

Trustees Listening Session on Selective Union Expansion

**Statement of Sam Xu,
President,
Union of Grinnell Student Dining Workers**

October 3, 2019

“Partial Expansion”

Chair Maxwell, Professor Moyer, Professor Drake, and members of the Board of Trustees, I would like to thank you for the opportunity to speak about the critical issue of selective expansion of union representation of student employees today.

Founded in 2016, the Union of Grinnell Student Dining Workers (UGSDW) is the only independent undergraduate labor union in North America. Since 2016, UGSDW has represented student employees of Grinnell College Dining Services and engaged in collective bargaining with Grinnell College. With over 550 members from virtually all campus workplaces, our mission is to fight for fair wages and working conditions for student workers of Grinnell College.

I have served as the President of UGSDW since July, 2019. In addition, as chair of the UGSDW expansion committee, I have led UGSDW’s initiative to expand union representation beyond Dining Services since August, 2018.

It has been over two years since UGSDW announced its plan to expand union representation beyond Dining Services in September, 2017. To this day, this issue critical to student workers, Grinnell College, and the broader Grinnell community remains unresolved. It is UGSDW’s position that the only sustainable, viable, and just resolution is a timely approval from the Board of Trustees of union expansion to student campus employment positions that are not primarily educational. That is, Grinnell College will not oppose the commencement of any collective bargaining relationship that includes these positions should student workers in these positions elect so. The eligible campus employment positions should include at least all 14 positions in 7 departments proposed by President Raynard Kington as of April, 2019. These positions cover estimatedly 220 student workers. I will refer to such a resolution as “partial expansion” throughout my presentation today.¹

In my presentation today, I hope to communicate three points:

1. Partial expansion is carefully crafted by the senior staff of Grinnell College so as to avoid concerns that underlie Grinnell College’s opposition to union expansion to all student campus employment positions.

¹ See attachment 1a for the partial expansion proposal dated April 15, 2019 from the senior staff of Grinnell College.

2. Collective bargaining has a positive impact on student employment and education, and UGSDW is willing to take concrete steps to address legitimate concerns surrounding partial expansion.
3. A lack of resolution about union expansion will likely lead to further harms to Grinnell College and the boarder Grinnell community.

A. Partial expansion is carefully crafted by the senior staff of Grinnell College so as to avoid concerns that underlie Grinnell College's opposition to union expansion to all campus employment positions.

Since the beginning of the expansion campaign, Grinnell College has made it abundantly clear that its opposition primarily arose out of concerns about the impacts of collective bargaining on student campus employment positions that are closely tied to students' educational experience, such as research assistants, peer educators, and community advisors. However, we are not discussing union expansion to all student employees today. Instead, the partial expansion I am asking you to support only includes student campus employment positions that are not primarily educational, such as mail services assistants, fitness center desk attendants, and so on.

Indeed, in September 2019, the National Labor Relations Board (NLRB) has commenced a rule-making process about the employee status of students who perform services for the colleges and universities they attend under the National Labor Relations Act.² However, the proposed rule only concerns those students who perform services "in connection with their studies."³ Since partial expansion only includes students who perform services that are not in connection with their studies, this regulatory development should not have an impact on the Board of Trustees' deliberation.

Furthermore, it was the senior staff of Grinnell College, including President Kington, instead of UGSDW, that made the determination on what positions were not primarily educational and thus appropriate for union representation, although UGSDW did actively participate in that process. The determination was based on an extensive survey of job descriptions of student campus employment positions, conversations with staff or faculty supervisors of these positions, and nationally-recognized criteria about learning domains involved in these positions.⁴ This rigorous process resulted in a partial expansion proposal that deemed at least 14 positions in 7 departments with roughly 220 student employees not primarily educational, and appropriate for union representation. It is only intellectually honest for the Board of Trustees to support this determination.

² Jurisdiction - Nonemployee Status of University and College Students Working in Connection With Their Studies, 84 Fed. Reg. 691 (September 23, 2019). *Federal Register: The Daily Journal of the United States Government.* <https://www.federalregister.gov/documents/2019/09/23/2019-20510/jurisdiction-nonemployee-status-of-university-and-college-students-working-in-connection-with-their>.

³ *Id.*

⁴ See attachment 1b, 1c, and 1d for the methodology used to determine what student campus employment positions are primarily educational versus not primarily educational.

B. Collective bargaining has a positive impact on student employment and education, and UGSDW is willing to take concrete steps to address legitimate concerns surrounding partial expansion.

1. Better working conditions are better learning conditions.

On its official website, Grinnell College states that, “UGSDW’s case for expansion was not based primarily on wages, hours, work conditions, or other traditional collective bargaining issues.”⁵ This is a grave misunderstanding. In 2018, UGSDW polled our members, and the top three issues members would love to see in a potential collective bargaining agreement were 1)a moderate increase in campus minimum wage to \$10 per hour, 2)consistent unpaid sick leave, and 3)fair and consistent enforcement of discipline policies. These are evidently traditional collective bargaining issues.

One major motivation behind expansion is that improvements in these traditional working conditions are improvements in learning conditions of student employees. Since our founding, UGSDW has always emphasized the role of student employees as students. All of our collective bargaining agreements for student employees in Dining Services invariably read, “The College and Union mutually agree and acknowledge that the employees covered by this Agreement are, first and foremost, students.”⁶ Improvements in wages, hiring and firing, training, and other working conditions put student employees in a better position to realize the educational benefits of their campus employment, academic studies, and other extracurricular activities.

2. Collective bargaining is viable in Grinnell College, as evidenced by the experience in Dining Services.

Importantly, a collective bargaining agreement is by no means some unilaterally imposed rules from UGSDW. In the collective bargaining process, UGSDW members formulate the objectives and priorities, and these demands are subject to a vigorous negotiation process with Grinnell College. In a collective bargaining relationship, Grinnell College can pursue its objectives as well. For the past three years, UGSDW and Grinnell College have been able to reach mutually-beneficial agreements concerning student employment in the Dining Services. For example, in negotiation over the current collective bargaining agreement, UGSDW modified its previous position and agreed that complaints concerning diversity and inclusion should be handled by professionals of Grinnell College.

In fact, union representation can improve employment practices. In June 2018, UGSDW was able to reinstate more than 146 student employees who were wrongfully fired due to poor record keeping.⁷ In February 2019, UGSDW’s analysis alerted Grinnell College to potential racial disparity in termination in

⁵ “The College’s Position on Student Dining Union Expansion,” *Grinnell College*, September, 2019, <https://www.grinnell.edu/campus-life/conversations/student-union-expansion/statements>.

⁶ See attachment 2a for the 2019-20 collective bargaining agreement, 2b for the 2017-19 collective bargaining agreement, and 2c for the 2016-17 collective bargaining agreement between UGSDW and Grinnell College Dining Services.

⁷ “UGSDW Wins Reinstatement for Student Employees,” *UGSDW*, July 14, 2018, <https://www.ugsdw.org/2018/07/14/ugsdw-wins-reinstatement-of-student-employees/>.

the Spencer Grill, which resulted in an investigation and recommendations on employment practices from external counsel.⁸ The most recent collective bargaining agreement includes provisions on fair and consistent discipline, accessibility accommodations, and diversity and inclusion.⁹

As Vice President of Finance and Treasurer of the College Keith Archer told the Scarlet & Black, “The UGSDW and Grinnell’s administration had frank and honest discussions and worked collaboratively on a contract that was mutually agreeable to both parties.”¹⁰ UGSDW has every intention to do the same for student employees outside Dining Services.

In addition, on its website, Grinnell College has also raised a variety of concerns about the possible impacts of union representation on educational and professional opportunities, hiring, assignment, scheduling, privacy, and international and undocumented student employees.¹¹ Union representation for student employees in Dining Services has had none of these alleged negative impacts. Our successful experience with union representation for student employees in Dining Services demonstrates the great compatibility and complementarity between union representation and educational pursuits of students.

3. UGSDW is willing to enter a legally-binding agreement that safeguards against possible negative impacts of union representation.

Finally, insofar as there are still lingering concerns about the impacts of union representation on sensitive issue areas such as privacy and academic freedoms, UGSDW is willing to enter a legally-binding agreement that outlines the parameters of the collective bargaining relationship. For example, in 2018, Stand Up for Graduate Student Employees (SUGSE), a union that represents graduate assistants of Brown University, entered an agreement with Brown University that bars the union from bargaining on issues including financial aid awards, requirements for graduation, research programs, and so forth.¹² The agreement was negotiated entirely outside the NLRB processes and before the commencement of any collective bargaining relationship. UGSDW is open to enter a similar agreement to safeguard against any possible negative impacts of union representation, and to facilitate the Board of Trustees’ approval of partial expansion.

C. A lack of resolution about union expansion will likely lead to further harms to Grinnell College and the boarder Grinnell community.

In October, 2018, I communicated to several trustees that an adversarial process would involve 1) lengthy and costly legal battles, 2) alienation of the Grinnell community, including current students, prospective

⁸ “UGSDW Unearths Evidence of Racial Discrimination at the Spencer Grill,” *UGSDW*, January 21, 2019, <https://www.ugsdw.org/2019/01/21/racial-discrimination-report/>.

⁹ See attachment 2a.

¹⁰ Eva Hill, “UGSDW and College agrees to new contract,” *The Scarlet & Black*, August 29, 2019, <http://www.thesandb.com/article/ugsdw-and-college-agree-to-new-contract.html>.

¹¹ “Potential Concerns About Expanding Student Dining Union to All Student Workers,” *Grinnell College*, September, 2019, <https://www.grinnell.edu/campus-life/conversations/student-union-expansion/statements>.

¹² “Brown, graduate students agree on terms to govern potential unionization election,” *Brown University*, June 21, 2018, <https://www.brown.edu/news/2018-06-21/agreement>; See attachment 3 for a copy of the agreement.

students, alumni, and other community members, and 3) negative media attention. Regrettably, all three happened, to various extents, over the last year.

Multiple demonstrations and protests occurred on campus. Grinnell College received unfavorable national, and sometimes international, coverage. For example, a *Guardian* headline reads, “‘Blatant scare tactics’: Iowa university leads crackdown on student unions,” and a National Public Radio headline reads, “Iowa College Becomes Battleground for Student Worker Unionization.”¹³ Alumni engagement has also suffered. A large number of alumni has expressed support for union expansion as well as dissatisfaction with Grinnell College’s adversarial approach.¹⁴ Over the past year, many have opted to stop contributing financially to Grinnell College, which is consistent with the statistic that Grinnell College had almost 1000 fewer donors in fiscal year 2019, as compared to fiscal year 2018.¹⁵

An approval of partial expansion is a uniquely promising starting point to rectify these damages to our community. In contrast, continued delay and denial will only exacerbate them. Although UGSDW members are all disappointed at the continued delay of a resolution on union expansion, we appreciate the open and collaborative spirit demonstrated by the Grinnell College administration in our conversations about partial expansion. Besides, on September 26, 2019, the *Scarlet & Black* published an open letter from approximately 200 alumni in support of partial expansion.¹⁶ I am confident that the Board of Trustees will take into consideration the consequences of the critical decision on partial expansion on the Grinnell community.

D. Conclusion

Partial expansion is a mutually-agreeable resolution to union representation and collective bargaining of student employees of Grinnell College. By including only students in campus employment positions that are not primarily educational, as determined through a rigorous process by the senior staff of Grinnell College, partial expansion promotes the interests of student employees without the possible negative impacts of full expansion that have concerned Grinnell College. Indeed, the experience of union

¹³ Lauren Aratani, “‘Blatant scare tactics’: Iowa university leads crackdown on student unions,” *The Guardian*, December 11, 2018, <https://www.theguardian.com/us-news/2018/dec/11/grinnell-college-student-union-appeal-national-labor-relations-board>; Camila Domonoske, “Iowa College Becomes Battleground for Student Worker Unionization,” *National Public Radio*, December 11, 2018, <https://www.npr.org/2018/12/11/675543037/iowa-college-becomes-battleground-for-student-worker-unionization>.

¹⁴ See e.g. Kate Diedrick, Sharyn Osbatz, and Scott Olson, “Grinnell alumni: College should not undermine student union vote,” *Des Moines Register* (Opinion), December 3, 2018, <https://www.desmoinesregister.com/story/opinion/columnists/2018/12/03/grinnell-alumni-college-should-not-undermine-student-union-vote-labor-organization-nrb/219090002/>; Jack Schulte, “Alumni speak out on College’s decision to appeal UGSDW,” *The Scarlet & Black*, December 7, 2018, <https://www.thesandb.com/news/alumni-speak-out-on-colleges-decision-to-appeal-ugsdw.html>.

¹⁵ Grinnell College had 9,152 donors in fiscal year 2019, compared to 10,015 in fiscal year 2018. “Continued philanthropic growth at Grinnell helps students explore issues of purpose,” *Grinnell College*, July 18, 2019, <https://alumni.grinnell.edu/news/fy-2019-success>; “Grinnell College philanthropy continues on the upswing,” *Grinnell College*, July 16, 2018, <https://alumni.grinnell.edu/news/fy-2018-success>.

¹⁶ “Letter to the Editor: A message on selective union expansion from 200+ alums,” *The Scarlet & Black* (Opinion), September 26, 2019, <http://www.thesandb.com/article/letter-to-the-editor-a-message-on-selective-union-expansion-from-200-alums.html>.

representation in Grinnell College Dining Services demonstrates the viability and benefits of collective bargaining that involves student employees, and UGSDW is willing to take concrete, legally-binding steps to address any lingering concerns, while further delay and denial of partial expansion only serve to damage the Grinnell community. The Board of Trustees should timely approve partial expansion.



UGSDW <ugsdw.org@gmail.com>

Positions for Selected Expansion

Voos, Angela <VOOS@grinnell.edu>

Mon, Apr 15, 2019 at 3:22 PM

To: UGSDW <ugsdw.org@gmail.com>

Cc: "Kington, Raynard" <KINGTON@grinnell.edu>, "Prusha, Tamara (Tammy)" <PRUSHATD@grinnell.edu>, "Archer, Keith" <archerke@grinnell.edu>

Dear Quinn,

I'm sorry this has taken awhile. I am sending this note on behalf of Raynard, who is travelling for the college right now. Below I describe the steps we have taken to make the determination of positions appropriate for a selective union expansion. I list the positions and areas in a table below.

There was a fair bit of gathering that was needed before we could determine which positions fit best into the union. We asked campus supervisors to update job descriptions and evaluate learning categories. Attachment 1 is a sample of the form that we sent to supervisors. We provided a list of position types (attachment 2) with broad duties for each type to assist the supervisors. To assess the educational value and educational potential of the various student positions across campus, a broad selection of criteria was developed to represent different areas of student learning and professional development. These criteria were adapted from the Association of American Colleges and Universities Essential Learning Outcomes and the National Association of Colleges and Employers Career Readiness definitions. See Attachment 3 for these criteria.

In our assessment, we reviewed 260 job descriptions. We excluded temporary or short-term positions and positions that supervisors said don't exist anymore. With direct input from the supervisors of these roles, we gauged the extent to which the learning domains (attachment 3) were present in each position: Foundational Work Skills; Critical and Creative Thinking/Problem Solving; Oral/Written Communication; Quantitative Reasoning/Literacy; Information Literacy; Leadership; Teamwork/Collaboration; Professionalism/Ethics; and Global/Intercultural Fluency. We have determined that the following positions are appropriate for inclusion in the USGDW. If the union and the students in these other positions vote to include them in USGDW, we will not oppose the inclusion of these positions.

I am grateful to my colleagues for the significant energy and thought put into this analysis. As a reminder, the meeting with president Kington is on Tuesday April 16, 2019 at noon in Nollen 1.

Department/Area	Positions	Approximate Number of Students who held such a position between 1/16/19 and 3/15/19
Athletics	Equipment Room Attendant Welcome Desk Attendant/Supervisor Fitness Desk Attendant Lifeguard	37 30 46 26
Biology	Animal Care Lab Assistant Green House Technical Assistant	4 4
Bookstore	Front Desk Support Assistant Merchandise Support Assistant Textbook Support Assistant	10
Golf Course	Support Assistant	6
Mail Services	Support Assistant Technical Assistant	42
Prairie Studies	Grinnell College Garden Support Assistant	5
Student Health and Wellness	Driver	12
Total		222

Best wishes,

Angela

Angela Voos

Chief of Staff

VP for Strategic Planning

Grinnell College

641-269-3024

3 attachments

 **Sample Position Form.pdf**
403K

 **On-Campus Position Types.pdf**
64K

 **Position Evaluation Criteria - Summary.pdf**
106K



Complete each question. Refer to documentation sent in the email for detailed descriptions and instructions.

Select department from list

Department - Select One

Dean of the College

Type in specific area if necessary.

Specific Area (optional)

Physics

Select Job Type from list

Job Type

Grader

Supervisor Name

Beth Supervisor

Supervisor Email

supervibe@grinnell.edu

Supervisor Title

Technology Support Assistant

Timecard Approver section will appear if NO is selected

Is the supervisor also approving timecards?

Yes

No

Timecard Approver Name

Susan Approver

Timecard Approver Email

approves@grinnell.edu

Timecard Approver Title

Academic Support Assistant

This document contains a sample of a completed questionnaire.

Contact Mark Watts (watts@grinnell.edu) if you have any questions about filling out this form online.



Text appears here
based on Job Type
selection

Enter as much
text as necessary
to describe the
specific duties of
this position

Choose Yes or No
for each category

GRADER: Students provide diverse services that normally include grading student papers, examinations, and laboratory reports. Understanding or capacity to learn course content at a level sufficient to be able to solve all the problems independently, and to evaluate student work fairly and objectively. Requires strong interpersonal skills and must be able to maintain confidentiality.

Please describe the job duties for this position.

Student Graders assist faculty by grading course assignments. Graders typically work 3-6 hours per week including brief meetings with faculty. However, the hours can vary depending on the course and instructor.

Learning Domains - select Yes or No for each entry. A Yes signifies that the Learning Domain is present in the work that is done by the student.

Yes No

FOUNDATIONAL WORK

SKILLS: Accountable to perform discrete, assigned tasks. Basic time management skills. Performs assigned tasks responsibly and thoroughly. Able to maintain a positive attitude. Demonstrates a capacity to take direction, follow instructions, and work well with others.



CRITICAL AND CREATIVE THINKING/PROBLEM SOLVING

Exercise sound reasoning to analyze issues, gather information from relevant/diverse sources, make decisions, and overcome problems. Obtain, interpret, and use knowledge, facts, and data in this process. Account for context. Demonstrate originality and inventiveness.



ORAL/WRITTEN COMMUNICATION

Articulate thoughts and ideas clearly and effectively in written and oral forms to persons inside and/or outside of the organization. Capable of working with different writing technologies and using text, data, and/or images. Demonstrates public speaking skills; is able to express ideas to a range of audiences; can write/edit memos, letters, and complex technical reports clearly and effectively.



QUANTITATIVE REASONING/LITERACY

Demonstrates a proficiency of working with a range of numerical data presented in various forms. Uses tools to analyze numerical data and draws conclusions, makes statements, presents arguments supported by the data.



INFORMATION LITERACY

Demonstrates an ability to know when there is a need for information and is able to identify, locate, evaluate, and effectively and responsibly use and share that information to address the problem at hand. - Adopted from the National Forum on Information Literacy.



LEADERSHIP: Leverages the strengths of others to achieve common goals, and uses interpersonal skills to coach and develop others. Able to assess and manage emotions and those of others; uses empathetic skills to guide and motivate; and able to organize, prioritize, and delegate work.



TEAMWORK/COLLABORATION: Builds collaborative relationships with colleagues and stakeholders representing diverse cultures, races, ages, genders, religions, lifestyles, and viewpoints. Works within a team structure and can negotiate and manage conflict.



PROFESSIONALISM/ETHICS: Demonstrates personal accountability and effective work habits (e.g., punctuality, working productively with others, project management). Understands the impact of non-verbal communication on professional work image. Demonstrates integrity and ethical behavior, acts responsibly with the interests of the larger community in mind, and is able to learn from their mistakes. Recognizes ethical issues, identifies/analyzes different ethical perspectives, considers the ramifications of alternative actions.



GLOBAL/INTERCULTURAL FLUENCY: Identify one's own cultural patterns, compare and contrast them with others, and adapt empathically and flexibly to unfamiliar ways of being. Values, respects, and learns from diverse cultures, races, ages, genders, sexual orientations, and religions. Demonstrates openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals' differences.



This applies only to
non-Grinnell
students under 18

Does this position work with minors?

Yes

No

Does this position require any special certifications (e.g. CPR, Lifeguard)

Yes

No

Is this position short-term (e.g. Reunion workers, athletic event workers)

Yes

No



Done!



POSITION TYPE DESCRIPTIONS

AMBASSADOR: The student serves in a leadership capacity in which they may represent a department, a program, an office, and/or the institution, more broadly. The position may have require public speaking and regular communications (both written and verbal) with on-campus (e.g., students, faculty, and staff) and/or off-campus stakeholders (e.g., prospective students and families, community partners, employers). Possesses strong interpersonal skills, works well as a team and with diverse groups of people, possesses a positive attitude, has a high energy level, flexibility, integrity, good time management and communication skills, and the ability to problem solve and manage conflict.

ATTENDANT/MONITOR: Position may encompass various responsibilities: greeting visitors, enforcing policies, serving as an information resource, and presenting a positive and professional image to students, staff, and campus guests. Student should possess basic problem solving, time management and interpersonal skills, and exhibit good customer service.

COORDINATOR: With direction, student organizes, coordinates and/or performs work in administration of departmental operations or activities. Requires excellent organizational, analytical and problem-solving skills and able to direct the work of others. Must be detail oriented, possess strong oral and written communication skills, and be proficient with Microsoft Office and/or other relevant technologies.

COURSE ASSISTANT: The student's responsibilities include assisting the supervising faculty member with class preparation and/or course materials, assisting students in help rooms or review sessions by conducting discussion, laboratory, or quiz sections that supplement faculty lectures. Must demonstrate strong understanding in the subject area. Strong oral and written communication skills, ability to multi-task and work independently.

EVENT STAFF: The student works in a fast-paced environment that combines facility setup/teardown with event program needs and provides general information and assistance to guests. May require the ability to perform lifting, stooping, and/or extended standing; and a commitment to providing good customer service. May require critical thinking and decision-making skills and the ability to work with diverse populations.

GRADER: The student provides diverse services outside of the classroom. Duties may include grading student papers, examinations, and/or laboratory reports. Understanding or capacity to learn course content at a level sufficient to solve or explain assignments independently, and to evaluate student work fairly and objectively. Requires strong interpersonal skills and the ability to maintain confidentiality.

INTERN: The student works in a supervised experience that integrates knowledge and/or theory learned in the classroom with practical application and skills development in a professional setting with routine feedback. Learning experience should benefit the intern and not simply an operational work experience. Position may require knowledge of relevant technologies, a positive attitude, flexibility, and good time management and communication skills.

LAB ASSISTANT: The student performs or supervises the performance of standardized and/or recurring procedures or management of a lab in the natural, physical, or social sciences in a teaching and/or research laboratory. Assists professors in development and/or implementation of experiments. Must be able to organize work, collect and analyze data, make calculations, prepare reports, keep records, and make independent decisions. Ability to complete assigned special projects with minimal supervision. Requires previous, related coursework and/or knowledge of specialized software programs and equipment used in labs.

LEADER: The student serves as a role model in the planning and/or coordination of programs and opportunities with the ability to exercise influence towards a desired outcome through formal and/or informal interactions. Possesses strong interpersonal skills, works well as a team and with diverse group of people, possesses a positive attitude, has a high energy level, flexibility, integrity, good time management and communication skills, and the ability to problem solve and manage conflict.

MENTOR: The student serves as a positive academic and social resource to others by promoting academic success, persistence and providing direction to appropriate services and staff. Must be able to maintain confidentiality with shared information and possess strong interpersonal and creative problem solving skills.

OFFICE ASSISTANT: The student office assistant greets visitors, answer phones, book meetings, and/or provide a variety of support to the function of departmental program areas. Knowledge of Microsoft Office and/or other specialized software, strong oral and written communication skills, and ability to work with diverse populations.

RESEARCH ASSISTANT: The student assists a faculty member in descriptive, exploratory or experimental research; publications; performance activities; project creation; data collection, management and/or data analysis. Knowledge of administrative and/or clerical procedures, specialized software systems, managing files and records, designing forms and/or other required procedures. Requires strong time management, oral and written communication skills, and ability to problem solve.

STUDENT SUPERVISOR: The student provides leadership and/or supervision in dealing with conflicts, emergencies and enforcement of policies and procedures. Position may require training, scheduling and supervising other student employees, problem solving, and determining and initiating strategies for improvement.

SUPPORT ASSISTANT: The student, under general supervision of designated supervisor and using independent judgement, performs a variety of duties in support of a program, academic, student services, and/or merchandise operation. May require conducting financial transactions. Requires strong communication skills, knowledge of Microsoft Office or other specialized software applications, ability to maintain confidentiality, and work independently.

TECHNICAL ASSISTANT: The student is responsible for performing routine technical tasks under moderate supervision while exercising moderate levels of independent judgment and initiative. Requires a high degree of discretion with confidential information. Students should possess software and computer knowledge, previous technology experience and excellent communication skills.

TUTOR: The student is responsible for providing general academic tutoring services to an individual or small group on specific subject matter or area of specialty. Student works under limited supervision, exercises a moderate level of independent judgment and initiative and demonstrates strong understanding in the subject area. Able to maintain confidentiality and communicate effectively.

Position Evaluation Criteria

The following learning domains and definitions were adapted from the American Association of Colleges and Universities (AAC&U) Liberal Education and America's Promise (LEAP) initiative and the National Association of Colleges and Employers (NACE) Career Readiness definitions.

- **Foundational Work Skills:** Accountable to perform discrete, assigned tasks. Basic time management skills. Performs assigned tasks responsibly and thoroughly. Able to maintain a positive attitude. Demonstrates a capacity to take direction, follow instructions, and work well with others.
- **Critical and Creative Thinking/Problem Solving†*:** Exercise sound reasoning to analyze issues, gather information from relevant/diverse sources, make decisions, and overcome problems. Obtain, interpret, and use knowledge, facts, and data in this process. Account for context. Demonstrate originality and inventiveness.
- **Oral/Written Communication†*:** Articulate thoughts and ideas clearly and effectively in written and oral forms to persons inside and/or outside of the organization. Capable of working with different writing technologies and using text, data, and/or images. Demonstrates public speaking skills; is able to express ideas to a range of audiences; can write/edit memos, letters, and complex technical reports clearly and effectively.
- **Quantitative Reasoning/Literacy*:** Demonstrates a proficiency of working with a range of numerical data presented in various forms. Uses tools to analyze numerical data and draws conclusions, makes statements, presents arguments supported by the data.
- **Information Literacy*:** Demonstrates an ability to know when there is a need for information and is able to identify, locate, evaluate, and effectively and responsibly use and share that information to address the problem at hand. - Adopted from the National Forum on Information Literacy.
- **Leadership†:** Leverages the strengths of others to achieve common goals, and uses interpersonal skills to coach and develop others. Able to assess and manage emotions and those of others; uses empathetic skills to guide and motivate; and able to organize, prioritize, and delegate work.
- **Teamwork/Collaboration†*:** Builds collaborative relationships with colleagues and stakeholders representing diverse cultures, races, ages, genders, religions, lifestyles, and viewpoints. Works within a team structure and can negotiate and manage conflict.
- **Professionalism/Ethics†*:** Demonstrates personal accountability and effective work habits (e.g., punctuality, working productively with others, project management). Understands the impact of non-verbal communication on professional work image. Demonstrates integrity and ethical behavior, acts responsibly with the interests of the larger community in mind, and is able to learn from their mistakes. Recognizes ethical issues, identifies/analyzes different ethical perspectives, considers the ramifications of alternative actions.
- **Global/Intercultural Competency†*:** Identify one's own cultural patterns, compare and contrast them with others, and adapt empathically and flexibly to unfamiliar ways of being. Values, respects, and learns from diverse cultures, races, ages, genders, sexual orientations, and religions. Demonstrates openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals' differences.

* Adapted from AAC&U's Essential Learning Outcomes: <https://www.aacu.org/leap/essential-learning-outcomes>

† Adapted from NACE's Career Readiness Definitions: <https://www.naceweb.org/career-readiness/competencies/career-readiness-defined/>

COLLECTIVE BARGAINING AGREEMENT

between

GRINNELL COLLEGE

and

UNION OF GRINNELL STUDENT DINING WORKERS

JULY 1, 2019 - JUNE 30, 2020

This **AGREEMENT** is effective as of July 1, 2019 by and between Grinnell College ("College") and Union of Grinnell Student Dining Workers ("Union").

ARTICLE I: Recognition

1.1 Exclusive Representative. The College recognizes the Union as the exclusive representative of the Grinnell College Students and High School Students employed by Grinnell College Dining Services. This agreement shall not apply to supported employees.

ARTICLE II: Rights & Duties

2.1 Mutual Obligations. The College and Union mutually agree and acknowledge that the employees covered by this Agreement are, first and foremost, students. The advancement of the educational goals of the employees, and the efficient operation of the College dining services are the mutual obligations of the parties. The parties agree to further, to the fullest extent possible, the safety of the employees, economy and efficiency of operation, elimination of waste, realization of maximum quantity and quality of output, cleanliness, protection of property and avoidance of interruptions to production. The parties to this Agreement will cooperate fully to secure the advancement and achievement of these purposes.

2.2 Work Rules. The Union shall be given reasonable notice of work rule changes and employee discharges, except that any academic or Title IX related information may not be shared with the Union. For purposes of this Section 2.2, "work rules" includes rules regarding attendance, performance, and operational procedures and policies. This provision shall not limit the College's ability to immediately implement or modify work rules related to safety and health.

2.3 College Duties. Nothing in this Agreement shall be construed to limit or impair the right of the College to exercise its own discretion on all of the following matters, whatever may be the effect upon employment, when in its sole discretion it may determine it advisable to do any or all of the following:

- a) adopt work rules
- b) manage the College
- c) discipline or terminate employees, subject to the provisions of Article VII of this Agreement
- d) schedule work and determine schedules
- e) decide how to provide dining services to Grinnell College students
- f) maintain order and efficiency in its plants and operations
- g) hire, layoff, assign, transfer and promote employees
- h) determine the qualifications of employees and the content of their jobs

2.4 No Strikes or Lockouts. During the term of this Agreement the Union agrees not to engage in any strike or stoppage of work and the College agrees not to engage in any lockout. It will not be a cause for discharge or discipline and it will not be a violation of this Agreement for an employee to refuse to cross a primary labor union picket line at the College's premises that has been established to support a legal strike, provided the picket line is approved by the Union.

2.5 Labor Management Cooperation. Upon the written request of either party, the College and the Union shall meet to discuss workplace conditions and any other matters that arise in the administration of this Agreement.

ARTICLE III: Union Security

3.1 Employee Roster. The parties recognize that to fulfill its obligation to represent employees under this Agreement, the Union should have access to the names and contact information of employees covered by this Agreement. The parties recognize and agree that Employee students may choose to keep their contact information confidential.

3.2 Notifications. Each week, the College shall provide a spreadsheet report of all new hires and terminations. Such report shall include the employee's names, e-mail addresses, phone numbers, and dates of hire or termination.

Each semester, the College shall provide a spreadsheet report listing all employees covered under the Agreement. Such report shall include the employees' names, e-mail addresses, phone numbers, and job classifications (including whether or not the employee is a Student Leader).

3.3 Employee Orientation. During new employee orientation, employees shall be provided with a copy of this Agreement and a pamphlet provided by the Union that includes a membership application form. A representative of the Union shall be allowed to speak to employees during orientation for ten (10) minutes; such time shall not be paid. Any employees who do not go through an official orientation shall be provided with a copy of this Agreement and the Union pamphlet, and the Union shall be notified of the employee's hiring.

3.4 Early Return. The College shall allow up to two (2) Union representatives to return to campus at the beginning of New Student Orientation.

3.5 Bulletin Boards. The College shall furnish a bulletin board contained in a locked enclosed case for the use of the Union, displayed in a prominent location. Bulletin board notices shall be restricted to:

- a) notices of union recreational and social affairs
- b) notices of union elections
- c) notices of union appointments and results of union elections
- d) notices of union meetings
- e) other notices concerning union affairs which are not political or controversial in nature

The Union shall remove from the bulletin board, upon the written request of the College, any material which in the College's judgment is libelous, scurrilous or detrimental to relationship between the College and its students. The Union agrees it will not engage in general distribution, or posting by employees, of pamphlets, advertising or political matters.

3.6 Union Office and Mailbox. The Union shall be provided with a reasonably furnished office in a location on campus determined by the College. The office will be accessible by Union staff at any time the building is open, and its use shall be limited to official Union

business. The Union shall also be provided access to a mailbox in the College mail room.

3.7 Dues Check-Off. Each month the College agrees to deduct uniform dues from the paycheck of those covered employees whose individual written unrevoked authorizations are on file with the College. Dues deducted shall be remitted to the Union by the twentieth of each month. Accompanying each remittance shall be a spreadsheet report of employees from whose wages deductions were made.

ARTICLE IV: Wages

4.1 Initial Base Wage. Employees covered by this Agreement shall be paid a base hourly wage of \$10.00 per hour.

4.2 Student Leader Pay/Special Designated Shift. Those employees designated and working as a Student Leader by the College shall be paid an additional \$0.75 per hour. Those employees who work a Special Designated Shift shall be paid an additional \$0.75 per hour. Special Designated Shifts shall be clearly designated in the schedule.

4.3 Experience Pay. An employee who has worked 90 hours or more in an academic year shall be paid an additional \$0.50 per hour. An employee who has worked 90 hours or more in each of two academic years shall be paid an additional \$1.00 per hour. An employee who has worked 90 hours or more in each of three or more academic years shall be paid an additional \$1.25 per hour. Academic years in which an employee works 90 hours or more need not be consecutive. For the purposes of this Section 4.3, each "academic year" runs from July 1 through June 30.

ARTICLE V: Health, Safety, and Breaks

5.1 Training. All new employees shall be given at least two (2) hours of paid training at the applicable minimum wage before they begin regular employment. This training will include basic food safety practices and procedures as well as specific procedures and skills relevant to the employee's shifts.

5.2 Rest Breaks. Employees shall receive and are expected to take a paid rest break of ten (10) minutes for each three (3) consecutive hours of working time.

5.3 Meal Breaks. Employees who are unable to eat before their shift because of unavoidable academic conflicts shall receive an unpaid meal break of up to thirty (30) minutes during their shift. Employees who receive a meal break shall not also receive paid rest break.

ARTICLE VI: Non-Discrimination

6.1 No Discrimination. Grinnell College is committed to establishing and maintaining a safe and nondiscriminatory environment for all college community members. It is committed to a policy of nondiscrimination in matters of admission, employment, and housing, and in access to and participation in its educational programs, services, and activities. The College shall not discriminate on the basis of race, color, ethnicity, national origin, age, sex, gender, sexual orientation, gender identity or expression, marital status, veteran status, pregnancy, childbirth,

religion, disability, creed, or any other protected class. Discrimination and harassment on any of the bases covered by state or federal antidiscrimination statutes is unlawful and a violation of Grinnell College policy. The parties agree that any matter covered by the Grinnell College nondiscrimination policies will not be subject to the grievance provision in this Agreement. Students concerned about violations of College nondiscrimination and harassment policy are encouraged to follow the Grinnell College Discrimination and Harassment Grievance/Complaint Procedure, and in cases of alleged sexual harassment or misconduct may elect to have a union representative act as their support person.

6.2 Accessibility. The College will provide reasonable accommodations to any employee with a temporary or long-term disability which prevents them from performing the essential functions of their normal assigned duties.

6.3 Diversity and Inclusion Training. The College shall provide mandatory diversity and inclusion training for all non-unit employees of Dining Services, except for supported employees.

ARTICLE VII: Discipline

7.1 Just Cause. No employee shall be disciplined or terminated except for just cause.

7.2 Point System. The attendance and discipline policy shall follow a point system. If an employee is absent from a scheduled working period and fails to secure a replacement, they shall accrue one (1) point. If an employee is absent for more than ten (10) minutes at the beginning or end of a scheduled working period and fails to secure a replacement, they shall accrue one half($\frac{1}{2}$) point. If an employee violates any other work rule which does not merit immediate dismissal and has received one (1) verbal or written warning regarding the same rule, they shall accrue three (3) points. If an employee accrues five (5) or more points in a semester, the employee shall be terminated. A student employee shall be notified in writing for each instance of point accrual; the notification shall also inform the student employee in question of the grievance procedure in this Agreement, and their right to union representation. Point accruals for work rule violations must be for just cause.

7.3 Union Representatives. When an employee's supervisor wishes to question an employee or discuss with them any matter in order to obtain information which could be used as a basis for discipline or termination, or asks an employee to defend their conduct, the supervisor must offer the employee the option of waiting until a union representative arrives. The College agrees that no employee shall be disciplined or retaliated against for exercising their right to union representation. Alleged violations of this Section 7.3 shall not be subject to the grievance provision in this Agreement. Each semester, the Union shall provide the College with a list of union representatives and their contact information.

7.4 Consistent Discipline. Individual exceptions shall not be given to student employees for any disciplinary issues. The College shall ensure that all new employees are given a copy of the Student Employee Handbook, containing all workplace rules and expectations

ARTICLE VIII: Grievances

8.1 General Policy. The College and the Union both aim to provide a simple, efficient and cost-effective mechanism for resolving disagreements that may arise under this Agreement.

8.2 Grievance Procedure. Should any employee assert that the College has violated a provision of this Agreement, such claim will be considered a grievance to be resolved under this provision. A grievance may only be raised by an employee adversely affected by the alleged violation. In each step, "working days" shall mean weekdays on which classes occur at the College.

Step One. The aggrieved employee and/or a union representative shall raise the concern with their supervisor within ten (10) working days after knowledge of the action that allegedly violated the contract. The supervisor or a designee shall respond within ten (10) working days.

Step Two. If the matter is not resolved at Step One the grievance will be reduced to writing and presented to the director of Dining Services. The director or a designee shall respond within five (5) working days.

Step Three. If the matter is not resolved in Step Two, the grievance will be presented to the Assistant Vice President of Human Resources within five (5) working days. The Assistant Vice President of Human Resources or her designee shall respond within ten (10) working days. If the grievance is not resolved at Step Three it will be submitted to binding arbitration.

If the grievance involves a termination, the grievance process may begin at Step Two. In such a case, the matter must be presented to the director of Dining Services within ten (10) working days after knowledge of the action that allegedly violated the contract. Back pay may only be awarded as a remedy for an unfair termination grievance for shifts missed between the date the grievance is filed and the date the grievance is resolved.

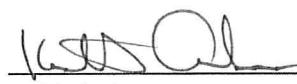
8.3 Arbitration. If the grievance is not resolved at Step Three the Union may request arbitration on behalf of the aggrieved employee by submitting a written request to the Vice President of Human Resources within three (3) working days of receiving the Step Three response.

The Dean of Students shall serve as the arbitrator. The Dean shall conduct a hearing and decide the grievance based upon the terms of this Agreement and College policies and practices. The Dean shall have no power to amend, ignore or modify the terms of this Agreement.

ARTICLE IX: Term

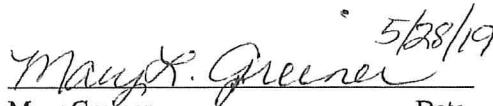
9.1 Term. This Agreement shall commence July 1, 2019 and shall continue in full force and effect until midnight June 30, 2020 when it shall terminate. If either party desires to renegotiate this Agreement, they shall give the other party written notice to that effect not less than 105 nor more than 135 days prior to June 30, 2020. In any event, this Agreement shall not be extended beyond June 30, 2020 except by written consent of the parties.

GRINNELL COLLEGE

UNION OF GRINNELL
STUDENT DINING WORKERSKeith Archer

5/28/19

Date

*Vice President for Finance
and Treasurer*Mary Greiner

5/28/19

Date

*Assistant Vice President
for Human Resources*Quinn Ercolani

05/14/2019

Date

PresidentAnastasia Zhu

5/17/19

Date

Secretary-Treasurer

COLLECTIVE BARGAINING AGREEMENT

between

GRINNELL COLLEGE

and

UNION OF GRINNELL STUDENT DINING WORKERS

SEPTEMBER 16, 2017 – JUNE 30, 2019

This **AGREEMENT** is effective as of September 16, 2017 by and between Grinnell College (“College”) and Union of Grinnell Student Dining Workers (“Union”).

ARTICLE I: Recognition

1.1 Exclusive Representative. The College recognizes the Union as the exclusive representative of the Grinnell College Students and High School Students employed by Grinnell College Dining Services. This agreement shall not apply to supported employees.

1.2 No Strikes or Lockouts. During the term of this Agreement the Union agrees not to engage in any strike or stoppage of work and the College agrees not to engage in any lockout. It shall not be a cause for discharge or discipline and it shall not be a violation of this Agreement for an employee to refuse to cross a primary labor union picket line at the College’s premises that has been established to support a legal strike, provided the picket line is approved by the Union.

ARTICLE II: Rights & Duties

2.1 Mutual Obligations. The College and Union mutually agree and acknowledge that the employees covered by this Agreement are, first and foremost, students. The advancement of the educational goals of the employees, and the efficient operation of the College dining services are the mutual obligations of the parties. The parties agree to further, to the fullest extent possible, the safety of the employees, economy and efficiency of operation, elimination of waste, realization of maximum quantity and quality of output, cleanliness, protection of property and avoidance of interruptions to production. The parties to this Agreement will cooperate fully to secure the advancement and achievement of these purposes.

2.2 Work Rules. The Union will be given reasonable notice of work rule changes and employee discharges, except that any academic or Title IX related information shall not be shared with the Union. For purposes of this Section 2.2, “work rules” shall include rules regarding attendance, performance, and operational procedures and policies. This provision shall not limit the College’s ability to immediately implement or modify work rules related to safety and health.

2.3 College Duties. Nothing in this Agreement shall be construed to limit or impair the right of the College to exercise its own discretion on all of the following matters, whatever may be the effect upon employment, when in its sole discretion it may determine it advisable to do any or all of the following:

- a) adopt work rules
- b) to manage the College
- c) terminate employment of employees under this Agreement, provided that the termination is for just cause
- d) schedule work
- e) to decide how to provide dining services to Grinnell College students
- f) to determine schedules
- g) to maintain order and efficiency in its plants and operations
- h) to hire, layoff, assign, transfer and promote employees
- i) to determine the qualifications of employees
- j) to determine and re-determine job content

ARTICLE III: Union Security

3.1 Employee Roster. The parties recognize that to fulfill its obligation to represent employees under this Agreement, the Union should have access to the names and contact information of employees covered by this Agreement. The parties recognize and agree that Employee students may choose to keep their contact information confidential.

3.2 Notifications. Each week, the College shall provide a spreadsheet report of all new hires and terminations. Such report shall include the employee's names, e-mail addresses, phone numbers, and dates of hire or termination.

Each semester, the College shall provide a spreadsheet report of all employees covered under the Agreement. Such report shall include the employees' names, e-mail addresses, phone numbers, and job classifications (including whether or not the employee is a Student Leader).

3.3 Employee Orientation. During new employee orientation, student employees will be provided with a copy of this Agreement and a pamphlet provided by the Union that includes a membership application form. The Union will be allowed to provide an informational slide to be included in new student employee orientation; such slide must be provided one week in advance of orientation. A representative of the Union will also be will be allowed to set up an informational table outside of new employee orientation. Any employees who do not go through an official orientation will still be provided with a copy of this Agreement and the Union pamphlet, and the Union will be notified of the employee's hiring.

3.4 Bulletin Boards. The College will furnish a bulletin board contained in a locked enclosed case for the use of the Union, displayed in a prominent location. Bulletin board notices shall be restricted to:

- a) Notices of union recreational and social affairs
- b) Notices of union elections
- c) Notices of union appointments and results of union elections
- d) Notices of union meetings
- e) Other notices concerning union affairs which are not political or controversial in nature

The Union will remove from the bulletin board, upon the written request of the College, any material which in the College's judgment is libelous, scurrilous or detrimental to relationship between the College and its students. The Union agrees it will not engage in general distribution, or posting by employees, of pamphlets, advertising or political matters.

3.5 Dues Check-Off. Each pay period the College agrees to deduct uniform dues from the paycheck of those covered employees whose individual written unrevoked authorizations are on file with the College. Dues deducted will be remitted to the Union on a monthly basis. Accompanying each remittance shall be a list of employees from whose wages deductions were made.

ARTICLE IV: Wages

4.1 Initial Base Wage. Employees covered by this Agreement shall be paid a base hourly wage of \$9.50 per hour in year one of the Agreement. In year two of the Agreement, the base wage will be increased by the same percentage as the Grinnell College budgeted staff compensation increase for fiscal year 2019.

4.2 Student Leader Pay/Special Designated Shift. Those employees designated and working as a Student Leader by the College shall be paid an additional \$0.75 per hour. Those employees who work a Special Designated Shift shall be paid an additional \$0.75 per hour. Special Designated Shifts shall be clearly designated in the schedule.

4.3 Experience Pay. The College and Union recognize and agree that it is in the mutual interest of the parties to motivate employees to commit a reasonable amount of time to dining services. Toward that end, student employees will be paid an experience premium as follows:

A student employee who: (a) works 110 hours or more in a single semester; and (b) works 2 or more shifts in the final week of that semester shall earn an experience premium of \$0.25 per hour for all hours worked during that semester. In the second semester if the employee meets the experience premium requirements the employee shall earn a premium of \$0.50 per hour for all hours worked during that semester. In the third semester if the employee meets the experience premium requirements the employer shall earn a premium of

\$0.75 per hour for all hours worked during that semester. In any semester thereafter that an employee meets the experience premium requirements they shall be paid \$1.00 per hour for all hours worked during that semester. Semesters in which an experience bonus is earned need not be sequential. Experience bonuses shall be paid in the regular payroll following the end of the semester.

ARTICLE V: Health & Safety

5.1 Training. New employees will be trained on basic food safety practices and procedures.

5.2 Labor Management Cooperation. On a mutually agreeable day each month during the regular school year, the College and the Union will meet to discuss health and safety improvements and any concerns regarding workplace conditions.

ARTICLE VI: Breaks

6.1 Rest Breaks. Employees shall receive and are expected to take a paid rest break of ten (10) minutes for each three (3) consecutive hours of working time.

6.2 Meal Breaks. Employees who are unable to eat before their shift because of unavoidable academic conflicts shall receive an unpaid meal break of up to thirty (30) minutes during their shift. Employees who receive a meal break shall not also receive paid rest break.

ARTICLE VII: Grievances

7.1 General Policy. The College and the Union both aim to provide a simple, efficient and cost-effective mechanism for resolving disagreements that may arise under this Agreement.

7.2 Grievance Procedure. Should any employee assert that the College has violated a provision of this Agreement, such claim will be considered a grievance to be resolved under this provision.

Step One. The aggrieved employee and/or a union representative will raise the concern with their supervisor within five (5) working days after knowledge of the issue giving rise to the concern. The supervisor or a designee will respond within five (5) working days.

Step Two. If the matter is not resolved at Step One the grievance will be reduced to writing and presented to the director of Dining Services. The director or a designee will respond within five (5) working days.

Step Three. If the matter is not resolved in Step 2, the grievance will be presented to the Assistant Vice President of Human Resources within five (5) working days. The Assistant Vice President of Human Resources or her designee will respond within five (5) working days. If the grievance is not resolved at Step Three it will be submitted to binding arbitration.

7.3 Arbitration. If the grievance is not resolved at Step Three the Union may request arbitration on behalf of the aggrieved employee by submitting a written request to the Vice President, Human Resources within three (3) working days of receiving the Step Two response.

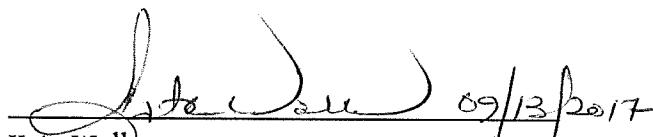
The Dean of Students shall serve as the arbitrator. The Dean shall conduct a hearing and decide the grievance based upon the terms of this Agreement and College policies and practices. The Dean shall have no power to amend, ignore or modify the terms of this Agreement.

ARTICLE VIII: Term

8.1 Term. This Agreement shall commence July 1, 2017 and shall continue in full force and effect until midnight June 30, 2019 when it shall terminate. If either party desires to renegotiate this Agreement, they shall give the other party written notice to that effect not less than 90 nor more than 120 days prior to June 30, 2019. In any event, this Agreement shall not be extended beyond June 30, 2019 except by written consent of the parties.

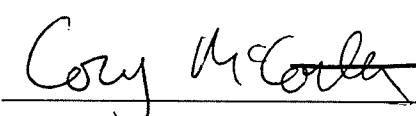
GRINNELL COLLEGE

UNION OF GRINNELL
STUDENT DINING WORKERS

 Kate Walker

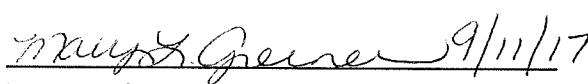
Date

Vice President for Finance
and Treasurer

 Cory McCartan

Date

President

 Mary Greiner

Date

Assistant Vice President
for Human Resources

 Quinn Ercolani

Date

Vice President

Collective Bargaining Agreement between

Grinnell College

and the

Union of Grinnell Student Dining Workers

October 1, 2016 – June 30, 2017



Cory McCartan PRESIDENT

Alec Doss VICE PRESIDENT

Lucid Thomas TREASURER

Rachel Bass SECRETARY

ugsdw.wordpress.com

ugsdw.org@gmail.com

YOUR UNION, YOUR CONTRACT

By having a union, student workers were for the first time able to sit down with the College administration as equals and discuss the terms and conditions of their employment. Throughout the negotiating process, the bargaining team made workers' goals their goals. They sought input from workers about what kind of wages and policies they wanted at work. Proposals were democratically voted on. And every employee had the opportunity to express their concerns or be a part of the bargaining team.

This contract will be renegotiated every spring for the following year, ensuring that students will always have a say in how they work.

2016 – 2017 CONTRACT BARGAINING TEAM

The bargaining team consisted of ordinary dining workers who were elected by their fellow union members to represent them at the bargaining table.

Cory McCartan

Alec Doss

Rachel Bass

Lucid Thomas

Caitlin Richter

Michael Hewitt

Anaan Ramay

This **AGREEMENT** is effective as of October 1, 2016 by and between Grinnell College (“College”) and Union of Grinnell Student Dining Workers (“Union”).

ARTICLE I: Recognition

1.1 Exclusive representative. The company recognizes the Union as the exclusive representative of all employees of Grinnell College Dining Services who regularly work in one or more of the following shifts: Afternoon Service/Utility, Baker’s Helper, Beverages, Catering Setup, Cold Food Re-stocker/Desserts & Bread, Cook’s Help, Custodian, Deli, Dessert, Dish Line, Dish Line/Silverware Drop Attendant, Dish Machine Operator, Dishroom Floater, Dishroom Floater/Glasses, Dishroom Helpers, Dishroom Restocker/Glasses, Dishroom Utility, Grill Cook, Grill/Carver, HOH Sauce Prep, Honor G Grill Clean Up Crew, Inventory Late, Pizza, Plat Du Jour, Pots and Pans, Receiver Early, Salad & Soup, Sanitation/Spills, Sauté Cook, Silverware Sorter, Smoothie Attendant, Stir Fry, Stir Fry Clean Up, Student Dishroom Leader, Student Leader Marketplace, Student Leader Trainee Dishroom, Veg Prep, Vegan/Halal, or Waffle Bar Attendant. This Agreement shall not apply to supported employees.

1.2 No strike. Under no circumstances will the union cause or permit its members to cause nor will any member of the bargaining unit take part in any strike, sit-down, stay-in or slowdown.

ARTICLE II: Rights & Duties

2.1 Mutual obligations. The College and Union mutually agree and acknowledge that the employees covered by this Agreement are, first and foremost, students. The advancement of the educational goals of the employees, and the efficient operation of the College dining services are the mutual obligations of the parties. The parties agree to further, to the fullest extent possible, the safety of the employees, economy and efficiency of operation, elimination of waste, realization of maximum quantity and quality of output, cleanliness, protection of property and avoidance of interruptions to production. The parties to this Agreement will cooperate fully to secure the advancement and achievement of these purposes.

2.2 Work rules. The Union will be given reasonable notice of work rule changes and employee discharges, except that any academic or Title IX related information shall not be shared with the Union. For purposes of this Section 2.2, “work rules” shall include rules regarding attendance, performance, and operational procedures and policies. This provision shall not limit the College’s ability to immediately implement or modify work rules related to safety and health.

2.3 College duties. Nothing in this Agreement shall be construed to limit or impair the right of the College to exercise its own discretion on all of the following matters, whatever may be the effect upon employment, when in its sole discretion it may determine it advisable to do any or all of the following:

- a) adopt work rules
- b) to manage the College
- c) terminate employment of employees under this Agreement, provided that the termination is for just cause
- d) schedule work
- e) to decide how to provide dining services to Grinnell College students
- f) to determine schedules
- g) to maintain order and efficiency in its plants and operations
- h) to hire, layoff, assign, transfer and promote employees
- i) to determine the qualifications of employees
- j) to determine and redetermine job content

ARTICLE III: Union Security

3.1 Employee roster. The parties recognize that to fulfill its obligation to represent employees under this Agreement, the Union should have access to the names and contact information of employees covered by this Agreement. The parties recognize and agree that Employee students may choose to keep their contact information confidential.

3.2 Employee orientation. During new employee orientation, student employees will be provided with a copy of this Agreement and a pamphlet provided by the Union that includes a membership application form. The Union will be allowed to provide an informational slide to be included in new student employee orientation; such slide must be provided one week in advance of orientation. A representative of the Union will also be will be allowed to set up an informational table outside of new employee orientation. Any employees who do not go through an official orientation will still be provided with a copy of this Agreement and the Union pamphlet, and the Union will be notified of the employee's hiring.

3.3 Bulletin boards. The College will furnish a bulletin board contained in a locked enclosed case for the use of the Union, displayed in a prominent location. Bulletin board notices shall be restricted to:

- a) Notices of union recreational and social affairs
- b) Notices of union elections
- c) Notices of union appointments and results of union elections
- d) Notices of union meetings
- e) Other notices concerning union affairs which are not political or controversial in nature

The Union will remove from the bulletin board, upon the written request of the College, any material which in the College's judgment is libelous, scurrilous or detrimental to relationship between the College and its students. The Union agrees it will not engage in general distribution, or posting by employees, of pamphlets, advertising or political matters.

ARTICLE IV: Wages

4.1 Initial base wage. Employees covered by this Agreement shall be paid a base hourly wage of \$9.25 per hour.

4.2 Student Leader pay. Those employees designated and working as a Student Leader by this College shall be paid an additional \$0.75 per hour.

4.3 Experience pay. The College and Union recognize and agree that it is in the mutual interest of the parties to motivate employees to commit a reasonable amount of time to dining services. Toward that end, student employees will be paid an experience premium as follows:

A student employee who: (a) works 110 hours or more in a single semester; and (b) works at least two shifts during the final week of that semester shall earn an experience premium of 25 cents per hour for all hours worked during that semester. In the second semester the employee meets the experience premium requirements the employee shall earn a premium of 50 cents per hour for all hours worked during that semester. In any semester thereafter that an employee meets the experience premium requirements they shall be paid 75 cents per hour for all hours worked during that semester. Semesters in which an experience bonus is earned need not be sequential. Experience bonuses shall be paid in the regular payroll following the end of the semester.

ARTICLE V: Health & Safety

5.1 Training. New employees will be trained on basic food safety practices and procedures.

ARTICLE VI: Breaks

6.1 Rest Breaks. Employees shall receive a paid rest break of ten (10) minutes during shifts that are longer than three hours.

6.2 Meal Breaks. Employees who are unable to eat before their shift because of unavoidable academic conflicts shall receive an unpaid meal break of up to thirty (30) minutes during their shift. Employees who receive a meal break shall not also receive paid rest break.

ARTICLE VII: Grievances

7.1 General Policy. The College and the Union both aim to provide a simple, efficient and cost-effective mechanism for resolving disagreements that may arise under this Agreement.

7.2 Grievance Procedure. Should any employee assert that the College has violated a provision of this Agreement, such claim will be considered a grievance to be resolved under this provision.

Step One. The aggrieved employee and/or a union representative will raise the concern with their supervisor within five (5) days after knowledge of the issue giving rise to the concern. The supervisor or a designee will respond within five (5) days.

Step Two. If the matter is not resolved at Step One the grievance will be reduced to writing and presented to the director of Dining Services. The director or a designee will respond within five (5) days. If the grievance is not resolved at Step Two it will be submitted to binding arbitration.

7.3 Arbitration. If the grievance is not resolved at Step Two the Union may request arbitration on behalf of the aggrieved employee by submitting a written request to the director of Dining Services within three (3) days of receiving the Step Two response.

The College and the Union will annually create a list of 20 mutually acceptable arbitration panel members drawn from faculty and elected executive student government officers. In the event of a grievance that is not resolved at Step One or Two, five (5) names will be randomly drawn from this list and the parties will alternately strike names from the list of five (5) to arrive at an arbitration panel of three (3) arbitrators. The panel of arbitrators shall conduct a hearing and decide the grievance based upon the terms of this Agreement and College policies and practices. The arbitrator shall have no power to amend, ignore or modify the terms of this Agreement.

ARTICLE VIII: Term

8.1 Term. This Agreement shall commence October 1, 2016 and shall continue in full force and effect until midnight June 30, 2017 when it shall terminate. If either party desires to renegotiate this Agreement, they shall give the other party written notice to that effect not less than 90 nor more than 120 days prior to June 30, 2017. In any event, this Agreement shall not be extended beyond June 30, 2017 except by written consent of the parties.

Union-University Conduct Rules Pre-Election Agreement

This Agreement entered into this 21 day of June, 2018 between Brown University ("Brown" or "University") and the STAND UP FOR GRADUATE STUDENT EMPLOYEES ("SUGSE") and the AMERICAN FEDERATION OF TEACHERS ("AFT") hereinafter collectively referred to as the "Union".

WHEREAS, the Union seeks to represent a bargaining unit of Ph.D. and Masters students enrolled in Brown's Graduate School, who perform research and/or instructional services at Brown as duly appointed Teaching Assistants (TA), and Research Assistants (RA), and Proctorships (collectively referred to as "Graduate Assistants"); and

WHEREAS, the parties wish to establish a fair and expeditious process to enable Graduate Assistants to decide, free of unlawful interference, whether they wish the Union to be designated as their exclusive collective bargaining representative; and

WHEREAS, the parties desire to maintain a mutually respectful relationship throughout this process;

PART I

1. General Principles of Communication:

- a. The parties agree that they will treat each other with mutual respect and dignity throughout the process described in this Agreement. Members of the Brown community: students, faculty, and administration shall have the right to express their views concerning unionization of the Graduate Assistants consistent with University policies, the NLRA and this Agreement.
- b. Union representatives will be permitted to:
 - i. Access all areas of campus that are generally open to graduate students for the purposes of communicating with and meeting with graduate students

- and posting literature, provided that the Union does not in any way interrupt the operations of Brown;
- ii. Reserve space on campus for meetings, and will be permitted appropriate access to graduate student offices, lounges and other facilities and spaces that are typically occupied by graduate students.
 - iii. However, the Union will provide the names of these Union representatives to Brown no later than 24 hours prior to their arrival on campus.
- c. If a graduate student objects to being solicited by the Union, the Union representatives must halt solicitation and/or leave the area as promptly as possible.
 - d. Any access discussed in this section shall not be permitted in areas of the University that are restricted for health/safety/privacy reasons including, but not limited to, areas that have limited access.

2. Pre-election Procedures

- A. In order for this Agreement to be effective, the Union agrees it will not file a representation petition with the NLRB at any time to seek an election or request recognition as representative of the Graduate Assistants.
- B. Prior to the filing of a petition, Brown will comply to the extent permitted by law to provide the Union with a list of all graduate students who are in the proposed bargaining unit along with the following information, to the extent Brown has such information: department, degree program, date of first enrollment as a student, field of study, job titles, personal mailing address, personal phone numbers, and personal email addresses. With respect to all information provided under this agreement, the Union agrees not to use this information for any purpose other than internal Union administration and communication. In accordance with Brown's obligations and responsibilities under the Family Educational Rights and Privacy Act ("FERPA") and accommodate student privacy concerns, this information will be provided to the union in Excel format no later than 15 calendar days from the latter of the following: (1) an arbitrator's subpoena being enforced by any court of competent jurisdiction located

within the County of Providence, State of Rhode Island ordering the University to provide the above-described information to the Union; and (2) notice, which has been vetted and approved by the University (such approval shall not be unreasonably withheld and will be expeditiously processed), being given to all affected students whose information will be released. The parties stipulate that the Union may seek the arbitrator's subpoena for the above-described information any time after the execution of this agreement.

3. Election Procedures

- A. **Election**. The question of whether a majority of Graduate Assistants in the Unit set forth in Paragraph (C) below wish to be represented by the Union shall be determined in a secret ballot election conducted by the American Arbitration Association ("AAA"). In order to trigger the election procedure, included herein, the Union shall make a showing to the AAA of valid, signed (paper or electronic (pursuant to the NLRB General Counsel's guidance)) authorization cards from 30% of the proposed bargaining unit as defined in this Agreement. Brown may require the Arbitrator (named, infra) to review the cards to ensure their validity. To be valid, an authorization card must be signed within one year of the date such card is submitted to the AAA and must be signed by currently enrolled students who are in the proposed bargaining unit as defined by this agreement. The election will be conducted by manual ballot consistent with the NLRB rules and regulations.
- If a majority (50% + 1) of the Graduate Assistants voting in an election conducted pursuant to the terms of this Agreement votes in favor of representation by the Union, Brown immediately shall grant recognition to the Union as the exclusive collective bargaining representative of the unit with all of the rights and obligations of a union certified by the NLRB to the extent consistent with this Agreement. A notice of Brown's recognition of the Union as the exclusive collective bargaining representative of the Graduate Assistants will be sent to Region 1 of the NLRB.
- B. **Eligible Voters**. Eligible voters will be all Brown Ph.D. and Masters students enrolled in the Graduate School who are engaged in research or instructional services as duly

appointed Teaching Assistants, Research Assistants and Proctors (collectively “Graduate Assistants”) during the semester in which the election is held or who performed such services in one of the two semesters immediately preceding the semester in which the election takes place.

- C. **Scope of the Bargaining Unit**. All Brown Ph.D. and Masters students enrolled in the Graduate School who are engaged in research or instructional services as duly appointed “Graduate Assistants”.
- D. **Timing of Election**. The Union shall provide the University with 10 calendar days’ notice of its intent to file an election petition. Upon written request of the Union and presentation of the requisite authorization cards, an election shall be conducted by the AAA. The election shall take place no later than 15 business days after an election petition is filed by the Union. However, the parties agree that notwithstanding the above, in order to maximize voter turnout, no election will be scheduled during any official University break, summer term, reading week, or finals period.
- E. **List of Eligible Voters**. Brown will provide the Union with the voter eligibility list in Excel format no later than 10 calendar days after a FERPA notice, which has been vetted and approved by the Union (such approval shall not be unreasonably withheld and will be expeditiously processed), has been given to all affected students whose information is to be released. The University will act expeditiously to complete this process. The FERPA notice will be provided to students within 3 business days following receipt of an arbitrator’s subpoena directing the University to provide described information to the Union. In accordance with Brown’s obligations and responsibilities under the Family Educational Rights and Protection Act, students may seek to have personally identifiable information that would have been provided as part of the Voter Eligibility List kept private by seeking a protective action with the Arbitrator. All parties will act expeditiously to complete this process. The Parties stipulate that the Union may seek an arbitrator’s subpoena for the above described information any time after the Union files

its election petition consistent with this Agreement. All parties will act expeditiously to complete this process.

The Voter Eligibility list will contain an updated list of all graduate students who are in the group described in Paragraph (B) above, their department, job title, degree program, start date, and field of study and to the extent that Brown has the information, their personal mailing addresses, personal phones numbers, and personal email addresses.

F. **Disputes**. If there is any dispute regarding the eligibility of any individual voting in an election conducted pursuant to this Agreement, such dispute will be resolved by the arbitrator (as provided, infra) in accordance with the terms of this Agreement. The arbitrator will take into consideration the standards applied by the NLRB under the NLRA to the extent consistent with this Agreement, with the understanding that the individuals holding the positions described in Paragraph (C) above, are deemed eligible to vote. If any dispute arises as to the results of an election conducted pursuant to the Agreement, such dispute will be resolved by the arbitrator, based on the terms of this Agreement. The arbitrator will follow standards applied by the NLRB under the NLRA to the extent that those standards are otherwise consistent with this Agreement. Any hearing to resolve disputes under this Section shall be held within 10 calendar days of notice by one of the parties to the other, and will be limited to one day in duration, with the time evenly divided between the parties. A decision, order and certification of election results shall issue within 14 calendar days of the hearing.

4. **Open Discussion and Access to Information**. The parties agree that, in the interest of having a well-informed electorate and to facilitate open dialogue:

A. The parties agree that the University may host forums to discuss publicly the issues involved in the unionization campaign. Representatives from Brown Administration, SUGSE/AFT and the Graduate Student Council (GSC) may be invited to participate. The forums will take place no sooner than 2 days after the Union files its petition and no later than 2 days before the date the election is held. Senior University officers

may speak on the issues with Graduate Students at these forums consistent with the NLRA and the terms of this Agreement.

- B. The parties will jointly release the letter attached to this agreement as Appendix 1. The letter will be featured in the regular Graduate School newsletter, distributed to all graduate programs for posting and sent separately via email by the University to all graduate students at an agreed upon appropriate time.
- C. The parties shall create a Union-Management Committee (UMC) consisting of a minimum of 3 members from Brown and 3 members from the Union, respectively to discuss any and all issues under, pursuant to, or related to in any way, this Agreement and to work on any other issues of mutual interest. Each party shall choose its committee members. Meetings shall be convened by the University. The committee may schedule a regular monthly meeting and may establish additional sessions if needed.
- D. Brown will not restrict any of its students or employees from wearing shirts, buttons, and other items expressing their position regarding graduate student unionization consistent with the NLRA, University policies, and this Agreement. The Union agrees that none of its conduct and communications will violate its no strike pledge, infra, or deface, destroy or damage Brown or personal property, including without limitation removing or defacing any posted, flyers, etc., expressing viewpoints other than those in favor of unionization.

PART II

5. Bargaining Obligation

- A. If the Union is determined to be the exclusive representative of the Graduate Assistants as a result of the election procedures described above, Brown and the

Union will commence negotiations in good faith over the terms of the collective bargaining agreement.

- B. The Union recognizes that the University's bargaining obligation is limited by statute to "wages, hours and terms and conditions of employment" of the Graduate Assistants. The Union recognizes that certain issues involving the academic mission of the University and academic freedom lie outside the scope of bargaining as defined by the NLRA. These issues may include, but are not necessarily limited to (1) conditions and requirements for admission of students to graduate programs; (2) matters that pertain to the amount of any tuition, fees, awards or student benefits (provided that they are not terms and conditions of employment); (3) matters that pertain to the merits, necessity, existence, or organizational structure of any academic unit, department, field, program, or course established, eliminated or modified by the University; (4) decisions relating to student financial aid awards and tuition; (5) decisions relating to the number of graduate assistantships and the criteria for the granting of appointments; (6) decisions on student's academic standing or progress (including withdrawal for academic reasons); (7) matters that pertain to degree, academic and certificate requirements; (8) matters pertaining to course assignment, content, teaching methods and supervision of courses, curricula and research programs. Notwithstanding the above, the parties will bargain in good faith over the contents of a management rights clause for their collective bargaining agreement containing examples of management prerogatives that are outside the scope of bargaining. Finally, nothing in this section should be read as limiting the Union's ability to request bargaining over the effects of including such management prerogatives into the parties' collective bargaining agreement.
- C. To the degree the parties have difficulty in expeditiously reaching an agreed upon first collective bargaining agreement, they may utilize a mutually agreed upon mediator to facilitate discussion and agreement. The mediator shall have the ability to sit in negotiating sessions, speak separately with each party and utilize his/her best efforts to encourage the parties to compromise and reach agreement. However, no

"interest arbitration" of any kind shall be permitted. "Interest arbitration" is a final and binding process whereby the issues not resolved in contract negotiations are presented to an impartial arbitrator for the arbitrator to decide what the resolution shall be.

6. **Enforcement**. Neither party will initiate any proceeding with the NLRB (or in any other forum other than as specified by this Agreement), including without limitation, on any and all issues concerning provisions of this Agreement, the decision by the Graduate Assistants whether to be represented by the Union, or the conduct of the parties in connection with the decision of the Graduate Assistants whether to be represented by the Union. Nothing in this Agreement shall prevent either party from the right to initiate proceedings with the NLRB to resolve issues that occur after the bargaining obligation attaches. As specified below, mediation and arbitration are the sole and exclusive dispute resolution mechanisms for any dispute under, pursuant to, or related in any way to this Agreement.
 - A. **Mediation**. Before any dispute under, pursuant to, or related in any way to this Agreement is arbitrated, the parties shall mediate such dispute before Howard Edelman who will act as a neutral mediator. Carol Wittenberg shall serve as the alternate mediator if Howard Edelman cannot timely serve. The mediator will adhere to the Model Standards of Conduct for Mediators jointly issued by the AAA, American Bar Association, and Association for conflict Resolution. Moreover, the parties agree that the cost of mediation shall be borne equally by the parties, except that each party shall bear sole responsibility for payment of its attorney's fees.
 - B. **Arbitration**. If any dispute between the parties is not resolved through mediation, a hearing will be conducted before an Arbitrator within 48 hours of notice by the party alleging a violation to the other party and to the arbitrator. The parties agree to make themselves available during the evenings and on weekends in order to comply with this time limit. Any hearing conducted under this provision will be limited to four hours (except if both parties agree the matter requires more time or the arbitrator rules

otherwise) with the time divided evenly between the two parties. The arbitrator will have the authority to issue any order deemed necessary to ensure compliance with this Agreement, including bench decisions, temporary restraining orders, or preliminary injunctions. If either party believes that a violation of this Agreement is egregious or repetitive that party can file directly for arbitration, skipping the mediation step. Notwithstanding the above, the Arbitrator shall not have the authority to engage in interest arbitration under this Agreement or any subsequent collective bargaining agreement. The Arbitrator shall follow, as applicable, the Labor Arbitration Rules of the AAA. Moreover, with respect to any Arbitration under this Agreement, all arbitration costs shall be shared equally between the parties, except all parties' attorney's fees. The parties specifically empower the arbitrator to resolve disputes concerning Brown's obligations under this Agreement to provide information to the Union, including without limitation, making determinations related to conflict of laws including privacy laws such as FERPA.

C. **Panel of Arbitrators.** Arbitrator Martin Scheinman shall be the principal arbitrator under this agreement. However, if Martin Scheinman is unable to resolve issues pursuant to this Agreement, then Arbitrator John Sands shall serve in his place and shall have full authority to resolve such issues. Additionally, arbitrators may be added upon mutual agreement of the parties.

D. **Orders and Decisions.** All orders and decisions issued by an arbitrator pursuant to this agreement shall be final and binding on the parties. Upon application of a party to this Agreement, the United States District Court for the District of Rhode Island shall, in accordance with law, enforce an order of the arbitrator, including temporary restraining orders and preliminary injunctions. The parties hereby consent to the entry of an order of an arbitrator as the judgment or order of the court, without findings of fact or conclusions of law. In the event of an unsuccessful challenge to an arbitration award issued pursuant to this Agreement, the party who challenged the award or who unsuccessfully objects to the entry of an award of the arbitrator as an order of the court shall pay the reasonable attorneys' fees and costs of the other party.

7. **Notice to Parties.** Any notice to be served on the Employer under this Agreement will be sent via U.S. Mail and email to Paul S Mancini, Director of Labor and Employee Relations (Box 1879, Providence, RI 02912-1879, paul_mancini@brown.edu) with a copy to Paul Salvatore (11 Times Square, New York, NY 10036; psalvatore@proskauer.com). Any notice to be served on the Union under this Agreement will be emailed and sent via U.S. Mail to Katie Dalby and Channing Cooper, American Federation of Teachers (555 New Jersey Ave. NW, Washington, DC 20001; ccooper@aft.org).
8. **Strike and Lockout.** The Union will not engage in an “Authorized Strike” (i.e., any strike, work stoppage, slowdown, sympathy strike, or other interference with the University’s operations where the Union authorizes such action) while this Agreement is in effect. Additionally, Brown agrees not to lockout Graduate Assistants while this Agreement is in effect. Should an unauthorized strike occur, the parties may immediately utilize arbitration to attempt to resolve the dispute.
9. **Duration.** This Agreement shall remain in effect from the date it is fully executed until April 15, 2019, or expire when the Union is recognized as the exclusive collective bargaining representative through the election process referenced in Section 3 of this Agreement, whichever comes first. However, Section 5 [Bargaining Obligation] herein will survive the termination of this Agreement and any disputes concerning the parties’ obligations under Section 5 shall continue to be resolved through arbitration. Section 5 shall expire upon ratification of the parties’ first collective bargaining agreement. Section 10 of this agreement shall also survive the termination of the Agreement. Additionally, if for any reason SUGSE should disaffiliate with the AFT, this Agreement shall remain in effect consistent with the terms of this paragraph.
10. Notwithstanding any language in this Agreement:
 - a. In the event the NLRB or a court of competent jurisdiction overrules *Columbia University*, 364 NLRB No. 90 (2016), or finds that graduate students holding

teaching and/or research appointments are not employees under the NLRA before the University and Union reach a collective bargaining agreement, this Agreement will immediately terminate and shall have no further force or effect and the University will have no further obligations to the Union. However, the parties agree that any collective bargaining agreement reached between the parties will be honored for the duration of the Agreement.

11. **Ratification.** This Agreement shall not become effective unless and until it is both executed by authorized representatives of the parties and then ratified by both parties' respective ratification bodies.

For Brown University



Richard M. Locke
Provost

6/21/18

Date

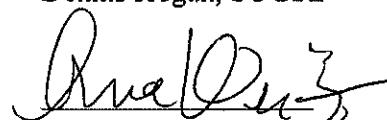
For Stand UP for Graduate Student
Employees and AFT



6/21/18

Dennis Hogan, SUGSE

Date



6/21/18

Anna Wentz, SUGSE

Date



6/21/18

Babak Hemmatian, SUGSE

Date



6/21/18

Richelle Fiore, AFT

Date

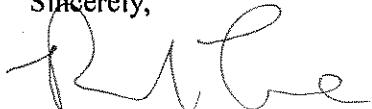
APPENDIX 1

Members of the Brown Community,

Brown University and Stand Up for Graduate Student Employees (SUGSE) have entered into a pre-election agreement to govern a possible union representation election among eligible graduate students at Brown University, should such an election take place.

This agreement creates formal election procedures, voter eligibility guidelines, and a dispute resolution mechanism to help guide an election. The agreement reinforces that if an election is held at Brown, Brown University and SUGSE will work together to ensure that it is free and fair and upholds the right of graduate students who work as teaching assistants, research assistants and proctors to decide whether or not they want a labor union to represent their interests on employment issues.

Sincerely,



Richard M. Locke
Provost
Brown University



Dennis Hogan
SUGSE



Babak Hemmatian,
SUGSE

Marley-Vincent Lindsey
SUGSE

Katherine Thompson
SUGSE


Anna Wentz
SUGSE