

Faculty Senate Motion: Resolution Supporting the Right to Organize

Proposed by: Nicholas Brown, Laura Huffman, Courtney Matz, Brian May, Brian Moss and Rebecca Sherwood

In acknowledgement of a prior motion approved by the Faculty Senate on January 16, 2014 (18-0-1) on which this is based:

WHEREAS self-determination and autonomy are foundational principles of academic freedom;

and WHEREAS the right to form a union is a federally protected right;

and WHEREAS the University's mission calls us to work for the education of the whole person and the promotion of justice;

and WHEREAS the Catholic church has long supported the rights of working people to organize collectively, as expressed by Pope Leo XIII in 1891 stating that, "The most important of all [workplace associations and organizations] are workingmen's unions."

and WHEREAS Pope John Paul II stated in 1981 that unions "are indeed a mouthpiece for the struggle for social justice, for the just rights of working people in accordance with their individual professions.";

and WHEREAS Pope Francis stated in 2022 that "There is no union without workers, and there are no free workers without a union" and called for a "wise alliance" among the union, its members and employers to make sure people "care about the lives of employees.";

BE IT RESOLVED that the LMU Faculty Senate unambiguously affirms the right of non-tenure track faculty and staff to deliberate and organize as they see fit, including the possibility of unionization, without overt or implied intimidation or threat of reprisal in any form on the part of the university's administration or tenure-track faculty. The LMU Faculty Senate supports its non-tenure track faculty and staff in seeking a collective voice and a non-adversarial and non-confrontational relationship with the LMU administration.