



April 23, 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

Re: Support – Non Tenure Track Faculty Right to Unionize

Dear President Harris and USD Board of Trustees:

On behalf of Alliance San Diego, a human rights organization working to create a more inclusive democracy where everyone is able to exercise their human dignity in an environment of safety, harmony, equality and justice, I write to express our support for University of San Diego (USD) non tenure track (NTT) faculty who are trying to organize and form a union.

The Universal Declaration of Human Rights protects the right to work and specifically states that “everyone has the right to form and to join trade unions for the protection of his interests<sup>1</sup>” in Article 23. We are deeply concerned that USD is not upholding this human right, and we ask you to take the following three actions to realign the university with the universal declaration of human rights:

1. Stop all union-busting tactics, including sending misleading emails and texts to faculty;
2. Respect NTT Faculty's rights and refrain from interference in or retaliation for their protected labor activity; and
3. Bargain expeditiously and in good faith once the NTT Faculty vote to form a union.

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<https://www.un.org/en/about-us/universal-declaration-of-human-rights#:~:text=Article%2023&text=Everyone%20has%20the%20right%20to%20form%20and%20to%20join%20trade,the%20protection%20of%20his%20interests.>

USD is an anchor institution in our community, and as such, has a responsibility to lead by protecting human rights. This includes workers rights, especially that of the university's own NTT faculty. All workers deserve an equitable wage, basic rights and protections at work, and dignity and respect in the workplace. We ask you to honor this by allowing your NTT Faculty the right to form a union.

Sincerely,

A handwritten signature in black ink, appearing to read "Erin Grassi". The signature is fluid and cursive, with the first name "Erin" and the last name "Grassi" clearly distinguishable.

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Erin Tsurumoto Grassi  
Associate Director, Alliance San Diego