



February 15, 2023

Dear students, faculty & staff,

We have been informed that General Teamsters Local 251, the union representing our movers, custodians and grounds services staff members, will conduct an informational picket on campus today. An informational picket is a public demonstration by a labor union – it is not a strike.

We have been negotiating in good faith with General Teamsters Local 251 to reach a collective bargaining agreement since June of last year. In January, we began working with a federal mediator to ensure that RISD and the union's concerns would be heard and addressed in a fair and equitable manner for all parties. While we have made significant progress towards an agreement, issues relating to wages remain open. Our next mediation session is scheduled for tomorrow.

We believe in freedom of expression and respect the union's right to conduct an informational picket. At the same time, we are disappointed they have chosen to take this action while we have continued to participate in mediation sessions with the hope of reaching an agreement.

Students: This informational picket should not impact your access to RISD buildings and resources.

Faculty and staff: While we understand that some of you may wish to support this informational picket, and we respect your desire to do so, it is critical that we continue to support our students and maintain daily operations. All RISD employees are expected to report to work for their regular duties.

If you are unable to access RISD's facilities or in any way feel unsafe, please contact Public Safety immediately at 401-454-6666.

Our facilities staff serve in important and vital roles at RISD and we value them as we do all of our employees. We hope we can resolve this negotiation in a fiscally responsible manner that appropriately reflects their contributions to our community.

If you have any questions, please don't hesitate to reach out to me.

Sincerely,

A handwritten signature in black ink, appearing to read "Liz Rainone", with a long horizontal flourish extending to the right.

Liz Rainone
Interim Vice President for Human Resources