



# Capital District Area Labor Federation, AFL-CIO

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Monday, July 7<sup>th</sup>, 2014

## Affiliated Unions

AFGE 3343  
ATU 1321  
BAC Local 2  
CSEA, AFSCME #1000  
CWA Local 21, NABET  
CWA Local 1101  
CWA Local 1104  
CWA Local 1118  
CWA Local 14156 Typographical  
CWA-IUE Local 81359  
CWA-TNG Local 31034  
GMP Local 77  
HFI Local 40  
IAFF Local 343, Saratoga  
IAFF Local 2007, Albany  
IAFF Local 28, Schenectady  
IAM Lodge 2109-NFFE  
IAM Lodge 1145  
IATSE Local 524  
IBEW Local 97  
IBEW Local 2213  
IBEW Local 236  
IFPTE Local 147  
Ironworkers Local 12  
IUEC Local 35  
IUOE Local 106  
LIUNA Local 157  
LIUNA Local 190  
NATCA  
NALC, Branch 358  
NYSNA  
NYSUT  
OPEIU Local 153  
OPEIU Local 277  
PEF  
SEIU Local 1199  
SEIU Local 200 United  
Sheet Metal Workers Local 83  
UA (Plumbers & Pipefitters) Local 7  
UA (Plumbers & Pipefitters) Local 773  
UFCW Local 1  
Workers United 471  
UAW Local 1508  
USW Local 17  
USW Local 9265

Dr. Carolyn Stefanco  
President  
College of Saint Rose  
432 Western Avenue  
Albany, NY 12203

## Dear Dr. Stefanco:

It has come to my attention that adjunct teaching faculty at Saint Rose College have decided to form a union, seeking to collectively bargain together for improved working conditions and compensation. As president of the Capital District Area Labor Federation (CDALF) AFL-CIO, I write to you with the strength and voice of roughly 100,000 working families from the 11 counties of New York's Capital region. It is on behalf of these working families that I urge you to remain neutral in this matter, and to not interfere with your employees organizing efforts in any way.

I'd like to remind you that all workers, including your college's adjunct teaching faculty, have a right to make this important and personal decision **without fear of intimidation or coercion**. The CDALF is deeply committed to supporting workers' rights, and standing up for fair labor standards for all working people.

One of our country's greatest assets is a strong middle class, which was founded upon the rights of workers to organize into unions, collectively bargain, and have a voice at the table when discussing wages and working conditions. **Should your adjunct workforce decide to organize, it should be done free from interference.** The CDALF whole-heartedly condemns the idea of using student's tuition dollars to fight against the right of educators to collectively bargain.

Despite being a bedrock of U.S. labor law for generations, the right to organize has sometimes been confronted with hostility and retaliation. Some employers have even chosen to disseminate inaccurate information or deceptive advice to their workers seeking to unionize. **I sincerely hope that the working families of the Capital Region can count on you to remain entirely uninvolved in your adjunct teaching faculty's efforts to organize.** I request that Saint Rose College remain vigilant in protecting the rights of adjunct faculty.

Sincerely,

Mary E. Sullivan, President

Capital District Area Labor Federation, AFL-CIO

CC: Bill Ritchie, Frank Natalie, Andrea Goldberger

*United for Economic Justice on the Job and in our Communities*

*Albany, Essex, Fulton Hamilton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren and Washington*