

From: Scott Freeman

Date: Monday, November 16, 2020 at 7:58 PM

To: jeffrey.senese@saintleo.edu <jeffrey.senese@saintleo.edu>

Subject: In support of UFF-SLU

Dear President Senese:

I am writing in support of the continuing recognition of UFF-SLU as the collective bargaining agent for the faculty.

UFF at St. Leo has been in existence for almost forty years. Without notice, the Board of St. Leo unilaterally decided to no longer recognize UFF as the collective bargaining agent for faculty, and unilaterally erased contractual guarantees agreed to in the past.

This was done with no deliberation with the Faculty Union or Faculty Senate, and was in fact enacted in a surprise vote on a Friday afternoon (Oct. 23, 2020).

The timing of such a major decision affecting faculty, with no faculty consultation, and coming in the middle of a pandemic where all parties are trying their hardest to support the school and students, leaves no choice but to see this as clear indication that faculty voices are not important to the Administration or the Board of Trustees.

St. Leo is a long-standing Catholic institution, adhering to the tenets of social justice and rights of working people, as laid out in *Caritas in Veritate*, Pope Benedict XVI, 2009, recognizing the good of trade unions for the workers; the *Rerum Novarum: Rights and Duties of Capital and Labor*, Pope Leo XIII, 1891, advocating for the formation of labor associations; and in the University's own recognition of the rights and dignity of faculty, staff and all members of the university, www.saintleo.edu/catholic-identity

We ask that UFF-SLU be recognized as the collective bargaining agent for full time faculty, and that all rights granted to them as outlined in the existing Collective Bargaining Agreement be restored immediately, in keeping with the tenets of both the Catholic university and the standards of practice of the profession.

Very truly yours,

Dr. Scott R. Freeman, UFF-President, Seminole State College Chapter

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