



**UGSDW**

GRINNELL, IOWA  
(319) 343-7718

QUINN ERCOLANI  
PRESIDENT

March 12, 2019

Dr. Raynard Kington  
President, Grinnell College  
Nollen House  
1121 Park Street  
Grinnell, Iowa

Dear Dr. Kington

This is in response to your letter dated March 7, 2019.

I appreciate you letting me know the delay in providing UGSDW the guidelines and a list of potential positions regarding union expansion. I would also like to inform you that our members are pleased by the college's openness toward partial union expansion. As such, when I communicated this development to our members at our March general meeting this past weekend, many members express concerns and anxiety about such an uncertainty in the timeframe. If the college is indeed using a set of national criteria, they wondered, how could applying those criteria to the jobs at Grinnell take more than a week or two?

I am confident in Grinnell's sincerity on this matter and its ability to prepare the necessary materials. However, I am afraid that, absent a concrete timeframe, many of our members will begin to doubt the college's commitment to the process and wonder if the delay is little more than a stalling tactic. With this in mind, we would ask that the college provide an initial list no later than Thursday, March 21.

We are eager to start a constructive discussion about partial expansion with Grinnell. If the college, despite its best intentions and efforts, cannot prepare the relevant information then, we would like to have a brief, exploratory meeting with you the week of April 1.

I eagerly await your reply.

Very truly yours,

Quinn Ercolani

QEE:ZSX