



UGSDW
GRINNELL, IOWA
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SAM XU
PRESIDENT

November 5, 2019

Dr. David Maxwell
Chair, Grinnell College Board of Trustees

Dear Chair Maxwell:

It was a pleasure meeting you on October 3, 2019, when I presented at the listening session to the Board of Trustees on the position of UGSDW on partial expansion of union representation of student workers. To reiterate, UGSDW maintains that the only sustainable, viable, and just resolution, at a minimum, is a timely approval from the Board of Trustees of union expansion to student campus employment positions that are not primarily educational.

While we understand that the Board is taking time to solicit thoughts and comments from the Grinnell community and deliberate on this important issue, we would also like to point out that, in a campus update dated September 27, 2019, the Board states that it will determine the process and timeline for a decision on union expansion in its October, 2019 meeting. Since then, we have been eagerly waiting for such process and timeline. However, this critical information has eluded UGSDW members as well as the Grinnell community in general. Although UGSDW does not consider this delay to be deliberate or capricious, it has nevertheless led many student workers, alumni, and other community members to question the Board's commitment to transparency and good faith in approaching union expansion.

UGSDW will take all necessary steps to facilitate a just resolution on union expansion with Grinnell College. As the first step, UGSDW urges the Board to release its process and timeline for a decision on union expansion immediately.

Respectfully,

Sam Xu

CC: Dr. Raynard Kington, President, Grinnell College