MARK KELLY
ARIZONA

United States Senate
WASHINGTON, DC 20510-0309

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April 9, 2026

Mr. Oliver Zeidler
Vice President, Labor Relations
Aramark Corporation
2400 Market St.
Philadelphia, PA 19103

Dear Mr. Zeidler:

I write with concerns regarding issues raised by Aramark employees at your Arizona State University (ASU) operation locations.

The recent unfair labor practice (ULP) charges filed with the National Labor Relations Board (NLRB) and workplace heat safety complaint submitted to the Arizona Division of Occupational Safety and Health (ADOSH) suggest troubling violations of federal law. As you know, these ULPs include charges of illegal surveillance of employees participating in a lawful strike and picket; threats from a supervisor toward an employee after raising broadly held concerns about staffing; and rules that restrict employees' protected rights and activities.

Equally concerning is the complaint submitted to ADOSH regarding dangerous conditions at Aramark's Panda Express restaurant on ASU's Downtown Phoenix campus. According to the complaint, employees have been working in conditions where air conditioning has been non-functional or ineffective for an extended period, with reported kitchen temperatures reaching as high as 96 to 113 degrees and workers experiencing dizziness, nausea, and, in at least one case, hospitalization for dehydration. This is unacceptable and requires immediate attention from both Aramark and ASU.

As an employer that publicly celebrates its commitment to a "people-first" approach to hospitality, I am concerned by your company's inability to come to agreement on contract terms that work for both labor and management. I recognize that complex operational and facility responsibilities, particularly in a university setting, can present challenges. However, providing a safe workplace and respecting workers' legally protected rights are fundamental obligations. I urge Aramark to take these concerns seriously, cooperate fully with ongoing investigations, and work collaboratively with employees and their representatives to address any underlying issues.

Lastly, I encourage you to negotiate in good faith to come to prompt agreement on a new contract to ensure these changes are binding.

Thank you for your attention to this important issue.

Sincerely,

Mark Kelly
United States Senator

Cc: President Michael Crow, ASU