



**Resolution R-14-20**  
**The University of Alabama**  
**Student Government Association Senate**

Authored By: Senator Jack Kappelman

Sponsored By: Senator Isabella DeSheplo, Senator Hillary Duong, Senator Samuel Perry

Endorsements: Students for Fair Labor

**A RESOLUTION ENCOURAGING THE OFFICIAL INVESTIGATION OF  
ALLEGED LABOR RIGHTS COMPLAINTS AGAINST THE  
UNIVERSITY OF ALABAMA**

WHEREAS, The University of Alabama is a premier educational institution home to over 38,000 students; and

WHEREAS, As of the Fall of 2019, the University of Alabama employed 7,158 staff dedicated to admirably serving the Capstone and its students; and

WHEREAS, The University of Alabama contracts employment to third-party companies such as Aramark for food service workers through Bama Dining on campus; and

WHEREAS, It is within the interest of the University of Alabama to ensure that the employment and labor rights of all employees and contractors of the University of Alabama are protected and ensured; and

WHEREAS, Previous investigations by media outlets such as the Alabama Media Group have alleged unfair labor practices by the University of Alabama and related contractors; and

WHEREAS, Some of these allegations have specifically named Aramark contracts as violating standard fair labor practices through unclear employment contracts facilitated by the University of Alabama; and

WHEREAS, The University of Alabama could effectively implement solutions addressing the public concerns of previous employees and contractors regarding unfair labor practices; and

WHEREAS, Student employees of the University of Alabama ought to be afforded the same protections as employees and contractors of the University of Alabama; and

WHEREAS, Student Organizations such as Students for Fair Labor have dedicated themselves to ensuring that the University of Alabama maintain fair labor and employment practices; and

WHEREAS, Students, Faculty, Staff, and Administrators ought to work together to ensure the protection of fair labor and employment rights; now,

THEREFORE, be it *RESOLVED*, that the University of Alabama pursue the official investigation of any alleged labor rights abuses against any and all faculty, employees, student workers, and contractors employed at the Capstone.

*Be it further resolved*, that this investigation shall be led by a group of representatives from the University of Alabama Administration, Faculty and Staff Associations, and Student Organizations dedicated to protecting the rights of all workers at the Capstone.

*Be it further resolved*, that this group shall also oversee the fair labor practices regarding student employees of the University of Alabama.

*Be it further resolved*, That copies of this resolution be sent to: President Stuart Bell, President Harrison Adams, Interim Vice President Kathleen Cramer, Vice President Christine Taylor, Vice President Linda Bonnin, the University of Alabama System, the University of Alabama Board of Trustees, the Crimson White, President Kate Pitts of Students for Fair Labor, the University of Alabama Faculty Senate; and others as may be deemed necessary at a later date.