

# United States Senate

WASHINGTON, DC 20510

November 13, 2015

Richard John Cousins  
CEO, Compass Group  
Compass House  
Guildford Street  
Chertsey  
Surrey KT16 9BQ  
United Kingdom

Dear Mr. Cousins:

We write to express our concern about the treatment of U.S. Senate cafeteria and catering employees of Restaurant Associates. Employees working full time in the U.S. Senate should not be living in poverty. Yet with the cost of living in the Washington metropolitan area among the highest in the United States, there have been numerous reports of Senate cafeteria workers forced to rely on public assistance programs, and in at least one instance, forced into homelessness. We believe these individuals need a voice in their workplace to ensure basic rights, such as a living wage and access to quality, affordable healthcare.

Over the past year, your employees at the United State Senate and Capitol Visitor Center cafeterias have repeatedly protested against low wages and poor working conditions. These protests have attracted negative publicity not only to your company, but also to the institution of the Senate.

One of the workers' central demands is the right to form a union without pressure or intimidation. Troublingly, we have heard from employees that Restaurant Associates' managers have resorted to coercive tactics to oppose workers' labor organizing efforts that are contrary to domestic labor laws and the stated policies and values of your company.

The U.S. National Labor Relations Board has already found merit in the charges regarding the discriminatory and intimidating behaviors by managers at Restaurant Associates. Although Restaurant Associates settled these charges by promising to end further unlawful intimidation, it has been reported that within weeks, Restaurant Associates' President Ed Sirhal took advantage of the Senate recess to hold a meeting with workers to discourage their organizing campaign.

The time has come for the Compass Group to ensure Senate cafeteria workers have a model employer that addresses its workers' legitimate concerns. We request therefore that the Compass Group commit to reaching an agreement with the union seeking to organize these workers, which would commit the Compass Group to: first, rigorously abide by its obligations under U.S. labor law to refrain from intimidation and discrimination against employees seeking to join a union; second, terminate any manager who engages in or directs unlawful conduct; third, refrain from pressuring and intimidating workers in an attempt to prevent them from unionizing; and fourth, recognize the union as the worker's exclusive bargaining representative on the basis of a majority representation of signed authorization cards.

Such free and fair organizing agreements are used by major U.S. corporations to amicably resolve disputes arising from labor organizing drives. In fact, as recently as two years ago, Restaurant Associates food-service workers at Washington, DC's Smithsonian Museum achieved collective bargaining rights under precisely such an agreement—we see no reason why the situation at the Senate cannot be resolved in the same manner.

The U.S. Senate should serve as a model employer, and the workers who support the work of the U.S. Senate must be given the respect and opportunities they deserve. We stand ready to work with you to achieve this goal and will continue to monitor this matter closely.

Sincerely,



Bernard Sanders  
United States Senator



Sherrod Brown  
United States Senator



Harry Reid  
United States Senator



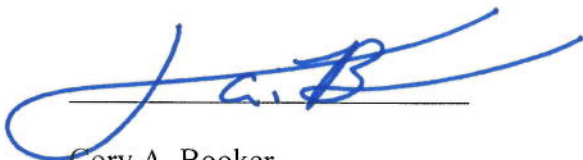
Richard J. Durbin  
United States Senator



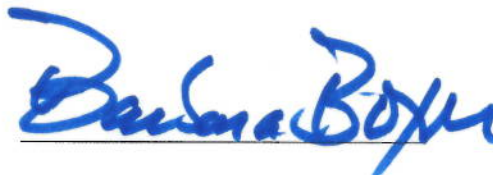
Tammy Baldwin  
United States Senator



Richard Blumenthal  
United States Senator



Cory A. Booker  
United States Senator



Barbara Boxer  
United States Senator



Maria Cantwell  
United States Senator



Thomas R. Carper  
United States Senator

Bob Casey, Jr.

Robert P. Casey, Jr  
United States Senator

Chris Coons

Christopher A. Coons  
United States Senator

Al Franken

Al Franken  
United States Senator

Kirsten Gillibrand

Kirsten E. Gillibrand  
United States Senator

Martin Heinrich

Martin Heinrich  
United States Senator

Mazie Hirono

Mazie K. Hirono  
United States Senator

Patrick Leahy

Patrick J. Leahy  
United States Senator

Edward J. Markey

Edward J. Markey  
United States Senator

Robert Menendez

Robert Menendez  
United States Senator

Jeff Merkley

Jeff Merkley  
United States Senator

Barbara Mikulski

Barbara A. Mikulski  
United States Senator

Chris Murphy

Christopher Murphy  
United States Senator

Patty Murray

Patty Murray  
United States Senator

Gary Peters

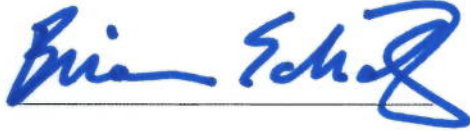
Gary C. Peters  
United States Senator



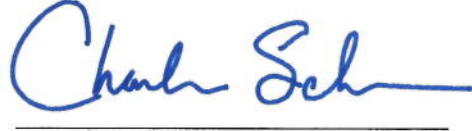
Jack Reed  
United States Senator



Jeanne Shaheen  
United States Senator



Brian Schatz  
United States Senator



Charles E. Schumer  
United States Senator



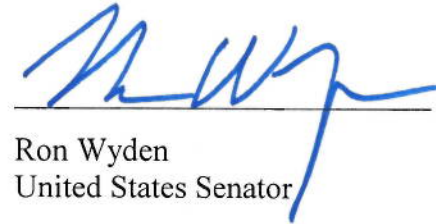
Debbie Stabenow  
United States Senator



Elizabeth Warren  
United States Senator



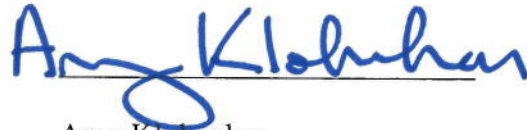
Sheldon Whitehouse  
United States Senator



Ron Wyden  
United States Senator



Benjamin L. Cardin  
United States Senator



Amy Klobuchar  
United States Senator