Present: Kristen Ablauf, Louis Green, Sioban Harlow (vice chair), Lauren Heidtke, Veronica Johnson (by phone), Larry Root (chair), Emily Squires, Kathy Terrell (by phone), Ada Verloren (staff to committee), and Matt Wittman

Absent: Mary Gallagher

The draft minutes from the November 22 meeting were accepted as written.

**New Era contract language:** After considering the memorandum of agreement between New Era and CWA allowing employee communication with WRC, FLA or licensor colleges and universities, the committee decided that, until further notice, no more discussion of New Era was necessary.

**Procedures for addressing labor issues within the University that are not related to licensed products:** Louis Green explained that there is a formal clause in every university contract for the purchase of goods or services, providing for the cancellation of the contract when situations arise that are not in the best interest of the University. The university represents a variety of interests ranging from strong support for labor unions to strong endorsement for free market principles. The challenge is to balance those interests in the light of broad principles of fairness, ethics and integrity, which can be found in statements by the President and Regents of the University of Michigan. In general, the University will not take sides in the case of an economic dispute, but will refuse to do business with companies that violate clearly articulated human rights principles. For example, the university has cancelled a contract in the case of a company's egregious refusal to pay its workers.

When a department or section of the University becomes aware of labor problems at a company with which it has a formal business relationship, the department or section typically raises that problem with the staff member at purchasing services who helped to set up the contract initially. In serious situations, staff at Purchasing Services will follow up with a phone call to the CEO of the relevant company, followed up by a written communication. Often, the contact itself will be enough to motivate the company to change its labor practices.

**Public Forum on codes of conduct, with WRC and FLA speakers:** The committee decided to invite Auret van Heerden of FLA and Scott Nova of WRC to participate in a panel discussion of the respective organizations’ approach to support adequate labor standards. Possible dates for this forum would be February 10-13, 2003, at 7:00 p.m. The committee will ask each speaker to explain the central focus of his organization, its methods of operation, the effectiveness of its approach and the challenges for monitoring.

**Annual reports from WRC and FLA:** The committee expressed again its interest in receiving annual reports from WRC and FLA, including financial statements.

**Internships related to labor standards:** Ada Verloren will research internships opportunities related to monitoring that will be accessible to students on a web page. The committee agreed to discuss the issue further at its next meeting.