



BROWN

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December 13, 2022

To the Teaching Assistant Labor Organization Organizing Committee,

I am writing in response to your letter delivered to the Office of the President on Thursday, Dec. 8, 2022. In that letter you indicated that, as an organization, you represent undergraduate teaching assistants in Brown's Department of Computer Science and that you wish to form the Teaching Assistant Labor Organization, a union affiliated with the Graduate Labor Organization. You requested that the University voluntarily recognize your union and enter into collective bargaining.

Consistent with the position the University has taken when presented with similar requests in the past, including by graduate students, we believe 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. Accordingly, we decline to grant your request for voluntary recognition and suggest that you file the appropriate petition with the National Labor Relations Board to initiate the election process.

As has been the case previously, the University will respect the choice made by students in an NLRB conducted election, 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, 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. 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 undergraduates to have access to), and how decisions will be made about those dues and other union matters.

We will await receipt from the NLRB of your petition for an election, if you choose to proceed in that manner.

Sincerely,

Russell C. Carey
Executive Vice President, Planning & Policy