

TWU Local 264 FAQs

What is TWU, and who does it represent?

[Local 264](#) (TWU) Transport Workers Union of America AFL-CIO is a labor union that represents Barnard Public Safety Officers and staff in the Office of Facilities Services. TWU also represents the dining services workers who are employed by Chartwells. TWU is one of the four unions representing employees at Barnard.

How often does the College renegotiate collective bargaining agreements?

Collective bargaining agreements are renegotiated at the end of the term of each agreement. The College negotiates with each union at the end of the term, including a renegotiation this summer that was completed in just seven weeks.

What is the College's relationship with TWU Local 264?

The College and TWU Local 264 have had a successful collective bargaining relationship and have amicably renegotiated the agreement at each expiration point for many years. We are also pleased to have recently renegotiated the UAW Local 2110 clerical contract in record time with an outcome that the College and the Union leadership are both proud of.

What is happening with the current bargaining between Barnard College and TWU Local 264?

The College has attempted to bargain with the Union and has offered several proposals and alternative dates and locations to continue negotiation sessions. Unfortunately, the Union has not offered proposals to the College, has not agreed to extend the prior contract (a common practice during bargaining which benefits the College and the membership), and has not agreed to additional dates for negotiations until an on-campus meeting of the Union membership is held. We have offered to arrange a space for such an on-campus meeting and technical assistance for those who cannot attend meetings in person. Additionally, we have offered to arrange for nearby off-campus locations for such meetings.

Is the College willing to negotiate with the Union?

We remain ready to extend the expired contract and to meet as frequently as necessary to continue timely negotiations that will lead to tangible financial benefits for the membership and an equitable contract benefiting both the membership and the College. We are hopeful that the Union's leadership will recognize its obligation to bargain in good faith with the College and agree to meet with the College on some of the dates it has offered. Barnard continues to act in accordance with the Union contracts. This includes hearing grievances and bargaining in good faith with the Union on certain subjects affecting the members' terms and conditions of employment.

Why is the Union unwilling to sit down and bargain with the College to continue negotiations?

While we normally do not comment on employee actions, Mr. Orton Reynolds has connected the issue of him no longer being allowed on our campus with the union negotiation. As a result, the College has been informed by the Union that they will not agree to additional dates to negotiate the Collective Bargaining Agreement.

Why was TWU President Orton Reynolds banned from Barnard's campus?

Barnard is committed to providing a community free from sexual harassment. In 2017, there was a complaint of sexual harassment brought against Mr. Reynolds by a member of the staff. A subsequent complaint was filed by a second staff member, which was investigated following our policies and procedures and ultimately led to his termination. An arbitrator reviewing the College's decision agreed that Reynolds violated our [policy](#) by engaging in conduct that constituted sexual harassment. The arbitrator disagreed with the College about the severity of the sanction (i.e., Mr. Reynolds' termination). The sanction reflects the College's policy prohibiting sexual harassment in the workplace, in accordance with federal, state, and local workplace laws, and Title IX. As a higher-education institution that receives federal funds, Barnard is regulated by Title IX of the Education Amendments of 1972, which requires the College to prohibit sexual harassment, respond promptly if it occurs, limit the effects of any harassment, and prevent recurrence.

The College believes that Mr. Reynolds' termination was the appropriate response to his sexual misconduct and stands by the decision to not allow Mr. Reynolds access to campus.

What has Barnard done to ensure TWU President Reynolds is able to participate in bargaining?

The College has offered to include Mr. Reynolds in bargaining sessions using videoconferencing, teleconferencing, or other meeting applications, and/or to hold meetings off campus. The College has offered 18 meeting dates. To date, the Union has rejected these options. The College cannot compromise on keeping the campus safe from those who have been found responsible for sexual misconduct.

Does Barnard College provide training related to sexual harassment prevention and response?

The College trains all employees annually about how to prevent sexual harassment and how to respond when they become aware of sexual harassment.

Where can I find the College's policy against discrimination and harassment?

The College's policy against discrimination and harassment can be found [here](#).

If I believe I, or someone I know, has been harassed or discriminated against, what should I do?

Any individual who experiences or observes discrimination or harassment is encouraged to report such information if the harassment involves a member of the College community or affects a College program or activity. [Reports](#) should be made as soon as possible to one of the staff persons listed in the College's policy against discrimination and harassment. It has a link to the policy above in an earlier question. In certain instances, the College may investigate allegations of discrimination or harassment based on information received from other sources, such as newspaper accounts, anonymous letters, or phone calls. For more information, please visit Barnard's Title IX & Equity page on Grievance Procedures [here](#).

A report can be made online by filling out Barnard's Information Report form [here](#).

Harassment based on protected categories is prohibited under federal law, New York state law, and New York City law, as well as College policy. You can report discrimination and harassment under federal laws by contacting the [Equal Employment Opportunity Commission \(EEOC\)](#).

In New York state, you can report discrimination and harassment under the New York State Human Rights Law by contacting the [Division on Human Rights](#), in person at a Division office, and by telephone or by mail. The Division has offices across the state of New York and can be contacted [here](#). Such claims may also be brought in state court.

In New York City, you can contact the [New York City Commission on Human Rights \(NYCCHR\)](#) by calling 311 or (718) 722-3131, or in person at one of their [locations](#).