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Folder Title:
White House Apparel Industry Partnership Event [Binder] [3]

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Cheryl M. Carter

04/14/97

09:57:37 AM

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: three lists for apparel event

Blue Room -- 20

Martin Brill, Pres., Tweeds, Inc.

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

Kerry Kennedy Cuomo

Paul Charron, CEO, Liz Clairborne [speaker]

Lynda Clarizio, Lawyers Committee for Human Rights

Paul Fireman, CEO, Reebok International

Frank Gifford

Kathie Lee Gifford

Linda Golodner, CEO, National Consumers League [speaker]

Tom Harden, Sr. VP, LLBean

Rev. Pharis Harvey, International Labor Rights Fund

Roberta Karp, Liz Clairborne

Ethel Kennedy

Bruce Klatsky, CEO, Phillips-Van Heusen

Philip Knight, CEO, NIKE Inc.

Jay Mazur, Pres., UNITE [speaker]

Lenore Miller, Retail, Wholesale, and Department Store Union

David Olsen, CEO, Patagonia

Michael Posner, Lawyers Committee for Human Rights

Rev. David Schilling, The Interfaith Center of Corporate Responsibility

VIP Seating -- 5

Lynda Clarizio

Kerry Kennedy Cuomo

Roberta Karp

Ethel Kennedy

Frank Gifford

Stage participants -- 15

Martin Brill, Pres., Tweeds, Inc.

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

Paul Charron, CEO, Liz Clairborne (Co-Chair of Partnership) [speaker]

Paul Fireman, CEO, Reebok International

Kathie Lee Gifford

Linda Golodner, CEO, National Consumers League (Co-Chair of Partnership) [speaker]

Tom Harden, Sr. VP, LLBean

Rev. Pharis Harvey, International Labor Rights Fund

Bruce Klatsky, CEO, Phillips-Van Heusen

Philip Knight, CEO, NIKE Inc.
Jay Mazur, Pres., UNITE [speaker]
Lenore Miller, Retail, Wholesale, and Department Store Union
David Olsen, CEO, Patagonia
Michael Posner, Lawyers Committee for Human Rights
Rev. David Schilling, The Interfaith Center of Corporate Responsibility

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Sarah Farnsworth/WHO/EOP
Maria Echaveste/WHO/EOP
Kim B. Widdess/WHO/EOP
Anne H. Lewis/OPD/EOP
Marjorie Tarmey/WHO/EOP
Peter O'Keefe/WHO/EOP

FINAL WHSO LAYOUT
a/o 4/13/97; Sfarmsworth

APPAREL INDUSTRY PARTNERSHIP EVENT
Monday, April 14, 1997
East Room

EV Gate opens: 12:00 p.m.
PRINCIPAL time: 12:30 p.m.-1:30 p.m.
Approx. 125 guests/Open Press

12:00 p.m. East Visitor Gate opens for guest arrival. Guests hold on the Ground Floor before being seated in the East Room. Note: CEOs will also arrive at the EV Gate. They will be identified by OPL and escorted to the Blue Room. Contact: Cheri Carter (Program Participants: Marge Tarmey)

12:00 p.m.-12:30 p.m. **Event Briefing for the President in the Red Room.**
Staff contacts: Maria Echaveste, Gene Sperling

12:30 p.m. **The President** proceeds to the Blue Room to greet the CEOs and the program participants. (WH Photo) (Approx. 25 guests)

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 "Members of the Apparel Industry Partnership" (CEOs and program participants) into the East Room as they proceed to chairs on stage.
- **The President** is announced into the East Room and proceeds to seat on stage.

SPEAKING

- **Jay Mazur**, President of UNITE delivers brief remarks and intros
- **Linda Golodner**, President of the National Consumer League and Co-Chair of the Apparel Industry Partnership, delivers brief remarks and signs introduces Paul Charron.
- **Paul Charron**, CEO of Liz Claiborne and Co-Chair of the Apparel Industry Partnership, delivers brief remarks and introduces the President.
- **The President** delivers remark.

1:30 p.m. **The President** departs the East Room.

STAGE PARTICIPANTS: POTUS, Approx. 20 CEOs.

SET UP: 10x24 stage for 20 seated on the stage at the south end of the stage w/steps on the side and the front; Blue Goose podium; US and Pres. flags on stage.

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Frank Gifford
Kathie Lee Gifford
Linda Golodner, CEO, National Consumers League [speaker]
Tom Harden, Sr. VP, LLBean
Rev. Pharis Harvey, International Labor Rights Fund
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Ethel Kennedy
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Philip Knight, CEO, NIKE Inc.
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Roberta Karp
Ethel Kennedy
Frank Gifford

Stage participants -- 15

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P - Podium
B - Blue Room

APPAREL INDUSTRY PARTNERSHIP

P/B **Liz Claiborne, Inc.**
Paul Charron, Chairman and CEO ✓
[co-chair]

Ⓟ Roberta Karp
Liz Claiborne, Inc.

P/B **National Consumers League**
Linda Golodner, President ✓
[co-chair]

~~Business for Social Responsibility~~
Robert Dunn, President and CEO

P/B **Interfaith Center on Corporate Responsibility**
David Schilling, Director ✓

P/B **International Labor Rights Fund**
Pharis Harvey, Executive Director ✓

~~Karen Kane, Inc.~~
Lonnie Kane, CEO and President

P/B **Kathie Lee Gifford** ✓

Ⓟ Frank Gifford

P/B **Lawyers Committee for Human Rights**
Michael Posner, Executive Director ✓

Ⓟ Lynda Claizis, Attorney at Law.
Arnold + Porter

P/B **LL Bean, Inc.**
Tom Harden, Senior Vice President ✓

~~Nicole Miller, Inc.~~
Bud Konheim, CEO

Ⓟ **NIKE, Inc.** ✓

Philip Knight, Chairman of the Board and CEO ✓

P/B Patagonia
David Olsen, CEO ✓

P/B Phillips-Van Heusen
Bruce Klatsky, CEO ✓

P/B Reebok International, Ltd.
Paul Fireman, CEO ✓

P/B Retail Wholesale Department Store Union, AFL-CIO
Lenore Miller, President ✓

P/B Robert F. Kennedy Memorial Center for Human Rights
Sandra Cuneo, Executive Director ✓

ⓑ Ethel Kennedy
ⓑ Kerry Kennedy Cuomo

P/B Tweeds, Inc.
Martin Brill, President ✓

P/B Union of Needletrades, Industrial and Textile Employees (UNITE)
Jay Mazur ✓

Mrs. Dao Spencer, non-profit
212/737-1168 (h)

facsimile
TRANSMITTAL

to: Cheri Carter
fax #: 456-6682
re: Invites for Apparel Meeting
date: April 10, 1997
pages: 12, including this cover sheet.

From the desk of...
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Congresswoman Lucille Roybal-Allard

Congresswoman Nydia Valesquez

Senator Tom Harkin



Senator Edward Kennedy

Congressman George Miller

Congressman Clay



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Jane Hull Harvey
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AIP Membership List

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

APPAREL INDUSTRY PARTNERSHIP Members List

Business for Social Responsibility

- President and CEO: Robert Dunn
- Director, Business and Human Rights: ~~Aron Cramer~~

Business for Social Responsibility is a business membership organization created to develop, support, advocate and disseminate business strategies and practices that aim for high performance, innovation, and corporate prosperity.

The Interfaith Center on Corporate Responsibility

- Director, Global
- Corporate Programs: Rev. David Schilling

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.

International Labor Rights Fund

- Executive Director: Rev. Pharis Harvey
- Associate: ~~Jon Rosenblum~~

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.

Karen Kane Company

Los Angeles, CA

- CEO: Lonnie Kane
- Outside Counsel: Stanley Levy

Karen Kane is a manufacturer of women's dresses. In the United States, their product lines are sold at Neiman Marcus, Nordstrom, and Bloomingdale's, as well as at their own four shops in California. Karen Kane clothing is also sold in Canada, Mexico, England, Japan, Singapore, the Phillipines and the Middle East.

The CEO, Lonnie Kane, is also the President of the California Fashion Association. Founded in 1995, the mission of this group includes creating public awareness and addressing the issues regarding monitoring, regulation, and legislation which affect the garment industry.

— Kathie Lee Gifford

Rubenstein Associates	Kathie Lee Gifford Howard Rubenstein
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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.

Lawyers Committee for Human Rights

President:	Michael Posner
Member:	Lynda M. Clarizio

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.

Liz Claiborne, Inc.

New York, NY

— CEO:	Paul Charron
— General Counsel:	Roberta Karp (co-chair of the Partnership)
Director of Public Rel.:	Jane Randel

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.

LL Bean

Freeport, ME

CEO: ~~Leon Gorman~~

— Sr. Vice President: Tom Harden

Director: ~~Jack Robinson~~

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.

National Consumers League

— CEO: Linda Golodner (co-chair of the Partnership)

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.

Nicole Miller

New York, NY

— CEO: Bud Konheim

— Designer: Nicole Miller

Nicole Miller, Ltd., designs, produces, distributes and sells women's and men's tailored apparel, childrenswear, perfume and body products, eye wear, timepieces, handbags and accessories, jewelry, stationary, shoes, socks and formal wear. Its distribution is worldwide and includes: the United States, Canada, Germany, England, Spain, Mexico, Argentina, Saudi Arabia, Japan, Singapore, and Hong Kong. Nicole Miller, also opened their first boutique in New York City in 1986 and today they are operating twenty-five stores throughout the world and their company's designs are sold throughout North America.

Nike Inc.

Beaverton, OR

— CEO: Philip H. Knight

Director Int'l Trade: ~~Brad Figel~~

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

manufactures children's and infants' shoes and apparel under the Reebok brand names as well.

Retail, Wholesale, and Department Store Union

— President: Lenore Miller
 Secretary-Treasurer: ~~Stuart Applebaum~~

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.

Robert F. Kennedy Memorial Center for Human Rights

— Executive Director: Sandra Cuneo
 Director, Global Progs: ~~James Silk~~

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.

Tweeds Inc.

Edgewater, NJ

— President: Martin Brill
 Associate Gen. Counsel: ~~Katherine Hyde~~

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.

UNITE

— President: Jay Mazur
 Asst. to the President: ~~Alan Howard~~
 Asst. Legis. Director: ~~Ann Hoffman~~

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.

Final layout

FINAL WHSO LAYOUT

a/o 4/13/97; Sfarnsworth

APPAREL INDUSTRY PARTNERSHIP EVENT**Monday, April 14, 1997****East Room**

EV Gate opens: 12:00 p.m.
 PRINCIPAL time: 12:30 p.m.-1:30 p.m.
 Approx. 125 guests/Open Press

12:00 p.m. East Visitor Gate opens for guest arrival. Guests hold on the Ground Floor before being seated in the East Room. Note: CEOs will also arrive at the EV Gate. They will be identified by OPL and escorted to the Blue Room. Contact: Cheri Carter (Program Participants: Marge Tarmey)

12:00 p.m.-12:30 p.m. **Event Briefing for the President** in the Red Room.
 Staff contacts: Maria Echaveste, Gene Sperling

12:30 p.m. **The President** proceeds to the Blue Room to greet the CEOs and the program participants. (WH Photo) (Approx. 25 guests)

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 "Members of the Apparel Industry Partnership" (CEOs and program participants) into the East Room as they proceed to chairs on stage.
- **The President** is announced into the East Room and proceeds to seat on stage.

SPEAKING

- **Jay Mazur**, President of UNITE delivers brief remarks and intros
- **Linda Goldner**, President of the National Consumer League and Co-Chair of the Apparel Industry Partnership, delivers brief remarks and signs introduces Paul Charron.
- **Paul Charron**, CEO of Liz Claiborne and Co-Chair of the Apparel Industry Partnership, delivers brief remarks and introduces the President.
- **The President** delivers remark.

1:30 p.m. **The President** departs the East Room.

STAGE PARTICIPANTS: POTUS, Approx. 20 CEOs.

SET UP: 10x24 stage for 20 seated on the stage at the south end of the stage w/steps on the side and the front; Blue Goose podium; US and Pres. flags on stage.

Report of Partnership

REPORT OF APPAREL INDUSTRY PARTNERSHIP

The members of the Apparel Industry Partnership hereby report to the President and to the public on:

- The announcement of the attached "Workplace Code of Conduct" as a set of standards defining decent and humane working conditions;
- The individual determination of each company participating in the Partnership to adhere to the Code and to implement as soon as reasonably practicable a monitoring program consistent with the attached "Principles of Monitoring," by adopting an internal monitoring program consistent with such Principles and utilizing an independent external monitor that agrees to conduct its monitoring consistent with such Principles; and
- The Partnership's commitment to work together to form, during a six-month transition period, a nonprofit association that would have the following functions intended to provide the public with confidence about compliance with the Code:
 - To determine the criteria for company membership in the association and for companies to remain members in good standing of the association;
 - To develop criteria and implement procedures for the qualification of independent external monitors;
 - To design audit and other instruments for the establishment of baseline monitoring practices;
 - To continue to address questions critical to the elimination of sweatshop practices;
 - To develop means to maximize the ability of member companies to remedy any instances of noncompliance with the Code; and
 - To serve as a source of information to consumers about the Code and about companies that comply with the Code.

The association would be governed by a board whose members would be nominated by companies, labor unions and consumer, human rights and religious groups. The Partnership would work together during this transition period to further determine the governance of the association.

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

President Clinton's Announcement

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.

DRAFT**White House Apparel Industry Partnership Event
FACT SHEET****BACKGROUND:**

- On August 2, 1996, the President and Vice President met with leaders from the footwear and apparel industry, labor, NGOs, and consumer groups to discuss the problem of the production of goods under sweatshop conditions, consumers' concerns, and the need to join together to identify solutions and strategies that would eradicate sweatshop labor from the goods Americans buy.
 - At that time, the leaders from all segments of the industry recognized the seriousness of the problem of the production of goods under sweatshop conditions, the concerns of consumers, and the need to join together to identify solutions and strategies that will be meaningful to shoppers.
 - Participants included leaders from companies such as Liz Claiborne, Nike, Phillips-Van Heusen, Reebok, LL Bean, Patagonia, Tweeds, Nicole Miller, and Karen Kane; as well as labor unions such as UNITE and the Retail, Wholesale, Department Store Union; and religious and nongovernmental organizations 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 August meeting resulted in the Rose Garden announcement of a voluntary, industry-driven partnership that would report back to the President its recommendations for industry action.
-

TODAY'S ANNOUNCEMENT:

- This is truly an historic outcome that will set in motion actions that will fundamentally alter the working lives of millions of garment workers throughout the world. Leaders from the footwear and apparel industry, labor, NGOs, and consumer groups have developed a long term strategy that will enable all Americans to have confidence that the clothes and shoes they purchase are made under decent and humane working conditions.
- What the Partnership has agreed to is monumental:
 - The adoption of a strong **Workplace Code of Conduct** that the companies will both adopt **and** require their contractors to adopt, that 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 the workers' freedom of association and collective bargaining;
 - the requirement that employers pay a 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 lesser); 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.
- an **internal monitoring system** that outlines the obligations each company will undertake to ensure that the Code of Conduct becomes a reality in its facilities and its contractors' facilities both domestically and internationally.
 - utilization of **independent external monitors** who will conduct independent reviews of 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.
 - a commitment to form, over the next six months, **an association** that will develop a reliable, independent means to provide for public confidence that the above obligations are being met; expand participation in the effort to a greater number of companies; and develop communication mechanisms for consumers.

President Clinton's Remarks

PRESIDENT WILLIAM J. CLINTON
REMARKS ON APPAREL INDUSTRY PARTNERSHIP
Monday, April 14, 1997

Acknowledgements: Partnership Co-Chairs Paul Charron of Liz Claiborne and Linda Golodner of the National Consumers League; Jay Mazur of UNITE; Kathie Lee Gifford (who has done so much to bring attention to this issue); special word of thanks to Sen. Tom Harkin (who has been a crusader against sweatshops and child labor in Congress, and a true champion of the working families of the world); Rep. George Miller (also a strong voice on this issue); Sen. Paul Wellstone; Rep. Bernie Sanders; Rep. Lane Evans; Acting Labor Sec. Metzler; Former Labor Sec. Bob Reich (not present).

I thank all of you for your leadership in this cause, which will improve the lives of millions of garment workers around the world.

It is an unfortunate fact that some of the clothes and shoes we buy are manufactured under deplorable and unacceptable working conditions -- largely overseas, but occasionally on our own shores as well.

There is no question that the first responsibility of business is to make a profit -- to create jobs and expand our economy. But human rights and labor rights are the most basic products of our democracy. As important as the fabric apparel workers make is the fabric of their lives -- their health and safety, their ability to make a decent wage and raise a strong family.

Last August, the Vice President and I brought together the leaders of some of our nation's largest apparel and footwear companies, as well as representatives of labor, consumer, human rights, and religious groups. They shared our outrage at sweatshop abuses -- and they shared our determination to ensure that the goods we buy are not produced with sweatshop labor. They formed a new Apparel Industry Partnership to do something about it. And I asked them to report back to me on the specific actions they would take to help establish more decent and humane working conditions around the world.

Today, I am pleased to announce that this partnership has reached an agreement that will significantly reduce the use of sweatshop labor for the long-term, and give American consumers greater confidence in the products they buy. I would like all of the members of the Partnership to stand so that we can recognize them for this important effort.

The agreement begins with a Workplace Code of Conduct that companies will voluntarily adopt, and require their contractors to adopt -- to dramatically improve the conditions under which our goods are made. -This code will establish a maximum workweek of 48 hours, plus 12 hours of overtime. It will require that employers pay at least the minimum or prevailing wage, and 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 old in most countries.

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But it is not enough to establish tough rules. We must ensure that they are enforced, and that Americans consumers know they are being followed. That is why the apparel industry is forming a special association to make sure companies and contractors live up to the Code of Conduct, using independent monitors. And over the next six months, the association will 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, today's agreement is just the beginning. We know that sweatshop labor will not vanish overnight -- and we know that while this agreement is an historic step, our real measure of progress must be the lives and livelihoods of apparel workers 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 a part of this effort.

By taking strong action to curb the use of sweatshop labor, this industry-led agreement will help to honor work and strengthen families all around the world. American consumers will now know when the goods they buy reflect American values, and humane working conditions. And we are now saying to the world that while everyone should work, no one should have to put their safety or their dignity on the line to put food on the table.

I am especially proud that today's 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 effort to wire schools and classrooms to the Internet, which will continue on Net Day this Saturday -- the apparel industry understands that we all share a stake in preparing America for the 21st Century.

By reaching across the lines that too often divide us -- by forming new partnerships to meet our most pressing public needs -- this new partnership is creating more opportunity for working families, demanding more responsibility for working conditions, and building a stronger American community, based on our most cherished American values.