

[Template Consent Form]

Student/Employee Consent for Certain Disclosures Consistent with the Family Educational Rights and Privacy Act (FERPA) and the National Labor Relations Act (NLRA)

1. The following consent is intended to facilitate information sharing for labor-relations purposes, as described below in paragraph 4.
2. By signing below, I authorize [INSERT NAME OF INSTITUTION OF POSTSECONDARY EDUCATION] (the “school”) to disclose the following information to any labor organization, as defined in 29 U.S.C. § 152(5) (“union”), that (a) represents student-employees at the school, (b) has filed a petition with the National Labor Relations Board (NLRB) to represent student-employees at the school, (c) has demanded voluntary recognition from the school, and/or (d) has informed the school that it is organizing to represent student-employees:
 - My employment-related education records maintained by the school that are relevant to and reasonably necessary for union representation proceedings (i.e., union elections), unfair labor practice proceedings, organizing student-employees, and/or the performance of a union’s representative functions; such records include, but are not limited to, employee contact information, job title, position description, employing department, tuition waiver and stipend status, pay rate, employee benefits, and bargaining unit status.
3. I understand that a union may redisclose such records to third parties as reasonably necessary to: become a collective bargaining representative; participate in judicial, administrative, or arbitral proceedings; and/or perform the union’s representation functions. Third parties include, but are not limited to, the NLRB, courts, arbitrators, mediators, parties, counsel, representatives, witnesses, and persons working on behalf of the union, such as union consultants and attorneys.
4. The release of such records will help the school comply with its duties under the National Labor Relations Act, 29 U.S.C. §§ 151-169, to bargain in good faith with its employees’ collective bargaining representatives, to provide to unions certain information related to grievances and unfair labor practices, and/or to provide to unions certain information related to union representation proceedings (i.e., union elections). Unions may need such information both during and after a student-employee’s attendance at a school to bargain effectively with university-employers over wages, hours, and other conditions of employment, to administer and represent employees under a collective bargaining agreement and the law, and to communicate with prospective voters before union elections. Congress passed the NLRA in 1935, making clear that it is the policy of the United States to encourage collective bargaining by protecting workers’ full freedom of association.

5. I understand that my consent is voluntary, and I am not required to authorize the school to release my education records for the purposes stated above. By signing below, I acknowledge that I have read and understand the information in this authorization and am consenting to the disclosure of my employment-related education records, described above, in accordance with FERPA. I understand that I am consenting to the disclosure of information pursuant to the uses articulated in paragraphs 2-4, including a union's participation in judicial, administrative, or arbitral proceedings and performing the union's representation functions, which may continue after my enrollment at the school ends. I further understand that this consent shall remain in effect from today until I provide a written revocation of the consent to the school. However, any such revocation shall not affect disclosures previously made by the school pursuant to this consent. I understand that under 34 C.F.R. § 99.30(c)(1) I have the right to request and receive from the school a copy of any records disclosed pursuant to this consent. I agree that a facsimile, digital copy, or photocopy of this consent shall be considered as effective and valid as the original.

Signature: _____ **Date:** _____

Printed Name: _____

Address: _____

Student ID#: _____

Unless otherwise instructed, please return fully completed form to: _____ [INSERT SCHOOL CONTACT INFORMATION]. For more information about the University's FERPA policy, please visit _____.