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INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS,  
ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA

April 28, 2022

To the IU Board of Trustees and President Pamela Whitten,

As members and officers of the International Alliance of Theatrical Stage Employees, Motion Picture Machine Operators, Artists and Allied Crafts, of the United States, Its Territories and Canada, with Locals representing employees at Indiana University Bloomington, we write in support of graduate workers at IUB, our fellow IU employees, who submitted 1,584 signed cards to the Board of Trustees, expressing the intent of nearly two-thirds of graduate instructors to form a union in association with the United Electrical Workers (UEW).

We wholeheartedly stand in solidarity with the graduate workers who seek to be represented and collectively bargain with the IU Administration. We are proud of their determination to advocate on behalf of a fair and open process to establish sustainable compensation and working conditions. We recognize that IU's graduate instructors and researchers are at the core of IU's mission. They teach a significant share of IU credit hours and help conduct critical research projects supported by millions of dollars of research contributions which they help to generate through grant writing and other administrative support to faculty members. I know first hand, having served as a graduate worker in the School of Public and Environmental Affairs on the Indianapolis Campus.

Graduate employees are seeking recognition according to the University Policy governing the "Conditions for Cooperation Between Employee Organizations and the Administration of IU" (HR-12-20) which covers other campus workers unionized by CWA Local 4818; American Federation of State, County and Municipal Employees (AFSCME Local 832); and International Alliance of Theatrical Stage Employees (IATSE Local 618 and 893). The policy further states that "the rights of employees, independently, to associate themselves together, whether that association is known as a union or by some other name, is recognized in Indiana, and there is no legal bar to the collective representation of their employment interests to the public officials charged with the duty of fixing the terms of employment."

Again, we stand in solidarity with our fellow IU Bloomington workers in their intent to be represented by a union and collectively to present their interests to the administration. We believe labor rights are human rights that express the concern of all workers to have dignity and agency on the job. Moreover, we believe that unionization protects core academic values such as academic freedom, shared governance, fairness, and economic security.

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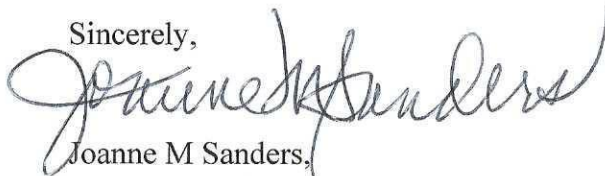
IU Board of Trustees

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We congratulate the graduate workers in their efforts to unionize and call upon the administration to respond promptly and openly to their overwhelming expression of interest in representation. Frank, democratic, and collective representation of graduate employee interests will make Indiana University a fairer and stronger institution, poised to continue another two hundred years of academic leadership, discovery, and creativity.

Sincerely,

A handwritten signature in cursive script, reading "Joanne M Sanders". The signature is written in black ink and is positioned above the printed name.

Joanne M Sanders,  
International Vice President  
MPA '91