

## SODEXO AND LABOR UNIONS

Sodexo respects the right of our employees to unionize or not to unionize, as they choose. Sodexo will not discriminate or retaliate against any employee for supporting or opposing a union. Where our employees have chosen to be represented by a union, we engage in good faith bargaining with that union. Where we have negotiated or adopted a collective bargaining agreement, we abide by the terms of that agreement.

We have worked to develop strong, constructive relationships with the organizations that represent our employees through more than 300 collective bargaining agreements in the U.S., including the following labor unions:

American Federation of State, County and Municipal Employees (AFSCME)  
American Federation of Teachers (AFT)  
Berkley Assoc. (BERKLEY ASSOC.)  
Builders & Trades Council (BTC)  
Civil Service Employees Union, AFSCME (CSEA)  
Communication Workers of America (CWA)  
Healthcare Employees Union, AFSCME (HCE)  
International Association of Machinists (IAM)  
International Brotherhood of Electrical Workers (IBEW)  
International Brotherhood of Teamsters (IBT)  
International Chemical Workers Union (ICWU)  
International Longshore & Warehouse Union (ILWU)  
Industrial, Technical, Professional Employees Union (ITPEU)  
International Union of Painters and Allied Trades (IUPAT)  
International Union of Operating Engineers (IUOE)  
Laborers' International Union of North America (LIUNA)  
Michigan Education Association, AFT (MEA)  
National Federation of Federal Employees (NFFE)  
New Jersey Education Association, AFT (NJEA)  
National Union of Healthcare Workers (NUHW)  
Office & Professional Employees International Union (OPEIU)  
Oregon State Education Association, AFT (OSEA)  
Retail, Wholesale and Department Store Union, UFCW (RWDSU)  
Service Employees International Union (SEIU)  
South Plainfield Cafeteria Workers Association (SPCWA)  
Texas State Teachers Association, AFT (TSTA)  
Transport Workers Union (TWU)  
United Auto Workers (UAW)  
United Electrical, Radio and Machine Workers of America (UE)  
UNITE HERE (UNITE-HERE)

# FACT SHEETS

## Sodexo and Labor Unions (Continued)

United Food and Commercial Workers (UFCW)  
United Health Care Employees (UHCE)  
United Industrial Workers (UIW)  
United Professional and Service Employees Union (UPSEU)  
United Rubber Workers (URW)  
United Steel Workers (USW)  
United Service Workers Union, IUPAT (USWU)  
Workers United, SEIU (WU)