



**United University Professions
Empire State College Chapter**

May 4, 2022

Dear Labor Siblings, President Connor and the Skidmore College Community,

We are the members of United University Professions at SUNY Empire State College, and we are writing to join in the chorus of voices calling on Skidmore College to voluntarily recognize the effort of non-tenure-track faculty to form a union with SEIU Local 200.

As union members at an institution that relies on non-tenure-track faculty, we know that a fairly bargained contract can improve the college experience for everyone who creates and participates in it. All levels of faculty and administration benefit from the longer-term stability that such a contract can bring when it includes job security and course assignment provisions. Students' classroom experience is better when their professors do not have to work multiple low-pay jobs, often without appropriate preparation and student-meeting spaces. The college community as a whole will know that collectively devised rules to secure these working conditions – these teaching conditions – help to secure the inclusive and equitable educational space that Skidmore aims to be.

Without the power to bargain contracts, Skidmore's dependence on unrepresented faculty is at odds with its mission to enable all its community members to "participate to their full capacity" in the life of their college. This stated mission requires President Marc Conner and the entire administration to allow all of Skidmore's non-tenure-track faculty to unionize without any form of opposition, and to swiftly begin good faith negotiations with SEIU Local 200.

Respectfully and in Solidarity,

Pamela Malone
Empire State College UUP Chapter

Mary Helen Kolisnyk
Empire State College UUP Chapter