

## **An ArtCenter Faculty Union Key Points to Consider**

1. If the CFT, AFL-CIO is elected, all faculty in the voting unit would be represented by the union. Represented faculty cannot opt out or decline representation.
2. The election will be determined by a simple majority of those who vote regardless of how many or few people vote. If, for example, 10 people vote, and six are in favor, all 700+ faculty will be represented. Your vote matters.
3. Union representation would fundamentally change how ArtCenter faculty and administration interact, limiting our ability to speak directly about workplace issues, including policies and procedures, rules, compensation, and benefits.
4. Many important things about how we work and teach at ArtCenter could be subject to negotiation if faculty are unionized. This includes some of the conveniences and flexibilities we all take for granted today and designed to meet the needs of a professional and diverse faculty body.
5. ArtCenter would incur significant ongoing administrative and legal costs related to faculty unionization. None of these costs are currently budgeted and will have a financial impact.
6. Completing the initial collective bargaining agreement is often a long and tedious process, taking six months to a year or even longer. It took California College of the Arts (CCA) from October 2019 to April 2022 to reach an agreement.
7. A union cannot guarantee anything that it might promise and cannot make unilateral changes. Everything is a negotiation and must be agreed to by both parties.
8. CFT, AFL-CIO cannot override California law when it comes to timekeeping requirements for part-time employees. It is yet to be determined whether this issue may be a subject of bargaining if the union is elected.
9. Once a union is elected, it is very difficult to vote it out. No action can be taken for 1 year following the union election and even longer if a collective bargaining agreement has been executed. ArtCenter would be barred from assisting in any such effort.
10. Deciding whether to be represented by a union is an important decision that has long-term implications for you personally and professionally. If you are uncertain, vote no.

**For more information, please visit [artcenter.edu/facultylife](https://artcenter.edu/facultylife)**

