

FACTS TO CONSIDER WHEN DECIDING HOW TO VOTE

AMERICAN UNIVERSITY VALUES YOUR CONTRIBUTION

AU recognizes the contributions of adjunct faculty toward delivering a first rate educational experience to the students we serve. To that end, below are some of the key enhancements that the university has provided to adjunct faculty in recent years.

- **COMPENSATION.** Since Fiscal Year 2008, AU has continuously upgraded adjunct faculty compensation. Based on our two-year budget cycle completed last year, an additional 10% has been added to next year's budget to enhance salaries.
- **RETIREMENT BENEFIT.** Adjunct faculty can take advantage of tax deferred benefits under the university's retirement program.
- **PARKING.** Free on-campus parking is available to adjunct faculty.

WHAT DOES UNIONIZATION MEAN?

- **CREATION OF THIRD PARTY.** With unionization, the process of negotiating salary and working conditions would become a matter of collective bargaining between the union and university leaders. Your individual voice, within our tradition of shared governance, may be excluded from this process.
- **LOCAL 500 OF THE SERVICE EMPLOYEES UNION WILL SPEAK ON YOUR BEHALF.** If the union wins the election, it will be your exclusive representative on any employment issue with the university, regardless of whether you voted for or against union representation.
- **DIVERSE NEEDS.** Due to the diverse population of adjunct faculty, decisions regarding your teaching terms are often made based on your individual circumstances and curricular needs. With the union this may change, as the union could seek a more standardized approach.
- **FLEXIBILITY.** Presently you are able to work directly with your associate dean, department chair, or program director to determine your course assignments. Decisions are currently made based on your individual circumstances. With the union, this flexibility may be altered.
- **NO GUARANTEES WITH A UNION.** Any collective bargaining agreement must be reached voluntarily between the parties. Therefore, the union cannot promise anything to which the university has not agreed.
- **RECRUITMENT & RETENTION.** In a city with many college teaching opportunities, having to pay union dues or being governed by a collective bargaining agreement could influence those willing to seek and remain in an adjunct position at AU.

Please review the reverse side for an explanation of the voting process.

VOTING PROCESS IN SIX EASY STEPS

- 1.** All eligible voters will receive a ballot from the National Labor Relations Board (NLRB) mailed to their home addresses. The ballot will arrive with a postage-paid return envelope addressed to the NLRB. The ballot will ask if you wish to be represented by Local 500 of the Service Employees Union.
- 2.** All you have to do is check the “No” or “Yes” box. Place the ballot in the yellow return envelope and sign the back of the yellow envelope in the space indicated.
- 3.** SIGN only the outside of the yellow envelope, and drop it in the mail. Any ballot received without a signature on the back of the yellow envelope will NOT be counted.
- 4.** The ballots are secret—do not sign the actual ballot.
- 5.** Ballots must be received at the NLRB by 10:00 a.m. on February 16, 2012 to be considered.
- 6.** Prior to being tallied, the ballots will be mixed to ensure the confidentiality of your vote.

Please do not hesitate to contact the Office of the Provost, your deans, colleagues, department chairs and program directors with any further questions. Also, continue to visit the Web site as it will be updated throughout the duration of the election period.

AMERICAN.EDU/UNION