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No Sweat U

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**No Sweat U
Labor Standards and Codes of Conduct**

A forum for the collegiate trademark industry where participants - universities, colleges, students, licensing companies, and licensees - can explore joint strategies for developing and implementing codes of conduct to prevent labor abuses.

School and team apparel is a \$2.5 billion retail business. The industry and colleges want products bearing identifying names to be manufactured in a way that does not violate workers' human rights.

The reception is made possible by generous donations from The Collegiate Licensing Company, Duke University, The University of Arizona, Georgetown University, University of Illinois, The University of Michigan, New York University, The University of North Carolina - Chapel Hill, The Pennsylvania State University, and University of Wisconsin.

*The Secretary of the Smithsonian Institution
The United States Secretary of Labor
and
The Director of the National Museum of American History
cordially invite you to a reception and symposium*

*No Sweat U: Labor Standards and Codes of Conduct
and a viewing of the exhibition*

*Between a Rock and a Hard Place:
A History of American Sweatshops, 1820 - Present*

*on Monday, October 5
from 7:00 to 9:00 p.m.
National Museum of American History*

*The symposium follows
on Tuesday, October 6
from 9:00 a.m. to 3:30 p.m.
Carmichael Auditorium
National Museum of American History
Fourteenth Street and Constitution Avenue, NW
Washington, DC*

*R.S.V.P. by September 26
to The Smithsonian Institution
c/o Deborah Moore, CLC, at 770/956-0520
Marti Hale, ACLA, at 540/251-3748*

Draft

as of 09/23/98 12:45 PM

**United States Department of Labor and the Smithsonian Institution's National
Museum of American History**

No Sweat University: Labor Standards and Codes of Conduct

October 6, 1998

Agenda

9:00 am **Opening – Smithsonian official (Spencer Crew or Dennis O’
Connor) provost or head of Museum of American History)**

9:10 am **Secretary Herman – remarks**

9:20 am **Video**

9:30 am **Panel begins**

Topic: Why are we here? Framework/landscape of industry

Moderator: Secretary Herman.

Potential panelists:

- University/college president (University of Michigan?)**
- A history of sweatshops: Peter Liebhold, Smithsonian**
- Tico Almeida, student at Duke University**
- Doug Cahn, Reebok**

***Note: There may be a representative from the AFL/CIO on this panel.**

11:00 am **Panel ends**

11:00 am **Break**

11:20 am

Creating Codes of Conduct: Case Studies

Moderator: John Wiley, Provost, University of Wisconsin

Potential panelists:

- AIP Code of Conduct: Jon Rosenblum
- Business Perspective: Nike?
- Xochitl Marquez, student at UCLA?
- Jim Wilkerson, Duke University
- Case study: Sister Gallagher, Marymount?

12:40 pm

Lunch

2:00 pm

Panel #3 - A Call to Action

Moderator Peter Likins, President, University of Arizona

Potential panelists:

- Knart?
- Mike Posner, Lawyers' Committee for Human Rights
- Eric Brakken, student, University of Wisconsin?
- UNITE - Ann Hoffman?

3:20 pm

Panel ends

Closing remarks: (10 minutes)

- Deputy Secretary Kitty Higgins

3:30 pm

Forum closes

FAX TRANSMITTAL SHEET

Wage and Hour
 U.S. Department of Labor
 200 Constitution Avenue, NW
 Suite S3502
 Washington, DC. 20210

From Suzanne Seiden

Phone: (202) 693-0051

Fax: (202) 219-4753

Email address: sbs@fenix2.dol-esa.gov

Date: 10/5/98

To: Melissa Green

Fax: 456-2878

Number of pages including cover sheet: _____

Notes: Info on No Sweat U

- ① Fact sheet on No Sweat U
- ② Program Agenda for Oct. 6th
- ③ Secretary Herman oped on sweatshops
- ④ Brochure on Smithsonian Sweatshop exhibit

* Later I will fax suggested outline for remarks,
 Shanne Seiden



NO SWEAT INITIATIVE Fact Sheet

In the fashion world, you either follow trends or you set them. The college and university community is setting a trend by joining the fight against sweatshops – demanding that their institutions develop and implement codes of conduct so their school and team merchandise is not made in sweatshops. They are joining others who are partnering with the Department to relegate sweatshops to the history books.

Background

The ugly stain of sweatshops in America (and around the world) still exists nearly 100 years after the famous Triangle Shirtwaist Company fire in New York City where 146 garment workers lost their lives. Today, three years after Thai immigrants were discovered in a California sweatshop forced to work in slave-like conditions for less than 70 cents an hour, a survey of garment shops in Los Angeles still found that 60 percent of the sewing shops were violating this nation's most fundamental labor law. A similar lack of compliance exists in New York City.

With its "No Sweat" four-pronged strategy, the U.S. Department of Labor is working hard to eliminate sweatshops in this industry which employs approximately one million workers in some 22,000 garment sewing and cutting shops. But the government cannot do it alone. Government, retailers, manufacturers, licensees, universities, students, unions, consumer groups, human rights groups and every concerned American must move in a new direction and move forward together to make sure that sweatshops are part of our past, and not part of our present or future.

About "No Sweat University"

America's garment industry today grosses \$45 billion a year with university-licensed products generating \$2.5 billion in retail sales. This is a huge market with school and team apparel that is readily identifiable.

The "*No Sweat University: Labor Standards and Codes of Conducts*" forum will provide the university licensing community and others the tools and information they need so that merchandise bearing their school name or logo is not stained by sweatshop labor. The "No Sweat University" is a new and innovative partnership to foster real and lasting change to end sweatshops.

The U.S. Department of Labor “No Sweat” Strategy

Enforcement

The department's Wage and Hour Division conducts targeted enforcement sweeps in major garment centers and conducts investigation-based compliance surveys to determine the level of compliance with labor laws. During the Clinton administration, the department has recovered nearly \$17 million in back wages for more than 51,000 garment workers.

The U.S. Department of Labor has only 950 investigators to protect the rights of garment workers and another 110 million employees in 6.5 million workplaces. Enforcement, alone, cannot begin to address problems rampant in the garment industry. Partnership, education and recognition are also critical components in our effort to eradicate sweatshops.

Partnership

The U.S. Department of Labor has established partnerships with the states of California and New York, national religious leaders and the socially responsible investment community, consumer groups, unions, the academic community and many other organizations and individuals to join in the battle to combat sweatshops.

Participants in the Apparel Industry Partnership – unions, human rights activists and the garment industry – have developed and will follow a code of conduct, company obligations and principles of independent external monitoring.

Education

Through forums, seminars, public service announcements and our Internet web page (www.dol.gov), the department's ongoing education campaign informs workers of their rights; contractors of their obligations to pay minimum wage and overtime; manufacturers on effective monitoring programs; retailers on policies to ensure the goods they sell are not made in sweatshops; and consumers on how they can fight sweatshops.

In addition, the department publishes quarterly the results of its enforcement activities reporting on the contractor shops found in violation of labor law and the manufacturers contracting with those shops.

Recognition

The department is working with and encouraging the industry to develop recognition programs to highlight best practices for others to follow.



NO SWEAT INITIATIVE

Fact Sheet

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**NO SWEAT UNIVERSITY:
LABOR STANDARDS AND CODES OF CONDUCT**

**U. S. Department of Labor and the
Smithsonian Institution's
National Museum of American History**

October 6, 1998

9:00 am

Opening
Spencer Crew
**Director, Smithsonian Institution's National Museum of
American History**

9:10 am

Keynote Address
Alexis M. Herman
U.S. Secretary of Labor

9:20 am

Video

9:30 am

Why are we here? Framework/landscape of industry
Moderator: Secretary Alexis Herman.

- Peter Liebhold, Curator, Smithsonian
- Sister Gallagher, President, Marymount University
- Tico Almeida, Student, Duke University
- Doug Cahn, Director of Human Rights Programs, Reebok
- Linda Golodner, President, National Consumers League

10:30 am

Break

- 11:00 am **Creating Codes of Conduct**
Moderator: John Wiley, Provost, University of Wisconsin
- Jonathan D. Rosenblum, Esq.
 - Brad Figel, Director of Governmental Affairs and International Trade Counsel, NIKE, Inc.
 - Xochitl Marquez, Student, UCLA
 - Marti Hale, President, Association of College Licensing Administrators
 - Bruce Siegel, General Counsel, The Collegiate Licensing Company
- 12:30 **Lunch**
- 1:30 pm **Remarks**
Congressman George Miller
- 1:45 pm **A Call to Action**
Moderator: Peter Likins, President, University of Arizona
- Robert O. Keohane, Ph.D., James B. Duke Professor of Political Science, Duke University
 - Eric Brakken, Student, University of Wisconsin
 - Dale Apley, Vice President, Kmart
 - Mark Levinson, UNITE
 - Michael Posner, Executive Director, Lawyers' Committee for Human Rights
- 3:15 pm **Closing Remarks**
Kathryn O. Higgins
Deputy Secretary of Labor
- 3:30 pm **Adjournment**

**SECRETARY OF LABOR
WASHINGTON**

October 6, 1998

Dear Fashion Industry Forum Participants:

It is a pleasure to welcome you to Washington, D.C. and the Smithsonian Institution's National Museum of American History for No Sweat University: Labor Standards and Codes of Conduct. I am delighted that you are able to participate in this first-of-its-kind forum.

Today's presentations will provide you with a unique opportunity to explore strategies for developing and implementing codes of conduct to prevent labor abuses of workers making college and university apparel and other merchandise. Your involvement sends a clear signal to the academic community and countless others that merchandise bearing your school name or logo will not be stained by sweatshop labor.

Throughout the history of our country, the energy, enthusiasm and activism of the academic community--from student to college presidents--has made a real and significant impact in so many social justice efforts. Now is the perfect time for the battle against sweatshop labor in the garment industry to get "the old college try."

I hope that you find No Sweat University to be rewarding, informative and productive.

Sincerely,



Alexis M. Herman

WORKING FOR AMERICA'S WORKFORCE

BETWEEN
A
ROCK
AND A
HARD
PLACE

a history of
American
Sweatshops
1820 - Present

An Exhibition at the
National Museum of American History
Smithsonian Institution
Washington, D.C.

December
April 22 - ~~October~~ 30, 1998

a sweatshop is more than just a metaphor for a lousy job. Although there is no single, precise definition, it generally refers to a workplace where relatively unskilled workers toil long hours for meager pay in unhealthy and unsafe conditions.

The term "sweatshop" was first used in the late 19th century to describe working conditions in some parts of the tailoring trade, but sweatshops exist in other industries as well.

The forces that promote sweatshop production have always been varied. Greed and opportunism create some sweatshops; others stem from competitive pressures. Understanding why sweatshops persist today means exploring issues of global competition, government regulation, immigration, business practices, and racial, ethnic, and gender discrimination.





1820–1880: The Seamstress

Impoverished seamstresses were familiar figures in early 19th-century American cities—they filled the needs of an expanding garment industry. Working at home, seamstresses stitched bundles of pre-cut fabric into clothing worn by Southern slaves, Western miners, and New England gentlemen.

A dressmaker produced an entire garment and could earn a decent wage. Seamstresses, however, were poorly compensated for work that was both physically demanding and unpredictable. Paid by the piece, seamstresses worked 16 hours a day during the busiest seasons, but their income rarely exceeded bare subsistence. Making matters worse, shop owners were notorious for finding fault with the finished garments and withholding payment. Seamstresses often relied on charity for survival—their own and their families'.



Library of Congress



1880–1940: Tenement Sweatshops

In many cities, recent immigrants converted small apartments into contract shops that doubled as living quarters. Fierce competition among contractors for work and immigrants' desperate need for employment kept wages down and hours up.

As miserable as this work was, it provided many new arrivals with a transition into American society and a more prosperous future. Some immigrants who began working in small shops eventually owned large clothing firms. Others succumbed to disease, malnutrition, and exhaustion, and never found the path from tenement sweatshop to a better life.



Library of Congress



Dani Steele

She Just Made You The Shirt Off Her Back

Readers might see the same old, old story about the sweatshops that produce the clothes we wear. But this time, the story is about the people who make the clothes. It's about the people who work in the sweatshops. It's about the people who are paid so little that they can't even afford to buy the clothes they make. It's about the people who are treated like machines. It's about the people who are treated like slaves. It's about the people who are treated like the shirt off their backs.

NO

U.S. Department of Labor
2000

Department of Labor

1940–Present: The Resurgence of Sweatshops

The number of sweatshops dwindled during World War II and the decade after, but increased again in the late 1960s. A combination of forces at home and abroad contributed to their reappearance: changes in the retail industry; a growing global economy; increased reliance on contracting; and a large pool of immigrant labor in the United States.

Sweatshops in the clothing industry still attract most of the attention from the government, the public, and the media, although, as in the past, similar conditions persist in a variety of industries.

How Do Sweatshops Fit Into Global Production?

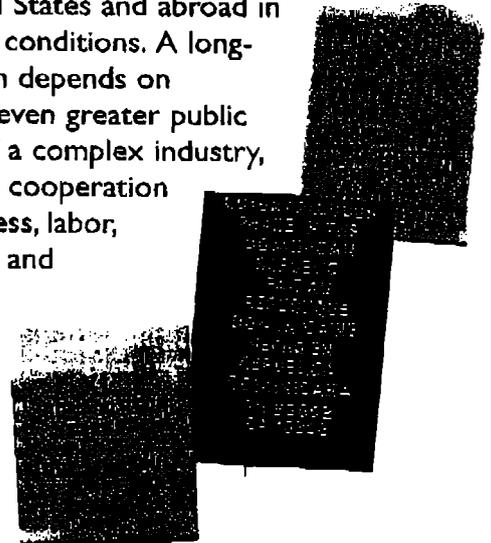
In the United States, sweatshops produce garments for the domestic market, primarily items that require short delivery times. These clothes often are indistinguishable from garments produced in legal shops and can be found in stores ranging from discount houses to fashionable boutiques.

Foreign sweatshops are harder to define. Widely varying standards of pay and workers' rights make it difficult to compare practices in the United States with those in other countries.

There is no agreement as to the percentage of garments sold in the United States today that are produced in sweatshops. These numbers vary depending on the perspectives and agendas of those involved.

Good Industry Practices Garments do not have to be produced in sweatshops. Today good quality, reasonably priced clothing is being made

in the United States and abroad in safe working conditions. A long-term solution depends on encouraging even greater public awareness of a complex industry, and fostering cooperation among business, labor, government, and consumers.



For Further Reading

- Eileen Boris and Cynthia R. Daniels, eds.
Homework: Historical and Contemporary Perspectives on Paid Labor at Home.
 University of Illinois Press, 1989.
- Leslie Burns. *The Business of Fashion: Designing, Manufacturing, Marketing.* Fairchild Publications, 1997.
- Nancy L. Green. *Ready-To-Wear and Ready-To-Work: A Century of Industry and Immigrants in Paris and New York.* Duke University Press, 1997.
- Leon Stein, ed. *Out of the Sweatshop: The Struggle for Industrial Democracy.* Times Books, 1977.
- Roger D. Waldinger. *Through the Eye of the Needle: Immigrants and Enterprise in New York Garment Trades.* New York University Press, 1989.

National Museum of American History

The Museum is located at 14th St. and Constitution Ave., N.W., Washington, D.C. Hours are 10 a.m. to 5:30 p.m. daily; closed December 25. Admission is free. Museum exhibition areas, performance spaces, and most restrooms accommodate wheelchairs. For further information call 202-357-2700 (voice) or 202-357-1729 (TTY).

The exhibition has been made possible in part by Kmart Corporation, National Retail Federation, and the Union of Needletrades, Industrial and Textile Employees (UNITE).

All images are from the Smithsonian Institution unless otherwise noted.

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