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Workshop: Training on Organizing and Negotiating for Academic Labor

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Organizing to Win in Private Colleges & Universities



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Stages of a Higher Education Organizing Campaign



1. Probe for interest
2. Build an organizing committee
3. List building – who's in the unit?
4. Pass cards
5. File for an election
6. WIN and begin bargaining!

That might sound easy, but...

A lot of work goes on behind the scenes. Successful campaigns exert pressure to win, and engage stakeholders to help keep the boss in check.

1. Students
2. Alumni
3. Tenured faculty
4. Other unions
5. Faith leaders
6. Elected allies



Countering the Religious Exemption Argument

What if the boss claims that they are a “Religious Organization” exempt from NLRB jurisdiction?

- **Defining a “Religious Organization”:** The NLRB will not assert jurisdiction over employees of a religious organization who are actually engaged in effectuating the religious purpose of the organization, **but...**
- **Don’t Litigate, hit the streets!**

Fordham University

How we won an agreement & a path to a union!

