

**From:** Vice Provost John Geer  
**Sent:** Wednesday, July 05, 2017 1:15 PM  
**To:** cas\_dynamic\_faculty@LIST.VANDERBILT.EDU  
**Subject:** Update on union hearing tomorrow

Dear Colleagues,

The National Labor Relations Board (NLRB) has scheduled a hearing to begin tomorrow, July 6, to resolve the challenged votes. This hearing is the next step in the election process for the College of Arts and Science. The hearing will be held in the NLRB's regional offices in Nashville.

As we shared in late June, the Service Employees International Union (SEIU) withdrew its petition to represent non-tenure track faculty at the Blair School of Music, the Divinity School and Peabody College after the election results were counted in each school. The SEIU continues to seek to represent non-tenure track faculty at the College of Arts and Science. In Arts and Science, there were 55 "yes" votes and 40 "no" votes with 51 challenged ballots and 193 faculty eligible to vote.

As a reminder, during this process, the NLRB, the SEIU, and Vanderbilt had the ability to "challenge" a faculty member's eligibility to vote. Some examples of why a faculty member may be challenged are because the voter holds an administrative position, the faculty member did not teach a college class during the Spring 2017 semester, or the faculty member quit or was discharged for cause prior to the election.

The university is pleased that the process continues to move forward. I assure you that we continue to be fully committed to honest and open communication, and to resolving any remaining questions through fair and equitable means. Once this next step is complete, we'll update you through email and through our website: <http://vu.edu/faculty-unionization>.

As always, please don't hesitate to reach out directly with any questions or concerns.

Thank you,

John G. Geer  
Vice Provost for Academic and Strategic Affairs