

STATE CAPITOL
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California State Senate

SENATOR
ISADORE HALL, III
THIRTY-FIFTH SENATE DISTRICT



January 26, 2015

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.

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 or not to organize have received inaccurate information or deceptive advice.

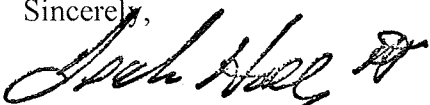
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Given this history, I request that the University of Southern California remain vigilant in protecting the right of non-tenure track faculty to decide whether to organize. Workers deserve to have complete and accurate information and to come to a decision without being harassed or threatened. I am pleased that the University of Southern California values 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.

Thank you for your time and attention to this matter.

Sincerely,

A handwritten signature in cursive script, appearing to read "Isadore Hall, III", with a small star or flourish at the end.

ISADORE HALL, III
Senator, 35th Senate District