



February 8th, 2024

Dear Marcy Hammer, Director Parkes, and President Randhawa,

We are writing again with the same request we made in December for Western Washington University to **recognize WAWU's Operational Student Employee unit**, so that we can begin bargaining with WWU as soon as possible.

There are urgent issues that OSEs are facing across campus that need to be addressed through clear and formal conversations between the university and its student employees. Employees all over campus are working in unsafe workplaces and environments and facing undue and avoidable hardship. Key issues include a lack of training and protective equipment, access to first aid, inadequate protections from harassment and discrimination, scheduling without concern for our classes and other academic responsibilities, a lack of secure scheduling, absence of equitable and transparent pay, leave options and benefits, and a systemic lack of accountability and communication from the university about our rights and responsibilities as operational student employees. **Sitting down to have these conversations about student working conditions cannot wait.**

In your response dated 12/27/2023, you referenced the University's interest in developing a uniform structure, and orderly and clearly defined procedures for bargaining and dispute resolution. We share these interests, and while we agree that a legislative framework may have been helpful for addressing some of these concerns we also believe they are achievable through a voluntary recognition agreement.

To that end we would like to meet and have an in-depth discussion about voluntary recognition of the OSE unit as soon as possible. When will you be available to meet?

Signed

WAWU Operational Student Employee Organizing Committee,

Abbi Matthews, Rec Center Instructor
Abby Place, Recycling Center
Adele Delignette, Housing Facilities Assistant
Aodhan Jibril, Resident Advisor
Alejandro Garcia, Environmental Studies Dept
Augden Hayes, DAC
Basil Hinds, Facilities Custodian
Clover Dorland, Residence Desk Attendant
Colleen Ryan, VU Gallery
Dylan Wilson, Facilities Grounds Crew
Eli Graves, Public Safety Assistant
Elias Medley, Recycling Center
Emily Kessler, Campus Rec Aquatics
Ethan Martez, Public Safety Assistant
Josh Kutzke, Performing Arts Center Stage
Kai Russell, Resident Advisor
Kaylee Thomas, WWU Foundation

Lily Storbeck, Resident Advisor
Lorayne McAteer, VU Tech Crew
Meagan Brown, Performing Arts Center
Mica Della Sala, Music Department
Moose Abou-Harb, Outdoor Center
Morgan Nichols, VU Information Desk
Peter Bagdovitz, Public Safety Assistant
Olive Salas, AS Communications Office
Rachel Silzle, AS Productions
Sam Stark, Rec Center Desk Attendant
Savannah Tello, Compass 2 Campus
Shan Robinson, Recycle Center
Shane Reynolds, Public Safety Assistant
Stephanie Lark, Campus Rec Aquatics
Wyatt Roberts, Public Safety Assistant
Zoe Cowan, Outdoor Center