

FAIR LABOR PRACTICES: A UNIVERSITY CODE OF CONDUCT

Developed by Scholars, Artists and Writers for Social Justice (SAWSJ)

Colleges and universities are threatened today by the growing sway of corporate values over university life. We see evidence of this influence in curricular decisions, research priorities, the declining role of faculty, and most visibly in the sphere of employment relations. University employees are often denied elementary democratic rights of free speech, economic security, and equal opportunity. No educational institution can fulfill its mission unless these rights are protected.

To that end, every educational institution should become a "fair labor practice employer" by ensuring that it and all contractors doing business with it secure and uphold the following rights:

1) Employees at educational institutions have the right to participate fully in determining the conditions of their work. Every employee has the right to free association, to organize unions without fear of retaliation, and to good-faith bargaining. Whenever a majority of employees have expressed the desire to be represented by a union - whether by signing a petition or union card, or by voting in a union election - colleges and universities should recognize their union. Educational institutions should not engage in protracted legal struggles to thwart these democratic decisions. University and college administrators should conscientiously adhere to fair labor principles in contract negotiations and in their relations with employee unions, and refrain from practices aimed at undermining them.

2) All members of the university community have the right to learn, teach, work and conduct research in an environment that values and protects academic freedom.

3) Employees have the right to a living wage, including health, pension, and other benefits.



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4) Employees have the right to a workplace free from discrimination and harassment and a workplace that practices affirmative action. International students, postdoctoral fellows, and workers have the right to workplaces free of intimidation, coercion and misinformation regarding immigration, visa, and citizenship status.

5) Employees have the right to humane and dignified working conditions in an environment that protects the health and safety of the workforce and the surrounding community.

6) All members of the university community have the right to learn, teach, and work in an institution that does not depend upon prison labor.

These rights should be guaranteed to all employees, including service and maintenance workers; clerical and technical workers; security personnel; faculty and professional staff; full-time, part-time, and subcontracted employees; and adjunct instructors and graduate student employees.

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