Present
Timothy Fort, Sioban Harlow (chair), Heather Johnson (ex-officio), Veronica Johnson, Kristin McRay, Rosa Peralta, Larry Root, Lisa Stowe, Katherine Terrell

Absent
Kristen Ablauf, Ona Hahs

1) Review and approval of minutes/ Review of action items
   The committee reviewed and approved minutes of November 21 meeting. Action items were reviewed. No outstanding items.

2) Schedule winter term meetings
   The group set next term’s meeting dates for January 23, February 6, March 12, and April 16.

3) Announcements
   Larry Root announced a lecture at ILIR on Friday by ILIR visiting scholar. Contact Larry Root for more information.

4) Lands End
   - update on communications from Lands End
     - Received an email from Anne Kies of Lands End with two attachments, one a letter to WRC and one a memo regarding Lands End’s response to the WRC report. These items were forwarded upon receipt to the committee.

   - update on other University actions, from FLA and WRC
     - FLA is currently negotiating with Lands End, but have not come to agreement as yet on a plan to remediate. FLA sent a consultant to El Salvador last week. There is an external monitoring report and it will appear on the tracking system probably in January. Report from Lands End regarding FLA findings does not match with the FLA understanding.
     - WRC recognizing current negotiations with FLA has not yet prepared a response to the Lands End letter. As yet sees no clear movement.
     - Rutgers, North Carolina, and other universities have or are also considering postponing renewal of their contracts with Lands End.
     - The committee unanimously passed the following motion:
       We recommend that the University Licensing Program postpone renewal of the contract with Lands End until sufficient evidence is provided that our concerns regarding freedom of association at Primo S.A. de C.V., El Salvador, are satisfactorily addressed.
     - S. Harlow will notify licensing, general counsel and WRC and FLA, and check with general counsel re who is appropriate person to notify Lands End.

   - CLC contract language re FLA monitoring reports
     - The response from CLC indicates that we do not have specific language in current contracts obliging licensees to share monitoring reports with us. Rut Tufts believes that the language may be sufficiently general in the addendum of the contract covering the code of conduct to permit release of monitoring information to schools upon request.
     - Several points arose during the committee’s discussion. First, since U-M is a public institution, any report that FLA might provide will become publicly available. Formally requesting a report from FLA might inhibit licensees from cooperating in the future. Not all information can be released to protect confidentiality of informants and possibly trade secrets.
     - The committee passed a motion to formally request a report on the Primo El Salvador situation from FLA.

   - next steps
     - We will monitor tracking reports from FLA and S. Harlow will get an update from FLA and WRC before our next meeting.

5) Review of Procedures for responding to complaints
   - The committee continued to review procedures for responding to complaints. Stan Bies of the General Counsel’s office recommended that there should be a legal evaluation of options at the beginning of a response to complaints. Discussion focused on voting rules. The committee decided that the quorum for decision-making would be 7 people. For decisions a two-thirds vote of the quorum will be required.

6) WRC governing board meeting: January 31 2004 9-4,Washington DC
   Information on the meeting provided. UM will attend the University caucus in the spring.
7) Update on other possible programs
   · Peralta – Panel discussion of women organizers
     1. Rosa presented plans to bring two women, Marta Ojeda and Cecilia Rodriguez for the panel discussion entitled “Organizing Maquila Women in the US–Mexico Border” to be held on April 8, 2004.
     2. The Global Feminisms project is planning to provide funds for one of the women’s airfare.
     3. Voted to have LS-HR contribute up to $500 in support of this program.
   · Terrell – Can Trade Law be an effective forum for advancing health and human rights (Central America) – No Update
   · Harlow -- Labor Standards, reproductive rights, and health
     1. Ideas are being discussed to hold a workshop in the fall of 2004 and S. Harlow asked if any of the LS-HR Committee members would be interested in serving on the program committee. Veronica Johnson and Rosa Peralta expressed interest.

8) New business
   · CINTAS
     1. Kristin McRay brought up an issue regarding labor violations at CINTAS and whether WRC should be asked to undertake an investigation. Other Universities are considering such a request.
     2. This issue has not yet been brought up to the Purchasing Task Force and recommendation was made for SOL and K. McRay to contact that task force as a first step.
     3. Further discussion involved whether costs/benefits of having WRC expand its mandate.

Next meeting January 23, Friday 9-11, 2609 SSWB

Attachments:
   Minutes 11/21/03
   Letter to Lands End and Lands End response
   Revised Procedures for Response to Complaints Against University Licensees
   II journal issue with report on Winter 2003 China Labor symposium

Action Items

Sioban Harlow
   · Send letter to UM licensing office advising that U-M postpone renewal of its contract with Lands’ End.
   · Formally request external monitoring report from FLA
   · Send letter to Anne Kies indicating the committee’s decision to recommend postponement of renewal of its contract with Lands’ End (UPDATE NOTE GC indicated that this contact should come from K. Ablauf)
   · Revise procedures

Veronica Johnson
   · Monitor FLA website for report on Lands’ End factory in El Salvador and inform committee when available.

Rosa Peralta
   · Email Sioban Harlow times/location of Women Organizers panel discussion when they become available and discuss other possible sources of funding.