

S A M P L E B A L L O T S 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-23-110-W
:
UNIVERSITY OF PITTSBURGH :
:

ORDER AND NOTICE OF ELECTION

A Petition for Representation was filed with the Pennsylvania Labor Relations Board (Board) on June 5, 2023 by United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC (Petitioner), alleging that it represented thirty (30) percent or more of certain employees of University of Pittsburgh (Employer) and requesting that a hearing be scheduled and an Order be issued for an election to determine the exclusive representative for collective bargaining pursuant to the provisions of Section 603 of the Public Employee Relations Act (Act).

On June 28, 2023, the Petitioner filed a charge of unfair labor practices against the employer docketed at Case No. PERA-C-23-129-W. Action was deferred on the petition for Representation since the charge, docketed at Case No. PERA-C-23-129-W, if proven to be true, would tend to coerce employees in the free exercise of their choice of bargaining representative. On July 10, 2023, the Secretary of the Board issued an Order directing that a hearing on the unfair labor practice charge be held on August 4, 2023, in Pittsburgh. The hearing was continued multiple times at the request of the parties to allow for settlement discussions. On December 21, 2023, the Petitioner filed a letter with the Board requesting withdrawal of the charge docketed at Case No. PERA-C-23-129-W. The Board issued a Nisi Order of Withdrawal of Case No. PERA-C-23-129-W on January 29, 2024.

On January 29, 2024, the Board held a status conference with the parties to discuss the renewed processing of the Petition for Representation. On May 7, 2024, the Hearing Examiner scheduled hearing dates for July 29 and 30, 2024, in Pittsburgh. The parties elected to submit stipulations of fact in lieu of a hearing. Signed stipulations of fact were filed by the Petitioner on June 13, 2024, and by the Employer on June 17, 2024.

On June 18, 2024, the Board 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 employees in the unit found appropriate. That list was received by the Board on June 25, 2024.

FINDINGS OF FACT

That FINDINGS OF FACT numbers 1 through 6 inclusive, as set forth in the Order Directing Submission of Eligibility List are affirmed and incorporated by reference herein and made a part hereof.

7. That the Petitioner has an adequate showing of interest as defined in the Act.

8. That the employees on the payroll who fall within the aforesaid appropriate collective bargaining unit and are eligible to vote at the election are those employees 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 2 through 5 inclusive, as set forth in the aforesaid Order Directing Submission of Eligibility List, are incorporated herein by reference and made a part hereof

1. The University of Pittsburgh is a public employer within the meaning of Section 301(1) of PERA.

6. The unit deemed appropriate for the purpose of collective bargaining is a subdivision of the employer unit comprised of all full-time and regular part-time white collar professional and non-professional employees, including but not limited to staff employees employed by the University of Pittsburgh at all of its campuses in the Commonwealth of Pennsylvania and excluding: (a) University faculty, including faculty at the School of Medicine; (b) graduate student employees; (c) employees in the University of Pittsburgh Police Association; (d) other certified and grandfathered trade units; (e) blue-collar employees; (f) management level employees, supervisors, including first level supervisors, casual employees, confidential employees and guards as defined in the Act.

¹ Employees in the defined unit who are on the payroll immediately preceding the date of issuance of this order of election, or hired and placed on the Employer's payroll after the date of issuance of the election order, and 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). They may request a ballot, which ballot when cast shall be challenged by the Board's election officer since their names do not appear on the eligibility list. 34 Pa. Code § 95.55(a). In the event such ballots may affect the outcome of the election, the Board Representative shall direct a hearing on the challenges to determine which, if any, of the challenged ballots may be opened and canvassed.

7. Pursuant to Section 604(2) of the Act, the professional employees are entitled to vote on whether or not they desire to be included in a unit that includes nonprofessional employees.

8. That in the event that a majority of the professional employees do not vote to be included in a unit that includes nonprofessional employees, the Board Representative finds that there are two (2) appropriate collective bargaining units as follows:

UNIT I: All full-time and regular part-time white-collar nonprofessional employees including but not limited to staff employees employed by the University of Pittsburgh at all of its campuses in the Commonwealth of Pennsylvania and excluding: (a) University faculty, including faculty at the School of Medicine; (b) graduate student employees; (c) employees in the University of Pittsburgh Police Association; (d) other certified and grandfathered trade units; (e) blue-collar employees; (f) management level employees, supervisors, including first level supervisors, casual employees, confidential employees and guards as defined in the Act.

UNIT II: All full-time and regular part-time white-collar professional employees including but not limited to staff employees employed by the University of Pittsburgh at all of its campuses in the Commonwealth of Pennsylvania and excluding: (a) University faculty, including faculty at the School of Medicine; (b) graduate student employees; (c) employees in the University of Pittsburgh Police Association; (d) other certified and grandfathered trade units; (e) blue-collar employees; (f) management level employees, supervisors, including first level supervisors, casual employees, confidential employees and guards as defined in the Act.

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

On **THURSDAY, AUGUST 15, 2024**, 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 5:00 p.m. on **THURSDAY, AUGUST 22, 2024**, 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, type of ballot requested (professional or nonprofessional) and 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 5:00 p.m. on **THURSDAY, SEPTEMBER 19, 2024**.

Pursuant to 34 Pa. Code § 95.53(d), any prospective voter may be challenged for cause by letter, with a copy to all parties, received by the Board prior to the ballot count indicating the name of the challenged voter and the reason therefore. Challenges to prospective voters may be filed by letter and e-mailed to RA-LIPLRB-FILING@PA.GOV on or before **TUESDAY, SEPTEMBER 24, 2024.**

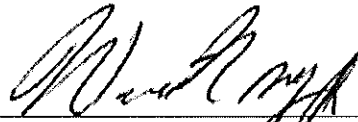
Ballots will be counted beginning at 10:00 a.m. on **WEDNESDAY, SEPTEMBER 25, 2024; THURSDAY, SEPTEMBER 26, 2024; and FRIDAY, SEPTEMBER 27, 2024 (if necessary)**, by the Pennsylvania Labor Relations Board at 651 Boas Street, Room E-100, Harrisburg, Pennsylvania.

Voters who require a reasonable accommodation under the Americans with Disabilities Act should contact the Board's office in Harrisburg (717-787-1091) or Pittsburgh (412-565-5318), or via electronic mail (plrb@state.pa.us) to discuss such needs.

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

SIGNED, DATED and MAILED this seventeenth day of July, 2024, pursuant to 34 Pa. Code § 95.91(k)(2)(ii).

PENNSYLVANIA LABOR RELATIONS BOARD

A handwritten signature in dark ink, appearing to read "Warren R. Mowery, Jr.", is written over a horizontal line.

WARREN R. MOWERY, JR.
Board Representative

UNIVERSITY OF PITTSBURGH
ELIGIBILITY LIST
PROFESSIONAL EMPLOYEES

Abbott, Sara	Alcorn, Charles
Abbott, Lori	Alcorn, Mia
Abraham, Kimberly	Alencastro, Frances
Abraham, Margaret	Alexander, Kiara
Abraham, Nevil	Alexander, Vernard
Abrahamson, Max	Alexander, Lane
Abubaker, Nancy	Alexandre, Michael
Abunuwar, Lauren	Alfaras Cardenal, Irene
Acharya, Rajesh	Alfer, Jacob
Adamczyk, Tara	Alfonso Wells, Shawn
Adame Montelongo, Eva	Alghwiri, Alaa
Adamiak, Jasmine	Alicandro, Janice
Adams, Kearsten	Alicea, Gabriella
Adams, Jamie	Alioto, John
Adams, Jason W	Allen, Raven
Adenaiye, Oluwasanmi	Allen, Eric
Adeyemi, Owomide	Allen, Kelsey
Adkins, Dortha	Almes, Liz
Adodoadji, Linda	Almodovar, David
Adomitis, Katherine	Alt, Robert
Adrian, Stacey	Altenbaugh, Lori
Adrian, Mark	Altman, Paige
Affolter, Kyle	Altrudo, Lori
Aghababa, Zahra	Alvarez, Eugenio
Agnew, Jeffrey	Amankwah, Benedicta
Agostino, Leah	Ambadar, Zara
Aguglia, Gabrielle	Ameel, Cassaundra
Ahamed, Nizam	Amin, Priya
Ahmed, Syed	Amin-Jones, Shayla
Ahmed, Mohamed	Amos-Abanyie, Kristin
Ahmed Hamza, Walaa	An, Xiaojing
Ahrens, Sara	Anderson, Steven
Airik, Merlin	Anderson, Tracy
Ak, Nursima	Anderson, Amy
Akar, Angela	Anderson, Abby
Al Ebousi, Haydar	Anderson, Jack
Alaaraj, Yassmin	Anderson, Elise
Al-Abed Al-Haq, Abrar	Anderson, Alysia
Alafandi, MAzat	Anderson, Alexandra
Alameida, Alana	Anderson, Christine
Alami Idrissi, Yassine	Anderson, Dena
Alaoui-El-Azher, Mounia	Anderson, Heather
Alaquiva, Patrice	Anderson, Heather
Alario, Xavier	Anderton, Joel
Albers, Kristen	Andrasko, Melissa
Albert, Olivia	Andrekanic, Taylor
Alberts, Brittany	Andreychek, Melissa
Albrecht, Joan	Andrud, Lisa
Albright, Robin	Angelo, Halle
Alcides Licastro, Karla	Ann Varghese, Betsy
Alcorn, Chuck	Ansari, Nena

Antal, Jeffrey
 Antalek, Noel
 Anthony, Karen
 Anthony, Rebecca
 Anthony, Daniel
 Anthony, Steven
 Antonetti, Kathie
 Antosik, Audrey
 Antoszewski, Justin
 Anzelone, Jeffrey
 Apakidze, Mariam
 Applegate, Alexander
 Arak, Ali
 Aravich, Dana
 Ardolino, Michelle
 Argall, Jill
 Arlet, Marissa
 Arment, Heather
 Arminavage, Daniel
 Armstrong, Thomas
 Armstrong, Drew
 Armstrong, Hadley
 Arndt, David
 Arnold, Fearon
 Aronis, John
 Arredondo, Erika
 Arrigo-Nelson, John
 Arrington, Rebecca
 Artman, Shawn
 Artman, Tamara
 Ashamalla, Rami
 Ashbaugh, Cameron
 Ashley, Colleen
 Astorino, Sloane
 Atherton, Megan
 Atkinson, Dave
 Aubele, Michael
 Augustine, Nancy
 Aumiller, Olivia
 Auron, Rebecca
 Austin, Taylor
 Austin, Kaneca
 Austin Suthanthiraraj, Pearlson
 Prashanth
 Avila, Waldo
 Avolio, Jennifer
 Avolio, Theodore
 Awofiranye, Doyin
 Axelson, Amanda
 Ayhllon Osorio, Carlos
 Ayres, Georgette
 Babarinde, Toluwanimi
 Babichenko, Irina
 Bacas, Eva
 Badaczewski, Gretchen
 Badda, Rajeev
 Badders, Ashley

Bader, Sydney
 Badr, Dushma
 Badway, Andrea
 Baer, Denise
 Bagnell, Mike
 Bagwell, Kristen
 Bai, Qing
 Bailey, Tracy
 Bailey, Hopeton
 Bailey-Kroll, Lilith
 Bair, Abigail
 Baisden, Francesca
 Bajpayee, Sima
 Bajwa, Rehman
 Bakaitus, Ashley
 Bakalarski, Alexa
 Baker, James
 Baker, Karen
 Baker, Sara
 Baker, Carolyn
 Baker, Dean
 Baker, Anthony
 Baker, Samantha
 Baker, Stephen
 Balaji, Shruti
 Balascio, Phoebe
 Balason, Denise
 Balk, Carol
 Ball, Alexander
 Ball, Mackenzie
 Ballance, Heather
 Ballard, Branden
 Bamporiki, Judith
 Bandi, Emily
 Banerjee, Hridesh
 Banerjee, Swati
 Baney, Desiray
 Baney, Natalie
 Bank, Alison
 Banks, Charles
 Banks, Christal
 Bao, Rebecca
 Baranov, Sergei
 Baranova, Oxana
 Baratta, Annalisa
 Barbeau, Dominique
 Barber, Lawrence
 Barberio, Christine
 Barbieri, Mary
 Barca, Sarah
 Barca, Nancy
 Barch, Jessica
 Barclay, Derek
 Bardawil, Charles
 Barden, Isabella
 Bardzil, John-Christian
 Barker, Mike

Barnard, John
 Barndt, Robert
 Barnes, Jennifer
 Barnes, Riley
 Barnes, Susan
 Barnett, Katrina
 Barnett, Mark
 Barnhart, Joe
 Barnhart, Robert
 Barone, Jean
 Baroudi, Jude
 Barr, JosephAnna
 Barr, Cathleen
 Barr, Susan
 Barreiro, Julieta
 Barreto, Joseph
 Barrett, Brian
 Barrick, Stacey
 Barrios Martinez, Jessica
 Barron, Stacey
 Barry, Jason
 Barry, Jennifer
 Barry, Justine
 Barry, Lisa
 Bartel, Annie
 Barto, Shiryl
 Bartolotta, Genine
 Barton, Stephen
 Barton, Amber
 Basantani, Mahesh
 Bash, Lee
 Bashioum, Brynne
 Basile, David
 Bastian, Heather
 Bastian, Jeff
 Basu, Shakuntala
 Batavani, Nasim
 Bates, Jennifer
 Bates, Kelli
 Battistella, Cara
 Bauer, Lynne
 Baughman, Michael
 Baum, Michele
 Baumann, David D.
 Baumgartner, Emma
 Baumis, Delaney
 Baust, Jeffrey
 Baust, Tracy
 Baynham, Zack
 Bazan-Sanchez, Lupe
 Bazmi, Shervin
 Beach, Kellie
 Beach, Jill
 Beal, Jason
 Bean, Emma
 Bear, Todd
 Beardsley, Suzann

Beatty, Barbara
 Beatty, Pamela
 Beaudway, Karen
 Bechtel, Corinne
 Bechtold, Michele
 Beck, Lindsey
 Beckering, Faith
 Becker-Szurszewski, Thomas
 Beckwitt, Carly
 Behanna, Lisa
 Behling, Chelsea H
 Behr, Max
 Beigay, Teresa
 Beighley, Brian
 Belczyk, Jaclyn
 Belden-England, Riley
 Belin, Maria
 Belin, Shane
 Bell, Nina
 Bell, Monica
 Bell, John
 Bell, Mathew
 Bell, Delana
 Beluk, Nancy
 Benitez Nunez, Maria
 Bennett, Ian
 Bennett, Wendy
 Benscoter, Amy
 Benso, Steven
 Benson, Erika
 Berardo, Jeremy John
 Beresh, Zachary
 Berg, Sarah
 Berkebile, Jennifer
 Berkebile, Alex
 Berkow, Jan
 Berres, Paul
 Bertoni, Alec
 Berzowski-Germ, Anna
 Besagarahalli, Nanju
 Best, Maya
 Besterici, Troy
 Betts, Kathleen
 Beute, Ingrid
 Bevan, Douglas
 Beyer, Emily
 Bhan, Shereen
 Bharathi, Sivakama
 Bhoir, Swamini
 Bi, Chunming
 Bianco, Chantal
 Biega, Audrey
 Bigante, Mary
 Bigbee, Carolyn
 Bigelow, Denise
 Bijou, Brandon
 Bilak, Kory

Bilben, Holly
 Bilfield, Jeremy
 Biller, Jennifer
 Billig, Isabelle
 Bills, Nichole
 Binder, Jenna
 Bird, Karen
 Bird, Emily
 Bird, NK
 Biroscak, Jeremy
 Bisciotti, Joe
 Bishop, John
 Bishop, Rachel
 Bissell, Jennifer
 Bitar, Dylan
 Bittner, Amy
 Bittner, Sarah
 Bitzer, Hannah
 Black, Rachel
 Black, Danielle
 Black, Karrie
 Black, Amber
 Blacka, Shawna
 Black-McIntyre, Erin
 Blair, Matthew
 Blair, John
 Blair, Jordan
 Blanciak, Thomas
 Blankenship, Keona
 Blatt, Steven
 Blattner, Rob
 Blaze, Jennifer
 Blazer, Kyla
 Blecharz, Richard
 Blechman, Samuel
 Blinkhorn, Bradley
 Block, Abby Nicole
 Bloom, Kaitlyn
 Blose, Robert
 Blough, Delo
 Boadi-Agyemang, Abena
 Boag, Jennifer
 Boak, Brandi
 Boateng, Jessica
 Bocchi, Matt
 Bodnar, David
 Bodnar, Kaitlin
 Bodnar, Jill
 Bodnar, Theresa
 Bodnar, Kristy
 Bodnar, Andrew
 Body, Nora
 Boffemmyer, Greta
 Bogesdorfer, Daniel
 Boggs, Kristy
 Bogosta, Charles
 Bohland, Jennifer

Bohn, Ryan
 Bojarski, Patty
 Bokhari, Maha
 Boki, Maria
 Bokil, Amalendu
 Bolden, Bobbi
 Bolette, David
 Bollinger, Bruce
 Bond, Maria
 Boneham, Will
 Bongiorno, Christin
 Bonnar, Brian
 Booher Gearhart, Laura
 Bookser, Richard
 Boop, Olivia
 Boos, Amy
 Booz, Sara
 Borgert, Jessica
 Borish, Henry
 Borrasso, Jamie
 Borrasso, Allison
 Bosco, Samantha
 Bossong, Kaitlin
 Bostedo, Lauren
 Bostic, Melanie
 Boudreau, Aine
 Bouras, Alexandros
 Bow, Joshua
 Bowers, Rachel
 Bowes, Tracy
 Bowey, Dana R
 Bowlby, Corey
 Bowman, Patrick
 Bowman, James
 Bowman, Marc
 Bowman, Mark
 Bowser, Jordan
 Bowser, Chad
 Bowser, Sarah
 Boyko, Sara
 Boyles, Amy
 Bracho, Asier
 Bradley, Chase
 Bradley, Allison
 Bradley, Laura
 Brady, Ash
 Brandebura, Stephanie
 Brandon, Sandra
 Brandon, Nicole
 Brant, Courtney
 Brasili, Andrea
 Brasili, Maria
 Bratkovich, Jason
 Braunsdorf, Elizabeth
 Breitkopf, Torben
 Brennan, Lindsey
 Bressi, Lindsay

Bresz, Marie
 Brethold, Lindsay
 Bretti, Gabe
 Brewer, Julie
 Brewster, Brian
 Breze, Robert
 Brian, Jamie
 Brickel, Alexis
 Bridges, Nora
 Briem, Christopher
 Brienza, Casey
 Briggs, Jennifer
 Briggs, Lee Ann
 Brindarova, Elizabeth
 Brinza, Regina
 Briones, Nancy
 Brixius, Bjoern
 Broadwick, Joyce
 Brobeck, Jason
 Brock, Darrell
 Broderick, Daniel
 Broerman, Matthew
 Bronder, Kristy
 Brooks, Andrea
 Brooks, Jordan
 Brown, Chad
 Brown, Caroline
 Brown, David
 Brown, Kathryn
 Brown, Daniel
 Brown, Chrisala
 Brown, Daniel
 Brown, Diana
 Brown, Elke
 Brown, Aiden
 Brown, Lawanda
 Brown, Mark
 Brown, Maya
 Brown, Wanda
 Brownlee, Kate
 Brownlee, Chrislynn
 Brubaker, Thomas
 Brubaker, Michael
 Brubaker, Donovan
 Bruce, Katherine
 Bruce, Jessica
 Bruder do Nascimento, Ariane
 Brule, Martin
 Brull, Olivia
 Brunazzi, Erin
 Bruney, Lisa-Ann
 Brunner, Janet
 Bruno, Tracy
 Bruns, Jennifer
 Brunswick, Lindsay
 Bryant, Melissa
 Bryson, Morgan

Bublinec, Amanda
 Bucci, Carolyn Ann
 Buchanan, Gwen
 Buchanan-Smith, Casey
 Buck, Meghan
 Buck, Brian
 Buck, Alissa
 Budny, Jill
 Buerkle, Patricia
 Buffington, Darlene
 Bui, Kevin
 Bujak, Rebecca
 Bullock, Mark
 Bullotta, Arlene
 Burbee, Dylan
 Burens, Lori
 Burgess, Jonathan
 Burgh, Paul
 Burke, Chris
 Burke, Karl
 Burke, Sue
 Burkette, Lori
 Burkley, Marcus
 Burleigh, Daryl
 Burns, Lori
 Burns, John
 Burns, Darcie
 Burns, Kaylee
 Burns, Miguel
 Burns, Sarah
 Burnsworth, Rebecca
 Burr, Christine
 Burton, Michaela
 Bushee, McKenzie
 Bushnell, Daniel
 Bussard, Dominic
 Butka, Allison
 Butler, Emma
 Butler, Megan
 Butovich, Zack
 Butts, Daniel
 Buyukkaya, Ayla
 Byeon, Chang-Hyeock
 Byeon, In Ja
 Byerly, Christine
 Byers, Thomas
 Byers, Stacie
 Byrne, Angie
 Byrnes, Elaine
 Bytzura, Amanda
 Cafeo, Cristine
 Caffas, Allison
 Cagle, Adam
 Caicco, Tony
 Calmano, Dominick
 Cain, Echo
 Calderon, Michael

Caler, Adam
 Calhoun, Sara
 Callenberger, Sydney
 Calloway, LaShana
 Caltury, Adam
 Calvario, Rachel
 Calvert, Maggie
 Camarco, Daniel
 Camden, Sarah
 Cameron, Chelsea
 Cameron, Flor
 Cameron, Katie
 Camerota, Alyssa
 Cammarata, Susanna
 Campbell, Valerie
 Campbell, Richard
 Campbell, Bruce
 Campbell, Deborah
 Campbell, David
 Campese, Catherine
 Candra, Leticia
 Cannon, Joshua
 Cannon, Yvonne
 Cano, Lourdes
 Cantalupo, Paul
 Cantini, Celina
 Cao, Dejing
 Capasso, Gregory
 Capo-Stewart, Emma
 Capozzolo, Natalie
 Cappella, Michael
 Cappucci, Peter J
 Caputo, Christopher
 Caratelli, Jessica
 Cardamone, Karleigh
 Carducci-McFarland, Valerie
 Carey, Mary Ellen
 Carlin, Sophia
 Carmichael, Daniel
 Carnahan, Jessica
 Caro, Troy
 Carpenter, Nathan
 Carpenter, Michael
 Carpenter, Rachel
 Carr, Katheryn
 Carricato, Wendy
 Carrington, Malcolm
 Carroll, Nita
 Carroll, Kirsten
 Carson, Kimberly
 Carson, Lilly
 Carter, Philippa
 Carter, Robert
 Cartus, Abigail
 Caruso, Lori
 Caruso, Kevin
 Cary, Adam

Casas, Andrea
 Casciato, Theresa
 Casella, Michael
 Cashman, Stacy
 Casilli, Victoria
 Cason, Isaac
 Cassidy, Julie
 Casteel, Taylor
 Castiglione, Nick
 Castiglione, Michael
 Castilho Coelho, Nelson
 Casto, Lien
 Castro Scheirer, Sandra
 Catania, Dean
 Catelani, Maria
 Cattley, Richard
 Cavallucci, Cynthia
 Cavanaugh, Sean
 Cawley, Kevin
 Cecchetti, Susan
 Celender, Nicholas
 Celmo, Lisa
 Cenname, Alexis
 Centeno, Maria
 Cerri, Elena
 Certo, Carrie
 Certo, Sherri
 Chae, Sae-Rom
 Chagantipati, Bhuvitha
 Chaitanya Hungund Gopinath,
 Chaitanya
 Chamberlain, Robert
 Chambers, Maci
 Chambers, Robin
 Chan, Samantha
 Chan, Dejuanna
 Chandrashekarappa, Dakshayini
 Chang, Chien-Fu
 Chang, Alexander
 Chansoria, Vidha
 Chao, David
 Chao, Yapeng
 Chapin, Courtney
 Charlton, Roy
 Chase, Jarred
 Chasky, Elizabeth
 Chatlos, Deirdre
 Chatman-Kern, Carol
 Chaudhary, Prasanna
 Chaudhry, Ahmad
 Chavis, Val
 Check, Regan
 Chen, Abby
 Chen, Helen
 Chen, Maozi
 Chen, Xiaoping
 Chen, Chenyi

Chen, Hsin
 Chen, Jiamiao
 Chen, Jian
 Chen, Jianjiao
 Chen, Jie
 Chen, Jingxin
 Chen, Leeann
 Chen, Lingling
 Chen, Lu
 Chen, Tianyu
 Chen, Yaming
 Chen, Yun
 Cheng, Dongmei
 Cheng, Hui-Chun
 Cheng, Jeffrey
 Chenoweth, Holly
 Chervon, Stacey
 Cheshire, Kristal
 Chesney, Natalie
 Chestnut, Carol
 Chiang, Ming-Hsuan
 Chiknas, Peter
 Childs, Shatterra
 Chinn, Nicole
 Chirdon, Christopher
 Chirumbolo, Michael
 Chismar, Nancy
 Choi, Tina
 Cholewinski Jr, Mitch
 Cholodofsky, Adam
 Chou, Ivy
 Chou, Hsiang
 Choudhary, Aarti
 Christ, Rosalyn
 Christensen, Janelle
 Christian, Adam
 Christie, Amaya
 Christopher, Linda
 Christy, Molly
 Chronis, Heather
 Chuan, Byron
 Cicco, Michelle
 Cieply, Shannon
 Cihil, Kristine
 Cintora Lopez, Yanira
 Cipicchio, Janine
 Cisar, Bradley
 Civi, Bilge
 Clancy, Samuel
 Clark, Jeannette
 Clark, Marian
 Clark, Max
 Clark, Mike
 Clark, Thuy
 Clark, Madison
 Clark, Cierra
 Clark, Karen

Clarkberg, Violet
 Clarke, Gianna
 Clarke, Kevin
 Clarke, Emily
 Clarke, Karen
 Clayton, Melissa
 Clayton, Skye
 Cleaver, Rebecca Lynn
 Clements-Dawson, Margaret
 Clendaniel, Jon
 Clifford, Katherine
 Clifford, Chris
 Clifton, Suzanne
 Cline, Garrett
 Cline Elyes, Cassie
 Clites, Beth
 Clites, Shawna
 Cloonan, Bethany
 Close, David
 Cloutier, Renee
 Clum, Penny
 Coburn, Stefanie
 Coccagna, Kari
 Coccari, Mindy
 Cochran, Jessica
 Cochran, Steven
 Coco, Amy
 Coelho, Joao
 Coggins, Robyn
 Cohen, Jacqueline
 Cohen, Tomika
 Colabine Beattie, Aimee
 Colangelo, Linda
 Coldren-Baker, Elyse
 Cole, Patricia
 Cole, Angela
 Coleman, Charissa
 Coleman, Brittany Marie
 Coleman, Bianca
 Collier, Abby
 Collinger, Katelyn
 Collins, JJ
 Collins, Cathy M
 Collins, Mallory
 Collins-Struck, Raychal
 Colosimo, Stacey
 Columbus, Anthony
 Comeau, Nickolas
 Comito, Matthew
 Comulada, Christine
 Comunale, Michael
 Conboy, Anna
 Concelman, Samuel
 Concilio, Lori
 Confer, Sheila
 Confer, Stephanie
 Conley, Sami

Conlon, Patricia
 Connell, Tricia
 Connelly, Brian
 Connolly, Heather
 Connolly, Mary
 Connors, Grace
 Cononge, Donovan
 Consolaro, Paula
 Consolmagno, Marissa
 Constantino, Jamie
 Contamin, Lucie
 Conter, Laura
 Conti, Julia
 Contis, Nicholas
 Conway, Beth
 Conwell, Stephen
 Cook, Matthew
 Cook, Sarah
 Cooksey, Brett
 Cooley, Alison
 Cooley, Nicholas
 Coonrod, Beth Ann
 Cooper, Jennifer
 Cooper, John
 Cooper, Josh
 Cooper, Kristine
 Copelli, Susan
 Coppler, Patrick
 Copp-Millward, Brandon
 Coppola, Annmarie
 Corn, Micaela
 Cornell, Travis J
 Correll, Jacquelyn
 Correnti, Lisa
 Cortez, Angel
 Cosgrove, Chloe
 Costa, Victoria
 Costa, Andrew
 Costa, Rachel
 Costlow, Alexandra
 Costlow, Monica
 Cottom, Nancy
 Coulson, Scott
 Coulson, Noah
 Coumos, Marlana
 Courtney, James
 Couzy, Jean-Baptiste
 Cowan, Jenna
 Cox, Colleen
 Cox, Adriana
 Cox, Albertina
 Cox, Dave
 Coyle, Jennifer
 Coyne, Olivia
 Coyne, Terrence
 Cozza, Marissa
 Crable, Haley

Cradduck, John
 Craig, Michael
 Craig, Andrew
 Cramer, Robert
 Crawford, Tracy
 Crawford, Selena
 Crawford, Grace
 Crawford, Timothy
 Creasy, Stephanie
 Crevasse, Isabel
 Cribbs, Emma
 Cridlebaugh, Kate
 Crile, Janice
 Crippen, Amy
 Cristalli, Jennifer
 Cristinziano, Madison
 Croker, Brittany
 Crookston, Tina
 Crosby, Danielle
 Cross, Anne
 Crossan, Jennifer
 Crowder, Caitlyn
 Crowell, Christine
 Crowhurst, Kirsten
 Crummie, Patrick
 Crutcher, Dawn
 Cruz Rangel, Silvia
 Crytzer, Jamez
 Crytzer, Jenny
 Csoman, Kati
 Cucarese, Lisa
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Davis, Billie	Dempsey, Chelsea
Davis, Christopher	DeNardis, Peter
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Nigam, Aparna	Oken, Skyler
Nigmet, Yermek	Okerman, Tiffany
Nigro, Dustin	Okunade, Aishat
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Nincke, Lynne	O'Leary, Marcus
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 Tookes, Angela Yvonne
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 Trickett, Scott
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 Trott, Molly
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 Trunzo, Theodore
 Trybus, Laura
 Trygar, Janice
 Tsai, Theodore
 Tu, Fei
 Tu, Yizeng
 Tucker, Brandon
 Tufino, Adriana
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 Tung, Chau
 Tung, Havannah
 Turknett, Trent
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 Tuxward, Casey
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 Underwood, Tricia
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 Urho-Young, Ink
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 Usta-Cater, Yagmur
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 Vaiz, Jerrine
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 Valenti, Mary
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 Valtin-Erwin, Leah
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 Van Poolen, James
 Vander Bilt, Joni
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 Vanfossen Bravo, Luis
 Van't Land, Clinton
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 Vemoori, Yashwanth
 Venbakkam, Ananya
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 Venugopalan, Roopa
 Vercammen, Gene
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 Vernet-Lazor, Vicki
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 Videll, Hans Christopher
 Vidic, Brian
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 Vincent, Pamela
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 Walko, Mary
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 Wang, Dong
 Wang, Fei
 Wang, Huabo
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 Wang, Rongrong
 Wang, Shuaichao
 Wang, Shuxia
 Wang, Victoria
 Wang, Xiao-Hong
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 Wang, Xuerui
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 Ward, Audrey
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 Ward, Jessica
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 Warner, Joelle
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 Whitehead-McDuffie, Key
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 Whitfield, Debbie
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 Williams, Kevin
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 Williams, Riley
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 Wilson, Eryka
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Wilson, Adam
 Wilson, Steven
 Wilson, Christina
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 Wilt, Whitney
 Wiltrout, Christopher
 Wimer, Miranda
 Winbush, Timothy
 Winkler, Lori Lee
 Winkles, Jon-Francis
 Winners, Robert
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 Wise, Theresa
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 Wittmaak, Stephen
 Wittman, Jessica
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 Wollett, Brian
 Wolsk, Jennifer
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 Wright, Tyler
 Wright, Kristy

Wright, Miranda
 Wrona, Catherine
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 Wu, Shan
 Wu, Wan-Chen
 Wuerth, Jordan
 Wunderlich, Livia
 Wunsch, Leah
 Wyland, Olivia
 Wyllis, Ellaina
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 Wyszomierski, Daniel
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 Xiao, Chengnian
 Xie, Charlene
 Xie, Bingxian
 Xu, Juan
 Xu, Fei
 Xu, Shushen
 Xu, Wei
 Xue, Jia
 Xue, Lingshu
 Yablonsky, Eric
 Yagi, Haruyo
 Yahner, Kristin
 Yamamoto, Paris
 Yang, Xiaoli
 Yang, Nan
 Yang, Chris
 Yang, Jingye
 Yang, Qingnan
 Yang, Quanwei
 Yang, Seonkyeong
 Yang, Xiaoling
 Yang, Yi
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 Yataco, Lauren
 Yates, Christian
 Yates, Kathleen
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 Yeh, Stacy
 Yeo, Raymond
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 Young, Maleek
 Young, Victor
 Young, Ryan
 Yu, Hong
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 Yuan, Zhou
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 Yurt, Adam
 Yvorra, Josie
 Zadorozny, Ella
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 Zaidi, Ali
 Zajdel, Lawrence
 Zak, Jean
 Zanolio, Rebecca
 Zandifar, Afrooz
 Zang, Yan
 Zappa, Alison
 Zavolta, Richard
 Zeak, Katelyn
 Zeff, Roberta
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 Zeilo, Laura
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 Zhang, Biying
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 Zhang, Guangfeng
 Zhang, Hu
 Zhang, Jiyang
 Zhang, Li
 Zhang, Lin
 Zhang, Lixin
 Zhang, Mei
 Zhang, Min
 Zhang, Xuefeng
 Zhang, Yi
 Zhang, Yu
 Zhang, Yuxun
 Zhao, Wenchen
 Zhao, Haining
 Zhao, Hong
 Zhao, Mingqi
 Zhao, Xuejun
 Zhao, Yanwu
 Zharichenko, Nika
 Zheng, Songyang
 Zheng, Yihao
 Zhou, Chaoming

Zhou, Hairu
Zhou, Jianhua
Zhou, Xiuxia
Zhu, Anthony
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Zhukoff, Yulia
Ziats, John
Ziegler, Richard
Ziegler, Luke
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Zielmanski, Christine
Ziglar, Hamza
Zik, Cary
Zikmund, Chase
Zimmerman, Zachary
Zimmerman, Kevin
Zimmerman, Alex
Zimmerman-Cooney, MaLinda
Zivic, Aleksandar
Zlobin, Andrew
Zoffel, Nathaniel
Zonay, Hadley
Zorrilla, Michelle
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Zullo, Thomas
Zullo, ToniAnn
Zuo, Zehua
Zurcher, Christopher

Zurcher, Kaitlyn R
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Zuzik, Evan
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Agarwal, Anika	Barrett-Acre, Nicole
Agojo, Isiah	Barrick, Karen
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Akkur, Avinash	Barron, Mara
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Alamo, Maximo	Barthelemy, Lisa J
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Albert, Brenna	Basinger, Gina
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Algarin, Jill C	Bauer, Tracy
Alpern, Deborah	Baumgardner, Sydney
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Anderson, Kim	Bayus, Karen
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Anderson, Jeffrey	Beard, Amy
Anderson, Seth	Beasley, Peyton
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Antolic, Rick	Beaver, Tessa
Aoki, Gabriel	Beck, Mark
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Arendash, Maryellen	Beer, Paul
Arms, Nicole	Begley, Joseph
Arvay, Jean	Belin, Natalie Anne
Askin, Nathan	Belko, Meili
Atoo, Brenda	Bell, Anthony
Avalos, Jose Luis	Bender, Nicole
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Balliet, Brooke	Bia, Joseph
Baloga, Edward	Biancardi, Sarah
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Barclay, Carmen	Blasko, Gretchen
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 Bolibruck, Shannon
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 Borawski, Elliott
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 Cassidy, Bailey
 Cassidy, Ryan
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 Claypoole-Khilji, Marcy
 Clements, Mary
 Clifton, Tamara
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 Coddington Rogers, Gail
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 Collins, Todd
 Condeluci, Dina
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 Cooper, Francine
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 Coppens, Ben
 Cordoves Pastrana, Luis
 Corfield, Skylar
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 Cox, Deborah
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 Craig, Renee
 Crownover, Alyse
 Culley, Doreen
 Culpepper, Meghan
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 Cumpston, Richard
 Curry, William
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 Daller, Emily
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 Dambrosia, Matthew
 Dan, Sunshine
 Danis, Evan
 Daugherty, Carl None
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 Davies, Ian
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 Davison, River Atlas
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 Deitrich, Rachel
 Delaney, Erin

Delk, Elizabeth
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 Denson, Michelle
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 Deuel, Tyler
 Devan, Susan
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 DiBacco, Michael
 Dignam, Mark
 Dinuzzo, Renee
 DiPasqua, Joseph
 DiPasquale, Anna
 DiRoma, Tori
 DiTommaso, Denise
 DiTullio, Anthony
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 Doan, Kevin
 Doerfler, David
 Dolde, Carmella
 Donatelli, Tom
 Doriah, Mariel
 Dorsette, Melissa
 Dougherty, Jessica
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 Dubinsky, Amanda
 Duchi, Monika
 Dufford, Laurie
 Duncan, Laryssa
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 Dunning, Carly
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 Eckenrode, Ava
 Economo, Ted
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 Egenton, Charlotte
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 Elagrab, Maryam Ahmed
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 Elerby, Janice
 Elias, Anna
 Ellis, Rachel
 Elmes, Faith
 Elo, Brian
 Elwell, Madeleine
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 Engstrom, Craig
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 Eschrich, Lynne

Escott, Elizabeth
 Espinoza, Roxana
 Esquino, Megan
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 Evans, Tina Lashawn
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 Feth, Adele
 Fetherlin, Paula
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 Figueroa, Daniel
 Fisher, Madison
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 Fitsko, Jennifer
 Fleishaker, Charles
 Fleming, Meghan
 Flint, Daniel
 Flynn, Megan
 Ford, Candice
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 Forni, Marco
 Fortuno, Kathryn
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 Fournier, Gina
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 Frederick, Robin
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 Fresh, Stephanie
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 Frigoletto, Nate
 Frisina, Rachel
 Fritz, Tara
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 Fullard, Angela Hindes
 Furay, Autumn
 Eye, Timothy
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 Galia, David Galia
 Gallego Velasquez, Silvano
 Galloway, Lauren
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 Gotkiewicz, Emily
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 Gralewski, Cynthia
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 Gray, Alexander
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 Greb, Matthew
 Green, Heidi
 Greene, Ashley
 Gregg, Janal
 Grisetti, Michael
 Grogan, Alysia
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 Groves, Sam
 Grzegorzczuk, Amy
 Guemaleu Tientcheu, Gerardine
 Gurung, Karma
 Gustafson, Dane
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 Hager, Charles
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 Hale, Sara
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Hall, Jennifer
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 Hancock, Kierstin
 Hancock, Alan
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 Hanselman, Christopher
 Happe, David
 Harding, Allison
 Harding, Emily
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 Harrison, Jessica
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 Hart, Jamie
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 Hartle, Clifford
 Hartzell, Abigail
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 Hawk, Delaney
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 Heberling, Mary
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 Heidekat, Neal
 Heider, Kyle
 Held, David
 Helsel, Amanda
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 Hendrickson, Herbert
 Henkel, Mollie
 Henning, Ramone
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 Huerta, Victoria
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 Huysman, Charles
 Hyde, Aaron
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 Iagnemma, Alex
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 Islam, Haniya
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 Jackson, LaShon
 Jackson, Rhonda
 Jackson, Spencer
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 James, Corey
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 Jarosz, Helen
 Jashinski, Janice
 Jewell, Randy
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 Johnson, Giavanni
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 Jones, Dedra

Jones, Gavin
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 Kazalas, Diana
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 Keebler, Joshua
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 Kefalos, Steven
 Kelleher, Joseph
 Keller, Mandi
 Kelley, Jake
 Kells, Paris
 Kelly, Cait
 Kelly, Morgan
 Kelly, Robert
 Kennedy, Kaitlin
 Kennedy, Kathleen
 Kennedy-Carter, Cassandra
 Kennelly-Cook, Theresa
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 Keskinidis, Paulina
 Kiley, Michael
 Killi, Patricia
 Killian, Maddy E
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 Kimokeo-Mitomi, Adam
 King, Destiny
 King, Angela
 King, Emery
 King, Jaya
 Kinkaid, Madeline
 Kinnard, Katryna
 Kinsel, Shelly
 Klink, Brenden
 Kloss, Kathryn
 Kloss, Nancy
 Knapp-Scott, Dylan
 Knauer, Buck
 Knight, MiA
 Knochel, Karen
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 Kocelko, Larissa
 Koenig, Jesi
 Kohl, Ian
 Kohler, Jennifer
 Kohut, Rachel
 Kokel, Tamy
 Koncerak, Ken
 Kondrich, Helen
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Korb, August
 Korff, Kelley
 Koroly, Olga
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 Kosht, Mya
 Kotyra, Kathryn
 Kovac, Dylan
 Kovalcik, Matthew
 Kraemer, Christopher
 Krall, Albert
 Kramer, Melissa
 Krenek, Micky
 Krepps, Pamela
 Krinberg, Bryan
 Krodel, Sherri
 Krouse, Carter
 Krusienski-Lander, Jamie
 Kuban, Catherine
 Kubenko, Valerie
 Kuchar, Leigh
 Kuchma, Gillian
 Kuhns, Lisa
 Kukunas, James
 Kusumah, Irvan
 Kyros, Roula
 Laabs, Heather
 Labishak, Suzie
 Labovitz, Rebecca
 Lacey, Kaitlyn
 Lacruz Pichardo, Vanessa Valentina
 Lajohn, Larry Anthony
 Lambright, Edan
 Lampus, Mariah
 Landas, Marcus
 Landefeld, Lori
 Lane, Rhayshar
 Lane, Lou
 Lane, Ryann
 Lanier, Divine
 Lapp, Tegan
 Latzy, Kristine
 Lauer, Cienna
 Laughlin, Michael
 Laughman, Kevin
 Lavery, Richard
 Law, Seth
 Leahy, Michele
 Leatherman, Lauren
 Lecker, Abigail
 Lee, Mae Mae
 Lee, Matt
 Leibfreid, Andrea
 Leist, Mark
 Lemmon, LaShanda
 Lemon, Quintin
 Lemonovich, Carrie
 Lepish, Juliann

Li, Julie
 Liberto, Lidia
 Linde, Marija
 Linder, Jean
 Linder, Claire
 Lindner, Karen
 Liniger, Paul
 Liriano, Angie
 Liszewski, Lydia
 Litman, Ron
 Little, Dan
 Liu, Amy
 Ljungquist, Eric
 Llewellyn, Michelle
 Lloyd, Daniel
 Lock, Zora
 Loedding, Elena
 Lombardi, James
 Long, Cal
 Long, Scott
 Lopez, Tatjana
 Losier, Jennifer
 Loughner, Julia
 Loughran, Monica
 Lowe, Katrina
 Lowe, Joshua
 Lowe, Nathaniel
 Lowrey, Jonathan
 Lucas, Nathan
 Luciano, Tammy Robyn
 Luna Fetzko, Marcela
 Luo, Oke
 Lynch, Margaret
 Ma, Xiaojun
 Mack, Kali
 Macklin, Milana
 Mahgoub, Rezen
 Makam, Asha
 Malia, Ann
 Mallory, Aleah
 Maloney, Christine
 Mandell, Renee
 Mangus, James
 Manuel, Kenneth
 Mares, Dianne
 Margiotti, Trisha
 Marines, Jessica
 Markewinski, Ashley
 Marks, Matthew
 Martellotti, Wendy
 Martin, Mackenzie
 Martin, Ethan
 Mason, Jessica
 Massimino, Sammy
 Masteller, Shannon
 Matjasko, Jenn
 Matriccino Guzman, Felicia

Matthews, Regina
 Matthews, Ben
 Matthews, Michael
 Mattie, Brandon
 Mattys, Michelle
 Matus, Susan
 Matusik, Diana
 Maybray, Lisa
 Mayne, Shannon
 Mazefsky, Linda
 McCarthy, Keith
 McClain, Laura
 McClellan, Susan
 McClelland, Lisa
 McClelland, Samantha
 McCray, TaJa
 McCuen, Elizabeth
 McDonald, Jason
 McEvoy, Brooke
 McEwen, Marlene
 Mcgahey, William
 McGee, Emilee
 McGeever, Timothy
 McGill, Caitlin
 Mcgrann, Madeleine
 McGrath, Christy
 McGuire, Megan
 McKay, Kathleen
 McKenzie, Shannon
 McKinney, Nicole
 Mckitrick, Kyle
 McLane, Nicole
 McNamara, John
 McNulty, Maureen
 McPherson, Ellie
 McWilliams, Kimberly
 Mead, Rita
 Meade, Imani
 Meenihan, Tonia
 Meister, Donna
 Mejia, Kevin
 Mercurio, Lawrence
 Merranko, Mary
 Merranko Strain, Kelly
 Merritt, Austin
 Merti, Kristine
 Messiah, Heather
 Metz, Andrew
 Micknowski, Christine
 Miele, Cortney
 Miele, Jessica
 Mignogna, Linda
 Mihalega, Anna
 Miller, Robin
 Miller, Carolyn
 Miller, Dawn
 Miller, Meredith

Miller, Penelope
 Miller, Nicole
 Miller, Caitlyn
 Miller, Dennis
 Miller, Jo
 Miller, Shelby
 Miller, Tracey
 Miller-Wisniewski, Kyra
 Milletics, Sarah
 Milliren, Marguerite
 Minnich, Stephanie
 Mitchell, Madelynn
 Mondry, Justin
 Moneck, Lauren
 Mones, Kaysha
 Monning, Jessica
 Monroe, Alexander
 Moore, Brian
 Moore, Rob
 Moore, Timothy
 Mora, Amanda
 Morris, Mariah
 Morrison, PJ
 Morrison, Adam
 Moultrie, Ebony
 Movsisian, Asmik
 Mowrey, Stefanie Erin
 Moyer, Philip
 Muchnok, Kelsey
 Muir, Kara
 Muise, Danielle
 Mukherjee, Shayani
 Mundy, Janet
 Munoz, Jennifer
 Munroe, Amanda
 Murzynski, Christina
 Musekamp, Wioletta
 Musto, Karen
 Mutch, Vanessa
 Muth, John
 Myers, Elizabeth Jane
 Nace, Madison
 Nadalian, Mahtab
 Nagy, Melissa
 Namey, Maxwell
 Nance, Gwendolyn
 Nandy, Aparajita
 Narciso, Cedric
 Nave, Jaime
 Neira de Souza, Yuri
 Nelson, Frederick
 Nemschoff, Jenna
 Nery, Carrie
 Newcity, Melk
 Newell, Kandy
 Newman, Frances
 Nguyen, Andrew

Niedermeyer, Sarah
 Niedermeyer, Taylor
 Nofsinger, Mary
 Nolf, Greg
 Nomides, Lauren
 Nosenchuck, Nicholas
 Null, Diane
 Nyati, Aashita
 O'Brien, Nativia
 O'Brien, Michael
 O'Brinar, Daniel
 O'Connor, Dana
 O'Connor, Daniel
 Odonnell, Matthew
 O'Donnell, Jeanne
 Oeler, Rachel
 Ohler Smith, Tamara
 Ohliger, David
 O'Lare, Christina
 OLeary, Michelle
 Olson, Janie Tomasovich
 O'Melia, Sarah
 O'Neil, Jennifer
 O'Neil, Kylie
 O'Neill, Mara
 Osborn, Rachel
 Oswalt, Eliza
 Owens, Robbie
 Page, Marianne
 Painter, Teri Lynn
 Palikaras, Amy
 Palmer, Eugene
 Palmer, Quintel
 Palonis, Sharon
 Palumbo, Alexandria
 Parise, Aaron
 Parsons, Daniel
 Parsons, Wesley
 Patel, Barkha
 Pathak, Sukanya
 Paul, Amanda
 Pawloski, Ryan
 Pawuk, Amanda
 Payton, Noah
 Peck, Cynthia
 Pedroza, Jim
 Pelloni, Sandi
 Pena, Chris
 Pendrick, Jessica
 Pergalske, Skyler
 Perkins, Karen
 Pesce, Nicole
 Peters, Katherine
 Petropoulos, Shirley
 Pettis, Lydia
 Petts, Mark
 Petzold, Sam

Phillip-Krysinski, Callista
 Phillips, Branford
 Phillips, Christian
 Pierra, Kaytlynn
 Piersaint, Kenzy
 Pisano, Shannon
 Player, Shatea
 Pleskovitch, Atalia
 Pletcher, Joani
 Polinko, Eric
 Polley, Corrina
 Popovic, Teodora
 Porco, Maria
 Porter, Janessa
 Porter, Denise
 Potts, Christopher
 Powell, Hannah
 Powell, Patricia
 Powell, Megan
 Prestine, Debi
 Price, Susan
 Prigg-Monte Verde, Sandra
 Primack, Krystina
 Prokop, Robert
 Provenzano, Julia
 Pruss, Heather
 Puccio, David
 Puchalski, Frank
 Quagliani, Anita
 Quinn, Heather
 Raback, Nancy
 Raback, Yasline
 Race, Beth
 Race, Jill
 Raczkowski, Amanda
 Radzinski, Andrea
 Rager, Michele
 Rahman, Sabera
 Ramer, Carly
 Ramey, Bri
 Randolph, Jody
 Randolph, Ginger
 Rankin, Sarah
 Ravada, Sri
 Ravikumar, Simmi
 Rayman, MaryAnne
 Reardon, Timothy
 Reed, Toni
 Rees, Emmi
 Reese, Rebecca
 Reeves, Kennedy
 Reiner, Virginia
 Reis, Carol
 Renquist, Julia
 Rent, Celishia
 Reyes, Zach
 Reynolds, Karmen

Rhoades, Cody
 Rhone, Cheyenne
 Riccelli, Sabrina
 Richards, Rayleigh
 Richardson, Cheryl
 Richey, John
 Richey, Benjamin
 Ridenour, Shannon
 Riedel Gonzalez, Tadeo
 Riggins, Lisa
 Rimel, Jamie
 Ringelholz, Benjamin
 Rishel, Thomas
 Ritchie, Alyssa
 Ritter, Isabella
 Ritts, Heather
 Robertson, Kimberly
 Robertson, Amy
 Robertson, Ashley
 Robertson, Questin
 Robinson, Qadeerah
 Robinson, Kimberly
 Robinson, MaryKate
 Robinson, Johnnie
 Robinson, Raub
 Robison, Glenn
 Robles, Girley
 Rogers, Megan
 Rollins, Hassan
 Romano, Marc
 Rompala, Anna
 Rosario, Manuel
 Rose, Emily
 Rosenson, Sarah
 Roskies, Tami
 Roskov, Krystal
 Rosnyoi, Laura
 Rosol, Julie
 Ross, Eric
 Rossi, Rachel
 Roth, Skylar
 Rowland, Jeffrey
 Roy, Zachary
 Rudy, Denise
 Ruggieri, John
 Russell, Sierra
 Russin, Elena
 Ruta, Scott
 Ryan, Gaelynn
 Ryczaj, Maureen
 Sabo, Valerie
 Sabo, Yvonne
 Saether, Desi
 Sains, Arlene
 Sajdak, Tyler
 Salek, Josh
 Sallowicz, Larissa

Salva, Susan
 Salvini, Karl
 Samber, Frances
 Sankar, Arun
 Sankey, Dorinda
 Santiago, Roberto
 Saraniero, Anthony
 Saunders, Jenna
 Sauritch, Milonna
 Sawiz, Sadaf
 Saylor, Heather
 Scanlon, Liz
 Schachner, Kay Schachner
 Scheines, Katherine
 Scherling, Brenda
 Scheuren, Grace
 Schivins, Jace
 Schlegel, Andrew
 Schmeltzer, Sonia
 Schmelzer, Maria
 Schmidt, Irene
 Schneider, Anastasia
 Schneider, Corinne
 Schoedel, Beth
 Schrader, Jake
 Schramm, Mark
 Schultz, Jill
 Schweinsberg, Sadie
 Scognamiglio, Luigi
 Scott, Heather
 Scott, Shani
 Scott, Justin
 Segneff, James
 Sellitto, Karen
 Setlik, Abbey
 Seuffer, Sydney
 Shade, Janet
 Shafer, Charlie X
 Shaffer, Spencer
 Shah, Rinaben
 Shannon, Sarah
 Sharpe, Melissa
 Sharrar, Brin
 Shaw, Connor
 Shaw, Mark
 Shearer, Joshua
 Shelapinsky, Loretta
 Shelleby, Carly
 Sherlock, Eric
 Shi, Ziyang
 Shrader, Kelsey
 Shuber, Renee
 Shultz, Rys
 Silverstein, Roger
 Simmons, Kyrsten
 Simpson, Charles
 Sinclair, Candace

Singleton, Chelsea
 Sismour, Elizabeth
 Sizemore, Tee
 Skelton, Ryan
 Skovera, Ariel
 Skowron, Michelle
 Skumburdes, Suzanne
 Slagle, Eric
 Slagle, Bethanie
 Slavonic, Laurie
 Slifka, Ruth
 Smalling, Shannon
 Smart, Ron
 Smith, Lesley
 Smith, Valerie
 Smith, Kenya
 Smith, Veronica
 Smith, Gerald
 Snodgrass, Chantel
 Snyder, Lydia
 Snyder, Janice
 Snyder, Zachary
 Snyder, Timothy
 Solosky, Nick
 Soltysiak, Brett
 Somerville, Briar Briar
 Song, Emily
 Sornek, Agnieszka
 Spahr, Lori
 Spalla, Tracy
 Spanos, Roberta
 Sparta, Alex
 Spence, Seren
 Spengler, Laurie
 Spithaler, M
 Srivastava, Prapti
 St. Clair, Nora
 St. Julien, Michele
 Stabinski, Michael
 Stamm, Dawn
 Stanchak, Kyle
 Starinsky, Stefanie
 Starke, Kevin
 Stearns, Brooke
 Steele, Felicia Steele
 Stephen, Rachael
 Stewart, Sabina
 Stewart, Scott
 Stewart, Allan
 Stockdill, Jody
 Stockwell, Earl
 Stolte, Laura
 Stolz, Ezra
 Stonebraker, Cindy
 Stormer, Wendy
 Stout, Daniel
 Straney, Jeffrey

Strang, William
 Straub, Marjorie
 Straughter-Johnson, Triniti
 Strausser, Holly
 Strong, Tracy
 Strotman, Karen
 Struthers, Shiloh
 Sturgill, Janet
 Sturm, Patricia
 Suiter, Gina
 Suiter, Jonette
 Sullivan, Maura
 Sullivano, Jennifer
 Summers, Brandon
 Surmacy, Antionette
 Swedowski, Lisa
 Sweeney, Sarah
 Sweet-Taylor, Jaime
 Sweezer, Michael
 Sweitzer, Celeste
 Swiden, Richard
 Sylvia, Laura
 Szekely, Delaney
 Tanner, William
 Tasker, Jenn
 Tate, Lindsey
 Tate, Ryan
 Tavella, Ashley
 Taylor, Z
 Taylor, Brittani
 Taylor, Apaulo
 Taylor, Amy
 Taylor, Jacques
 Taylor, Leah
 Terrana, Ethan
 Terry, Robert
 Tessari, Sierra
 Thiel, Kevin T
 Thomas, Michele
 Thomas, Brad
 Thomas, Corey
 Thompson, Betty
 Thompson, Carol
 Thompson, Gina
 Thompson, Anthony
 Thurston, Nathaniel
 Ticjak, Shelley
 Timberlake, Seth
 Titus, Suzanne
 Tomasic, Joy
 Tomaszewski, Jeff
 Tongel, Robyn
 Toporcer, Jeffrey
 Toussant, Edward
 Towle, Mary
 Towne, Mark
 Travis, Kevin

Trimpey, Micah
 Tripoli, Dominique
 Trout, Brooke
 Troy, Nicole
 Trojan, Thomas
 Truckenbrod, Benjamin
 Truschel, Carol
 Turner, Ashley
 Turner, Melone
 Turner, J.V.
 Tyler, James Lee
 Tylka, Frederick
 Tyner, Christen
 Tzanakos, Metanathi
 Ucciardo, Julianna
 Upchurch, Lauren
 Uscinski, Megan
 Utterback, Debra
 Vallejo, Stephen
 Vallo, Marykay
 Vance Carr, Laurice
 Vandevort, Rachel
 Vannatten, Ryan
 Varner, Lisa
 Vasudevan, Vignesh
 Vehec, Maxwell
 Veleke, Trish
 Vinkovich, Cynthia
 Volkar, Diana
 Wachtel, Julia
 Waggle, Derek
 Wagner, Jayme
 Wagner, Linda
 Wagner, Natalie
 Walk, Megan
 Walker, Monica
 Wall, Caroline
 Wallace, Elliot
 Wallace-Potts, Emma
 Walsh, Sydney
 Walsh, James
 Walsh, Seamus
 Walters, Karin
 Wan, Shanning
 Ware, Diamond
 Ware, Solo or Sol
 Warren, Olivia
 Washington, Hope
 Waters, Carrie
 Watson, Christina
 Watson, William
 Watt, Trish
 Weaver, Morgan
 Weaver, Aaron
 Weeks, Melissa
 Weiland, Laura
 Weinstock, Lizzy

Weir, Nicole
 Weir, Remy
 Weisensee, Richard
 Weishorn, Tiffany
 Welka, Sapphire
 Wells, David
 Westhoff, Rebecca
 Wheeler, Cynthia
 Whetstone, Ian
 White, Katelyn
 White, Theresa
 Whiting, Jason
 Whitman, Shelley
 Whittier, Rachel
 Wicks, Rhonda
 Wicks, Alicia
 Wideman, Justin
 Williams, Pamela
 Williams, Brianna
 Williams, Teshay
 Williams-Reese, Carmela
 Willyard, Nicoli
 Wilson, Caitlin
 Wilson, Christine
 Wilson, Emily
 Wilson, Benjamin
 Wilson-Allen, June
 Winterhalter, Mark
 Wirick, Joan
 Wittmaak, Stefanie
 Wojewodka, Gwen
 Wolf, Lauren
 Wolfe, Eric
 Womack, Karen
 Wood, Elizabeth
 Wood, Will
 Woodhall, Kathleen
 Woods, Dominique
 Work, Michael
 Wright, Tyler
 Wyant, Charles
 Wyman, Eve
 Wynn, Chrystyle
 Wynn, Walter
 Wyss, Tania
 Yang, Minying
 Yannam, Megha
 Yessler, Karen
 Yimin, Emily
 Yoho, Melissa
 York, DeJah
 York, Nicholas
 Young, Chloe
 Young, Gregory
 Young, Margaret
 Young, Natalie
 Young, Patti Jo

Young, Duke
 Young, Ramon
 Young, Kameron
 Youngblood, LaShawn
 Youngman, Edward
 Yu, Miao
 Yurasits, Linda
 Zankel, Peyton
 Zapata, Angelica
 Zazzera, Amelia
 Zeile, David
 Zellars, Karen
 Zerby, Loretta
 Zhao, Yichu
 Ziatek, Sydney
 Ziegler, Douglas
 Zielinski, Giovanni
 Zielinski, Michael
 Ziemba, Kennedy
 Zimmerman, Bryan
 Zimmerman, David
 Zito, Jon
 Zuk, George
 Zukas, Alexi
 Zulka, Donald

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 (Professional)

IN THE MATTER OF THE EMPLOYES OF :
: Case No. PERA-R-23-110-W
:
UNIVERSITY OF PITTSBURGH :

COMPLETE ALL THREE SECTIONS (I, II, AND III)

I. UNIT DETERMINATION ELECTION

I CHOOSE TO BE INCLUDED
IN A UNIT OF PROFESSIONAL
AND NONPROFESSIONAL EMPLOYES

☐

Mark
One
Square
Only
With (X)

I CHOOSE NOT TO BE INCLUDED
IN A UNIT OF PROFESSIONAL AND
NONPROFESSIONAL EMPLOYES

☐

II. IN THE EVENT A MAJORITY OF THE PROFESSIONAL EMPLOYES VOTE TO BE
INCLUDED IN A COMBINED PROFESSIONAL AND NONPROFESSIONAL UNIT:

UNITED STEEL, PAPER AND FORESTRY, RUBBER,
MANUFACTURING, ENERGY, ALLIED INDUSTRIAL
AND SERVICE WORKERS INTERNATIONAL UNION,
AFL-CIO, CLC

☐

Mark
One
Square
Only
With (X)

NO REPRESENTATIVE

☐

III. IN THE EVENT A MAJORITY OF THE PROFESSIONAL EMPLOYES VOTE NOT TO BE
INCLUDED IN A COMBINED PROFESSIONAL AND NONPROFESSIONAL UNIT:

UNITED STEEL, PAPER AND FORESTRY, RUBBER,
MANUFACTURING, ENERGY, ALLIED INDUSTRIAL
AND SERVICE WORKERS INTERNATIONAL UNION,
AFL-CIO, CLC

☐

Mark
One
Square
Only
With (X)

NO REPRESENTATIVE

☐

DO NOT SIGN YOUR NAME

THIS IS A SECRET BALLOT

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

DO NOT MARK, DEFACE OR DUPLICATE

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 (Nonprofessional)

IN THE MATTER OF THE EMPLOYES OF :
: Case No. PERA-R-23-110-W
:
UNIVERSITY OF PITTSBURGH :

COMPLETE BOTH SECTIONS (I AND II)

I. IN THE EVENT A MAJORITY OF THE PROFESSIONAL EMPLOYEES VOTE TO BE INCLUDED IN A COMBINED PROFESSIONAL AND NONPROFESSIONAL UNIT:

UNITED STEEL, PAPER AND FORESTRY, RUBBER,
MANUFACTURING, ENERGY, ALLIED INDUSTRIAL
AND SERVICE WORKERS INTERNATIONAL UNION,
AFL-CIO, CLC

☐

Mark
One
Square
only
with
(X)

NO REPRESENTATIVE

☐

II. IN THE EVENT A MAJORITY OF THE PROFESSIONAL EMPLOYEES VOTE NOT TO BE INCLUDED IN A COMBINED PROFESSIONAL AND NONPROFESSIONAL UNIT:

UNITED STEEL, PAPER AND FORESTRY, RUBBER,
MANUFACTURING, ENERGY, ALLIED INDUSTRIAL
AND SERVICE WORKERS INTERNATIONAL UNION,
AFL-CIO, CLC

☐

Mark
One
Square
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