



April 3, 2023

Since joining Chicago State University four and a half years ago, I have had the honor and privilege to guide the University through an incredible transformation – advancing student success and services, building external partnerships, and establishing the CSU brand as a world-class, community-serving higher education institution.

I have made clear my commitment to our educational mission through our faculty, and have been thrilled that they have joined me in this worthy mission. Yet, today, UPI Local 4100, the union representing approximately 175 University faculty and staff, intends to strike. Let me be clear, I do not want a strike. No one wins during a strike – not the faculty, not the University, and certainly not the students.

The University has negotiated in good faith with the Union bargaining team and is committed to remaining at the bargaining table. The parties have reached agreement on significant issues, including workload, office hours, parental leave and other points in response to concerns raised during our bargaining sessions. While only a limited number of issues remain, there are large differences in the parties' positions.

In addition, CSU has proposed many measures to help us reach a fair agreement, including bringing in a federal mediator in February 2023 and proposing interest arbitration - unfortunately those efforts have not yet been accepted by the union. While the Union agreed to the services of a federal mediator, they rejected the idea of submitting the few remaining issues to a neutral, third-party arbitrator.

I continue to recognize the dedication and needs of our faculty, but, as President, must also ensure that CSU can continue operating into the future. For more than 150 years, CSU has been fulfilling our mission to shape and support the diverse leaders of tomorrow, but we cannot continue our work and address the needs of our students if our contract with UPI Local 4100 puts unsustainable strain on our institution's finances.

We remain focused and ready to return to the bargaining table to work toward a new agreement and to avoid an unnecessary strike. We have contingency plans in place should the Union choose to take this action, but we remain hopeful that a fair agreement can be reached.

Respectfully,

A handwritten signature in black ink, appearing to read "Zaldwaynaka Scott".

Zaldwaynaka Scott, Esq.
President, Chicago State University