



December 3rd, 2024

President Ravi S. Rajan  
California Institute of the Arts  
24700 McBean Parkway  
Valencia, CA 91355

Dear President Ravi S. Rajan,

We write as members of **CalArts United - UAW (CU-UAW)**, the union formed by a supermajority of CalArts faculty and staff, with 75% of our colleagues in support—and that number continues to grow. We come from all offices and schools at CalArts and are united by a shared commitment to improving our working conditions and enhancing the quality of education for our students. Through collective bargaining, we aim to make CalArts a stronger, more inclusive, and more equitable environment for all.

We are in the process of filing a petition with the National Labor Relations Board (NLRB) to establish CU-UAW as our official union. We sincerely hope this process will proceed constructively and without delays. We have been closely following similar efforts at other institutions, including ArtCenter and USC. We are encouraged by examples of neutral and collaborative approaches to unionization. We hope that CalArts will likewise commit to a fair, transparent, and neutral process for verifying majority support.

With supermajority support, we are prepared to file with the NLRB by the end of the semester. We firmly believe that a positive and collaborative relationship between CU-UAW and the CalArts administration will enhance the educational experience and benefit the entire CalArts community.

To that end, we respectfully request a meeting with you no later than December 10th to discuss how we can ensure a fair and efficient verification process.

Please let us know your availability to meet. You can reach us at [info@calartsunited.org](mailto:info@calartsunited.org).

Thank you for your attention to this important matter. We look forward to working together toward a productive and positive outcome.

Sincerely,



Alan Maldonado Morales  
Alecia Menzano  
Alexandra Svab  
Alixandra Webb  
Andrea Fontenot  
Ani Kazandjian  
Anne Militello  
Anthony Nikolchev  
Ashley Hunt  
Autumn Wyatt  
Brett Cunningham  
Celia Hollander  
Cesar Zendejas  
Christina Dailey  
Christina Niazian  
Clara Lopez Menendez  
Darryl King III  
David Roitstein  
Dimitri Chamblas  
Dot Donovan  
Elizabeth Franks  
Emily Lytle

Evelyn Contreras  
Gail Swanlund  
Gloria Galvez  
Hilary Darling  
Holden King  
Jacques Boudreau  
James Waterman  
Janie Geiser  
Jennifer Whiteley  
Josephine Shetty  
Joshua Tenzer  
Julie Bour  
Julio Ortiz  
Kaucyila Brooke  
Ki Jin Kim  
Lecia Dole-Recio  
Lee Anne Schmitt  
Lillie Kroll  
Lina Christie  
Lisa Barr  
Lukas Storm  
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Michael Darling  
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Rose Andersen  
Ryan Meinecke  
Sam Wentz  
Sami Perez  
Samuel Crawford  
Sol Garibay  
Spencer Boshers  
Stacia Marcum  
Thomas Lawson  
Thomas Leeb  
Valeria Tizol Vivas  
Westley Garcia-Encines

On behalf of CalArts United - UAW