Present: Kristen Ablauf, David Deeg, Louis Green, James Hines, Sioban Harlow, Rob Howse, Kevin Kolben, and Larry Root

Absent: Veronica Johnson and Steven Rosenberg

The minutes from the meeting of Oct 19 were approved.

Kristen Ablauf reported that she had sent 41 letters to licensees who have not yet joined the FLA, informing them to either contact the FLA for information or, if they do not intend to continue as licensees, to contact her. She received six responses, five of which indicated that licensees intended to follow-up with the FLA. One licensee wrote to inform her that they were discontinuing their small collegiate line because of business reasons.

The Committee discussed the current situation with New Era Cap Company of Derby, NY. Three students, representing SOLE, were present as observers and participated in the discussions. The WRC preliminary report, which was conducted without the cooperation of New Era, raised a number of concerns, primarily in the area of worker health/safety and freedom of association. New Era has responded generally to the allegations in a letter to university licensors, contending that the allegations are not true and are motivated by pro-union advocates. The University of Michigan, though the Collegiate Licensing Company (CLC), had requested a detailed response to the allegations. In a letter to Bruce Siegal of the CLC, New Era responded based on the provisions of the FLA code of conduct. (For the specific allegations, the code provisions are functionally equivalent to the UM code). This response, however, does not address the substance of several of the allegations (e.g., the disparity between the incidence of work accidents at New Era and other companies in the industry).

The Committee discussed the idea of defining criteria for responding to complaints about licensees. It was noted that the criteria that the WRC articulated in their responses closely corresponds to the issues that the Committee has considered in its responses to Kukdong and New Era. Such criteria should be discussed and articulated.

The next meeting is scheduled for Monday, December 3, 2001 at 5:30 to meet with Scott Nova of the WRC.