Labor Standards and Human Rights Committee
April 21, 2006 9:00-11:00 am
ROOM: 2609 SSWB

DRAFT Minutes

Attending: Kristen Ablauf, Diana Parker, Rosa Peralta, Steven Ratner, Larry Root (chair), Katherine Terrell, Ada Verloren (staff to committee), Veronica Wilkerson-Johnson.

Absent: Sarah Bookbinder, Kevin Ferrell (communication via email), Mary Gallagher (communication via email).

There were approximately 22 observers.

1. Review and approval of minutes

The committee approved the minutes from April 14, 2006.

2. Designated Supplier Proposal: Propositions for Discussion/Voting

The chair went through the document that had been circulated to committee members prior to the meeting, *The Designated Supplier Proposal: Propositions for Discussion/Voting.* (attached)

The committee discussed a number of issues related to the recommendations. It was agreed that the two “responses to the problem” were not mutually exclusive. The idea of establishing some form of oversight board to assist with implementation and decision making was discussed, as a potential alternative to requiring the WRC to assume all responsibility for the DSP. The committee also discussed the importance of the issue of licensees paying a “fair price” to suppliers so that factories are not forced to cut costs at the expense of labor standards.

It was noted that some issues appeared to be fundamental to the DSP concept (e.g., that collegiate apparel would be limited to designated factories and that there would be administrative oversight by some newly empowered body). If the committee endorsed this fundamental aspect, many of the other questions could be addressed in the course of developing the specifics of implementation or considering whether to recommend moving ahead with the DSP on a “pilot” basis.

The committee agreed that the proposed set of votes, as outlined in the “Propositions for Discussion/Voting” document adequately presented the issues upon which the committee could vote and form its recommendations.

The committee then voted on the proposed recommendations. Kevin Ferrell and Mary Gallagher, who were out of town, emailed their votes prior to the meeting.

1. Recommendation on DSP: Do members recommend that the University endorse the DSP?

Votes:
- in favor: 2
- against: 7
- not voting: 1

2. Recommendation component parts of the DSP: Do members recommend

   a. Limiting most university production to factories which are designated and monitored by the WRC and produce primarily the university logo goods?

   Votes:
   - in favor: 3
   - against: 6
   - not voting: 1

   b. Changing the “Compensation” provision of the University’s Code of Conduct from “…that wages and benefits for a standard working week meet at least legal minimum standards and industry averages, whichever is greater…” to requiring a “living wage?”

   Votes:
   - in favor: 0
   - against: 6
   - abstain: 2
   - not voting: 2
c. Changing the “Freedom of Association” provision of the University’s Code of Conduct from “Licensees shall recognize and respect the right of employees to freedom of association and collective bargaining…” to requiring that workers “…must be represented by a legitimate, representative labor union or other representative employee body?”

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<th>Votes</th>
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<tr>
<td>in favor: 3</td>
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<td>against: 3</td>
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<tr>
<td>abstain: 2</td>
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<tr>
<td>not voting: 2</td>
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3. **Recommendation on upgrading code enforcement standards/oversight.**
   Do members recommend that the University work with other universities, licensees, and other stakeholders to upgrade code enforcement standards and oversight of licensees as part of the licensing process?

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<td>in favor: 8</td>
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<td>against: 0</td>
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<tr>
<td>not voting: 2</td>
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The chair proposed draft language for recommendations, based on the outcomes of these votes. The chair will circulate a draft report to the President, with the goal of having a report ready by Monday.

The chair thanked the committee for their work this year.