

PRESIDENT'S OFFICE

APR 12 2011

EMORY UNIVERSITY



April 8, 2011

Dr. James W. Wagner
President
Emory University
Administration Building #408
Atlanta, GA 30322-0001

Dear Dr. Wagner:

I am writing to update you on the latest chapter of the SEIU campaign against Sodexo. Underway right now is a tour to various college campuses led by critics who intend to speak out against Sodexo. The tour is branded under United Students Against Sweatshops ("USAS"), yet its leaders are two individuals who are not college students. While branded as a "Truth Tour", the real truth is that this tour simply repeats allegations made by the SEIU as part of its campaign to harm Sodexo.

These critics paint a false picture of Sodexo. The truth is that Sodexo has been a global leader in its corporate commitments to human rights and fair employment practices:

- As a signatory of the UN Global Compact, Sodexo respects the UN Universal Declaration of Human Rights and the ILO declaration on Fundamental Principles and Rights at Work. Sodexo also recognizes and respects the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and the employment and industrial chapter of the OECD Guidelines for Multinational Enterprises.
- Sodexo's policies explicitly recognize and respect employees' rights to unionize or not. In the U.S., more than 15 percent of the Sodexo workforce is unionized, we have more than 300 collective bargaining agreements with labor unions, and no judge or panel of the National Labor Relations Board has found in more than six years that Sodexo has intimidated or retaliated against employees for engaging in union organizing activity.
- Sodexo provides nearly 400,000 jobs at more than 30,000 locations in 80 countries. When Sodexo receives credible reports of actions that are not compliant with its policies or applicable laws, it takes steps to address them.

The truth about the current USAS tour and its campus visits is that they are tied directly to the SEIU campaign. In 2010 alone, SEIU paid to USAS over \$100,000.¹ On its tour, the USAS admits to repeating allegations made against Sodexo in a January 2011 TransAfrica Forum report entitled "Voices for Change: Sodexo Workers from Five Countries Speak Out" ("TransAfrica Report"). We have previously explained that the TransAfrica Report relies explicitly on a paid SEIU researcher and

¹ SEIU 2010 LM-2 Labor Organization Annual Report (filed March 31, 2011), available at <http://www.dol.gov/olms/regs/compliance/rrlo/lmrda.htm> ("SEIU 2010 LM-2").

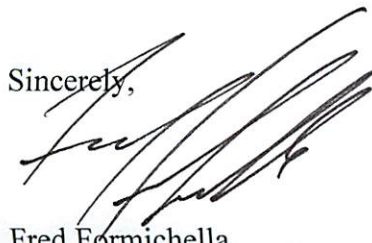


that Danny Glover, who has been active in the SEIU campaign against Sodexo, and Bruce Raynor, an officer of SEIU, are on the TransAfrica board. In fact, the TransAfrica Report copies parts of an October 2010 SEIU document entitled "Out Loud: Sodexo Workers from Seven Countries Speak Out on Human Rights."² Between the times the SEIU posted its report in October and TransAfrica re-stated its allegations in January, the SEIU contributed \$45,000 to TransAfrica.³ The USAS tour itself features a terminated, ex-employee of Sodexo from the Dominican Republic echoing allegations in the SEIU and TransAfrica Reports. The SEIU represents no workers in the Dominican Republic, but paid more than \$5,000 to unions there in 2010.⁴

Consistent with Sodexo's human rights commitments, we were prepared recently to enter an agreement with a global union federation that would have provided a private, collaborative forum for Sodexo and labor organizations to address legitimate issues raised by any employees or third party organizations. Despite support from unions in the U.S. and around the globe, the SEIU vetoed the agreement because the union perceived it would undermine its U.S. campaign against Sodexo.⁵ The USAS tour is simply a continuation of the SEIU's campaign.⁶

While the USAS is echoing the claims of the SEIU, Sodexo will continue its work to promote respect for human rights in all aspects of our operation all around the world and to investigate and remediate credible concerns when raised and as appropriate. We will apprise you of any developments. In the meantime, Sodexo remains committed to continuing to serve this community and our customers with distinction. Our employees are critical to our success, and we will continue to work to provide them with competitive pay and benefits, meaningful training and development opportunities, and an engaging place to work.

We are proud of our partnership with you and the work we do to serve your campus community.

Sincerely,


Fred Formichella
Senior Vice President

² See "Transafrica Forum's 'Voices for Change', SEIU's 'Out Loud': who's behind a perfect case of plagiarism?," <http://seiusodexo.campaignsreport.org/blog/2011/03/transafrica-forum%E2%80%99Cout-loud%E2%80%99D-whos-behind-a-perfect-case-of-plagiarism/>; <http://www.miroirsocial.com/actualite/les-revers-du-syndicat-seiu-face-a-sodexo> (original in French, English translation available upon request).

³ SEIU 2010 LM-2.

⁴ SEIU 2010 LM-2.

⁵ Wall Street Journal Online (February 4, 2011), <http://online.wsj.com/article/BT-CO-20110204-704760.html>.

⁶ As you might already be aware, SEIU's campaign and the actions of its associated organizations are the basis for Sodexo USA's recently filed civil lawsuit against SEIU and other defendants under the Racketeering Influenced and Corrupt Organizations (RICO) Act. We filed the lawsuits in an effort to stop the campaign of extortion that the SEIU has been waging in the U.S. against our company.