



Santa J. Ono  
President

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October 20, 2023

Members of the U-M chapter of United Students Against Sweatshops:

I am writing with an update in response to your letters addressed to me from March 9, 2023 and October 2, 2023 regarding alleged labor violations at the Hong Seng factory in Thailand, which produces collegiate apparel for one of U-M's primary licensing partners, Nike.

As you know, I asked the President's Advisory Committee on Labor Standards and Human Rights (PACLSHR) to examine the issues raised within your letters and to make a recommendation to me regarding potential next steps to be taken by the university. After months of research and discussion by the committee, which included direct engagement with Nike, the Worker Rights Consortium (WRC), and U-M's Office of General Counsel, the committee recently made their formal recommendation, which is enclosed.

In response to the committee's recommendation, I am asking my Office of General Counsel to communicate directly with Nike to urge them to comply with the committee's recommended actions. I view this as the next logical and meaningful step in this process.

The University of Michigan continues to be dedicated to the continued improvement of labor standards and human rights in the global supply chain. Although it can take time to make progress on these sorts of complicated issues, I am committed to continue our engagement with Nike to try and move towards a more just resolution. Thank you again for raising this important issue.

Sincerely,

A handwritten signature in black ink that reads 'Santa J. Ono'.

Santa J. Ono  
President