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Congress of the United States
House of Representatives
Washington, DC 20515-0535

January 30, 2015

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

Dear President Nikias:

As you know, the Service Employees International Union (SEIU) has begun to reach out to non-tenure track faculty at University of Southern California as a part of an attempt to give all faculty members a voice at work.

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. 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, harrassment or biased information.

The right to organize has been a bedrock of U.S. labor law for generations, and it has played a cirritical role in buidling the middle class, growing our economy, strengthening our workforce, and maitaining 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. Recently, several school adminstrations have distributed a variety or anti-union materials denying adjunct faculty the ability to decide whether to unionize without interference.

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 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 conculsion for themselves, their fellow faculty, and the University.

Sincerely,



Maxine Waters
Member of Congress