



Date: October 28, 2020  
To: All Non-Represented Staff  
From: Caleb Gilbert, Staff Council President; Laura Clayton, Staff Council Vice President  
Re: Letter on Faculty Union Negotiations Impasse

We have heard from many non-represented staff about the recent letter from senior administration, and subsequent messages from union leadership, regarding an impasse in faculty union negotiations.

Many have expressed concern that non-represented staff may bear the burden of additional salary or job cuts. Many have also expressed dismay at the exploitative and inconsiderate tone and tact of these messages, as well as the appearance of a wish to sow divisiveness. As staff, we strive to work together as partners with faculty as we innovate to meet the needs of students and financial realities.

We support all our colleagues' efforts to advocate for their constituencies, including full professors, adjunct faculty, graduate students, and represented staff members in all job classifications. We also believe that our university thrives when the best interests of each of our community members are balanced with those of the institution.

We remain concerned that non-represented staff continue to be marginalized and diminished by senior administration. Staff are feeling powerless and anxious about the involuntary salary reductions, the statements indicating staff may lose their jobs, and the announcement of a zero-tuition increase. We are fully cognizant that our institution is facing budget shortfalls and that difficult choices need to be made. We maintain that these challenges should be addressed collectively as a community – not unilaterally – in ways that keep equity at the forefront. Under no circumstances should administrators balance the budget by making cuts which affect *only* non-represented staff.

We stand united as non-represented staff in affirming our values, and expect the various constituencies and senior administration to be considerate of the impact of their words and actions on the lives of non-represented staff.

CC: Mary Brodsky, Director of Labor Relations and Employment Services  
Jes Kraus, Chief Human Resource Officer  
Gary Derr, Vice President for Operations and Public Safety