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5.12 Union Access to Campus.

5.13 Dues Check-Off.

ARTICLE 6—WAGES

6.1 Pay Levels.

ARTICLE 7—GRIEVANCES

7.1 Grievance Definition.

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7.8 Arbitrator Costs.

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Handbook, and Faculty Handbook), the National Labor Relations Act (“NLRA”), the Family Educational Rights and Privacy Act (“FERPA”), financial aid regulations, privacy regulations, and other state and federal laws and regulations.

3.3 College Rights. Subject only to the terms of this Agreement, the College (a) maintains the absolute right to carry out the educational mission of the institution, and (b) shall be the sole judge of all matters pertaining to student employment including the location and scheduling of such employment; the assignment and selection process; making and enforcing reasonable rules

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3.4 Non-Discrimination. The College and the Union mutually agree they shall not discriminate against any Student Worker based upon membership or non-membership in the Union or on the basis of race, color, ethnicity, national origin, age, sex, gender, sexual orientation, gender

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investigatory leave. This pay shall be the greater of 1) the amount which the Student Worker would have earned had they not been placed on investigat

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4.10 Service Leadership Work Study. The Service-Leadership Work Study (“SLWS”) Program is supported by the Center for Careers, Life, and Service at Grinnell College and is designed to create reciprocal relationships between Grinnell community organizations, community members, and Grinnell College students through collaborative service-learning and action. SLWS students are hired by Grinnell College to serve in capacity building service positions that support efforts to improve the wellbeing of our larger community. Students apply to the program and are interviewed and selected by non-profit or governmental community partner host organizations and, after being hired by the College, serve at their host site. As per federal regulations, SLWS positions are specifically designed in a manner that does not replace work that would otherwise be done by paid community employees, but rather would be the purview of a volunteer.

Both parties recognize that students choosing to participate in Service Leadership Work Study positions are volunteers within the host organizations and subject to the terms and conditions of the host organization’s volunteer policies and the SLWS Memorandum of Understanding. Community Partner Host Organizations shall not be bound by this Agreement. As such, discipline and removal of Student Workers by the Community Partner Host Organizations are not governed by Section 4.3 or Section 4.4.

5.3 Notifications. Each week, the College shall provide a report of all Student Worker new hires and terminations in written (paper) format. If the Union meets the data security provisions outlined in Section 5.5 of the Agreement, information will be provided electronically in a College-secured location. This report shall include the Student Workers' names and college email addresses. Each semester, the College shall provide a spreadsheet report listing all Student Workers covered under the Agreement. This report shall include the Employment Information of all Student Workers hired and terminated in the previous week. The parties recognize and agree that Student Workers may choose to keep Employment Information confidential pursuant to FERPA and Section 5.4 of this Agreement.

5.4 FERPA Waiver Request Form. All new Student Workers shall be required to complete a FERPA waiver request form, set forth in Appendix B, as a part of their employment onboarding affirming or denying the Union access to their educational records. Student Workers retain the right to amend the request form at any time through the submission of a new request form to the College's Office of Student Employment.

5.5 Data Security. Notwithstanding Article 5 and the Sections within, provision of Employment Information in an electronic format shall be contingent on the Union's signature of and compliance with a Data Security Agreement with the College.

5.6 Student-Worker Orientation. All new Student Workers shall be provided electronically with a copy of this Agreement. All job postings for positions in the bargaining unit will indicate that such positions are union jobs and include a link to the Union's website. The Union will be solely responsible for organizing their own re uill Steffr

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Workers in Community Advisor or Residence-Life House Monitor positions must select their choice of compensation prior to their term of service and may not alter their selection during their term of service. Stipends provided pursuant to this Section shall be paid in equal installments at the close of each pay period during the term of service. Room grants and stipends paid pursuant to this Section shall constitute compensation for all work performed, including any training.

Should a Student Worker in a Community Advisor or Resident-Life House Monitor position be separated from their position prior to the conclusion of the ordinary term of service, the Student

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Student Worker was seen and treated. Failure to submit such proof upon request may result in disciplinary action pursuant to Section 4.3.

Student Workers may take unpaid leaves of absence consistent with the Student Handbook's academic policies for Personal Leave and Emergency/Medical Leave. In order to receive an unpaid leave of absence, the Student Worker must present documentation of an academic leave of absence to either their supervisor or the Student Employment Office. Student Workers shall not be disciplined for shifts missed during an unpaid leave of absence.

The College reserves the right to establish work rules regarding attendance pursuant to Section 8.1 and consistent with this Section.

8.6 Overtime. The College shall provide overtime pay to Student Workers in accordance with the Fair Labor Standards Act.

ARTICLE 9—TERM

9.1 Term. This Agreement shall commence xxxx, 2024 and shall continue in full force and effect until midnight xxxx, 2028 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 xxxx, 2028. In any event, this Agreement shall not be extended beyond xxxx, 2028 except by written consent of the parties.

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Appendix B

GRINNELL COLLEGE

Release of Student Education Records Related to Student Employment

I, the undersigned, understand that the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g; 34 CFR Part 99) limits disclosure of a student's education records without proper consent.

Employment-Related Education Records. Records and information regarding student employment by Grinnell College including name, employment status, job title(s), college post office number, cell phone number, college email address, dates of hire, and dates of resignation or termination.

Purpose. Fulfillment of Grinnell College's obligation under the National Labor Relations Act ([29 U.S.C. §§ 151-169](#)) to furnish to the Union of Grinnell Student Dining Workers ("UGSDW") information relevant to the administration or negotiation of a collective bargaining Agreement upon the UGSDW's request.

I further understand that, should I consent to the disclosure of the aforementioned Employment-Related Education Records: (1) Grinnell College may disclose some of the aforementioned Employment-Related Education Records on the condition that the UGSDW agrees to not disclose the information to any other party without my written consent unless specifically allowed by law; (2) Grinnell College cannot be held liable for the UGSDW's use of such Employment-Related Education Records for an impermissible purpose; (3) I have the right not to consent to the release of such Employment-Related Education Records; (4) a copy of such Employment-Related Education Records must be provided to me upon my request; and (5) that an executed release remains in effect until revoked by me in a signed writing delivered to Grinnell College.

I consent to the disclosure of the aforementioned Employment-Related Education Records relating to the below-designated student for the following purpose.

or

I do not consent to the disclosure of the aforementioned Employment-Related Education