

The road to



Oct 2016

ORGANIZING BEGINS

With fair and transparent policies as our primary goal, several non-tenure track faculty begin to explore forming a union with SEIU Faculty Forward.

Dec 9

FIRST EMAIL SENT TO NTTF COLLEAGUES

We, the undersigned non-tenure track faculty, have pledged to build a better Vanderbilt. We have pledged to build a union...

Feb 20

VANDERBILT POLITICAL REVIEW

Non-partisan student journal publishes article: "And the World Will Know."

Feb 16

WE FILE FOR A UNION ELECTION

Our petition to the National Labor Relations Board officially launches unionizing efforts in A&S, Blair, Divinity, Peabody. We inform the administration, and ask them to remain neutral and refrain from spending university funds to thwart our legal right to organize.

Feb 22

TENURED & TENURE TRACK COLLEAGUES VOICE SUPPORT

Our non-tenure track colleagues are a vital part of the academic and pedagogical community at Vanderbilt... We believe a better, fairer working environment will help to improve the institution overall, benefiting both faculty and students... We call on the administration to respect our colleagues' right to form a union with SEIU Faculty Forward.

Mar 1

NTTF HOLD Q&A INFO SESSION

An undecided non-tenure-track faculty member organizes a well-attended neutral forum, giving equal time for union proponents and the administration to answer questions. Duke faculty Skype in to share their recent experience forming a union with SEIU Faculty Forward.

Feb 27-Mar 16

NATIONAL LABOR RELATIONS BOARD HEARING

Unlike Duke, Chicago, Tufts, and other recently-unionized private universities, administration demands a time-consuming hearing, opting to spend millions to enrich a union-avoidance law firm instead of investing in faculty. Four pricey outside attorneys argue that NTTF are managers because "Vanderbilt is governed from the bottom up." Only in the hearing do top administrators realize what NTTF have known all along: most of us are officially barred from serving on Faculty Senate and not even allowed to vote on representation.

Mar 28-Apr 4

ELECTION AGREEMENT REACHED THEN RESCINDED

Compromise reached: election in A&S and Divinity for full- and part-time NTTF below rank of instructor, and no new hearing if Peabody and Blair separately petition. But when Peabody and Blair do just that, the administration backs out of the agreement. We resume our wait for the NLRB decision.

COMMUNITY LEADERS VOICE SUPPORT

Vice Mayor David Briley

I support you in your efforts to organize for better and fairer working conditions, so that you may better serve your students.

**State Rep. Mike Stewart
Chair, Democrat Caucus**

We express our support for a neutral union election process, in keeping with Vanderbilt's stated values of open inquiry and equality.

**Dave Pomeroy, President
Vance Santoro, Secretary
Nashville Musicians Association**

Local 257 stands in solidarity with you in your campaign to organize a union with SEIU.

**Billy Dycus, President
A.J. Starling, Secretary
Tennessee State AFL-CIO**

*Your fight is our fight, too...
We pledge to stand with you...
We are truly stronger together.*

May 3

LABOR BOARD UPHOLDS OUR PETITION

NLRB affirms the right of every single faculty member in our petition to vote to form a union. Concurrent elections are scheduled for Arts & Science, Divinity, Blair and Peabody.

May 15

ELECTIONS BEGIN AT LAST!

National Labor Relations Board concurs with our petition for a mail-in vote on unionization. Administration omits many vocal union supporters from the voter list. Those omitted must request a ballot from the NLRB and vote subject to automatic challenge.

Apr 12

SENATOR BERNIE SANDERS VOICES SUPPORT

I respect the critical work that you do every day, and wish you the best in your efforts to create a democratic workplace where your voice can really be heard.

Apr 17

VANDERBILT HUSTLER

Student newspaper reports on our unionization efforts.

May 9

THE NATION MAGAZINE

Feature article in a national magazine calls the election delay "another bureaucratic obstacle that reflects the institutional inertia that keeps many contingent faculty at the bottom of the ivory tower."

Jun 6

BALLOT CHALLENGES HAMPER VOTE COUNT

Contested ballots exceed the vote margin in all four schools, with the majority of Peabody votes uncounted. Most frequent reason: omission from the final voter list supplied by the administration. Through challenges and voters purged from their previous lists, the administration blocks fully 1/3 of A&S faculty pictured in our "Vote Yes" pamphlet.

Jul 6-Aug 10

SUMMER-LONG DELAY

Parties agree to exclude one and accept all but 28 employer-challenged voters—75% of whom were pictured our "Vote Yes" pamphlet. The administration calls over a dozen witnesses in the ensuing hearing. High-paid outside lawyers flown in by the administration continue to consume millions of tuition and donor dollars.

Oct 24

ENTIRE NLRB RULING IS PUBLISHED BY NASHVILLE PUBLIC RADIO

WPLN reports our victory, links to full decision: nashvillepublicradio.org/post/labor-board-sides-vanderbilt-s-adjunct-faculty-unionization-dispute

Nov 2

WHEN WILL OUR VOTES BE COUNTED?

The vote count is again delayed when the administration files exceptions to the NLRB's clear and thorough ruling. We have acted in good faith and have completed every step required to lawfully certify our union with SEIU Faculty Forward. Election participation high, and all agree that it was conducted fairly.

Yet we still await the final count of votes that we cast almost 6 months ago.

The administration continues to silence our voices and undermine our rights. Having called a decision by the NLRB Regional Director "the most appropriate and fair way" to decide which votes are valid, we call on them to accept that ruling. The time has come to allow A&S non-tenure track faculty to work together to build a better Vanderbilt for us all.

Oct 19

LABOR BOARD SAYS COUNT ALL VOTES!

Based on thorough evidence, the Hearing Officer upholds the right of all employer-challenged votes to be counted. Expected approval by the NLRB Regional Director would clear the way for a final vote count in our election.