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RAPUP-UAW Newsletter

Issue #4 | Wednesday, April 16, 2025

👉 Final Days of Our Card Campaign! 👈

Dear <<First Name>>,

We've reached our goal: a strong majority of research associates and postdocs have expressed that they're ready to form a union! After signing over one thousand authorization cards, we're finally ready to make it official! Next week, we plan to file a petition with the National Labor Relations Board (NLRB) to initiate the process of establishing RAPUP-UAW as our union.

[We've also drafted a letter to notify the Penn administration of our decision, which we will deliver to President Jameson and Provost Jackson.](#) With this letter, we will demonstrate a broad and representative base of public support for our union across departments at Penn and encourage the Penn administration to respect the democratic will and self-determination of research associates and postdocs as we make this decision together. We are asking all union supporters to sign onto the letter with your name and department – the more signatures we have, the stronger the letter!

Will you take a moment to add your name to our letter to Penn? Click below to read and sign on!

[Read and Sign our Filing Letter Here!](#)

Legal Resources for International Workers

Workers in higher education are facing escalating anti-immigrant actions from the Trump administration. UAW has set up a hotline to quickly refer members and workers facing immigration emergencies to legal resources.

In the event that you are experiencing an unexpected change in immigration status or any other immigration-related emergency, you can call this number to be connected with legal counsel: 888-416-2110.

Upcoming Events

AAUP-Penn Know Your Rights Workshop

On Thursday, April 17, at 4:00 p.m. in Fisher-Bennett Hall 135, AAUP-Penn members have organized a workshop for all Penn faculty, staff, and students, whether you are concerned for your own status and safety, or whether you want to learn how to support and uphold the rights of international and noncitizen colleagues and students. Please come with your questions and concerns.

Research Associates and Postdocs join a national day of action to Kill the Cuts



Photo credit: Joe Piette

On April 8, over 150 community members from higher education and healthcare institutions across the city participated in [a rally outside Senator Dave McCormick's office in Center City, Philadelphia](#), to protest federal funding cuts impacting research, health, and higher education. The event, organized by Labor for Higher Education and supported by various unions representing over 50,000 members, aimed to urge policymakers to reverse these cuts. Speakers included Penn faculty, students, and researchers, as well as local elected officials, who expressed concerns about the potential negative effects on academic programs and research initiatives. The rally was part of a broader nationwide movement advocating for the protection of federal funding for higher education institutions.

Meet an organizer!

WE ARE RAPUP-UAW

I SUPPORT FORMING A UNION BECAUSE...



Nelanthi Hewa

Annenberg School of Communication



Join us at

pennpostdocunion.org

“Having a union gives postdocs and research associates the power to put legal pressure on the university and to have a powerful organization we can go to for support that isn't paid by and beholden to Penn itself. As precariously employed contract workers, I believe it's **more important than ever for us to have a strong union that is by and for us.**”

In solidarity,

Nelanthi Hewa, Postdoctoral Fellow, Annenberg School of Communication
On behalf of the RAPUP-UAW Organizing Committee

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