Committee on Labor Standards and Human Rights  
University of Michigan  
Meeting of February 14, 2003  
2733 School of Social Work

Present: Sioban Harlow (vice chair), Lauren Heidtke, Larry Root (chair), Emily Squires, Kathy Terrell, Ada Verloren (staff to committee), and Matt Wittman

Absent: Kristen Ablauf, Mary Gallagher, Louis Green, Veronica Johnson

The draft minutes from the January 10 meeting were accepted as written.

1. Licensing question
At the time the University implemented its Code of Conduct into its licensing agreements with the Collegiate Licensing Company, it also recognized that many of its licensees had already invested in other codes of conduct (i.e. FLA, CLC).

To account for this, the University required its licensees to sign a special agreement stating that they were in compliance with the University’s code if (i) they had adopted the CLC Labor Code including the Public Disclosure and Women’s Rights riders, or (ii) they had adopted the FLA code including their compliance benchmarks and that they agreed with five principles that the committee had outlined.

All of the University’s licensees signed the special agreement. The committee had placed a two-year trial period on this special agreement that was set to expire on March 12, 2003.

At the meeting of the Committee, those present agreed that the University re-authorize the special agreement for another two years rather than making it permanent at this time.

The Committee also decided to ask the FLA and the WRC for information about hours of work. For example, has the WRC found in its investigations that working hours have been a problem? Does the FLA, have observations about what is happening with hours of work, based on its internal and external reviews? What wage issues have they identified? How do actual wages meet workers’ “basic needs”?

The committee decided to request formal reports from the WRC and FLA regarding activities, plans, accomplishments and budget. The committee will urge the WRC and FLA to circulate such reports on an annual basis. The Committee will be voting to refund these organizations at the April meeting.

2. Training
The Committee discussed the possibility of offering different kinds of educational programs at the University of Michigan. Examples of future programs that the University might be able to offer include:

- Certificate for students (International labor relations and human rights)
- Summer program (for example, a two-week intensive program)
- Sensitizing corporate managers about international labor issues

The Committee resolved to identify faculty who might be interested in designing future programs, such as

Business School Executive Education:
  - Jim Hines, Tim Fort, Kathy Terrell, Ray Riley, Cindy Schipani,
  - Marina Whitman, Brad Farnsworth (CIBE)

Law:
  - Rob Howse and Christopher McCrudden

School of Public Health:
  - Sioban Harlow, Tom Robins and Ted Zellers

School of Public Policy:
  - Susan Waltz and John Chamberlin

ILIR:
  - Larry Root and Ian Robinson

The next meeting of the Committee will take place on March 14, 2003