

Subject:

Date: Mon, 11 Apr 2005 15:05:25 -0400 (Eastern Daylight Time)

From: jcmoeser@email.unc.edu (James)

To: mstratto@email.unc.edu, hachey@email.unc.edu, pourzal@email.unc.edu

CC: Leslie_Strohm@unc.edu (Leslie Strohm), mjablons@email.unc.edu, joanna@unc.edu, nancy_davis@unc.edu (nancy davis), JMooser@email.unc.edu (James Moeser)

Dear Melanie Stratton, Mike Hachey, and Jonathan Pourzal:

I am writing to acknowledge receipt of your letter dated April 11, 2004.
As I indicated before, the University takes your concerns seriously.

It is clear from your correspondence that it is important to you that all individuals who work on Carolina's campus be treated fairly, in a non-discriminatory manner, and in compliance with applicable laws. I share your commitment to these principles. It is the public policy of

North Carolina that the right of persons to work shall not be denied or abridged on account of membership or nonmembership in any labor union or labor organization or association.

You have alleged that the arrest of Ms. Vel Dowdy is an example of Aramark's repression of unionization. You have also alleged that Aramark has wrongfully fired or suspended workers. And, you have alleged that Aramark is engaged in "illegal fear mongering." These are serious matters.

As you know, I have asked the Office of University Counsel to meet with ARAMARK representatives to assess whether ARAMARK is fulfilling its contractual obligations to the University. The Office of University Counsel plans a careful review of Aramark's employee policies, procedures, and operations. That review will be more pointed and more

effective, however, if the Office of University Counsel is prepared with specific examples of actions taken by Aramark or statements made by Aramark management that demonstrate in your view that Ms. Dowdy's arrest was triggered by anti-union animus on the part of Aramark, that Aramark has wrongfully fired or suspended workers, and that Aramark is engaged in illegal fear mongering.

To that end, I ask you to meet with Dr. Jablonski and Ms. Carey Smith to share with them your concerns and the facts which support your allegations. They will be present in 104 Bynum tomorrow afternoon (April 12) at 4:00.

Sincerely,

James Moeser
Chancellor

cc: Leslie Strohm, Office of the University Counsel

E. Aramark



UNC Student Action with Workers

11 April, 2005

Dear Chancellor Moeser:

Thank you for your response to our letter and petition.

After our rally of over 200 workers, students, and community members on April 4th, we presented our demands to your office: (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, and (3) the University intervene on behalf of Ms. Vel Dowdy, who was targeted for investigation and arrest after her vocal support of unionization.

The University has the power and the obligation to protect the legal right of Aramark employees to unionize in an atmosphere free from intimidation. Aramark is a contractor with UNC-Chapel Hill. The University has a code of conduct with specific mention of the right to organize for its licensees. Similar standards must apply to Aramark. Outsourcing does not remove responsibility from the University for how its workers are treated. Ms. Dowdy was arrested by campus police officers. You have the power to intervene to prevent the case from moving forward. Her arrest is the most extreme example of Aramark's repression of unionization.


It is a waste of time to meet with the Associate University Counsel and Vice Chancellor for Student Affairs. They do not have the authority to intervene with Aramark or the police department. Therefore, it is difficult to view a meeting with them as anything more than a stalling tactic by the University.

We will only attend the meeting on April 12th provided you and a representative of Aramark are present because of the urgency of the situation.

The illegal fear mongering by Aramark management has created an environment hostile to unionization. Ms. Dowdy faces a felony conviction which means at least a one-year prison sentence. Any continued delay will result in further violation of workers' rights at UNC and the possible imprisonment of a beloved member of our community.

Thank you for your immediate response to this request.

Sincerely,


Student Action with Workers

Melanie Stratton
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mstratto@email.unc.edu