



Author(s):

Zehran Muqtadir, *Senator*

Sponsoring Senator(s):

Madison Troup, *Speaker of the Senate*
Leilani Akwue, *Senator*

Date:

September 2nd, 2026

Bill No.:

SR 146-05

Supporter(s):

– A RESOLUTION –

**TO CALL ON USC TO WITHDRAW THEIR NLRB APPEAL AND BARGAIN IN GOOD FAITH WITH
RTPC FACULTY**

BE IT ENACTED BY THE 146th SENATE OF THE UNDERGRADUATE STUDENT GOVERNMENT OF THE UNIVERSITY
OF SOUTHERN CALIFORNIA,

WHEREAS, in December 2024, a majority of the University of Southern California's approximately 2,500 to 2,700 full-time, part-time, and adjunct Research, Teaching, Practitioner, and Clinical-track (RTPC) faculty signed union authorization cards and [filed a petition with the National Labor Relations Board](#) (NLRB) seeking representation by United Faculty–United Auto Workers (UAW); and

WHEREAS, rather than allowing the petition to proceed to a vote, the University [filed objections with the NLRB](#) arguing, among other claims, that non-tenure-track faculty are "managerial employees" ineligible to unionize, and that the structure of the NLRB itself is "unconstitutional," an [argument previously advanced by Amazon, SpaceX, Trader Joe's, and Starbucks in efforts to weaken federal labor protections](#); and

WHEREAS, investigative reporting by the LA Public Press found that USC's constitutional challenge to the NLRB was [unprecedented among American colleges and universities](#), and that labor experts warned a favorable ruling for USC could "fundamentally upend labor rights for nearly 170 million civilian U.S. workers"; and

WHEREAS, in March 2026, the NLRB's regional office [rejected USC's objections and authorized a secret-ballot election](#) for the proposed RTPC bargaining unit; and

WHEREAS, on June 2, 2026, [RTPC faculty voted by a margin of nearly 70 percent](#) of 1,821 ballots cast to unionize with United Faculty-UAW, and the union was certified by the NLRB's regional office on June 10, 2026; and

WHEREAS, rather than accepting this decisive democratic outcome, [USC filed a new appeal with the NLRB's five-member national board in Washington, D.C.](#), the night before ballots were counted, again asserting that the bargaining unit's "unprecedented size and internal differentiation" invalidates the election and again including a claim that the faculty cannot legally unionize; and

WHEREAS, on September 3rd, 2026, Annenberg Media, A student-run publication funded and overseen by the USC Annenberg School, [published an article](#) covering the United Faculty-UAW organizing effort at USC; and

WHEREAS, United Faculty-UAW, [joined by more than 300 faculty, postdoctoral scholars, graduate student workers, and members of the broader USC community](#), has organized to demand that the University "respect our voice, respect our vote, respect our rights," bargain a fair contract, and decline to align itself with policies that undermine collective bargaining nationally; and

WHEREAS, Los Angeles City Councilmember Nithya Raman [publicly called on USC](#), in a video statement posted August 28, 2026, alongside union-affiliated faculty members, to "come to the bargaining table," stating that it "is unacceptable" for one of the city's largest employers to stand against workers organizing; and

WHEREAS, Los Angeles Mayor Karen Bass [sent a letter dated September 1, 2026 to USC President Beong-Soo Kim](#) stating that she was "concerned" and "disappointed" that USC had appealed the faculty vote, explicitly urging the University "to respect the NTT faculty vote, withdraw its appeal (specifically including the claimed ground that the faculty cannot unionize), and bargain in good faith for a fair contract"; and

WHEREAS, more than 70 percent of USC faculty are non-tenure-track, and it is effectively impossible for students to attend USC without being taught, mentored, shaped, and supported by these faculty, whose working conditions are inseparable from the quality of our education; and

WHEREAS, faculty have long experienced cuts to benefits, layoffs, and stagnant salaries with little or no recourse, and have emphasized that a union is necessary to secure a meaningful role in decisions affecting their jobs and their ability to support students; and

WHEREAS, USC's Undergraduate Student Government previously affirmed, through [Senate Resolution 145-27](#) (April 2026), its support for RTPC faculty's right to unionize free of University interference; and

WHEREAS, non-tenure-track faculty directly teach, mentor, and advise undergraduate students across USC's schools,

THEREFORE BE IT RESOLVED, that the USC Undergraduate Student Government Senate calls on the University of Southern California to immediately withdraw its appeal pending before the National Labor Relations Board, including the claim that RTPC faculty are ineligible to unionize under federal labor law; and

BE IT FURTHER RESOLVED, that the Senate calls on the University to bargain in good faith and without undue delay with United Faculty-UAW toward a fair contract addressing wages, benefits, job security, and working conditions for RTPC faculty; and

BE IT FURTHER RESOLVED, that the Senate stands in solidarity with the statements of Los Angeles Mayor Karen Bass and Councilmember Nithya Raman urging USC to withdraw its appeal and bargain in good faith; and

BE IT FURTHER RESOLVED, that the Undergraduate Student Government expresses solidarity with non-tenure-track faculty seeking fair and stable working conditions and affirms that we came to USC for a world-class education; disrespecting our faculty and denying them a collective voice undermines student learning, mentoring, and overall student success; 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
John Matsusaka, President of the USC Academic Senate
Andrew Guzman, Provost of Academic Affairs
Andrew Stott, Vice Provost of Academic Affairs

X _____

Syrabi Nur Rahman

President

USC Undergraduate Student Government

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Date of USG Senate Vote: September 15, 2026

USG Senate Vote Count: Aye: 12 Nay: 0 Abstain: 0

Legislation Status: Passed