

What's wrong with the Administrations' Proposed Living Wage and Benefit Guidelines:

1. This proposal was devised behind closed doors and involved no input from any of the people who will be directly affected by its implementation, namely workers on this campus. The Coalition for Labor Justice, a group comprised of ten student-run organizations, has been working in collaboration with the local Unions SEIU 715 and SEIU 1877 to address the numerous labor issues on campus. All of these organizations believe that the only way a just code of conduct for all workers at Stanford can be achieved is through constructive dialogue including all members of the Stanford community: workers, students, faculty, and the administration. The administration has continually denied student demands for a meeting with all necessary parties at the table. Despite numerous requests on the part of the union and workers, President Hennessy has refused to meet with them outside of contract negotiations!

As a result of the exclusive process under which they were devised, these proposed guidelines fail to alleviate some of the most deplorable labor situations on campus and could even threaten workers' rights in certain cases:

2. Setting an arbitrary wage standard for subcontracted work such as this (which happens to be less than the living wage calculated for Santa Clara County of \$13.00) could actually undercut the wage standards of directly hired workers on campus. This wage is lower than that of many directly hired Stanford workers and thus could actually undercut their bargaining power and job security. This wage could in fact act as a wage ceiling and not a floor. The wage for subcontracted labor should be pegged to that of directly hired labor in similar fields, like food services and housekeeping. Today some housekeepers working for ABM make less than \$9.00 / hr while directly hired make over \$12.00 / hr. Stanford has ethical labor practices for its directly hired workers, but a code of conduct should ensure that ABM and other subcontractors provide an equal level of wages and benefits as the university does. Let us follow the example the university has set for its own directly hired workers, and ensure that subcontractors do not undercut those higher wage benefits and standards.
3. By not applying to those workers covered by a union contract, these guidelines exclude some of the lowest paid workers on campus (ex. ABM janitors) and provide workers with a direct disincentive to unionize. This could result in an attack on workers' right to organize and lessens the responsibility that Stanford has to the lowest paid members of our community. Stanford would not be honoring the federal laws regarding neutrality through these guidelines; rather, by selectively applying their guidelines, the university would end up subverting them. Wage and benefit standards do impede the collective bargaining process. All levels of government have instated wage standards for all workers regardless of their union affiliation or not. Stanford Hospital has purchasing guidelines regarding labor standards for all the companies with which it does business regardless of the union affiliation of their workers.

4. A true code of conduct must apply to the workers of Stanford Hospitals and Clinics and Lucile Packard Children's Hospital at Stanford. Last year we saw the kinds of companies to whom Stanford Hospital tried to subcontract housekeeping work. Only due to student protests did the Hospital realize that Transpacific was providing wage and benefit levels much lower than what its own guidelines stipulated and three dollars an hour less than employees directly hired by the hospital for the same work. Not only does this reflect on the Stanford name and reputation, but these facilities are also an integral part of Stanford University as the School of Medicine shares their use. A code of conduct should cover all the workers who are part of the Stanford Community.

5. The guidelines explicitly exclude temporary workers. Temporary workers on this campus, as anywhere else, are extremely vulnerable to exploitation due to their work status. In discussions between students, members of the union, and the administration, President Hennessey himself admitted that there were probably workers who have been working at Stanford under temporary status for years. Surveys of workers conducted by students over the past three years revealed President Hennessey's assumption to be true as some workers related their being transferred between departments and worksites to keep their status as temporary. We applaud President Hennessey's acknowledgement of the problem, and we must take it upon ourselves to resolve it. Any true code of conduct for workers should prevent such abuses from taking place. Any true code of conduct for workers would address the issues surrounding the misuse of temporary labor on campus.

We urge you to tell President Hennessey that this proposal is inadequate and does nothing to address the real concerns of workers on campus and that as members of a community we must work together to devise a Code of Conduct through a collective democratic process that includes workers, students, faculty, and administrators.