On February 13, 2019, UA-UNM faculty organizers delivered signed authorization cards representing all campuses and a clear majority of full-time and part-time faculty's support for unionization. After winning recognition last fall, our road to victory continues with bargaining negotiations for a fair contract that addresses compensations and benefits and ensures respect, equity, enhanced shared governance and a voice at our university. The organizing on campuses across the UNM system will continue as we work hard to reach and engage all of our full-time and part-time bargaining unit members at UNM. Our membership makes us strong!

Have you seen the Bargaining Issues Survey?

Help us inform our bargaining priorities!
Make your voice heard!

Check your UNM spam folder today, and tell us what you want our union to bargain for.

To complete the survey, search:
info@uaunm.org via SurveyMonkey
On the legislative front, UA-UNM headed to Santa Fe to advocate with AFT New Mexico member-leaders from across the state. Through the passage of HB 364, our united efforts helped modernize and strengthen New Mexico’s Public Employee Bargaining Act. This act protects the right to talk about union and union issues in the workplace and prohibits state tax dollars from being used to fight unionization efforts.

Jessamyn Lovell, UA-UNM member-leader and Senior Lecturer from the Art Department on Main Campus said: “Since winning our union recognition last fall, it was profound to observe how legislators truly care about the needs of our members, including our Governor Lujan Grisham. We also advocated for HB 2 - a bill that would have provided an additional 3% average salary increase for higher education employees and HB 17 which would have required for-profit colleges to provide transparency in program costs for students in New Mexico. Through our united commitment to improving workplace protections, faculty voice, and Enhanced shared governance, we can reclaim the promise of higher education for our students and have a seat at the tables, and a part in making these decisions.”
Unionization has strengthened shared governance at the University of Oregon. The creation of the union provided a venue and process—protected by law—to address grievances and workplace issues. This has freed the Senate and academic committees to focus on academic matters. Unionization also strengthened the Senate by enshrining ‘dually adopted’ Senate legislation into the collective bargaining agreement. This allows the union to grieve administration violation of Senate policy, essentially giving teeth to Senate legislation. Our first collective bargaining agreement also established governance rights for career (non-tenure track) faculty in many departments where their voices were traditionally ignored.

**UA-UNM Member-Leader Voices**

I first heard of the efforts to organize our union during my first two semesters at UNM-Gallup. At the time, I was excited but nervous. I was afraid of retaliation; I had been through a year of academic unemployment while I finished and defended my dissertation and looked for a new job, and I didn’t want to do anything that would jeopardize that new job. Forming our union seemed more like a cherished ideal than a group I could afford to support in the pragmatic world. But one thing I learned was to observe, and draw strength, from the strength of others. My colleagues were confident that forming our union would be able to protect our jobs in a way that fear never would. I allowed their courage to ignite my own, their words to kindle mine. I became involved in speaking to others, encouraging those who might be on the fence to vote for UA-UNM, and collecting cards with bargaining priorities. It brought me closer to my colleagues, including those not already in UA-UNM, in a way nothing else could have. It also showed me that we could come together to invest in our campus in a way that isn’t possible when we remain divided into discrete departments, divisions, and domains. Protecting faculty is ultimately a strategy to protect students, who will do better with highly-engaged instructors who feel prioritized, and even administrators, who will not have to deal with discouraged faculty looking to leave. Solidarity is a way to promote courage, reasoned discussion, and integrity, three traits I value highly. Supporting our UA-UNM faculty union is one of the best professional decisions I’ve made, and one I regard with pride.
I’m committed to advocating for the most exploited members of our faculty – adjunct faculty. Adjuncts possess the same credentials as lecturers and tenured/tenure-track faculty, and they provide a significant portion of instruction to our undergraduate students. However, they languish in a state of permanent insecurity, are excluded from governance activities, and are compensated at a fraction of the rate full-time faculty are paid. At the negotiation table, I will be advocating for greater parity in compensation and enfranchisement, promotional opportunities, and multi-year contracts for adjunct faculty who have continuously served the University of New Mexico for a defined period of time.