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December 5, 2014

VIA ELECTRONIC MAIL

Missy A. Matella [REDACTED]  
Office of General Counsel  
1226 University of Oregon  
Eugene, OR 97403

Re: Graduate Teaching Fellows Federation, Local 3544  
University Unfair Labor Practices—[REDACTED] Department

Dear Missy:

The Graduate Teaching Fellows Federation, Local 3544 (GTFF) has learned of additional and ongoing coercion of graduate teaching fellows (GTFs) who are international students. The communications discussed below constitute ULPs under the Public Employees Collective Bargaining Act (PECBA). The statements being made are similar, but even more egregious, than those identified in the previously filed ULP.

An agent (or agents) of the University of Oregon in the [REDACTED] Department recently threatened that GTFs present in the United States on student visas should be concerned about their visas because they are striking. On Monday, December 1, 2014, a GTF in that department was directly questioned by an agent of the University about whether the GTF would work during the strike. Further, GTFs in that department were told they would have to hold extra office hours and complete grading on behalf of striking GTFs, implying that striking was unfair to members of their team.

These threats are a clear violation of the statute making it unlawful to “interfere with, restrain or coerce employees” in the exercise of their right to strike

because they have a chilling effect on protected activity. ORS 243.672(1)(a). Additionally, the actions constitute actual interference with the administration of the union because international students working as GTFs have been intimidated into crossing the picket line to work during the strike as a result of the threats to their visa status and the resulting fear of deportation.

The GTFF hereby demands the University compel its agents to cease these egregious violations of the PECBA immediately. Should the actions not cease, the GTFF is prepared to file additional ULP charges on Monday, December 8, 2014 and will request an expedited hearing before the Board.

Sincerely,

A handwritten signature in black ink, appearing to read "Haley Rosenthal". The signature is written in a cursive style with a large, sweeping flourish at the end.

Haley Rosenthal

cc. Amber Cooper, GTFF Local 3544