

**From:** Vice Provost John Geer  
**Sent:** Wednesday, July 12, 2017 5:32 PM  
**To:** Vice Provost John Geer  
**Subject:** Update on Hearing at NLRB

Dear Colleagues,

I'm writing to share updates from the hearing at the National Labor Relations Board (NLRB) regarding the Service Employees International Union (SEIU) Local 205 election for non-tenure track faculty in the College of Arts and Science.

- The hearing officer has focused on developing a detailed record from which to make a decision on the remaining challenged votes. As part of these efforts, she has granted the university's request for a postponement **until Tuesday, August 1**. This will allow the university to bring forward additional testimony from witnesses who are not on campus this month. As a result, the hearing, which began July 6, paused today and will resume August 1. ([Read more about challenged ballots](#)).
- Though a determination remains on some of the challenged ballots, a few issues have been agreed upon. During the hearing, the parties agreed and the hearing officer ordered that **all non-tenure track faculty with the titles of assistant professor, associate professor and professor will be included in the potential bargaining unit and their votes will be counted**.
- The parties also agreed, and the hearing officer has ordered, that **post-docs will not be included** in the potential bargaining unit and their votes will not be counted.
- It's important to note that, in order to avoid continued legal proceedings and distractions, the university sought a resolution of all outstanding issues with the union prior to the hearing. Unfortunately, the SEIU was not interested in discussing the university's proposal.

As we've said from the beginning, our goal is to be as transparent as possible throughout this process while upholding the values that make our university unique. We'll continue to approach this process in good faith and with the well-being of the Vanderbilt community and its faculty top of mind.

Please do not hesitate to reach out with any questions and to consult the [faculty unionization website](#). We appreciate all that you do for the College of Arts and Science and sincerely hope you're having a wonderful summer.

John Geer