



# BOARD OF SUPERVISORS COUNTY OF LOS ANGELES

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**HOLLY J. MITCHELL**  
SUPERVISOR, SECOND DISTRICT

March 27, 2026

President Beong-Soo Kim  
Provost and Senior Vice President Andrew T. Guzman  
University of Southern California  
University Park Campus  
3551 Trousdale Parkway  
Los Angeles, California 90089

## **RE: Letter of Support – Non-Tenure Track (NTT) Faculty Right to Unionize**

Dear President Kim and Provost Guzman:

I am writing to express my strong support for the more than 2,500 non-tenure track (NTT) Research, Teaching, Practice, and Clinical (RTPC) faculty at the University of Southern California (USC) who are organizing with United Faculty-UAW to form a union. These faculty members, constituting roughly 75% of USC's instructional staff, are indispensable to your institution's academic excellence, research output, and clinical care. They deserve the right to decide democratically to unionize.

As the Los Angeles County Supervisor representing the Second Supervisorial District (Second District), where USC plays a prominent economic and cultural role, I take seriously the precedent set by major employers in our region. When workers take collective action to improve their working conditions, our institutions should welcome that effort, not obstruct it. Over the past several months, I have engaged in ongoing discussions with members of your staff, hoping USC would proactively allow NTT faculty to organize without the need for a formal National Labor Relations Board (NLRB) process. Unfortunately, USC did not seize that opportunity.

It is deeply concerning that USC has taken an aggressive opposition against its own faculty's organizing efforts. After NTT faculty filed for an election with the NLRB in December 2024, your administration responded by forcing a three-week legal hearing to challenge their right to vote, despite allowing 4,000 other academic workers at USC to unionize in recent years without such resistance. These include graduate student workers (UAW Local 872), postdoctoral scholars (URFU-UAW), and adjunct faculty in the School of Cinematic Arts (AFA-UAW).

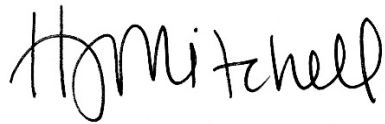
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USC's position contradicts both its own past practice and nationwide trends. Now that the NLRB's Regional Director has ruled that NTT faculty are eligible to vote, there is an opportunity for USC to demonstrate its values. As the largest private-sector employer in the Second District, USC has the responsibility to lead by example by refraining from further legal delays and committing to bargain in good faith if a majority vote in favor of unionization. I am closely monitoring this situation and remain hopeful that USC will choose a path of integrity, dialogue, and mutual respect.

Thank you for your time and consideration. If there are any questions about my support, please contact my Senior Deputy for Economic and Workforce Development, Caroline Torosis at [ctorosis@bos.lacounty.gov](mailto:ctorosis@bos.lacounty.gov) or (213) 974-2222.

Sincerely,

A handwritten signature in black ink that reads "H. Mitchell". The signature is fluid and cursive, with the first name "Holly" and last name "Mitchell" clearly legible.

Holly J. Mitchell  
Supervisor, Second District  
Los Angeles County Board of Supervisors

(CT:qt)