THE PRESIDENT'S ADVISORY COMMITTEE ON
LABOR STANDARDS AND HUMAN RIGHTS

MINUTES
February 14, 2012, 8:30-10:00am
Palmer Boardroom #4

Attendance: Kristen Ablauf, Ravi Anupindi, Charles Clark, Jim Gannon, Siobán Harlow (Chair), Allen Hicken, Peter Jacobson, Dennis Poszywak, Marisol Ramos, Monica Shattuck, Nancy Vander Kuyl (staff to committee), Guest: Stan Bies (Associate General Counsel)

Committee business
Committee confirmed the additional meeting date of March 6. Gregg Nebel, adidas Group (Social and Environmental Affairs), will join by conference call. April 12 will be a regularly scheduled meeting. Both will be from 8:30-10am, Palmer Commons Boardroom.
Committee reviewed and approved the minutes from previous meetings.

Monitoring and Compliance
Chair welcomed Stan Bies, Associate General Counsel. Committee reviewed the contract and the Code of Conduct. Questions centered on the definition of wages and benefits and if the University of Michigan (UM) can require adidas Group to pay severance to the PTKizone factory workers. SBies outlined the general terms of the contract with adidas Group and their legal obligations with respect to paying severance. The Chair argued that the Code of conduct requires that the licensees be responsible for all terms throughout its supply chains. In all other settings, there is an expectation of remediation.

Committee agreed that revisions need to be made to the Code of Conduct to harmonize with current practice in the field.

Meeting adjourned