

UW RESEARCHERS  
**UNITED**



2633 Eastlake Ave. E., Suite 200 Seattle, WA 98102

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December 20, 2021

VIA EMAIL

Ana Mari Cauce, President  
University of Washington

Dear President Cauce:

We, the undersigned, are Research Scientists/Engineers from every discipline across all three campuses of the University of Washington. Along with our colleagues comprising a majority of UW Research Scientists/Engineers [A-4], we have signed authorization cards saying we wish to form a union and be represented by UW Researchers United/UAW Local 4121. Today we are filing our representation petition with the Public Employment Relations Commission (please see attached) and request voluntary recognition.

Amidst the pandemic we've had thousands of conversations about unionization. As part of the growing national movement of researchers to form unions, we believe that the establishment of an equal bargaining relationship and a democratic decision-making process for determining our working conditions will better enable us to address the problems we face as a group. These include inconsistent and unequal compensation, systemic inequalities in hiring and promotion, discrimination, harassment, inability to meet child/family care obligations, and job security. We look forward to bargaining more transparent and responsive systems for conducting our research, and for assisting in the transformation of science and engineering as a career that supports and promotes all, regardless of race, gender, age, citizenship, financial background, or other identities.

We're proud of the role UW continues to play as a knowledge producer during and beyond the pandemic. We appreciate your leadership in this, and in particular wish to recognize the role you play to combat inequality in higher education and our communities - through launching the UW's Race and Equity Initiative and serving on the board of the National Academy of Science's Action Collaborative for the Prevention of Sexual Harassment, to name but two examples. However, we also know that there is still much to be done to build an equitable University where Research Scientists/Engineers can thrive. By choosing collective bargaining, we look forward to frank and creative discussions about how we continue to build a world-class university.

We ask that you join us in committing to quickly proceeding through the certification and recognition process so we can get to work negotiating a first contract. We look forward to hearing from you and the Labor Relations team soon about next steps. Please communicate with us at [uwresearchersunited@uaw4121.org](mailto:uwresearchersunited@uaw4121.org).

Sincerely,

Zackary Herbst, Allergy and Infectious  
Diseases  
Maddie Jones, Allergy and Infectious  
Diseases

Rachel Wold, APL  
Julia Kobelt, Aquatic and Fishery Sciences  
Emily Farr, Astronomy  
Christopher B. Morrison, Astronomy

Melissa Graham, Astronomy  
Meredith Rawls, Astronomy  
Dylan Hedman, Biochemistry HSB  
Marcos Miranda, Biochemistry IPD  
Iván Cruz, Biological Structure  
Tricia Wu, Biological Structure  
Rosalee Elting, Biology  
Kate Faber, Bioengineering  
Alyna Khan, Biostatistics  
Stephanie Carlisle, Carbon Leadership Forum  
Monica Huang, Carbon Leadership Forum  
Maria Pavlova, Cardiology  
Nathan Buck, CICOES  
Erin Carll, CERSE  
Emily Knaphus-Soran, CERSE  
Cara Margherio, CERSE  
Andriy Buchynskyy, Chemistry  
Hamid Khaledi, Chemistry  
Lesley Miller, Climate Impacts Groups/EarthLab  
Kelsi Penewit, Clinical Labs  
Jacob Tietsort, Comparative Medicine  
Jess Dunstan, Computer Science  
Jill Falman, DEOHS  
Daniel Knip, Earth & Space Sciences  
Deb Morrison, Education  
Abby Rhinehart, Education  
William Gordon, Epidemiology  
Brittany Rattiliff, Family Medicine  
Sara Rolfe, Friday Harbor Labs  
Saba Saberi, Forestry  
Miranda Galey, Genome Science  
Val Browning, Genome Science  
Kathy Thomas, Global Health  
Marlana Kohn, Health Services  
Megan Rogers, Health Services  
Kellie Dunn, HCDE  
Shana Hirsch, HCDE  
Rechele Brooks, I-LABS  
Paul Jensen, Internal Medicine  
Elizabeth Sanders, Internal Medicine  
Phoebe Scollard, General Internal Medicine

Thornton Thompson, Immunology  
Inah Golez, Immunology  
Jai Broome, Medical Genetics  
Kayoko Ogimoto, Metabolism and Endocrinology  
Sarah Larsen Reeser, Metabolism and Endocrinology  
Jarrell Nelson, Metabolism and Endocrinology  
Maddie Williams, Microbiology  
Bryce Sopher, Neurology  
Kody Zalewski, Neurology  
Ian Stanaway, Nephrology  
Christopher English, NPRC  
Shelly Carpenter, Oceanography  
Cheryn Simpson, Oncology  
Palash Bharadwaj, Ophthalmology  
Caitlyn Schaffer, Pathology & Lab Med  
Aurelio Silvestroni, Pathology & Lab Med  
Ryan Will, Pathology & Lab Med  
Felix Ameyo, Pathology & Lab Med  
Daniel Moralejo, Pediatrics  
Anthony Marcello Jr., Pediatrics  
Ian Phelps, Pediatrics  
Joshua Yee, Pharmacology  
Christopher (PJ) Phillips, Physics  
Eva Kurtz-Nelson, Psychiatry  
Mark Pettet, Psychology  
Carolyn Brager, Pulmonology  
Abby Gambrell, Physiology & Biophysics  
Shane Gibson, Physiology & Biophysics  
Mark Hudson, Physiology & Biophysics  
Nathaniel Peters, Physiology & Biophysics and Pharmacology  
Daniel Peterson, Radiology  
Larry Pierce, Radiology  
Sheri Imsdahl, Rehab Medicine  
Laura Orlando, Social Work  
Alanna Williams, Social Work  
Jen Davison, Urban@UW  
Hilary Boyer, Urology  
Le Cai, Washington Clean Energy Testbed

CC: Mindy Kornberg, Vice President Human Resources  
Banks Evans, Assistant Vice President Labor Relations