

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
STIPULATED ELECTION AGREEMENT

The Rockefeller University

Case 02-RC-348389

The parties **AGREE AS FOLLOWS:**

1. PROCEDURAL MATTERS. The parties waive their right to a hearing and agree that any notice of hearing previously issued in this matter is withdrawn, that the petition is amended to conform to this Agreement, and that the record of this case shall include this Agreement and be governed by the Board's Rules and Regulations.

2. COMMERCE. The Employer is engaged in commerce within the meaning of Section 2(6) and (7) of the National Labor Relations Act and a question affecting commerce has arisen concerning the representation of employees within the meaning of Section 9(c).

The Rockefeller University, the Employer herein, a New York Corporation, is a private institution of higher education that provides educational services with a principal office and place of business located at 1230 York Avenue, New York, NY 10065. Annually, in the course and conduct of its business operations, the Employer derives gross revenues in excess of one million dollars and purchases and receives at its New York, New York, facility, goods and supplies valued in excess of \$5,000 directly from points located outside the State of New York.

3. LABOR ORGANIZATION. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UPROR-UAW), the Petitioner herein, is an organization in which employees participate, and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work and is a labor organization within the meaning of Section 2(5) of the Act.

4. ELECTION. A secret-ballot election under the Board's Rules and Regulations shall be held under the supervision of the Regional Director on the date and at the hours and places specified below.

DATE: Wednesday, September 18, 2024

**HOURS: 9:00 AM - 1:00 PM and
3:00 PM - 7:00 PM**

**PLACE: The Great Hall in Welch Hall
1230 York Avenue
New York, NY**

DATE: Thursday, September 19, 2024

**HOURS: 9:00 AM - 1:00 PM and
3:00 PM - 7:00 PM**

**PLACE: The Great Hall in Welch Hall
1230 York Avenue
New York, NY**

If the election is postponed or canceled, the Regional Director, in his or her discretion, may reschedule the date, time, and place of the election.

5. UNIT AND ELIGIBLE VOTERS. The following unit is appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

Initials: CC

Included: All postdoctoral researchers employed by Rockefeller University in the following classifications: Postdoctoral Associate, Postdoctoral Fellow, and Research Associate.

Excluded: All other employees, Senior Research Associates, individuals employed by the Howard Hughes Medical Institute, office clerical employees, managerial employees, guards and supervisors as defined by the Act.

Those eligible to vote in the election are employees in the above unit who were employed during the **payroll period ending August 15, 2024**, including employees who did not work during that period because they were ill, on vacation, or were temporarily laid off. In a mail ballot election, employees are eligible to vote if they are in the above unit on both the payroll period ending date and on the date they mail in their ballots to the Board's designated office.

Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, employees engaged in an economic strike which commenced less than 12 months before the election date, who have retained their status as strikers but who have been permanently replaced, as well as their replacements are eligible to vote. Employees who are otherwise eligible but who are in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause after the designated payroll period for eligibility, and, in a mail ballot election, before they mail in their ballots to the Board's designated office, (2) employees engaged in a strike who have been discharged for cause since the commencement thereof and who have not been rehired or reinstated before the election date, and (3) employees engaged in an economic strike which began more than 12 months before the election date who have been permanently replaced.

6. VOTER LIST. Within 2 business days after the Regional Director has approved this Agreement, the Employer must provide to the Regional Director and all of the other parties a voter list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available personal home and cellular telephone numbers) of all eligible voters. The Employer must also include, in a separate section of that list, the same information for those individuals whom the parties have agreed should be permitted to vote subject to challenge. The list must be filed in common, everyday electronic file formats that can be searched. Unless otherwise agreed to by the parties, the list must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. The font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. When feasible, the list must be filed electronically with the Regional Director and served electronically on the parties. The Employer must file with the Regional Director a certificate of service of the list on all parties.

7. THE BALLOT. The Regional Director, in his or her discretion, will decide the language(s) to be used on the election ballot. All parties should notify the Region as soon as possible of the need to have the Notice of Election and/or ballots translated.

The question on the ballot will be "Do you wish to be represented for purposes of collective bargaining by United Postdoctoral Researchers of Rockefeller - UAW?" The choices on the ballot will be "Yes" or "No".

Initials: Ce

8. NOTICE OF ELECTION. The Regional Director, in his or her discretion, will decide the language(s) to be used on the Notice of Election. The Employer must post copies of the Notice of Election in conspicuous places, including all places where notices to employees in the unit are customarily posted, at least three (3) full working days prior to 12:01 a.m. of the day of the election. The Employer must also distribute the Notice of Election electronically, if the Employer customarily communicates with employees in the unit electronically. Failure to post or distribute the Notice of Election as required shall be grounds for setting aside the election whenever proper and timely objections are filed.

9. NOTICE OF ELECTION ONSITE REPRESENTATIVE. The following individual will serve as the Employer's designated Notice of Election onsite representative: Virginia Huffman Vice President, Human Resources and Title IX Coordinator Founder's Hall, Room 103 New York, New York 10065 (212)-327-8298 huffman@rockefeller.edu.

10. ACCOMMODATIONS REQUIRED. All parties should notify the Region as soon as possible of any voters, potential voters, or other participants in this election who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.503, and who in order to participate in the election need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, and request the necessary assistance.

11. OBSERVERS. Each party may station an equal number of authorized, nonsupervisory-employee observers at the polling places to assist in the election, to challenge the eligibility of voters, and to verify the tally.

12. TALLY OF BALLOTS. Upon conclusion of the election, the ballots will be counted and a tally of ballots prepared and immediately made available to the parties.

13. POSTELECTION AND RUNOFF PROCEDURES. All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

The Rockefeller University

(Employer)

By:

(Signature)

(Date)

Print Name:

**International Union, United Automobile,
Aerospace and Agricultural Implement
Workers of America (UPROR-UAW)**

(Petitioner)

By:

(Signature)

(Date)

Print Name:

CORIN COETZEE

(Union)

By: _____

(Signature)

(Date)

Print Name: _____

Recommended:

Maria Belonis

MARIA P. BELONIS, Field

Examiner (Date) August 21, 2024

Date approved:

August 22, 2014

John D. Doyle, Jr.

John D. Doyle, Jr.

Regional Director, Region 02

National Labor Relations Board

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Initials: SGP

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The Rockefeller University _____ (Employer)	International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UPROR-UAW) _____ (Petitioner)
By: <u>Steven J. Porzio</u> August 21, 2024 (Signature) (Date)	By: _____ (Signature) (Date)
Print Name: <u>Steven J. Porzio</u> Counsel for Rockefeller	Print Name: _____

(Union)

By: _____

(Signature)

(Date)

Print Name: _____

Recommended:

Maria Belonis

MARIA P. BELONIS, Field

Examiner (Date) August 21, 2024

Date approved:

August 22, 2024

John D. Doyle, Jr.

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Regional Director, Region 02

National Labor Relations

Board