

THE STATE OF UC BERKELEY ON-CAMPUS RESTAURANTS

By the Berkeley Food Institute – September 2015

Introduction and Purpose

On-campus restaurants serve a diverse community of students, faculty, staff and the general public. Therefore, they play an important public-facing role in representing Berkeley's attitudes towards sustainable, healthy, and affordable food. Campus dining is also a pivotal issue at colleges and universities across the country, as explained in a recent [Edible Education lecture](#) at UC Berkeley by Anim Steel, the founder of [Real Food Challenge](#). Through this fact sheet, the Berkeley Food Institute intends to provide the Berkeley community with well-researched information about the state of UC Berkeley's on-campus food. This fact sheet covers what kinds of food campus restaurants offer, where these foods come from, relevant labor practices, and the governance structures that direct these various restaurant locations.

This document also shares preliminary information about the transition of functions from Residential and Student Services Programs (RSSP) to the Real Estate Division announced in Spring 2015. Drawing from the information that was available as of August 12, 2015, the following pages attempt to bring transparency and clarity to the real estate transition plan.

Many students, faculty, and community members at UC Berkeley care about where their food comes from as well as the rights of the people who work in on-campus dining. Through engagement in research, coursework, extracurricular programs, and activism, these members of the UC Berkeley community have demonstrated a desire to be part of a university that offers healthy, affordable, sustainable food. We hope that this fact sheet enables the Berkeley community to engage in a productive and well-informed dialogue about the continual evolution of UC Berkeley's on-campus food system.

Context: A Summary of Existing Restaurants on the UC Berkeley Campus

Currently, UC Berkeley has 21 on-campus restaurants that follow four different governance structures (see table below). For the purposes of this fact sheet, on-campus restaurants refer to all food venues with established physical locations on the UC Berkeley campus. They serve a variety of beverages and foods, ranging from coffee and grab-and-go items to full meals. Unlike the four dining halls that Cal Dining manages, these on-campus restaurants are unaffiliated with the student residential halls and, with the exception of the two faculty clubs, are not full-service dining operations.

Cal Dining, UC Berkeley's internal dining service department within RSSP, currently manages both residential dining halls and operations at seven of the 21 on-campus restaurants: Golden Bear Café, Pat Brown's (recently renamed Brown's), Qualcomm Café, Ramona's, Terrace Café, Common Grounds, and the Pro Shop. Cal Dining employs approximately 65 on-campus employees to operate these on-campus restaurant locations.

Currently, third party entities manage the remaining on-campus restaurants. Strada Group, a Berkeley company, manages Free Speech Movement Café, FIFO Café in the Haas School of Business, and Café Zeb's at Berkeley Law. As part of its lease contract with the campus for the Free Speech Movement Café, Strada Group gives Moffitt Library a percentage of the revenue from its sales. Similarly, Yali's, which independently runs Yali's Café at Stanley Hall and Micro Yali's in the Valley Life Sciences Building, leases space from the University via a contract managed by Real Estate Development and Portfolio and gives the University a percentage of its sales.

On the other hand, a few on-campus restaurants run separately from the University and do not hold leasing agreements with campus. For instance, Bon Appétit Management Company contracts directly with International House, which runs independently from the University, to operate I-House Café. The Women's and Men's Faculty Clubs on campus operate under different governing models. The Faculty Club, established in 1902, is a private mutual benefit corporation governed by a board of directors. Similarly, a separate board of directors oversees the Women's Faculty Club, established in 1919, but this campus restaurant qualifies as a nonprofit social membership organization (501c7). Below is a table that outlines the four different governance structures that currently apply to on-campus restaurants.

Current Types of On-Campus Restaurant Governance Structures			
Internally Operated by the University (Cal Dining)	Private Third Party Leases	Private Mutual Benefit Corporation	Nonprofit Social Membership Organization
The Golden Bear Café ¹	Bay View Café (Lawrence Hall of Science)	The Faculty Club	Women's Faculty Club
Ramona's ¹	Café Babette (Berkeley Art Museum)		
The Terrace ¹	Café Zeb (Law School)		
Brown's (previously Pat Brown's) ¹	Etcheverry		
Qualcomm Cyber Café ¹	FIFO (Haas Café)		
Common Grounds (Dwinelle)	Free Speech Movement Café		
The Pro Shop (RSF)	The Coffee Lab (Hildebrand)		
	I-House Café		
	Yali's Coffee Shop (Stanley) and Yali's Coffee Cart (VLSB)		
	ASUC Union #1 ²		
	ASUC Union #2 ²		

¹ The Real Estate transition will most likely affect these locations.

² The new eateries that will open in the ASUC union during Fall 2015 are leased to Chartwells Management Company, a division of Compass Group. Historically, the ASUC union restaurant venues have been leased to commercial tenants. This operational arrangement is separate from the real estate transition that may impact five on-campus restaurants currently run by Cal Dining. The ASUC plans on introducing the following eateries into the new student union: True Blue Burgers, House of Pi (pizza), Asado (tacos and burritos) and Root 150 (soups, salads, and sandwiches).

Real Estate Transition

On April 2, 2015, Associate Vice Chancellor of Public Affairs Claire Holmes released an email announcement with the subject line “RSSP Facilities & Restaurants Transition to Real Estate” to the UC Berkeley campus community. Among other proposed changes, the real estate transition will oversee five on-campus restaurant locations (Golden Bear Café, Brown’s, Qualcomm Café, Ramona’s, and Terrace Café) that are currently part of Residential and Student Service Programs (RSSP) in the Division of Student Affairs, to come under the direction of the Real Estate Division within the Administration and Finance Division. After the proposed transition, RSSP will still oversee the four residential dining halls and associated convenience store retail locations. This is part of a larger transition to establish an auxiliary services group that will bring multiple functions currently housed within the Residential and Student Services Programs under the direction of Real Estate, including custodial and other facility maintenance operations. This transition was initiated by Chancellor Dirks in August 2013, and the first Vice Chancellor for Real Estate, Bob Lalanne, was hired in December 2013. Claude Steele (Executive Vice Chancellor and Provost), Harry LeGrande (VC Student Affairs), John Wilton (VC for Administration and Finance), Bob Lalanne (VC Real Estate), and Chancellor Nicholas Dirks were all involved in the process.

Leading up to this decision, the Executive Vice Chancellor and Provost and the Vice Chancellor for Administration and Finance, with agreement from the Vice Chancellors for Student Affairs and Real Estate, commissioned Deloitte consulting firm to analyze the financial and operational aspects of RSSP’s housing and dining departments in relation to peer institutions with similar operations.³ The resulting report that Deloitte produced entitled [RSSP Financial & Operating Model Assessment](#) describes the operational structures of other institutions and suggests best practices and more efficient ways to allocate service, housing, and dining roles between RSSP and Real Estate. This report was intended to advise campus leadership so they could make a recommendation to the Chancellor. Currently, both RSSP and Real Estate run their own separate custodial, maintenance, grounds, design, and project services functions. In line with the report’s suggestions, the University will now unite operations by completely transferring management of these overlapping functions to Real Estate. In an inaugural Vice Chancellor for Administration and Finance (VCAF) [town hall](#) in May 2015, Vice Chancellor John Wilton described the rationale behind this transition of RSSP functions:

We’re highly resource constrained and we have to be as efficient as possible and we have to be efficient because we have to persuade all the stakeholders that Berkeley has addressed its own problems before we ask for assistance from others, whether it’s philanthropy or state investment or students to pay more tuition... It doesn’t make sense for us to have two completely distinct operation of maintenance staffs...we have a lot of duplication in having two completely separate units.ⁱ

In consideration of this report, the University also decided to transfer the oversight of five on-campus restaurants managed by Cal Dining from RSSP to Real Estate. The Deloitte report further suggests that Real Estate should contract a third party provider to run campus restaurants that are currently operated internally, but it is uncertain whether the campus will follow this latter recommendation.

Currently, there is a working group that meets to discuss this transition, which includes representatives of RSSP and Real Estate. In August of 2015, this working group, with campus leadership, started to determine the governance structure that will guide this transition. A Steering Committee was

³ The financial portion of the report has not been made public yet.

established, charged with the overall leadership and governance of the project and with making strategic project decisions.

Vice Chancellor for Real Estate Bob Lalanne and Vice Chancellor for Student Affairs Harry Le Grande will serve as the co-chairs of the Steering Committee in charge of directing this transition and the project budget. Other core members on this Steering Committee are Professor and Dean of Undergraduates Studies, Letters and Science, Bob Jacobsen and Assistant Vice Chancellor for Human Resources Jeannine Raymond. The campus is hiring a [project manager](#) (Job ID # 19952) who will sign on for a two-year contract position to oversee the official team in charge of planning and guiding implementation of this transition. This manager will also form working groups that will allow subject matter experts to participate throughout the transition planning process. According to Carole Love, Administration and Finance Director of Communications:

Once the project management team is in place, they will conduct further analysis of the Deloitte recommendations to develop a pragmatic implementation plan that bears in mind the constraints and realities of Berkeley. This may lead to adjustments to the recommendations that Deloitte consulting firm provided. The project team will also be responsible for finalizing a service delivery model and the assignment of responsibilities between RSSP and Real Estate. Cal Dining's role in the management of the five campus restaurants that are transitioning to Real Estate remains unclear and will be determined during the project team's planning and design process.⁴

This transition is slated to occur over the next 18-24 months concluding approximately in Fall 2017. The Coffee and Tea RFP is a separate process, and is explained further in Appendix A.

The Real Estate Division is a relatively new department on campus that replaced the previous Facilities Service Department in December 2013. To learn more about the responsibilities and priorities of the Real Estate Division, please see their website [here](#).

In April 2015, the ASUC passed Senate Bill SB 081, sponsored by former ASUC Senator Haley Broder. This bill creates a Real Estate Student Board made up of 12 members that will allow students to directly meet with Real Estate once every six weeks. Vice Chancellor Real Estate Bob Lalanne is a co-chair on the board and the remaining 11 student members either are appointed by the ASUC or Graduate Assembly or apply to join the board. A student board made up of temporary members first convened at the end of the Spring 2015 semester when Senator Broder served as a co-chair with Vice Chancellor Lalanne. The interim board discussed the financial reasoning behind Public-Private Partnerships (P3)⁵ arrangements and the benefits of these projects for housing and the University. ASUC Senator Wes Adrianson will take over Broder's co-chair position in Fall 2015 with a student board that will be selected officially via the procedures laid out in SB 081.

On April 27, 2015, ASUC Senator Broder also hosted a public [town hall](#) with over 100 attendees, which gave workers and students the opportunity to discuss the real estate transition with Moira Perez

⁴ Email to Berkeley Food Institute.

⁵ Currently, P3s have been looked at as a potential model to finance housing projects but no final decisions have been made. UC Berkeley projects that are Public-Private Partnerships include Blum Hall, the Stadium Parking Structure and Maxwell Playing Field, California Aquatic Center, Bowles Hall, and the Haas School of Business North Academic Building.

(Former Real Estate Chief of Staff and Director of Strategic Initiatives) and Steve Sutton (Assistant Vice Chancellor of Student Affairs for RSSP).

On-Campus Dining Overview: Now and in the Future

The following section will briefly examine four factors which are important to many people interested in food and sustainability issues on the UC Berkeley campus: the kinds of food sold on campus, where that food comes from, the working conditions and rights of the people who serve this food, and how campus restaurants are governed.

Food Attributes and Practices: Are on-campus restaurants offering food that is nutritious, high quality, affordable, and suitable to our diverse campus population?

Local Purchasing and Sustainability: Are on-campus restaurants serving food that is produced sustainably and locally? (Although there are varying definitions of “local,” when campus restaurants purchase food locally, they support local businesses and farms and generally use less energy to transport food items to campus.)

Labor: Are fair labor conditions (including wages, rights, and benefits) provided for food workers at on-campus restaurants?

Governance: Who makes the decisions that shape on-campus dining and determines whether campus food is affordable, sustainable, nutritious, and/or local? How are various stakeholders consulted?

Food Attributes and Practices

Current Food Practices and Guidelines at On-campus Restaurants

In 2005, the Health* Matters department in University Health Services established the [Eat Well Berkeley](#) program. This program “identifies and promotes healthier food options throughout the UC Berkeley campus.”ⁱⁱ Eat Well has specific nutrition guidelines that reflect the USDA’s Dietary Guidelines for Americans for [campus restaurants](#), catering, vending machines, and even [healthy meetings and events](#). Restaurants that want to participate in the Eat Well Berkeley program must commit to specific practices that ensure the choice of healthy options. Some of the restaurants that offer Eat Well Berkeley options include I-House Café, Qualcomm, and Free Speech Movement Café.

There is a wide diversity of food offered on campus due to the matrix of existing management structures, restaurants, and goals. Currently, Free Speech Movement Café, Yali’s, and I-House are not stringently mandated by contract to follow university policies around food sustainability or procurement, although this is potentially subject to change in the future. Founder and owner of Free Speech Movement Café, Daryl Ross, believes that college campus restaurants have a responsibility to educate students about food choices and sourcing. Throughout Summer 2015, Ross worked on plans to create a sustainable menu that places less emphasis on meat and will vary from season to season.ⁱⁱⁱ Free Speech Movement Café released its latest menu in July 2015, which offers more than 50% vegetarian items and includes dishes such as Shanghai Peanut Noodles, an Inside-Out Summer Roll, and a wide variety of new salads. In early August 2015, I-House Café increased the number of vegetarian options on its menu and intends to include vegan specials in the future.

The Women's Faculty Club also strives to provide diners with sustainable food options. For instance, they serve a mostly vegetarian salad buffet and source their seafood from Royal Hawaiian Seafood in South San Francisco, which collaborates with the Monterey Bay Aquarium Seafood Watch Program. In addition, the Women's Faculty Club takes part in the Eat Well Berkeley Catering program.

Another example of food transformations at on-campus restaurants is the recent transition of Pat Brown's to Brown's, a new campus restaurant with an emphasis on sustainability. Shawn LaPean (Cal Dining Executive Director) and Kristen Rasmussen (Registered Dietitian, nutrition consultant, and UC Berkeley lecturer), with the support of the Cal Dining Sustainability team, have worked over the last 18-24 months to change the menu at this north-side campus restaurant. The vision behind Brown's, which opened on August 19, 2015, is to offer a menu that is "seasonal, healthy, educational, delicious, and vegetable forward," with an emphasis on transparency. Brown's will not carry Pepsi products and will offer food that is 80% local (see Local Purchasing section for more details). This transformation of Brown's is separate from the real estate transition and it is unclear whether or how the transition will affect Brown's in the next 18-24 months. For more information about Cal Dining's food sustainability practices, please see [here](#).

Emerging and Future Transitions

Rosemarie Rae, Associate Vice Chancellor, Finance and Chief Financial Officer (AVC-CFO) at UC Berkeley, has asked University Health Services to rekindle its effort, which first began in 2009, to devise a UC Berkeley nutrition policy for the campus. If approved, a campus nutrition policy can contractually require future vendors to provide their customers with food that adheres to specific nutritional benchmarks. A policy like this would apply to all campus restaurants, even if separate entities manage each location. The successful passage of a nutrition policy requires both campus support and approval by a policy advisory committee.

As for future restaurant transitions, Charles Phan, UC Berkeley alum and owner of the celebrated San Francisco restaurant The Slanted Door, has engaged in plans to convert Ramona's into a new eatery. In March 2015, Phan described his intentions for the restaurant: "It's affordable. It's fast. My goal is to take care of the students."^{iv} As of June 16th, Phan has yet to sign a lease for Wurster Hall. Discussion around the transformation of Ramona's has occurred over the last few years and is separate from the recently announced real estate transition. Although talks about the transformation of Ramona's have occurred for a while now, it is likely that the actual transformation will not take place until sometime in 2016.

At this point, it is unknown how the real estate transition will specifically affect the quality, nutrition, or affordability of on-campus dining.

Local Purchasing and Sustainability

Current Purchasing Standards and Practices

The UC Office of the President (UCOP) sets sustainability standards across all UC campuses through its [Sustainable Practices Policy](#). In September of 2009, the UCOP incorporated Section H: Sustainable Foodservices, which briefly outlines the UC system's policy around sustainable foodservice practices. Section H asks all UCs to purchase 20% "sustainable food" by 2020. Additionally, this section requires foodservice programs to educate consumers, adopt green business certification, and collaborate with surrounding communities.

Section H also includes stipulations that are specific to retail foodservice operations such as on-campus restaurants. Any time retail locations engage in new agreements with outside parties, they must embed

Section H's provisions into their contracts and leases. However, Section H acknowledges that some nationally-branded vendors are bound by corporate contracts, which can limit purchasing flexibility. As long as a single entity manages all individual retailers at a particular location, and this retail location offers 20% sustainable food as a whole, it meets UCOP's standards. To learn more about how UC Berkeley is doing in its efforts to meet the goals outlined in Section H, check out the campus foodservice sustainability report from fiscal year 2013-2014 [here](#).

UC Berkeley defines sustainable food as food that must meet specific criteria to qualify for at least one of the following categories: fair, ecologically sound, humane, and local. In 2014, 39.61% of Cal Dining's food purchases met UC Berkeley's standards for sustainable food. Cal Dining also participates in the Buy Fresh, Buy Local campaign, which sets a purchasing standard of 10 – 25% local purchasing. As of June 2014, Cal Dining surpassed this goal by purchasing 38% local foods across all locations.^v

Other campus restaurants managed by third parties also make efforts to procure food locally and regionally. Free Speech Movement Café (FSM) strives to buy its food as much as possible from within 150 miles. For instance, FSM bakes its pastries with organic locally milled flour that comes from the Bay Area company Giusto's. Additionally, FSM purchases its greens from Green Leaf in San Francisco and its organic milk from Clover's local dairy farms. Bon Appetit Management, which runs I-House Café, has its own internal goal (similar to UCOP policy) to source 20% of its food from within a 150-mile radius. Yali's Café adheres to campus sustainability culture by striving to procure food locally as well.

The Women's Faculty Club also supports local purchasing. Last year they reported a total sustainable food purchase of 40.1% to the UC Berkeley Office of Sustainability, which oversees compliance with UCOP's Food Service Sustainability policy on campus. According to management, the Women's Faculty Club purchases antibiotic-free Fulton Valley Free Range Chicken, bread from Panorama Bakery in San Francisco, and some local organic produce from the vendor Bay Area Produce. Their current menu also includes Laura Chenel goat cheese, which is made in Sonoma County, California.

Emerging and Future Transitions

The new Brown's restaurant sources approximately 80% of its ingredients from within a 250-mile radius. The foods that come from outside this radius include spices, fish from the North Pacific, wheat, and beef from rancher Bill Niman. Brown's serves cage-free 100% organic eggs from Washington and is looking to source local-heritage bird eggs in the future. If Cal Dining is unable to purchase a product locally, it is sometimes because much consideration has gone into choosing foods that fulfill other important standards of sustainability. For instance, Cal Dining supplies Brown's with 100% grass-fed beef. However, the nature of raising grass-fed beef year-round requires rotating animals through various pastures, which are not always local. Additionally, Brown's purchases bread made with wheat grown outside California but produced locally by Acme Bread Company, a Bay Area bakery. Some of the locally-sourced products Brown's procures include Point Reyes Cheese, Mary's Chicken from Pitman Farms in the Central Valley, Rancho Llano Seco heirloom beans from Chico, Community Grains polenta, and vegetables and fruit (including kale, chard, squash, tomatoes, peaches, plums and jalapeños for the fall season) from around Northern California.

As the University searches for a project manager to lead the real-estate transition, no decisions or plans have been made concerning future purchasing practices at the five impacted on-campus restaurants. However, Carole Love, Administration and Finance Director of Communications, stated that "All campus restaurant operations will have to adhere to existing campus food policies under the new structure."

Labor

Current Labor Conditions at Cal Dining On-Campus Restaurants

The [American Federation of State, County and Municipal Employees Local 3299](#) (AFSCME) currently represents UC workers, including food service and dining workers. Through what is called collective bargaining, AFSCME union negotiates a contract with the University to deliver UC workers fair wages, health benefits, job security, and other rights. Union representation provides workers with a unified platform from which they can fight for specific rights and voice concerns to their employer. Under the current contract held between the University of California and AFSCME, UC employees receive a comprehensive range of benefits listed below. AFSCME secured these agreed-upon benefits for UC workers through the organization of two strikes in 2014, and the resulting labor contract will stay in effect until June 30, 2017. To read this labor contract, please go [here](#) and select the contract link next to “Service Unit.”

Benefits include:

- Medical and dental plan and opportunity for enrollment in vision program
- UC Retirement Plan (UCRP)
- Life insurance
- Short term disability insurance
- Pregnancy disability leave
- Family and medical leave including parental leave (in months following birth of newborn)
- Family Care (children and elderly) Referral Service
- Paid sick leave and vacation leave
- 2/3 university course (registration and education) fee reduction for up to nine units/semester
- One meal/shift for career employees in Dining, Nutrition, or Food Service departments

Rights include:

- Right to enter into a grievance procedure (submit a written complaint)
- Job security
- Safe working environment
- Seniority

Currently, all full time Cal Dining UC employees (including food service workers, cooks, and cashiers) receive an hourly wage that ranges upwards from \$15.09. The estimated 450 students who work for the Cal Dining system receive a wage of \$11.25 an hour, which will rise to \$12.53 beginning October 2016.

The current AFSCME contract that governs foodservice worker rights allows on-campus restaurants to contract out labor from private entities *if* UC Berkeley cannot fulfill specific services or areas of expertise on its own. On the other hand, this contract states that the University *cannot* contract out jobs normally performed by UC workers solely for the purpose of reducing wage costs to the employer. If they do, the University must supply affected employees with an alternative UC Berkeley union job that pays the same wage and maintains an employee’s appointment type and time commitment.

Current Labor Conditions at Other On-Campus Restaurants

Workers at the Women’s Faculty Club, Free Speech Movement Café, I-House Café, and Yali’s are not UC union represented workers. According to interviews with management, Yali’s Café looks to hire students

throughout their college career and the Women's Faculty Club only hires students for their wait staff. The Women's Faculty Club pays its students minimum wage, which they receive in addition to tips, and the remaining staff receive above minimum wage and benefits. Free Speech Movement Café offers its workers above minimum wage and paid sick leave. Additionally, owner of Free Speech Movement Café Daryl Ross has partnered with [Restaurant Opportunities Centers United](#) to create a new training program for employees. The goal is to give workers the opportunity to diversify their skills and master every role at Free Speech Movement Café (from sandwich maker to cashier to manager) in a seven-week program.

Real Estate Transition Plans and Labor's Response

According to the [Real Estate FAQ page](#), the Real Estate office intends to maintain its union contracts with RSSP workers following the real estate transition of on-campus restaurants. Management has held three town halls about the transition, but has yet to release definitive information about how it will impact labor rights and conditions. In a town hall meeting on May 5, 2015, Steve Sutton, Assistant Vice Chancellor of RSSP, expressed that he could not guarantee that all UC jobs would be maintained.^{vi} The transition will most likely affect employees at the following on-campus restaurants that currently fall within RSSP's purview: Golden Bear Café, Brown's, Ramona's, Terrace Café, and Qualcomm Café.^{vii}

In response, AFSCME has organized three delegations, two of which gathered 150+ participants, to Vice Chancellor Lalanne's office, requesting meetings to find out more information about the future of RSSP jobs. AFSCME is asking the University to maintain job security, uphold UC jobs (which are subject to the rights and benefits of AFSCME's labor contract), and protect seniority for UC workers affected by the transition.

The UC Berkeley Student Labor Committee (SLC), which is affiliated with the national organization United Students Against Sweatshops, has supported AFSCME 3299's advocacy efforts via the Justice 4 UC Workers campaign. This campaign, which the Student Labor Committee launched on July 7, 2015, calls for the abolition of the practice of outsourcing UC jobs. In particular, the Justice 4 UC Workers campaign promotes the establishment and/or continuity of UC jobs at the proposed Berkeley Global Campus at Richmond Bay, the Lower Sproul restaurants that Chartwells⁶ will operate in Fall 2015, and lastly the on-campus restaurants that the real estate transition will affect. Some of the Student Labor Committee's general concerns are enumerated in a 2012 [study](#) conducted by the UC Berkeley Labor Center.

Governance

Future Potential Changes to Governance

RSSP currently oversees operations at seven on-campus dining locations: Golden Bear Café, Ramona's, Qualcomm Café, Terrace Café, Brown's, and the Pro Shop, as well as four residential dining halls. Following this real estate transition, RSSP will still oversee the four residential dining halls and associated convenience store retail locations. However, Real Estate will assume authority over five of the on-campus restaurants that RSSP currently oversees (Golden Bear Café, Brown's, Ramona's, Terrace Café, and Qualcomm). Real estate transition discussions so far have not focused on Common Grounds and/or the Pro Shop. Although it is uncertain whether Cal Dining will manage these five on-campus restaurants in the future, the administrative umbrella will be Real Estate. It is likely that Real Estate will

⁶ Read [here](#) to learn more about the Student Labor Committee's recent action, asking ASUC's Student Union Board of Directors to require Chartwells to hire UC workers at the new restaurants in Lower Sproul.

continue to engage Cal Dining in discussions throughout the transition process. This real estate transition will not affect other on-campus restaurants managed by third parties.

Conclusion

While the future is unclear, one thing is certain: on-campus dining at Berkeley will change over the next few years. Whether these changes will nurture the goals of good food, local sourcing, fair labor practices, and shared governance remains to be seen. Students and other stakeholders will continue to monitor the transition process and report on its outcomes (for ways to stay informed, please see Appendix B: Ways to Participate). At UC Berkeley, many students study, and faculty research, the importance of a nourishing, just, and environmentally sustainable food system. On-campus restaurants are integral learning environments where these themes come to life through the types of food being served. We learn about food not just by discussing it, but also by interacting with and experiencing it on a daily basis. UC Berkeley's own campus is an excellent place for the University to continue to grow a better food system and maintain UC Berkeley's leadership in the area of sustainability and health in food service. Moving forward, the University has the opportunity to collaborate with many students, faculty, staff, business leaders, and other stakeholders from the community that envision on-campus food options that align with the broader goals of building a sustainable, healthy, and inclusive food system.

Appendix A: Beverage Update, Another Future Change to Campus Food: Request for Proposals for Coffee and Tea (RFP)

On June 10, 2015, the University Partnership Program (UPP), within the Administration and Finance Office, released a [Request for Proposals for Coffee and Tea](#), otherwise known as a RFP. This RFP will allow the University to consolidate its coffee and tea purchases and seeks a coffee/tea vendor who will offer the University financial funding in exchange for access to UC Berkeley marketing assets and what are called “pouring rights.”

Historically, “pouring rights” contracts have been prominently associated with soft drink companies signing on to become the sole soft drink vendor at a school in exchange for offering significant funding. An example of a pouring rights agreement in a university setting is the contract PepsiCo entered into with UC Berkeley in 2011.

In the case of this RFP, the selected bidder will be able to exclusively sell four specific drinks (freshly brewed coffee, tea, freshly brewed ice coffee, and hot chocolate) at 13 “Proudly Pours” campus outlets:

- Four dining halls
- Golden Bear Café, Terrace, Ramona’s, Common Grounds, Pro Shop at RSF
- Cal Catering
- ASUC Union #1 and 2
- Memorial Stadium Concessions

Third party dining locations selling coffee or tea on campus, such as FSM, are not subject to this contract.

The successful bidder will become the only vendor selling coffee and tea drinks at the above locations and also becomes the only coffee/tea vendor who can advertise its products and company through the following marketing channels: California Alumni Association, Intercollegiate Athletics, ASUC, RSSP, and Recreational Sports. “Proudly Pours” locations will sell the winning bidder’s coffee/tea beverages, but the University will still supervise these locations and employ UC union represented employees to work them. While the chosen vendor has the option to open its own branded coffee locations on campus in the future, this RFP mainly focuses on offering a vendor pouring rights at existing locations in the effort to build a symbiotic partnership with the University.

This RFP makes an explicit effort to learn about the sustainability and social responsibility practices of each applicant. It asks potential vendors about their organic and Fair Trade products, waste practices and supply chain management. Additionally, the University is looking for a vendor that will support student-oriented programs such as the [Student Environmental Resource Center](#) (SERC) and the [UC Berkeley Food Pantry](#). Students from the ASUC have been involved in helping to craft the RFP and assess the submitted proposals. The selected proposal will lead to a contract between the beverage vendor and the University that will be in place for the next ten years.

Appendix B: Ways to Participate

For More Information:

- A Frequently Asked Questions page on the Real Estate website is being updated regularly. You can read the original announcement sent out by Claire Holmes about the transition on April 2, 2015, see the Deloitte report, and read details that have been shared so far [here](#). This is the best place for you to find the most up to date and official information on the progress of this transition.

Sharing Your Voice:

- On the FAQ page under “Contact Us” is a link to a [Google form](#) entitled Facilities Transition where you can provide your feedback anonymously. This form is monitored frequently, and so feel free to share your thoughts and concerns about the transition as well as questions you would like to receive answers on throughout the process.
- Lastly, the Real Estate Student Board has been formed for the express purpose of facilitating communication between students and Real Estate. If you have a concern or question that you think should be included in conversations around this transition and future decisions affecting campus food, direct them to your student board representatives through the following email address: realestatestudentboard@gmail.com. Five at-large student representatives were selected at the end of August 2015, and their first meeting will be held on September 22, 2015.

Appendix C: Timeline of Real Estate Transition and Events Related to On-Campus Restaurants

July 23, 2013 – Chancellor Dirks publicly announces the retirement of Ed Denton as Vice Chancellor of the Facilities Services Department.

December 17, 2013 – Chancellor Dirks announces Bob Lalanne as UC Berkeley's first Vice Chancellor Real Estate.

January 13, 2014 – Bob Lalanne begins his position as Vice Chancellor Real Estate. The Facilities Services Department is dissolved and is replaced by the Real Estate Department.

2014 – Departments within the Real Estate office change title: the Capital Projects department becomes Construction and Design and the Physical Plant Campus Services department becomes Facilities Services.

March 24, 2015 – Deloitte produces a report entitled [RSSP Financial & Operating Model Assessment](#) for the University on the financial and operational structures of RSSP. The report also compares UC Berkeley's operational structure to other institutions and includes recommendations for redistributing functions between Real Estate and RSSP (cost of report unknown).

April 2, 2015 – Claire Holmes sends an email out to the campus community announcing the transition of some RSSP-managed functions, such as on-campus restaurants, to Real Estate.

April 2015 – The ASUC Senate passes a bill sponsored by ASUC senator Haley Broder that will create a 12-member Real Estate Student Board and facilitate communication between Real Estate and the student body.

April 27, 2015 – The Office of ASUC Senator Haley Broder puts on a public town hall convening students and workers to speak about the Real Estate transition.

May 5, 2015 – The Real Estate Student Board, co-chaired by ASUC Senator Haley Broder, convenes and meets with Vice Chancellor Lalanne for the first time.

May 13, 2015 – AFSCME holds its first delegation in which 150+ workers and some students from the Student Labor Committee gather to deliver a letter to Vice Chancellor Lalanne. AFSCME's most recent delegation took place on June 24, 2015.

June 2, 2015 – Senate Bill 376 passes the California State Senate with a final vote of 24 ayes 14 noes. This bill, if it passes the State Assembly, will create a standard across the UC system in which external labor contractors hired by the UC must pay their workers a competitive wage that at least matches the pay that similar UC workers receive. Stay updated about the status of this bill [here](#).

June 10, 2015 – The University Partnership Program releases a Request for Proposals for Coffee and Tea (RFP) that asks vendors to submit proposals to be selected as primary campus coffee and tea vendors.

August 19, 2015 – Pat Brown's opens as the new Brown's, a sustainable eatery serving mainly locally sourced foods.

September 15, 2015 – Second meeting between Vice Chancellor Lalanne and the Real Estate Student Board.

ⁱ *Staff Question for VC Wilton: What's Happening W/ RSSP Transition?* Berkeley VCAF, 31 May 2015. Web. 25 June 2015. <<https://www.youtube.com/watch?v=RUIjqxUI5oEU>>.

ⁱⁱ "Eat Well Berkeley." *UHS Tang Center*. Berkeley University of California, 2015. Web. 02 Aug. 2015. <<http://www.uhs.berkeley.edu/facstaff/healthmatters/eatwellberkeley.shtml>>.

ⁱⁱⁱ This and other information on menu transitions was gathered through individual interviews with restaurant owners and managers.

^{iv} Berkeleyside Editors. "Charles Phan Plans to Open Café at UC Berkeley." *Nosh Dishing on the East Bay*. Berkeleyside, 13 Mar. 2015. Web. 30 July 2015. <<http://www.berkeleyside.com/2015/03/13/charles-phan-plans-to-open-cafe-at-uc-berkeley/>>.

^v *Environmental Sustainability Resume*. Rep. Cal Dining, June 2014. Web. 01 Aug. 2015. <http://caldining.berkeley.edu/sites/default/files/Sust_resume_2014.pdf>.

^{vi} Manzanarez, Maricruz. "Real Estate Transition and Labor." Personal interview. 30 June 2015.

^{vii} "Facilities Transition." *Berkeley Real Estate*. UC Regents, 22 Apr. 2015. Web. 02 Aug. 2015. <<http://realestate.berkeley.edu/facilities-transition>>.