



Pennsylvania Conference of Teamsters

Strength in Numbers 95,000

Pennsylvania – Delaware – Maryland – New Jersey – West Virginia



LEGISLATIVE ACTION ALERT

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“Commonwealth Campuses at Risk — Penn State’s Proposal Erodes the Bargaining Unit”

“A direct threat to union jobs, families, and the communities that rely on these campuses — legislative intervention needed now.”

Penn State’s proposal for closing the Commonwealth Campuses was **overwhelmingly rejected** by Teamsters Local 8 members. PSU refuses to guarantee employment through **Spring 2027**, despite saying publicly that jobs would be protected. Their proposal would allow the university to **lay off union members at any time**, replace them with **part-time or contract labor**, and keep the campuses open **without the workers who built and sustained them**.

PSU is blocking affected members from applying to more than **80 open union jobs** across the university. Long-term employees would lose contractual **super-seniority rights**, face new restrictions on bidding, and have **no pathway** to remain employed after being severed. Once terminated, they would have to reapply as new hires and start over. PSU has **not moved** from its November proposal despite multiple union counteroffers.

This is a direct threat to union jobs, families, and communities across the Commonwealth.

FOR THE PENNSYLVANIA HOUSE OF REPRESENTATIVES

Teamster affiliates are urged to contact your State Representative. Tell them PSU must return to the bargaining table and negotiate an agreement that:

- **Protects existing union jobs** at the Commonwealth Campuses
- **Honors the university’s public commitments** to workers and communities
- **Prevents the replacement of full-time employees** with part-time or contract labor
- **Preserves contractual bidding and super-seniority rights**
- **Provides real placement options** for affected employees

House members must understand that PSU’s proposal **denudes the bargaining unit** and destabilizes entire regions that rely on these campuses. Representatives must press PSU leadership to negotiate in good faith and protect the workforce that keeps these campuses operating.

FOR THE PENNSYLVANIA SENATE

Teamster affiliates are urged to contact your State Senator. Tell them PSU's current proposal:

- **Breaks prior commitments** to keep workers employed through Spring 2027
- **Allows immediate layoffs** and replacement with cheaper labor
- **Blocks long-term employees** from applying to more than 80 open union jobs
- **Eliminates post-layoff bidding rights**, forcing workers to start over as new hires
- **Undermines the stability of Commonwealth Campuses** the Senate has repeatedly supported

Senators must insist that PSU negotiate a meaningful agreement that **protects the workforce, maintains campus operations with union labor**, and **upholds the university's obligations to the communities it serves**.

Teamster affiliates: Contact your State Representative and State Senator now. Demand that Penn State return to the table and negotiate an agreement that protects our members, honors its promises, and prevents the erosion of union jobs at the Commonwealth Campuses. Our members and their families need pressure applied immediately.

TEXT- SCRIPT

Teamsters Alert: Penn State is pushing a proposal that strips jobs at the Commonwealth Campuses, breaks its public commitments, and replaces full-time union workers with part-time or contract labor. Local 8 members overwhelmingly rejected it.

Affiliates: Contact your State Rep and Senator NOW. Tell them PSU must return to the table and negotiate a real agreement that protects workers, honors promises, and stops the erosion of union jobs. Our members and their families need pressure applied immediately.

PHONE-CALL SCRIPT FOR AFFILIATES

INTRO "My name is _____, and I'm calling on behalf of Teamsters in Pennsylvania regarding Penn State's plan for the Commonwealth Campuses."

"Penn State has proposed a closure plan that allows immediate layoffs, replaces full-time union workers with part-time or contract labor, and blocks long-term employees from applying to more than 80 open union jobs. They refuse to guarantee employment through Spring 2027, despite saying publicly that jobs would be protected."

"This proposal breaks commitments made to workers, families, and communities. It strips away contractual rights, eliminates pathways to stay employed, and destabilizes the campuses your district relies on."

"We need you to press Penn State to return to the bargaining table and negotiate a meaningful agreement that protects union jobs, honors prior commitments, and prevents the erosion of the workforce at these campuses."

"Our members and their families need your support. Thank you for your attention to this urgent issue."