



**Date:** October 12, 2016  
**To:** University of Missouri-St. Louis Faculty  
**From:** E. Jill Pollock, Interim Vice President, Human Resources  
**Subject:** Follow-up to October 11, 2016 Faculty Senate Meeting

The purpose of this memorandum is to correct statements made at yesterday's Faculty Senate meeting by a member of the union organizing committee relating to an alleged university role in defining what faculty groups might be part of a bargaining unit if there is an authorizing vote for the SEIU to represent you.

The university had no advance knowledge of any "petition" or that any "petitions" would be forthcoming. What was contained in those documents and how some members of the organizing committee and SEIU decided to submit materials and organize or exclude faculty were decisions made solely by SEIU and the union organizing committee. These SEIU materials divided the faculty into two groups:

1. **Contingent faculty**, excluding those who teach exclusively in the Colleges of Optometry, Nursing, and Business as well as chairs, administrators (e.g. Academic Director), and various other roles.
2. **Tenured and tenure track faculty**, excluding those who teach exclusively in the Colleges of Optometry, Nursing, and Business as well as chairs, administrators (e.g. Academic Director), and various other roles.

The union submitted paperwork to the Office of the Chancellor unilaterally and absent of any request made by the university. Those documents were unofficial and not filed with the Missouri Department of Labor's State Board of Mediation. Data were not provided to show there is enough interest or a threshold of support for a union election.

As shared by Interim Provost Spilling yesterday at the Faculty Senate meeting, the university is developing a legal process by which:

1. The university will be able to review, confirm, and validate union authorization cards at which time they are presented to the institution, and
2. How, if necessary, the university would administer a vote.

Our office will continue to share information and updates with you as we work on developing a process or when it is necessary to address inaccuracies made by the SEIU, the union organizing committee or others.

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Please click on the following link to read the August 19, 2016 letter Erik Smetana, Assistant Vice President, Human Resources, sent to you: [Information regarding unionization for UMSL faculty.](#)

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