

Topic: Lack of union recognition

Speech Type: Informative

General Purpose Statement: To Inform

Specific Purpose Statement: To inform my audience about LMU's decision not to acknowledge unions for the non-tenure track faculty.

Thesis: LMU needs to be brought back to the bargaining table because it is unjust, it does not follow catholic social teaching, helps make sure people have job security, and provides livable wages.

Introduction:

- A. The foundation of a college experience stems from the professors and their dedication to our education. Throughout my first semester, I have created bonds with my professors and advisors that made my transition to college life and expectations smoother and more comfortable. I never would have thought that the university I chose, because it was so deeply rooted in community and support, wouldn't be supporting some of its own staff.
- B. Today, I will do my best to inform you about the fight for a non-tenure-track faculty to bring LMU back to the bargaining table and to acknowledge unions again.
- C. As someone whose dream is to become an educator herself, this is a very sensitive and important topic for me. Education is an extremely important profession, and the lack of recognition for college professors can cause anxiety for the livelihood of many other levels of teaching.
- D. This issue is happening right here on campus. This not only affects the faculty but you as well, because it may lead to a shortage of supportive staff and a diminished commitment to proper education. If students get involved, this vocalizes how we value our education and that it impacts our future.

Transition: The University has many reasons for avoiding returning to the bargaining table, but let's take a look at what being in a union means and why it is important for the university.

Body

- I. A union is a democratic organization formed by workers who join together to collectively bargain with their employer for better wages, benefits, and working conditions, which is why it is so important for non-tenured track faculty.
 - A. The union, Service Employees International Union Local 721, represents more than 100,000 workers – making it the largest public sector union in Southern California. The mission of SEIU Local 721 extends beyond securing strong contracts that provide good pay, benefits, and retirement security for our members. (<https://www.seiu721.org/myunion/about-seiu-721.php>)
 - B. The university has been a part of the specific union, SEIU Local 721, starting in the summer of 2024. NTT faculty members at LMU voted to join SEIU with

nearly 90% approval.

(<https://www.seiu721.org/2024/06/lmu-ntt-faculty-vote-yes-to-join-our-union.php#:~:text=June%2011%202024,to%20the%20campus%20president's%20office.>)

- C. There are nearly 400 members of the University who are involved in the Union and help support it. They are member of the schools of BCLA, CFA, and SFTV. (<https://www.seiu721.org/2025/09/lmu-ntt-faculty-condemn-union-busting.php>)

Transition: There is a lot of stress and differences in lifestyles and means of income that prompted the need for unionization at the University.

II. There is a large difference between job security and safety when it comes to Tenure and Non-Tenure faculty members here at LMU.

- A. A tenure track requires you to teach as well as provide some kind of contribution to research. It provides you with the freedom to teach whatever you want, without fear of being fired, and with better pay/ benefits. (<https://www.beyondphdcoaching.com/academic-career/tenure-track-vs-non-tenure-track-jobs/#:~:text=Pros:%20%20You%20have%20to%20possibility%20of,documented.%20%20Your%20academic%20freedom%20is%20protected.>)
- B. The majority of faculty at LMU is made up of non-tenure faculty. With about 75% of faculty in the union working part-time on semester-long contracts for “poverty wages”. (<https://www.latimes.com/business/story/2025-09-18/loyola-marymount-university-abruptly-stops-bargaining-with-faculty-union-claiming-religious-exemption>)
- C. There is a wide variety in the differences in pay for the faculty pay range. A non-tenure instructor would make around 55,000, while having little to no benefits. While a “low-income” household in LA County makes around 85,000 annually. (https://academics.lmu.edu/media/lmuacademics/provost/documents/LMU%20Faculty%20Handbook%202024_final.pdf)

Transition: The core values of this university are being examined in a new light and being reconsidered by many.

III. The university is claiming religious exemption from continuing to bargain because it goes against our Jesuit values.

- A. In 1891, Pope Leo used the platform of the papacy to offer a spirited defense of unions and the rights of workers in his seminal encyclical, “Rerum Novarum.” (<https://www.latimes.com/business/story/2025-09-18/loyola-marymount-university-abruptly-stops-bargaining-with-faculty-union-claiming-religious-exemption>)

- B. Some 600 Catholic institutions across the U.S., including universities, hospitals, and other medical facilities, are unionized, according to a 2024 report by the Catholic Labor Network.
[\(https://www.latimes.com/business/story/2025-09-18/loyola-marymount-university-abruptly-stops-bargaining-with-faculty-union-claiming-religious-exemption\)](https://www.latimes.com/business/story/2025-09-18/loyola-marymount-university-abruptly-stops-bargaining-with-faculty-union-claiming-religious-exemption)
- C. Social catholic teaching requires us to take care of the good of the worker, and that is exactly what the university is harming. He goes on to support the unionization of institutions and that we can not take advantage of the working class
[\(https://www.vatican.va/content/leo-xiii/en/encyclicals/documents/hf_l-xiii_enc_15051891_rerum-novarum.html\)](https://www.vatican.va/content/leo-xiii/en/encyclicals/documents/hf_l-xiii_enc_15051891_rerum-novarum.html)

Conclusion:

- A. Now we can all understand the importance of unionization here at the university and why we need to fight to bring President Poon back to the table.
- B. It is part of moral values and beliefs that lead me to choose this school, which need to be upheld and carried out correctly. Members of the union are currently authorized to go on strike, but they are hoping that a solution can be reached before a drastic measure like that has to be taken.
- C. If we can not take care of our own staff, there is a looming threat to the future of educators and student life at this school. It is the professors who care the most and have the most direct impact on our future, not the board of trustees. There are plenty of ways for students to get involved on campus with walkouts, protests, and supporting the student organization “Students for NTT.”

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