



Emory Response >> Sodexo has shared its [Employee Handbook](#) that sets forth a wide range of policies. Each of the specific issues cited above is addressed in the handbook, a copy of which can be found at the [Sodexo Employee Handbook](#) link. We are not aware of evidence that Sodexo's managerial practices systematically disregard or violate those policies. Sodexo employees have avenues available to them to address those alleged policy violations.

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

Section 2. Demands

Demand #1 > Terminate Emory's financial relationship with Sodexo.

Emory Response >> Given Sodexo's record as a whole, termination of the Sodexo contract is not warranted.

Demand #2 > Implement the attached Labor Code of Conduct that would apply to in-house dining or a new contract with an alternate food service provider.

Emory Response >> Implementing the proposed Labor Code of Conduct would not be in the best interests of Emory or those working on the Emory campus. Among other things, the draft code largely focuses on the manner in which Emory and its contractors would respond to union-organizing efforts on campus and would limit employees' access to full and balanced information about such an important topic.

Our response would not be complete without noting that the proposed Labor Code of Conduct is copied, in large parts verbatim, from the Kick Out Sodexo website (see http://kickoutsodexo.usas.org/files/2010/09/20100909_labor_standards_for_food_service_contracts.pdf). That website contains a "step-by-step guide to kicking out Sodexo at your school!" (See <http://kickoutsodexo.usas.org/how-to-kick-out-sodexo/>).

Directly related to this campaign is a lawsuit filed by Sodexo, which alleges that the Service Employees International Union (SEIU) has engaged in extortion, smear campaigns, and unlawful attacks on Sodexo's business relationships with its college and university clients. According to the lawsuit, the SEIU has assisted and guided various student groups in creating the "Kick Out Sodexo" campaign, in an effort to put pressure on universities to terminate their relationships with Sodexo, so that Sodexo will eventually capitulate and allow the SEIU to represent all of Sodexo's 120,000 employees nationwide, without allowing the workers to vote in an NLRB-supervised secret ballot election. A federal judge recently ruled that the lawsuit may continue forward.

Demand #3 > Form a President's Commission on the Status of Class that is on par with the three established commissions. This commission would be comprised of Emory staff, contracted employees working on Emory's campus, undergraduates, graduate students, faculty, and administration officials. This commission would oversee the implementation of the Labor Code of