



From: Russell Carey
Subject: Be Informed - Computer Science TA Unionization
Date: February 16, 2023
To: Computer Science Undergraduate Teaching Assistants

Dear Computer Science Teaching Assistants,

I am writing with regard to the upcoming election to determine whether the teaching assistants in the Department of Computer Science wish to form a union or not. That election will be held on March 2, 2023, under the Rules and Regulations of the National Labor Relations Board (NLRB) and the supervision of the NLRB regional director. You are receiving this communication because you have been identified as an eligible voter in that election.

As I have communicated previously to the Teaching Assistant Labor Organization (TALO), the University believes that a union election is a critical and inclusive step to take for any community of individuals interested in forming a union. All students who would be impacted by the formation of a union and a collective bargaining agreement should have an opportunity to directly exercise their vote in favor of or in opposition to unionization.

As Computer Science Teaching Assistants explore the potential for unionization, we have developed a website — [“Be Informed - Computer Science TA Unionization”](#) — to serve as a resource on everything from facts about unionization to the University’s position. With an introduction to collective bargaining, an overview of the NLRB election process and other resources, our goal is that this website serve as a source of information that proves useful to CS TAs in the course of their discussions and vote on March 2.

Participating in the election, and gathering information to equip you to make an informed choice, is vitally important to ensure that all eligible voters have a full understanding of the election, unionization and outcomes. The decision will be made by the majority of voters who cast a vote in the election, so eligible voters who choose not to vote are letting others make the decision for them.

As has been the case previously, the University will respect the choice exercised by students, and we will not engage in, or tolerate, any conduct that interferes with or seeks to inappropriately influence student choices. We will, as all employers are entitled to do under the National Labor Relations Act (NLRA), convey and communicate accurate and factual information to eligible voters in the time period leading up to an election, and we strongly urge TALO and GLO to do the same.

We feel that it is particularly important that students making this important choice have the full range of information available to them about what unionization entails, including the anticipated amount of student dues that will be deducted from their hourly pay; how those dues will be expended (transparency regarding how GLO dues have been expended over the past three years under the existing collective bargaining agreement with graduate student employees would be illustrative information for CS TAs to have access to); and how decisions will be made about those dues and other union matters. If you have not already received that information, we encourage you to acquire it prior to the March 2 election. This is union information that is not housed on the [Be Informed website](#).

We continue to encourage an open, balanced and fact-driven process to enable our students to determine what is in their best interests.

Sincerely,

Russell C. Carey
Executive Vice President, Planning & Policy