



March 1, 2024

Dear USD NTT Faculty:

It is with a great deal of admiration and solidarity that we are writing to you, our Non-Tenure Track (NTT) Faculty sisters and brothers at the University of San Diego (USD) to support your campaign for justice, equity and respect. Please let us know if there is anything we can do to support your campaign.

We followed a similar path in 2017 when we successfully formed a union with SEIU Local 200United, and we have been improving our wages and working conditions ever since. All of you now have this same tremendous opportunity with SEIU Local 721 to join together with your colleagues, and win better wages, benefits and working conditions.

Since forming our union, we've won big improvements including:

- Security in longer, renewable appointments, a clearly defined path to promotions, and a grievance procedure;
- The same academic freedom as Tenured faculty;
- Professional development funds, access to trainings, and paid leaves; and
- Guaranteed raises (since our first contract in 2018 we've won 58–74% pay increases depending on tenure) and significantly improved pay rates (starting pay in 2024 ranges from \$46k for a Post-Doc Fellow and \$76k for a Senior Lecturer).

We also wanted to share the following lessons that we learned from our campaign that we hope are useful to you:

- Take immediate action to ensure the success of your campaign by: (1) Signing your authorization cards, (2) Asking your colleagues who haven't signed a card to do so as soon as possible as there is strength in numbers, and (3) Providing a photo and quote to be posted on the campaign webpage so your colleagues know the campaign is building support;
- Expect that the USD Administration will go public very quickly with a passive-aggressive anti-worker communications strategy where they will say they respect your right to form a union, while at same time talking even more forcefully about why a union isn't needed, that your actions will lead to negative outcomes, and that the union is some outside entity and not all of you; and
- Work with your Organizing Committee to help activate support from students, alumni and the community to send a strong message to the USD Administration.

In 2017, we highlighted with our NTT Faculty colleagues at Fordham that the U.S. Catholic Bishops wrote prophetically: "All people have the right to economic initiative, to productive work, to just wages and benefits, to decent working conditions, as well as to organize and join unions or other associations" (A Catholic Framework for Economic Life, no. 5).

If all of you stay active, stay persistent, and stay focused, there is no doubt in our minds that you will win!

In Solidarity,

Handwritten signature of Diane George in black ink.

Diane George, Co-Chair

Handwritten signature of Kari Evanson in black ink.

Kari Evanson, Co-Chair