

# METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY



One Public Square, Suite 204  
P.O. Box 196300  
Nashville, Tennessee 37219

Home: (615) 238-6300  
Office: (615) 880-3357  
Email: david.briley@nashville.gov

**DAVID BRILEY**  
VICE MAYOR

February 3, 2017

Dear Vanderbilt Non-Tenure Track Faculty:

I am glad to hear that you and your colleagues are coming together to form a union of non-tenure track faculty at Vanderbilt University. I support you in your efforts to organize for better and fairer working conditions, so that you may better serve your students.

I have worked with many Nashville workers who are members of unions – including many in the field of education. These workers formed their unions to improve the conditions of their employment. Forming a union means that you and your co-workers will have the opportunity to sit down as legal equals with management to negotiate a legally binding contract covering all aspects of your wages, benefits, and working conditions.

Having a union ends the arrangement where the employer makes all of the decisions unilaterally, and institutes a legal process where your union organization collectively bargains with the employers regarding the issues you have identified as needing improvement.

Your work provides a foundation of knowledge that young men and women in our community will use to become the citizens of our democracy. Thank you for your commitment to raise the standards in higher education. I wish you the very best in your efforts to create a democratic workplace where your voice can be heard.

Sincerely,

A handwritten signature in blue ink that reads "C. David Briley".

David Briley  
Vice Mayor

DB/rh