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COMPASS GROUP
NORTH AMERICA

COMPASS GROUP AND THE COALITION OF IMMOKALEE WORKERS (CIW) ANNOUNCE SWEEPING CHANGES TO BENEFIT TOMATO HARVESTERS

Compass Group North America and the Coalition of Immokalee Workers (CIW) are proud to announce a partnership that has been forming over the past few months and is already moving to improve the working conditions of agricultural workers who harvest fresh tomatoes grown in Immokalee, Florida.

A TWO PART AGREEMENT

On September 26, 2009, members of Compass Group, the CIW, the **Student Farm Workers Alliance**, **Just Harvest** and **Secretary of Labor Hilda L. Solis** came together to formalize and celebrate the partnership and its two part agreement in Washington DC. *First*, Compass Group will pay an additional 1.5 cents per pound for all the tomatoes they purchase annually, with one cent per pound being passed from the supplier directly to the harvesters. *Secondly*, Compass Group will put a 'Code of Conduct' for suppliers in place designed to improve working conditions and give harvesters opportunity to advance beyond the field.

Compass Group will only purchase tomatoes from those growers and suppliers willing to meet the standards set out in the Code of Conduct and pass the raise on to their workers. In part, the agreement will ensure:

- Workers will receive an immediate raise based on the penny-per-pound, with the ultimate goal of a guaranteed minimum fair wage
- Workers will be paid for every hour worked, with a system of clocking in/out to accurately record working hours
- Workers will have the ability to voice their concerns over safety and working conditions, and report Code violations, without fear of retribution
- Suppliers will allow education of workers as to their rights on company time and within the worksite by the CIW
- Suppliers will permit third party auditing for full transparency

In addition, Compass will assist the CIW with initiating a conversation with growers to resolve the ongoing issues with the working conditions on the tomato farms. The success of that initiative has already borne fruit with the recent announcement from **East Coast Growers** that they will meet the conditions in Compass Group's Code of Conduct.

Why Immokalee? Continued on page two



The Immokalee region is the heart of the Florida tomato industry which provides 95% of all U.S. grown tomatoes eaten by Americans from October to June.



Learn more about the CIW
www.ciw-online.org



SWEEPING CHANGES TO BENEFIT TOMATO HARVESTERS CONTINUED FROM PAGE ONE

WHY IMMOKALEE?

Immokalee is ground zero for tomato production in the U.S. during the winter and supplies 95 percent of the tomatoes bought during those months. Most harvesters are part of a Latino, Mayan Indian and Haitian immigrant community working in low-wage jobs throughout the state of Florida.

In 1993, a small group of workers, now known as the CIW, began meeting to discuss how to better their community in an area where wages were so far below the poverty level that some people found themselves in a kind of modern-day slavery. The CIW turned its attention to not only fighting for fair wages, but uncovering, investigating, and assisting in the federal prosecution of slavery rings preying on hundreds of farmworkers. Information emerged on captive workers held against their will by their employers through threats and violence.

As the group matured, they became a national voice not only for tomato workers in Immokalee, but for an industry in need of change. The CIW ultimately envisions a “FARM to FORK” food system which encompasses sustainable and responsible growing, distributing, eating and recycling.

Compass’ agreement and the supplier code of conduct will apply to all our operating companies including Eurest Dining Services, Restaurant Associates, FLIK International, Canteen Vending Services, Chartwells, Levy Restaurants, Morrison Management Specialists, and Wolfgang Puck Catering. Bon Appétit Management Co. signed an agreement with the CIW in April 2009.

“Compass Group purchases a lot of tomatoes. It is our intent that this agreement brings immediate financial benefit to the harvesters, gives our suppliers the opportunity to partner with us to change the way the industry does business, and provides a platform to educate our customers on the plight of agricultural workers in Florida,” summarized **Steve Sweeney**, president and CEO of Chartwells.

“The future of Florida agriculture is contained within this agreement today,” said **Lucas Benitez** of the CIW. “It is a future founded on mutual respect and mutual benefit, a future of common purpose among farmworkers, growers, retail food leaders, and consumers. In short, it is a future of social responsibility. We look forward to working with East Coast, Compass, and the other companies that have signed Fair Food agreements to develop the rules and rigorous monitoring systems necessary to make that future a reality this coming season.”

“For social responsibility to truly take hold in Florida, growers like East Coast who embrace more humane labor standards must be rewarded by the market,” added **Gerardo Reyes** of the CIW. “With a strategy for social responsibility and the support of companies like Compass, East Coast -- and the workers whose labor is its lifeblood -- will not only survive, but will thrive well into the 21st century.”

PHOTOS FROM OUR VISIT TO IMMOKALEE 2009

CLOCKWISE FROM TOP LEFT

1) The CIW headquarters serve as a community haven for business, group meetings and even a community market

2) CIW members show Compass visitors one of the endless tomato fields under Florida’s sweltering sun

3) The group prepares for a tour of Immokalee

4) The house of César and Giovanni Navarrete; now serving 12 years each in federal prison for enslavement, beating, threatening, and locking workers in trucks to force them to work for them as agricultural laborers. Workers were charged fees for basic needs, such as \$5 to take a shower with a garden hose



EUREST'S LIDO CAFÉ CATERS TO THE CUSTOMER

For more than three years, **Eurest Dining Service's Lido Café** has provided fast, friendly service and fresh food to fuel **Holland America Line (HAL)** employees in Seattle, Washington. Cost, convenience and service are the reasons why the Lido Café is such a popular gathering spot for a meal, snack or beverage.

"We deliver affordable meals with fresh, healthy, local ingredients," said **Kemberli Greco**, manager of the Lido Café. "Variety and choice are important too and well-priced daily specials and the drink of the week are very popular."

Always Providing Great Service

The Lido Café concept mirrors the ship's Lido restaurants with several stations for hot and cold meal combinations. Colorful décor and ample seating draw customers in while a team of six skilled chefs and helpful staff serve more than 500 people daily. Peak times happen during the morning coffee rush and at noon with the ready-for-lunch crowd.

"When developing menus that feature healthy, seasonal foods we try to offer

something for everyone and also welcome special requests. When a particular item is popular it gets put into the rotation more often," explained **Joe McCay**, head chef.

The Lido Café also offers expert catering for any size group. Periodically the café offers special order items such as fresh pies-to-go, the perfect finish to a holiday meal.

Going Green

Beginning in 2009, the Lido Café took on several new Compass 360° initiatives in response to rising environmental concerns from customers. All food and drink containers in the café and Outtakes are now environmentally friendly, compostable products that naturally break down in 90 days. Utensils are made of corn starch and new napkin dispensers help reduce waste.

"Our goal is to give our customers what they want, whether a delicious lunch for ten, the perfect double almond latte or peace of mind in knowing we are a socially responsible establishment," remarked Greco. "Assisting our HAL friends makes our day!"



NEW: DIVERSITY'S MANAGING INCLUSION™ TRAINING PROGRAM

Managing Inclusion™ is a new three-step training program for management level associates. This program reflects our guiding principle of developing our people and valuing diversity, and builds upon lessons from past Power of Many training. Through a combination of convenient online coursework and engaging classroom training, managers take their understanding of diversity to the next level. Managing Inclusion™ provides tools to bring inclusion to life in the workplace, helping you become a more effective leader and team member.

WHO SHOULD PARTICIPATE?

The Managing Inclusion™ program is recommended for all management level associates of Compass Group North America. Participants do not need to have associates reporting to them to benefit from this program. All management level associates with a capacity for influence should participate.

DIVERSITY TRAINING IN THREE SIMPLE STEPS

Managing Inclusion™ combines the convenience of online pre-work with powerful classroom training. Participants first complete a web-based self-assessment and online coursework to prepare for the classroom. The in-class session completes the program and empowers associates to work toward a more inclusive workplace.

Visit www.realopportunities.com or the [Diversity page of MyCompass](#) for more information about Managing Inclusion™.



COMPASS 360° SAFETY AND HEALTH TIP: FLU VACCINES

A 2009 H1N1 vaccine is currently in production and may be ready for the public in late fall. The 2009 H1N1 vaccine is **not** intended to replace the seasonal flu vaccine – it is **intended to be used along-side** the seasonal flu vaccine.

CDC's Advisory Committee on Immunization Practices met in July to make recommendations on who should receive the new H1N1 vaccine first when it becomes available.

- Pregnant women
- Household contacts and caregivers for children younger than 6 months of age
- Healthcare and emergency medical services personnel
- All people from 6 months - 24 years of age
- Persons aged 25 - 64 years who have health conditions associated with higher risk of medical complications from influenza

Learn more: <http://www.cdc.gov/h1n1flu/>

SORT BY THE TUNES IS COMING TO A CITY NEAR YOU

Sort by the Tunes is an annual '**Compass in the Community**' (CITC) event started over a decade ago where Compass Group associates from all sectors give back to their local communities by volunteering to sort food at their local food bank or pantry.

It gives everyone an opportunity to meet their cross-sector colleagues while helping people in their local community, especially during these challenging times. One hour of donated time provides the food bank with nearly \$20 of labor savings.

This year, Sort by the Tunes will take place **Saturday, November 7.**

To date, 38 cities have signed up to sort. To volunteer at Sort by the Tunes, please contact your city contact listed on the Real Opportunities web site.

If your city is not participating and you would like to organize a group, please contact Debbie Adams at debbie.adams@compass-usa.com.

We need you to make this event a success! Sign up today at www.realopportunities.com/sort!

Pictured: The 2008 St. Louis sorting team

MORRISON SHARES TRICKS OF THE TRADE WITH HOMESTEAD PROJECT

On September 1, 2009 the Morrison team at Los Alamitos Medical Center welcomed TV show KABC for coverage of the local Homestead program. This is a program that promotes senior independence by helping them with cooking at home, grocery shopping and other personal care. The Homestead program approached Morrison for ideas on how to improve their program. **Chef Antonio Muniz** took the lead and has worked with the group to provide them with both recipes and ideas on ways that seniors can prepare quick, healthy meals in their home. Chef Muniz's segment included an interview and a live cooking demo.

"I've learned so much from the seniors that I work with during daily patient visitation rounds at Los Alamitos. This was a great opportunity for me to share techniques with the community," commented Chef Muniz.



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 Telephone 704-328-4000 • www.cgnad.com
 Managing Editor: Veronica Ospina

