



February 9th, 2024

Dear President Randhawa, Director Parkes, and Director Hammer,

We, the Bargaining Committee for the Western Academic Workers United Educational Student Employees, are writing to support the WAWU Operational Student Employees' request that you voluntarily recognize their bargaining unit.

We maintain that the right to unionize and negotiate with one's employer is absolutely critical in defending the well-being of workers in any industry. *All* student workers at Western deserve to have a democratic say in the conditions of their workplace. Our ongoing negotiations with Western prove that collective bargaining is vital for protecting and sustaining the essential work provided by student workers.

All student employees are essential for a working Western; the services operational workers provide are just as crucial to the university's success as those supplied by educational workers. As ESEs, we rely on OSE labor every day. We share the same workspaces. We face similar issues. Right now, OSEs experience inadequate protections from hazards and harassment, an absence of clear or sufficient pay scales, and a lack of secure scheduling, accountability, and communication from WWU.

The issues we face in ESE and OSE workplaces are the same; the same methods should suffice to resolve them. Given the negotiations in progress between ESEs and WWU, it is unfair and inequitable for the university to deny our operational counterparts the same opportunity for collective bargaining. Any delay in the process for negotiating a fair contract inhibits educational and operational student employees from collectively advocating for their pressing needs.

Every student worker at Western is entitled to full labor rights. We affirm the demand of Operational Student Employees as a united voice in calling on Western Washington University to recognize the OSEs' majority intent to unionize and meet with them as soon as possible to determine the conditions for negotiating their first contract.

Western Academic Workers United  
Educational Student Employee Bargaining Committee

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*David Cummins, Graduate RA/TA*

*Erin Grimes, Graduate TA*

*Erin Magarro, Library Tutor/Ethnic Student Center*

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