

Hello!

I would like to thank you all for giving us the time and space to speak. It is appreciated.

Last week a letter was sent out to everyone letting us know that Dr. Haynes had rejected the request by NYSUT to recognize the proposed adjunct union.

As stated in the letter, the request was rejected because Dr. Haynes is not convinced that the majority of adjunct faculty members support the union effort. This is an entirely reasonable and understandable request; after all the Union will affect *all* of the adjuncts so we want to make sure that a union is in concert with the will of the majority.

So why not hold a vote using PERB (The New York State Public Employees Relations Board) as an authoritative neutral party? This was the suggestion made in the letter.

I can think of two, very good reasons, not to do this.

**First, we have *already* voted.** We have collected, over the last few months, a stack of cards that adjuncts have signed and dated saying that they want a union. I cannot think of a more transparent, fair and honest way of determining the will of the majority.

If TC3 is concerned that there are not enough signed cards to represent a majority of adjuncts, then by all means, they should ask PERB to verify the numbers. PLEASE verify the numbers; make sure we have the will of the majority. But why would we hold an election when we are already sitting on the ballots?

**Second, an additional vote will, almost certainly, be *less* representative of overall adjunct opinion.** Adjuncts are hard to get a hold of; many work multiple jobs or teach at multiple universities. Some of our adjuncts don't even come to the campus because they teach online or at one of the extension centers. If a vote is held on the wrong day, or at an inconvenient time, or at an inconvenient location; folks will not be able / willing to vote. It is highly likely that a standard vote, which takes place over a short time period and in a particular location, will inadvertently preclude some percentage of adjuncts.

How would you accommodate for this? In an ideal situation, voting would take place over a course of months, so that voters could think deeply what is most important to them. Voters would be able to cast their ballots from their home or their office. Additionally, a mechanism would be in place so that voters could, at any point during that time, recast their ballots if they no longer support a certain measure. Happily, we have carried out our vote in just this fashion.

Since September, adjuncts have had choice to vote “yes” for a union by signing and dating a card. If they signed their card without full information, or under duress, or in any other unreliable condition they have had the option of “un-signing” privately. In this way, every adjunct has cast their ballot, either supporting the union or not. And the process has been carried out in one of the most fair and democratic ways possible.

We don't need to have another vote. We just need to count the ballots.