



Allegation #5 > Sodexo holds mandatory “captive audience meetings” on Emory’s campus behind closed doors, which in substance function as anti-union propaganda and serve to intimidate workers. (Related Wheel Article: <http://www.emorywheel.com/detail.php?n=29095>)

Emory Response >> Sodexo has provided the following response in a letter to the editor, Emory Wheel (4/12/10):

“Our respect for workers’ rights is clearly stated in our ethical principles, and our commitment to live those values is why Sodexo today was named one of the best companies for hourly workers by *Working Mother* magazine. We strongly believe that when faced with making a decision regarding union representation, our employees have the fundamental right to hear all sides of the issue and then make an informed decision free of pressure or coercion from anyone. The company has both the right and the responsibility to ensure that our employees are fully informed before they make such a decision; National Labor Relation Board rules specifically allow employers to provide information to employees.”

In a press release dated July 27, 2011 Sodexo says:

“Sodexo recognizes the value of union activity and has built positive relationships with more than 30 different unions. Over 15 percent of Sodexo USA’s workforce is unionized, which is more than twice the national average for the private sector, and the company has more than 300 collective bargaining agreements. “

Regardless of the specific allegation, Emory believes that employees should have access to full and balanced information about unions and also respects the rights of employers to hold meetings for education and discussion.

Emory has asked Sodexo representatives to meet with the University Senate to address this allegation and answer questions on September 20, 2011.

Allegation #6 > Inequalities in benefits exist between Emory employees and contracted employees. Transportation inequities, for example, include higher parking fees and denial of free or discounted MARTA passes for contracted employees.

Emory Response >> It is true that different employees who are employed by different employers will receive different salaries and benefits. Even employees across one employer experience such differences. At Emory, for example, differences exist between faculty and staff, between tenured and non-tenured faculty, between Emory University and Emory Healthcare employees, and between Emory employees and employees of contractors. Without reviewing the full benefit package, one cannot identify a specific benefit and label it an inequality. For example, while Sodexo employees do not currently have the benefit of free MARTA passes, they receive a \$9.75 per day food voucher, which is not available to Emory employees. Regardless, it is important to clarify that Sodexo employees who purchase a parking permit from Parking Services pay the same monthly parking rates as Emory University employees.