



May 9, 2013

UWMAD@Palermo's Coalition

Dear Coalition Members:

I am writing in acknowledgement of your May 3, 2013 letter to me regarding your organization's perspective on the dispute between workers and management of Palermo's. In response to the issues you raise, I note the following:

- The parties involved directly in this dispute are the Palermo's workers and management. As you may know, the April 25, 2013 appeal decision by the National Labor Relations Board (NLRB) dismissed for a second time the allegations of labor law violations on the part of Palermo's. Further, the Milwaukee office of the NLRB is still working with Palermo's on the remaining allegations involving as many as 11 former Palermo's workers.
- The University continues to urge the parties, which are represented by competent legal counsel and other advocacy groups, to work together with the NLRB to resolve the remaining issues.
- Palermo's has indicated it will make offers of reinstatement to these workers who were apparently unfairly fired, once they provide the proper documentation.
- This process will no doubt require additional time. These types of remedial measures are exactly what is expected by the University pursuant to the standard licensing agreement.
- Palermo's management has also represented that it supports a vote on the question of union organization by its workers. Prior to a vote taking place, the workers must decide for themselves the labor union with which they will affiliate. Two unions, the Palermo's Workers Union and the United Food and Commercial Workers Union, Local 1473 have both indicated they would like to represent the workers at Palermo's. Palermo's has said they will support whatever decision is made by the employees, once they have a vote. The vote cannot be taken until all issues with the NLRB are resolved.
- I have throughout the course of this matter heard from various shared governance voices as well as third parties with an interest in this matter. I have said all along that I would give due consideration to the NLRB's decision on the appeal. I expect that with regard to the issues that are not yet resolved that the deliberate and focused process provided for under federal law and overseen by the federal

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administrators in the Milwaukee regional office of the NLRB will address these concerns.

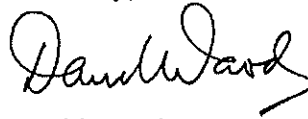
I understand that representatives from Palermo's were invited to speak with the Labor Codes Licensing Compliance Committee (LCLCC) on May 3rd and at the meeting, said Palermo's is working on a resolution to address the remaining 11 workers whose terminations are unaffected by the NLRB ruling.

It is my hope that this may be done promptly.

I have heard the recommendations of the LCLCC and others. At this time I do not intend to take any formal action but I am closely watching these events and will consider further action in the event a resolution is not reached by the parties.

Thank you for your continued expressions of interest in this matter.

Sincerely,

A handwritten signature in black ink that reads "David Ward". The signature is written in a cursive style with a large initial "D" and a long, sweeping tail.

David Ward
Interim Chancellor