



UNC Student Action with Workers

FE ARAMARK

12 April, 2005

Dear Chancellor Moeser:

We agree that the review of Aramark would be more effective if the university administration is informed by specific actions and statements that Aramark management has made out of a spirit of anti-union animus. However, we feel that it is paramount that you, a representative of Aramark, and members of our negotiating team be present at this meeting. Because you have not agreed to be present at this meeting, nor agreed to meet with us at a future date, we will decline to remain at the meeting after Dr. Jablowski and Joanna Carry Smith receive our statement. A press conference will be assembled in order to deliver a statement indicating that you failed to meet with SAW, BSM, CHisPA, UE-150, and NAACP representatives.

We reiterate that our demands are (1) that the University require Aramark to accept a card check neutrality process for unionization, (2) fully reinstate all workers who Aramark wrongfully fired or suspended, including Vel Dowdy, who was targeted for investigation and arrest after her vocal support of unionization, and Lezlie Sumpter, who was fired for her outspoken account of managerial abuse, and (3) require that Aramark immediately stop all harassment and intimidation of workers in campus dining halls.

Citation of specific instances which indicate to us that associational rights have been compromised through the creation of an atmosphere of intimidation and harassment are listed chronologically:

Aramark labor violations:

1. Leslie Sumpter was wrongfully terminated in April of 2004. She spoke out about sexual harassment by a manager and was terminated with a tarnished record.
2. An anti-union letter was distributed to employees on February 18, 2005. This letter was distributed at early stages of the unionization drive. We do not contend that this letter was illegal, but was intended to create an environment of intimidation. The letter is a flagrant example of union intimidation tactics stating, "Employees who are on strike will not receive a paycheck and in most states they cannot collect unemployment. Worse than that, employees who are on strike can be replaced, sometimes permanently."

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3. Student Action with Workers activists have been continually kicked out of the Top of Lenoir, Bottom of Lenoir, and Rams Head Dining Halls for distributing information about workers' rights.
 4. The arrest and suspension of Vel Dowdy on March 25, 2005. Vel was a vocal supporter of the union, had been to every union meeting, and had signed a union card. She was an employee for 6 years and had never been suspected of embezzlement or theft. We find that the timing of her arrest/suspension to be more than coincidental, and was a direct and egregious attack aimed at intimidating workers and breaking union support. Furthermore, a ULP will be filed with NLRB.
 5. Yesterday, on April 11, 2005, an Aramark manager told workers that they would be sent home for wearing "Union YES!" stickers. After complaints to higher level management, stickers were allowed. However, the initial work environment was that workers could not even freely express their first amendment or associational rights by wearing a pro-union sticker.
 6. Furthermore, we routinely receive reports from workers that Aramark managers discriminate and harass workers on the job. Aramark also pays its employees poverty wages, so low in fact that the majority can not afford healthcare.

We are aware that all licensees of university products adhere to a code of conduct which protects the associational rights of workers. We insist that these standards and basic ILO labor law protect Aramark employees on this campus. It is imperative that the students and administrators of this university actively seek to end intimidation and harassment of workers. Therefore, we continue to seek a meeting with you and a member of Aramark management.

Sincerely,

Student Action with Workers

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cc: Leslie Strohm, Office of the University Counsel
Joanna Carey Smith, Office of the University Counsel
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February 18, 2005

Dear Fellow ARAMARK Employee:

Over the past several months, some ARAMARK employees have been asked by union organizers to sign cards and agree to let a union represent them and their co-workers. If you have not yet been contacted, you may be approached soon.

ARAMARK cares about its employees, and we want to provide you with a workplace environment that encourages open, honest discussion. Although you must decide for yourself whether or not you want to be represented by a union, unions often do not tell you everything about what signing a union authorization card means. Here are a few things of which you should be aware before agreeing to sign a union card:

What does it mean if I sign the card?

A union authorization card is an application for union membership and is your agreement for the union to step in between you and your employer. No one can force you to sign a card. If you do sign the card, you agree not only to join the union, but also to pay union dues (which can run between \$20-\$40 a month) and initiation fees. Once you sign the card and if the union is recognized by ARAMARK as your bargaining representative, union dues may be automatically taken from your paycheck.

What if I feel pressured to sign a union authorization card?

Signing a union card is your personal decision. You should never sign any legal document that you are not completely sure you want to sign. It is illegal for a union organizer to threaten or pressure you into signing a union authorization card. Please go to your local manager if you experience this sort of pressure.

Once I sign the card, can't I change my mind?

A union authorization card is a legal document. Signing the card is the first step in turning over to the union your ability to control the conditions of your job – and the jobs of your co-workers. If enough of your co-workers sign cards, the union will demand that the company recognize it as the employees' bargaining agent. No questions asked.

You can ask to have the card returned if you change your mind, but this process is much more difficult than deciding not to sign the card in the first place.

What if I decide not to pay the dues?

Unfortunately, once you join the union and it becomes your official representative, the union may require the employer to automatically take union dues from your paycheck. Many union contracts state that union members who do not pay union dues are subject to termination. That's one of the reasons why it's so important for you to fully understand the union's politics and real objectives (to obtain your dues money) before you give the union the right to represent YOUR interests.

What does it mean when unions go on strike?

The threat of strikes, or "work stoppages," is a reality with unions. When union leaders feel that they have reached a stalemate with the company, they may push employees to go on strike. Employees who are on strike will not receive a paycheck and in most states they cannot collect unemployment. Worse than that, employees who are on strike can be replaced, sometimes permanently.

If unions work out for other people, why couldn't that be the right choice for me?

Again, the decision of whether or not to join the union is a personal one. However, unions cannot guarantee better wages and benefits. Before you sign a card, ask the union to give you a written guarantee that it will deliver on its promises. Ask the union representative about monthly dues, initiation fees, fines, risks, and other costs. You may be surprised at the answers you get.

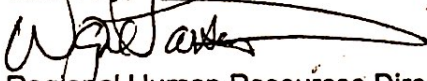
Union organizers have visited or sent mail to my home. How did they get my personal information?

We promise you that the unions did not obtain any of your personal information from ARAMARK. Labor unions use the Internet, phone books, and other sources to gather personal information about employees they are targeting for union organization. ARAMARK protects your privacy and interests at all costs.

We hope this information will help you make a decision that is right for you and the security of your family. We also hope you will give your local leadership team the chance to work together with you to solve any issues you may have at work and to improve ARAMARK's overall operations. We believe the best way to do this is without the barriers imposed by a union presence.

Thank you for your commitment. Your local manager's door is always open to discuss this and any other issues that may be on your mind.

Sincerely,



Regional Human Resources Director