



Martin Luther King, Jr. County Labor Council, AFL-CIO

2800 First Avenue, Suite 206 • Seattle, Washington 98121
Phone: (206) 441-8510 • Fax: (206) 441-7103 • E-mail: office@mlkclc.org

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Dear President Cauce,

We are union leaders representing tens of thousands of workers at UW, in King County, and across Washington State.



Recently, UW campus unions have met with you to continue dialogue about how best to improve the broken labor relations system at the University of Washington. Your willingness to meet and discuss issues and state your administration's aim of developing and sustaining good relationships with campus unions is noteworthy and welcome.



Actions, however, speak louder than words. Now that a majority of UW's 1150 Postdocs have signed union authorization cards and filed a petition with the Washington Public Employment Relations Commission (PERC), seeking to form a union – UW Postdocs United / UAW Local 4121 – the University Administration has taken a decisive step backwards. By asserting in your letter of October 11th that specific Postdoc job classifications are not appropriately covered under the Postdoc collective bargaining statute (RCW 41.56.513), and steering the process towards protracted litigation, you are not fulfilling your stated aim of creating a strong, productive relationships with campus unions. The employees you seek to exclude from the Postdoc bargaining unit have been considered by the UW Administration as Postdocs for years. The Legislature has clearly spoken that all of these employees have the right to bargain collectively together as UW Postdocs under RCW 41.56. To claim otherwise sounds disappointingly like an attempt to delay unionization through months of litigation at the expense of fostering a productive bargaining relationship.



This pattern of "union avoidance"—which all of our organizations have experienced from UW over the years—is a detriment to the entire community. We are united in our support of the Postdocs and urge you to immediately drop your opposition to their petition and work collaboratively with UW Postdocs United / UAW Local 4121 as they certify their union and begin bargaining. The University works best when the Administration honors the will of all its employees and students.



A Union of Professionals

Sincerely,



Nicole Grant, Executive Secretary-Treasurer, Martin Luther King County Labor Council
Jeff Johnson, President, Washington State Labor Council
Paula Lukaszek, President WFSE Local 1488
Trevor Gessell, President, UW Housestaff Association
Diane Sosne, President, SEIU 1199 Healthcare Northwest
Jane Hopkins, Executive Vice President, SEIU 1199 Healthcare Northwest
Wendy Asplin, Co-President, AFT Local 6486
Richard Moore, Co-President, AFT Local 6486
Karen Hart, President, SEIU Local 925
Tom Small, UW Chapter President, SEIU Local 925

Dale Bright, President • Stefan Moritz, Vice President • Nicole Grant, Executive Secretary-Treasurer

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