Hi [Replaced] It’s too bad that you’re not getting clearer information from the union. This whole potential unionization process is about you getting sufficient information to make an informed decision about whether a union is likely to be good for you and the University.

The card that you signed is your support for the union holding an election. If there is not sufficient support, then the union packs up and goes home. If you signed the card and did not intend to support the union, then the union should tear it up since it does not represent your intent to vote for the union, as Mr. Holt said.

If the union gets at least 30% of the eligible faculty to sign cards and there is an election and the union wins (by vote of a majority of those who voted), then you may not opt out and you will be obligated to be represented by the union for the terms and conditions of your employment with the University.

Given the general confusion the union has created, we are sending out an email today or tomorrow to the affected faculty that contains some of the basic information. A copy of it is attached, which may be helpful to you.

You are correct that no one in University administration is allowed to ask you about your contact with the union but we can certainly respond to any questions you have and talk about what we know about SEIU representation of adjuncts at other institutions.

If I can provide any additional information for you, please feel free to call me on [Number]

Gail Norris.
Dear Ms. Norris,

Aside from the generally unnerving tactics of this union organizer (he then one of his organizers staked out time in my classroom while I was teaching and followed me out of class while I was rushing to my next and trying to talk to students), I think that if this is not illegal to ask/do, it certainly is not in accordance with the spirit of the law.

You can't ask me how I am going to vote and then threaten to tear up the card that says I am able to vote, or am I not understanding something here?

I've also asked him several follow-up questions and he has been largely evasive about them, at one point saying he'd prefer to talk in person instead of over e-mail.

I asked my department undergrad chair another related question about whether I would have any way to opt out should people vote yes, so this may have already come your way. I apologize for the trouble and thank you for the time,

---------- Forwarded message ----------
From: Joseph Holt <joseph.holt@seiu.org>
Date: Mon, Mar 21, 2016 at 11:19 PM
Subject: Re: Card
To: Norris, Gail

Hey So, NLRB needs to know there is a showing of at least 30% or more in order to trigger an election. The election is won or loss by a majority of voters who vote in the election. All non tenure track faculty would be covered.

So do you still support coming together with your colleagues to form a union? If not I'll have to rip up your card. We don't want to have an election where the contingent faculty would lose so all of the cards are from people who would vote yes to form a union.
Right, that is just a card saying I want to participate in an election.

(1) What are the rules for what needs to happen for an election to take place?
(2) Are a majority of card signers, or a majority of all eligible employees required to win election?
(3) Who would be covered should the election be won?

Thx,

On Mon, Mar 21, 2016 at 5:06 PM, Joseph Holt <joseph.holt@seiu.org> wrote:
Is this better?