



Chancellor Patrick Gallagher
University of Pittsburgh
4200 Fifth Avenue
Pittsburgh, PA 15260

Thursday, March 21, 2019

Dr. Gallagher,

It has been brought to the Union's attention that the University has, for some time, been in the process of making improvements in the terms and conditions of employment for faculty, including, for example, creating promotional opportunities and additional job security for some non-tenure stream faculty. The Union applauds these efforts. Since this process was underway before the petition for a union election was filed, we want to make clear that we do not see implementation of such improvements as an attempt to discourage unionization.

Regardless of the outcome of any future election, improvements in promotional opportunities and job security for non-tenure stream faculty are badly needed. We respectfully encourage the University to continue those efforts and will not stand in the way of your doing so. On the contrary, should the University cease those efforts on the pretext that the unionization process precludes them, we would see that as an unlawful withdrawal of improved working conditions.

Respectfully,

Brad Manzolillo
Organizing Counsel
Office: 412-562-2529
Email: bmanzolillo@usw.org



University of Pittsburgh

Office of University Counsel

2400 Cathedral of Learning
4200 Fifth Avenue
Pittsburgh, PA 15260
412-624-4747
gew@pitt.edu

Geovette Washington
*Senior Vice Chancellor and
Chief Legal Officer*

April 1, 2019

Brad Manzolillo, Esq.
Organizing Counsel
United Steelworkers
Five Gateway Center
60 Boulevard of the Allies
Pittsburgh, PA 15222

Dear Mr. Manzolillo:

The Chancellor forwarded your letter, dated March 21, 2019, to me for a response. The University has no intention of discontinuing the efforts and initiatives that have been part of its larger strategic vision. We are pleased to hear that the Union will not stand in the way of the University doing this important work.

Please direct all future correspondence regarding this matter to me.

Very truly yours,

A handwritten signature in black ink, appearing to read "Geovette E. Washington", with a long horizontal line extending to the right.

Geovette E. Washington
Senior Vice Chancellor and Chief Legal Officer

cc: Chancellor Patrick Gallagher
Shannon D. Farmer