Attending: Kristen Ablauf, Jason Bates, Steven Brunn, Sioban Harlow, Marian Krzyzowski, Greg Marquis, Ana Quinones, Steven Ratner, Larry Root (chair), Brian Talbot, Ada Verloren (staff to committee). Gregg Nebel of adidas also participated in the meeting.

1. Approval of minutes
   The committee approved the minutes of the October 30 meeting.

2. New contract language
   The revised addendum to the CLC standard license includes the following new section regarding reporting requirements for U-M:

   Reporting Requirement. Throughout the term of the License Agreement, Licensee agrees to comply with the University’s Code of Conduct and to ensure that all suppliers also comply with the Code. Licensee agrees to document the nature and extent of all activities that it undertakes to ensure its compliance with the Code of Conduct. The University may request information at any time during the term of the License Agreement concerning the Licensee’s monitoring of its compliance with the Code of Conduct. Licensee will be expected to forward all requested information to the University in a timely manner at the Licensee’s expense. Information received shall be treated as confidential, within the legal limits of confidentiality as may be required by open records laws of the State of Michigan. Failure to comply with this condition to the License Agreement could result in the suspension or cancellation of License Agreement. This requirement does not constitute an exception to or substitute for any requirements set forth by the FLA or any other contractual requirement for licensees.

   This revised language is considered effective for each licensee upon their receipt of the email notification, and not on each licensee's renewal date.

   To the knowledge of the committee, UM is the only university so far to require licensees to document all monitoring and compliance activities.

3. FLA's enhanced licensee program
   Several questions were raised regarding the FLA’s enhanced licensee program. How many of UM’s licensees are Category C licensees and how many of them are participating in the FLA’s pilot program? Would UM be able to ask all its Category C licensees to participate voluntarily in the FLA’s information gathering? Would the FLA’s system be open to all UM’s Category C licensees? How soon will the committee be able to get specific examples of what information UM will be getting from the FLA?

   The committee would like information on how many of UM’s licensees are participating in the FLA’s program. It will look at the licensees who have been invited to participate in the FLA’s program and send a note to companies who declined to participate, encouraging them very much to participate.

4. New Era
   The committee discussed conflicting information regarding New Era’s alleged race discrimination, gender discrimination, and violations of freedom of association. Recognizing that there was no request at this point for universities to take any action, the committee felt that it had no clear impression of what the issues were and needed more information. Were the workers in the process of negotiating or re-negotiating a contract? Is there a NLRB case pending? When did the issues come about? Has a third party complaint been filed at the FLA?

   The committee decided to ask the WRC for more information and a timeline.

5. Gregg Nebel: adidas’ CSR program
   Gregg Nebel, adidas Group Head of Social and Environmental Affairs for the Americas, addressed the committee. He talked about adidas' compliance program -- how it operates, what is going well, challenges to having adequate standards in supplier factories, and strategies for improving compliance.

   Gregg Nebel also participated in an open meeting that evening (7:30-9:00) during which he provided a similar overview of adidas' compliance program.

The committee will meet next on December 11 (1:00 -2:30 p.m.).