April 9, 2024

Dear Postdoctoral Researchers and Associate Research Scholars,

Earlier today, the University entered into a stipulated election agreement with the Princeton University Postdocs and Scholars (PUPS-UAW). Recently, the PUPS-UAW petitioned the National Labor Relations Board (NLRB) to hold an election to determine whether postdocs and associate research scholars should be represented by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (“United Auto Workers”). The University respects the right of eligible employees who share a community of interest (as defined by the NLRB) to unionize, and agrees that a secret-ballot election is the most inclusive, fair, and secure method for eligible employees to express their preference whether to be represented by the United Auto Workers.

**What happens next?**

An election is now scheduled for Wednesday, May 8, and Thursday, May 9, 2024, at Frist Campus Center. Members of the bargaining unit, designated below, will be eligible to vote. The University will ensure all eligible employees are informed beforehand about the election’s date, time, and location. We encourage you to educate yourself about unionization, and to think carefully about this choice. The University has published a detailed page with answers to frequently asked questions about unionization.

**Who is eligible to vote?**

Pursuant to the stipulation between the PUPS-UAW and the University, the bargaining unit consists of “all full-time and regular part-time postdoctoral research associates, postdoctoral research fellows, associate research scholars, senior research assistants, and postgraduate research associates employed by Princeton University.” Employees in those roles who were employed as of the payroll period ending on March 19, 2024, will be eligible to vote.

**Why should you vote?**

The election will be decided by the majority of those who vote, even if only a minority of the eligible employees participate. If a majority of the voters choose to be represented by a union, the terms and conditions of employment for all the positions in the unit must be covered by the collective bargaining agreement that is eventually negotiated by the University and PUPS-UAW, regardless of whether an individual employee wants their role to be subject to the agreement. Thus, it is critical that the final tally of the election represent the will of a majority of the eligible voters.

**We value you.**

Whatever the outcome, our priority is to preserve an environment where all Princeton employees are valued and can thrive. If you are eligible, please vote. But before you do so,
please become as knowledgeable as you can about the pros and cons of union representation, including mandatory dues and agency fees, and about the United Auto Workers, the national union seeking to represent you.

Thank you for your thoughtful consideration and participation in this process. Again, you can find detailed information about unionization on the Office of the Dean of the Faculty website. We will continue to provide information and updates about issues, the election process, and collective bargaining.

Best,

GJ

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Gene Andrew Jarrett
Dean of the Faculty
William S. Tod Professor of English
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