

COMMONWEALTH OF PENNSYLVANIA
Pennsylvania Labor Relations Board

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

ORDER DIRECTING SUBMISSION OF ELIGIBILITY LIST

On January 31, 2024, the 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 & regular part-time professional employees of 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 & 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 Hearing Examiner continued the hearing based on the representation that the parties were working on an agreement on the outstanding issues in the matter. On August 16, 2024, the parties filed jointly executed stipulations with the Board.

The Hearing Examiner, based on all matters of record, makes the following:

FINDINGS OF FACT

1. The University of Pittsburgh is a public employer within the meaning of the Public Employe Relations Act (Act) with its principal place of business located at University of Pittsburgh Office of the Chancellor, 4200 Fifth Avenue, Pittsburgh, PA 15260. (Stipulation ¶ 1).

2. The United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC is an employe organization within the meaning of the Act with its principal place of business located at 60 Boulevard of the Allies, Room 913, Pittsburgh, PA 15222. (Stipulation ¶ 2).

3. The petitioned-for employes share an identifiable community of interest. (Stipulation ¶ 3).

4. The unit deemed appropriate for the purpose of collective bargaining is a subdivision of the employer including all full-time and regular part-time professional employees 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 employees, management level employees, supervisors, including first level supervisors, casual employees, confidential employees and guards as defined in the Act. (Stipulation ¶ 4).

DISCUSSION

The parties agreed on the description of the unit in this matter. The Union does not necessarily agree on the specific names or job titles which will be produced by the Employer on an eligibility list. Therefore, for the election to move forward, this order is necessary for the Employer to produce a list of employes eligible for inclusion in the above unit.

CONCLUSIONS

The Hearing Examiner, therefore, after due consideration of the foregoing and the record as a whole, concludes and finds as follows:

1. The University is a public employer within the meaning of Section 301(1) of PERA.
2. The Union is an employe organization within the meaning of Section 301(3) of PERA.
3. The Board has jurisdiction over the parties.
4. The Union has an adequate showing of interest.
5. The members of the proposed bargaining unit share an identifiable community of interest.
6. The unit deemed appropriate for the purpose of collective bargaining is a subdivision of the employer including all full-time and regular part-time professional employees 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 employees, management level employees, supervisors, including first level supervisors, casual employees, confidential employees and guards as defined in the Act.

ORDER

In view of the foregoing and in order to effectuate the policies of the Act, the Hearing Examiner

HEREBY ORDERS AND DIRECTS

that the University shall within ten (10) days from the date hereof submit to the Board a current alphabetized list of the names and addresses of the employes eligible for inclusion in the unit set forth above.

IT IS HEREBY FURTHER ORDERED AND DIRECTED

that any exceptions to this decision and order may be filed to the order of the Board's Representative to be issued pursuant to 34 Pa. Code § 95.96(b).

SIGNED, DATED and MAILED at Harrisburg, Pennsylvania this sixteenth day of August, 2024.

PENNSYLVANIA LABOR RELATIONS BOARD

 /s/ Stephen A. Helmerich

Stephen A. Helmerich, Hearing Examiner