

SODEXO

London Underground Catering Staff

WHY WE ARE HERE



We are here today over the victimisation and dismissal of our colleague and union representative, Petrit Mihaj. Petrit has been a lead rep in building union organisation on the LUL Sodexo catering contract and has been instrumental in securing union recognition, effective representation and defending members against bullying, harassment, victimisation and discrimination at disciplinary hearings and employment tribunals. An employment tribunal has unanimously ruled that Petrit's dismissal was 100% unfair and that he was sacked for his trade union activities, but under the UK's notorious anti-union laws the company are still refusing to reinstate him to his original job. RMT members are campaigning to secure workplace justice and a return to work for Petrit Mihaj.



www.rmt.org.uk

So Sodexo...

Bullying, racism and union-bashing

- **“Punch a black week” manager tells employee after hitting him**
- **Out of four RMT Reps, two have been sacked and two are facing disciplinary action; one has been suspended**
- **10% of RMT members have brought claims against Sodexo to employment tribunals**

Sodexo may be one of the Government’s major private contractors but it has a long history of both union-bashing and treating its workforce like dirt. With a lucrative portfolio of contracts in prisons, the NHS, schools, defence and other parts of the public sector, Sodexo was recently exposed in the national press for a catalogue of claims of bullying, racism and harassment. This includes a report that an employee was hit by a director who said it was “punch a black week”.

Other reports say that the personnel section in Sodexo’s defence division has been “ethnically cleansed” of non-white staff.

The culture of bullying and racism isn’t restricted to Sodexo’s UK operations. In 2005 the company was forced to pay £47.2 million to settle a lawsuit brought by thousands of black employees in the United States who had been routinely barred from promotion and segregated by the company.

It is shameful that a company like Sodexo, with its shocking track record of racism and bullying, are allowed to win Government and LUL contracts.

RMT members are clear that we will not allow this outrageous attack on union reps and union organisation at facilities’ giant Sodexo to go unchallenged. This is a clear-cut example of victimisation and dismissal on the grounds of union activity – a fact backed up by the Employment Tribunal. We are calling for TfL bosses and the government to step in and reinstate Petrit Mihaj. We are also calling for a full investigation to be carried out into Sodexo’s contracts similar to that which has been carried out with G4S and Serco. Sodexo should be banned from future tenders for government contracts.

How you can help

Thank you for reading this leaflet. You can help our campaign by:

- **Boycotting Sodexo today**
- **Emailing Sodexo Chief Executive Debbie White at debbie.white@sodexo.com calling for Petrit Mihaj’s reinstatement**
- **Emailing TfL Catering Director Nigel Hall at nigel.hall3@tube.tfl.gov.uk calling for Petrit Mihaj’s reinstatement**