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Dear University of Illinois Professor

As counsel to the Campus Faculty Association and the Illinois Federation of Teachers (hereinafter, the "Union"), I have prepared this letter to explain to you the rights which non-citizens have to participate in the current campaign of professors at the University of Illinois Urbana Champaign (the "University") to be represented by the Union. Since 1984, the Illinois Educational Labor Relations Act ("IELRA") has protected the right of employees at public universities to be represented by labor unions with the power to bargaining collectively for improvements in their terms and conditions of employment. Under the IELRA, non-citizens have the same rights as U.S. citizens to be represented by labor unions. There are no limitations in the IELRA on the right of non-citizens to participate in elections to decide whether a bargaining unit at public universities wants to be represented by a Union or once union representation is won, to benefit from improvements in their wage, benefits, and terms and conditions of employment negotiated through collective bargaining. Only by voting for union representation will professors have the right to bargain collectively with the University for such improvements and to have these improvements included in enforceable collective bargaining agreements. By choosing Union representation, professors will also be protected from unjust discipline or discharge. The IELRA protects your right to be represented by the Union through the Illinois State Educational Labor Relations Board, a state agency which enforces that right through the adjudication of unfair labor practice charges.

In many countries, the rights of public employees are detailed in statutes enacted by legislatures. However, in the United States the rights of public employees are best protected through Union representation and the negotiation of enforceable collective bargaining agreements. This is why it is so important that you join the campaign to select the Union to represent professors at the University of Illinois Urbana Champaign.

If you have any questions concerning the right of non-citizens to participate in the Union organizing campaign or any other questions concerning the right of University professors to union representation, please email me at kresnick@hsplegal.com so I can respond to you.

Very truly yours,

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