



SAN DIEGO COUNTY BOARD OF SUPERVISORS
MONICA MONTGOMERY STEPPE
SUPERVISOR, FOURTH DISTRICT

April 29, 2024

President James T. Harris III, DEd
USD Board of Trustees
University of San Diego (USD)
Hughes Administration Center 229
5998 Alcalá Park
San Diego, CA 92110

Dear President Harris and USD Board of Trustees:

I write today to express my strong support for the University of San Diego's Non-Tenure-Track Faculty (NTT Faculty) right to organize. As the Supervisor for County District 4 and a committed advocate for the working-class community, I implore you to respect the rights of NTT Faculty's right to their protected labor activity.

Please respect NTT Faculty's rights, refrain from interference or retaliation for their protected labor activity, and bargain expeditiously and in good faith once the NTT Faculty votes to form a union.

The lack of job security for USD NTT Faculty limits their ability to plan their futures, restricts their academic freedom, and imposes needless stress. Many USD NTT faculty members still need to receive benefits from the University, and thus need to teach at two to three institutions of higher education to make ends meet.

All workers deserve an equitable wage, basic rights and protections at work, and dignity and respect in the workplace. I am hopeful that the University of San Diego will continue to make a positive impact in our region, stay true to academic excellence, and provide a better quality of life for all.

Respectfully,

A handwritten signature in blue ink, appearing to read "Monica Montgomery Steppe".

Supervisor Monica Montgomery Steppe
San Diego County Board of Supervisors, District 4