

Jewish Labor Committee

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June 8, 2015

Debra S. Barrett
TEVA Senior Vice President
Global Government Affairs and Public Policy
25 Massachusetts Avenue, NW, Suite 440
Washington, DC 20001

Lesley Billow
Vice-President
Human Resources, Americas
1090 Horsham Road
North Wales, PA 19454

Dear Ms. Barrett and Ms. Billow:

We were disappointed to hear that a group of 10 immigrant Latino janitors at the TEVA Pharmaceutical facility in Frazer, Pennsylvania recently lost their jobs due to TEVA's decision to replace their employer with a lower cost non-union contractor. There were no service issues. Despite \$11 billion in profit in 2014, TEVA made this decision for cost reasons alone.

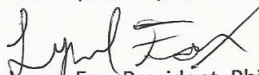
Most of the janitors earned \$11.95 per hour and the two full-time day porters had family health insurance.

Mostly immigrant janitors in the Philadelphia suburban market (buildings over 100,000 sf) have been slowly raising themselves and their families out of poverty. Since 2007, 90% of owners and cleaning contractors in the suburbs of Bucks, Montgomery, Delaware and Chester Counties have agreed to pay the same wages and benefits, and let cleaning companies compete on the quality of their service.

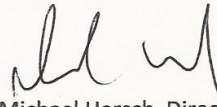
TEVA's decision goes against this practice and also against principles of fairness to the lowest wage workers among us. Immigrant janitors hope to be able to raise their families and have their children get a shot at the American Dream. They should not be the victims of cost-cutting when they did nothing wrong. The amount of money you saved is so small compared to how you are hurting these workers and compared to the damage you are creating to TEVA's image in our community.

We urge you to re-consider your decision and return these hard working janitors to their jobs by hiring a responsible contractor who will maintain the wages and benefits the janitors have struggled to attain.

Thank you for your consideration.



Lynne Fox, President, Philadelphia Jewish Labor Committee
Executive Vice President, Workers United Affiliated with SEIU



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