



## Collective Bargaining Opening Statement October 6, 2022

Good afternoon. Thank you to the Union of Grinnell Student Dining Workers for agreeing to begin the collective bargaining process. We appreciate the opportunity to hear your opening bargaining platform. As this is our first exposure to your positions, we will now begin gathering data and questions and look forward to addressing them with you during our next bargaining session.

I am representing the bargaining Team. I

am **Brad Lindberg**, Associate Vice President of Institutional Initiatives and Enrollment. My colleagues are:

**Clark Lindgren**, Chair of the Faculty, Patricia A. Johnson Professor of Neuroscience

**Jana Grimes**, Vice President of Human Resources

**Germaine Gross**, Vice President for Finance and Treasurer of the College

**Marc Reed**, Interim Vice President for Diversity, Equity, and Inclusion and Chief Diversity Officer

**Mark Watts**, Director of Payroll & Student Employment

**Frank Harty**, College Counsel, Nyemaster Goode PC

As we move forward. Members of this team, as representatives of Grinnell College, are prepared to bargain in good faith with UGSDW, with care for all students, faculty, and staff at all times.

The goal of this process is to collaboratively reach a collective bargaining agreement (or contract) that enables students, faculty, and staff to focus on

As stated in the existing contract ratified by the UGSDW, Grinnell College student workers are, first and foremost students, and our mission of excellence in education, a diverse community that respects multiple perspectives, and social responsibility will be at the center of our thoughts and actions.

This is an historic opportunity for the first recognized undergraduate independent student union in the United States to demonstrate that student-run unions can represent the interests of student workers in an efficient and effective manner. It is also an historic opportunity for the College to demonstrate our commitment to a community where all voices are heard — those represented by the Union and those that are not.

That is why the College has collaborated with UGSDW since the Union announced its intention to expand in January of 2022. In the spirit of cooperation, the College did not stand in the way of the expansion activity and worked with the UGSDW on a Neutrality Agreement. This cooperation

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situation may vary based on individual circumstances, but these are the numbers we are working with today.

As you know, collective bargaining focuses on wages, hours, and terms and conditions of employment for those students covered by the Union. Terms and conditions of employment are the rules, requirements, and policies an employer and employees agree to abide by during the employee's service to the employer.

The College bargaining team has worked diligently, meeting with members of our community who work with student employees to develop a set of interests that reflect its needs. As a result, today we will publish a set of 17 bargaining interests that outline how the College will approach negotiating a contract with UGSDW that balances community, financial, and workplace needs. There are copies of these interests available here in the room and they will be p  
Student Worker information section.

These interests outline contract that meet our community, financial and workplace needs. As a bargaining team, we will strive to engage in collective bargaining consistent with the neutrality agreement in which both the College and UGSDW agreed to treat

We want to work with the union and create a positive working relationship between students and supervisors. This includes a commitment to an environment free of anonymous and personal attacks and to upholding the , and faculty handbooks.

As we begin the process, we again urge UGSDW to reconsider working with us to establish ground rules for these collective bargaining sessions. As recommended by the Federal Mediation Counseling Service (FMCS), during our joint training sessions in August, negotiating and agreeing upon a set of common procedures for the conduct of negotiations will expedite and facilitate the bargaining process. We will publish the proposed ground rules on the web site in the interest of community transparency.

At the request of UGSDW, we are negotiating the wages, hours, terms and conditions of this contract in a very public setting. Along the way there will

