



December 1, 2022

Dear RISD staff and faculty,

As you may be aware, RISD is in negotiations with the General Teamsters Local 251, a union comprised of a group of facilities staff members including custodians, grounds services and movers, to create a first collective bargaining agreement. Although we have made significant progress towards an agreement since we began meeting in June, issues relating to wages remain open.

This week the union announced that they voted to authorize a strike. This does not mean a strike will occur but, if it does, we will do all we can to maintain continuity of services and support for our students and campus community at this critical time in the semester.

Our facilities staff serve in important and vital roles at RISD and we value them as we do all of our employees. With our next meeting with the union scheduled for later this week, we are hopeful we can soon have a contract in place. As with all of our collective bargaining negotiations, we balance many competing institutional resource needs against finite resources. At the same time, we make certain that RISD is a competitive employer and that our staff is well-paid, which we ensure through a continual review of RISD positions in comparison to similar positions at other institutions and organizations.

If you have any questions, please don't hesitate to reach out to me. Also, you can find information about labor relations at RISD, including current collective bargaining agreements and negotiation updates, on the HR website.

Sincerely,

Candace
VP, Human Resources