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# NATIONAL LABOR COMMITTEE

IN SUPPORT OF WORKER AND  
HUMAN RIGHTS

CO 054

275 Seventh Avenue, 15th Floor  
New York, NY 10001  
Tel: 212-242-3002  
Fax: 212-242-3821  
www.nlcnet.org

NRW

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C. Scully

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*Executive Director*  
**Charles Kernaghan**

September 17, 1998

The Honorable President William J. Clinton  
The White House  
1600 Pennsylvania Avenue, NW  
Washington, DC 20500

Dear Mr. President:

Your leadership in the ongoing struggle to end child labor and sweatshop abuses is urgently needed.

A recent National Labor Committee delegation investigating free trade zones in Central America found widespread violations of human rights in factories sewing garments for export to the United States.

In particular, we were shocked to discover upscale **Liz Claiborne** clothing being sewn in El Salvador by young women forced to work under harsh conditions. Liz Claiborne garments are being sewn at three factories in El Salvador owned by a Korean company, **Doall**, which has worked under contract with Claiborne since 1992.

Throughout the entire period that Liz Claiborne has co-chaired the **White House Task Force**--which you instructed to establish verifiable human and labor rights and living wage standards to eliminate sweatshop abuses--Liz Claiborne garments have been produced at Doall factories, where there are serious, ongoing and systematic violations of fundamental human and worker rights.

Liz Claiborne clothing continues to be made under the following abusive sweatshop conditions:

- \* **Forced overtime**--13-to-15-hour work shifts; seven days a week; mandatory all-night shifts; 85 to 92 hours a week;



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- \* ***Below-subsistence wages*** of just **60 cents** an hour--which meets ***only half*** of what it costs for a family to survive in “relative poverty,” and only **27 percent** of what is necessary to live poorly, but with a modicum of decency;
- \* ***Working mothers and their children living in misery***, unable to afford even milk, or vitamins for their infants, who are raised on coffee;
- \* ***Pregnancy tests***--new workers testing positive are immediately fired;
- \* ***Humiliation*** of bathroom visits being closely monitored and limited to twice per day, and screaming and cursing at the sewing operators to work faster;
- \* ***Denial of access to health care***--mothers denied sick days even when their children are seriously ill, and permission to use the Social Security health clinic is nearly always denied;
- \* ***Fear, intimidation and firings***--On August 5, one week before our delegation arrived, 18 workers at Doall were illegally fired for daring to protest being again forced to work overtime on an important national holiday, the feast of El Salvador’s patron saint. There were also rumors that a union was being organized, so Doall management immediately fired anyone suspected of harboring union sympathies.

***This is at least the fifth time an attempt to organize a union at Doall to defend the rights of the workers has been crushed through illegal firings;***

- \* ***Enormous exploitation***--the women at Doall are paid just **84 cents** for every **\$194 Liz Claiborne** jacket they make, which means that their wages amount to only **4/10ths of one percent** of the sales price of the garment.

Nor are these violations at Doall an isolated case. Free Trade Zones, assembling goods for export to the United States, are booming in El Salvador. El Salvador is now the eighth largest exporter of apparel to the United States worldwide. There are 60,000 maquila workers--mostly young women--sewing apparel for the U.S. market. Yet, ***there is not one single functioning union with a contract in the entire industry.*** The right of freedom of association and to bargain collectively--among the most fundamental internationally recognized worker rights--are being flagrantly and systematically violated in El Salvador. This is abundantly clear to even children on the street.

This situation in El Salvador, as well as recent documentation regarding abusive sweatshop conditions at Liz Claiborne contractors in China and the Northern Mariana Islands, clearly demonstrates that new initiatives and concrete steps are necessary in the struggle to establish respect for fundamental human and worker rights.

**I urge you, Mr. President, to request that the White House Task Force support the People’s Right to Know, calling for full public disclosure of the names and addresses of the factories around the world that manufacture the garments and shoes we purchase. This, of**

course, mirrors the very important Right to Know initiatives your Administration has used so successfully to protect our environment.

Liz Claiborne and the other companies on the White House Task Force could become true industry leaders by publicly releasing the list of factories they use around the world. The American people have the right to know in which countries and factories, under what human rights conditions, and at what wages the products we purchase are made.

Secondly, the sub-subsistence wages under which Liz Claiborne clothing is being produced in El Salvador demonstrate the need for the White House Task Force to seriously adopt a living wage policy, tying wage rates to what is necessary for a family to survive, even poorly, but with a modicum of decency. How can companies claim to be producing their clothing under decent conditions when they are paying 60 cent-an-hour wages? For example, a respected research non-governmental organization in El Salvador places a living wage at just **\$1.18** an hour. If Liz Claiborne and its contractor in El Salvador paid the **\$1.18** an hour living wage, the labor cost to sew a \$194 Liz Claiborne jacket would still only be **\$1.66**, or just 9/10ths of one percent of the sales price. This could easily be afforded by Liz Claiborne and other American companies, and would go a long way toward helping to end the misery endured by these workers and their families, while allowing Salvadoran workers to earn enough money to purchase goods made in the United States.

The ongoing violations at Liz Claiborne's contractor's factories in El Salvador demonstrate once again that the only way to credibly verify human and worker rights conditions is to open these factories to inspection by local, respected religious, human and labor rights and women's organizations. It is time to throw open the locked factory gates and remove the barbed wire and armed guards, and to let in the light of day.

Carrying out these concrete, very reasonable initiatives is essential if the White House Task Force is to carry out the charge you issued more than two years ago.

It is important to be very clear. We do not support Liz Claiborne's pulling out of El Salvador, which would be the worst thing the company could do. Rather, the Liz Claiborne company should commit to work with its contractor to guarantee that Doall's factories strictly adhere to all Salvadoran laws, as well as to internationally recognized worker rights.

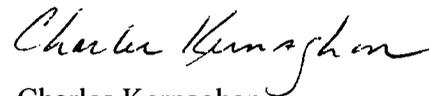
Finally, while the government of El Salvador and other governments of the region are lobbying very hard for CBI-Parity, it would be very important to clarify to these governments that for CBI-Parity to become a reality, internationally recognized human and worker rights must be concretely adhered to, including the rights to freedom of association and collective bargaining.

The delegation the National Labor Committee led to Central America was made up of students representing eight universities across America. These students are the best and brightest, both academically and for their genuine commitment to human rights and social justice. They are leaders in the student movements to make their universities "sweat-free"

through establishing codes of conduct conditioning all university purchasing on respect for human and worker rights, and a living wage. Their student movement is one of the most exciting developments in decades in the struggle to defend human rights. Surely, they represent the best of our future. With your help, they are anxious to move forward.

Thank you for your leadership to rid the earth of the scourge of child labor and sweatshop abuses.

Sincerely,



Charles Kernaghan  
Executive Director

Attachment: Report on Liz Claiborne / Doall in El Salvador

cc: Secretary Alexis Herman, Department of Labor  
Roberta Karp, Vice president and general counsel, Liz Claiborne  
Co-chair, White House Task Force

★  
**National Labor Committee**  
Education Fund in Support of  
Worker and Human Rights  
In Central America

September 17, 1998

275 7th Ave.  
New York, NY 10001  
Phone: 212-242-3002  
Fax: 212-242-3821

## Liz Claiborne / Sweatshop Production in El Salvador

Upscale **Liz Claiborne** suit and sport jackets (selling for **\$194**), pants and skirts are being sewn under contract at **Doall** factories in El Salvador.

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**Doall Enterprises, S.A. de C.V.**  
**El Salvador**

- ▶ **Doall #1**, Progreso Free Trade Zone
- ▶ **Doall #2** and **#3**, San Marcos Free Trade Zone

**Doall** is a Korean-owned company, with at least three maquila--or, assembly--factories in El Salvador, all of which sew clothing under contract for **Liz Claiborne**. Over **2,500** mostly young women work in Doall's three plants, two of which are located in the San Marcos Free Trade Zone, with the other in the Progreso Industrial Park. Other major labels sewn by Doall include **Leslie Fay**, **Chaus** and **Ann Taylor**.

Doall is a longstanding Liz Claiborne contractor, sewing Liz Claiborne garments since 1992.

**No visitors** are allowed at the Doall factories, which operate behind locked metal gates, barbed wire and heavily armed guards.

In August and September 1998, the National Labor Committee arranged several meetings in safe locations with Doall workers, who provided the following information on factory conditions. The workers were very afraid, explaining they could be fired for speaking to us. The National Labor Committee has been tracking conditions at Doall since 1995, at which point we informed Liz Claiborne of the numerous serious violations. The company took no real action.

The latest shipping records available show Doall sending 5,859 jackets and skirts to Liz Claiborne in California on July 2, 1998.

In Macy's in New York City, **100 percent** of Liz Claiborne's men's sport coats were made in El Salvador, while the Liz Claiborne store on Fifth Avenue carries three styles of women's suits, skirts and pants made in El Salvador.

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## Doall Factory Conditions (Summary)

*Systematic and widespread violation of basic human and worker rights.*

- 13-to-15-hour workshifts; 85-to-92-hour work weeks.
- **Forced Overtime**--often from 6:45 a.m. to 10:30 p.m.--mandatory all-night shifts; working seven days a week. Typically, one worker had just three days off in a nine-month period. Workers complain that their feet swell up due to the excessively long hours--most take a "No Doze" stimulant to stay awake.
- **60-cent-an-hour wages:** The 60-cent-an-hour wage is well below subsistence levels, meeting only **51 percent** of the basic basket of goods necessary to survive in relative poverty, and only **27 percent** of what it would cost to live poorly, but with a modicum of decency (though, of course, without luxuries or savings.)
- **Pregnancy Tests**--New workers are tested and fired if they are pregnant.
- **Bathroom visits** are strictly monitored, and limited to two uses per day.
- **No sick days** are given, even to a mother whose child is seriously ill. Permission to use the Social Security health clinic is almost never granted.
- **High production goals**, which are arbitrarily raised; pressure to meet those goals. Supervisors yell and curse at the workers.
- **Fear and intimidation**--At the first sign of a grievance the leaders are fired. At the mere hint of a union, those suspected are immediately, and illegally, fired.
- On August 5, **18 workers were fired** for daring to protest being forced to work overtime on a major national holiday--also, Doall suspected these workers might attempt to organize a union.
- At least **five organizing drives at Doall factories have been crushed with illegal firings.**

- **No worker had heard of the Liz Claiborne Code of Conduct**--and certainly no explanation was ever given to the workers regarding their basic rights that the code is supposed to guarantee. Visits by North American company representatives are staged events. The factory is cleaned ahead of time. Workers are pre-chosen by Doall managers to speak with the North Americans. No attempt has ever been made to meet with workers in a safe location, where they would be free to speak.
- **Enormous Exploitation**--The young Salvadoran women at Doall are paid just **84 cents** for every **\$194** Liz Claiborne jacket they sew! The sewers wages equal just **4/10ths of 1 percent** of the sales price of the Liz Claiborne jacket.

## Doall Factory Conditions / Liz Claiborne, El Salvador

### **Hours / Forced Overtime:**

- 13-to-15-hour shifts
- Seven-day work week
- 85 to 92 hours a week

### **All overtime at Doall is obligatory**

Failure to remain for overtime results in a one or two-day suspension without pay, and the loss of the "attendance bonus" or seventh day's pay--resulting in a loss of up to three days' desperately needed wages. After two or three such punishments, the worker is illegally fired.

### **A Seven-Day Work Week: Monday through Sunday**

- **Monday through Friday: 6:45 a.m. to 7:00 or 8:00 or 10:30 p.m.**
- **Three days a week** several departments are forced to work until **10:30 p.m.** This always includes the pressing, packing, cleaning, inspection and hand sewing departments, totaling over 100 workers. Depending upon the order--or label--which is being rushed, specific production lines will also be required to stay.
- **Saturday--6:45 a.m. to 5:00 p.m.**--However, it is not uncommon for the Doall employees to be forced to work right through Saturday night, only getting out at **5:00 a.m. Sunday morning**--after a more than **22-hour shift**. This was the case in August 1998.

- **Sunday--6:45 a.m. to 4:00 p.m.**

This means the workers are at the Doall factory between **85 and 93 hours a week**.

- Officially, the workday begins at 7:00 a.m., but Doall requires the women to be at their work stations at **6:45 a.m.** for a production meeting--for which they are not paid.
- There is a **one-hour lunch break** from noon to 1:00 p.m. During rush periods Doall management cuts this back to just **half an hour**. The workers say they are forced to “give the company a gift.”
- There are **no other breaks** during the day until the supper break from **6:30 to 7:00 p.m.** (The company gives the workers 10 colones--\$1.14--to purchase a sandwich of beans, cheese and jam.) This means that actual time worked each week would be between 76 and 84 hours.
- Regarding obligatory overtime, Doall managers simply tell the workers, ‘we have to get a shipment out on this date, and if we miss it, the company will be fined thousands of dollars--so we have to stay to finish it.’
- Between April and December 1997, one Doall worker we interviewed had only had **three days off** during the entire nine-month period!
- Doall workers frequently bring bags to work with changes of clothing when they know they will be working to 10:30 p.m. Workers who live far from the factory are housed five to a hotel room.
- Working these long hours, many of the women, especially in the pressing and cleaning departments where they are standing all day, have problems with their feet swelling up. They are given pills, but they have not helped.
- Many of the workers take a form of “No Doze” (*Sin Sueño*) which they either purchase or are given by the supervisors, in order to stay awake during these long hours.

## Wages

- **60 cents an hour**
- **Below subsistence**--meeting only *half* the cost necessary to live in relative poverty, and only **27 percent** of the cost to live poorly, but with decency.

The base wage at Doall is **60 cents an hour**.

- **60¢** an hour (5.25 colones)
- **\$4.79** a day (42 colones)
- **\$33.56** a week (294 colones--that is, if the 7th day attendance bonus is paid)
- **\$145.43** per month (1,274 colones)
- **\$1,745.20** per year (15,280 colones)

*(Note: There are 8.76 colones to \$1.00 U.S.)*

No one can live on these wages, which are well below subsistence levels.

A very respected Salvadoran non-governmental research organization, the **National Foundation for Development, FUNDE** (*Fundación Nacional para el Desarrollo*) has extensively documented this.

FUNDE establishes that the Basic Basket of Necessities, including the food, goods and services required by the average sized Salvadoran family (4.3 people) to survive in “relative poverty” would cost **\$287.21** (2,516 colones) per month. This means that the base wage at Doall meets only **51 percent** of a family’s basic survival needs. ( $\$145.45 \div \$287.21 = .5063$ ).

In order for a family to live poorly, but with a modicum of decency--though of course without luxuries or savings--FUNDE documents that a family would need to spend **\$540.98** (4,739 colones) on basic necessities each month. So the base wage at Doall meets only **27 percent** of the cost to live poorly, but with dignity ( $\$145.45 \div \$540.98 = .2688$ ).

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It is common sense and easily demonstrated that the wages paid to the Doall workers for sewing Liz Claiborne garments are well below subsistence levels.

Just to get back and forth to work each day costs **80 cents** (7 colones), while a very modest breakfast and lunch--chili, beans, rice and tortillas--costs **91 cents** (8 colones) and **\$1.37** (12 colones). So getting to work and surviving costs **\$3.08**, leaving only **\$1.71** remaining out of your daily pay of **\$4.79**. Rent for two small rooms costs **\$80** a month (700 colones) which amounts to \$2.63 per day, which leaves the workers with less than nothing to survive on. Even the very cheapest daycare we heard of in El Salvador cost **68 cents** a day. What about water, utilities, clothing, food, school and medical needs for the workers families?

Many of the women workers at Doall told us they and their children go to bed hungry at night, often without eating. Or, if they can scrape together 28 cents, they can make a supper of eggs and tortillas. Meat is very, very rare.

Women sewing **\$194** Liz Claiborne jackets for 12 hours a day cannot afford even milk for their children, or vitamins. Nor can they afford to purchase new clothing-- "not even a piece of underwear" they told us. All they can buy for themselves and their children is second hand articles.

### **Enormous Exploitation**

*Women paid just **84 cents** for every **\$194** Liz Claiborne jacket they sew. Their wages amount to only **4/10ths of one percent** of the **\$194** sales price!*

**Sixty** workers on a production line have a daily quota of sewing **600** Liz Claiborne jackets. Working an 11 hour shift (from 6:45 a.m. to 7:00 p.m. with an hour for lunch) a sewing operator at Doall earns **\$8.40**. (Eight hours of regular time at 60 cents--\$4.80--and three hours overtime at \$1.20--\$3.60; \$4.80 + \$3.60 = \$8.40.)

The combined daily wages for all 60 sewers on the production line come to **\$504** (60 x \$8.40 = \$504.) These 60 sewers have a set quota and must complete 600 Liz Claiborne jackets a day, which sell in the United States for \$194. In one day, the production line produces \$116,400 worth of clothing for Liz Claiborne (600 x \$194 = \$116,400.)

So the actual sewing cost in the Liz Claiborne jacket is just **4/10ths of one percent** of the retail price, or just **84 cents**. ( $\$504 \div \$116,400 = .0043298$ ;  $.0043298 \times \$194 = \$.84$ )

The women in El Salvador earn just **84 cents** for every \$194 Liz Claiborne jacket they sew!

**Could Liz Claiborne and its contractor in El Salvador afford to pay a higher wage, a living wage? Very easily.**

According to FUNDE, the respected Salvadoran research NGO, a worker would need to earn **\$1.18** an hour in order to climb out of misery and into "relative poverty."

Could Liz Claiborne afford to pay **\$1.18** an hour to the women in El Salvador sewing its upscale clothing?

If they did so, the same 60 sewers on the production line would now earn \$16.57 for the 11-hour shift, and the combined daily payroll for all the workers would be \$994.31.

This means that there would now be **\$1.66** of labor cost to sew each **\$194** Liz Claiborne jacket, which still comes to only 9/10ths of one percent of the sales price.

If Liz Claiborne paid the low, but at least subsistence wage of \$1.18 an hour, Liz Claiborne and its contractor Doall would still control 99.1 percent of the sales price of the jacket. How could they not make their profit by holding only \$192.34 out of the \$194 sales price? It makes no sense, other than that greed is driving Liz Claiborne and Doall, since paying \$1.18 an hour would barely put a dent in their profits.

- ▶ The **60-cent**-an-hour wage at the Doall factory equals just **seven percent** of the average U.S. apparel wage of **\$8.42** an hour. ( $\$.60 \div \$8.42 = 0.07125$ ). Garment workers' wages in the U.S. are **14 times higher** than in El Salvador.
- ▶ In the United States, **10 percent** of the sales price of the garment accounts for labor cost. If the \$194 Liz Claiborne jacket was made in the U.S., the labor cost would be \$19.40. By moving production offshore, Liz Claiborne has nearly removed the cost of labor from the garment, from 10 percent down to 4/10ths of one percent, or just 84 cents.
- ▶ Despite the fact that Liz Claiborne's \$2.4 billion annual sales are nearly **40 percent** greater than the entire 1.75 billion budget of the government of El Salvador, Liz Claiborne and its contractor in El Salvador pay no taxes whatsoever--no corporate, income, tariff or even sales tax. It is as if El Salvador is forced to subsidize the giant Liz Claiborne Company.

## **Fear, Intimidation and Firings**

*Every attempt by the workers to organize to defend their rights has been crushed with illegal firings.*

On Wednesday, August 5, 18 workers were fired at Doall for daring to protest against being forced to work overtime on the following day, which was an important national holiday celebrating El Salvador's patron saint. There were also "rumors" that a union was being organized, so Doall management acted immediately to fire any suspected "ring leaders" or sympathizers. Every worker we spoke with reported that Doall would never accept a union and would immediately, and illegally, fire anyone they suspected of organizing.

In fact, at least five organizing attempts at Doall factories have been crushed over the years.

The workers are afraid and vulnerable. They feel the Ministry of Labor has done nothing to protect their basic legal rights, and can only conclude that Doall pays off the Labor inspectors.

Ernesto Aguilar, a San Marcos Free Trade Zone officer, is in charge of keeping the unions out of the free trade zone.

*(The right to freedom of association and collective bargaining is flagrantly and systematically violated in El Salvador. El Salvador is now the eighth largest exporter worldwide of apparel to the United States. There are more than 60,000, mostly young women workers in El Salvador, sewing garments for the U.S. market. Yet there is not one single functioning union with a contract in the entire industry.)*

### **Violations/Conditions**

- ▶ **Pregnancy tests:** Doall administers pregnancy tests to new workers. Nurses take blood and urine samples from the women, who are immediately fired if they test positive during a three-month “trial period.”
- ▶ **Monitoring bathroom Visits:** On average, there are five bathrooms for the women in each factory, which the workers say are very dirty. Supervisors closely monitor the number and duration of bathroom visits, which are limited to one or two uses per shift.
- ▶ **Heat and dust:** The workers say the plants are extremely hot--“steaming”--and that the factory air is heavy with dust, lint emitted from the cloth, which causes respiratory problems, rashes and skin allergies. They say the ventilation is poor.
- ▶ **Denial of health care:** Every worker confirms that Doall does not allow absences for any reason, even if a woman is sick or has a seriously ill infant at home. Also, when a worker seeks permission to visit the Social Security health clinic--which they must pay for through deductions in their wages--the request is almost always denied. If the worker is so sick that she goes to the clinic without permission, she is docked two days’ pay. Even pregnant women are denied access to the clinic.
- ▶ **Cheated on vacation time:** Many workers told us they were not given their full, legally mandated vacation period.
- ▶ **Unrealistic production quotas:** Doall sets the production quota very high, and when you reach the quota, the company arbitrarily raises it the next day. There is constant pressure on the workers to go faster, to meet the production goals. It is not uncommon for the supervisors to scream and curse at the sewing operators, “faster, you sons of whores.”

(Incentives are paid only to the supervisors, which guarantees that they will place enormous constant pressure on the workers to make their daily production quotas.)

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**No one had heard of the Liz Claiborne Code of Conduct:**

Only one worker we spoke with had ever seen the Liz Claiborne Code of Conduct. A badly xeroxed copy was hung in one of the bathrooms, but it soon disappeared. None of the workers were familiar with the code. No explanation had ever been given to the Doall workers regarding the content, or intent, of the Liz Claiborne Code--which is supposed to guarantee the human and worker rights of anyone producing Liz Claiborne products around the world. At Doall, Liz Claiborne's Code of Conduct is a sham.

All North American company representatives' visits to Doall are known in advance. The factory is cleaned, the bathrooms painted. The workers are told to wear their good clothes and shoes--e.g. no flip flops. Workers who might be called to speak with the North Americans are chosen in advance by Doall staff. Once in the factory, Doall's managers stay with the American visitors at all times, never leaving their side. The North Americans never speak randomly with the workers, and certainly **have never even proposed meeting with the workers in a safe location, away from the plant and the watchful eyes of the Doall managers.**

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**Liz Claiborne's Long Standing Relationship with Doall Dates back to 1992**

The Liz Claiborne Company's relationship with Doall is no fly-by-night arrangement, no Johnny-come-lately contractor, not the single "bad apple" that has temporarily slipped through Liz Claiborne's screening process, but would soon be brought in line with Liz Claiborne's Code of Conduct.

**Liz Claiborne has been producing clothing at Doall since July 1992.** In fact, the relationship was so close that it was Liz Claiborne that supplied Doall's first factory with all its sewing machines. A Liz Claiborne quality control officer was stationed full time at the Doall plant. Right through 1995, Liz Claiborne accounted for **100 percent** of Doall's production. Doall and Liz Claiborne were among the largest apparel exporters in Central America.

On March 22, 1996, the National Labor Committee wrote to Liz Claiborne's vice president and general counsel, Roberta Karp, alerting the company to serious, ongoing human and worker rights violations at Doall:

*At the Doall and Lido plants in the Progreso free trade zone, there are numerous, serious--and easily documented--human rights violations taking place. Overtime is excessive and obligatory, with normal daily workshifts extending to twelve hours, from 7:00 a.m. to 7:00 p.m. But when orders are urgent, it is not uncommon for Doall management to require the employees to work two 16-hour shifts each week. On Saturdays, the shift is from 7:00 a.m. to 4:30 p.m., which means the work week can vary between 69 and 77 hours.*

*Many of the workers at Doall are 15 and 16-year old minors. A very serious problem is that these young teenagers are also forced to work these long overtime hours and are prohibited from attending night school to complete their primary or secondary school educations. In El Salvador as in Honduras, it is illegal for a fifteen-year old to work more than six hours a day, or to work at night or on the weekends.*

*Doall workers testify to being screamed at, slapped, shoved and having the garments they are working on thrown in their faces by supervisors dissatisfied with their work. Talking during working hours is prohibited. Also, the workers need permission to use the bathroom, which is limited to two visits a day.*

*The most disturbing aspect of Doall is the fear. Armed guards are very visible. Every worker knows, for instance, that even being seen speaking with human rights representatives will get them fired. The mere rumor that any worker is interested in organizing a union will also lead to her immediate--and illegal--firing, without the required severance benefits.*

*In Doall, the Liz Claiborne code of conduct is not posted. The workers have never even heard of it.*

In October 1995, and again in February 1996, Bob Herbert in the *New York Times* and the Canadian Broadcasting Corporation both exposed and documented abusive conditions at Doall, including forced overtime, physical abuse, firing of pregnant women, starvation wages, and the complete denial of the workers' legal right to freedom of association.

Given this history, it is impossible to conclude otherwise--the Liz Claiborne Company was well aware of the violations at Doall, but failed to act to implement its own Code of Conduct or to bring Doall into compliance with Salvadoran labor law.

**For the past two years, while the Liz Claiborne Company co-chaired the White House Task Force/Apparel Industry Partnership, the gross human rights violations at Doall persisted unabated.**

Throughout this period, the Liz Claiborne company has refused to open its contractor's plants in El Salvador to serious independent inspection by respected Salvadoran religious, human and labor rights and women's non-governmental organizations, such as the Jesuit University's Human Rights Department and the Catholic Archdiocese Human Rights office, *Tutela Legal*. The Doall factories continue to operate hidden behind locked gates, barbed wire and armed guards.

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### What can Liz Claiborne do to Respect Human Rights?

The ongoing abuses at Doall concretely demonstrate the need for full public corporate disclosure. The American people have the *right to know* in which countries and factories, under what human rights conditions and at what wages the products we purchase are made.

Liz Claiborne could prove it has nothing to hide from the American people by immediately releasing to the public the list and addresses of the factories Liz Claiborne uses around the world. This would take these factories out from behind the veil of secrecy and bring them into the light of day, where it is more difficult to operate sweatshops and abuse teenaged workers.

Also, Liz Claiborne should be serious about implementing a living wage policy, even if that subsistence wage is as low as **\$1.18** an hour in El Salvador.

Liz Claiborne could easily afford to do the right thing, but do they have the will?

**Liz Claiborne should not pull out of El Salvador.** That would be no answer, rather they should stay to fix the problems and end the human rights abuses. Cutting and running would be the worst thing Liz Claiborne could do, since the women would be fired and dumped on the street with nothing, simply for speaking the truth. Liz Claiborne should immediately, clearly and strongly inform Doall that Liz Claiborne demands that all its contractors strictly adhere to all Salvadoran laws, and to all internationally recognized human and worker rights.

## Some Relevant Data:

- ▶ **Liz Claiborne** manufactures clothing in at least **28** countries around the world, including China, the Northern Mariana Islands, Columbia, Sri Lanka, Indonesia, Guatemala, Peru, and other countries known for their human and worker rights abuses.
- ▶ El Salvador's maquila, or assembly, exports to the United States are booming. Between 1995 and 1997, El Salvador's apparel exports to the U.S. grew **70 percent** from **\$657.8** million to **\$1.052** billion. In the first six months of 1998, El Salvador's apparel exports are up **23.33 percent** over last year. There are now more than **60,000** mostly young women workers sewing apparel for the U.S. market. This year, American companies will import **288 million garments** made in El Salvador. The only things that are not booming in El Salvador are worker rights, and a fair wage. There is not one functioning union with a contract in the entire industry, and the 60 cent-an-hour wage provides only **27 percent** of what it would cost to climb out of misery and into poverty.
- ▶ Meanwhile, in August 1998, another **18,000** U.S. apparel workers lost their jobs. In the last year **68,000** garment jobs have left the U.S.

# The New York Times

THE NEW YORK TIMES **OP-ED** MONDAY, OCTOBER 9, 1995

**In America**

**BOB HERBERT**

## *Not a Living Wage*

SAN SALVADOR

At 7 P.M., with the sky already dark and a light rain falling, the large gates opened, like the gates of a prison, and the waves of teen-aged girls and young women poured out.

The grim workday in the Progreso Free Trade Zone, which had started at 7 in the morning, was over. The trade zone, a huge complex of maquiladora sweatshops, is surrounded by cinder-block walls and barbed wire and is patrolled by armed guards. Long rows of buses were waiting outside the gates to take the women — who are mired in desperate poverty despite their long hours of work — back to their pitifully furnished and mostly ramshackle homes.

Such are the lives of the garment workers who make much of our clothing.

One of the women, having agreed to be interviewed, climbed furtively into my car. (All of the women fear that if they are caught talking to reporters, human rights workers or union organizers they will be summarily fired.) This woman worked in the Doall plant, which makes jackets for Liz Claiborne. The jackets sell in the United States for \$178 each. The garment workers who make them earn 56 cents an hour.

Sources with access to data from one of the plant's production lines said a worker on that line earned about 77 cents per jacket.

What I was finding from interviews and meetings with dozens of workers was that the pittance they earned in the plants was not even enough to supply adequate food for themselves and their children. Infants and toddlers, for example, are commonly fed rice water or coffee instead of milk because milk costs too much.

The woman in the car spoke through an interpreter. She said she was 19 and had a 3-year-old daughter. I asked if the child had enough to eat.

"Oh no," she said matter-of-factly. "We are very poor."

I asked if her daughter drank milk.

"No," she said. "We can't afford it. We give her coffee."

She said her daughter might have an egg for breakfast and boiled or fried beans for dinner. That's it. A meal with meat or vegetables was extremely rare.

"It afflicts me greatly," the woman said, "because it is necessary for her to have a good diet. My daughter is very thin and also weak. Sometimes she falls down. When I took her to the doctor they told me to give her vitamins."

When asked about her own diet, a resigned look crossed the young woman's face. "There is not much food," she said. "My head hurts and sometimes I feel dizzy. I suffer that."

"The wages are not enough to cover the basic food basket," said Adilia Piñeda, an investigator with a human rights ombudsman's office that is financed by the Government but operates autonomously. She helped investigate conditions at the Mandarin Company, a maquiladora factory in the San Marcos Free Trade Zone that made clothes for the Gap, J. Crew, Eddie Bauer and others.

"It is a scandal," she said. "There are workers who faint because of the heat inside the factories and because they are badly nourished. Various workers fainted when we were there."

In a startling admission, even the president of the Mandarin Company, a decidedly hard-nosed businessman

named David Wang, agreed that the wages he pays are inadequate. During an interview, he said, "If you really ask me, this is not fair."

But then he offered a graphic, if unsolicited, lesson on the real world of international free trade. "In the United States, if you want to buy a Honda Civic, you can shop around and always you will find cheaper

---

### Inside the maquiladoras.

---

ones." That, he said, is exactly what the "buyers," the brand-name clothing companies, are doing. "They are shopping around the whole world for the cheapest labor price."

While conveniently excusing himself of any responsibility, Mr. Wang noted correctly that the Gap or Liz Claiborne or any other company can get its clothing manufactured somewhere else if labor costs go up in El Salvador. They shop around.

His comments were echoed by María Julia Hernández, the respected director of the human rights office of the Catholic Archdiocese of San Salvador. "We are at the mercy of the great markets of the world," she said. □

National Labor Committee  
Education Fund in Support of Worker and Human Rights  
in Central America  
275 Seventh Avenue, 15th Floor  
New York, New York 10001

phone: (212)242-3002 fax: (212)242-3821

---

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TO: The President

COMPANY: Office of the Chief of Staff

TELEPHONE:

FAX: 202-456-2461

# # # # # # # # # #

FROM: Charles Kernaghan DATE: September 17, 1998

NUMBER OF PAGES 6 (including cover sheet)

RE: \_

9/22

Kenken

AP

Chris

Please handle.

Par

Thanks.

Kenken

9/22

—

FAX TRANSMITTAL SHEET



Reuben -  
Meria Jordan  
HQ-6151 #124

RECEIVER TELECOPIER NUMBER: 456 2993

TO: Robert Musgrave / Chris Scully

FROM: Bill Samuel

DATE: \_\_\_\_\_ TIME: \_\_\_\_\_

PAGE NUMBER ONE OF \_\_\_\_\_ PAGES

TRANSMITTER TELECOPIER: (202) 219. 7971

ADDITIONAL COMMENTS:

Andrew Samet - Ass't Secy for Int Affairs -  
drafted this response to the Kernaghan  
letter. you can reach him at  
219-6043

IF YOU HAVE QUESTIONS REGARDING THIS FAX CALL: \_\_\_\_\_

Dear Mr. Kernaghan:

I have been asked to respond to your letter to President Clinton about child labor and sweatshop issues.

As you know, the Administration has taken a series of initiatives to address international child labor concerns, and to press forward the need to improve global working conditions. Amongst these initiatives are programs that we are supporting through the International Labor Organization, including the International Program for the Elimination of Child Labor, and a new budget proposal by the president for resources to create a new arm of the ILO to advance implementation of core labor standards, and to build upon the new ILO Declaration on Fundamental Rights and Principles at Work adopted in June 1998.

As you also know, the Administration has been working to assure that improving labor standards and expanding trade are understood as mutually-reinforcing objectives, and not mutually-exclusive. The Administration negotiated the first labor agreement related to a trade agreement with the implementation of the North American Agreement on Labor Cooperation. We have also been seeking to open the dialogue in the WTO on labor standards, and to press for a closer working relationship between the WTO and ILO.

Your letter focuses on the activities of a company that you believe manufactures product for Liz Claiborne, a member of the Apparel Industry partnership, under unacceptable labor practices. You also refer to broader concerns about labor conditions in foreign trade zones in El Salvador.

We share your view that American consumers should have access to assurances that the products they buy are not made under exploitative working conditions. Indeed, that is one of the elemental principles behind the initiative that led to the Apparel Industry Partnership. As I am sure you know, the AIP has produced strong guidelines on monitoring and disclosure of information related to the monitoring.

With regard to wages and the living wage, there is no doubt that concerns over whether workers in some countries are paid an adequate amount to meet their basic needs are well-founded. In addition, there is a great deal of concern that workers are often denied what they are legally owed, or denied appropriate overtime wages -- practices not permitted under the AIP. At the request of the AIP, we are undertaking a study of available information on wage rates and poverty indices in major apparel producing countries, and we will seek to provide additional information to the public as this issue remains under discussion by the AIP, and other interested parties.

I appreciate your point that your focus is not in seeing companies withdraw from countries, but in working to improve labor conditions. We share your objective. We have on-going discussions with our government counterparts in Central America on improving their capacity to improve working conditions. Our U.S. AID is assisting these ministries in this regard, and we have recently supported an Inter-American Development Bank program towards the same end.

Secretary Herman has met with the labor ministers of Central America to encourage action on labor standards and worker rights, as she has with the labor ministers of the entire hemisphere with whom she met last October in Chile.

The Administration is working very hard to help put the "human face" on the global economy that President Clinton called for in his State of the Union Address in January. We would be grateful for any further suggestions that you may have in how we may be more effective in our efforts to improve the lives of the world's workers and to safeguard their basic dignity.

You can be certain that we will give all of your comments careful review and consideration, and as you know, we have been much absorbed by many of the very same questions and issues that you give your own leadership to. I will also be certain to review with the parties you mention in your letter the specific concerns that you raise.

I would be delighted to meet with you to determine how we might be better able to advance our shared objectives.

Again, thank you for your letter, and please contact me at your convenience to discuss these matters further.

Sincerely,

AJS

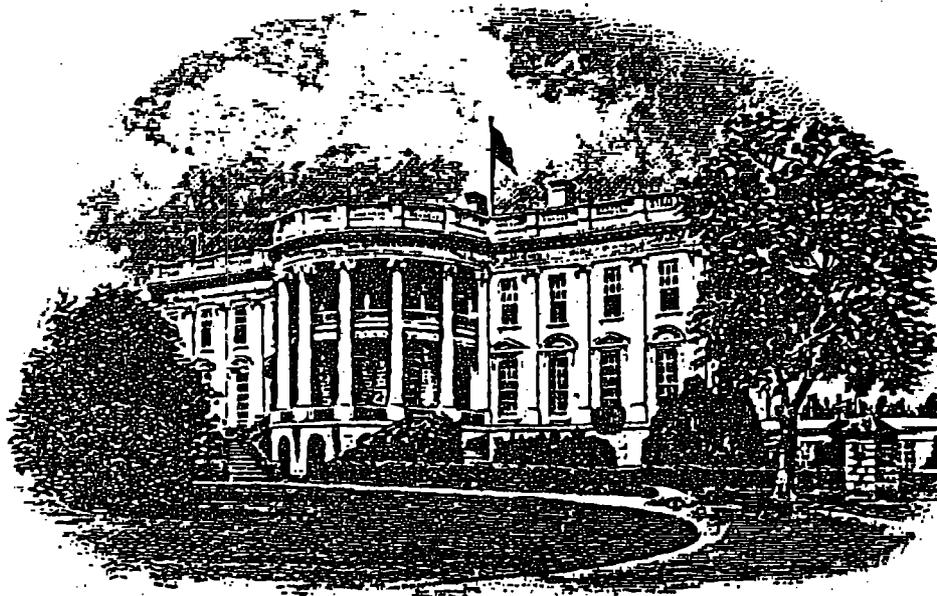
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TRANSMISSION OK

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USAGE T	02'49	
PGS. SENT	5	
RESULT	OK	

### THE WHITE HOUSE

#### OFFICE OF PRESIDENTIAL LETTERS AND MESSAGES



**FACSIMILE FROM: CHRIS SCULLY**

**PHONE: (202) 456-5512**

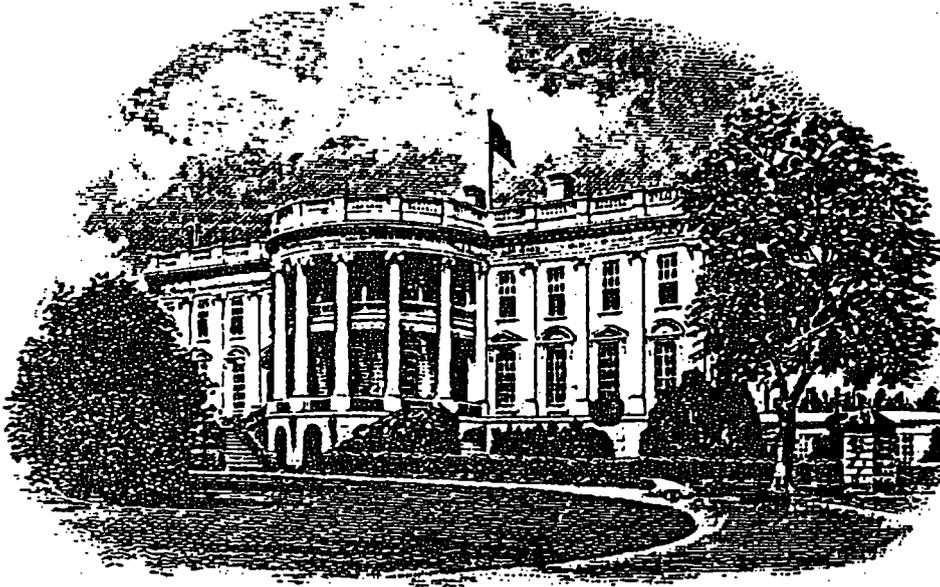
**FAX: (202) 456-5426**

To: Stephanie Swirsky      DATE: 10/22

NO. OF PAGES (INCLUDING COVER): 5      FAX: 219-5693

**THE WHITE HOUSE**

**OFFICE OF PRESIDENTIAL LETTERS AND MESSAGES**



**FACSIMILE FROM: CHRIS SCULLY**

**PHONE: (202) 456-5512**

**FAX: (202) 456-5426**

**TO:** Stephanie Swirsky **DATE:** 10/22

**NO. OF PAGES (INCLUDING COVER):** 5 **FAX:** 219-5693

**PHONE:** \_\_\_\_\_

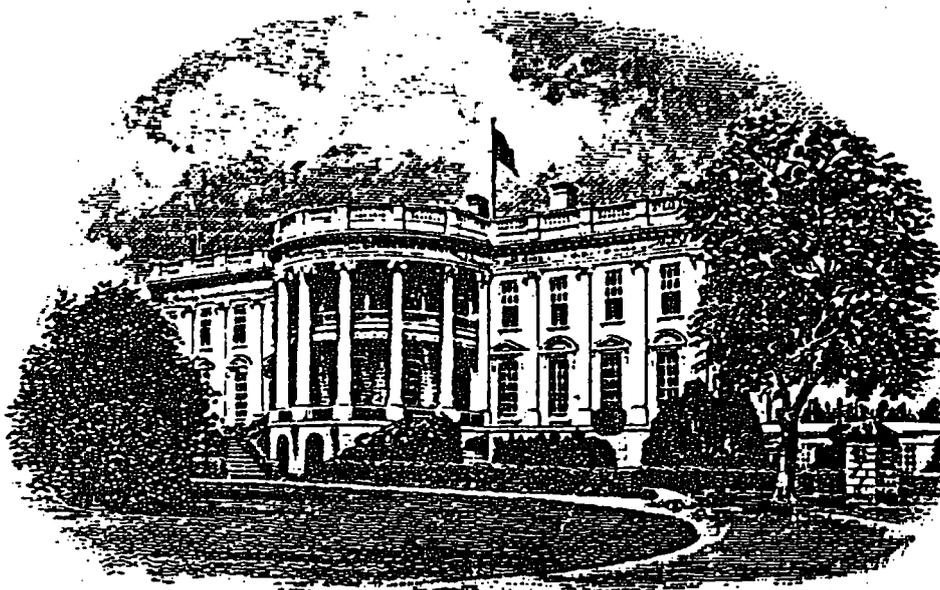
**COMMENTS:** per our conversation. Thanks for

your help.

Chris

**THE WHITE HOUSE**

**OFFICE OF PRESIDENTIAL LETTERS AND MESSAGES**



**FACSIMILE FROM: CHRIS SCULLY**

**PHONE: (202) 456-5512**

**FAX: (202) 456-5426**

**TO:** Sara Rosen **DATE:** 10/21

**NO. OF PAGES (INCLUDING COVER):** 5 **FAX:** X 62223

**PHONE:** X 65386

**COMMENTS:** Per my voice mail message.

Thanks,

Chris

279996

4098064



# NATIONAL LABOR COMMITTEE IN SUPPORT OF WORKER AND HUMAN RIGHTS

275 Seventh Avenue, 15th Floor  
New York, NY 10001  
Tel: 212-242-3002  
Fax: 212-242-3821  
www.nlcnet.org

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Michael Ratner, Esq.  
Center for Constitutional Rights

Jack Sheinkman  
Amalgamated Bank

Executive Director  
Charles Kernaghan

September 17, 1998

The Honorable President William J. Clinton  
The White House  
1600 Pennsylvania Avenue, NW  
Washington, DC 20500

Dear Mr. President:

Your leadership in the ongoing struggle to end child labor and sweatshop abuses is urgently needed.

A recent National Labor Committee delegation investigating free trade zones in Central America found widespread violations of human rights in factories sewing garments for export to the United States.

In particular, we were shocked to discover upscale **Liz Claiborne** clothing being sewn in El Salvador by young women forced to work under harsh conditions. Liz Claiborne garments are being sewn at three factories in El Salvador owned by a Korean company, **Doall**, which has worked under contract with Claiborne since 1992.

Throughout the entire period that Liz Claiborne has co-chaired the **White House Task Force**--which you instructed to establish verifiable human and labor rights and living wage standards to eliminate sweatshop abuses--Liz Claiborne garments have been produced at Doall factories, where there are serious, ongoing and systematic violations of fundamental human and worker rights.

Liz Claiborne clothing continues to be made under the following abusive sweatshop conditions:

- \* **Forced overtime**--13-to-15-hour work shifts; seven days a week; mandatory all-night shifts; 85 to 92 hours a week;



SEP 18 1998

- \* ***Below-subsistence wages*** of just **60 cents** an hour--which meets **only half** of what it costs for a family to survive in "relative poverty," and only **27 percent** of what is necessary to live poorly, but with a modicum of decency;
- \* ***Working mothers and their children living in misery***, unable to afford even milk, or vitamins for their infants, who are raised on coffee;
- \* ***Pregnancy tests***--new workers testing positive are immediately fired;
- \* ***Humiliation*** of bathroom visits being closely monitored and limited to twice per day, and screaming and cursing at the sewing operators to work faster;
- \* ***Denial of access to health care***--mothers denied sick days even when their children are seriously ill, and permission to use the Social Security health clinic is nearly always denied;
- \* ***Fear, intimidation and firings***--On August 5, one week before our delegation arrived, 18 workers at Doall were illegally fired for daring to protest being again forced to work overtime on an important national holiday, the feast of El Salvador's patron saint. There were also rumors that a union was being organized, so Doall management immediately fired anyone suspected of harboring union sympathies.

***This is at least the fifth time an attempt to organize a union at Doall to defend the rights of the workers has been crushed through illegal firings;***

- \* ***Enormous exploitation***--the women at Doall are paid just **84 cents** for every **\$194 Liz Claiborne** jacket they make, which means that their wages amount to only **4/10ths of one percent** of the sales price of the garment.

Nor are these violations at Doall an isolated case. Free Trade Zones, assembling goods for export to the United States, are booming in El Salvador. El Salvador is now the eighth largest exporter of apparel to the United States worldwide. There are 60,000 maquila workers--mostly young women--sewing apparel for the U.S. market. ***Yet, there is not one single functioning union with a contract in the entire industry.*** The right of freedom of association and to bargain collectively--among the most fundamental internationally recognized worker rights--are being flagrantly and systematically violated in El Salvador. This is abundantly clear to even children on the street.

This situation in El Salvador, as well as recent documentation regarding abusive sweatshop conditions at Liz Claiborne contractors in China and the Northern Mariana Islands, clearly demonstrates that new initiatives and concrete steps are necessary in the struggle to establish respect for fundamental human and worker rights.

**I urge you, Mr. President, to request that the White House Task Force support the People's Right to Know, calling for full public disclosure of the names and addresses of the factories around the world that manufacture the garments and shoes we purchase. This, of**

course, mirrors the very important Right to Know initiatives your Administration has used so successfully to protect our environment.

Liz Claiborne and the other companies on the White House Task Force could become true industry leaders by publicly releasing the list of factories they use around the world. The American people have the right to know in which countries and factories, under what human rights conditions, and at what wages the products we purchase are made.

Secondly, the sub-subsistence wages under which Liz Claiborne clothing is being produced in El Salvador demonstrate the need for the White House Task Force to seriously adopt a living wage policy, tying wage rates to what is necessary for a family to survive, even poorly, but with a modicum of decency. How can companies claim to be producing their clothing under decent conditions when they are paying 60 cent-an-hour wages? For example, a respected research non-governmental organization in El Salvador places a living wage at just **\$1.18** an hour. If Liz Claiborne and its contractor in El Salvador paid the **\$1.18** an hour living wage, the labor cost to sew a \$194 Liz Claiborne jacket would still only be **\$1.66**, or just 9/10ths of one percent of the sales price. This could easily be afforded by Liz Claiborne and other American companies, and would go a long way toward helping to end the misery endured by these workers and their families, while allowing Salvadoran workers to earn enough money to purchase goods made in the United States.

The ongoing violations at Liz Claiborne's contractor's factories in El Salvador demonstrate once again that the only way to credibly verify human and worker rights conditions is to open these factories to inspection by local, respected religious, human and labor rights and women's organizations. It is time to throw open the locked factory gates and remove the barbed wire and armed guards, and to let in the light of day.

Carrying out these concrete, very reasonable initiatives is essential if the White House Task Force is to carry out the charge you issued more than two years ago.

It is important to be very clear. We do not support Liz Claiborne's pulling out of El Salvador, which would be the worst thing the company could do. Rather, the Liz Claiborne company should commit to work with its contractor to guarantee that Doall's factories strictly adhere to all Salvadoran laws, as well as to internationally recognized worker rights.

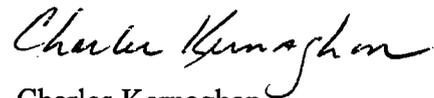
Finally, while the government of El Salvador and other governments of the region are lobbying very hard for CBI-Parity, it would be very important to clarify to these governments that for CBI-Parity to become a reality, internationally recognized human and worker rights must be concretely adhered to, including the rights to freedom of association and collective bargaining.

The delegation the National Labor Committee led to Central America was made up of students representing eight universities across America. These students are the best and brightest, both academically and for their genuine commitment to human rights and social justice. They are leaders in the student movements to make their universities "sweat-free"

through establishing codes of conduct conditioning all university purchasing on respect for human and worker rights, and a living wage. Their student movement is one of the most exciting developments in decades in the struggle to defend human rights. Surely, they represent the best of our future. With your help, they are anxious to move forward.

Thank you for your leadership to rid the earth of the scourge of child labor and sweatshop abuses.

Sincerely,



Charles Kernaghan  
Executive Director

Attachment: Report on Liz Claiborne / Doall in El Salvador

cc: Secretary Alexis Herman, Department of Labor  
Roberta Karp, Vice president and general counsel, Liz Claiborne  
Co-chair, White House Task Force

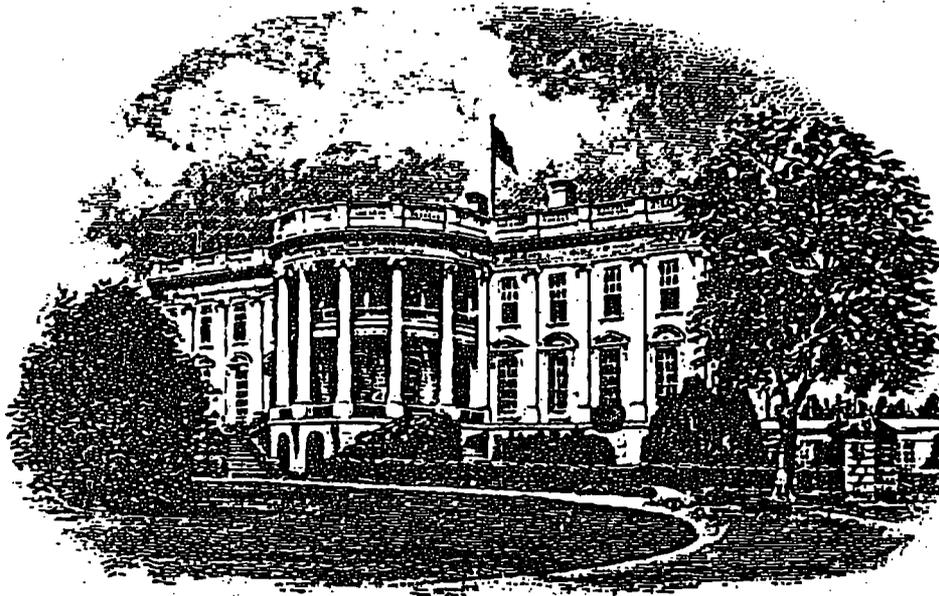
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RESULT	OK	

### THE WHITE HOUSE

#### OFFICE OF PRESIDENTIAL LETTERS AND MESSAGES



**FACSIMILE FROM: CHRIS SCULLY**

**PHONE: (202) 456-5512**

**FAX: (202) 456-5426**

To: Sara Rosen

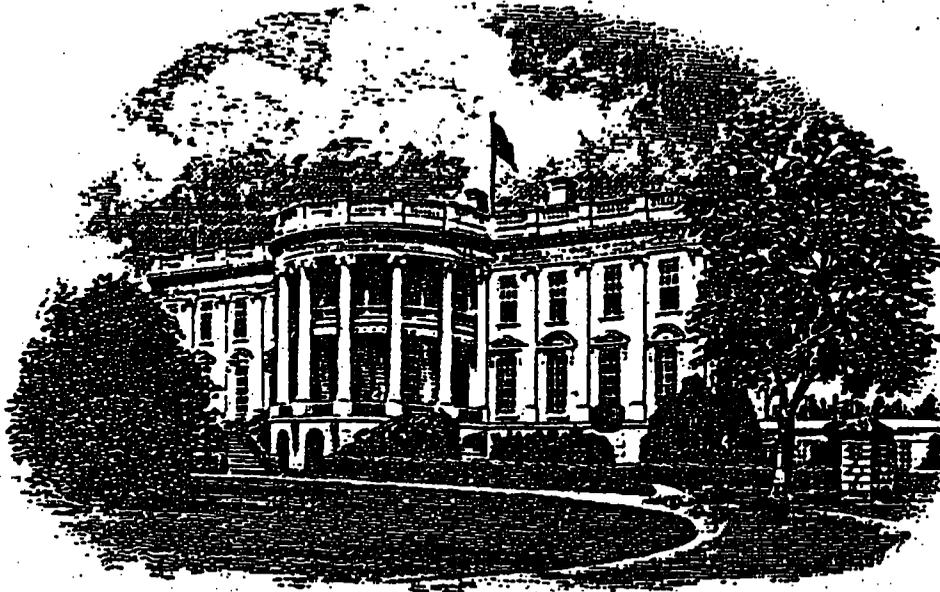
DATE: 10/21

NO. OF PAGES (INCLUDING COVER): 5

FAX: 62223

**THE WHITE HOUSE**

**OFFICE OF PRESIDENTIAL LETTERS AND MESSAGES**



**FACSIMILE FROM: CHRIS SCULLY**

**PHONE: (202) 456-5512**

**FAX: (202) 456-5426**

**TO:** Sarah Rosen **DATE:** 2/16

**NO. OF PAGES (INCLUDING COVER):** 3 **FAX:** X62223

**PHONE:** \_\_\_\_\_

**COMMENTS:** DOL's Draft.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Dear Mr. Kernaghan:

I have been asked to respond to your letter to President Clinton about child labor and sweatshop issues.

As you know, the Administration has taken a series of initiatives to address international child labor concerns, and to press forward the need to improve global working conditions. Amongst these initiatives are programs that we are supporting through the International Labor Organization, including the International Program for the Elimination of Child Labor, and a new budget proposal by the president for resources to create a new arm of the ILO to advance implementation of core labor standards, and to build upon the new ILO Declaration on Fundamental Rights and Principles at Work adopted in June 1998.

As you also know, the Administration has been working to assure that improving labor standards and expanding trade are understood as mutually-reinforcing objectives, and not mutually-exclusive. The Administration negotiated the first labor agreement related to a trade agreement with the implementation of the North American Agreement on Labor Cooperation. We have also been seeking to open the dialogue in the WTO on labor standards, and to press for a closer working relationship between the WTO and ILO.

Your letter focuses on the activities of a company that you believe manufactures product for Liz Claiborne, a member of the Apparel Industry Partnership, under unacceptable labor practices. You also refer to broader concerns about labor conditions in foreign trade zones in El Salvador.

We share your view that American consumers should have access to assurances that the products they buy are not made under exploitative working conditions. Indeed, that is one of the elemental principles behind the initiative that led to the Apparel Industry Partnership. As I am sure you know, the AIP has produced strong guidelines on monitoring and disclosure of information related to the monitoring.

With regard to wages and the living wage, there is no doubt that concerns over whether workers in some countries are paid an adequate amount to meet their basic needs are well-founded. In addition, there is a great deal of concern that workers are often denied what they are legally owed, or denied appropriate overtime wages -- practices not permitted under the AIP. At the request of the AIP, we are undertaking a study of available information on wage rates and poverty indices in major apparel producing countries, and we will seek to provide additional information to the public as this issue remains under discussion by the AIP, and other interested parties.

I appreciate your point that your focus is not in seeing companies withdraw from countries, but in working to improve labor conditions. We share your objective. We have on-going discussions with our government counterparts in Central America on improving their capacity to improve working conditions. Our U.S. AID is assisting these ministries in this regard, and we have recently supported an Inter-American Development Bank program towards the same end.

Secretary Herman has met with the labor ministers of Central America to encourage action on labor standards and worker rights, as she has with the labor ministers of the entire hemisphere with whom she met last October in Chile.

The Administration is working very hard to help put the "human face" on the global economy that President Clinton called for in his State of the Union Address in January. We would be grateful for any further suggestions that you may have in how we may be more effective in our efforts to improve the lives of the world's workers and to safeguard their basic dignity.

You can be certain that we will give all of your comments careful review and consideration, and as you know, we have been much absorbed by many of the very same questions and issues that you give your own leadership to. I will also be certain to review with the parties you mention in your letter the specific concerns that you raise.

I would be delighted to meet with you to determine how we might be better able to advance our shared objectives.

Again, thank you for your letter, and please contact me at your convenience to discuss these matters further.

Sincerely,

AJS

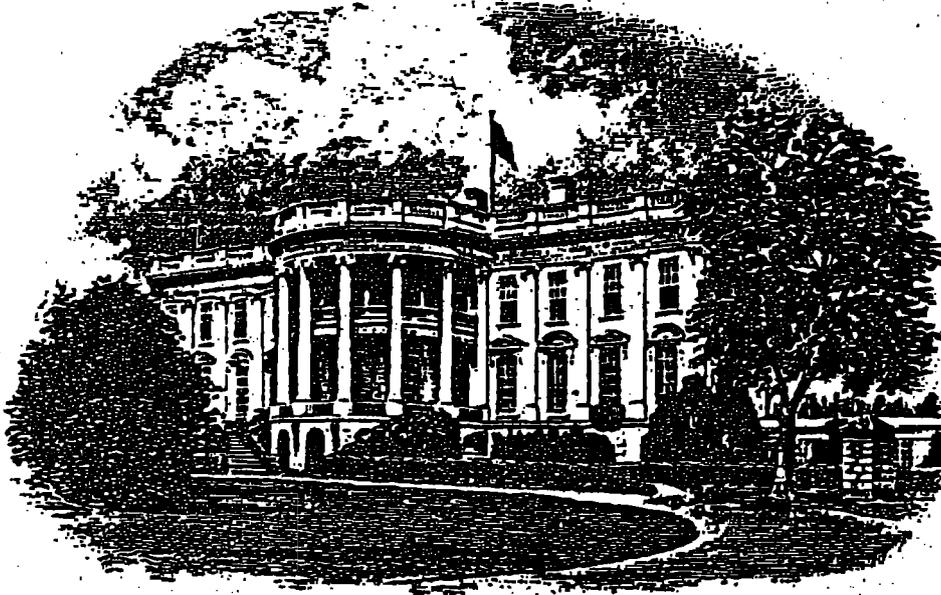
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### THE WHITE HOUSE

#### OFFICE OF PRESIDENTIAL LETTERS AND MESSAGES



**FACSIMILE FROM: CHRIS SCULLY**

**PHONE: (202) 456-5512**

**FAX: (202) 456-5426**

To: Sarah Rosen

DATE: 2/16

NO. OF PAGES (INCLUDING COVER): 3

FAX: X62223

THE WHITE HOUSE  
WASHINGTON

Sarah Rosen

↓ Honeygram

Stephanie Swersky DOL

Never called back

Sarah (Smith later) looked  
into - was called

[ Bill Samuels Attd. to Kitty Higgins

numerous calls

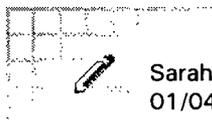
219-2455 ]

Talked to Maria Jordan

2/16 - She will look into

the letter.

(Bill Samuels is on travel  
w/ the Secretary all week)



Sarah Rosen  
01/04/99 05:17:16 PM

Record Type: Record

To: Christopher K. Scully/WHO/EOP

cc:

Subject: Re: Kernaghan letter

I left a message. Let you know what I hear. In future, you can call direct to Bill Samuels, assistant to Deputy Secretary Kitty Higgins 219-2455.

*international bureau*

- Warm + foggy

DOL - Susanne Siden

Stephanie Swarski -

I suggested to draft a response [Nov 12 (back from)]

219-8271  
ext 118

Karen Tramontano - Clear

Melissa Green - Gene Sperling's  
~~has till X to review.~~

Needs to  
review  
draft.

ask DO

219-8271  
219-5693 (fax)  
Swirsky

① Get DOL to draft a response  
(Stephanie Swarski (219-8271 x 118))

② Clear w/ Karen Tramontano  
Gene Sperling (Coordinate through  
Melissa Green).

③ Susan Rosen will return  
Nov 12.



Sarah Rosen  
10/21/98 09:52:04 PM

Record Type: Record

To: Melissa G. Green/OPD/EOP, Karen Tramontano/WHO/EOP, Gene B. Sperling/OPD/EOP  
cc: Lael Brainard/OPD/EOP, Sharon H. Yuan/OPD/EOP, Christopher K. Scully/WHO/EOP  
Subject: POTUS LETTER TO National Labor Committee

FYI --

I learned today that the President got a letter on September 17, 1998 from Charles Kernigan of the National Labor Committee criticizing Liz Claiborne, its role in the AIP, and the AIP process itself. Presidential letters has the letter to prepare a response FROM THE PRESIDENT. I do not know how the decision was made that he should reply himself.

In any event, I gave Chris Scully of Presidential Letters the name of Stephanie Swirsky, at DoL, to send the letter and ask to draft a reply. Since the incoming is over a month old and the reply should not be delayed for my return, I said that Karen Tramontano and Gene Sperling should review the response before anything is sent.

11/27/98 06:14:33 PM



Sarah Rosen  
11/27/98 06:14:33 PM

Record Type: Record

To: Christopher K. Scully/WHO/EOP

cc:

Subject: National Labor Committee letter

Ever get a draft from DoL -- Swirsky?



**Christopher K. Scully**  
11/30/98 09:24:18 AM

Record Type: Record

To: Sarah Rosen/OPD/EOP

cc:

Subject: Re: National Labor Committee letter 

No, I called last week and left a message saying that I needed it by the end of last week, but no Stephanie didn't get back to me.



Sarah Rosen  
11/30/98 01:55:58 PM

Record Type: Record

To: Christopher K. Scully/WHO/EOP

cc:

Subject: Re: National Labor Committee letter

I talked to Suzanne Seiden (works with Stephanie). Their problem is that the international office at DoL really needs to do the response since it involves China. (My fault for giving you the wrong name.) But they don't think they can get that Dep. Undersecretary to do the work. I suggested they ask the Chief of Staff to task it to him and if that doesn't work, I will call directly. Stay tuned.



**Christopher K. Scully**  
11/30/98 01:57:40 PM

Record Type: Record

To: Sarah Rosen/OPD/EOP

cc:

Subject: Re: National Labor Committee letter 

Sounds good. Thanks for helping to get this moving.

Chris



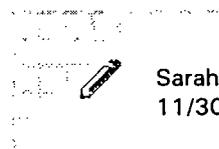
**Christopher K. Scully**  
12/03/98 10:58:56 AM

Record Type: Record

To: Sarah Rosen/OPD/EOP  
cc:  
Subject: Re: National Labor Committee letter

Any word yet on getting a draft?

----- Forwarded by Christopher K. Scully/WHO/EOP on 12/03/98 10:54 AM -----



**Sarah Rosen**  
11/30/98 01:55:58 PM

Record Type: Record

To: Christopher K. Scully/WHO/EOP  
cc:  
Subject: Re: National Labor Committee letter

I talked to Suzanne Seiden (works with Stephanie). Their problem is that the international office at DoL really needs to do the response since it involves China. (My fault for giving you the wrong name.) But they don't think they can get that Dep. Undersecretary to do the work. I suggested they ask the Chief of Staff to task it to him and if that doesn't work, I will call directly. Stay tuned.





**Christopher K. Scully**  
01/04/99 05:12:27 PM

Record Type: Record

To: Sarah Rosen/OPD/EOP

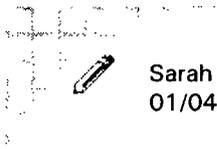
cc:

Subject: Kernaghan letter

Could you please check on the progress of draft for the Kernaghan letter? Or, let me know who to contact?

As you know, the letter is really, really old, and we need to respond soon.

Thanks.  
Chris



Sarah Rosen  
01/04/99 05:17:16 PM

Record Type: Record

To: Christopher K. Scully/WHO/EOP

cc:

Subject: Re: Kernaghan letter

I left a message. Let you know what I hear. In future, you can call direct to Bill Samuels, assistant to Deputy Secretary Kitty Higgins 219-2455.



**Christopher K. Scully**  
01/04/99 05:23:40 PM

Record Type: Record

To: Sarah Rosen/OPD/EOP

cc:

Subject: Re: Kernaghan letter 

Thanks.



**Christopher K. Scully**  
02/16/99 02:11:23 PM

Record Type: Record

To: Sarah Rosen/OPD/EOP

cc:

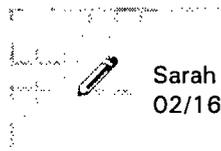
Subject: Charles Kernaghan

Sarah,

Over the weekend, DOL finally sent me a draft to reply to Mr. Kernaghan's letter of 9/17/98 -- only it was a draft from Assistant Secretary Andrew Samet to Kernaghan. I called them today to see if they sent it out, and they have.

Do you think that this is an adequate response or should we send him a short note from POTUS as well?

Thanks for your help.  
Chris



Sarah Rosen  
02/16/99 02:46:45 PM

Record Type: Record

To: Christopher K. Scully/WHO/EOP

cc:

Subject: Re: Charles Kernaghan 

ARGH! Did it say, I am responding to your letter to President Clinton? If so, I think that is adequate. I would like to see a copy. thanks.



**Christopher K. Scully**  
02/16/99 02:48:57 PM

Record Type: Record

To: Sarah Rosen/OPD/EOP

cc:

Subject: Re: Charles Kernaghan 

Yes. I'll fax you the draft.

Chris