



Boulder Faculty Assembly

UNIVERSITY OF COLORADO **BOULDER**

BFA Executive Committee Notice of Motion
Motion in Support of Collective Bargaining
BFA-2026-3-5-2-M

Whereas faculty enjoy the right to collective bargaining at over 600 institutions across 30 states and the District of Columbia, including, but not limited to, the University of California, the University of New Mexico, Iowa State University, University of Kansas, University of Nebraska, University of Wisconsin, University of Washington, University of Michigan;¹ and,

Whereas three members of the university's Board of Regents have recently voiced their support for extending collective bargaining rights to the university's employees;² and,

Whereas it is necessary for five Regents to vote in favor of a collective bargaining policy in order for it to become available to university employees; and,

Whereas, once such rights are extended by the Regents, it is still up to a majority of workers in any cohort (TTT faculty, non-TTT faculty, staff, and student workers) on each campus separately to empower a union to negotiate on their behalf; and,

Whereas threats to academic freedom from the left and right have grown during the past decades as political polarization has increased, as the influence of money in politics has metastasized, and as surveillance technologies have proliferated; and,

Whereas collective bargaining provides processes for securing academic freedom;³ and,

Whereas members of this assembly have indicated previously that threats to academic freedom are a top priority for assembly leadership to pursue; therefore,

Be it Resolved that the Boulder Faculty Assembly call on the entire Board of Regents to demonstrate their commitment to academic freedom and to the safety and wellbeing of the university community by voting to expand collective bargaining rights to university faculty, staff, and student workers, while maintaining their commitment to existing shared governance bodies and processes.

¹ <https://research-data.hunter.cuny.edu/nscsbhep/2024DirectoryofBargainingAgentsandContractsinInstitutionsofHigherEducation.pdf>, page 17

² <https://boulderreportinglab.org/2026/02/03/cu-begins-push-to-expand-collective-bargaining-for-faculty-staff-and-student-workers/>
<https://www.cpr.org/2026/01/23/cu-regents-collective-bargaining-rights-proposal/>

³ <https://www.aaup.org/issues-higher-education/aaup-unionism/organizing-philosophy>



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Submitted by BFA Executive Committee: February 16, 2026

Approved by the BFA Executive Committee: March 2, 2026

Submitted to the BFA General Assembly: March 5, 2026

*Approved via Qualtrics Ballot April 2-3 with 49 affirmative votes,
2 negative votes, and 4 abstentions*

APPROVED