



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

S

April 27, 2005

JAMES MOESER
Chancellor

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Mr. Fred Battle, President
Chapel Hill-Carrboro NAACP
P.O. Box 1290
Chapel Hill, NC 27514

F = Aramark

Dear Mr. Battle:

Thank you for your letter of April 15, 2005, which I just received on April 25, 2005. I appreciate your sharing your concerns about two specific incidents involving an employee and a former employee of ARAMARK.

The University is committed to fair and equitable treatment for all members of our community, including contracted employees working on our campus. Given the concerns that have been raised, I have asked the Office of University Counsel to serve as an independent reviewer to assess whether ARAMARK is fulfilling its contractual obligations. This review is currently underway. I have forwarded your letter to the Office of University Counsel to include as part of their review. Please feel free to contact Joanna Carey Smith, Associate University Counsel, with any additional, specific details that will be pertinent to this review. Ms. Carey Smith can be reached at (919) 962-1219.

If you are contacted by ARAMARK employees about their working conditions, I encourage you to remind them that they can forward any concerns about their workplace to ARAMARK's independently administered multilingual employee hotline at 1-877-224-0411. If employees would like us to hear their specific concerns and forward them to ARAMARK, please let them know that they can contact the Office of University Counsel at (919) 962-1219. Spanish-speaking translation also is available through the Office of University Counsel.

The University does not have a position on unionization. The University is committed to upholding the public policy of the state that membership or nonmembership in a union shall not affect a person's right to work.

4/28/05
JC Smith
JC Strohm

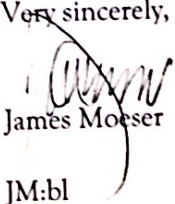
S

ohm <strohm@email.unc.edu>
r 2005 12:46:09 -0400
: Concerns with the NLRB

Mr. Fred Battle, President
April 27, 2005
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Again, I appreciate your writing with thoughts on this issue. The University will continue its thorough review and your information will be helpful in that regard.

Very sincerely,



James Moeser

JM:bl

cc: Joanna Carey Smith
Leslie Chambers Strohm

Moeser/battle5

<strohm@email.unc.edu>
2005 12:46:09 -0400

Chancellor's Office
University of North Carolina
at Chapel Hill
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facsimile transmittal

To: Joanna Carey Smith Fax: 3-1617
From: Brenda Kirby Date: 4/26/2005
Re: Pages:
CC: *Nancy Davis*
☐ Urgent ☐ For Review ☐ Please Comment ☐ Please Reply ☐ Please Recycle

Joanna,

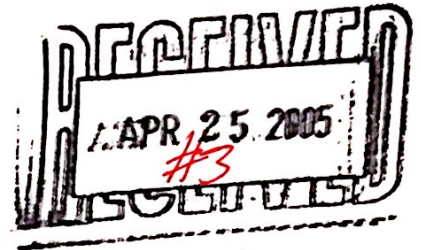
Please prepare appropriate response for JM.

Thx

James

ie Strohm <strohm@comcast.net>
cc: James

CHAPEL HILL-CARRBORO NAACP
FRED BATTLE, PRESIDENT
P. O. BOX 1290
Chapel Hill, NC 27514



April 15th, 2005

James Moeser
Chancellor
University of North Carolina at Chapel Hill
103 South Building
Chapel Hill, NC

Dear Chancellor Moeser:

It has come to the attention of the Chapel Hill-Carrboro NAACP that a university contractor, Aramark, Inc., may be violating the rights of low-paid, primarily minority workers in campus dining facilities. The NAACP is charged with monitoring and protecting the rights of people of color in our community, and therefore we share our concerns with you.

In particular, we are concerned about Aramark's firing of Ms. Leslie Sumpter last year and your Police Department's charge of a felony and Aramark's coordinated suspension of Ms. Vel Dowdy last month. Both of these low-paid workers are Black. Ms. Sumpter was fired last year after exposing a situation of sexual harassment in the dining hall by one of Aramark's managers. Despite significant attention by students and community members to this issue, it has still not been resolved. Recently, Ms. Dowdy was arrested and suspended in the midst of a union organizing drive that she has been active in supporting. We understand you are looking into this.

We know that Aramark has strongly opposed the union drive. The company made this clear to its employees in a letter it sent them last month strongly disparaging labor unions. This is ironic, given that the Town of Chapel Hill has decided to honor the life-work of Dr. Martin Luther King (who was killed trying to organize a labor union in Memphis) by renaming our main North-South boulevard on May 8, 2005.

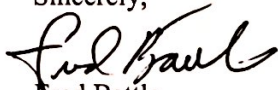
The NAACP believes these cases indicate Aramark has targeted two strong Black women, who like Rosa Parks, stood up for their rights. In 1969 I recall that two other strong Black women, Mary Smith and Elizabeth Brooks were similarly targeted. Recently some of your students honored them, and I hope the University will do likewise. And I recall in 1992 when the NAACP first tried to help UNC Housekeepers get organized and bring a class action lawsuit against the University that helped raise the lowest pay from \$12,000 to \$17,000, NAACP President James Brittian was thrown off your campus. Fortunately, cooler heads among the faculty reminded the administration about the First Amendment of the Constitution, and our rights to speak and associate with workers and students were restored.

Now Aramark appears to believe it is not bound to respect the rights of its workers. Aramark needs to be reminded that, as a contractor on state property, it is bound by federal and

state constitutionally protected rights of free speech, free association, equal protection and, in North Carolina, no state-based race discrimination.

I have assigned our Legal Redress and Labor Committees to investigate this situation and report their recommendations to our Branch for further action. We will also be communicating the details of this situation to the appropriate state and federal agencies and the state chapter of the NAACP. If you think it would be useful to meet with me and my Committee Chairs, please call me at 942-4475.

Sincerely,

A handwritten signature in black ink, appearing to read "Fred Battle", written in a cursive style.

Fred Battle
President
Chapel Hill- Carrboro NAACP

McSurely & Osment
P.O. Box 1290
Chapel Hill, NC 27514

James Moeser, Chancellor
University of North Carolina at
Chapel Hill
103 South Building
Chapel Hill, NC 27599

