</b></p> <p>No. Signing a card does not guarantee that you will get anything more or that issues will be resolved. If the union becomes your exclusive representative, the only right the union has is to represent team members and try to negotiate a contract with USC. USC does not have to agree to union demands and there is no requirement that a labor contract agreement be reached.</p> | <p>Without a union, USC has complete control over our wages, benefits, and working conditions. With a union, faculty would negotiate as equals with administration.</p> <p>Academic workers in UAW have a record of winning strong first contracts. Just last year, USC and GSWOC-UAW (the union for teaching and research assistants) came to an agreement after eight months of bargaining between the USC administration and an elected GSWOC bargaining team, comprised of student workers. The contract included pay raises for all graduate student workers in the unit and critical protections against harassment and discrimination.</p> |
| <p><b>Why is my signature so important to the union and what does the union do with signed authorization cards or petitions?</b></p> <p>The union can do several things with a signed authorization card/petition.</p> <p>The union may use this card to send you mail, text you or call or visit you at your home.</p> <p>If the union gets 30% of team members in a targeted group to sign cards, it could request that the National Labor</p>                                                           | <p>It's important for supporters to sign cards because the more of us who sign up, the more power we will have to form our union and begin the collective bargaining process. It's true that there are several paths to establish our union, but the most likely is through a NLRB election.</p> <p>Once a majority of faculty sign union authorization cards, USC Faculty organizing as UF-UAW can file the cards at the National Labor Relations Board (NLRB), who administers union elections, or reach an agreement with USC to have a free and fair process conducted by another neutral</p>                                                 |

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| <p>Relations Board (NLRB) conduct an election in which team members vote to determine whether or not they want to be unionized.</p> <p>If the union gets 50%+1 of team members in a targeted group to sign cards, it can demand recognition from the employer or request the NLRB conduct an election in which team members vote to determine whether or not they want to be unionized.</p> <p>Following a demand for recognition, an employer has three options:</p> <p>The employer can file for an election with the NLRB.</p> <p>The employer can request a card check, which is a process where a neutral third party would verify the union has the support via signed authorization cards it says it has. If the union is found to have enough signed cards, it would be recognized without an NLRB election.</p> <p>The employer can accept the demand for recognition, and the union would immediately begin representing the team members in the proposed bargaining unit without an NLRB election.</p> | <p>organization.</p> <p>While USC does have the legal right and ability to recognize our union after we demonstrate majority support, we believe this is unlikely. Graduate Student Workers (GSWOC-UAW), SCA Adjunct Faculty (AFA-UAW), and Postdocs (URFU-UAW), who have all formed unions with UAW in the last 2 years, all reached an agreement with USC to have an NLRB election, where GSWOC and AFA voted by 93% and 94% respectively, and URFU is holding their election this Summer.</p> <p>If USC will not agree to an election, there will be a hearing and the NLRB can order an election to be set. Regardless of how our union is recognized, USC will then be legally obligated to negotiate with our elected bargaining committee in good faith.</p> |
| <p><b>What are my rights if I don't want to sign a union card/petition?</b></p> <p>Union organizers and team members who support them, can be persistent. You have the right not to sign a union card—the choice is yours.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <p>Faculty have the right to sign or not sign. Signing a card means you support forming a union for RTPC faculty. It is a decision thousands of faculty members have made in recent years across the country. Faculty at NYU and Harvard recently formed unions, and we hope to join them.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <p><b>Do I have to sign a union card or meeting sign-in sheet to get information about the union?</b></p> <p>No. You should not be expected to sign a legally binding document or any other union materials just to get information. You have the right to say, "No thanks." You can get more information about the union from reading other sources,</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <p>Faculty organizers are reaching out to our colleagues and holding town halls to make sure all questions about the unionization process are answered. For more information, you can visit our website: <a href="http://www.unitedfaculty-uaw.org">www.unitedfaculty-uaw.org</a>.</p> <p>If you have any further questions, your fellow faculty members who have spent the last months organizing will be happy to answer them. You can reach out here:</p>                                                                                                                                                                                                                                                                                                        |

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| <p>talking with your faculty leader, or Human Resources.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <p><a href="mailto:info@unitedfaculty-uaw.org">info@unitedfaculty-uaw.org</a></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <p><b>How long is a signed union authorization card valid for?</b></p> <p>Generally, a signed union authorization card is valid for 12-months, but there is not a hard rule around this timeframe. It's also important to remember a union is under no obligation to give a card back once it's been signed.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>Union authorization cards are generally considered valid for twelve months. Once a supermajority of faculty sign on, we will request a union election and every faculty member can participate in the election. A strong majority of signed cards and a strong yes vote signals to USC that faculty are united around making improvements like job security, year-over year wage increases, and transparent review processes to our workplace.</p> <p>If you have further questions or concerns after signing a card, please reach out to us at <a href="mailto:info@unitedfaculty-uaw.org">info@unitedfaculty-uaw.org</a> so we can be responsive. We encourage faculty to make an informed decision about unionization.</p>                                                               |
| <p><b>I already signed a union authorization card. Can I get it back?</b></p> <p>If you previously signed a union authorization card, you can let the union know you would like it back. The best way to do so is through a written communication to the union. Make sure you keep a copy of your request, for your records. Here is what you could say:</p> <p>I do not wish to be represented by United Faculty – United Auto Workers (UF-UAW). I hereby revoke any authorization card or other document I signed which might reflect otherwise. Please return the original of any documents UF-UAW has in its possession which were signed by me.</p> <p>Keep in mind, it is up to the union to decide whether to return a signed card; there is no requirement or obligation to give it back.</p> | <p>We believe that faculty themselves have the right to decide whether they want to form a union. Unfortunately, many employers and third parties, including right-wing organizations like the ones listed on CHLA's "Be Informed" website, try to undermine workers' right to democratically form a union. If you feel pressured in any way to revoke your card, please let us know. It is against the law for USC to retaliate against its employees for union activity and you have ample legal protections.</p> <p>If you have further questions or concerns after signing a card, please reach out to us at <a href="mailto:info@unitedfaculty-uaw.org">info@unitedfaculty-uaw.org</a> so we can be responsive. We encourage faculty to make an informed decision about unionization.</p> |
| <p><b>How will a contract account for our specific needs as pediatricians?</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <p>RTPC faculty work across many departments at USC, but we are coming together to have a stronger collective voice. Academic workers</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

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| <p>No one knows what will be in a collective bargaining agreement ahead of time, but they often don't have a lot of individualization in them. Additionally, those who are at the bargaining table can prioritize the things that are most important to them.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>in equally diverse units, like at NYU, the New School, and the University of California, have bargained strong contracts that improve things for all without eliminating individuality of particular programs or departments.</p> <p>Currently, USC has a centralized decision-making process on all aspects of our working conditions (including raises, appointments lengths, healthcare options, etc) that is totally unpredictable. With collective bargaining we negotiate those types of decisions. Because we as faculty will make our own decisions about our contract, we would likely not negotiate for or vote to approve a contract that fails to address our needs.</p> |
| <p><b>How does having a collective bargaining agreement change things?</b></p> <p>If an agreement is reached, every member of the bargaining unit must follow it, even if they don't like the terms. This can result in a lack of flexibility, especially for things like schedules, time off, or how promotions are determined. Additionally, issues are no longer solved directly with leaders. Instead, grievances must be made to the union stewards who will decide what is escalated.</p> <p>We believe it is important for individuals to share their concerns directly. We recognize that our faculty have a voice, and we respect them and their ideas. Further, we have sought to be transparent in our interactions with our non-tenured faculty. Union contracts can reduce the flexibility and discretion of departments and programs.</p> | <p>Currently, USC unilaterally determines whether or not a grievance is valid. With a union, faculty could bargain for a fair grievance process to address workplace issues in a timely, fair manner. Any union contract will be bargained and voted on by RTPC faculty. We can bargain over whatever we choose, including guaranteed vacation, fair merit review processes, and more.</p> <p>In UAW, any worker can file a grievance themselves or choose to work with an elected peer steward to resolve workplace issues, including over <a href="#">healthcare policy changes</a>, <a href="#">pregnancy discrimination</a>, <a href="#">sexual harassment</a>, and more.</p>       |
| <p><b>Who decides who is in a bargaining unit?</b></p> <p>No one knows who is in the proposed bargaining unit (or group the union will</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p>We have been clear that non-tenure-track faculty - Research, Teaching, Practitioner, and Clinical Faculty - are forming a union. Non-tenure-track faculty at private institutions like NYU, Harvard Barnard, the New School, and more have formed unions with UAW in</p>                                                                                                                                                                                                                                                                                                                                                                                                             |

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| <p>try to represent) unless a union files a petition for election with the National Labor Relations Board (NLRB) or submits demand for recognition with an employer seeking to become the exclusive representative of a bargaining unit. Those actions – which can only be taken once the union has enough signed union authorization cards from potential bargaining unit members – kick off a legal process in which the employer would evaluate whether the unit is appropriate, and whether it should challenge the unit on the basis that the positions the union is seeking to represent are not eligible to form a union under the law. Following the legal process, the NLRB ultimately determines whether a bargaining unit is appropriate, and/or who would be eligible to participate in an election or be represented by the union.</p> | <p>the last decade. USC has in the last 2 years come to stipulated election agreements for elections with 250+ part-time and adjunct RTPC faculty at the film school, many of whom participate on university committees, in addition to 3000 graduate student employees and 450+ postdocs. NYU reached an agreement with contract faculty to hold a union election administered by a neutral organization. We hope USC follows their lead, rather than spending time and money preventing faculty from voting in a union election.</p> |
| <p><b>How does a contract get ratified?</b></p> <p>Usually, once a proposed contract has been reached, the union will have its members vote whether or not to ratify the contract.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p>Any first contract between the university and our union would be democratically ratified by RTPC faculty. GSWOC-UAW, the USC graduate student worker union, recently ratified their first contract with 81.4% support and over 70% participation.</p>                                                                                                                                                                                                                                                                               |
| <p><b>What is seniority?</b></p> <p>Often, bargaining agreements are governed by seniority, which can be defined as length of time with an organization, in a certain position, or as a member of the union. Seniority typically governs how schedules are determined, PTO or time off is approved, how promotions are assigned, and pay.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>It is up to faculty to decide what kind of seniority system we want to negotiate and how it will be applied and enforced through the contract.</p>                                                                                                                                                                                                                                                                                                                                                                                  |
| <p><b>Will paying union dues and fees be optional?</b></p> <p>In states like California that do not have the Right-to-Work law, unions can – and often do – negotiate a Union Security clause. A Union Security</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>It will also be up to us, as faculty, to decide what kind of union security arrangement we want to negotiate for. Many unions, like the USC graduate student worker union, have a provision in their contract that generally requires all employees who benefit from their union contract to pay dues or a comparable</p>                                                                                                                                                                                                           |

| <p>clause states that members of the bargaining unit must pay dues or agency fees, or the organization must terminate them.</p>                                                                                                                                                                                                                                                                                                                                                                                                                          | <p>fee, known as an agency fee. Many employers, like USC, have millions of dollars at their disposal, so often workers decide to guarantee resources of their own. Any such union security arrangement would be part of the contract that faculty would vote on ratifying.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |          |            |                         |     |                   |     |                            |     |                                |    |
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| <p><b>What is an agency fee?</b></p> <p>Agency fees exist as an option for members of the bargaining unit who do not wish to pay full member dues. The union determines the amount of the agency fee and who qualifies to pay fees rather than full dues.</p> <p>Typically, agency fees are only slightly less than full member dues and individuals who pay an agency fee are not eligible to vote in important union matters like ratifying the collective bargaining agreement, whether or not to go on strike or who your union stewards will be</p> | <p>Any contract between the union and USC would apply to all members of the bargaining unit, even if they aren't members of the union. Agency fees in UAW are currently 1.13% of gross pay and cover the cost of enforcing the contract for a non-member.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |          |            |                         |     |                   |     |                            |     |                                |    |
| <p><b>Who decides how much dues and fees are?</b></p> <p>The union decides how much dues are, and the union has the sole discretion to raise dues at any time. Dues amounts are not part of the collective bargaining process.</p>                                                                                                                                                                                                                                                                                                                       | <p>Union dues in UAW are determined democratically by union members. They are currently 1.44% of gross pay and only go into effect after we negotiate and vote to ratify a union contract. The value of wage and benefit increases far exceeds the cost of union dues for all faculty. Dues are how workers, like us, pool resources to be able to successfully negotiate with multi-billion dollar employers, like USC.</p> <div><div><p><b>WHERE YOUR DUES GO:</b></p><p><b>27%</b><br/>Local Union Funds</p><p>Building membership makes us stronger and our local union does most of the work to make sure our contractual and other rights are enforced.</p><p><b>26%</b><br/>International Union's Fund</p><p>UAW helps us organize and establish our union, bargain improvements, and enforce our contract and other rights with powerful employers like USC. UAW legal and other staff also help pursue broader fights like filing the amicus brief that helped challenge the Trump international travel bans.</p></div><div><p><b>3%</b><br/>Community Action Program (CAP)</p><p>With 100,000 UAW academic workers across the US, we have a strong local and national voice on social justice issues like international worker rights, racial and gender equity, federal research funding and more.</p><table><thead><tr><th>Category</th><th>Percentage</th></tr></thead><tbody><tr><td>Strike and Defense Fund</td><td>44%</td></tr><tr><td>Local Union Funds</td><td>27%</td></tr><tr><td>International Union's Fund</td><td>26%</td></tr><tr><td>Community Action Program (CAP)</td><td>3%</td></tr></tbody></table></div><div><p><b>44%</b><br/>Strike and Defense Fund</p><p>Access to a large strike fund helps keep employers like USC accountable to bargain in good faith toward fair agreements like our first contract.</p></div></div> | Category | Percentage | Strike and Defense Fund | 44% | Local Union Funds | 27% | International Union's Fund | 26% | Community Action Program (CAP) | 3% |
| Category                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Percentage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |          |            |                         |     |                   |     |                            |     |                                |    |
| Strike and Defense Fund                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 44%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |            |                         |     |                   |     |                            |     |                                |    |
| Local Union Funds                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 27%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |            |                         |     |                   |     |                            |     |                                |    |
| International Union's Fund                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 26%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |            |                         |     |                   |     |                            |     |                                |    |
| Community Action Program (CAP)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 3%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          |            |                         |     |                   |     |                            |     |                                |    |