

COLLECTIVE BARGAINING  
UGSDW AND GRINNELL COLLEGE

GRINNELL COLLEGE'S BARGAINING INTERESTS  
2022 Collective Bargaining Sessions

COMMUNITY

- Finalize a contract that meets the interests of both parties that enhances collaboration and cooperation.
- Continue to strengthen the Grinnell College community for all students, faculty, and staff through mission-driven decision making.
- Create a work environment that supports and protects student employees, and faculty and staff supervisors, ensuring they have the resources they need to be successful.
- Support student and non-student employee development to create meaningful work experiences for both student employees and supervisors, focusing on skill development and leadership.
- Provide fair, accurate, and unbiased information to stakeholders throughout the negotiation process.
- Expect accountability from members of our community in all of their roles on campus.

FINANCIAL

- Focus college resources on those whom they will most benefit: students with financial need.
- Negotiate a fair student employee wage increase.
- Continue to steward our financial resources, including the endowment, in a way that is fiscally responsible and supports intergenerational equity.
- Provide fiscal education and promote transparency regarding the financial operations of the institution.

WORKPLACE

- Negotiate a contract that can be administered by current staff and faculty.
- Create a stable and developmental student employment situation for both students and supervisors, shaped by inclusive workplace practices.
- Establish conditions of work that uphold the individual dignity of all employees of the College, with attention to the mutual respect between student employees and supervisors.
- Ensure that the contract respects, upholds, and is in compliance with all legal and regulatory requirements, including but not limited to financial aid regulations, privacy regulations, Gramm-Leach-Bliley Act (GLBA) – a.k.a. Financial Services Modernization Act, General Data Protection Regulations (GDPR), and Family Educational Rights and Privacy Act (FERPA).
- Create a restructured and transparent employment process that creates consistent structures and standards across positions and departments across campus.
- Create a roadmap for successful negotiations that can serve as a model for future collective bargaining at Grinnell and beyond.
- Ensure the continuity of College operations now and into the future.