

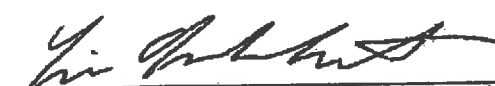
AGREEMENT BETWEEN  
THE TUFTS UNIVERSITY ADMINISTRATION  
AND  
THE TUFTS LABOR COALITION

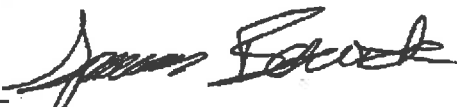
1. As an institution of higher education, Tufts University commits to valuing all members of its community, including outsourced workers, and treating them with respect, dignity and fairness. The Tufts administration will uphold these values in any pursuit of efficiency, reorganization, and cost control, which may result in an impact on the budget.
2. The Tufts administration should operate under principles of transparency, and is dedicated to being as transparent as possible between administrators, DTZ, workers, students, and other advocates.
3. We all agree that reorganization needs to happen. The Tufts Labor Coalition agrees that changes should be made to improve organization of work and impact on sustainability. These changes will include opportunities for improved training and equipment; will focus on redeployment to new buildings and areas of additional needs, and will minimize negative impacts on janitors.
4. The Tufts administration will take a stronger lead in monitoring janitorial services. We all acknowledge that this monitoring has not always happened in the past.

We, the Tufts University administration and the Tufts Labor Coalition, agree to the following regarding the proposed plan between DTZ and Tufts for the coming year and next five years:

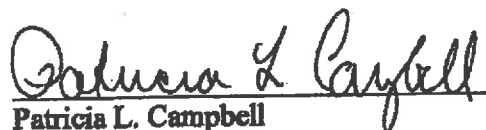
5. The Tufts administration will ensure that DTZ will include job preservation as a top priority as they formulate their reorganization plan for the next five years. The administration will convey this priority publicly to the Tufts community as well as directly to DTZ.
6. The Tufts administration and the Tufts Labor Coalition commit to honest, frequent, and open communication and transparency between all affected parties. This includes, but is not limited to:
  - A regularly scheduled, in-person meeting every two weeks;
  - A commitment from the administration to notify the Tufts Labor Coalition within a week of DTZ's submission of the written proposal;
  - A commitment to meet and discuss the plan with the Tufts Labor Coalition on a consistent basis over the next five years;
  - A report of DTZ's proposal including the number and time frame of any projected cuts.
7. Before the Tufts administration responds to DTZ's aforementioned proposal, the Tufts Labor Coalition will host an open forum in early February 2015 (or two weeks after the release of the plan), and the administration (including Patricia Campbell and Linda Snyder) agrees to attend and request DTZ's participation. The forum will share the plan broadly and give the community a chance to respond. The Tufts Labor Coalition agrees to host and facilitate a series of meetings in February 2015 to facilitate communication between the janitors, Tufts management, and DTZ about the proposed plan.

8. The Tufts administration commits to no layoffs within two months of the public forum.
9. The Tufts Labor Coalition will collect student input as to where Tufts can make budget cuts outside of janitorial services and present this survey to the administration.

  
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**Lior Appel-Kraut and Spencer Beswick**  
**On Behalf Of The**  
**Tufts Labor Coalition**



Date: 12/10/2014                      12/10/14

  
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**Patricia L. Campbell**  
**Executive Vice President**  
**Tufts University**

Date: 12/10/14