

EXHIBIT 1

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 13**

NORTHWESTERN UNIVERSITY

Employer

And

Case 13-RC-177943

**SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 73 CLC/CTW**

Petitioner

**SUPPLEMENTAL DECISION
AND CERTIFICATION OF REPRESENTATIVE**

Pursuant to a Stipulated Election Agreement, a mail-ballot election was conducted, where the ballots were mailed to voters on June 27, 2016 and counted on July 19, 2016, in a unit of the Employer's full-time and regular part-time non-tenure-eligible faculty. The revised tally of ballots¹ showed that of the approximately 678 eligible voters, 223 cast ballots for Petitioner, and 191 cast ballots against representation. There were four void ballots and 71 challenged ballots, a determinative number and four void ballots. No objections were filed to conduct affecting the results of the election.

Pursuant to my order, a hearing was held on August 23, 24, and 25, 2016 before a hearing officer concerning the eligibility of the 71 challenged voters. At the hearing the parties stipulated that one individual was not an eligible voter, and in its post-hearing brief, the Petitioner requested withdrawal of its challenges to an additional 14 voters.

On November 22, 2016, the hearing officer issued a report in which she recommended that, among other things, the Petitioner's post-hearing request for withdrawal of its 14 challenges be approved, Petitioner's challenges to 11 ballots be sustained, Employer's challenges to six ballots be sustained, and Petitioner's challenges to the remaining 39 ballots be overruled.

On January 5, 2017, the Acting Regional Director issued a Decision and Order that sustained the challenges to 36 ballots and ordered 34 ballots to be opened and counted.²

On January 19, 2017, the Employer filed a Request for Review of the Decision and Order with the Board.

¹ An initial tally of ballots issued on July 19, 2016. Subsequently, the parties agreed that six challenged voters were ineligible and 58 challenged voters were eligible. The revised tally of ballots issued on August 11, 2016.

² On May 4, 2017, the Acting Regional Director issued Erratum for the Decision and Order correcting the name of one ineligible voter and one eligible voter.

On May 12, 2017, the Employer and Petitioner agreed, based on the Decision and Order and subsequent Erratum, to count the 34 ballots that the Acting Regional Director ordered to be opened and counted, and to not count the 11 ballots of individuals who the Acting Regional Director sustained the challenges to their ballots.³ The same day, in the presence of representatives from the Employer and Petitioner, the 34 ballots were opened and counted and a second revised tally of ballots issued, showing that of the approximately 678 eligible voters, 229 cast ballots for Petitioner, and 219 cast ballots against representation. There were four void ballots, and 25 challenged ballots. These 25 challenged ballots are individuals whom the Acting Regional Director previously found to be ineligible and are the subject of the Request for Review filed by the Employer currently pending before the Board.⁴ No objections were filed to this second revised tally of ballots.

CONCLUSION

Based on the above and the Acting Regional Director's Decision and Order, and Erratum, wherein the remaining 25 challenges were determined to be ineligible, I certify the Petitioner as the representative of the appropriate bargaining unit.

CERTIFICATION OF REPRESENTATIVE

IT IS HEREBY CERTIFIED that a majority of the valid ballots have been cast for Service Employees International Union Local 73 CLC/CTW, and that it is the exclusive collective-bargaining representative of the employees in the following appropriate unit:

Including: All full-time and part-time graduate and undergraduate non-tenure-eligible faculty (including the following titles: Adjunct Faculty; Adjunct Instructors; Adjunct Lecturers; Adjunct Assistant Professors; Adjunct Associate Professors; Adjunct Professors; Clinical Assistant Professors; Clinical Associate Professors; Clinical Professors; Artists-in-Residence; Instructors; Lecturers; Senior Lecturers; Distinguished Senior Lecturers; Visiting Assistant Professors in the Weinberg College of Arts and Sciences; Assistant Professors of Instruction; Associate Professors of Instruction; Professors of Instruction; and Weinberg College of Arts and Sciences Advisors who hold teaching-track appointments) employed by Northwestern University and have taught at least one credit bearing course in a degree granting program at Weinberg College of Arts and Sciences, McCormick School of Engineering & Applied Sciences, Bienen School of Music, the School of Communication, the School of Education & Social Policy, Medill School of Journalism, and the Graduate School.

Excluding: All tenured faculty, tenure-eligible faculty, emeritus faculty, Postdoctoral Fellows, Visiting Postdocs, All Other Postdoctoral Job Classifications, Visiting Faculty, Visiting Lecturers, Visiting Scholars, Visiting Associate Professors, Visiting Professors, Research Assistant Professors, Research Associate Professors, Research Professors,

³ To this effect, the parties signed a "Stipulation as to Challenged Ballots Not Pending Request for Review" to which the Region is not party.

⁴ These 25 ballots pending review by the Board are denoted as unresolved challenged ballots on the second revised tally of ballots.

faculty in non-degree granting programs, the Feinberg School of Medicine faculty, the Pritzker Law School faculty, the Kellogg School of Business faculty, the School for Professional Studies faculty, Northwestern in Qatar faculty, all faculty teaching only at the Chicago or Doha campuses, all administrators (including deans, directors, provosts, and chairs who may have teaching assignments), other administrators and staff who have teaching assignments, faculty who are paid directly or indirectly by other entities including governments, other academic institutions and other

REQUEST FOR REVIEW

Pursuant to Section 102.69(c)(2) of the Board's Rules and Regulations, any party may file with the Board in Washington, DC, a request for review of this supplemental decision. The request for review must conform to the requirements of Sections 102.67(e) and (i)(1) of the Board's Rules and must be received by the Board in Washington by **June 9, 2017**. If no request for review is filed, the decision is final and shall have the same effect as if issued by the Board.

A request for review may be E-Filed through the Agency's website but may not be filed by facsimile. To E-File the request for review, go to www.nlr.gov, select E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. If not E-Filed, the Request for Review should be addressed to the Executive Secretary, National Labor Relations Board, 1015 Half Street SE, Washington, DC 20570-0001. A party filing a request for review must serve a copy of the request on the other parties and file a copy with the Regional Director. A certificate of service must be filed with the Board together with the request for review.

Dated at Chicago, Illinois this 26th day of May 2017.

/s/ Daniel Nelson

Daniel Nelson, Acting Regional Director
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