

S A M P L E B A L L O T A T T A C H E D

COMMONWEALTH OF PENNSYLVANIA Pennsylvania Labor Relations Board

IN THE MATTER OF THE EMPLOYEES OF :
: Case No. PERA-R-19-2-W
UNIVERSITY OF PITTSBURGH :
:

ORDER AND NOTICE OF ELECTION

On January 18, 2019, 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 approximately 3,500 professional employees, including all full-time and regular part-time tenure-stream and non-tenure-stream faculty and librarians in the Provost Area, Health Science Schools, and School of Law, employed by the University of Pittsburgh (Pitt, University or Employer) at all campuses in the Commonwealth; and excluding faculty in the School of Medicine, research associates, post-doctoral associates, graduate student employees, non-faculty professionals, and all non-professionals, guards, supervisors, managerial and confidential employes as defined in the Public Employe Relations Act (PERA or Act).

On February 8, 2019, the Secretary of the Board issued an Order and Notice of Hearing, in which the matter was assigned to a pre-hearing conference for the purpose of resolving the matters in dispute through mutual agreement of the parties, and designating March 14, 2019, in Pittsburgh, as the time and place of hearing, if necessary.

On March 26, 2019, the Board received an employe list from the University purporting to contain the names of employes in the proposed unit as of the filing date of the Petition. On April 9, 2019, the Secretary of the Board issued a letter rescinding the Order and Notice of Hearing and dismissing the Petition, stating that upon investigation the Union's showing of interest was less than the thirty percent as required by the Board's Rules and Regulations, 34 Pa. Code Sections 95.1 and 95.14. On April 25, 2019, the Union filed exceptions to the decision of the Secretary. On June 18, 2019, the Board issued an Order Directing Remand to the Secretary for Further Proceedings to address the factual and legal issues regarding the accuracy of the employe list provided by the University. On June 25, 2020, after multiple days of hearings, the Hearing Examiner determined that the employe list was inaccurate and issued an Order Returning the Matter to Secretary for Showing of Interest Determination. Based on the June 25, 2020 Order, it was determined that the Union's showing of interest was adequate.

Thereafter, the parties did not agree on an appropriate unit and therefore a hearing in this matter was held on October 26, 2020; October 29, 2020; November 11, 2020; December 4, 2020; December 11, 2020; and December 18, 2020. All parties in interest were afforded a full opportunity to

present testimony, cross-examine witnesses and introduce documentary evidence. The parties filed their post-hearing briefs simultaneously on February 26, 2021. The parties filed simultaneous reply briefs on March 12, 2021.

On April 16, 2021, 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. That list was received by the Board on May 6, 2021.

FINDINGS OF FACT

That Findings of Fact 1 through 50 inclusive, as set forth in the Order Directing Submission of Eligibility List, are affirmed and incorporated by reference herein and made a part hereof.

51. That the employes on the payroll who fall within the aforesaid appropriate collective bargaining unit and are eligible to vote at the election are those employes whose names appear as listed on the attached eligibility list.¹

DISCUSSION

After review of all matters of record, the Board Representative directs herein that the election shall be conducted by mail.

CONCLUSIONS

That Conclusions numbers 1 through 14 inclusive, as set forth in the aforesaid Order Directing Submission of Eligibility List, are incorporated herein by reference and made a part hereof.

15. The unit appropriate for the purpose of collective bargaining is a subdivision of the employer unit comprised all full-time and regular part-time tenure-stream and non-tenure-stream faculty and librarians in the Provost Area, Health Science Schools, and School of Law, employed by the University of Pittsburgh at all campuses in the Commonwealth; and excluding faculty in the School of Medicine, research associates, post-doctoral associates, graduate student employes, non-faculty professionals, and all non-professionals, guards, supervisors, managerial and confidential employes as defined in the Act.

¹ Employes who are hired and placed on the Employer's payroll after the date of submission of the eligibility list until the last day of the payroll period immediately preceding the date of issuance of this order of election, whose names do not appear on the attached eligibility list, shall be eligible to vote in the election. 34 Pa. Code § 95.54(a); Catchment Area 094 Corporation, 9 PPER ¶ 9143 (Order Directing Canvassing of Challenged Ballots, 1978); Bucks County I.U. No. 22 v. PLRB, 466 A.2d 262 (Pa. Cmwlth. 1983). Their ballots shall be challenged by the Board's election officer since their names do not appear on the eligibility list. In the event such ballots may affect the outcome of the election, they shall be opened and canvassed.

NOW, THEREFORE, NOTICE is hereby given that an ELECTION, by secret ballot, will be conducted by United States Mail.

On **FRIDAY, AUGUST 27, 2021**, all eligible voters will be mailed an official ballot (a sample ballot is attached hereto), an instruction sheet, a self-addressed envelope and a blank ballot envelope. An eligibility list of those entitled to vote is attached hereto. Persons who are in the unit and do not receive a ballot in the mail by **8:30 a.m. on MONDAY, SEPTEMBER 13, 2021**, should communicate immediately with the Board by sending an e-mail request for a ballot to katowens@pa.gov. The e-mail must include your typed full name, mailing address, job title, reason for the request, and the name of your employer (University of Pittsburgh) for a ballot to be issued.

To be validly cast and canvassed, ballots must be returned to and received by the Board in its Harrisburg office by **TUESDAY, OCTOBER 12, 2021**.

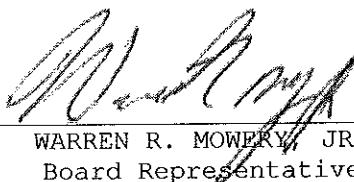
Pursuant to 34 Pa. Code § 95.53(d), any prospective voter may be challenged for cause. Challenges may be filed with the Board prior to the ballot count by letter, with a copy to all parties, indicating the name of the challenged voter and the reason therefore.

Ballots will be counted beginning at **10:00 a.m. on TUESDAY, OCTOBER 19, 2021; WEDNESDAY, OCTOBER 20, 2021; and THURSDAY, OCTOBER 21, 2021 (if necessary)**, by the Pennsylvania Labor Relations Board at 651 Boas Street, Room E-100, Harrisburg, Pennsylvania.

THIS ORDER AND NOTICE OF ELECTION and the attached material shall be posted by the Employer immediately upon receipt, subject to the provisions of 34 Pa. Code § 95.43, and subsequent to posting, the Employer shall furnish to the Pennsylvania Labor Relations Board an Affidavit of Posting in compliance with this Order.

SIGNED, DATED and MAILED this sixteenth day of July, 2021, pursuant to 34 Pa. Code § 95.91(k)(2)(ii).

PENNSYLVANIA LABOR RELATIONS BOARD



WARREN R. MOWERY, JR.
Board Representative

UNIVERSITY OF PITTSBURGH
Eligibility List

Abbott, Kevin Charles
Abbott, Mark Bunker
Abdelhakim, Mai Mahmoud
Abdel-Malek, Myriam Antoun
Abdullah, Sara Burhan
Abelev, Esta
Abramowitch, Steven David
Adal, Raja A
Adamczyk, John A
Adams, Cynthia K
Adamson, Lannea A
Adawi, Jabeen Zehra-Reza
Adibi, Jennifer Joan
Adkins, Mark W
Adler, Anne M
Adlesic, Edward Charles
Aduri, Ravalika Reddy
Aflaki, Arian
Aggelou, Amy E
Agostinelli, Michele R
Ahn, Daniel
Ahn, Young O
Aiyangar, Gretchen M
Akca, Murat
Akiva, Thomas Matthew Schweinh
Aklin, Michael
Alaigh, Poonam L
Alavi, Amirhossein
Albal, Sudeep Waman
Albanesi, Stefania
Albanna, Badr Faisal
Albertsson, Eva Ulrika
Albrecht, Susan A
Aldous, Gregory William
Alexander, James R Jr
Alexander, Sheila Ann
Alfieri, Jennifer Boule
Alfredson, Lisa Stephanie
Al-Hashimi, Rasha Wahidi
Ali, Ameer Sa'ad
Ali, Khalifah
Alikhani, Malihe
Aljafari, Ruba
Allebach, Randall Ward
Allen, Colin Frederick
Allen, Jessie A
Allen, Marianne
Allias, Mary Carcella
Allison, Jason Lee
Allison, Katelyn Fleishman
Allison, Virginia L
Allsup, Andrew Paul
Almarza, Alejandro Jose
Alotibi, Faris Obaid M
Alpert Holmes, Erin Rebecca
Alshurafa, Sami
Alstadt, Lynn J
Alter, Joseph
Altomari, Kevin J
Alvarado, Louis Calistro
Alvarez, Sharon A
Alvarez, Travis A
Al-Zaiti, Salah Shafiq
Amato, Donna M
Ambrose, Meegan
Ambrosino, Antonia Testa
Ambrosino, Joseph C
Amemiya, Shigeru
Ameri, Mina
Ames, Barry Charles
Ames, Theresa Arlene
Amoscato, Andrew A
An, Ping
Anania-Firouzan, Patricia
Anastasiou, Eleni Georgiou
Anderson, David A
Anderson, Eleanor R
Anderson, Erin R
Anderson, Maighdin
Anderson, Mark L
Anderson, Stewart J
Andrade, Susan Z
Andrews, Brett H
Andrews, George Reid
Andrews, James H
Andux, Sara
Angelini, Erin
Ankrom, William Kent

Antonella, Gary Richard
 Anzio, Nicole
 Archibald, Elizabeth Pitkin
 Arena, Vincent C Jr
 Arkush, Elizabeth N
 Arlotta Guerrero, Anna
 Arms, Jay Michael
 Arndt, Karen M
 Artim, Debra Elaine
 Asai, Rika
 Aseri, Manmohan
 Ash, Hillary Ann
 Ashbaugh, Anna Marie
 Ashbrook, Van Rex
 Ashburn, Jennifer Lyn
 Asher, Sanford A
 Ashley, Kevin D
 Ashman, Tia-Lynn
 Ashmore, Lesley Jill
 Aspell, Thomas A
 Aspinall, Sherrie Lynn
 Asplin, Kristen Nicole
 Assetta, Mary Christine
 Athanas, Angela
 Atteberry, Phillip D
 Attia, Amani
 Aumiller, David L Jr
 Aurendnik, Wendy Sue
 Auxier, Jonathan Lincoln
 Ayyagari, Shalini R
 Azarbal, Atousa
 Azarbal, Mohsen
 Aziz, Jeffrey H
 Babaee, Hessameddin
 Babay, Amy
 Babbit, Page C
 Babichenko, Dmitriy
 Bachman, Heather J
 Badawi, Yomna
 Badawy, Rebecca
 Badenes, Carlos
 Bagnato, John Francis
 Bagnato, Stephen J Jr
 Bahler, Brock A
 Bailey, Kimberly M
 Bain, Daniel Joseph
 Baird, Jacqueline R
 Baird, Joanne M
 Bajaj, Nikhil
 Baker, Natasha
 Bakuri, Sarmad
 Balakrishnan, Nyla
 Balawejder, Adam E
 Balazs, Anna C
 Balderston, Daniel E
 Baldwin, Catherine Ann
 Bale, Shivkumar S
 Baled, Hseen Omran
 Balkenhol, Michael
 Ball, Gayle Lightfoot
 Balog, Angela M
 Balouris, Sondra A
 Bamyeh, Mohammed A
 Ban, Elizabeth Naomi
 Ban, Susan Lee
 Banales, Josefina
 Banas, Lisa
 Bandos, Andriy
 Bandos, Hanna
 Banerjee, Haimanti
 Banerjee, Ipsita
 Bang, Son Y
 Bangs, Ralph L
 Banning, Patricia
 Bannon, Michael
 Bao, Junshu
 Bao, ShiTing
 Barati, Masoud
 Barbaric, Filip
 Barbera, John J Jr
 Barbieri, Meredith Bayer
 Barger, Renae Elaine
 Barinas-Mitchell, Emma J M
 Barnett, Cameron Bryce
 Barnhart, Barbara Jean
 Barratt Boyes, Simon M
 Barron, Edward L Jr
 Barron, Elaine J
 Barry, Matthew M
 Barson, Benjamin M
 Bartholomew, Heidi K
 Bartley, Christopher L
 Barton, John David
 Bassett, Erika Alison

Batell, Brian T
 Batista, Aaron P
 Batista, Kenneth
 Batista, Viktoria
 Batterman, Robert William
 Bauer, Jason Richard
 Baumcratz, Sondra Lynn
 Baumel, Carla Aparecida
 Baumhammers, Andrejs
 Baxter, Leah
 Bayard, Mistie Irene
 Bayat, Nikola
 Baylis, Elena Annette
 Bayoumy, Mohamed Ashraf S
 Beach, Michael D
 Beals, Andrea Kim
 Beatty, Michael T
 Beaty, Joshua L
 Beaulieu, Julie R
 Bechman, Meghan
 Beck, Kelly Battle
 Beck, Sean M
 Becker, Neal Christopher
 Bedewy, Mostafa M
 Bedford, Georgia Maria
 Beeko, E Kwadwo Odame
 Behan, Jessica K
 Behanna, Angelamarie Rose
 Bekker, Miron Boris
 Belasco, Christopher A
 Belcher, Jason Wayne
 Belcher, Sarah Marie
 Bell, Karen T
 Bell, Peter Aaron
 Bellios, George G
 Bellis, Danielle D
 Bell-Loncella, Elisabeth Turner
 Bellora, Patricia A
 Bench, Jenna
 Bench, Victor Ross
 Bender, Catherine M
 Bender, Gretchen Holtzapple
 Bendixen, Roxanna Marie
 Benedict, Neal Jaret
 Berenbrok, Lucas A
 Beresheim, Daniel F
 Beresteanu, Arie
 Berezo, Matthew Lalo
 Berg, Aleksey
 Berkowitz, Daniel Michael
 Berman, Andrea Jeanne
 Bermann, Marc P
 Bernal-Reyes, Alvaro Antonio
 Bernasconi, Leonardo
 Bernstine, Aaron Joseph
 Berquist, Bruce Mitchell
 Berrios Barillas, Reivian
 Berry, Thomas J
 Bertolet, Marianne Harris
 Berwick, Matthew S
 Beschorner, Kurt E
 Best, Mark T
 Betru, Yodit Keck
 Beumer, Jan Hendrik
 Bey-Rozet, Maxime Philippe
 Bezanson, Rachel Shuchter
 Bhalerao, Shireesh
 Bhatnagar, Neelima
 Bhowmick, Sandeep
 Bickford, Benjamin Lee
 Bickford, Tyler
 Bidkhori, Hoda
 Biehl, Jacob
 Bigler, Alison L
 Bilec, Melissa Marie
 Bilitski, James A Jr
 Bility, Moses Turkle
 Billingsley, Jarrett F
 Bilodeau, Elizabeth Ann
 Binning, Kevin R
 Bircher, Nicholas G
 Bird, Ryan George
 Birnbaum, David J
 Bise, Christopher G
 Bish, Barry A
 Bisi, Dawn C
 Bissoon, Cathy
 Bizzak, Linda Jean
 Black, Charles A Jr
 Black, Meghan Cathleen
 Blahovec, Lisa
 Blain, Keisha N
 Bloechl, Olivia Ashley
 Bloom, Joshua

Boas, Kenneth Philip
 Boas, Paul David
 Bober, Mitchell S
 Bocan, Kara Nicole-Simms
 Bodenschatz, Carl D
 Bodnar, Lisa M
 Bodolosky, Michael Lee
 Bogovich, Richard G
 Bohland, Jason W
 Bolam, Michael R
 Bonachea, Luis
 Bonaventura, Darcy Rae
 Bondar, Gregory H
 Bone, Theresa
 Bonneau, Christopher W
 Bonville, Hannah
 Boone, Troy M
 Booth, Jaime Michelle
 Booth, Katie Laura
 Boothe, Jordan Ross
 Borandi, Jeffrey J
 Bordelon, Dominic J
 Borg, George Andre
 Boring, Michelle Laura
 Borish, Laura B
 Borovetz, Harvey S
 Bortey-Sam, Nesta
 Bortz, David
 Bortz, Rebecca Louise
 Boser, Mary K
 Boser, Sarah Elizabeth Monger
 Bosley, Erin Elizabeth
 Boss, Benjamin M
 Bossola, Kelly Lynn
 Boudreau, Joseph Francis
 Boudreau, Robert
 Boulder, Tinukwa
 Boulos, Osama O
 Bourmpakis, Ioannis
 Bouthellier, Paul R
 Bove, Allyn Michele
 Bove, Carol Mastrangelo
 Bove, Paul A
 Bowers, Keely Brooke
 Boyanovsky, Daniel
 Boyas, Elise A
 Boyer, Vivian Joan
 Boyle, Elizabeth D
 Boyle, Jeremy Michael
 Boyle, Jon P
 Bozzo, Eduardo Hugo
 Bradfield, Shanna Michelle
 Bradley, Amy Marie
 Brainard, Marissa Dawn
 Brand, Benjamin Martin Wilhelm
 Brandfass, Kathleen Griffin
 Brandom, Robert
 Brant, Amanda Michelle
 Bratman, Benjamin Eli
 Braver, Samuel W
 Breight, Curtis C
 Brennan, Katherine Marie
 Bressler, Kimberly Lauren
 Brickman, Caroline Lemak
 Brigham, John C
 Bright, Jeffrey Michael
 Brinda, Wayne J
 Broccio, Matteo
 Brodsky, Jeffrey L
 Brodt, Zachary L
 Bromberg, Jacques Albert
 Brooks, Robin
 Brooks, Tyler David
 Brouwer, Nathan L
 Brown, Adam R
 Brown, Andre L Jr
 Brown, Andrew J
 Brown, Bertha Wagner
 Brown, Bryan Nicklaus
 Brown, Christopher A
 Brown, Larry Todd
 Brown, Laura L
 Brown, Margaret Satterwhite
 Brown, Meagan Martyniak
 Brown, Neil Edmond
 Brownell, Celia
 Bruce, Caitlin F
 Brumble, H David III
 Brusilovsky, Peter Leonid
 Bubas, David W
 Buchanich, Jeanine Marie
 Buck, George Paul
 Buczkowski-Henderson,
 (Cont) Jessica Cecilia

Budacki, Timothy J
 Buechel, Charles A Jr
 Buechei, Kathleen
 Bueno Mendoza, Jesus
 Bugajski, Amber L
 Buliga, Marius Georgel
 Bunger, Andrew P
 Burchell, Ralph R
 Burdette, Melinda Janelle
 Burgette, Jacqueline
 Burke, Brian Patrick
 Burke, Donald S
 Burke, Lora
 Burkett, Marnie L
 Burnheimer, John M
 Burns, Jodi Ann
 Burridge, Daniel P
 Bursic, Karen M
 Burt, John G
 Burth, Jeanne Lee Hager
 Burton, Matthew C
 Bussa, Vamshi
 Butela, Kristen Ann
 Butera, Ralph Edward Jr
 Butler, LaWana L
 Butter, Robert E
 Buzzatto, John Francis
 Bykov, Sergei Vyacheslavovich
 Byrne, John J
 Byrne, Stacey H
 Byrns, Koreen L
 Cable, Dawn Michelle
 Cabot, Heath
 Cacciotti, Jennifer Lynn
 Cade, Nicole
 Caginalp, Gunduz
 Cahoon, Laty A
 Calahorrano, Sandy Paola
 Calderone, Lugene
 Calderone, Theresa L
 Caldwell, Angela R
 Caldwell, Elizabeth Jane
 Caler, Andrea Griffith
 Callahan, Katherine Lynn
 Callan, Judith A
 Callard, Jonathan Miller
 Callinan, Jeremy Patrick
 Caloiero, Frank
 Calvario, Anthony R
 Camaione, Cynthia Ann
 Camara, Yamoussa
 Camillus, John C
 Campbell, Gerard Lawrence
 Campbell, Grace Boughner
 Campbell, Iain M
 Campbell, Peter Odell
 Campbell, Shanyce L
 Campbell, William H
 Campbell-Tanner, Lori Marie
 Campedel, Rachel Deanna
 Can, Azime
 Cannonie, Wendy Renee
 Cano, Georgina
 Cantine, John P
 Cantor, Owen P
 Canzian, Blaise Joseph
 Capanna, Alaina P
 Cape, Joshua R
 Capezzuti, Cheryl M
 Capra, Jeanne M
 Carbaugh, Joyce D
 Carey, Caitlin
 Caricato, Brian S.
 Carlin, Jocelyn Danielle
 Carlo, Joelle M
 Carlock, Janine L
 Carlson Rosenbaum, Anne Elizabeth
 Carlson, Jenna Colavincenzo
 Carlson, Sten B
 Carothers, Ebony
 Carpenter, Ryan Steven
 Carr, Stephen L
 Carson, Walter Page
 Carter, Brenda Lea
 Carter, William M Jr
 Caruso, Jennifer Anne
 Carvalho, Ana Paula Raulino De
 Carvell, George E
 Carver, Jodi Greco
 Casey, Patrick Michael
 Cassano, Amy E
 Cassee, Melissa Marie
 Casson, Leonard W
 Castagnola, Elisa

Catanese, Melissa A
Cauley, Jane A
Causer, Victoria Dee
Cecchetti, Ellen Patricia
Cecchini, Nicole Marie
Cecchini, Reena Sundry
Cedeno, Sherwin Peter
Cenkner, John Joseph Jr
Cercone, David Stewart
Cerepani, Mary Jo
Cessna, Howard D
Chadam, John Martin
Chalk, Dannie Leigh
Cham, Rakie
Chamis, Flavio
Chandler, Robert Curry
Chandrasekhar, Arjun
Chang, Andrew H
Chang, Shi-Kuo
Channel, Christopher Scott
Chaparala, Srilakshmi
Chapman, Deborah L
Charletta, John Joseph
Charneco, Antonio R Jr
Chatterjee, Rabikar
Chatterjee, Samir
Chattpadhyay, Ansuman
Chen, Jun
Chen, Kehui
Chen, Ming
Chen, Peng
Chen, Xinfu
Chen, Yue
Cheng, Bei
Cheng, Yiting
Cheng, Yu
Cheppa, Edward S
Cherok, Lori Elaine
Cherry, Melvin Clark Jr
Chesney, Sarah
Chew, Cynthia Ann
Chew, Pat K
Chiang, Ching Hsiao
Chiani, Maryam A
Childers, William Seth
Chilson, Clark Van Doren
Chinnakonda Kubendran, Rajkumar
Chitiyo, Jonathan
Chmielus, Markus
Cho, Sung Kwon
Choi, Donghyun
Choi, Jongwoon
Choi, Tae Hoon
Chong, Lillian T
Choo, Charles C
Choo, Robin Evans
Choze, Sergio Butkewitsch
Chrisman, Maddie J
Chrysanthis, Panos K
Chu, Chih-Wen
Chu, Kar Hai
Chuang, Wei-Neng
Chun, Young Jae
Chung, Wen-Ting
Chung, William Lee
Cianciosi-Rimbey, Michelle Ann
Cica, LeeAnn Wagner
Ciccocioppo, Melinda Marie
Cilli, Adam Lee
Clark, Patrick Joseph
Clark, Renee Mary
Clark, Russell Johnson
Clark, William W
Clary, Jill D
Clermont, Susanna
Clift, Robert Anderson
Clifton, Teresa Joyce
Clopp, Michael R
Coalson, Rob D
Cochrane, Helen
Coen-Pirani, Daniele
Cohen, Brian
Cohen, Charles C
Cohen, Lewis Evan
Cohen, Marlene Rochelle
Cohen, Martin P
Cohen, Susan Kaczka
Cohn, Ellen
Cohn, Jeffrey F
Colaresi, Michael Penn
Colby, Carol Louise
Cole, Daniel G
Cole, Evan S
Cole, Matthew Christian

Coleman, James K
Coleman, Neil M
Coleman, Timothy Michael
Coley, Kim Coccodrilli
Coley, Nathan Daniel
Colgan, Kaitlyn Mary
Colin, Amy
Collins, Emily A
Collins, Katherine L
Collins, Lydia Nadine
Collins, Sandra A
Collister, Lauren Brittany
Coltellaro, John J
Colton, Julie R
Colvin, Alicia Brook
Comfort, Louise K
Comiskey, Andrea Marie
Commandaros, Joanna Ann
Condee, Nancy
Condeluci, S Allen
Condra, Luke N
Congedo, Thomas Vincent
Conley, Shane
Connaboy, Christopher
Connor, Sharon E
Connors, Clare Therese
Conrad Barnyak, Natalie Kara
Conroy, William John III
Constantin, Elena
Constantine, Gregory M
Constantino, Rose
Contreras, Elizabeth V
Conway, Sheila J
Cook, Christopher Robert
Cook, Kathleen Cecelia
Cooke, Christa D
Cooke, Matthew Robert
Coons, James Christopher
Cooper, Rosemarie
Copeland, Valire Carr
Coplan, David A
Corbelli, James Vincent
Corbin, Nicole Elizabeth
Corder, Lloyd
Cornelius, Michael R
Correnti, Richard James
Corson, Danielle Marie
Cortes, Diego Mauricio
Cosar, Hatice S
Costacou, Tina
Cothran, Rickey Duane
Coticchia, Gregory M
Coughenour, Christopher L
Coughlan, Taylor Sebastian
Coughlin, Eileen Marie
Coulibaly, Louphou
Coulter, Robert William Stewart
Courbis, Rachel L
Cousins, Jennifer Christine
Cousins, Trisha Ann
Coutanche, Marc Nigel
Cowles, Kelsey Anne
Cox, Catherine S
Cox, Michael W
Coyle, James L
Coyne, Karen E
Craft, James A
Crago, Elizabeth A
Craig, Sean M
Cramer, Sara M
Crawford, Caitlyn
Crawford, John J
Crawford, Patricia A
Crawford, William Bruce
Crippen, David Wayne
Croot, Cynthia A
Crossley, Mary Adair
Cruz, Angie
Crytzer, Theresa Marie
Cubas-Mora, Maria Felisa
Cuddy, Michael Allen
Cui, Xinyan
Culley, Colleen Margaret
Cuniak, Shannon Dawn
Curd, Christopher M
Curran, Dennis P
Curran, Stephen J
Curran, Vivian
Currier, James D
Curtis, Ambrose Neroh
Cutsumbis, Nicholas A
Cwynar, Laura Elaine
Cyranowski, Jill M
Czarnek, Victoria C

Czerwinski, Ann Marie
 Dahlin-Schuster, Christine R
 Dahm, Julia Jankovic
 Daily, Christopher M
 Dalessandro, John P
 Dallal, Ahmed Hassan Sayed
 Damiani, Candice Lashawn
 D'Andrea, Frances Mary
 Danford, Cynthia
 Dangel, Stephanie Ann J
 D'Angelo, Christopher J
 Danko, Istvan Zsolt
 Danley, Aimee
 Danniballe Williams, Maria
 Danuser, Deborah J
 Dar, Haider
 Darnell, Matthew E
 Dasgupta, Sreemoyee
 Datta, Moni Kanchan
 Daugherty, Mary Jane
 Davidson, Lance A
 Davidson, Margaret Scott Barber
 Davies, Sarah Demarco
 Davis, Adam W
 Davis, Christina M
 Davis, Kelliann Kathleen
 Davis, Sandra Ann
 Davis, Thomas IV
 Daw, William C
 Day, Jared Neal
 de Vries-Jordan, Helma G E
 DeAlmeida, Dilhari Rasika Anne
 Dean, Hadley Marie
 Dean, Sally Anne
 Deangelis, Ronald Joseph
 DeAngelo, Linda Theresa
 Deasy, Bridget M
 Deasy, Kevin M
 Debaldo, Anna L
 DeBlois, Jason C
 Debski, Richard E
 Dechant, Jason J
 DeDiana, Cristina Marie
 Defazio, David J
 Defoyd, William D
 Degenholtz, Howard B
 DeGurian, Amy Ambuske
 Dehler, JoAnna M
 Deiters, Alexander
 Del Presto, Peter Vincent
 Delale O'Connor, Lori Ann
 Delaney, Ryan P
 Delfini, Cinzia
 Delgado Creamer, Margarita
 Delgado, Jorge Enrique
 Delitto, Ronna Sue
 DeLoge, Alana N
 Delosa, Elizabeth A
 DeLoughry, Catherine M
 Demirci, Fatma Yesim
 Demirci, Jill Radtke
 Demmon, Hillary M
 Demo, Susan M
 Demonaco, Charles Anthony
 DeMore Savine, Constance F
 Denis, David
 Denis, Diane
 Denman, Lorraine R
 Dennehy, Daniel J
 Denova, Rebecca I
 Derrick, Hannah Rose
 DeRuiter, Mark NMN
 Desantis, Dennis J
 Deseri, Luca
 Deslouches, Berthony
 Deutsch, Yukiko
 Devaty, Robert P
 Devine, Michael James
 DeVries, Roelof
 DeZort, Melonie Marie
 Di, Yuanpu
 Dianifaba, Maria
 Diaz, Jose A Jr
 Dice, Laura
 Dickerson, Molly Anne
 Dickerson, Samuel J
 Dickey, Michael Walsh
 Dickinson, Gerald Scott
 Diergaarde, Brenda Bernardine
 Dierkes, Andrew M
 Dietrich, Joseph
 Dietrick, Mark Edward
 Dietz, Craig E
 Dietz, Laura J

DiFonso, Joni M
 Dill, Megan R
 Dillaman, Autumn M
 DiMauro, Mark T
 Dimitrovski, Diana
 Ding, Dan
 Ding, Wanqiao
 Ding, Ying
 Ding, Yue
 Dinger, Mary Ann
 Divelbiss, Matthew Renwick
 Dively, Angela Marie
 Dixon, Bettina A
 Dixon-Ernst, Julia Marie
 Do, Dan Tam
 Dobos, Michael A
 Documet, Patricia Isabel
 Dodd, Judith L
 Dombek, Donna Madeline
 Dominick, Corey Nathaniel
 Donaldson, Kenneth E
 Donato, Richard
 Dong, Yan
 Donihi, Amy Calabrese
 Donley, Greer B
 Donnelly, Jennifer E
 Donnelly, Kathleen V
 Donofry, Shannon Diane
 Donovan, Heidi Ann Scharf
 Donovan, Samuel S
 Doran, Terence Michael
 Dorst, Kevin Matthew
 Doswell, Willa Marlene
 Dougherty, George William Junior
 Douglas, Kimberly Anne
 Dowe, Sandra Rae
 Downs, Gian P
 Doyle, Timothy J
 Draeger, Jon A
 Dragon, Alexander Ross
 Dragone, Kara
 Drahnak, Dawn Marie
 Drake, Coleman Daniel
 Drennan, Robert D
 Drignei, Mihaela C
 Driver, Rachael Elizabeth
 Duane-Lennard, Catherine A
 Dubas, Saeed Muhammad
 Dubis, Julia Marie
 Duchesne-Winter, Juan Ramon
 Duck, Waverly O
 Duff, Dawna Margaret
 Dufort, Erin R
 Dufour, Chloe
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 Reichart, Lori Ann
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 Suppok, Rachel
 Suzuki, Yoko
 Sved, Alan F

Svidron, Donette
 Swan, Oscar
 Swanson, Dennis
 Swanson, Douglas J
 Swanson, Eric Scott
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 Swigonova, Zuzana
 Swoger, Jeffrey C
 Syed, Amir
 Syed-Picard, Fatima Naz
 Szabo Rogers, Heather Lynn
 Szczur, Joseph
 Taboas, Juan M
 Tadikamalla, Pandu R
 Tai, Melissa A
 Taiclet, Lynne M
 Takada Lang, Eliane Emy
 Talbert, Brian A
 Talbott, Evelyn O
 Talerico, James Jr
 Tan, Susheng
 Tang, Fengyan
 Tang, Gong
 Tang, Lu
 Tang, Wan-Yee
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 Tanner, Susan Leigh
 Tanzilli, Stephen Carl
 Tashbook, Linda P
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 Taylor, Jerome
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 Teaster, Richard Earl
 Teeter, Judith Ann
 Teeter, Ryan A
 Teich, Alan Harvey
 Telega, Edward T
 Temple, Christel Nanette
 Tenorio Gonzalez, David Mayanin
 Teolis, David S
 Tepe, Jennifer Harris
 Terhorst, Lauren
 Terry, Martha A
 Tessmer, Gary
 Thaw, David Bernard
 Themudo, Nuno Da Silva
 Theunissen, Lisa Nandi
 Thomas Kimmel, Rachel Beth
 Thomas, Bethany Ann
 Thomas, Cassie Marie
 Thomas, Michelle Marie
 Thomas, Shawn E
 Thomas, Teresa Hagan
 Thomas-Browne, Carmen G
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 Thompson, John W
 Thompson, Michael
 Thomson, William R Jr
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 Tillia, Jessica G
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 Timko, Michael G
 Tingley, Sean P
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 Tuite, Patricia Klinefelter
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 Turner, Melissa Jean
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 Turri, Scott Andrew
 Tuttle, Paula A
 Tyurin, Vladimir Aleksevich
 Tyurina, Yulia Yurjevna
 Ubinger, Abigail Leigh
 Uhrinek, Beth Russell
 Ulin, Donald I
 Ulus, Ece
 Ulysse, Gerdine Michel
 Ung, Kaliane Helene
 Urban, Zsolt
 Uselton, Courtney P
 Utley, Samantha Alberta
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 Vainchtein, Anna Arkadyevna
 Valdes Saavedra, Leon Matias
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 Weber, Tim C
 Wecht, David N
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 Willard, Kathleen Louise
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 Wilson, Elaine
 Wilson, Joseph J
 Wilson, Mark Lowell
 Wilson, Richard Raymond
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 Wilson, Tyler D
 Wilson, Veronica A
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 Winter, Eric Francis Michael
 Winterscheidt, Daniel L
 Wipf, Peter
 Wirth, Stephen Robert
 Wisnosky, Marc
 Withers, Clare Anne
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 Wittig, Carrie Lynn
 Wittig, Corey Michael
 Wittig, Gregory J
 Wojcik, Rebecca Kate
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 Wolfe, David G
 Wolfe, Katherine
 Wolicki, John Lee
 Woll, James C
 Woltshock, Eric J
 Wong, Kim F
 Woo, Donghyup
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 Wood-Vasey, William Michael
 Woodward, James Francis
 Worry, James Joseph Jr
 Wozniak, Robert H
 Wright, Aidan G
 Wright, Jarrell David
 Wright, Rebecca Nazario
 Wright, Yuko Eguchi
 Wrigley, Mark J
 Wu, Eugenia
 Wu, Lingfei
 Wu, Xiao-Lun
 Wu, Yue
 Wysor, Patricia Harrington
 Xiong, Feng
 Xiong, Sheng
 Xiong, Wei
 Xu, Ke
 Xu, Yi
 Xue, Cheng
 Xue, Ying
 Yalch, Michael C
 Yalin, Mehmet Fatih
 Yang, Da
 Yang, Eunice Eun Young
 Yang, Judith Chun-Hsu
 Yang, Jun
 Yao, Song
 Yao, Yuan
 Yarabinec, Ashley Brianna PharmD
 Yarger, Frances M
 Yashin, Victor Valentinovich
 Yates, Francesca
 Yates-Binder, Cecelia Christina
 Yearwood, Gabby Matthew Harlan
 Yonas, Michael Allan
 Yothers, Gregory A
 Yotov, Ivan Petrov
 Youk, Ada Owens
 Young, Birney Richard

Young, Chalon C
Young, Marie A
Young, William H
Youngblood, Nathan
Young-Hyman, Trevor
Yousif, Hashim A
Yuan, Jian-Min
Yuhasz, Joseph A
Yun, Minhee
Yurko, Amy Jo
Yurko, Joseph
Yust, Anne Elizabeth
Zabelina, Margarita Igorevna
Zack, Angela
Zadorozny, Vladimir Iosifovich
Zahab, Roger E
Zakrzewski, Deborah Smiach
Zaky, Samer Nashat Helal
Zapanta, Laura Schick
Zapel, Kaitlin Marie
Zappia, Joseph
Zavala, William James
Zboray, Ronald J
Zedreck, Judith Frances
Zelazny, Jamie Michele
Zeleznik, Hallie
Zemaitis, Michael A
Zeng, Bo
Zentner, Andrew Ronald
Zervantonakis, Ioannis
Zhan, Liang
Zhang, Fei
Zhang, Haihui
Zhang, Min
Zhang, Tingting
Zhang, Youtao
Zhao, Jinming
Zhao, Xiayun
Zhou, Leming
Zhou, Xiuxia
Zhu, Xiaodong
Ziance, Kimberly A
Ziaukas, Timothy F
Zimmerman, George J
Zitelli, Lori Dawn
Zmuda, Joseph Michael
Zorich, Michelle Alexis

COMMONWEALTH OF PENNSYLVANIA
Pennsylvania Labor Relations Board

O F F I C I A L S A M P L E B A L L O T

IN THE MATTER OF THE EMPLOYEES OF :
: Case No. PERA-R-19-2-W
UNIVERSITY OF PITTSBURGH :
:

ELECTION

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 of employes in a unit comprised of all full-time and regular part-time tenure-stream and non-tenure-stream faculty and librarians in the Provost Area, Health Science Schools, and School of Law, employed by the University of Pittsburgh at all campuses in the Commonwealth; and excluding faculty in the School of Medicine, research associates, post-doctoral associates, graduate student employes, non-faculty professionals, and all non-professionals, guards, supervisors, managerial and confidential employes as defined in the Public Employe Relations Act.

**PLACE CROSS (X) MARK IN THE SQUARE OF YOUR CHOICE
MARK ONE SQUARE ONLY**

UNITED STEELWORKERS (UNITED STEEL, PAPER
& FORESTRY, RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL & SERVICE WORKERS
INTERNATIONAL UNION, AFL-CIO, CLC)

NO REPRESENTATIVE

DO NOT SIGN YOUR NAME

THIS IS A SECRET BALLOT

IF YOU SPOIL YOUR BALLOT, IMMEDIATELY CONTACT THE PENNSYLVANIA LABOR
RELATIONS BOARD'S OFFICE LISTED ON THE INSTRUCTION SHEET

DO NOT MARK, DEFACE OR DUPLICATE