



United Faculty and Academic Staff
P.O. Box 260323
Madison, WI 53726-0323

United Faculty and Academic Staff (UFAS) is a labor union democratically organized to represent its members—faculty and academic staff at both the UW-Madison and UW-Extension. UFAS is an independent affiliate of the American Federation of Teachers, Local #223, AFL-CIO.

Dean Rodney A. Swain
College of Letters and Science
142 Holton Hall, P.O. Box 413
2442 E. Hartford Ave.
Milwaukee, WI 53201

FAX +1-414-229-6827
let-sci@uwm.edu

April 13, 2012

Dear Dean Swain:

I am writing as a University of Wisconsin colleague and union member (United Faculty and Academic Staff, AFT Local 223) to express my deep concerns about allegations of anti-union activity on your part.

Specifically, I have been informed that a year after you promised that UW-Milwaukee would honor the Milwaukee Graduate Assistants Association's contract in its current form, you announced that the university would in the absence of a contract discontinue summer tuition remission.

If these allegations are true and you proceed with this threat, it will set an undesirable precedent for the unilateral elimination of negotiated benefits at Milwaukee and other campuses in the UW System, foster disruptive conflict rather than cooperation at your own campus, cause irreparable harm to its reputation, and make it difficult for UW-Milwaukee to recruit and retain good graduate students. We have already seen how aggressive union-busting by Wisconsin's current political leadership has torn our state apart; there is no reason for you to follow suit.

I urge you to do the right thing now rather than deepen bitterness and devastate the morale of the graduate student employees on whom your campus depends: Please refrain from threats and instead work together with the MGAA and other unions to solve the problems on your campus in a fair, respectful, and democratic way.

Respectfully,

Jim Molenda
President, United Faculty & Academic Staff (UFAS), AFT 223