

**Author(s):**

Zehran Muqtadir, *Senator*

Sponsoring Senator(s):

Moy Valdez, *Senator*
Sudeeptha Murthy, *Senator*
Justin Shih, *Senator*
Kevin Hoang, *Senator*

Date:

April 28, 2026

Bill No.:

SR 145-27

Supporter(s):**– A RESOLUTION –****IN SUPPORT OF NON-TENURE-TRACK FACULTY’S RIGHT TO UNIONIZE AND A
FAIR UNION ELECTION PROCESS**

BE IT ENACTED BY THE 145th SENATE OF THE UNDERGRADUATE STUDENT GOVERNMENT OF
THE UNIVERSITY OF SOUTHERN CALIFORNIA,

WHEREAS, non-tenure-track research, teaching, practitioner, and clinical-track (RTPC) faculty at the University of Southern California first [filed a petition with majority support in December 2024 with the National Labor Relations Board \(NLRB\)](#) to hold a [union election with United Faculty-UAW](#), as reported by *USC Annenberg Media* and organizing materials from United Faculty-UAW; and

WHEREAS, *USC Annenberg Media* and *Daily Trojan* reporting indicate that a majority of roughly 2,500 non-tenure-track faculty [originally petitioned to unionize in December 2024](#) and that more than 2,700–2,900 RTPC faculty across most USC schools will ultimately be eligible to vote in the NLRB-ordered election; and

WHEREAS, according to *USC Annenberg Media* and United Faculty-UAW, [the proposed bargaining unit](#) includes full-time, part-time, and adjunct RTPC faculty across most USC schools, while excluding faculty at the Keck School of Medicine, Children’s Hospital Los

Angeles, faculty permanently employed outside Los Angeles County, and part-time and adjunct faculty in the School of Cinematic Arts, as well as all tenured and tenure-track faculty; and

WHEREAS, *USC Annenberg Media*'s coverage of a September 2025 rally documents that USC chose not to recognize the petition and that, on the same day, the university filed a Statement of Position challenging the structure of the NLRB as "unconstitutional," prompting lengthy hearings over the course of 2025; and

WHEREAS, after deliberating for over a year, the regional office of the NLRB ruled in March 2026 that USC's non-tenure-track faculty may vote in a secret ballot union election, rejecting the university's arguments that these faculty are "managers" who should be excluded from union coverage, as reported by the *Daily Trojan*; and

WHEREAS, *Morning, Trojan* notes that [the election was initially ordered](#) to take place in person on two consecutive dates during the week of April 13 or April 20, 2026, before [subsequent negotiations](#) and NLRB action authorized a mail-in ballot election; and

WHEREAS, following further discussions between USC and United Faculty-UAW, the NLRB determined that the election would be conducted by mail to maximize participation, with USC Annenberg Media, United Faculty-UAW, and the Office of the Provost all reporting that ballots would be mailed on April 24, 2026, must be received by May 15, 2026, and will be counted on May 18, 2026; and

WHEREAS, [the Office of the Provost has emphasized](#) that there is no quorum requirement for this secret ballot election and that the outcome will be decided by a simple majority of votes cast, even if only a small fraction of the approximately 2,900 eligible faculty participate, meaning the result will bind all faculty in the bargaining unit regardless of whether they vote; and

WHEREAS, USC Annenberg Media's reporting and United Faculty-UAW's materials explain that non-tenure-track faculty have organized in response to stagnant or inadequate salaries, increasing teaching loads, reduced benefits, threats to job security, and a lack of transparency around appointments, reappointments, and pay; and

WHEREAS, those same reports connect the union drive to recent large-scale layoffs and budget cuts at USC, which faculty say underscore their vulnerability and the need for stronger, enforceable protections over working conditions and job security; and

WHEREAS, USC's Office of the Provost argues on its [Faculty Unionization website](#) that USC faculty already participate in robust shared governance, that RTPC faculty have benefited from multi-year appointments and access to health and retirement benefits, and that unionization could impose a one-size-fits-all collective bargaining agreement and require all faculty in the unit to pay union dues or fees if such terms are negotiated; and

WHEREAS, faculty organizers and supporters respond in Annenberg and student-media coverage that unionization would complement, not replace, existing governance structures by creating a legally enforceable framework for bargaining over salaries, benefits, workloads, and job security; and

WHEREAS, non-tenure-track faculty teach a substantial share of undergraduate courses and often serve as students' primary instructors and mentors, meaning that their working conditions directly shape the quality, continuity, and accessibility of undergraduate education at USC; and

WHEREAS, undergraduate students have a direct interest in ensuring that all faculty, including non-tenure-track instructors, are treated fairly, have secure employment, and can focus on teaching and supporting students without fear of sudden job loss or unexplained changes to their terms of employment; and

WHEREAS, the Undergraduate Student Government has historically used resolutions to express student perspectives on university policies and to advocate for actions that improve the academic and campus environment for all members of the USC community;

THEREFORE, BE IT RESOLVED, that the Undergraduate Student Government of the University of Southern California affirms the right of non-tenure-track faculty to organize, to form a union, and to participate in a democratic union election free from coercion, intimidation, or retaliation, in accordance with federal and state labor law; and

BE IT FURTHER RESOLVED, that the Undergraduate Student Government encourages all eligible non-tenure-track faculty to inform themselves about the issues at stake in the union election by engaging with information from both the university and union organizers, to participate in open dialogue with colleagues and students, and to exercise their right to vote according to their conscience; and

BE IT FURTHER RESOLVED, that the Undergraduate Student Government calls on the USC administration to respect faculty's right to choose whether or not to unionize, to refrain from legal maneuvers or communication strategies that unduly delay or interfere with the election, and to commit to bargaining in good faith should the union prevail; and

BE IT FURTHER RESOLVED, that the Undergraduate Student Government urges the USC administration, regardless of the outcome of the election, to prioritize job security, transparent and equitable compensation, reasonable workloads, and meaningful faculty participation in decisions affecting teaching and learning, recognizing that these factors directly shape students' academic experiences; and

BE IT FURTHER RESOLVED, that the Undergraduate Student Government expresses solidarity with non-tenure-track faculty seeking fair and stable working conditions and acknowledges their essential contributions to undergraduate education at USC; and

BE IT FURTHER RESOLVED, that the Undergraduate Student Government commits to ongoing dialogue with both faculty organizers and university leadership to monitor the impacts of the unionization process on students and to advocate for policies that safeguard instructional quality and student-faculty relationships; and

BE IT FURTHER RESOLVED, that within 3 days (72 hours) of being passed by the Undergraduate Student Government Senate, this resolution be delivered by the Parliamentary Secretary to the President of the Undergraduate Student Government for signature; and

BE IT FINALLY RESOLVED, that within 1 week of obtaining the completed and signed document, this resolution be delivered by the Parliamentary Secretary to the Director of Campus Activities from the USC Student Life Office, who will forward the item to the listed recipients:

Beong-Soo Kim, President of the University of Southern California

Suzanne Nora Johnson, Chair of the USC Board of Trustees

Lorraine Turcotte, President of the USC Academic Senate

Andrew Guzman, Provost of Academic Affairs

Andrew Stott, Vice Provost of Academic Affairs

X_____

Mikaela Bautista

President

USC Undergraduate Student Government

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Date of USG Senate Vote: 4/27/2026

USG Senate Vote Count: Aye 12 Nay 0 Abstain 0

Legislation Status: Passed