



**Associated Students of Loyola Marymount University
Senate 2019-2020 Resolution**

UNITE HERE Local 11 and Sodexo Labor Dispute Resolution

I. Whereas, the University of California, Los Angeles was scheduled to host the December 19th Democratic National Committee (DNC) Democratic Debate before the event was relocated in early November¹ due to concerns from The American Federation of State, County and Municipal Employees (AFSCME) 3999 Union surrounding the outsourcing of jobs within the University of California (UC) system. AFSCME argued that the UC system refused to comply with their bargaining and that outsourcing produces an exploitative, two-tier system of inequity for workers.²

II. Whereas, following the cancellation of UCLA as the venue of the December 19th DNC Democratic Debate, Loyola Marymount University was scheduled as the new host for the event.³

III. Whereas, UNITE HERE Local 11 hosted demonstrations with workers and students in front of an LMU dining hall on November 13, 2019 and December 11, 2019 to call for a fair contract and negotiations with the global services company Sodexo.⁴

IV. Whereas, UNITE HERE Local 11 is a labor union that represents “more than 30,000 members in the hotel and food service industries in Southern California and Arizona”, including “150 cooks, dishwashers, cashiers, and servers who prepare and serve meals for LMU students, faculty, and staff” who are subcontracted by the global services company Sodexo.⁵

V. Whereas, the 150 cooks, dishwashers, cashiers, and servers under the UNITE HERE Local 11 Labor Union are a part of the LMU community and deserve fair and equal treatment.

VI. Whereas, UNITE HERE Local 11 has accused Sodexo of stalling contract negotiations by abruptly cancelling a meeting with the union that was scheduled for the first week of December.⁶

VII. Whereas, UNITE HERE Local 11 has scheduled a picketing line in front of the December 19th Democratic Debates at LMU to bring forth national attention to the cause and apply pressure to Sodexo management.⁷

VIII. Whereas, all 7 presidential candidates slated to participate in the December 19th DNC Democratic Debate released public statements that they would not cross the UNITE HERE Local

11 picket line, indicating that they would not participate in the debate unless the dispute is resolved.⁸

IX. Whereas, UNITE HERE Local 11 and Sodexo have since rescheduled contract negotiations for Tuesday, December 17th.⁹

X. Whereas, in keeping with Jesuit values, LMU has committed itself to the service of faith and the promotion of justice by encouraging the embodiment of the philosophy of "Magis," a Latin phrase meaning "to be more for the greater good".¹⁰

XI. Whereas, LMU's commitment to the promotion of justice includes advocacy for its own students, faculty, staff, and workers.

XII. Whereas, LMU's decision to continue contracting Sodexo despite the company's history of exploitative labor practices has produced the conditions for this dispute.

XIII. Whereas, LMU is not a party to the negotiations between Sodexo and UNITE HERE Local 11, but is still called to advocate on behalf of its community members.¹¹

XIV. THEREFORE, LET IT BE RESOLVED that ASLMU Senate:

- a. Stands in solidarity with UNITE HERE Local 11 & LMU Sodexo workers in their negotiations for fair wages and benefits with Sodexo.
- b. Supports the 7 Democratic presidential candidates' potential withdrawal from the December 19th DNC Debate in the event that the union is not satisfied with negotiation outcomes.
- c. Holds that, as a values-based institution, LMU has a social responsibility to consider not only the agreement between vendors and the university in their contracts, but to also consider the vendor's commitment to fair and equitable employee management practices. ASLMU asks that LMU adopts a mindset of continuous improvement in the areas of vendor relations and social responsibility, and calls LMU to invite students to assist in vendor recommendations and selections, including reviewing bids and proposals.
- d. Commits to advancing advocacy around this issue by expanding the dialogue around Sodexo's labor practices and the fight for fair wages and benefits to other Jesuit universities also contracted with Sodexo. This winter, ASLMU will introduce this subject at the Jesuit Student Government Alliance Winter Summit (January 2-5) to discuss a plan for ongoing student advocacy in this area.

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ASLMU Vice President

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ASLMU Attorney General

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Speaker of the Senate

Phaedra Johnson
ASLMU Senator for Service Community

Camille Orozco
ASLMU Senator for Diversity and Inclusion

Annie Winton
ASLMU Senator At Large

Taylor Pajunen
ASLMU Senator for NCAA

Kyle Saavedra
ASLMU Senator for CFA

Silvia Velasquez-Cruz
ASLMU Senator for Commuter and Off-Campus Students

¹ <https://www.latimes.com/politics/story/2019-11-08/democratic-primary-debate-moves-from-ucla-to-loyola-marymount-university>

² https://afscme3299.org/documents/reports/Pioneering-Inequality_WhitePaper.pdf

³ <https://dncdebate2019.lmu.edu>

⁴ http://www.laloyolan.com/election2020/breaking-sodexo-union-leaders-to-meet-as-debate-looms/article_e1e605f4-1eba-11ea-9c45-d3de521bd217.html

⁵ <http://www.unitehere11.org>

⁶ <http://www.unitehere11.org/news/2019/next-presidential-democratic-debate-threatened-by-looming-labor-dispute>

⁷ <http://www.unitehere11.org/news/2019/next-presidential-democratic-debate-threatened-by-looming-labor-dispute>

⁸ <https://www.npr.org/2019/12/13/787476198/7-democrats-qualify-for-december-primary-debate>

⁹ <http://www.unitehere11.org/news/2019/statement-on-labor-dispute-at-loyola-marymount-university>

¹⁰ <https://admission.lmu.edu/about/jesuitidentity/>

¹¹ <https://newsroom.lmu.edu/2019/12/13/statement/>