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Folder Title:
Department of Labor/Apparel Industry Partnership [3]

Stack:	Row:	Section:	Shelf:	Position:
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WHY DID WE CONDUCT
A POULTRY PROCESSING
INITIATIVE?

process -
the poultry
results
ignore

W&H Rationale

- Wage and Hour Enforcement Data FY1994-1996:
 - 74% of poultry processing plants investigated--and 82% of "directed" investigations--had minimum wage or overtime violations.
- Demographics
 - 240,000 largely low-wage, increasingly immigrant workforce, with high turnover rates.
- Changing Industry
 - Rapidly expanding production and employment.

OSHA RATIONALE

- Discrepancy between BLS injury and illness data and OSHA citations.
- Opportunity to foster compliance through outreach and the survey process.
- Identify safety and health hazards in the industry.

WHAT DID WE DO?

Survey Elements

- Identified the Survey Universe
- Selected the Survey Sample
- Designed the Survey Instruments
- Stakeholder Meetings
- Trained the Investigators
- Conducted the Survey
- Data Analysis



WHAT DID WE FIND?

Poultry Processing Plants Compliance With the FLSA

- Few minimum wage violations noted.
- Only one plant with child labor violations.
- Less than 40% of the employers in compliance with the FLSA overtime and recordkeeping requirements.

Nature of FLSA Violations

- **Overtime Violations** - Over 60% of the employers were found in violation of the FLSA overtime provisions.
- **Recordkeeping Violations** - Over 60% of the employers failed to record and pay all compensable time.

Causes of Overtime Violations

■ Failure to pay for all hours worked.

Failure to pay overtime to the chicken catching crews for hours worked over 40-- over 60% of the plants.

Failed to pay for time spent engaged in job related pre- and post-liminary tasks-- 51% of the plants.

■ Failed to pay for brief breaks taken during the work day-- over 30% of the plants.

■ Deductions from pay--employees charged for required clothing and protective equipment-- 54% of the plants.

Potential MSPA Problems

- Remote recruitment occurred in over 30% of the plants--18% of the plants using their own employees and 16% using contractors.
- Only 8% of these plants provided disclosure at the time of recruitment.
- Some contractors provide unsafe transportation and housing.

OSHA Findings

Types of Injuries and Illnesses

- 40% of total injuries are due to back injuries
Includes both acute (slips and trips) and chronic
- 10% of worker illnesses were the result of cumulative traumas (repetitive motion)
- Contusions and fractures are 15% of injuries
- Cuts and lacerations are 10% of the injuries

Workplace Hazards

- Slippery floors from water and poultry fat/grease.

- Back injuries, strains, sprains.

- Narrow walkways and crowded workspace hinder movement.

- Strains, sprains, contusions, back injuries, struck by or against.

- Manually moving objects

- Strains, sprains, back injuries, struck by or against.

Workplace Hazards (contin.)

- Use of knives in crowded work areas.
 - Lacerations and cuts
- Cumulative trauma disorders from repetitive motions in the cutting operations.
 - Tendonitis, carpal tunnel disorders.

Summary of OSHA Findings

- Over 75% of worker injuries and illnesses were due to :
 - Back and repetitive motion injuries and illnesses
 - Cuts or lacerations
 - Struck by or against an object
 - Slips, trips, or falls

Factors Contributing to Injuries/Illness

- Safety & Health personnel with collateral duties, little time devoted to health and safety.
- Inadequate hazard evaluation for PPE.
- Workers required to pay for PPE, including hearing protection.
- Crowded working conditions.
- Training and language barriers.

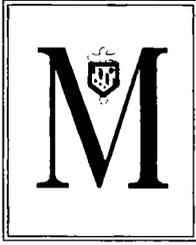
OSHA General Observations

- Adequate emergency action plans, deficient drills and training.
- Industry appears to just be “learning” about Process Safety Management requirements.
- Lockout/tagout not fully implemented in many plants.
- Lack of health hazard identification.

OSHA General Observations

- Worst jobs are in chicken catching and live hanging.
- Industry contracting out hazardous jobs such as confined space, chicken catching, live hanging, maintenance, and sanitation.
- Industry aware of repetitive motion hazards but has done little to correct identified hazards.

WHAT DO WE DO NEXT?



OFFICE OF THE
PRESIDENT

MARYMOUNT UNIVERSITY

2807 North Glebe Road Arlington, Virginia 22207-4299 (703) 284-1598 Fax (703) 284-1595

March 5, 1998

**Ms. Maria Echaveste
Assistant to the President
and Director of Public Liaison
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500**

Dear Maria,

It was so nice to see you at the recent U.S. Chamber of Commerce Annual Dinner. As we discussed, I am writing to update you on Marymount University's continuing efforts to increase awareness of the sweatshop labor problem and to press for solutions.

As you know, over the past two years, Marymount University has taken an active role in seeking solutions to the social injustices occurring in the apparel industry, namely sweatshop manufacturers.

The University has sponsored several events focusing on this issue, including a national conference last May entitled *An Academic Search for Sweatshop Solutions*, at which U.S. Secretary of Labor Alexis M. Herman gave the keynote address. We also commissioned two nationwide consumer surveys to gauge public attitudes about sweatshops. These surveys revealed that the overwhelming majority of Americans share our concern and desire to see sweatshops eliminated.

It is important that we put our beliefs into action. We are now working to ensure that apparel sold on our campus--particularly those items that bear the University's name--is not produced in sweatshops. I have written to our vendors, asking them to join the fight to end sweatshop labor by complying with the *Workplace Code of Conduct* and *Principles of Monitoring* developed by the Apparel Industry Partnership. I am including copies of both Partnership documents with this letter.

One of the vendors that responded, J. Alan Kahn, the CEO of Barnes & Noble College Bookstores, Inc., thanked us for bringing the problem to his attention and said Barnes & Noble wanted to work with us to help end sweatshop

March 5, 1998

Page two

labor. He recently reported that all of their suppliers have confirmed in writing their compliance with the *Workplace Code of Ethics*. We are pleased with this response, recognizing that Barnes & Noble operates over 300 college and university bookstores nationwide. The University is also contacting the vendors who supply uniforms for our athletic teams.

In addition to working with our own vendors and suppliers, I have contacted the presidents of the Consortium of Universities of the Metropolitan Washington Area (CUMWA) requesting them to take similar actions with their vendors and suppliers. I met with Bishop John Keating and asked him to join this effort. He is totally supportive, and all school principals in the Arlington Diocese have been asked to inform their student uniform vendors that they must comply with the *Workplace Code of Conduct* and *Principles of Monitoring* to provide assurance that their apparel is made under fair and legal conditions. Bishop Walter Sullivan of the Richmond Diocese agreed to take similar action. We are presently contacting other Dioceses urging them to safeguard the making of school uniforms from sweatshop involvement.

Maria, at Marymount, we believe that - person by person, organization by organization, company by company - we can expand the concern and the vigilance that will transform working conditions for laborers, ensuring that workers are treated with dignity and respect.

Thank you for your leadership and guidance in this most worthy endeavor. Very best wishes and assured prayers.

Sincerely,


Sister Eymard Gallagher, RSHM
President

Enclosures: *Workplace Code of Conduct*
Principles of Monitoring

WORKPLACE CODE OF CONDUCT

The Apparel Industry Partnership has addressed issues related to the eradication of sweatshops in the United States and abroad. On the basis of this examination, the Partnership has formulated the following set of standards defining decent and humane working conditions. The Partnership believes that consumers can have confidence that products that are manufactured in compliance with these standards are not produced under exploitative or inhumane conditions.

Forced Labor. There shall not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

Child Labor. No person shall be employed at an age younger than 15 (or 14 where the law of the country of manufacture¹ allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

Harassment or Abuse. Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

Nondiscrimination. No person shall be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

Health and Safety. Employers shall provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities.

Freedom of Association and Collective Bargaining. Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

Wages and Benefits. Employers recognize that wages are essential to meeting employees' basic needs. Employers shall pay employees, as a floor, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and shall provide legally mandated benefits.

Hours of Work. Except in extraordinary business circumstances, employees shall (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country do not limit the hours of work, the regular work week in such country plus 12 hours overtime and (ii) be entitled to at least one day off in every seven day period.

¹ All references to local law throughout this Code shall include regulations implemented in accordance with applicable local law.

Overtime Compensation. In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate.

* * * *

Any company that determines to adopt the Workplace Code of Conduct shall, in addition to complying with all applicable laws of the country of manufacture, comply with and support the Workplace Code of Conduct in accordance with the attached Principles of Monitoring and shall apply the higher standard in cases of differences or conflicts. Any company that determines to adopt the Workplace Code of Conduct also shall require its contractors and, in the case of a retailer, its suppliers to comply with applicable local laws and with this Code in accordance with the attached Principles of Monitoring and to apply the higher standard in cases of differences or conflicts.

PRINCIPLES OF MONITORING

I. OBLIGATIONS OF COMPANIES¹

A. Establish Clear Standards

- Establish and articulate clear, written workplace standards²
- Formally convey those standards to company factories as well as to contractors and suppliers³
- Receive written certifications, on a regular basis, from company factories as well as contractors and suppliers that standards are being met, and that employees have been informed about the standards
- Obtain written agreement of company factories and contractors and suppliers to submit to periodic inspections and audits, including by independent external monitors, for compliance with the workplace standards

B. Create An Informed Workplace

Ensure that all company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by employees and managers) and undertake other efforts to educate employees about the standards on a regular basis

¹ It is recognized that implementation by companies of internal monitoring programs might vary depending upon the extent of their resources but that any internal monitoring program adopted by a company would be consistent with these Principles of Monitoring. If companies do not have the resources to implement some of these Principles as part of an internal monitoring program, they may delegate the implementation of such Principles to their independent external monitors.

² Adoption of the Workplace Code of Conduct would satisfy the requirement to establish and articulate clear written standards. Accordingly, all references to the "workplace standards" and the "standards" throughout this document could be replaced with a reference to the Workplace Code of Conduct.

³ These Principles of Monitoring should apply to contractors where the company adopting the workplace standards is a manufacturer (including a retailer acting as a manufacturer) and to suppliers where the company adopting the standards is a retailer (including a manufacturer acting as a retailer). A "contractor" or a "supplier" shall mean any contractor or supplier engaged in a manufacturing process, including cutting, sewing, assembling and packaging, which results in a finished product for the consumer.

C. Develop An Information Database

- Develop a questionnaire to verify and quantify compliance with the workplace standards
- Require company factories and contractors and suppliers to complete and submit the questionnaire to the company on a regular basis

D. Establish Program to Train Company Monitors

Provide training on a regular basis to company monitors about the workplace standards and applicable local and international law, as well as about effective monitoring practices, so as to enable company monitors to be able to assess compliance with the standards

E. Conduct Periodic Visits and Audits

- Have trained company monitors conduct periodic announced and unannounced visits to an appropriate sampling of company factories and facilities of contractors and suppliers to assess compliance with the workplace standards
- Have company monitors conduct periodic audits of production records and practices and of wage, hour, payroll and other employee records and practices of company factories and contractors and suppliers

F. Provide Employees With Opportunity to Report Noncompliance

Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable company employees and employees of contractors and suppliers to report to the company on noncompliance with the workplace standards, with security that they will not be punished or prejudiced for doing so

G. Establish Relationships with Labor, Human Rights, Religious or Other Local Institutions

- Consult regularly with human rights, labor, religious or other leading local institutions that are likely to have the trust of workers and knowledge of local conditions and utilize, where companies deem necessary, such local institutions to facilitate communication with company employees and employees of contractors and suppliers in the reporting of noncompliance with the workplace standards
- Consult periodically with legally constituted unions representing employees at the worksite regarding the monitoring process and utilize, where companies deem appropriate, the input of such unions
- Assure that implementation of monitoring is consistent with applicable collective bargaining agreements

H. Establish Means of Remediation

- Work with company factories and contractors and suppliers to correct instances of noncompliance with the workplace standards promptly as they are discovered and to take steps to ensure that such instances do not recur
- Condition future business with contractors and suppliers upon compliance with the standards

II. **OBLIGATIONS OF INDEPENDENT EXTERNAL MONITORS**

A. Establish Clear Evaluation Guidelines and Criteria

Establish clear, written criteria and guidelines for evaluation of company compliance with the workplace standards

B. Review Company Information Database

Conduct independent review of written data obtained by company to verify and quantify compliance with the workplace standards

C. Verify Creation of Informed Workplace

Verify that company employees and employees of contractors and suppliers have been informed about the workplace standards orally, through the posting of standards in a prominent place (in the local languages spoken by employees and managers) and through other educational efforts

D. Verify Establishment of Communications Channel

Verify that the company has established a secure communications channel to enable company employees and employees of contractors and suppliers to report to the company on noncompliance with the workplace standards, with security that they will not be punished or prejudiced for doing so

E. Be Given Independent Access to, and Conduct Independent Audit of, Employee Records

- Be given independent access to all production records and practices and wage, hour, payroll and other employee records and practices of company factories and contractors and suppliers
- Conduct independent audit, on a confidential basis, of an appropriate sampling of production records and practices and wage, hour, payroll and other employee records and practices of company factories and contractors and suppliers

F. Conduct Periodic Visits and Audits

Conduct periodic announced and unannounced visits, on a confidential basis, of an appropriate sampling of company factories and facilities of contractors and suppliers to survey compliance with the workplace standards

G. Establish Relationships with Labor, Human Rights, Religious or Other Local Institutions

- In those instances where independent external monitors themselves are not leading local human rights, labor rights, religious or other similar institutions, consult regularly with human rights, labor, religious or other leading local institutions that are likely to have the trust of workers and knowledge of local conditions
- Assure that implementation of monitoring is consistent with applicable collective bargaining agreements and performed in consultation with legally constituted unions representing employees at the worksite

H. Conduct Confidential Employee Interviews

- Conduct periodic confidential interviews, in a manner appropriate to the culture and situation, with a random sampling of company employees and employees of contractors and suppliers (in their local languages) to determine employee perspective on compliance with the workplace standards
- Utilize human rights, labor, religious or other leading local institutions to facilitate communication with company employees and employees of contractors and suppliers, both in the conduct of employee interviews and in the reporting of noncompliance

I. Implement Remediation

Work, where appropriate, with company factories and contractors and suppliers to correct instances of noncompliance with the workplace standards

J. Complete Evaluation Report

Complete report evaluating company compliance with the workplace standards

Remarks by
Jay Mazur, President of UNITE
(Union of Needletrades, Industrial and Textile Employees)

My name is Jay Mazur. I am president of UNITE, the Union of Needletrades, Industrial and Textile Employees. This is the union created in 1995 by the merger of the International Ladies Garment Workers and the Amalgamated Clothing and Textile Workers.

On behalf of the 120,000 UNITE members and retirees in New York State, we wish to thank Senator Spano and the committee for the opportunity to be here today to comment on the subject of Sweatshops and legislation to confront the problem.

We know something about this issue. Nearly a hundred years ago our predecessor unions were born in the struggle against the Sweatshop. We believed then and we believe now that the combined efforts of government, consumers, labor and responsible employers can bring this ugly blight on our society under control and perhaps even eradicate it.

In fact, midway through the century we had indeed succeeded in relegating the Sweatshop to a minor nuisance and no match for well-organized workers and vigorous law enforcement. We have seen however what has happened in the past two decades. The extraordinary changes in the industry both in our own country and abroad have made it difficult for governments to bring the industry under the rule of law. The huge new retailer chains with their clout in the market and their global reach create tremendous pressures on the thousands of small firms that are the backbone of the industry. These small legitimate firms are often faced with what amounts to a take-it-or-leave-it offer from the retailer or manufacturer. If they leave it they're out of business. If they take it the chances are not good that they will remain legitimate.

The problem is that the law does not hold these retailers and manufacturers responsible for the pressures they set in motion. It is these pressures more than any other single factor that have spawned a new generation of Sweatshop production from Brooklyn to Bangladesh.

Sweatshops as pervasive inhuman and intolerable as those which existed a century ago in the streets outside this very building. We have therefore joined together with hundreds of organizations across the nation and beyond our borders to rekindle the spirit of human decency and social justice that is our greatest weapon in the struggle against the Sweatshop.

Earlier this month tens of thousands of students and workers and people from church groups took part in a day of conscience against child labor and Sweatshops across the country and elsewhere in the world. It has become a huge movement and grows stronger each day with many states and municipalities either passing or considering new and tougher laws to deal with those who would return us to the industrial dark ages.

I think much of the country and certainly New Yorkers first became aware of it during the hectic days of the Kathie Lee Gifford episode last year. We saw then most matically, that the Sweatshop in Honduras was part and parcel of the same system as the Sweatshop in New York City, and that we could not deal with one without dealing with the other. At that time Governor Pataki and other officials pledged their support for new legislation here in the state to confront this shame of our city.

Let me say that I am aware of no other legislature in the nation that has tackled the need for new laws with the resolve and results that you have. What you have done in the past year is truly impressive. and if I may, Chairman Spano, we all know it could not have been done without the leadership and personal commitment to this issue that you have demonstrated time and time again.

You have passed and seen signed into law the hot goods registration and unpaid wages prohibition bills. These measures are important steps in cleaning up this industry and protecting the rights of workers. They tighten up loopholes that unscrupulous employer have been using to evade the law. They raise the ante on violations. They give government weapons to fight the exploiters. They establish the responsibility of manufacturers for the wages of employees of the offending contractors.

The joint responsibility bill that you are now considering is a logical extension of the measures you have already passed and will be tremendously effective in combating Sweatshops. Joint responsibility establishes responsibility at the top of the production chain where the cost pressures begin and where it can be argued most Sweatshops are created.

Manufacturers and retailers in their function as manufacturers would be held responsible for the working conditions of their contractors and sub-contractors. Joint responsibility recognizes the reality of this industry that these contracting and subcontracting arrangements are part of a larger and unified corporate enterprise that must be held accountable at the top.

Equally important it is time for New York State to put its own considerable purchasing power into the fight against Sweatshops. We were very encouraged in this regard to learn last week of Senator Spano's introduction of S5810. This bill would require suppliers and manufactures selling goods to a state agency to disclose their subcontractors and other information that will help us root out Sweatshop practices.

If we have learned anything about Sweatshops over the past hundred years it is that they thrive on secrecy. S5810 is an important first step in bringing the disinfectant of sunlight to the Sweatshops of New York. State and local governments spend millions of dollars every year on uniforms and other clothing without knowing anything about the conditions under which these goods are produced. We believe it is both practical and necessary to bring the economic clout of the state government into the market place on the side of decency and legal standards.

The work you have done to this point with the passage of tough new legislation has created extraordinary momentum for the kind of legislative changes that come perhaps once in a generation. I believe that other states municipalities and even the federal government are watching what you do.

They too understand the need for these new laws but few have been as bold and comprehensive in their approach as New York.

I therefore urge you to proceed on the path that you have wisely and courageously charted. To make New York an example of laws that work and work that is lawful.

I think of the women and children pictured in these photos who will thank you of workers throughout the industry in shops where working conditions are constantly threatened because conditions such as these are allowed to persist. I think of the honest, hard-working small businessmen and women struggling to compete in a ruthless market place compete while offering decent jobs with health pension benefits and union protection.

These businesses make apparel a major industry in New York and make New York the fashion capital of America. We at UNITE of course continue to pledge our unwavering support to this historic effort and to the efforts of so many determined to see the scourge of Sweatshops eliminated from our midst forever.

Thank You.

felix Apparel

Fax Cover Sheet



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

**From Suzanne Seiden
Phone: 202/219-8305
Fax: 202/219-4753
email address: sbs@fenix2.dol-esa.gov**

Today's date: 1/13/98

To: Mania Echaveste

Fax #: 456-2983

Number of pages including cover sheet: 2



Notes: *Mania,
aIP memo summarizing next steps*

Suzanne

Memorandum

To: MEMBERS OF THE AIP
From: SUZANNE SEIDEN AND STEPHANIE SWIRSKY
202/219-8305 202/219-6197
Date: January 13, 1998
Re: NEXT STEPS FROM JANUARY 9 MEETING

The following summarizes the next steps agreed to at Friday's meeting:

1. The Department of Labor will create one document that incorporates all of the current documents. We will reconcile the different drafts with Friday's agreed to language and highlight the areas remaining for discussion and decision. We will fax this document to everyone by the end of the week.
2. The governance subgroup will work to resolve the outstanding issues surrounding voting (super-majority and majority voting) and develop consensus via telephone before the working group meeting on January 26.
3. David Schilling and Pharis Harvey will work with Andrew Samet to resolve the outstanding wage issues and develop consensus via telephone before the meeting on January 26.
4. On January 26, a small group will meet to work through the outstanding issues in the consolidated document for final sign-off by the full group at the next AIP meeting. The meeting will be in NYC with Brad Figel, Art Heffner, Doug Cahn, Alan Howard, Pharis Harvey, Lynda Clarizio and Mike Posner, as well as DOL. (The meeting is at Mike's office at 333 7th Avenue, 29th and 7th Avenue, at 10:00 am).
5. Please fax to Suzanne at 202/219-4753 your available dates for February and March, so we can schedule the next meeting in Washington, DC. Please coordinate within your organizations, so we have at least one representative.
6. Please call if you have any questions, concerns, or additions.

CONFIDENTIAL

Apparel Industry Group Moves to End Sweatshops

Agreement to Bring Worldwide Inspection

By STEVEN GREENHOUSE

A Presidential task force that includes human rights groups, labor unions and apparel industry giants like Nike Inc., Reebok International Ltd. and L.L. Bean has reached a groundbreaking agreement that seeks to end sweatshops by creating a code of conduct on wages and working conditions, including a maximum 60-hour workweek, for apparel factories that American companies use around the world.

The task force has also agreed to set up an association to oversee monitors who would inspect apparel factories worldwide and give a seal of approval to companies that comply with the code of conduct.

Task force members vowed to follow the code in the factories they use in the United States and abroad. Participants said they hoped that dozens of other American companies would commit themselves to meeting the standards, and that the effort would eventually lead to a work standards for the clothing industry worldwide.

The members reached agreement at a seven-hour meeting on Monday, attended by Gene Sperling, chairman of the President's National Economic Council. Task force participants said President Clinton hoped to announce the agreement next Monday at a White House ceremony where he will be flanked by industry, labor and human rights officials. Mr. Sperling, who refused to confirm details of the agreement, said, "The progress that's been made represents a unique and historic step to eradicate sweatshops here and around the world."

He said the diverse group of members "were willing to sacrifice each of their sense of what was perfect to achieve something for the common good."

Companies that comply with the code will be able to put a label or tag on their clothing assuring consumers that it was not made in a sweatshop.

Linda Golodner, the co-chairwoman of the task force and president of the National Consumers Federation, said, "The benefit for everyone is what the whole task force was about: that's to make sure consumers can purchase goods that have not been made in a sweatshop and make sure that there's a process in place to check that factories are not sweatshops."

The agreement came after weeks of meetings in which the apparel companies clashed with labor and human rights representatives about minimum wages and maximum hours in factories and who should monitor the factories. Task force members said they are still debating some wording in the proposed guidelines.

Roberta Karp, the task force co-chairwoman who is general counsel at Liz Claiborne Inc., said, "Industry, human rights, labor and the Clinton Administration shared a commitment and our collective work will result in improved working conditions around the world."

Underlining the difficulty of reaching an accord, the task force agreed on an ambiguous standard for wages, saying that while factories that American companies own or contract with should pay the minimum wage in the countries where they are located, there should be a link between wages and the basic needs of workers. Several labor and human rights representatives on the task force contended that in countries like Haiti, the minimum wage is too low to support a family.

At Monday's meeting in Washington, the most hotly debated issue was working hours. The corporate members, which included Nicole Miller, Patagonia and the Phillips-Van Heusen Corporation, agreed to a maximum 60-hour workweek with several wrinkles: that the maximum standard workweek would be 48 hours in countries that do not already have a standard of fewer hours, while the maximum number of overtime hours required of apparel employees would be 12.

The two labor unions represented were the Union of Needletrades, Industrial and Textile Employees and the Retail, Wholesale and Department Store Union. Jeff Ballinger, president of Press for Change, a labor rights group that has often deplored the working conditions of shoe factories that American companies use abroad, said the 60-hour maximum was an important step forward.

"If orders are backlogged or if there's a rush, many times workers will have to work 65 to 70 hours a week for weeks on end," he said.

The agreement on maximum hours will even affect factories in the

United States, where there is a standard 40-hour workweek, but no limit on how many overtime hours can be worked. Under the new code, participants would agree not to force employees in their American factories to work more than 12 overtime hours beyond the 40-hour workweek.

The task force, which was set up last summer, reached an agreement early on child labor. Factories should not use workers under 15, although in some countries they would be allowed to employ 14-year-olds.

In addition, in an industry where workers often say they are hit, fondled or shouted at, the task force agree on anti-harassment provisions that human rights representatives praised. The code states that all workers be treated with respect and "no employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse."

In one of the major sticking points, labor and human rights members said they wanted human rights groups or church groups to monitor factories, while corporate members said the monitors should generally be accounting firms with international offices, because such firms can easily operate anywhere.

Under the deal, companies could choose accounting firms to serve as monitors but those firms would be asked to work with human rights groups.

Task force members said that they needed to work out many details over the next such months, including how the governing association will be structured, who will serve on it, who will finance the association and the monitoring, and what labels would be put on clothing to show they were not been made in sweatshops.

Stanley Levy, a Los Angeles lawyer on the task force who represents apparel companies, said, "It's a difficult task to get all the parties to reach an agreement that sets worldwide standards."

The New York Times

WEDNESDAY, APRIL 9, 1997

U.S. Says F.B.I. Erred in Using Deception in Olympic Bomb Inquiry

By KEVIN SACK

ATLANTA, April 8 — The Department of Justice has concluded that F.B.I. agents made "a major error in judgment" last July when they used deceptive tactics in an effort to persuade Richard A. Jewell to waive his constitutional rights in an interview about the bombing at Centennial Olympic Park, according to a memorandum from the F.B.I. Director, Louis J. Freeh.

But the memorandum states that a department investigation found "no intentional violation of Mr. Jewell's civil rights and no criminal misconduct" by the F.B.I. agents.

The department ultimately cleared Mr. Jewell, a security guard who found the bomb before it detonated, of any involvement in the bombing. The explosion on July 27 killed one woman and injured 111 other people. No one has been charged.

On July 30, before it was clear to Mr. Jewell that he had become a suspect, agents of the Federal Bureau of Investigation tricked him into speaking with them about the bombing by telling him they wanted his help in making a training film about bomb detection.

At the beginning of the interview at their headquarters in Atlanta, the agents did not advise Mr. Jewell of his rights to remain silent and to retain a lawyer. Justice Department officials have maintained that they did not have to do so because Mr. Jewell was not in custody.

But well into the interview, agents

in Atlanta received instructions from Mr. Freeh in Washington to give Mr. Jewell a Miranda warning, essentially a request to waive his rights. They did so, but still under the ruse that it was part of the training film.

"Putting aside anyone's personal responsibility for that mistake, I can tell you that no prosecutor could go into court, and no Director of the F.B.I. could go before Congress, and claim that necessary constitutional warnings are adequately conveyed by telling a suspect that he is an actor in a training video and that he is being presented Miranda warn-

ings 'just like it's a real official interview,'" Mr. Freeh said in his memorandum.

The text of the memorandum, which is dated April 1 and was distributed to F.B.I. offices around the country, was first published today in The Atlanta Constitution. Several Federal law-enforcement officials, speaking on the condition of anonymity, confirmed its authenticity.

The memorandum summarizes the findings of an investigation into the Jewell affair by the Office of Professional Responsibility at the department. The full report of those

findings has not been made public. But acting on the report, the F.B.I. has notified at least five agents that they may be disciplined for their roles in questioning Mr. Jewell, according to law-enforcement officials.

The five are David W. Johnson, the special agent in charge of the F.B.I.'s Atlanta office; David Tubbs, the special agent in charge of the Kansas City, Mo., office, who was dispatched to Atlanta to assist the inquiry; A.B. Llewellyn, the assistant special agent in charge of the Atlanta office; and Diader Rosario and Don Johnson, the special agents who conduct-

ed the interview with Mr. Jewell.

Those agents now have a chance to respond to the charges against them before the F.B.I. makes final disciplinary decisions. The proposed penalties range from short suspensions to letters of censure, one F.B.I. official said.

Law-enforcement officials familiar with the Justice Department review of Mr. Jewell's questioning said the review concluded that Mr. Freeh was not aware of the training film ruse when he ordered that Mr. Jewell be advised of his constitutional rights.

Several Federal law-enforcement officials said today that there was deep concern within the ranks of the F.B.I., both in Atlanta and elsewhere,

that Mr. Freeh would accept no responsibility for the Jewell incident.

John J. Sennett, an F.B.I. agent who serves as president of the 8,000-member F.B.I. Agents Association, said he was impatient for the internal investigation to be completed.

"For months, we have been seeing disparaging cartoons and articles that would lead readers to think that F.B.I. agents have employed ruthless and unconstitutional tactics," Mr. Sennett said.

Wayne Grant, a lawyer for Mr. Jewell, characterized Mr. Freeh's memorandum as "a whitewash," and said the training film ruse was "a knowing violation of Richard Jewell's constitutional rights."

Chicago's Catholics Don't Hesitate to Put Their Faith in a Native Son

By DIRK JOHNSON

CHICAGO, April 8 — In this city that so reveres its hometown heroes, Chicagoans were showering praise today on Archbishop Francis E. George, a native son of the Northwest Side, even as they acknowledged not knowing much about him.

"Welcome Home, Archbishop George," proclaimed a sign in front of his old grammar school, St. Pascal's in Portage Park, a largely German and Polish neighborhood with clean sidewalks and immaculately tended lawns.

The news of the appointment caused a great stir in Chicago, a city where the culture of Roman Catholicism is woven into the fabric, as people speculated about the direction the Archbishop will take.

"I don't really know what he stands for," said Mitch Kozlowski, a 40-year-old accountant, stopping for a brief prayer at St. Peter's Church in the Loop. "But he seems like a very good man."

Archbishop George comes from

Portland, Ore., to replace Joseph Cardinal Bernardin, who died in November. Cardinal Bernardin was beloved in Chicago, and even dissenters within the church appreciated his tolerance of different ideas.

"I think he'll be able to fill Bernardin's shoes," said Ellen Cronin, 70, a retired nurse's aide, who lives in Archbishop George's old neighborhood. "He's going to be good for the people, especially the poor."

Regarded as fairly conservative on church doctrine, Archbishop George showed considerable wit at a morning news conference, which was broadcast live locally. He also spoke some Spanish, which delighted many people in the fast-growing Hispanic community here.

"The hand of God has put him here," said Gustavo Aguilar, 32, who scrubs floors at industrial plants. "These are hard times for the immigrants. We need a man like him."

The Chicago Archdiocese numbers some 2.3 million Roman Catholics, and civic, educational and business

affairs are often connected in some way to the church.

A nun is serving in Mayor Richard M. Daley's cabinet, and the head of the public schools meets regularly with the superintendent of Catholic schools.

The Roman Catholic Church in Chicago has long been known for intellectual vibrance, ethnic diversity and a spirited, sometimes contentious style. Indeed, priests in Chicago, like the writer Andrew Greeley, have a reputation for not being hesitant about speaking their minds.

On a blustery opening day at Wrigley Field for the hapless Cubs, priests in the city were busy comparing notes on their new leader. The Rev. Michael Pfleger, a liberal priest who serves an all-black parish on the South Side, said it was "certainly a plus that he's such a smart man."

Father Pfleger said he was a bit concerned about Archbishop George's church politics. "I got about four phone calls from other priests this morning saying, 'You're

in trouble, Pfleger, this guy's real conservative,'" he said, with a laugh. "We'll have to wait and see."

He lauded Archbishop George for visiting a black youth beaten by white Catholic teen-agers in a March attack that underscored racial tensions here. "I hope he will be very direct and aggressive about exposing racism," Father Pfleger said. "We've got a big problem. We're sitting on a tinderbox that's ready to explode."

The Rev. Anthony Brankin, a conservative priest who is pastor of St. Thomas More parish on the South Side, expressed delight with the appointment, saying the new Archbishop was firm about church teaching.

"Let's let the man be a successor to the Apostles," said Father Brankin, noting that speculation about church politics can sometimes obscure the central message of the faith.

Call to Action, a liberal group that calls for changes in the church, like the ordination of women, issued a

statement of welcome today to Archbishop George. The group said it hoped for a continuation of the cooperative spirit that flourished under Cardinal Bernardin.

Many Catholics offered their praise for Archbishop George in the same breath with hope that he will not simply be a stern voice for a Vatican they see as rigidly doctrinaire.

"The church in Rome is so conservative," said Joan Ferraro, a 39-year-old lawyer. "I have confidence that this Archbishop knows that to shepherd the Chicago flock he's going to have to leave room" for views that do not fall in line with church doctrine on some issues, like birth control and the ordination of women.

Others had no such worries. "I'm thrilled about the choice," said Kathy Hoyos, 42, who works for a group that organizes pilgrimages to Catholic holy sites. "He'll bring a lot of unity to the community because of his background. I welcome him back home."

The New York Times

WEDNESDAY, APRIL 9, 1997

Sweatshop Pact: Good Fit or Threadbare?

Industry Could Get a PR Boon, but Activists Worry

By WENDY BOUNDS
And HILARY STOUT

Staff Reporters of THE WALL STREET JOURNAL

Now that a presidential task force has reached an agreement aimed at banishing clothing sweatshops world-wide, the question remains: Will the biggest beneficiary of this compromise be the garment workers toiling overseas — or the apparel makers' image?

This week, an eight-month-old White House task force comprising labor unions, human-rights groups and apparel leaders, such as Phillips-Van Heusen Corp., Nike Inc. and Liz Claiborne Inc., reached a tentative code of conduct for laborers' rights that U.S. companies could agree to follow when manufacturing abroad. The accord would limit work weeks — but tentatively to 60 hours. And it would call for paying at least the local minimum wage, which in many countries is a pittance compared with America's \$4.75 an hour.

An independent monitoring association would assess whether companies are abiding by the code. But who will serve in that group remains a matter of contentious debate.

Nagging Conscience

In an industry where appearance is everything, the shadow of sweatshop factories and child labor has proved a frustrating blemish for U.S. clothing manufacturers that have moved a lot of production overseas to save money. Ever since charges emerged last spring that some clothing endorsed by television personality Kathie Lee Gifford and sold by Wal-Mart Stores Inc. was made under grueling conditions overseas, apparel-industry leaders

have struggled to stem the perception among U.S. consumers that items like their \$140 blue dress shirt and the \$7 tee-shirt underneath it might have been sewn by juvenile workers toiling long hours in dingy rooms at below-poverty wages.

"Big companies today have to be seen as responsive and socially and politically

I can absolutely tell you that working conditions will improve, says Liz Claiborne's general counsel. 'You paint a big target on your back when you join something like this.'

correct. They know their image is at stake," said Wendy Liebmann, president of WSL Strategic Retail consulting group. In today's competitive retail environment, she adds, such perceptions can make or break which brand a consumer will choose.

But the accord raises concerns that companies may join the agreement mainly for public-relations purposes, which has some labor activists worried. Companies complying with the code could place a tag on clothing telling customers that the garment wasn't made in a sweatshop. "It strikes me that in many cases this would not be truth in advertising," said Stephen

Coats, head of the Chicago-based U.S./Guatemala Labor Education Project. "Just signing on to a code of conduct doesn't guarantee anything."

Union Concerns

Alan Howard, assistant to the president of the Union of Needletrades, Industrial and Textile Employees, echoed that concern. "We have concerns about any information reaching the consumer that isn't credible and true," he said. That "is why, in many ways, the hardest work of the task force remains in front of it."

But Roberta Karp, the task force co-chairwoman who is general counsel at Liz Claiborne, declared: "I can absolutely tell you that working conditions will improve. There is nothing cosmetic about this. You paint a big target on your back when you join something like this."

Several apparel makers on the task force indicated they would be glad to include labels on their products. "Nothing would please me more than to get rid of this sweatshop taint," said Bruce Klatsky, chief executive officer of Phillips-Van Heusen. "If a label is the vehicle for that — then, to be sure, I'd like to do it." Agreed Linda J. Wachner, chairman of Warnaco Group Inc., a New York-based maker of underwear and sportswear: "We'd have no problem with putting labels on clothing."

Price Resistance?

However, it's unclear whether consumers would pay more for garments labeled sweatshop-free, should companies raise prices to maintain better working conditions. The 1980s brought a similar reaction against environmentally unsound products. Companies rushed to make products "green," and consumers jumped on the bandwagon to buy them. But as product prices rose, many jumped off again.

"In our higher-minded moments, we as consumers say, 'Yes, it's a bad thing to have little children manufacture Nike sneakers,'" said Ms. Liebmann. "But if the price goes up from \$120 to \$140, it's like, 'Wait a minute, I still want the \$120 sneakers.'"

In recent weeks, industry representatives had threatened to pull out of the deliberations, indicating that Monday's meeting would be their last, according to participants. Gene Sperling, chairman of the president's National Economic Council, spent Sunday night telephoning representatives on all sides, urging them to keep talking. "Sweatshops and world-wide abuses to child labor are not going to be wiped out overnight," Mr. Sperling said. But he added that the plan is an "unprecedented cooperative effort by unions, human-rights groups and industry to work together."

The president plans to invite all parties to the White House next week to "seal the deal," according to an administration official.

WALL STREET
JOURNAL

4/10/97

ADDENDUM
TO THURSDAY'S
NEWS REPORT

U.S. Department of Labor

Employment Standards Administration
Wage and Hour Division
Washington, D.C. 20210



FAX COVER SHEET

OFFICE OF THE ADMINISTRATOR
WAGE AND HOUR DIVISION

FAX NUMBER (202) 219-4753
COMMERCIAL (202) 219-8305

TO: Marge Tarmey
FAX NUMBER: 456-2983

DATE: 4/10/97
PAGES: 2
(include cover sheet)

LOCATION: _____

FROM _____

If you do not receive all of the pages please call:

NAME: Gail
NUMBER: 219-8305

COMMENTS/INSTRUCTIONS:

12
WED, THURSDAY, APRIL 10, 1997

Warnaco Quits Anti-Sweatshop Group, Disagrees With Monitoring Proposal

By Joanna Ramey

WASHINGTON — The Warnaco Group, a member of the President's landmark anti-sweatshop task force, is bowing out in disagreement with the panel's newly drafted recommendations.

While other industry panel members were applauding the potential effectiveness of their work, Warnaco chief executive officer Linda Wachner said Wednesday her company already has sufficient programs in place to keep tabs on working conditions and wages at the factories it owns or contracts with in 15 countries. Wachner praised the mission of the task force, but in particular took issue with its proposal for an association to oversee participating apparel and footwear companies' monitoring of their production sites.

"We don't want an association monitoring our company," said Wachner, who appears to be the only official among the 12 companies participating on the task force to reject the panel's recommendations.

As reported, the task force — after months of often heated talks since President Clinton appointed the panel in August — completed on Monday its anti-sweatshop recommendations, which are scheduled to be unveiled in a White House ceremony as early as next week. While panel members have declined to discuss details of their work, a draft copy of the proposal calls for signatory apparel and footwear companies and retailers operating as manufacturers to:

- Adopt a code of conduct that, among other things, bans the employment of children younger than 15 (or 14 if the law of the country of manufacture allows). The code also states that employees can't be forced to work more than a 48-hour week and 13 hours of overtime, except in "extraordinary business conditions" such as having to produce a rush order. In addition, the code requires workplaces to provide a healthy and safe environment and recognize employees' right to freedom of

association and collective bargaining.

- Implement a corporate-run monitoring program that would keep tabs on all factories and contractors to assure they are adhering to the code of conduct. Monitoring would involve such things as unannounced inspections, auditing of payroll records and confidential interviews with employees.

- Participate in a second monitoring program whereby an outside organization — which could range from an accounting firm to a human rights group, details to be decided later — can verify that internal monitoring is working.

According to the draft copy, the entire code and monitoring effort — the first of its kind to be forged by an industry in the U.S. — would be overseen by an association, the details of which also have yet to be pounded out. The association would be comprised of officials from industry, human rights and labor groups.

The association would determine criteria for company membership, as well as procedures and qualifications for outside monitors. It would also develop ways to help companies remedy problems of noncompliance with the code of conduct. In addition, it would be a source of information for consumers to inquire about which companies are adhering to the no-sweatshop standards.

Detailing her objections to these proposals, Wachner said Warnaco already employs an outside, private auditor to insure its factories and contractors are following the company's own strict code of conduct. She said Warnaco doesn't need a "trade association" such as the one planned by the task force to sign off on whether conditions and wages at its production sites are up to speed. Specifically, Wachner's concerns with the association lie with confidentiality of proprietary information, as well as accountability of the outside monitors themselves.

"I think the confidentiality is critical," Wachner said. "We have our standards and systems

in place, and we believe each company should monitor their own."

Such an association was a key item for labor and human rights groups serving on the 23-member task force, arguing that such a body is needed to give credibility, as well as stability, to such an ambitious monitoring program, according to sources.

Linda Golodner, the co-chairwoman of the task force and president of the National Consumers Federation, said she was disappointed that Warnaco won't sign on to the task force's recommendations and questioned the decision.

"Right now consumers don't have confidence goods aren't made in sweatshops and that was the purpose of bringing us together in a partnership," she said. Regardless of Wachner's position, Golodner said she's confident that the other task force company members that plan to back the panel's recommendations — including Nike Inc., Reebok, Liz Claiborne, Tweeds, Patagonia, Nicole Miller, L.L. Bean and Phillips-Van Heusen — give the recommendations enough weight to propel them forward.

Indeed other panel members contacted Wednesday gave the recommendation a thumbs up and urged other companies to sign on. A spokesman for FVEH called the blueprint "clearly a historic agreement." Bud Konheim, president, Nicole Miller, said the recommendations help create "a level playing field where everyone raises their labor standards."

Jack Robinson, director of production management at L.L. Bean, said, "The agreement we reached is very salable to the industry. That doesn't mean it's not a difficult program to implement."

Roberta Karp, co-chairwoman of the task force and general counsel at Liz Claiborne Inc., said for many apparel companies, adopting the task force's recommendations may seem like a "stretch," but it's not an impossibility. "There is a lot of flexibility built in," she said.

Appar Gains

Continued from page 1
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TO: Anne Lewis, National Economic Council
The White House

FROM: Howard Waddell, Acting Assistant Secretary and Carl Fillichio
U.S. Department of Labor

DATE: April 11, 1997

RE: *Suggested Names for Apparel Industry Partnership Document*

Listed below are our suggestion for "names" for the document that the Apparel Industry Partnership will present to the President on Monday. The main titles and subtitles are interchangeable. Please don't hesitate to call if you have any questions:

- *Setting a New Trend: A Plan of Action to Eradicate Sweatshops by the Apparel Industry Partnership*
- *Dignity by Design: A Pledge to End Sweatshops by the Apparel Industry Partnership*
- *Integrity in Fashion: The Apparel Industry Partnership's Strategy to End Garment Sweatshops*
- *Dignity and Integrity for the World's Garment Workers: A Perfect Fit
Recommendations to the President from the Apparel Industry Partnership*
- *Designs for Dignity: A Set of Standards by the Apparel Industry Partnership*
- *A Model to Follow: Strategies to End Sweatshops by the Apparel Industry Partnership*
- *Removing an Ugly Stain on Fashion: The Apparel Industry Partnership's Response to Eradicating Sweatshops*
- *A New Style of Doing Business: The Apparel Industry Partnership and Innovations to End Sweatshops*
- *A Pattern for Progress: The Apparel Industry Partnership's Agenda for Eradicating Sweatshops*
- *Putting Sweatshops Out of Style: A Plan to End Worker Abuse in the Garment Industry by the Apparel Industry Partnership*

THE WHITE HOUSE

Office of Media Affairs

FOR PLANNING PURPOSES ONLY
202/456-7150
April 11, 1997

Contact:

PRESIDENT CLINTON TO ANNOUNCE APPAREL INDUSTRY PARTNERSHIP AGREEMENT

Washington, D.C. -- President Clinton will announce an Apparel Industry Partnership agreement on Monday, April 14 at 12:45 p.m. Attending the event will be members of the partnership comprised of apparel manufacturers, union representatives, consumer and human rights advocates.

WHAT: The President announces Apparel Industry Partnership agreement.

WHERE: The East Room, The White House.

WHEN: 12:45 p.m. Monday, April 14, 1997.

COVERAGE: OPEN PRESS

Note: Press needing White House clearance or wishing to interview members of the partnership after this event should contact the Office of Media Affairs at 202/456-7150.

-30-30-30-

THE WHITE HOUSE

WASHINGTON

April 12, 1997

WHITE HOUSE APPAREL INDUSTRY PARTNERSHIP EVENT

DATE: April 14, 1997
LOCATION: East Room
TIME: 12:30 p.m. - 1:30 p.m.
FROM: Maria Echaveste
Gene Sperling

I. PURPOSE

You will announce that the Apparel Industry Partnership working group of footwear and apparel leaders, organized labor and non-governmental organizations have reached an agreement to adopt a Workplace Code of Conduct which will enable all Americans to have confidence that the clothes and shoes they purchase are made under decent and humane working conditions.

II. BACKGROUND

At this event, you will commend the Apparel Industry Partnership (a group of CEOs, labor unions, and human rights organizations) for reaching an historic agreement that will assure Americans that the apparel they buy is made under decent and humane conditions. As you recall, last August you challenged this group to develop options for addressing the sweatshop problem. After months of negotiations, the group has reached an agreement which includes: **a strong workplace code of conduct, independent external monitors, internal monitoring, and a commitment to form an association.**

The **code of conduct**, which applies to companies and their contractors, prohibits child labor, forced labor, harassment and worker abuse; it requires payment of the minimum or prevailing wage, whichever is higher; it limits the work week to 60 hours and it recognizes the rights of employees to freedom of association and collective bargaining.

The agreement also spells out the obligations of the **independent external monitors** who will verify that companies and their contractors are in compliance with the code. The monitors will: provide company employees and contractors' employees with secure communication channels to report concerns of noncompliance; audit production records and practices to ensure compliance; and conduct employee interviews and site visits.

The agreement requires companies to undertake internal monitoring.

Finally, the members of the Partnership agreed to **form an association** that will (1) recruit new members companies also committed to the Code of Conduct and external monitoring; (2) develop

a reliable independent means to provide for public confidence that the above obligations are being met; and (3) develop a mechanism (e.g. a label or seal of approval) informing consumers about which companies abide by the Code and monitoring.

There have been two changes in the membership of Apparel Industry Partnership since you met with the principals last August. Reebok has joined the group, and Warnaco has left. Warnaco participated in the negotiations, but ultimately did not want to commit to external monitoring of its factories, although the CEO, Linda Wachtner, has spoken positively about the agreement.

III. PARTICIPANTS

Pre-brief participants:

Maria Echaveste
Gene Sperling

Event Participants:

You will be met in the Blue Room by the working group members:

Rev. David Shilling, The Interfaith Center of Corporate Responsibility
Rev. Pharis Harvey, Executive Director, International Labor Rights Fund
Kathie Lee Gifford
Frank Gifford
Michael Posner, President, Lawyers Committee for Human Rights
Lynda Clarizio, Arnold & Porter, Lawyers Committee for Human Rights
Paul Charron, CEO, Liz Claiborne [Co-Chair of the Partnership]
Roberta Karp, General Counsel, Liz Claiborne
Tom Harden, Senior Vice President, LL Bean
Linda Golodner, CEO, National Consumers League [Co-Chair of the Partnership]
Philip H. Knight, CEO, NIKE Inc.
David Olsen, CEO, Patagonia
Bruce J. Klatsky, CEO, Phillips-Van Heusen
Paul Fireman, CEO, Reebok International, Inc.
Lenore Miller, President, Retail, Wholesale, and Department Store Union
Ethel Kennedy
Kerry Kennedy Cuomo
Sandra Cuneo, Executive Director, Robert F. Kennedy Memorial Center for Human Rights
Martin Brill, President, Tweeds, Inc.
Jay Mazur, President, UNITE

IV. PRESS PLAN

The Blue Room greeting with working group will be closed to press.
The announcement event will be open to press.

V. SEQUENCE OF EVENTS

- 12:00 p.m. - 12:30 p.m. Event Briefing in the Map Room
- 12:30 p.m. **The President** proceeds to Blue Room to greet members of Apparel Industry Partnership Working Group.
- 12:40 p.m. Non-stage participants are escorted to reserved seats in the East Room from the Blue Room
- 12:45 p.m. Program Begins
- Announcement of program participants into the East Room as they proceed onto stage.
 - **The President** is announced into the East Room and proceeds onto stage.
 - Jay Mazur, President of UNITE delivers brief remarks and introduces next two speakers.
 - Linda Golodner, President of the National Consumer League and Co-Chair of the Apparel Industry Partnership, delivers brief remarks.
 - Paul Charron, CEO of Liz Claiborne and Co-Chair of the Apparel Industry Partnership, delivers brief remarks and **introduces The President**.
 - **The President** delivers remarks.
- 1:30 pm **The President** departs the East Room.

VI. REMARKS

To be provided by Speech writers

VII. ATTACHMENTS

- 1) List of Apparel Industry Partnership Members (attendees only)
- 2) Fact Sheet
- 3) Details of the Agreement
- 4) Chronology

Attachment 1

APPAREL INDUSTRY PARTNERSHIP MEMBERSHIP LIST

Rev. David Schilling - Director, Global Corporate Programs The Interfaith Center on Corporate Responsibility

The ICCR is a coalition of 275 Protestant, Roman Catholic, and Jewish institutional investors with a combined portfolio of \$50 billion with 25 years of experience in engaging corporations around issues of corporate social responsibility and codes of conduct.

Rev. Pharis Harvey - Executive Director International Labor Rights Fund

The ILRF is a nonprofit organization dedicated to assuring that the human rights of workers are protected throughout the world. With a leadership representing human rights, labor, consumer, business, religious and academic the ILRF works to develop consensus around policies that enhance and enforce international norms and standards to assure that adult working people are able to work under conditions that respect their rights, dignity, economic needs and health and safety.

Kathie Lee Gifford

Kathie Lee Gifford is an entertainer and businesswoman. She is currently the co-host of the "LIVE" with Regis and Kathie Lee show. Ms. Gifford along with her husband Frank Gifford devote a great deal of time to numerous charitable causes including Variety Club International's "The Children's Charity" and the Association to Benefit Children, which spawned the Cody Foundation. The resources from the foundation support "Cody House and Cassidy's Place", facilities that provide shelter and care to H.I.V. positive and crack addicted children.

Ms. Gifford has also developed a clothing line, the Kathie Lee Collection at Wal Mart and has written two books whose proceeds continue to support various charities.

Michael Posner - President Lawyers Committee for Human Rights

Based in New York, the Lawyers Committee is a not-for-profit organization dedicated to advancing human rights and the rule of law throughout the world.

Paul Charron - CEO
Roberta Karp - General Counsel (co-chair of the Partnership)
Liz Claiborne, Inc.
New York, NY

One of the nation's largest makers of women's clothing, Liz Claiborne sells sportswear and professional clothing targeted at upper-middle income shoppers through department stores and its own retail outlets. The company's other products include fashion jewelry, shoes, accessories, cosmetics, and fragrance. Brands include Liz Claiborne, Liz & Co., Elizabeth, Dana Buchman, and the men's label Claiborne. The company is broadening its product lines with the addition of bedding and accessories, including sheets, pillowcases, comforters, candlesticks, and wastebaskets. In addition, it is looking overseas for a boost, opening franchised stores in Asia, Latin America, and the Middle East.

Tom Harden Sr. Vice President
LL Bean
Freeport, ME

LL Bean is a retailer of men's, women's, and children's outdoor sporting goods, and clothing. LL Bean is primarily a catalogue mail order company although it does one retail store in Freeport Maine and a few factory outlet stores. It is the parent company of LLB MFG "the factory", a manufacturer of LL Bean products.

Linda Golodner - CEO (co-chair of the Partnership)
National Consumers League

The National Consumers League was founded in 1899, to bring consumer power to bear on marketplace and workplace issues. Priority issues for the League are food and drug safety, health care reform, fair labor standards, telecommunications, financial services, environmental issues and consumer fraud.

Philip H. Knight - CEO
Nike Inc.
Beaverton, OR

Athletic shoe maker Nike is a powerhouse in the world of sports. It is the world's #1 shoe company and controls about 1/3 of the US. Athletic shoe market. The company makes shoes for just about every activity imaginable, including baseball, basketball, football, volleyball, cheerleading, and wrestling. Nike also makes casual shoes, owns Cole Haan Shoes, and has a line of athletic wear, including caps, leotards, running clothes, shirts, shorts, and uniforms. In addition, it operates *Nike Town* shoe and sportswear stores in several cities, including Boston, New York, and Seattle. Nike sells its products in more than 80 countries.

David Olsen - CEO
Patagonia
Ventura, CA

Patagonia is a designer, manufacturer, distributor, and retailer of men's, women's, and children's casual and outdoor clothing. Patagonia clothing is sold via catalogues, Patagonia stores, and other outdoor shops in Europe, Asia, the Americas, and Australia. The company pledges the greater of 10% of pre-tax profits or 1% of sales to the preservation and restoration of the natural environment. Patagonia's mission statement, "Make the best quality product and cause no unnecessary harm," refers to its products, customers, workplace, and workers.

Bruce J. Klatsky - CEO
Phillips-Van Heusen Corporation
New York, NY

In 1994, Bruce Klatsky published an article called "Work Ethics" in which he discussed companies' responsibilities to their workers in foreign countries. He strongly stated that companies should demand that their vendors, suppliers, licensees, and business partners adhere to high standards of conduct.

Phillips-Van Heusen manufactures shirts, sweaters, shoes, neckwear, furnishings, outerwear, and leather bags. The company's principal brand names include Van Heusen (the best-selling dress shirt brand in the US), Gant, Izod, and Geoffrey Beene as well as Bass, the leading casual shoe brand in the US. It is also a leading manufacturer of private label shirts and sweaters. It sells to department and specialty stores, including J.C. Penney, Lord & Taylor, Macy's, and Sears. In addition, the company operates more than 800 Van Heusen, Geoffrey Beene, and Bass off-price outlet stores.

Paul Fireman - CEO
Reebok International, Inc.
Stoughton, MA

A sports apparel and shoe manufacturer and retailer, its products sell under the labels Reebok, the Rockport Company, and Greg Norman. With 1,500 Reebok retail stores, the company also manufactures children's and infants' shoes and apparel under the Reebok brand names as well.

Lenore Miller - President
Retail, Wholesale, and Department Store Union

The Retail, Wholesale and Department Store Union represents 90,000 members throughout the U.S. and Canada. Its members work largely in retail, food processing and distribution, general manufacturing, and clerical and service areas. Founded in 1937, it is the largest union in the United States to be headed by a woman.

Ethel Kennedy
Kerry Kennedy Cuomo
Sandra Cuneo - Executive Director
Robert F. Kennedy Memorial Center for Human Rights

The RFK Memorial Center for Human Rights was established to promote respect for human rights around the world. It concentrates its work on issues that are not receiving adequate attention from governments and other organizations and works to influence policies that affect human rights.

Martin Brill - President
Tweeds Inc.
Edgewater, NJ

Tweeds is a designer and retailer (via catalogue) of women's clothing that is approaching \$100 million in sales annually. Approximately half of the company's garments are manufactured in the U.S. and the other half are imported from various countries around the world.

Jay Mazur - President
UNITE

Mr. Mazur has a long and distinguished career in organized labor. He currently serves as the President of UNITE (Union of Needletrades, Industrial and Textile Employees) a new union that was created in 1995 by the merger of the Amalgamated Clothing and Textile Workers Union and the International Ladies Garment Workers Union. UNITE, under Mr. Mazur's leadership, has been at the forefront in the battle to assist garment workers in fighting exploitative labor conditions.

MEMBERS NOT ATTENDING

Robert Dunn - President and CEO
Business for Social Responsibility

Lonnie Kane - CEO
Karen Kane Company

Bud Konheim - CEO
Nicole Miller

PRESIDENT CLINTON ANNOUNCES APPAREL INDUSTRY PARTNERSHIP AGREEMENT

April 14, 1997

TODAY, PRESIDENT CLINTON WELCOMES TO THE WHITE HOUSE THE MEMBERS OF THE APPAREL INDUSTRY PARTNERSHIP TO ANNOUNCE A NEW AGREEMENT.

Leaders from the footwear and apparel industry, labor, nongovernmental organizations (NGOs), and consumer groups have found common ground, agreeing to a Code of Conduct and independent monitoring systems that will assure Americans that the clothes and shoes they buy are made under decent and humane working conditions.

THIS AGREEMENT FOLLOWS FROM WHITE HOUSE MEETING LAST YEAR. Last August, the President and Vice President met with these parties to discuss the problem of sweatshops, consumer concerns, and the need to join together to address these issues. The parties formed a voluntary, industry-driven partnership that proposed to report back to the President its recommendations for action.

- **The participants in the partnership** include leaders from companies such as: Liz Claiborne, Nike, Phillips-Van Heusen, Reebok, L.L. Bean, Patagonia, Tweeds, Nicole Miller, and Karen Kane; labor unions such as UNITE and the Retail, Wholesale, Department Store Union; and religious and NGOs such as Business for Social Responsibility, the Interfaith Center on Corporate Responsibility, the International Labor Rights Fund, Lawyers Committee for Human Rights, the National Consumers League, and the RFK Memorial Center for Human Rights.

THE PARTNERSHIP'S AGREEMENT IS THE FIRST OF ITS KIND. The agreement contains the following components:

- ✓ **A Strong Workplace Code of Conduct** that companies will voluntarily adopt and require their contractors to adopt, which, among other things, includes:
 - Prohibitions against child labor, worker abuse or harassment, and discrimination;
 - The recognition of workers' rights of freedom of association and collective bargaining;
 - A minimum or prevailing industry wage and a cap on mandatory overtime; and
 - A safe and healthy working environment.
- ✓ **Independent External Monitors** to conduct reviews of company policies and practices and to verify that the company is in compliance with its obligations and commitments under the Code of Conduct. Companies will also maintain an internal monitoring system that outlines the obligations each company will undertake to ensure that the Code is enforced in its facilities and its contractors' facilities both domestically and internationally.
- ✓ **Commitment to Form an Association Over the Next Six Months** that will (1) recruit new member companies which also will abide by the Code and implement independent monitoring; (2) develop a reliable, independent means to provide for public confidence that the above obligations are being met; and (3) develop a mechanism or seal of approval informing consumers about which companies abide by the Code and monitoring.

DETAILS ON THE APPAREL INDUSTRY PARTNERSHIP AGREEMENT

The Apparel Industry Partnership agreement contains the following:

- ✓ **A Strong Workplace Code of Conduct** that individual companies will voluntarily adopt and require their contractors to adopt, which includes:
 - The prohibition of employing any persons under the age of 15 (unless permitted by the country of manufacture to be 14);
 - Prohibitions against any worker abuse or harassment and discrimination;
 - The recognition and respect for workers' rights of freedom of association and collective bargaining;
 - The requirement that employers pay at least the minimum or prevailing industry wage, whichever is higher, and provide mandated benefits;
 - The requirement that workers be provided with a safe and healthy working environment;
 - A cap on mandatory overtime to 12 hours per week and the regular work week of the country (or 48 hours, whichever is less); and requiring a day off in every seven day period; and
 - The requirement that overtime be compensated for at the premium rate required in the country or at least equal to their regular hourly compensation.

- ✓ **Independent External Monitors** who will conduct independent reviews of participating company policies and practices; provide company employees and contractors' employees with secure communication channels to report concerns of noncompliance; audit production records and practices to ensure compliance; conduct employee interviews and site visits; and verify that the company is in compliance with its obligations and commitments under the Code of Conduct.

- ✓ **An Internal Monitoring System** that outlines the obligations each company will undertake to ensure that the Code of Conduct is enforced in its facilities and its contractors' facilities both domestically and internationally.

- ✓ **A Commitment to Form an Association** over the next six months that will:
 - Recruit new member companies which also will abide by the Code and implement independent monitoring;
 - Develop a reliable, independent means to provide for public confidence that the above obligations are being met; and
 - Develop a mechanism or seal of approval informing consumers about which companies abide by the Code and monitoring.

CHRONOLOGY ON CLINTON ADMINISTRATION'S "NO SWEAT" INITIATIVE

- Summer 1993** Secretary Reich launches initiative to fight sweatshops.
- Spring 1994** National Conference on Garment Workers in NYC.
- Fall 1994** Labor Department hosts Retailer Roundtable in Washington, DC.
- August 2, 1995** El Monte, CA sweatshop busted for "slavery." Sec. Reich steps up fight against sweatshops.
- September 1995** Retailer Summit in NYC on how to improve industry compliance with workplace standards.
- December 1995** Secretary Reich announces Trendsetter List -- retailers and manufacturers working to end sweatshops in the US.
- May 1996** First Quarterly Enforcement Report Released by the Labor Department.
- May 1996** DOL investigation reveals that Kathy Lee Gifford's clothing line being made in sweatshops. Gifford and Sec. Reich join forces to fight abuse.
- July 1996** Sec. Reich hosts Fashion Industry Forum. Kathy Lee Gifford, Cheryl Tiegs and 300 fashion industry representatives -- including retailers, manufacturers, designers, workers, labor and consumer advocates -- participate.
- Summer 1996** Legislation introduced on Capitol Hill to hold manufacturers and retailers liable for the conditions under which their contractors operate.

- August 2, 1996** President Clinton brings a diverse group of industry, labor, and human rights leaders to the White House to discuss industry conditions. The Apparel Industry Partnership is formed, and challenged by the President to take steps to assure that company products are made in compliance with acceptable labor standards, and to inform consumers that the products they buy are not made under exploitative conditions. The group agrees to report back in six months.
- Fall 1996** Monitoring Workshops for manufacturers and retailers in New York, Chicago, and Los Angeles.
- Sept 1996-April 1997** The Apparel Industry Partnership meets regularly with technical assistance from the Administration.
- October 1996** Release of Volume 3 of the international child labor report, "By the Sweat and Toil of Children" on the impact of Codes of Conduct on child labor conditions in the apparel industry.
- December 1996** Department of Labor's "No Sweat" Initiative receives Innovations in American Government Award from the Ford Foundation and John F. Kennedy School of Government.
- January 1997** Clinton Administration has collected more than \$10.4 million in back wages for minimum wage and overtime violations for more than 34,000 garment workers across the country.
- February 1997** Labor Department pledges funding to International Labor Organizations' initiative against child labor in the Pakistani soccer ball industry.
- March 25, 1997** Three companies added to the Trendsetter List, bringing the total to 34 companies representing over 125 apparel lines and tens of thousands of retail stores.
- April 14, 1997** Apparel Industry Partnership presents its agreement and plan of action to end sweatshops to President Clinton at the White House.



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Subject: 1997-04-14 Remarks by President during Apparel Industry Event

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

April 14, 1997

REMARKS BY THE PRESIDENT
AT APPAREL INDUSTRY PARTNERSHIP EVENT

The East Room

1:05 P.M. EDT

THE PRESIDENT: Thank you very much. I would like to begin, first of all, by thanking all of the members of this partnership -- the cochairs, Paul Charron of Liz Claiborne and Linda Golodner of The National Consumers League; Jay Mazur of UNITE. I thank Kathie Lee Gifford, who has done so much to bring public attention to this issue. I thank the members of Congress who are here: Congressman George Miller, Congressman Bernie Sanders, Congressman Lane Evans, Congressman Marty Martinez, and especially I thank my good friend, Senator Tom Harkin, who first brought this issue to my attention a long time ago. Thank you very much, sir, and thank all of you for your passionate concern. (Applause.)

I thank the former Secretary of Labor, Bob Reich, and acting Secretary, Cynthia Metzler and Secretary-designate, Alexis Herman who is here. And I thank Maria Echaveste and Gene Sperling for their work.

The announcement we make today will improve the lives of millions of garment workers around the world. As has now been painfully well documented, some of the clothes and shoes we buy here in America are manufactured under working conditions which are deplorable and unacceptable. Mostly overseas, but unbelievably, sometimes here at home as well.

In our system of enterprise, which I have done my best to promote and advance, we support the proposition that businesses are in business to make a profit. But in our society, which we believe to be good and want to be better, we know that human rights and labor rights must be a part of the basic framework within which all businesses honorably compete.

As important as the fabric apparel workers make for us is the fabric of their lives, which is a part of the fabric of our lives -- here at home and around the world. Their health and their safety, their ability to make a decent wage, their ability to bring children into this world and raise them with dignity and have their children see their parents working with dignity, that's an important part of the quality of our lives and will have a lot to do with the quality of our children's future.

Last August, when the Vice President and I brought together the leaders of some of our nations largest apparel and footwear companies, and representatives of labor, consumers, human rights and religious groups I was genuinely moved at the shared outrage at sweatshop abuses and the shared determination to do something about it. That led to this apparel industry partnership. This partnership has reached an agreement -- as already has been said -- that will significantly reduce the use of sweatshop labor over the long run. It will give American consumers greater confidence in the products they buy.

And, again, I say they have done a remarkable thing. Paul Charron said it was just the beginning because even though there

are some very impressive and big companies represented on this stage, there are some which are not. But I would like to ask all the members of the partnership here to stand and I think we ought to express our appreciation to them for what they have done.
(Applause.)

Now, here's what they agreed to do: first, a workplace code of conduct that companies will voluntarily adopt, and require their contractors to adopt, to dramatically improve the conditions under which goods are made. The code will establish a maximum work week, a cap of 12 hours on the amount of overtime a company can require, require that employers pay at least the minimum or prevailing wage, respect basic labor rights. It will require safe and healthy working conditions and freedom from abuse and harassment. Most important, it will crack down on child labor -- prohibiting the employment of those under 15 years of age in most countries.

It will also take steps to ensure that this code is enforced and that American consumers will know that the tenets of the agreement are being honored. The apparel industry has developed new standards for internal and external monitoring to make sure companies

and contractors live up to that code of conduct. It will also form an independent association to help implement the agreement and to develop an effective way to share this information with consumers, such as labels on clothing, seals of approval in advertising or signs in stores to guarantee that no sweatshop labor was used on a given product line.

Of course, the agreement is just the beginning. We know sweatshop labor will not vanish overnight. We know that while this agreement is an historic step, our real measure of progress must be in the changed and improved lives and livelihoods of apparel workers here at home and around the world. That is why we need more companies to join this crusade and follow its strict rules of conduct.

One of the association's most important tasks will be to expand participation to as many large and small companies as possible. And I urge all of America's apparel companies to become part of this effort. If these people are willing to put their names, their necks, their reputations and their bottom lines on the bottom line of America, every other company in America in their line of work ought to be willing to do the very same thing. (Applause.)

We have spent a lot of time trying to find jobs for everybody in America who wants to work, and we have spent a lot of time saying that people who are able-bodied, who can work, should be required to work. Now, we are also reminding ourselves that no one, anywhere, should have to put their safety or their dignity on the line to support themselves or their children. This is a great day for America, a great day for the cause of human rights, and I believe a great day for free enterprise. And I thank all of those who are here who made it possible.

I'm proud that this agreement was industry-led and wholly voluntary. Like the TV industry's decision to rate its programming, like the new private sector effort to help move people from welfare to work, like the high-tech industry's efforts to wire our schools and our classrooms to the Internet, all of them, by the year 2000, which we will continue this Saturday.

This is further evidence that we can solve our problems by working together in new and creative ways. The apparel industry understands that we all share a stake in preparing our country for the 21st century and preparing the world to be a good partner. Reaching across lines that have too often divided us in the past, this new partnership will create more opportunity for working families. It will demand more responsibility for working conditions. It will build a stronger community here in America and bind us to the community of people all around the world who believe in the value of work, but who also believe in the importance of its dignity and sanctity.

Thank you and God bless you all. (Applause.)

PRESIDENT CLINTON ANNOUNCES APPAREL INDUSTRY PARTNERSHIP AGREEMENT

April 14, 1997

TODAY, PRESIDENT CLINTON WELCOMES TO THE WHITE HOUSE THE MEMBERS OF THE APPAREL INDUSTRY PARTNERSHIP TO ANNOUNCE A NEW AGREEMENT. Leaders from the footwear and apparel industry, labor, nongovernmental organizations (NGOs), and consumer groups have found common ground, agreeing to a Code of Conduct and independent monitoring systems that will assure Americans that the clothes and shoes they buy are made under decent and humane working conditions. The Partnership also agreed to recruit others in the industry and to develop an independent association to assure compliance and inform consumers about the Code and which companies comply.

THIS AGREEMENT FOLLOWS FROM WHITE HOUSE MEETING LAST YEAR. On August 2, 1996, the President and Vice President met with these parties to discuss the problem of sweatshops, consumer concerns, and the need to join together to address these issues. The parties formed a voluntary, industry-driven partnership that proposed to report back to the President its recommendations for action.

- **Participants in the Partnership include:** Liz Claiborne; Nike; Phillips-Van Heusen; Reebok; L.L. Bean; Patagonia; Tweeds; Nicole Miller; Karen Kane; UNITE; the Retail, Wholesale, Department Store Union; Business for Social Responsibility; the Interfaith Center on Corporate Responsibility; the International Labor Rights Fund; Lawyers Committee for Human Rights; the National Consumers League; and the RFK Memorial Center for Human Rights.

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 - **A minimum or prevailing industry wage, a maximum 60-hour workweek, and a cap on mandatory overtime; and**
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- ✓ **Independent External Monitors** to conduct reviews of company policies and practices and to verify that the company is in compliance with its obligations and commitments under the Code of Conduct. Companies will also maintain an internal monitoring system that outlines the obligations each company will undertake to ensure that the Code is enforced in its facilities and its contractors' facilities both domestically and internationally.
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August 2, 1996

President Clinton brings a diverse group of industry, labor, and human rights leaders to the White House to discuss industry conditions. The Apparel Industry Partnership is formed, and challenged by the President to take steps to assure that company products are made in compliance with acceptable labor standards, and to inform consumers that the products they buy are not made under exploitative conditions. The group agrees to report back in six months.

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March 25, 1997

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April 14, 1997

Apparel Industry Partnership presents its agreement and plan of action to end sweatshops to President Clinton at the White House.

MEMBERS OF THE APPAREL INDUSTRY PARTNERSHIP

Liz Claiborne, Inc.
Paul Charron, Chairman and CEO
[co-chair]

National Consumers League
Linda Golodner, President
[co-chair]

**Interfaith Center on Corporate
Responsibility**
David Schilling, Director

International Labor Rights Fund
Pharis Harvey, Executive Director

Kathie Lee Gifford

Lawyers Committee for Human Rights
Michael Posner, Executive Director

LL Bean, Inc.
Tom Harden, Senior Vice President

NIKE, Inc.
**Philip Knight, Chairman of the Board and
CEO**

Patagonia
David Olsen, CEO

Phillips-Van Heusen
Bruce Klatsky, CEO

Reebok International, Ltd.
Paul Fireman, CEO

**Retail Wholesale Department Store
Union, AFL-CIO**
Lenore Miller, President

**Robert F. Kennedy Memorial Center for
Human Rights**
Sandra Cuneo, Executive Director

Tweeds, Inc.
Martin Brill, President

**Union of Needletrades, Industrial and
Textile Employees (UNITE)**
Jay Mazur

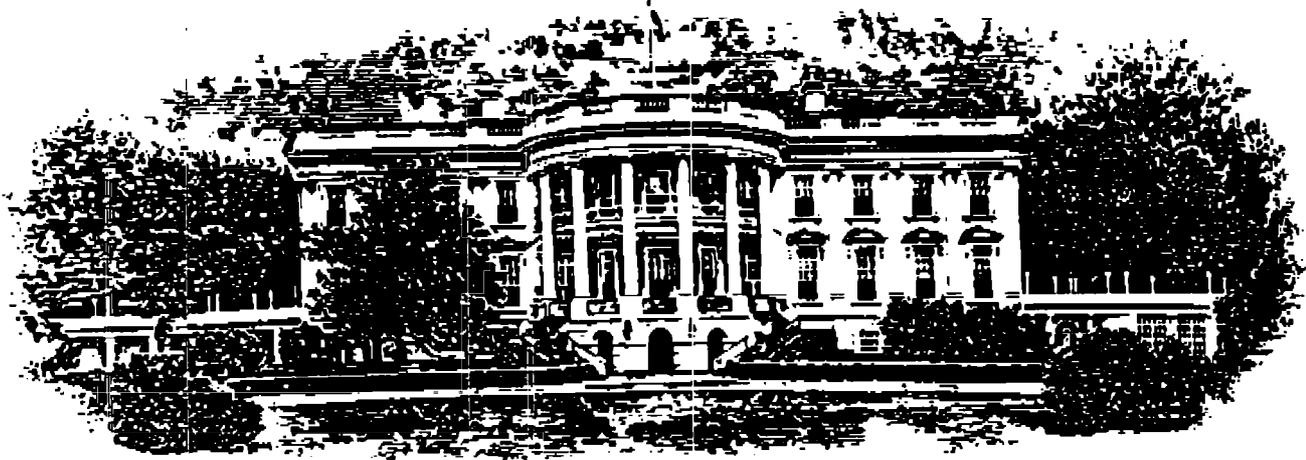
Unable to Attend

Business for Social Responsibility
Robert Dunn, President and CEO

Karen Kane, Inc.
Lonnie Kane, CEO and President

Nicole Miller, Inc.
Bud Konheim, CEO

THE WHITE HOUSE



OFFICE OF PUBLIC LIAISON

Cheri Carter
Special Assistant To The President

Phone (202) 456-5175

FAX (202) 456-6218

Number of Pages (Including Cover): 10

Date: 4/11/97

To: Marge

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From: Cheri

Comments: _____

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President's List

**APPAREL INDUSTRY PARTNERSHIP EVENT - Monday APR 14 1997 - 12:30 PM State Floor - Business -
East Visitors Entrance For Official Government Use Only**

Page 1

REPORT DATE: April 11, 1997
REPORT TIME: 6:03 PM

THE PRESIDENT

Accepts and No Responses

Mr. David Abrams
Union of American Hebrew Congregation

A **Honorable Bernard E. Anderson**
Washington, DC

Hon. (Rep.) Robert E. Andrews
D/New Jersey, House of Representatives
Washington, DC

A **Mr. Stuart Appelbaum**
Coordinator of Special Projects, Retail, Wholesale and Department Store Union
New York, NY

A **Mr. Martin Brill**
President, Tweeds
Weekawken, NJ

Father Robert Brooks
The Episcopal Church

A **Ms. Kate Burnham**
Director, Corporate Communications, Reebok International
Stoughton, MA

A **Mr. Doug Cahn**
Stoughton, MA

A **Rev. Elezer Valentin Castanon**
United Methodist Church

A **Ms. Kathy Charron**
Liz Claiborne, Incorporated
North Bergen, NJ

A **Mr. Paul Charron**
Liz Claiborne Inc.
North Bergen, NJ
Guests: Mr. Bradley R. Charron, Ms. Ashley Anne Charron

Ms. Nancy Chupp

A **Ms. Lynda Clarizio**
Arnold and Porter
Washington, DC

A **Ms. Sharon Cohen**
Vice President, PR-Exec.Dir., Reebok Foundation
Stoughton, MA

A **Mr. Aron Cranter**
San Francisco, CA

A **Ms. Sandra Cuneo**
Executive Director, RFK Memorial Center for Human Rights
Washington, DC

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Page 2

REPORT DATE: April 11, 1997
REPORT TIME: 6:03 PM

Accepts and No Responses

- A **Mrs. Kerry Kennedy Cuomo**
McLean, VA
- A **Mr. Mark A. de Bernardo**
Executive Director, Institute for a Drug-Free Workplace
Washington, DC
- Mr. Richard Dicker**
Associate Council, Human Rights Watch
New York, NY
- A **Hon. (Rep.) Lane A. Evans**
D/Illinois, House of Representatives
Washington, DC
- A **Dr. Thomas White Wolf Fassett**
General Secretary, Board of Church and Society, The United Methodist Church
Washington, DC
- A **Mr. Brad Figel**
NIKE, Inc.
- A **Mr. Carl Fillichio**
Associate Director for Strategic Planning, U.S. Department of Labor
Washington, DC
- A **Mr. Paul Fireman**
President, Reebok International, Ltd.
Stoughton, MA
- A **Mr. Claude Fontheim**
Fontheim and Hammonds
- A **Mr. Mark Foulon**
Arnold and Porter
Washington, DC
- A **Ms. Mary Covington (Substitute for: Anthony Freeman)**
- A **Mr. Peter Friedmann**
General Counsel, Reebok International
- A **Sr. Eymard Gallagher**
President, Marymount University
Arlington, VA
- A **Mr. and Mrs. Frank Gifford**
New York, NY
Guest: Mr. Richard Hofstetter
- A **Ms. Rae Glass**
- A **Mr. Earl F. Gohl**
Washington Representative, Office of Governor Casey
Washington, DC

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Page 3

REPORT DATE: April 11, 1997
REPORT TIME: 8:03 PM

Accepts and No Responses

- A **Ms. Lisa Goldman**
B'nai B'rith
- A **Mr. Jack Golodner**
President, Department for Professional Employees
Washington, DC
- A **Ms. Linda Golodner**
President, National Consumers League
Washington, DC
- Mr. Paul Greenberg**
Jewish Labor Committee
- A **Mr. Thomas Harden**
Senior Vice President, LL Bean Inc.
Freeport, ME
- A **Hon. (Sen.) Thomas R. Harkin**
Iowa, United States Senate
Washington, DC
- Mr. David Harris**
- A **Mr. Seth Harris**
Special Assistant, U.S. Department of Labor
Washington, DC
- A **Ms. Jane Hull Harvey**
Assistant General Secretary, General Board of Church & Society, United Methodist Church
Washington, DC
- A **Mr. Pharis Harvey**
Executive Director, International Labor Rights Fund
Washington, DC
- A **Dr. Stan Hestey**
Executive Director, Alliance of Baptists
Washington, DC
- A **Mr. Arthur Heffner**
Exec. Vice-President, Phillips-Van Heusen Corporation
New York, NY
- Dr. Clarence Hodges**
Seventh Day Adventists
- A **Ms. Ann Hoffman**
UNITE
Washington, DC
- A **Mr. Alan Howard**
Assistant to the President, UNITE
New York, NY
- A **Mr. Aaron Michael Huffnang**
Hillel Foundation

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Page 4

REPORT DATE: April 11, 1997
REPORT TIME: 8:03 PM

Accepts and No Responses

- A **Ms. Katherine Hyde**
Associate General Counsel, Tweeds
Weehawken, NJ
- A **Ms. Elenora Gliddings Ivory**
Presbyterian Church in the US
Washington, DC
- A **Ms. Maureen Jaffe**
- A **Mr. Brad S. Karp**
Paul Weiss Wharton and Garrison
New York, NY
- A **Ms. Roberta Karp**
General Counsel, Liz Claiborne Avenue
North Bergen, NJ
- A **Mrs. Ethel Skakel Kennedy**
Hyannis Port, MA
- A **Hon. Susan Robinson King**
Nominee for Assistant Secretary of Public Affairs, Department of Labor
Washington, DC
- A **Mr. Bruce Klatsky**
Chairman, President and CEO, Phillips-Van Heusen Corporation
New York, NY
- A **Mr. Philip H. Knight and Ms. Penelope Knight**
Chairman, Nike, Inc.
Beaverton, OR
- Ms. Barbara Kohnen**
United States Catholic Conference
- A **Ms. Mandy Kreps**
Church of the Brethren
- A **Mr. Marvin Krislov**
Deputy Solicitor, Department of Labor
- A **Mr. Jonathan Kronheim**
- A **Mr. Kenneth Letzler**
Arnold and Porter
Washington, DC
- A **Mr. Stanley R. Levy**
Champaign, IL
- A **Mr. Richard Lucas**
Arnold and Porter
Washington, DC
- Hon. (Rep.) Matthew G. Martinez**
D/California, House of Representatives
Washington, DC

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Page 5

REPORT DATE: April 11, 1997
REPORT TIME: 6:03 PM

Accepts and No Responses

- A **Rev. Armand Mathew**
The Missionary Oblates of Mary Immaculate
- A **Mr. Jay Mazur**
President, Union of Needletrades, Industrial and Textile Employees
New York, NY
- A **Hon. J. Davitt McAtear**
Assistant Secretary, Mine Safe, Department of Labor
- A **Mr. Roger McDivitt**
Production Manager, Patagonia
Ventura, CA
- A **Honorable Cynthia A. Metzler**
Assistant Secretary for Administration and Management, Department of Labor
Washington, DC
- A **Ms. Kimberly Michalski**
National Consumers League
Washington, DC
- A **Hon. (Rep.) G. William Miller**
Washington, DC
- A **Ms. Lenore Miller**
Retail, Wholesale and Department Store Union
New York, NY
- A **Ms. Maureen Morrill**
Washington, DC
- A **Mr. Richard Nugent**

Ms. Karen Nussbaum
Director, Working Women's Department, AFL-CIO
Washington DC, DC
- A **Mr. David Bruce Olson**
CEO, Patagonia
Ventura, CA

Hon. (Rep.) Major R. Owens
D/New York, House of Representatives
Washington, DC
- A **Hon. Geri Palest**
Assistant Secretary for Congressional Affairs, Department of Labor
Washington, DC
- A **Mr. Michael Posner**
Executive Director, Lawyers Committee for Human Rights
New York, NY
- A **Mr. Edward Potter**
Legal Counsel, U.S. Council for International Business
Washington, DC

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Page 6

REPORT DATE: April 11, 1997
REPORT TIME: 6:04 PM**Accepts and No Responses**

- A **Ms. Jane Randel**
- A **Mr. Don Reeves**
Bread for the World
- A **Mr. Jack Robinson**
Director, L.L. Bean, Inc.
Freeport, ME
- Ms. Sofia A. Rosen**
- A **Mr. Jonathan Rosenblum**
International Labor Rights Fund
- A **Ms. Sally Sachar**
- A **Mr. Andrew Sarnet**
International Labor Affairs Bureau, US Department of Labor
Washington, DC
- A **Hon. (Rep.) Bernard "Bernie" Sanders**
Vermont, House of Representatives
Washington, DC
- A **Mr. David M. Schilling**
Director, Global Corporate Accountability Programs
New York, NY
- A **Ms. Niloufer Daruwala (Substitute for: Steve Schueth)**
- A **Ms. Suzanne B. Seiden**
Department of Labor
Washington, DC
- A **Mr. James Silk**
Director, RFK Memorial Center for Human Rights
Washington, DC
- Ms. Mary Ann Smith**
- A **Rabbi Joel Soffin**
Temple Shalom
- A **Mr. Dau N. Spencer**
- A **Mr. Bruce Sullivan**
- A **Ms. Stephanie Swirsky**
Office of Policy, US Department of Labor
Washington, DC
- Ms. Linda Chavez Thompson**
President, AFL-CIO
Washington DC

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Page 7

REPORT DATE: April 11, 1997
REPORT TIME: 6:04 PM

Accepts and No Responses

Sister Kathy Thornton
National Coordinator, Sisters of Mercy of America
Washington, DC

A **Mr. Louis Vanegas**

A **Mr. Earl J. Volk**
Executive Director, Friends Committee on National Legislation

A **Mr. Howard L. Waddell**
Deputy Assistant Secretary for Public Affairs, U.S. Department of Labor
Washington, DC

Rev. Paul Wee
Church of the Reformation

A **Mr. Lee Weinstein**
Public Relations Manager, Nike Inc.
New York, NY

A **Hon. (Sen.) Paul Wellstone**
D/Minnesota, United States Senate
Washington, DC

Hon. (Rep.) Lynn C. Woolsey
D/California, House of Representatives
Washington, DC

A **Mr. Robert J. Zane**
Senior Vice President, Liz Claiborne, Incorporated
North Bergen, NJ

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Page 9

REPORT DATE: April 11, 1997
REPORT TIME: 6:04 PM

Regrets

- R **Ms. Abigail Abrash**
Program Director, RFK Memorial Center for Human Rights
Washington, DC
- R **Mr. Patrick Conover**
United Church of Christ
Washington, DC
- R **Mr. John F. Cooke**
Executive Vice President, Corporate Affairs, The Walt Disney Company
Burbank, CA
- R **Mr. Ronaldo M. Cruz**
Department of Social Development and World Peace, United States Catholic Conference
- R **Ms. Anne Curtis**
NETWORK
- R **Mr. Norman Dorsen**
Chairman, Lawyers Committee For Human Rights
New York, NY
- R **Mr. Robert Dunn**
Business for Social Responsibility
San Francisco, CA
- R **Mr. Joe Eldridge**
Lawyers Committee for Human Rights
Washington, DC
- R **Mr. Anthony Freeman**
Director, Washington Branch Office, International Labor Organization
Washington, DC
- R **Mr. Lonnie Kane**
CEO, Karen Kane, Inc.
Los Angeles, CA
- R **Mr. Abraham Katz**
Legal Counsel, US Council for International Business
Washington, DC
- R **Mr. Bud Konheim**
CEO, Nicole Miller
New York, NY
- R **Ms. Nicole Miller**
NICOLE MILLER
New York, NY
- R **Mr. Forest Montgomery**
General Counsel, National Association of Evangelicals
Washington, DC
- R **Ms. McClain Ramsey**
Director of Communications, NIKE, Incorporated
Beaverton, OR

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Page 9

REPORT DATE: April 11, 1997
REPORT TIME: 6:04 PM

Regrets

- R **Mr. Steven Rickard**
Director, Washington Office, Amnesty International
Washington, DC
- R **Mr. Howard J. Rubenstein**
Rubenstein Associates
New York, NY
- R **Rabbi David David Saperstein**
Union of American Hebrew Congregations
- R **Mr. Steve Schueth**
President, Calvert Group
Chevy Chase, MD
- R **Mr. Thomas Shellabarger**
Urban Economic Policy Advisor, U.S. Catholic Conference
- R **Mr. John J. Sweeney**
President, AFL-CIO
Washington, DC
- R **Mr. Richard Trumka**
Secretary-Treasurer, AFL-CIO
Washington, DC
- R **Sister Mary Waskowiak**
Sisters of Mercy of the Americas

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