

DARTMOUTH

Office of Labor Relations

SWCD Proposal	Dartmouth Proposal's Included in Last, Best, and Final Offer
DDS: A living wage of \$23/hour	<ul style="list-style-type: none"> • 3% annual increases to base hourly wages with \$0.50 increases per term. • In year 1: A base wage of \$23/hour for all new DDS student workers and a 3% increase for current student dining workers, with \$.50 increases per term for all. • Because the current average wage for student dining workers is \$24.94/hour, the average employee will receive a 9-11% wage increase in Year 1 of the contract.
UGAs: A living wage of \$23/hour through stipend and meal plan credit increases	<ul style="list-style-type: none"> • 3% stipend increases each year of contract. • All UGA's will receive a free Ivy Unlimited meal plan, an increase from the current 80 Block Choice meal plan. • Year 1: Converting the stipend and meal plan credit into hourly wages means returning UGA's will receive \$27.77/hour and new UGAs will receive an \$27.18/hour, an 18.07% and 17.72% increase respectively.
ICE off campus	<ul style="list-style-type: none"> • Dartmouth's proposed contract for both DDS and UGAs guarantees Dartmouth's protocol applies to SWCD members, which includes a recent clarification to the protocol that states, <i>"In general, federal agents, including ICE must have a judicial warrant or subpoena to access non-public areas (areas not open to the public such as classrooms, housing, and areas requiring a Dartmouth identification)."</i>
Bereavement leave of 1 day up to 3 weeks for DDS workers	<ul style="list-style-type: none"> • Dartmouth's proposed contract increases paid time off (PTO) and paid mental health (MH) time off up to 6 hours each per term (12 hours total) for DDS student workers who are unable to work their scheduled shift for any reason, including bereavement leave. Note: DDS student workers work an average of 3.6 hours per week. • The contract states in writing that management will work with DDS student workers who have exhausted PTO and MH time off to maintain their employment status if they need more time off due to the death of an immediate family member. • Additionally, the contract provides that DDS student workers no longer must work a minimum number of hours to get PTO and paid MH time off.
Pay Holiday Pay for DDS workers	<ul style="list-style-type: none"> • The contract includes a new article, Holiday Pay, which states student workers will get holiday pay for Dartmouth-recognized holidays during the academic term when their work location is closed.
Protect DDS workers from automation	<ul style="list-style-type: none"> • If a scheduled shift is eliminated, for any reason, the contract states a replacement work shift will be created at another work location.
Nondiscrimination protections	<ul style="list-style-type: none"> • Dartmouth's contracts for both DDS and UGAs includes a non-discrimination clause which guarantees that SWCD members are covered by Dartmouth's Non-Discrimination and Anti-Harassment Policy, which prohibits discrimination, harassment, and retaliation. • This policy prohibits discrimination based on federally protected classes in employment including sex, race (actual or perceived), color, religion, age, disability, status as a veteran, national or ethnic origin, actual or perceived shared ancestry or ethnic characteristics, or citizenship or residency in a country with a dominant religion or religious identity, familial status, marital status, sexual orientation, gender identity, gender expression, or any other category protected by applicable law.

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SWCD Proposal	Dartmouth's Responses Shared with SWCD
30k Legal Assistance Fund	<ul style="list-style-type: none">Dartmouth has recently agreed to assist students who have their SEVIS records cancelled with legal fees up to \$5,000.00 , which also applies to SWCD members.
Hardship Fund	<ul style="list-style-type: none">As students, all SWCD members have access to the 4E Fund. Dartmouth offered to work with SWCD to speed up response time to applications for funds.
Paid UGA training	<ul style="list-style-type: none">SWCD did not propose additional compensation for paid UGA training until May 2, after Dartmouth presented its last, best, and final offer on April 17.Dartmouth also committed to increased training for UGAs, and the contract guarantees UGA training will continue to include resources at Dick's House and in the Upper Valley for gender affirming and reproductive care to better refer residents who want such care.
Paid UGA housing	<ul style="list-style-type: none">SWCD proposed Dartmouth credit UGAs with both the cost of housing <i>and</i> cover that cost with financial aid. This is called "double dipping," and is illegal under federal financial aid regulations.Offering UGAs a housing credit would count as income rather than scholarship, which would change the amount of financial aid a UGA can receive. Additionally, UGAs would owe taxes on any such housing credit that wasn't part of their financial aid award.