

November 7, 2023

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NYU Researchers United-UAW

Email: Organizing@nyuresearchersunited.org

Re: NYU Researchers United-UAW's Demand for Voluntary Recognition

Dear NYU Researchers United-UAW,

This law firm represents New York University (the "University"). I write in response to your letter to President Mills dated October 26, 2023.

The NYU Researchers United-UAW's ("UAW") letter requests that the University voluntarily recognize "all researchers across job titles at NYU," from the different schools, colleges, and divisions. Some of these individuals are employees of separate entities. The term "researchers" is not a singularly defined classification at the University. Indeed, the signatories to your letter are comprised of individuals employed in various capacities by the University, individuals employed by separate entities, and individuals not employed at all.

Moreover, all the University's current academic collective bargaining relationships exclude from representation, among others, the following groups: NYU Langone Health (NYU Langone Hospitals, Grossman School of Medicine, Vilcek Institute of Graduate Biomedical Sciences, and Office of Science and Research), NYU School of Law, and College of Dentistry. The foregoing must likewise be excluded from consideration of any bargaining unit moving forward.

For these reasons, among others, the University is unable to voluntarily recognize a unit of "all researchers" as set forth in your letter. The question of the appropriateness of a unit, among other legal issues, is better suited for the National Labor Relations Board ("NLRB") to decide, and, consistent with current law, the issues presented require the filing of a petition with the NLRB. Of course, the University reserves its rights to address such issues.

The University recognizes the invaluable role of all employees and their vital importance in contributing to the success and reputation of the institution. The University has long appreciated the rights of its employees to seek union representation, including the right of all affected employees to choose their bargaining representative through a secret ballot election voting process conducted by the NLRB, should such an election be provided by them. The University is committed to continuing these practices and will not usurp any employee's ability to make an informed decision on the question of union representation.

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The letter from the UAW raises complicated issues for the University and its various constituents. We shall work hard to resolve these issues through meaningful, thoughtful discussions and proceedings.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Volpe", with a large, sweeping flourish above the name.

Michael J. Volpe