

Fact Sheet on Oberlin College Union Negotiations

1. UAW has negotiated in good faith with the Oberlin College administration. In the face of escalating demands for savings from the College, the UAW's most recent proposal would have realized \$1.3M in annual savings. While the UAW offered substantial concessions in pay and benefits, the College set moving targets and never committed to retaining unionized employees.
2. During these negotiations, the College made no substantive proposals to the union, routinely shifted the financial goals of the negotiations, were slow to share requested information and did not allow negotiators sufficient time to prepare. Other than the administration's claims to the contrary, there is no evidence that the College entered into these negotiations in good faith.
3. Despite the fact that UAW met the College's declared need for savings, the College opted to outsource 54 jobs, 100% of dining hall employees, to AVI. The UAW was only notified of this decision at the same time students, alumni, faculty and staff were, on June 22nd. They were given one week to organize a vote of their members to respond to the College's final offer, despite the impossibility of a face-to-face meeting. Notwithstanding the College's protestations, this is tantamount to union-busting.
4. [The AAPR Report](#) made the dubious and disputed claim that Oberlin's unionized employees made 34% more than the regional average (of both union and non-union workers). Despite a misleading ambiguity in President Ambar's letter [link/quote] current employees will have the option to apply for positions at AVI's current wage: \$12-13/hour. This would represent a pay cut on the order of 45%, bringing these workers well below the regional average.
5. This pay cut, together with the fact that most of the AVI positions will be part-time, and therefore ineligible for health benefits will [put these workers into poverty](#) during a pandemic and the worst job market since the 1930s.
6. UAW's custodial, maintenance and transportation workers are still on a path President Ambar's June 22 letter called [narrow but viable](#). However, despite making large strides towards meeting the College's need for savings, the remaining UAW workers are being pushed to take the same high-deductible CDHP plan the faculty and OCOPE have refused. Even if they are able to stay the course, the pay cut plus CDHP will mean poverty
7. AVI is a large corporation that had already advertised management positions in Oberlin as early as June 8. One position is for [an Oberlin alum to run a marketing campaign to make AVI palatable to Oberlin students](#)
8. AVI has been sued many times for employment discrimination. In 2009, the EEOC sued [AVI for disability bias; AVI settled for over \\$90,000 plus jobs](#). In 2018, [AVI settled a \\$1.5 million dollar class-action lawsuit](#). Yet [another discrimination lawsuit was filed as recently as May 27, 2020](#)