

FRAMEWORK AGREEMENT

GRINNELL COLLEGE

and

UNION OF GRINNELL STUDENT DINING WORKERS

This **AGREEMENT** is entered into between Grinnell College (“College”) and the Union of Grinnell Student Dining Workers (“Union”).

- (1) The College will recognize the Union as the exclusive representative of the individuals in the NLRB-certified bargaining unit in Case No. 18-RC-228797 (“Unit”), and will bargain in good faith with the Union over their wages, hours, and other terms of employment.
- (2) The Union agrees that any collective bargaining agreement to be negotiated with the College will not infringe upon the College’s academic decision making or the College’s right to manage the institution.
- (3) The College and the Union agree that the employees in the Unit are, first and foremost, students. The advancement of the educational goals of the employees and the efficient operation of the College are the mutual obligations of the parties.
- (4) The Union agrees that any collective bargaining agreement to be negotiated with the College will not infringe upon the rights of students under the Family Educational Rights and Privacy Act (“FERPA”) or Title IV of the Higher Education Act (“Title IV”). The Union further agrees that it will never require the College, directly or indirectly, to release personally identifiable information which is covered under FERPA or Title IV without the express written consent of the individuals in question.
- (5) The Union agrees that any collective bargaining agreement to be negotiated with the College will not infringe upon the freedom and discretion of faculty of the College to hire student research assistants or other positions on short notice if necessary.
- (6) The Union agrees that, in a first collective bargaining agreement, it will not propose or seek a minimum wage higher than \$9.00 per hour.
- (7) The Union agrees that it will not affiliate, partner, or merge with another labor organization until January 1, 2022.
- (8) The Union agrees that it will not to authorize or condone any economic strike or work stoppage, and the College agrees that it will not engage in any lockout, until January 1, 2020.
- (9) The Union and the College will commence bargaining a collective bargaining agreement no later than December 15, 2018.
- (10) The College agrees that it will not seek review of any aspect of the above-referenced pending NLRB Case No. 18-RC-228797.