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January 27, 2015

# Assembly California Legislature



CRISTINA GARCIA  
ASSEMBLY MEMBER, FIFTY-EIGHTH DISTRICT

COMMITTEES  
CO-CHAIR: ETHICS  
HUMAN SERVICES  
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NATURAL RESOURCES  
UTILITIES AND COMMERCE

President CL Max Nikias  
USC Office of the President  
University of Southern California  
Los Angeles, California 90089-4019

Dear President Nikias:

As you know, non-tenure track faculty have begun organizing with Service Employees International Union (SEIU) and SEIU Local 721 as a part of an attempt to give all faculty members a voice at work.

As you know, as a former adjunct professor at the University of Southern California (USC), I have first hand experience in what it is like to be non-tenured faculty. I also know just how much non-tenured faculty contributes the success of the University.

Regardless of an individual's or organization's thoughts on whether non-tenure track faculty would be best served by unionizing – or whether SEIU would be the most appropriate organization to represent them – we can all agree that workers alone have the responsibility to decide these questions for themselves.

**As such, I am writing to urge you to respect the right of these workers to organize by creating and maintaining a fair and transparent organizing process for faculty to make a decision. The right to support or not support a union and even the decision about whether or not to vote in the election should be made by the individual faculty member without the fear of intimidation or harassment.**

The right to organize has been a bedrock of U.S. labor law for generations, and it has played a critical role in building the middle class, growing our economy, strengthening our workforce, and maintaining fair working conditions. Unfortunately, workers attempting to organize have sometimes been confronted with hostility and retaliation. Others making the decision about whether to organize have received inaccurate information or deceptive advice.

Given this history, I request that the USC remain vigilant in protecting the right of non-tenure track faculty to decide whether to organize. Workers deserve to have complete and accurate information, and to come to a decision without being harassed or threatened. I am pleased that the University of Southern California appears to value the importance of strong faculty engagement in making this decision, and I look forward to an open and thoughtful process that allows these workers to arrive at the best conclusion for themselves, their fellow faculty, and the University.

Sincerely,

A handwritten signature in blue ink that reads "Cristina Garcia".

CRISTINA GARCIA  
Assemblymember, 58<sup>th</sup> District  
Assistant Majority Floor Leader



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