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**United University Professions  
Albany Chapter**

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

United University Professions is the largest public-sector higher education union in the country and we, the UUP members at the University at Albany fully support the non-tenure track faculty at Skidmore College who are seeking to organize with the assistance of SEIU Local 200. We are calling on President Marc Conner and his administration to do the right thing and allow for a free and fair election without interference and to remain neutral throughout the process. It is essential that the 170 non-tenure track faculty --who make up nearly half of all faculty at the college-- be able to do the work of organizing in a safe and supportive environment. That means no intimidation, no mandatory anti-union meetings, and no bad-faith legal challenges to the voting and bargaining process. President Conner, you can show your commitment to your college's mission by voluntarily recognizing this union and thereby honoring the dignity and worth of each of its individuals.

Like many non-tenure track faculty, including those that we represent in the SUNY system, these instructors are seeking nothing more than the dignity of a steady paycheck in exchange for a job well done. To date they have suffered from the anxiety and uncertainty of working semester-to-semester because their administration won't commit to them no matter how much they commit to the college. It is unacceptable that many NTT faculty at Skidmore College have not seen raises in years, despite showing up and teaching classes, administering programs, and advising students.

At UAAlbany those faculty that are not afforded the individual protections of tenure still enjoy the collective protections of a union. This includes full benefits eligibility after 6-credit hours-per-semester of teaching, due process and union representation in disciplinary proceedings, access to sick leave and paid family leave, and basic job security provisions. These are precisely the kinds of protections that Skidmore's faculty deserve and we stand ready to offer our support in your organizing efforts.

Solidarity forever,

Aaron Major  
President, UUP Albany Chapter

David A. Banks  
Officer for Contingents, UUP Albany Chapter