

## MEMORANDUM

To: The Pomona College Dining Hall Staff  
From: David W. Oxtoby, President  
Date: March 3, 2010  
Subject: Response to Petitions

On Monday, I was happy to receive many of you in my office, along with a number of students who were there to show their support, and I want to respond promptly to your petitions. I was moved by your presentation and its show of trust in the power of free speech. We value an open dialogue with all members of our staff.

Pomona College respects the right of staff members to decide whether or not they wish to organize for the purpose of collective bargaining. As part of our educational mission, we believe that any decision as important as this one should be well-informed, and the atmosphere for discussion should be open and free from harassment and intimidation.

As you know, there have been a number of organizational changes in the Facilities and Campus Services Department over the last year to address and improve working conditions, to foster an environment that promotes inclusion and support, and to give staff members a greater voice in the development of policies and procedures affecting their work. We intend to continue working closely with you to ensure that your concerns are addressed whether or not you decide to unionize.

Any process to decide whether to unionize should be one that is fair and free of intimidation. I believe it is also important that such a process provide for an honest conversation about the advantages and disadvantages of unionization and result in free choice through a fair, secret ballot election. We are open to an ongoing discussion with you about how we can put into a place a process that provides for a free exchange of information on both sides of the issue and a thoughtful decision.

David Oxtoby