

Dear Mount Holyoke Staff,

We are writing because we are concerned there has not been enough direct communication between students and staff regarding the question of fair labor on campus, and because the Multicultural Life Committee conversation has shifted away from the specific issues of subcontractors and temporary workers.

When we read the Fair Labor Practices Subcommittee report, we were happy to hear that so many staff are content with their jobs. What originally prompted the Student Coalition for Action to work on a Fair Labor Code, however, were people working here who had problems with the conditions of their work, primarily workers under subcontractors and temporary workers. Mount Holyoke has a sustained commitment to moral leadership and citizenship, which involves being a responsible employer in the Western Massachusetts job market. Whether someone is working on campus for one day or thirty years, we believe every worker is entitled to similar respect. Mount Holyoke is committed to these values and is capable of implementing fair labor standards that extend job security, respect, and fair wages to temporary and subcontracted workers.

The Multicultural Life Committee had a proposed document on fair labor on which the community was to vote, but now it seems likely that this vote will not be held. The SCA is satisfied with this decision but we want to ensure that the issue of standards for subcontractors and treatment of temporary workers will not be lost. We are therefore launching a campus-wide campaign specifically addressing these issues, while we maintain support for neutrality. We are asking staff, faculty, students, and outsourced workers to sign ballots in support of the following points:

- *I Support a standard at Mount Holyoke College that all employees must receive at least a living wage of \$12 hour.*
- *I support a requirement that outsourced and contracted employees **must be properly classified** as employees rather than independent subcontractors, and be treated accordingly for the purposes of workers compensation, insurance coverage, unemployment taxes, social security taxes and income tax withholding.*

These rights should be guaranteed to all employees working on campus, including temporary workers, out sourced workers, day laborers, or subcontracted employees working on campus (excluding MHC students).

we propose that all contractors will sign an agreement to these terms and standards which will be enforced by a proposed committee of two staff, two students, and two faculty.

We are doing our best to meet with staff from as many departments as possible to discuss this further. If you would like to meet with us, please contact Serafina Youngdahl-Lombardi at seyoungd@mtholyoke.edu, or extension 4889.

Thank You,
Student Coalition for Action