



**Contact:**  
Peter Voorhees  
Public Information Officer  
607.844.8222, Ext. 4351  
PWV@TC3.edu

**FOR USE: IMMEDIATELY**

November 18, 2014

**TC3 Responds to Adjuncts**  
**College Rejects Request to Recognize Association**

**DRYDEN, N.Y.** – Tompkins Cortland Community College President Carl Haynes has rejected a request by New York State United Teachers (NYSUT) to recognize the proposed TC3 Adjunct Association as the union representing all adjunct faculty members at the College. The action came days ahead of the mandated deadline for responding to the request and means the matter will likely head to the New York State Public Employees Relations Board (PERB) for final determination.

The following statement may be attributed to TC3 Provost and Vice President of the College, John Conners.

The decision to recognize a union is a significant one for the College, and should only be entered into with complete certainty that it best represents the wishes of the majority of those who would be represented. President Haynes, in rejecting the request to recognize the proposed TC3 Adjunct Association, is not convinced that the majority of adjunct faculty members support this organizing effort. While there are undoubtedly many adjuncts who have expressed support of the organizing effort, a number have also expressed their opposition, either through public statements or in private conversations with College officials. Given these doubts, it would be irresponsible for the College to move forward, when doing so would perhaps be against the will of the majority.

Fortunately, there is an established process to resolve the questions surrounding the numbers: allow all adjuncts to cast a vote. The New York State Public Employees Relations Board (PERB) is an authoritative neutral party with extensive experience in conducting such a vote. It is the College's hope that PERB will put the question to a vote, as that would be the fairest way to decide the issue.

It is also the College's hope that the vote can happen as soon as possible so that we may all have an answer as to where the majority of our adjuncts stand. President Haynes is providing a clear response, even though a response was not required at this time, to avoid a delay in the process and to expedite the process.

It should be clear: The College is not anti-union, as evidenced by its many years of positive relations with the three existing associations on campus. The College, however, would like to see the democratic process through to a determination of the will of the majority.