



NOTICE OF VOLUNTARY RECOGNITION

FROM THE THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

PLEASE BE ADVISED OF THE FOLLOWING:

Federal law gives employees the right to form, join, or assist a union and to choose not to engage in these protected activities.

An employer may lawfully recognize a union based on evidence (such as signed authorization cards) indicating that a majority of employees in an appropriate bargaining unit desire its representation, without an election supervised by the National Labor Relations Board.

Once an employer recognizes a union as the employees' exclusive bargaining representative, the employer has an obligation to bargain with the union in good faith in an attempt to reach a collective-bargaining agreement, and that obligation is not delayed or otherwise impacted by this notice.

The National Labor Relations Board is an agency of the United States Government and does not endorse any choice about whether employees should keep the recognized union, file a petition to certify the recognized union, file a petition to decertify the recognized union, or support or oppose a representation petition filed by another union.

Trustees of Grinnell College

EMPLOYER

on **August 1, 2022** recognized
DATE

Union of Grinnell Student Dining Workers

UNION

as the employees' exclusive bargaining representative based on evidence indicating that a majority of employees in

[continue to page 2](#)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE



NOTICE OF VOLUNTARY RECOGNITION

FROM THE THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

Included:

All full-time and regular part-time student workers as defined below. Student workers are defined as all degree-seeking individuals who are simultaneously (1) enrolled as undergraduate students, full-time or part-time, at the Employer and (2) employed by the Employer

Excluded:

Students whose sole employment relationship with the Employer is an internship, research fellowship, Mentored Advanced Project, or an equivalent relationship, such as externally grant-funded positions, Overnight Stay Coordinators, and guards and supervisors as defined in the National Labor Relations Act, as amended.

DESCRIBED BARGAINING UNIT

desire its representation.

All employees, including those who previously signed cards in support of

Union of Grinnell Student Dining Workers

have the right to be represented by a union of their choice or by no union at all.

Within 45 days from the date of this notice, a petition supported by 30 percent or more of the unit employees may be filed with the National Labor Relations Board for a secret-ballot election to determine whether or not the unit employees wish to be represented by

Union of Grinnell Student Dining Workers

or 30 percent or more of the unit employees can support another union's filing of a petition to represent them.

[continue to page 3](#)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE



NOTICE OF VOLUNTARY RECOGNITION

FROM THE
THE NATIONAL LABOR RELATIONS BOARD
AN AGENCY OF THE UNITED STATES GOVERNMENT

Any properly supported petition filed within the 45-day window period will be processed according to the National Labor Relations Board's normal procedures.

A petition may be filed within the 45-day window period even if

Trustees of Grinnell College

and

Union of Grinnell Student Dining Workers

have already reached a collective-bargaining agreement.

If no petition is filed within the 45-day window period, the Union's status as the unit employees' exclusive bargaining representative will be insulated from challenge for a reasonable period of time, and if

Trustees of Grinnell College

and

Union of Grinnell Student Dining Workers

reach a collective-bargaining agreement during that insulated reasonable period, an election cannot be held for the duration of that collective-bargaining agreement, up to 3 years.

If you are interested in filing a petition for a secret-ballot election or receiving more information about the matters covered by this notice, you should contact the NLRB office at:

NATIONAL LABOR RELATIONS BOARD REGION 18, Federal Office Building, 212 Third Avenue South, Suite 200, Minneapolis, MN 55401-2657 Telephone: (612)348-1757

Additional information about the NLRB and the National Labor Relations Act is available at the Agency's website: www.nlr.gov, or by calling the NLRB toll-free at 1-844-762-NLRB.

Date of Posting



NATIONAL LABOR RELATIONS BOARD
an agency of the
UNITED STATES GOVERNMENT

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE