Audience: Unit 8 Faculty, select Unit 11 staff, Twin Cities Deans, Human Resource Consultants, and HR Leads

Re: Request for Reconsideration Made to the Bureau of Mediation Services

From: Provost Karen Hanson

Dear Colleagues,

Today the University notified the Minnesota Bureau of Mediation Services that we intend to submit a Request for Partial Reconsideration of its recent Unit Determination Order. This order effectively circumvents the Minnesota Public Employee Relations Act (PELRA) by combining four classifications of P&A employees currently assigned to PELRA Unit 11, into the Twin Cities faculty unit. Faculty (Unit 8) are the group uniquely responsible for delivering and advancing all three parts of the University’s tripartite mission of research, teaching, and service. The Bureau’s decision to interrupt in this way the long-standing definition of the faculty unit (#8) involves a major shift in a previously shared conception of our research university. It is our hope that they will reconsider this step.

A faculty union constructed in this way could fundamentally change the future of the Twin Cities campus, so it is important to be informed about the issues and to know how unionization could affect you before you cast your vote. Remember that the decision will turn on the votes of a majority who vote. Please stay engaged and continue to prepare for the election. The three websites below are good sources of updated information:

- **UMN Excellence** (hosted by faculty who are opposed to union representation)
- **University of Minnesota faculty election** website (hosted by University of Minnesota Administration)
- **Academics United** (affiliated with the SEIU union)

Sincerely,

Karen Hanson

Provost