

Subject: April 6, 2017 Message from Vice Provost John Geer regarding unionization
Date: Thursday, April 6, 2017 at 8:00:45 PM Central Daylight Time
From: Vice Provost John Geer (sent by owner-spring2017_provost@list.vanderbilt.edu <owner-spring2017_provost@list.vanderbilt.edu>)
To: Vice Provost John Geer

Dear Colleagues,

I am now writing with an update. The National Labor Relations Board has approved the university's motion to withdraw from the March 29 election agreement with the Service Employees International Union (SEIU) Local 205. As I [shared with you April 5](#), the university took this step because the SEIU acted in bad faith and withheld information during our negotiations over a possible compromise.

By approving the withdrawal of the election agreement, the Board has:

- Cancelled the election scheduled to begin on April 10 for certain faculty in the College of Arts and Science and the Divinity School;
- Approved the SEIU's withdrawal of its second petition covering certain faculty in Blair and Peabody, which was filed March 29; and
- Set a deadline of April 13 for the parties to file post-hearing briefs.

As a result, the university and the SEIU will return to the positions they were in several weeks ago at the close of the hearing. This means that that the NLRB will now decide whether the SEIU's original proposed bargaining unit comprised of non-tenured track faculty in all four schools – the College of Arts and Science, Divinity, Blair and Peabody – is appropriate. Again, there will be no election beginning Monday, April 10.

After the filing of briefs, the NLRB will issue a decision concerning an appropriate bargaining unit, if any, and the timing and means of an election. The university will continue to provide updates on important developments. Thank you for your interest in – and patience with – this matter.

Sincerely,

John Geer
Vice Provost of Academic and Strategic Affairs