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United Faculty of Saint Leo University (UFSLU) Files Labor Charges

ST. LEO, Fla. — On Wednesday, April 14, the United Faculty of Saint Leo University filed 11 charges against Saint Leo University with the National Labor Relations Board (NLRB). These charges come after the Board of Trustees decision to unilaterally revoke the union rights of full-time faculty in October 2020. Since then, the United Faculty at Saint Leo University, with the full support of their state and national partners (United Faculty of Florida, Florida Education Association, American Federation of Teachers, National Education Association, American Federation of Labor and Congress of Industrial Organizations) have launched a public campaign and legal strategy to uphold the university's tradition of Catholic social teaching and reinstate faculty's right to collectively bargain.

"Today the faculty at Saint Leo University invokes its legal right to respond to the unilateral decision made by the administration and Board of Trustees to no longer recognize the faculty union. With no notice or discussion, the rights of faculty were stripped away after 44 years of representing all faculty. While we have tried in earnest to discuss the reasoning behind this fateful decision, we have been met with silence. It is time now to act," stated Valerie Wright, president of the United Faculty of Saint Leo University.

Joseph Fahey, the chair of Catholic Scholars for Workers Justice and professor of Religious Studies (retired) at Manhattan College said, "The Board of Trustees of Saint Leo University has a moral obligation rooted firmly in Catholic social teaching to support the faculty union at SLU. In Catholic theology, no civil law may override the natural moral law that is rooted in the divine law. Catholic Scholars for Worker Justice calls upon the board at St. Leo University to reverse their shameful decision to bust the faculty union at SLU."

Nine unfair labor practice charges were filed against the university. The other two charges are under different legal standards. Charges filed include, but are not limited to, the failure to recognize the faculty union, refusal to bargain in good faith, direct dealing and unlawful changes to faculty's working conditions. Find the filings listed at <https://www.nlr.gov/reports/graphs-data/recent-filings>. The charges will be consolidated by Region 12 of the NLRB for investigative purposes.

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The United Faculty of Florida represents more than 20,000 faculty at all 12 public universities, 15 colleges and Saint Leo University, along with graduate assistants at four universities.