Minutes

Attending: Kristen Ablauf, Marlowe Coolican, Tim Fort, Ona Hahs-Tenny, Sioban Harlow, Heather Johnson (ex-officio), Rosa Peralta, Larry Root, Lisa Stowe, Katherine Terrell, Veronica Wilkerson-Johnson

Absent:

1. Review and approval of 11/19/04 minutes

2. Announcements
   letter from SOLE dated 11/19/04 distributed

3. MFA
   The Committee sent a letter to licensees on Nov. 15. Kristen Ablauf received a letter in response from Nike acknowledging receipt.

4. Gildan
   The last communication from WRC dated October 20 was reviewed. The letter that had been drafted following the Committee's last meeting (included in meeting packet) was discussed. The pros and cons of sending to all licensees versus t-shirt licensees were considered. We agreed to target licensees that use t-shirt blanks. Final wording of the letter was agreed upon pending two possible scenarios vis a vis Gildan's response to FL.

   The motion to send a letter was approved unanimously by the Committee. The committee agreed to wait until December 10th to finalize the wording see the FLA response with the understanding that it might take some time to get a response from FLA on this issue.

   S. Harlow will
   1. contact FLA/WRC for an update on the Gildan situation and keep the committee informed
   2. pass the draft letter for General Counsel approval

5. BJ&B
   WRC and FLA have been working on this issue and Scott Nova has suggested that we contact Nike. Nike is currently working to arrange mediation. The Committee agreed the tone of the letter should be "colleague to colleague", should indicate that we've been following the situation for several months and that we remain very concerned that there is no resolution. We should acknowledge the effort made by Nike to date and encourage Nike to keep working towards resolution on this issue.

   The Committee unanimously approved a motion to send a letter to Nike.

   S. Harlow will draft a letter to Nike and send to the Committee for suggestions and approval.

6. Wage Transparency – Discussion of Strategies

   The group reviewed the most current version of the pros and cons documents. The approach outlined in section D to increase effective monitoring was approved unanimously as the strategy that we should recommend that the university take at this time. This approach emphasizes building monitoring capacity. It is felt that this strategy will effectively encourage companies to engage in discussions with their suppliers. Continued discussion should consider ways that we can also work with WRC to extend efforts on monitoring wage noncompliance. The Committee acknowledge the importance of having engaged the issues of compliance with the wage clause that have been generated by the original SOLE letter. S. Harlow suggested that a letter to the President outlining the Committee's strategy be drafted and sent by the end of the term.

7. Academic programs
Ona Hahs-Tenny informed the group that the International Law Society would be willing to host the MFA discussion. The Committee suggested some people who might participate in this event. Among those suggested were Steven Ratner, Al Park, Linda Lim, and Mary Gallagher. This event will be co-sponsored by the LS-HR Committee and the II.

8. **Old Business (0 minutes)**

9. **New business (5 minutes)**
   S Harlow will write a response to the letter from SOLE.

   The Winter term meeting dates will be January 21, February 11, March 11, and April 8.

   The committee thanked Marlowe for her participation on the committee and wished her well in her Study Abroad winter semester.