



CODE OF CONDUCT CAMPAIGN TIMELINE

Spring 1999 — Labor issues conference held by SEAS and MEChA decided a student group should be formed to work on labor issues. **Stanford Labor Action Coalition was formed!**

2000-01 — SLAC conducted research with **South Bay Labor Council** (AFL-CIO) on labor conditions in the Bay Area. SLAC met with workers from **Stanford** Housekeeping, Stanford Dining Services and ABM Janitors. From these meetings, a list of key issues were compiled.

At the end of the school year, **workers, students and the union decided upon a Code of Conduct campaign** to begin the next school year.

2001-02 — **Code of Conduct Campaign begins!**

Nov. 29th: 250 students rally at **Stanford Hospital** to protest the **subcontracting** of 10 positions. **Six students were arrested.** Partial victory won: contract amended on December 14th.

Jan. 16th: Met with Hennessy, he agreed to **work together** to devise a **living wage policy** by the end of the academic year. Christoferson and Awakuni designated as contacts regarding labor. Regardless of agreement, Hennessy announced his **“Living Wage Proposal”** in late January, which was **created without worker or student input.**

Feb. 22nd: Silent Rally outside Hennessy’s Q&A during Parent’s Weekend. Some parents asked questions about the **Code of Conduct.**

Apr. 7th: **Over 1000 workers and students** marched Community Day Rally, “One Day is Not Enough!”

May 9th: Student and worker rally in support of **Bon Appetit workers** — Equal Wages for Equal Work!

May 27th-31st: **Four day sleep out** in front of Hennessy’s Office, in support of Bon Appetit workers’ fight for **wage parity.**

May 31st — Bon Appetit contract expired, **workers won wage parity!**

Summer 2002 — Bon Appetit **management retaliates against workers** for their contract gains. Some workers were laid off and many full time employees were made part time. Students and union representatives **organized a rally and a phone jam** in support of workers. The issue was resolved by fall: **workers were reinstated and returned as full time employees.**

2002-03 — **The Struggle Continues!**

October: Held signs during Hennessy’s speech at the Vaden Health Center Inauguration: **“Now students have good health care, what about workers?”**

Nov. 13th: Stanford **Hospital workers** hold a **one day strike.** 150 students join the picket line in support, “Where’s President Hennessy?”

Dec. 19th: Hospital contract is settled. Workers **won 21% wage increase** and a patient care committee.

Mar. 5th: Zev Kvitky, President of United Stanford Workers talked at **Books Not Bombs, Student Strike Against the War** about the effects of war on workers at home.

Apr. 6th: Worker and student march held at Community Day **“Workers need healthcare, not just a health fair!”** Hennessy told Linda Chavez-Thompson, Executive VP of AFL-CIO, that he agrees to have meeting with anyone interested.

May Days: Students learn about labor issues, thank workers, and celebrate their joint struggles!

May 23, 2003: SEIU Local 715 and Working Partnerships release a report on the Stanford’s use of Temporary workers. Members of the Coalition for Labor Justice begins a seven-day hunger strike to demand that the University adopt a Code of Conduct for Employment Practices

October-November 2003: SLAC supports Cardinal Cogen workers in their fight for a voice on the job and wage parity. Workers settle a successful contract due to widespread student support