

Members of the Graduate School of Education:

In the spirit of solidarity and in defense of public education at Rutgers University, we, the undersigned faculty of the Graduate School of Education (GSE), affirm the right and necessity of union organizing by staff, post-docs, graduate workers, adjunct faculty (part-time lecturers), non-tenure track faculty, and tenure track faculty. Additionally, we request that all members of the GSE community not only refrain from attempting to dissuade participation in union activities, but instead, encourage and actively support the organizing efforts of higher education workers.

**We pledge to stand united in our efforts to win a strong contract that can help facilitate a more equitable, accessible and socially just university.**

We ask tenured and tenure-track faculty to actively participate in and promote union organizing efforts in order to create a safer space for more vulnerable colleagues to participate in union actions. Furthermore, we ask for acknowledgement of the institutional power differences between tenured faculty and other workers with the hope that the preemptive steps described in this letter will send a strong message of solidarity and support to workers in precarious positions. While striking always comes with risks, we can guard against these risks by participating in collective action and by vocally encouraging a pro-union culture.

We ask that tenured faculty commit to protecting those most vulnerable within our department from institutional retaliation. Graduate and postdoctoral workers are uniquely vulnerable in their status as students and, in many cases, adjunct faculty. Additionally, adjunct faculty hold contingent positions without benefits. Therefore, we request that our colleagues withhold information from the administration about graduate workers and adjunct faculty who participate in a strike. We also ask all members of the GSE community to withhold information from the administration about union organizing efforts among other vulnerable community members, such as undocumented workers, employees with temporary work permits, or international employees. We will not ask vulnerable workers to be in harm's way, particularly those who are here on visas (even if visa holders do possess the right to strike).

**Each one of us, regardless of occupational position, benefits from our union's collective bargaining, whether we choose to be actively involved or not, and therefore should not impede the efforts of our colleagues to advocate for themselves and for us all.**

It is our sincerest hope that the GSE community will commit to supporting all workers in order to help reinforce our strength as a collective union.

In Solidarity,  
GSE Faculty