



June 16, 2021

Staff of Oxford University Press form union

Employees of Oxford University Press (OUP) based in its New York office are forming a labor union through the NewsGuild-CWA and are seeking voluntary recognition from senior management. We are taking this step to advocate for ourselves and for the future of this company.

The OUP USA Guild is made up of people who love OUP and are committed to building and improving this longstanding institution. As the largest university press in the world, OUP has had a presence in New York City since 1896. We are aware of many changes across the publishing industry and believe that collective bargaining is the best way to ensure that our company stays strong and vibrant for years to come.

As employees of OUP, we are honored to contribute to the company's mission of furthering excellence in research, scholarship, and academic publishing. In agreement with this vision, we believe in publishing educational materials that are accessible for everyone, prioritizing scholarship over profit.

We also believe that these goals are best achieved through a union, a democratic body composed of those who make OUP's mission a reality: the workers. A union will improve company morale, relations between management and staff, and the quality of our work by giving workers a collective voice, facilitating open conversations, and establishing mutually binding standards by means of a certified contract achieved through collective bargaining. OUP employees in the United Kingdom already have union representation.

Our priorities are intended to ensure the sustainability of OUP's legacy and to serve as a model for fairness and stability across the industry. These include:

- Job security in a diverse workplace
- Dignified salary and benefits that keep pace with cost of living
- Defined job responsibilities, reporting structures, workload, and company policies

- Improved career development and evaluative processes
- Comprehensive action to resolve issues of sexual harassment and the longstanding, unsustainable rate of attrition

We have come together from across the company's departments to improve our conditions collectively. Forming a union will enable us, as well as future OUP employees, to advocate for changes in staff conditions that will make the company a stronger and more sustainable institution. We believe in OUP and its mission; we want it to succeed. But we also recognize a need for critical changes at this moment in the company's history.

In the spirit of consensus, solidarity, and integrity, we are forming our union through the NewsGuild–CWA, joining over 24,000 workers at organizations including BuzzFeed, the Center for Popular Democracy, the Roosevelt Institute, *The Nation*, *The New York Times*, The Associated Press, and nearly 300 more media and nonprofit organizations across North America. As an academic publisher with a history dating back to 1586, OUP stands in a privileged position to lead the industry by example, inspiring progress among its peers.

OUP USA Guild has the support of an overwhelming majority of all eligible workers. If senior management does not voluntarily recognize us, we will proceed to a union election.

We hope that recognition will be both swift and painless, so that we can get to the business of making OUP the best publishing company it can be.

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