

COMMONWEALTH OF PENNSYLVANIA  
Pennsylvania Labor Relations Board

IN THE MATTER OF THE EMPLOYES OF :  
 :  
 : Case No. PERA-R-24-11-W  
 :  
 UNIVERSITY OF PITTSBURGH :

**NISI ORDER OF CERTIFICATION**

On January 31, 2024, United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC (Steelworkers or Union), filed a Petition for Representation with the Pennsylvania Labor Relations Board (Board) alleging a thirty percent showing of interest and seeking to represent a unit of all full-time and regular part-time professional employes of the University of Pittsburgh at all campuses in the Commonwealth who are graduate students on academic appointment and who work as teaching assistants, teaching fellows, graduate student assistants and graduate student researchers.

On February 27, 2024, the Secretary of the Board issued an Order and Notice of Hearing on the Union's petition, designating April 1, 2024, in Pittsburgh, as the time and place of hearing. On March 28, 2024, the Board Hearing Examiner continued the hearing based on the representation that the parties were working on an agreement of the outstanding issues in the matter. On August 16, 2024, the parties filed jointly executed stipulations with the Board.

On August 16, 2024, the Hearing Examiner issued an Order Directing Submission of Eligibility List, resolving all outstanding issues, and directing the Employer to submit a list of names and addresses of the employes in the unit found appropriate. On August 23, 2024, the Employer filed a letter requesting an extension of the Eligibility List submission due date until September 10, 2024, which the Hearing Examiner granted on August 27, 2024. The list was received by the Board on September 10, 2024.

On October 25, 2024, an Order and Notice of Election was issued directing that an election, by secret ballot, be held and conducted on November 18, 19 and 21, 2024, among the employes of the Employer to ascertain the exclusive representative, if any, for the purpose of collective bargaining with respect to wages, hours, and other terms and conditions of employment in a subdivision of the employer unit comprised of all full-time and regular part-time professional employes employed by the University of Pittsburgh at all campuses in the Commonwealth who are graduate students on academic appointments who work as teaching assistants, teaching fellows, graduate student assistants and graduate student researchers; and excluding all other employes including graduate students on fellowships and traineeships, University faculty, including faculty at the School of Medicine, white-collar staff employes, blue-collar employes, management level employes, supervisors, including first level supervisors, casual employes, confidential employes and guards as defined in the Act.

The election was conducted by election officers assigned by the Board.

The Board Representative, from all matters and documents of record, makes the following:

#### FINDINGS OF FACT

That FINDINGS OF FACT numbers 1 through 5 inclusive, as set forth in the Order and Notice of Election dated October 25, 2024, are hereby affirmed and incorporated by reference herein and made a part hereof.

6. That the Board conducted an election among the employes of the Employer within the heretofore defined appropriate unit in accordance with the Order and Notice of Election issued October 25, 2024.

7. That the question voted on was whether the eligible employes in the appropriate unit wished to be represented by United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC; or whether said employes wished no representative.

8. That a tally of the ballots cast by the employes in the Representation Election revealed that of the one thousand one-hundred and fifty-eight (1,158) ballots cast, one thousand and thirty-three (1,033) ballots were cast in favor of representation by United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC; twenty-eight (28) ballots were cast for No Representative; and ninety-seven (97) ballots were cast by persons whose votes were challenged. Two (2) ballots were void.

9. That the duly appointed watchers in attendance at the election have certified that the counting and tabulating were fairly and accurately done, that the secrecy of the ballot was maintained, and that the results were as indicated above.

#### DISCUSSION

The Board will neither open, canvass nor pass upon the validity of the ballots cast by persons whose votes were challenged since their inclusion in the total votes cast would have no material effect upon the results of the election.

#### CONCLUSIONS

The Board Representative, therefore, after due consideration of the foregoing and the record as a whole, and more particularly in consideration of the election conducted on November 18, 19 and 21, 2024, concludes and finds:

That CONCLUSIONS numbers 1 through 6 inclusive, as set forth in the aforesaid Order and Notice of Election, are hereby affirmed and incorporated by reference herein and made a part hereof.

7. That a majority of the valid ballots cast by the employes have selected and designated United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International

Union, AFL-CIO, CLC, as their exclusive representative for the purpose of collective bargaining.

8. That United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC, is the exclusive representative of all the employes of the Employer within the unit described below for the purpose of collective bargaining with respect to wages, hours, and other terms and conditions of employment.

In view of the foregoing and in order to effectuate the policies of the Act, the Board Representative hereby

CERTIFIES

that UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, AFL-CIO, CLC

is the EXCLUSIVE REPRESENTATIVE of the employes of the above-named Employer in the unit described below for the purpose of collective bargaining with respect to wages, hours, and other terms and conditions of employment.

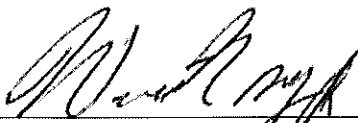
UNIT : All full-time and regular part-time professional employes employed by the University of Pittsburgh at all campuses in the Commonwealth who are graduate students on academic appointments who work as teaching assistants, teaching fellows, graduate student assistants and graduate student researchers; and excluding all other employes including graduate students on fellowships and traineeships, University faculty, including faculty at the School of Medicine, white-collar staff employes, blue-collar employes, management level employes, supervisors, including first level supervisors, casual employes, confidential employes and guards as defined in the Act.

IT IS HEREBY ORDERED AND DIRECTED

that in the absence of any exceptions filed pursuant to 34 Pa. Code § 95.98 within twenty (20) days of the date hereof, this Decision and Order shall become and be absolute and final.

SIGNED, DATED and MAILED this fourth day of December, 2024, pursuant to 34 Pa. Code § 95.96(b).

PENNSYLVANIA LABOR RELATIONS BOARD

  
WARREN R. MOWERY, JR.  
Board Representative