

January 6, 2014

Dear Colleague,

In early February you will receive a letter from the National Labor Relations Board (NLRB) asking you to complete a ballot and return it by mail to the NLRB. This mail ballot is your only opportunity to vote about whether or not you want to be represented by a union in your employment relationship with Lesley. In this case, the union is the Service Employees International Union (SEIU).

A total of 698 adjunct faculty will receive a ballot and be eligible to vote. The unionization decision is made by a majority of those who choose to vote. If just 100 of the 698 adjunct faculty mail back completed ballots, the majority (in this example, 51 or more) would determine whether or not all 698 adjunct faculty are represented by the union.

We are, therefore, making two requests of you. First, we ask that you read carefully the materials you will receive about this vote (from the NLRB, from SEIU, and from Lesley University) and give the information your thoughtful consideration.

Second, we ask that you open the NLRB mailing in early February, complete the ballot and return it by mail to the NLRB. It is important that all eligible adjunct faculty vote because all adjunct faculty will be impacted by this vote and should have a voice in the outcome.

Having worked in unionized environments for most of our professional careers, first as faculty and union members, and then as managers of collective bargaining agreements, we are familiar with these environments. We understand the dynamics of collective bargaining and the various kinds of labor/management relationships.

~~We also support adjunct faculty members' right to vote about whether or not to be represented by~~ a union, and we will respect the outcome of the pending vote. That said, we do not believe that the inclusion of a third party is the best way to strengthen the relationship between Lesley's adjunct faculty and the University; rather, we believe that direct conversations between us and adjunct faculty about adjunct working conditions will be a significant gain for both adjuncts and the university. We want to preserve the more personal and direct relationship between adjunct faculty and the Lesley program or school in which they teach, even while we work together to improve the working conditions for all Lesley University adjunct faculty.

We believe that you have a clear choice with this upcoming vote. Whether you vote "yes" (to unionize) or "no" (not to unionize), we will continue to be engaged in discussions in the coming months about adjunct faculty working conditions at Lesley. The outcome of this vote, however,

affects these discussions. A "yes" vote necessitates that these discussions take place with a third party, while a "no" vote allows adjunct faculty to talk directly with us about these issues.

If you vote "yes," those discussions will take place through collective bargaining between university administration and SEIU representatives (usually staff, attorneys and others). No one can predict the outcome of these negotiations, but you can certainly read recent collective bargaining agreements that have been settled by SEIU for adjuncts at some other colleges and universities.

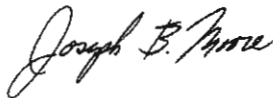
If you vote "no," those discussions will take place through direct conversations between us and adjunct faculty, focusing on issues that are particular to teaching at Lesley as well as those issues that are common to adjunct faculty across much of the country. We firmly believe that this route will be advantageous to adjunct faculty and Lesley University.

Adjunct faculty will continue to play a very important role in the education of our students and we look forward to working together with you to improve working conditions at Lesley University.

We've attached a brief document that provides some information about the NLRB process.

Thank you for giving this your consideration and for returning a completed ballot in February to the NLRB. Please accept our very best wishes for a happy and healthy 2014.

Sincerely,



Joseph B. Moore  
President



Selase Williams  
Provost

**Background Information**  
**Lesley University Adjunct Faculty**  
**Pending Vote on Unionization**

The Process

The National Labor Relations Board in Boston will mail each eligible adjunct faculty member a ballot on Friday, January 31, 2014. The ballot will read: "Do you wish to be represented for purposes of collective bargaining by Service Employees International Union?" The choices on the ballot will be "Yes" or "No."

Voters must return their mail ballots so they are received in the National Labor Relations Board (NLRB) office by the close of business on Friday, February 21, 2014.

The ballots will be counted at the NLRB office the following Monday, February 24, 2014. The decision about whether adjunct faculty become unionized and represented by Service Employees International Union (SEIU) is determined only by those adjunct faculty who exercise their right to submit a mail ballot. The majority of those who submit a mail ballot, either voting "Yes" or "No," determines the outcome that will apply to all adjunct faculty at Lesley.

Background: The Parties

There are four parties involved in this process: adjunct faculty at Lesley, the organizing union (SEIU), Lesley University, and the National Labor Relations Board.

*Adjunct Faculty:* the union (SEIU) is seeking to represent all adjunct faculty at Lesley University, meaning those adjuncts "instructing in credit-bearing classes, labs or lessons in all programs" regardless of "delivery method/modality (including teaching credit-bearing on-line classes, labs or lessons)." This definition of adjunct faculty does not include other Lesley employees such as administrators or staff who teach occasionally as adjuncts.

The adjunct faculty who are eligible to vote in this upcoming election are those who have taught as adjunct faculty ("instructing in credit-bearing classes, labs, or lessons in all programs") at some point during the calendar year of 2013. Lesley University has sent this list of all eligible adjunct faculty to the NLRB and the NLRB has shared this list with SEIU. All adjunct faculty on that list are receiving a mail ballot and have the right to vote. The total number receiving a ballot is 698.

*Service Employees International Union:* SEIU represents 2.1 million workers in three primary areas: health care, property services and public service. SEIU recently began an effort to unionize adjunct faculty, initially focusing on universities in Washington State, Washington D.C. and more recently in Boston. If the majority of Lesley University adjunct faculty that complete and return a ballot vote “Yes,” then SEIU will be the exclusive representative of all 698 adjunct faculty regarding your terms of employment at Lesley University.

*Lesley University:* the university is considered the employer. This includes the Board of Trustees and the administration of the university, including the president and provost, the deans of our four schools, and any employee involved in the recruitment, hiring, supervision and evaluation of adjunct faculty.

*National Labor Relations Board:* the NLRB is a federal agency responsible for protecting the rights of workers in the private sector. NLRB has regional offices throughout the country that oversee unionization efforts, help the parties (labor and management) define appropriate membership of a prospective union, determine if employees show an interest in a union, and administer the vote through which employees determine whether or not they want to be represented by a union. The Boston office of the NLRB is facilitating the process at Lesley University in cooperation with SEIU (labor) and Lesley University (management).

#### Next Steps

January: you will most likely receive information from SEIU and Lesley University explaining the importance of your vote and suggesting various reasons to vote yes or no.

January: President Moore and Provost Williams will host an open meeting for all Lesley University adjunct faculty to discuss the steps in this process, share their perspective about the pending vote, and describe the issues identified at their four meetings in December with adjunct faculty. They will also provide an update of adjunct faculty-related initiatives during their time at Lesley University, including annual cost of living adjustments for adjunct faculty that began with President Moore’s arrival at Lesley six-and-a-half years ago and the creation of a study group to see how the Affordable Care Act could lead to some adjunct faculty accessing Lesley’s health insurance program.

Early February: you will receive the ballot from the Boston office of the NLRB.

**February 21: Please note this deadline. For your ballot to count, it must be received in the NLRB office by 5:00 p.m. on Friday, February 21, 2014.**

February 24: ballots are counted at the NLRB office in Boston. The majority of votes (either yes or no) of the ballots returned by the deadline determines whether or not adjunct faculty at Lesley University become unionized and represented exclusively by the SEIU in collective bargaining.