

Dear President Cowen:

We write to express our deep concern for the stance our administration has taken towards workers rights on our campus. Throughout the last year we have asked the university to take some basic steps to assure that our workers would be treated with dignity and respect. We would expect Tulane to be a leader in change and social justice in our city, but by refusing to take meaningful action the university allows campus workers to continuously struggle in poverty. Currently there are no rules in place to ensure the basic rights of people working on our campus, even as food service workers at Tulane have courageously exposed serious injustices wrought by their employer Sodexo.

Our proposed labor code would finally put such rules into place by holding campus contractors to a higher standard. With this labor code of conduct we are looking to guarantee all campus employees a living wage, healthcare benefits, and a work environment where they have influence, rights that have been denied by our most prominent contractor, Sodexo.

To this point we have been disappointed by the way the university has chosen to meet our demands for justice with severe restrictions against free speech. We are willing to engage with administrators in any way to alleviate the current situation, but going forward we expect our concerns to be treated with seriousness and urgency.

We call on Tulane to be a national leader on ethical standards for campus contracting by expeditiously undertaking the following steps

- **Adoption of the revised code of conduct no later than October 4, 2010.**
- **Renegotiation with all current sub-contractors so that the provisions of the code can be implemented immediately. If a sub-contracted company refuses to agree to the new code we ask that the administration cut their contract with said company and sign with one who will accept to the code. If no company will agree to the code we ask that the services in question and the employees performing them are brought in house.**
- **Transparency through the release of the university's current contracts to the public**

We expect a decision to be reached concerning our demands by Monday, the 4th of October. This labor code of conduct will benefit the University, the workers, and the students and we believe it will be a change we can all be proud of.

We look forward to your prompt response.
TUPAC