

DDS Student Workers' Second Contract: Dartmouth Proposal Highlights

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| A Living Wage of \$23.00 per hour | <ul style="list-style-type: none">• 3% annual increases to base hourly wages with \$0.50 increases per term.• 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 worker will receive a 9-11% wage increase in Year 1 of the contract. |
| Protections for International Student Workers | <ul style="list-style-type: none">• Government Site Visit Protocol: OVIS and DoSS will work with appropriate legal counsel to determine whether the presence of an immigration enforcement agent is lawful before any action is taken.• The proposed contract adds a provision that student dining workers who do not want to contact DoSS directly may contact a manager instead.• Dartmouth will not release or report information regarding the immigration status of current or former international student workers to any government agency, or representatives thereof, unless and until legally obligated to do so.• Dartmouth will continue to protect international students' privacy and rights in accordance with all applicable laws. |
| DDS Student Worker Job Protection from Automation | <ul style="list-style-type: none">• No student dining worker jobs will be eliminated due to automation.• If a scheduled shift is eliminated, a work shift will be made available at other dining locations for the same shift as the eliminated shift. |
| Holiday Pay for DDS Student Workers | <ul style="list-style-type: none">• Student dining workers unable to work their regular shift due to a closure of their work location on a Dartmouth-recognized holiday during an academic term will be paid their hourly wage as if they worked. |
| Increased Paid Time Off (PTO) and Mental Health (MH) Days | <ul style="list-style-type: none">• Student dining workers no longer must work a minimum number of hours to receive 2 hours paid time off (PTO) and 2 paid mental health hours.• Management will work in good faith with student dining workers to maintain their employment status if they need time off due to the death of an immediate family but have exhausted all available PTO and mental health days. |
| Increased Meal Credits to Combat Rising Food Costs and Food Insecurity | <ul style="list-style-type: none">• Dining Dollars accrual rate will increase by \$0.25 to \$5.25/hour for Dining Facilities & Cafes and \$4.25/hour for the Collis Market & Snack Bars.• All student dining workers who work at least 12 hours in a 2-week pay period will receive Dining Dollars. Taking mental health days and/or PTO count toward this threshold. |

| UGAs' First Contract: Dartmouth Proposal Highlights | |
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| A Living Wage of \$23.00/hour Through Stipend and Meal Plan Credit Increases | <ul style="list-style-type: none"> • 3% stipend increases each year of contract. • All UGAs 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. |
| Protections for International Student Workers | <ul style="list-style-type: none"> • Government Site Visit Protocol: OVIS and DoSS will work with appropriate legal counsel to determine whether the presence of an immigration enforcement agent is lawful before any action is taken. • The proposed contract adds a provision that UGAs who do not want to contact DoSS directly may contact a professional staff member instead. • Dartmouth will not release or report information regarding the immigration status of current or former international student workers to any government agency, or representatives thereof, unless and until legally obligated to do so. • Dartmouth will continue to protect international students' privacy and rights in accordance with all applicable laws. |
| Increased Meal Credits to Combat Rising Food Costs and Food Insecurity | <ul style="list-style-type: none"> • All UGAs will receive a free Ivy Unlimited meal plan, an increase from the current 80 Block Choice meal plan. |
| Contractual Protection for UGA Training Content | <ul style="list-style-type: none"> • The contract will include a provision that UGA training will continue to include information about sexual and reproductive health resources at Dick's House and in the Upper Valley. |
| Contractual Protection for current Chosen Name and Identity Policy (both contracts) | <ul style="list-style-type: none"> • The contract will include a provision that Dartmouth's current Chosen Name and Identity Policy applies to all bargaining unit members, as it does to all other Dartmouth employees. |
| UGA Closed Shop | <ul style="list-style-type: none"> • Paying dues or an agency fee to SWCD will be a condition of employment. |