PRESENT
Marlowe Coolican, Siobhan Harlow (chair), Heather Johnson (ex-officio), Rosa Peralta, Larry Root, Katherine Terrell, Lisa Stowe

ABSENT
Kristen Ablauf, Tim Fort, Ona Hahs-Tenny, Veronica Johnson

1. The minutes of 10/8/04 were not approved due to lack of quorum.

2. Announcements
Marlowe Coolican informed the Committee about a local-to-local effort called “Brewing Hope”, which is an agreement between Ann Arbor coffeehouses and a coffee-producing town in Mexico. There are plans to hold an art show at Amers and Ms. Coolican asked for LS-HR Committee funding to support the show. The Committee suggested alternative potential funding sources for this effort as it does not directly involve licensing.

Ms. Coolican also announced the planned visit in mid-November of Gilberto Garcia, a worker at the Just Garments factory. SOLE is arranging the visit and it is hoped that he will be able to attend part of the Nov. 19 LS-HR Committee meeting.

SOLE holds its meetings at 8:00pm on Tuesday evenings. Ms. Coolican invited interested LS-HR Committee members to attend. The Chair and others will plan to attend the November 9th meeting.

3. MultiFibre Arrangement
The letter was sent to CLC for distribution to licensees. Our text was forwarded to FLA and WRC. FLA has forwarded to other University members of FLA.

4. Wage Transparency – Discussion of Strategies
The Committee continued the discussion of strategies for ensuring compliance with the wage clause of our code of conduct and for addressing issues of wage transparency. Further discussion of the different approaches taken by the WRC and the FLA for assessing noncompliance. The committee continued discussion of the potential pros and cons of each strategy. The Committee expressed interest in having a conference call with FLA at our next meeting to learn more about the issues of establishing monitoring programs for Category C companies.

5. Academic programs
   · Reproductive Rights Conference - the conference was very successful and follow-up publications, research and engagements are expected.
   · Ona Hahs is still trying to organize her proposed mini-panel on the MFA.

6. Old Business
   · Gildan – FLA has taken action on Gildan for non-compliance. If they are still a member of FLA, then we need to ask FLA what are the implications of non-compliance and what are the implications for other FLA companies if Gildan is non-compliant.

      Action items:
      · Marlow will find out from UAS list which of our licensees use Gildan as a supplier.

   · UM Dispute Resolution Board has been established.

7. New business (5 minutes)
   · WRC letter on BJ&B