

To: All Department Heads, Chairs and Supervisors of Graduate Assistants Teaching

From: Dr. Amy Hurd, Director of Graduate Studies

Re: Union Organizing Activities

As you may or may not be aware, Service Employees International Union (SEIU) has gathered sufficient signatures from Teaching Graduate Assistants to conduct a representation election to determine if the Teaching Graduate Assistants will form a union and be represented by SEIU. This secret ballot election has been scheduled for October 18, from 9:30AM – 4:30PM, in the Bone Student Center Spotlight Room. Note that this impacts Teaching Graduate Assistants only - Research Graduate Assistants and Pre-Professional Graduate Assistants are not part of this election.

As this election draws near and, particularly, once the academic year starts, you may see increased activity by SEIU or others encouraging Teaching Graduate Assistants to vote for representation. Questions have been raised regarding issues such as how to respond to this activity in the workplace and what responses by administrators and department heads/chairs/supervisors are appropriate and permitted if you witness this activity or are approached about the election.

In response to these concerns, please refer to the attached updated Frequently Asked Questions (FAQ) document, which can also be found at [https://hr.illinoisstate.edu/downloads/Union\\_Organizing\\_FAQ.pdf](https://hr.illinoisstate.edu/downloads/Union_Organizing_FAQ.pdf), [for assistance](#). Please keep in mind the following key points referenced in this FAQ:

- Department heads and other administrative/supervisory officials cannot threaten, promise, interrogate, retaliate, conduct surveillance (i.e., photographing and video recording or giving the impression of photographing and video recording) concerning individual graduate student employees' interests in or support for a union, or request employees to inform the University of other employees' views or support for the union. In addition, graduate student employees cannot be prohibited from wearing union buttons or insignia.
- Department heads and other administrative/supervisory officials may, if they so choose, express personal opinions about the consequences of unionization (such as payment of dues, loss of individuality, new indirect costs to the University, and loss of flexibility). Administrators and supervisors may also choose to remain silent. If you choose to express your opinions regarding unionization or the consequences of unionization, you should ensure the individual clearly understands you are expressing your own personal opinion and not that of the University.

If you hear statements regarding unionization which you believe to be untrue or misleading, or if you have any questions/concerns or need other assistance related to the Teaching Graduate Assistance representation election, please contact Mike Kruger, Director of Labor Relations at (309) 438-5563 or [mdkruge@ilstu.edu](mailto:mdkruge@ilstu.edu).

Thank you.