

8 February 2010

Joe Zemla  
General Manager, Sodexo Dining Services  
Ritchie Center, Room 1207  
Denver, CO 80208

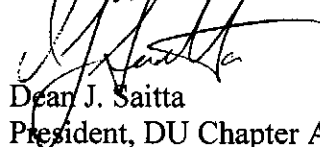
Dear Mr. Zemla,

The University of Denver chapter of the American Association of University Professors (AAUP) has formally voted to support DU's Sodexo Food Service workers in their struggle to improve their wages, benefits, and working conditions.

Our interviews with Sodexo workers at DU suggest that there are serious problems in the employer-employee relationship. We understand that excellent job performance is not rewarded with wage increases or opportunities to fill managerial positions. Employees are being forced to work off the clock or are not compensated for working during their breaks. Some workers have been asked to perform duties for which they have not been properly trained, and then disciplined for poor performance. Pregnant employees medically required to work under modified conditions have been denied accommodation. Company healthcare plans are not affordable. Workers organizing for change have been subjected to illegal acts of intimidation. Turnover is high. Morale is low. These are unacceptable conditions of work.

The University of Denver aspires to be "a great private university dedicated to the public good." Our mission is to "partner with local and global communities in contributing to a sustainable common good." Sodexo workers are important members of our campus community. They provide vital services to students. They are often the first and last contact with students during the course of a day. These workers deserve a living wage for their families, access to affordable health care, a voice on the job, and respect. Workers who wish to organize to attain these goals should be able to do so free from employer intimidation and interference. The DU Chapter of AAUP stands with our Sodexo workers in their effort to gain these basic workplace rights.

Sincerely,



Dean J. Saitta  
President, DU Chapter AAUP  
Co-President, Colorado Conference AAUP  
Professor and Chair, Department of Anthropology

cc: Neil Krauss, Assistant Vice Chancellor for Business and Financial Affairs  
Kathy Michienzi, Organizing Director, Service Employees International Union  
Michael Levine-Clark, President, DU Faculty Senate