

Clarkson University's Labor Relations Values

Teamwork

Effective teamwork encourages creativity and self-initiative in our respective roles and partnerships. However, if the workers take self-initiative to form a union and better themselves, screw our partnership -- we'll work as hard as we can to squash them like a bug.

Caring

A positive and friendly atmosphere is created when we care about each other, when we are open to constructive criticism, and when we show appreciation for a job well done. But if our workers dare challenge us to ask for a more fair deal, we'll get our union-busting law firm (at a cost of more than \$400 an hour) to drag out negotiations and try every tactic in the book to bust the union, so that other campus workers don't get any funny ideas that they can try and collectively better themselves and take away some of our power over them. We'll show appreciation for a job well done through token gestures, but certainly not by offering anything close to a livable wage increase.

Integrity

Honesty and accountability in one's actions and words form the foundation of our relationships with others, except at the bargaining table, where our negotiators will lie about enrollment being down to support our paltry wage offer, and then renege on statements they made in previous negotiations and claim they never made them.

Vision

Having a vision of what we want the future to be helps us prepare for it. We envision a campus with workers who don't belong to unions, and just accept what little money we're willing to give them, no matter if they can afford to pay for their utility bills or groceries.

Diversity

The mutual appreciation of differences and a plurality of opinions, beliefs, and cultural traditions inform and enrich our lives. But even if you overwhelmingly disagree with us, we won't budge from our position. And we believe everyone should get a uniform wage increase, never mind whether it's fair or not to those workers.

Service

Offering our time and skills for the good of our fellow citizens leads to the prosperity of the community and to the character development of the individual. In other words, we feel our Facilities & Services workers should offer to work harder for less money, because that will really build their character and lead to the prosperity of our University.

Growth

Educational experiences in and out of the classroom enliven our minds, broaden our horizons, and facilitate dialogue and consensus. Of course, when we say dialogue, you're not really allowed to talk back, and our idea of consensus means you have to agree with our opinion, take it or leave it.

Diligence

"A workman that needeth not to be ashamed." (The favorite Biblical phrase of University namesake Thomas S. Clarkson.) Initiative and hard work are key ingredients in getting the task done, but we certainly won't pay any more for those ingredients, and we'll diligently fight against our own workers if they take a stand and demand better, even though we can definitely afford it.

Clarkson University: Defy fairness. Defy respect. Defy workers.