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Sweatshop Initiative [Binder] [3]

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THE WHITE HOUSE
WASHINGTON

July 22, 1996

MEMORANDUM TO THE PRESIDENT

From: Laura Tyson *LBT*
Subject: Proposed Garment Labeling Initiative

Background: During the last three years, the Department of Labor has been working tirelessly to eradicate sweatshops in the garment industry. This problem has gained significant media attention in recent weeks with the revelation that some of the items sold under talk show host Kathie Lee Gifford's clothing line were made in a NYC sweatshop. Just last week, Secretary Reich held a forum at which representatives from all aspects of the fashion industry discussed how to eradicate sweatshop conditions. And a recent survey indicates that sweatshops are an issue about which Americans care deeply, with more than eighty percent of the respondents indicating that they would be willing to pay more for a garment if it were guaranteed to be made in a legitimate shop.

Capitol Hill Initiatives: Interest in the sweatshop issue has grown on Capitol Hill, and there are a variety of related legislative initiatives that members have introduced or plan to introduce. Some of these initiatives would mandate labels indicating the labor conditions under which garments were produced, while others would simply ban the import of products made with child labor. (The latter approach was proposed in the Families First Agenda and was raised in discussions in the Democratic Platform.) Most, if not all, of these legislative approaches would probably provoke a serious challenge in the World Trade Organization.

Although it is unlikely that any of the legislative approaches will move very far during the remaining days of this Congress, they are causing growing concern among the business community. At the same time, business leaders have also become concerned about the unfavorable publicity that results from selling products that are found to be produced under sweatshop conditions.

Recommended Administration Initiative: Secretary Reich has brought to the NEC two options for you to consider. We have reviewed them at both the deputy level and principal level at the NEC with involvement from NEC staff, USTR, Treasury, Commerce and Labor. The first option is an industry-led, voluntary labeling initiative. The second option couples the labeling initiative with legislation to hold retailers and manufacturers responsible for their subcontractors' labor practices and to provide a safe harbor to companies that put monitoring programs in place.

Last week the NEC principals held a meeting on both of these options and unanimously agreed to recommend to you that we move forward quickly on the first option. This option has many desirable features: it allows you to demonstrate your leadership on a compelling issue without waiting for legislative action; it builds on your corporate responsibility message; and it allows you to postpone or avoid top-down regulatory or legislative remedies--such as the ones now under consideration on the Hill--that will antagonize and split the garment industry and that threaten to violate our international trading agreements.

While it is possible that some in the unions or on the Hill will be disappointed that we have not called for a legislative action, we can say that we wanted to first give an industry self-monitoring solution a chance and then, if the industry did not meet this challenge, legislative solutions would be considered.

The NEC Principals are very enthusiastic about Secretary Reich's voluntary labeling option, and our staffs have already begun to speak to CEOs to see if we can get the groundwork necessary for its announcement ready in the next few weeks. Please let me know if you want us to move forward on Option 1 and if you have any suggestions about how to improve it.

U.S. Department of LaborAssistant Secretary for Policy
Washington, D.C. 20210

June 17, 1996

MEMORANDUM FOR GENE SPERLING

FROM:

ANNE H. LEWIS *AHL*

SUBJECT:

Fashion Forum Scheduling Request

Attached are:

1. Scheduling Request
2. DRAFT Agenda for Forum
3. One page Fact Sheet on the No Sweat Initiative

Scheduling Proposal

June 14, 1996

 Accept Regret Pending

TO: Stephanie Streett/Anne Hawley
Co-Directors of Scheduling for the President

FROM: Kitty Higgins, Assistant to the President and Cabinet Secretary

REQUEST: To have the President speak at the Fashion Industry Forum (on the Garment Sweatshop issue) on July 16, 1996 -- to deliver opening remarks at breakfast, the keynote speech at lunch, or at some other point during the session that will run from 8 a.m. to 4 p.m.

Also to accommodate the President, we could shift the date to another day in the same week -- July 15, 17, or 18. (We do, however, need to send out the invitations early in the week of June 17, so if we are going to shift from our already announced date of July 16 we need to do so as soon as possible!)

PURPOSE: Consistent with the President's "Challenge on Economic Security" theme and reinforcing his commitment to corporate citizenship, the purpose of the Forum is to bring together representatives from all aspects of the fashion industry to expand our crusade against sweatshops.

Like raising the minimum wage, eradicating sweatshops must be a critical element of any strategy to ensure fairness for workers. Workers in sweatshops are being paid less than the minimum wage (if they are paid at all) and are being cheated out of overtime pay. Many also work in unsafe quarters.

A November, 1995 survey conducted for Mary Mount University by ICR Survey Research Group indicated that sweatshops are an issue about which Americans care deeply. According to the survey, more than three-fourths of Americans would avoid shopping at stores if they were aware that the stores sold goods made in sweatshops. Consumers also are willing to pay a price for assurances that the goods they buy are not made in sweatshops. 81% say they would be willing to pay up to an extra \$1 on a \$20 garment if it were guaranteed to be made in a legitimate shop.

At the Forum, retailers, manufacturers, consumers, workers, national and local union leaders, celebrities who endorse products, fashion models,

fashion editors, and policy experts will meet to discuss the challenges confronting the fashion industry in attempting to eradicate sweatshops and different strategies that can be employed by every layer of the garment "food chain."

Please see the attached fact sheet describing the Forum and a preliminary draft agenda. (The agenda suggests the possibility of the President speaking at breakfast, but as mentioned above this is totally flexible.)

BACKGROUND: The "No Sweat" initiative is an ideal merger of two of the President's most important messages -- corporate citizenship and ensuring economic security. The Fashion Industry Forum is a critical next step in the Administration's campaign to eradicate sweatshops.

The Department of Labor has 800 investigators to protect the rights of those one million garment workers and the other 110 million employees in 6.5 million workplaces. Enforcement, alone, cannot begin to address rampant problems in the industry. To bring about change, the Department of Labor is employing a three part "No Sweat" strategy of: enforcement, recognition, and public education. (Please see attached fact sheet on the "No Sweat" initiative.)

While the problem of sweatshops remains alarmingly high -- more than half of the sewing shops in this country alone do not pay the minimum wage and two-thirds do not pay overtime -- our efforts are paying off in very tangible ways. In addition to the \$7.3 million dollars in back wages that we have collected for 25,000 garment workers, just in the past two weeks, two major retailers have announced that they are stepping up their monitoring efforts -- J.C. Penney, and Talbots. In addition, two major trade associations (the National Retail Federation and the American Association of Manufacturers) have announced services they are providing to their members to help address the sweatshop problem.

PREVIOUS PARTICIPATION: This would represent the White House's first direct involvement in the "No Sweat" initiative *per se*, but the effort is a logical extension of the President's efforts on behalf of economic security, fairness to workers, and corporate citizenship.

DATE AND TIME: July 16, 1996 (or July 15, 17, or 18)

BRIEFING TIME: 10 minutes

DURATION 20 minutes plus transportation to and from Marymount University, in Arlington, VA. (Alternatively, if the President spoke at a breakfast, lunch, or other forum at the White House, the travel time would be eliminated.)

LOCATION: Marymount University in Arlington, VA or at the White House.

PARTICIPANTS:

- Secretary Robert Reich
- Approximately 200 representatives of garment retailers and manufacturers, celebrities who endorse apparel lines (including Kathie Lee Gifford for the afternoon portion of the day), state and local leaders, policy experts, fashion writers, models, workers (and the UNITE leadership), and consumers.

OUTLINE OF EVENT: Panel discussions and keynote speakers, much like the corporate responsibility forum. (See attached agenda)

REMARKS REQUIRED: Talking points for discussion.

MEDIA COVERAGE: Open press. (We expect there to be very substantial press interest)

RECOMMENDED BY: Secretary Robert Reich, 219-8271
Vince Trivelli, Chief of Staff, Dept. of Labor 219-8271
Anne Lewis, Assistant Secretary, Policy, 219-6181
Susan King, Assistant Secretary, Public Affairs, 219-5502
Maria Echaveste, Administrator, Wage and Hour Division,
219-8305

DRAFT DRAFT DRAFT
6/6 11:00

FASHION INDUSTRY FORUM

U.S. Department of Labor

Marymount University

JULY 16, 1996

DRAFT AGENDA

**8:00 -
8:30 am**

Breakfast at Marymount

**8:30 -
9:00 am**

Welcome Address

POTUS

**9:00 -
9:30 am**

Introductory Remarks

Sister Gallagher, President Marymount welcomes participants and introduces RBR

**Robert B. Reich, Secretary of Labor
Opening remarks and introduction of video**

**9:30 -
9:45 am**

Introductory Video

**9:45 -
11:15**

Panel 1: Sweatshops: An Ugly Stain on American Fashion

This panel will define the pattern of the problem for workers, manufacturers, retailers, consumers, and sports/entertainment celebrities that endorse or have licensing agreements for garments. The panel members will outline the difficulties inherent in the industry, and will discuss the importance of changing the situation. A key component of this discussion will be benefits panel members believe their companies or constituencies derive from eradicating abusive working conditions.

**RBR moderator
Academic expert (Harvard Apparel Program)
Celebrity/sports endorser
Worker story
Manufacturer
Retailer
Consumer advocate
Union leader**

11:15 -
11:30 am

RBR and Nicole Miller unveil new "No Sweatshop" design

11:45 -
1:00 pm

Lunch

Luncheon Speaker--Fashion leader/Designer

1:00 -
2:30 pm

Panel 2: Models of Integrity.

What steps are some of the best industry leaders taking to stamp out sweatshop conditions? What are the exemplary programs for monitoring? What are the models of integrity doing that can be emulated by others?

**RBR moderator
NFL Properties President
Celebrity
Manufacturer
Retailer
Union leader/or labor-management association**

2:30 -
3:45 pm

Panel 3: Taking Action: Where do we go from here?

A discussion of how to develop partnerships to end sweatshops, step up enforcement, and provide the industry with compliance assistance. This panel will explore how every aspect of the fashion industry can take leadership to make lasting, long-term change?

**RBR moderator
Kathie Lee Gifford
Rep. George Miller (D-CA) (labelling)
NRF
AAMA
Manufacturer
Consumer Advocate
Fashion Editor (make announcement re coordinated PSAs)**

3:45 -
4:00 pm

Closing Remarks and Wrap-up

Robert B. Reich, Secretary of Labor

"I call on every individual at every level in the fashion industry to work together so that in the very near future we will eradicate sweatshops from the American garment industry and erase the word entirely from the American lexicon."

*—Robert B. Reich
U.S. Secretary of Labor*

FASHION INDUSTRY FORUM

- WHO:** From the celebrity who lends his or her name to a garment, to retailers, buyers, designers, manufacturers, merchandisers, models, contractors, sewers and consumers— this forum will provide critical information for consumers and the industry on steps the fashion industry can take to ensure garments are made in compliance with labor laws.
- WHAT:** This **FASHION INDUSTRY FORUM** is part of a multi-pronged strategy of the Labor Department of enforcement, recognition and education to eradicate sweatshops in the garment industry.
- U.S. Secretary of Labor Robert B. Reich will convene a **FASHION INDUSTRY FORUM** to educate professionals in the fashion industry and consumers about what they can do to prevent garment worker exploitation in this country. The Forum continues the U.S. Department of Labor's efforts to work with the industry to take affirmative steps to prevent worker abuse. Using real life experiences of industry leaders the Forum will provide useful information about implementing similar programs in other companies and future actions that can be taken to eradicate sweatshops.
- WHEN:** The **FASHION INDUSTRY FORUM** will be held on the campus of Marymount University near Washington DC on July 16, 1996.
- HOW:** Through panel discussions and keynote speakers, companies, industry leaders, and government officials will discuss key elements of independent monitoring, strategies for working with contractors and manufacturers to ensure compliance, and other issues critical to ensuring that all garment workers are afforded fair and equitable treatment.
- WHY:** The Forum provides fashion leaders with information about industry practices that eliminate sweatshop conditions in the apparel business and will provide a road map for others to follow.

NO SWEAT.. No Sweat Initiative Fact Sheet



Photo: Mary, photo copyright 1995 Los Angeles Times
Reprinted by permission

Background

Sweatshops conjure up a vision of dangerous turn-of-the-century garment factories, of rooms crowded with immigrant women and children hunched over sewing machines for a few dollars a day.

On August 2, 1995, a raid on just such a workplace in El Monte, California, demonstrated that sweatshops continue to be a tragic part of the garment industry's present.

America's garment industry today grosses \$45 billion a year and employs more than one million workers.

Retailers dictate to manufacturers what, where, and when garments are produced. Manufacturers, in turn, purchase material and contract work among some 22,000 sewing contractors. Over half of these contractors fail to pay the minimum wage. More than two-thirds do not pay overtime. Thousands have serious safety violations that threaten the health -- and lives -- of their workers.

DOL's Garment Industry Strategy

The Department of Labor (DOL) has 800 investigators to protect the rights of those one million garment workers and the other 110 million employees in 6.5 million workplaces. Enforcement, alone, cannot begin to address problems rampant in the garment industry.

To bring about change, DOL is relying on a three-pronged strategy of **enforcement, recognition, and education**:

Enforcement

DOL's Wage and Hour Division conducts targeted enforcement sweeps in major garment centers and notifies manufacturers of the "hot goods" provision of the Fair Labor Standards Act, which prohibits the shipment of goods made in violation of U.S. wage laws.

Recognition

In December 1995, DOL issued its first *Trendsetter* list, highlighting retailers and manufacturers that have assumed responsibility for monitoring the labor practices of contractors that make their garments.

Education

DOL is spearheading a garment public service announcement initiative, which includes print and radio public service announcements and a new Internet World Wide Web-site, to provide information to consumers interested in helping to combat sweatshops. No Sweat "Clues for Consumers" have been distributed to more than 50 million supporters of the sweatshop eradication initiative.

For more information about the "No Sweat" sweatshop eradication initiative, contact the U.S. Department of Labor, Office of Public Affairs at (202) 219-8211.

June 18, 1996

NOTE TO: **GENE SPERLING**

FROM: **KITTY HIGGINS** *KH*

Are you interested in co-signing this request from Labor for the President to speak at the Fashion Industry Forum (on the Garment Sweatshop issue)? Please let me know as soon as possible.

Scheduling Proposal

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U.S. Department of Labor

Marymount University

JULY 16, 1996

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U.S. Dept. of Labor, Washington, D.C. August 1995. Los Angeles Times
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DOL/OPA 5/96

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JULY 16, 1996

DRAFT AGENDA

8:00 - Breakfast at Marymount
8:30 am

8:30 - Welcome Address
9:00 am

POTUS

9:00 - Introductory Remarks
9:30 am

Sister Gallagher, President Marymount welcomes participants and introduces RBR

Robert B. Reich, Secretary of Labor
Opening remarks and introduction of video

9:30 - Introductory Video
9:45 am

9:45 - Panel 1: Sweatshops: An Ugly Stain on American Fashion
11:15

This panel will define the pattern of the problem for workers, manufacturers, retailers, consumers, and sports/entertainment celebrities that endorse or have licensing agreements for garments. The panel members will outline the difficulties inherent in the industry, and will discuss the importance of changing the situation. A key component of this discussion will be benefits panel members believe their companies or constituencies derive from eradicating abusive working conditions.

RBR moderator
Academic expert (Harvard Apparel Program)
Celebrity/sports endorser
Worker story
Manufacturer
Retailer
Consumer advocate
Union leader

11:15 -
11:30 am

RBR and Nicole Miller unveil new "No Sweatshop" design

11:45 -
1:00 pm

Lunch

Luncheon Speaker--Fashion leader/Designer

1:00 -
2:30 pm

Panel 2: Models of Integrity.

What steps are some of the best industry leaders taking to stamp out sweatshop conditions? What are the exemplary programs for monitoring? What are the models of integrity doing that can be emulated by others?

**RBR moderator
NFL Properties President
Celebrity
Manufacturer
Retailer
Union leader/or labor-management association**

2:30 -
3:45 pm

Panel 3: Taking Action: Where do we go from here?

A discussion of how to develop partnerships to end sweatshops, step up enforcement, and provide the industry with compliance assistance. This panel will explore how every aspect of the fashion industry can take leadership to make lasting, long-term change?

**RBR moderator
Kathie Lee Gifford
Rep. George Miller (D-CA) (labelling)
NRF
AAMA
Manufacturer
Consumer Advocate
Fashion Editor (make announcement re coordinated PSAs)**

3:45 -
4:00 pm

Closing Remarks and Wrap-up

Robert B. Reich, Secretary of Labor

"I call on every individual at every level in the fashion industry to work together so that in the very near future we will eradicate sweatshops from the American garment industry and erase the word entirely from the American lexicon."

*—Robert B. Reich
U.S. Secretary of Labor*

FASHION INDUSTRY FORUM

- WHO:** From the celebrity who lends his or her name to a garment, to retailers, buyers, designers, manufacturers, merchandisers, models, contractors, sewers and consumers— this forum will provide critical information for consumers and the industry on steps the fashion industry can take to ensure garments are made in compliance with labor laws.
- WHAT:** This **FASHION INDUSTRY FORUM** is part of a multi-pronged strategy of the Labor Department of enforcement, recognition and education to eradicate sweatshops in the garment industry.
- U.S. Secretary of Labor Robert B. Reich will convene a **FASHION INDUSTRY FORUM** to educate professionals in the fashion industry and consumers about what they can do to prevent garment worker exploitation in this country. The Forum continues the U.S. Department of Labor's efforts to work with the industry to take affirmative steps to prevent worker abuse. Using real life experiences of industry leaders the Forum will provide useful information about implementing similar programs in other companies and future actions that can be taken to eradicate sweatshops.
- WHEN:** The **FASHION INDUSTRY FORUM** will be held on the campus of Marymount University near Washington DC on July 16, 1996.
- HOW:** Through panel discussions and keynote speakers, companies, industry leaders, and government officials will discuss key elements of independent monitoring, strategies for working with contractors and manufacturers to ensure compliance, and other issues critical to ensuring that all garment workers are afforded fair and equitable treatment.
- WHY:** The Forum provides fashion leaders with information about industry practices that eliminate sweatshop conditions in the apparel business and will provide a road map for others to follow.

NO SWEAT.. No Sweat Initiative Fact Sheet



Photo by John... Copyright 1995 Los Angeles...
Reprinted by permission

Background

Sweatshops conjure up a vision of dangerous turn-of-the-century garment factories, of rooms crowded with immigrant women and children hunched over sewing machines for a few dollars a day.

On August 2, 1995, a raid on just such a workplace in El Monte, California, demonstrated that sweatshops continue to be a tragic part of the garment industry's present.

America's garment industry today grosses \$45 billion a year and employs more than one million workers.

Retailers dictate to manufacturers what, where, and when garments are produced. Manufacturers, in turn, purchase material and contract work among some 22,000 sewing contractors. Over half of these contractors fail to pay the minimum wage. More than two-thirds do not pay overtime. Thousands have serious safety violations that threaten the health -- and lives -- of their workers.

DOL's Garment Industry Strategy

The Department of Labor (DOL) has 800 investigators to protect the rights of those one million garment workers and the other 110 million employees in 6.5 million workplaces. Enforcement, alone, cannot begin to address problems rampant in the garment industry.

To bring about change, DOL is relying on a three-pronged strategy of **enforcement, recognition, and education**:

Enforcement

DOL's Wage and Hour Division conducts targeted enforcement sweeps in major garment centers and notifies manufacturers of the "hot goods" provision of the Fair Labor Standards Act, which prohibits the shipment of goods made in violation of U.S. wage laws.

Recognition

In December 1995, DOL issued its first *Trendsetter* list, highlighting retailers and manufacturers that have assumed responsibility for monitoring the labor practices of contractors that make their garments.

Education

DOL is spearheading a garment public service announcement initiative, which includes print and radio public service announcements and a new Internet World Wide Web-site, to provide information to consumers interested in helping to combat sweatshops. No Sweat "Clues for Consumers" have been distributed to more than 50 million supporters of the sweatshop eradication initiative.

For more information about the "No Sweat" sweatshop eradication initiative, contact the U.S. Department of Labor, Office of Public Affairs at (202) 219-8211.

DRAFT

MEMORANDUM

TO: Gene Sperling, FAX: 456-6687
 Josh Gotbaum, FAX: 622-2633
 David Lane, FAX: 482-4191
 Cheri Carter, FAX: 456-6218
 Jennifer Hillman, FAX: 395-3639
 Jennifer O'Connor, FAX: 456-2464
 Tracey Thornton, FAX: 456-2604

FROM: Sally Sachar, 219-6197, EXT. 142
 Suzanne Seiden, 219-8365

DATE: July 22, 1996

RE: Labelling: Materials for Tuesday 9:30 am Conference Call

Enclosed are:

- Agenda for Tuesday conference call
- Talking points for use in phone calls to CEO's;
- A Who-What-Where-When-How Piece on the labeling announcement;
- The list of firms/CEO's to shop around;
- Background fact sheet on the Labor Department's "No Sweat" initiative;
- The DOL Trendsetter List, recognizing companies that are taking extra steps to eradicate sweatshops (most importantly inspecting their production shops); and
- A few press clips from last week's Forum, labeling, and urging Michael Jordan to take steps

Of particular concern is the date of the event since Kathie Lee Gifford said she would participate, but will be on vacation beginning August 8th. We want to make sure we lock in a date and time on her schedule (if the event is in the afternoon, we can avoid a conflict with her show). Initial feedback from the calls also indicates some companies' desire to have a specific date to discuss with their principals.

If you have any suggested changes, please call Suzanne Seiden at 219-8365/66 (fax: 219-4753).

**AGENDA
LABELLING CONFERENCE CALL**

JULY 23, 1996

9:30 am

- A. DATE OF ANNOUNCEMENT**
- B. CONGRESSIONAL STRATEGY -HARKIN/MILLER**
- C. FACT SHEET DISTRIBUTION (see attached)**
- D. OUTREACH**
 - 1. Business
 - 2. Labor
 - 3. Celebrities
 - 4. NGOs
 - 5. Consumers
 - 6. Players' associations
 - 7. Associations
- E. GOVERNMENT'S ROLE**

TALKING POINTS FOR CALLS TO CEO'S
PRESIDENTIAL LABELING ANNOUNCEMENT

- o I called to talk to you about the President's plan to announce in the next 10 to 15 days with leaders in the garment industry a voluntary, non-governmental effort to develop a consumer label indicating that clothes were made in compliance with labor standards — domestically and internationally.
- o As you may know, the Administration has been working with industry and labor over the past three years to eradicate sweatshops in the garment industry.
- o The problem has gained an enormous amount of attention in recent weeks with the revelation that some of the items for talk show host Kathie Lee Gifford's clothing line were made in a NY City sweatshop and in a Honduras plant under unacceptable conditions.

NOTE: This followed last summer's discovery in Los Angeles of a virtual "slave labor" camp, at which dozens of workers were held behind barbed wire and forced to sew clothing.

- o Just this past week, Labor Secretary Reich held a Forum in the Washington D.C. area where representatives from all aspects of the fashion industry participated in a day long discussion of the challenges embodied in eradicating sweatshops and the importance of taking tangible steps quickly.
- o We have received a lot of feedback from the industry, acknowledging the seriousness of the problem and the need to join together to identify solutions, especially strategies that mean something to consumers.
- o A recent survey indicated that sweatshops are an issue about which Americans care deeply. According to the survey, more than three-fourths of Americans would avoid shopping at stores if they were aware that the stores sold goods made in sweatshops. 81% said they would be willing to pay more for a garment if it were guaranteed to be made in a legitimate shop.

NOTE: The survey was conducted by Marymount University in November, 1995.

- o Consumers want to act responsibly, but they have virtually no information.
- o A label installed in a shirt, pair of pants, skirt, tie, dress, etc. would send a clear message to consumers and allow companies that don't use sweatshops to get credit.
- o In the next 10 to 15 days at the White House, the President will launch with leaders in the fashion industry a non-governmental, industry-driven effort to develop a voluntary

consumer label.

- o The leaders joining him in a couple of weeks will commit to:
 - (1) developing the standards for the label;
 - (2) designing the system to ensure that the label is legitimate (i.e. monitoring/inspections); and
 - (3) committing to use the label.

- o The group will also include representatives from labor and non-governmental organizations.

- o I hope you will join your colleagues in the industry in this effort.

- o I will follow up with you in the next couple of days.

NOTE: IF YOU WANT TO GIVE THE CEO A STAFF CONTACT, THE PERSON TO CALL AT DOL WILL BE SUZANNE SEIDEN AT 202/219-8365 OR 219-8366.

FACT SHEET: PRESIDENTIAL LABELING EVENT

- WHO:** A group representing all segments of the garment industry: chief executive officers from several well-known garment retail and manufacturing firms, designers, union officials and representatives of consumer groups and other non-governmental organizations.
- WHAT:** The group would join the President at a White House gathering, at which he would challenge them to work together to develop a label within 6 months. The label would indicate to consumers that the garment--whether produced in the U.S. or abroad--was made in accordance with acceptable labor standards. The label would be wholly independent of government. The President would urge the group to adopt standards for the label at least equal to those already found in the strongest codes of conduct (governing domestic and overseas production) adopted by some of the nation's leading apparel manufacturers and retailers. The President would also indicate that only a label backed up by a serious inspection mechanism (again, independent of government) would meet his challenge.
- The members of the group would pledge to develop a label within 6 months--this would entail, for example, arriving at applicable labor standards and designing an effective inspection mechanism. Business representatives would also pledge to put the label (once developed) in garments manufactured by their firms (retailers would pledge to use the label in their own lines).
- WHEN:** The event would be held between July 30 and August 5.
- HOW:** The group assembled at the White House would subsequently determine the process for developing the label (i.e., how the relevant decisions would be made). The Secretary of Labor would be available to act as a facilitator if requested. In any event, the Secretary would be in regular contact with the key participants in the process to remain updated on their progress. The Department of Labor would offer to provide ongoing advice and technical assistance.

Working Draft
July 22, 1996 (6:07pm)

Contact List Possibilities

Notes:

- "Trendsetters" are retailers and manufacturers which have taken extra steps to eradicate sweatshops (i.e., monitor working conditions through inspections). Currently, there are 36 organizations on DOL's *Trendsetter* list.
- DOL = DOL staff to contact.

Companies/Business Leaders

1. Liz Claiborne Inc. (DOL)
Trendsetter
CEO-level contact: Paul Charron
212/354-4900
Company staff person contact and number: Roberta Karp
DOL staff contact: Andrew Samet
Status:
2. Nicole Miller (DOL)
Trendsetter
CEO-level contact: Bud Konheim, CEO
Company staff person contact and number: Bud Konheim
DOL staff contact: Suzanne Seiden
Status:
3. Marvin Traub, retired CEO of Bloomingdales (DOL)
4. Stanley Marcus, retired CEO of Neiman Marcus
5. Kmart
CEO-level contact: Floyd Hall
810/643-1000
Company staff person contact and number:
DOL staff contact:
Status:

Working Draft
July 22, 1996 (6:02pm)

6. **WAL-MART**
CEO-level contact: David Glass
501/273-4000
Company staff person contact and number:
DOL staff contact:
Status:
7. **J.C. Penney**
CEO-level contact: J.B. Oesterreicher, Vice Chair of Board and CEO
214/431-1000
Company staff person contact and number:
DOL staff contact:
Status:
8. **Nordstrom's**
Trendsetter
CEO-level contact: Ray Johnson, Co-Chairman of the Board
206/628-2111
Company staff person contact and number:
DOL staff contact:
Status:
9. **Nike**
CEO-level contact: Phil Knight
503/671-6453
Company staff person contact and number:
DOL staff contact:
Status:
10. **The Walt Disney Company**
CEO-level contact: Michael Eisner
Company staff person contact and number:
DOL staff contact:
Status:

Working Draft
July 22, 1996 (6:02pm)

11. **NFL Properties (DOL)**
Trendsetter
CEO-level contact: Sarah Levinson
212/838-0660
Company staff person contact and number:
DOL staff contact:
Status:
12. **Patagonia (DOL)**
Trendsetter
CEO-level contact: Mike Olson
Company staff person contact and number:
DOL staff contact:
Status:
13. **Levi Strauss and Company**
Trendsetter
CEO-level contact: Bob Haas
415/544-6000
Company staff person contact and number:
DOL staff contact:
Status:
14. **The Gap, Inc.**
Trendsetter
CEO-level contact: Don Fisher or Michael Dixon (check)
415/952-4400
Company staff person contact and number:
DOL staff contact:
Status:
15. **Gerber Baby Products**
CEO-level contact: Dave Jones
Phone #:
Company staff person contact and number:
DOL staff contact:
Status:

Working Draft
July 22, 1996 (6:02pm)

16. The Limited
Trendsetter
CEO-level contact: Les Wexner
614/479-7000
Company staff person contact and number:
DOL staff contact:
Status:
17. Maidenform
CEO-level contact: Elizabeth Coleman
Phone #:
Company staff person contact and number:
DOL staff contact:
Status:
18. Philips-Van Heusen (DOL)
CEO-level contact: Bruce J. Klatsky, Chairman and CEO
212/541-5200
Company staff person contact and number:
DOL staff contact:
Status:
19. Sara Lee Corporation
CEO-level contact: John H. Bryan, Chairman and CEO
312/726-2600
Company staff person contact and number:
DOL staff contact:
Status:
20. Osh Kosh B'Gosh (DOL)
CEO-level contact:
Company staff person contact and number:
DOL staff contact:
Status:

Working Draft
July 22, 1996 (6:02pm)

21. **Eddie Bauer, Inc. (owned by Spiegel, Inc.)**
Contacts: John J. Shea, Vice Chairman, President, and CEO of Spiegel and Chairman of Eddie Bauer
708/769-2281
Richard T. Fersch, President, Eddie Bauer, Inc.
206/882-6100 or 708/769-2281
Company staff person contact and number:
DOL staff contact:
Status:
22. **Reebok**
CEO-level contact: Paul Fireman
617/341-5000
Company staff person contact and number:
DOL staff contact:
Status:
23. **Depeche Mode (DOL)**
CEO-level contact:
Company staff person contact and number:
DOL staff contact:
Status:
24. **Fritzi (DOL)**
CEO-level contact: Bob Tandler
Company staff person contact and number:
DOL staff contact:
Status:
25. **Timberland**
Company staff person contact and number:
DOL staff contact:
Status:
26. **L.L. Bean**
Company staff person contact and number:
DOL staff contact:
Status:

Working Draft
July 22, 1996 (6:02pm)

27. Land's End (DOL)
Trendsetter List
CEO-level contact: Michael J. Smith, President and CEO
608/935-9341
Company staff person contact and number:
DOL staff contact:
Status:

28. Jones Apparel Ware (Jones New York) (DOL)
CEO-level contact:
Company staff person contact and number:
DOL staff contact:
Status:

29. Sears, Roebuck and Co.
CEO-level contact: Arthur C. Martinez, Chairman and CEO
847/286-2500
Company staff person contact and number:
DOL staff contact:
Status:

30. Tommy Hilfinger (DOL)
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:

31. The May Company (DOL)
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:

Working Draft
July 22, 1996 (6:02pm)

32. VF Corporation (DOL)
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:
33. Fruit of the Loom (DOL)
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status: Hold for now
34. Warnaco (DOL)
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:
35. Russell (DOL)
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:
36. Gymboree
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:
37. Dynasty
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:

Working Draft
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38. Warner Brothers
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:
39. Kellwood
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:
40. John Moret (sp??)
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:

Sports contacts

41. Major League Baseball Players Association
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:
42. NBA Players Association
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:

Working Draft
July 22, 1996 (6:02pm)

- 43. Tennis -- players association (??)
CEO-level contact:
Phone:
Company staff person contact and number:
DOL staff contact:
Status:

- 44. USGA or PGA (?)
Company staff person contact and number:
DOL staff contact:
Status:

Working Draft
July 22, 1996 (6:02pm)

Designers

1. **Marie St. John**
2. **Joan Vass**
3. **Donna Karan**

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Celebrities with Companies

1. Delta Burke (actress)
2. Ronnie Lott (football player, former San Francisco 49er)
3. Paul Warfield (football Hall of Famer)

Other Celebrities

1. Kathie Lee Gifford
2. Cheryl Tiegs

Industry Associations

1. Business for Social Responsibility
Contact: Bob Dunn
2. National Retailers' Federation
3. AAMA
4. Richard Reinis

Labor

1. UNITE
Contact: Jay Mazur
212/265-7000
2. International Textile Garment and Labor Workers Union
Contact: Neil Kearney, President
3. AFL/CIO
Contact: John Sweeney or Rich Trumka

Working Draft
July 22, 1996 (6:02pm)

Consumers

1. National Consumers League
Contact: Linda Golodnar, CEO
202/835-3323

Moral Voice*

*These groups have supported the minimum wage increase.

1. United States Catholic Conference
Contact: Rev. Brian Hehir
202/541-3000
2. Evangelical Lutheran Church
3. American Friends Service
4. National Jewish Community Relations Advisory Council
5. Jewish Labor Committee
6. Church of the Brethren
7. U.S. Bishops' Conference
8. International Labor Rights Fund
Contact: Pharis Harvey
202/544-7198
9. International Human Rights Law Group
Contact: Gay McDougal
202/232-8500
10. Oberlin College
Contact: Don Pease
216/775-8823
11. AAFLI (??)
Contact: Terry Collingsworth

Working Draft
July 22, 1996 (6:02pm)

202/778-4500

12. **Interfaith Center on Corporate Responsibility**
Contact: Timothy Smith or David Schilling
212/870-2295
13. **LBJ School of Public Policy**
Contact: Ray Marshall
512/471-6242
14. **National Council of Churches**
Contact: Rev. Joan Campbell, General Secretary
202/544-2350
15. **Mennonite Central Committee**
Contact: ??? (environmental person?)
16. **Charlayne Hunter-Gault (journalist)**

NO SWEAT.. NO SWEAT INITIATIVE

Fact Sheet

Background

Sweatshops conjure up a vision of dangerous turn-of-the-century garment factories, of rooms crowded with immigrant women and children hunched over sewing machines for a few dollars a day.

But, they still exist today.

Sweatshops are an ugly stain on American fashion, and it is up to all of us to remove it.

America's garment industry today grosses \$45 billion a year and employs more than one million workers.

Retailers dictate to manufacturers what, where, and when garments are produced. Manufacturers, in turn, purchase material and contract work among some 22,000 sewing contractors. Many of these contractors violate labor laws.

Independent surveys as well as federal and state compliance data show minimum wage and overtime violations of the Fair Labor Standards Act occurring in 40 percent to 60 percent of investigated establishments. Additionally, thousands of these shops have serious safety violations that threaten the health -- and lives -- of their workers.

Many companies in the American apparel industry provide good jobs, decent wages, and fine clothing, and they deserve our support.

But the firms that utilize and tolerate sweatshop labor make it harder for honest, law-abiding shops to compete in the marketplace. Both industry and labor have an interest in making sure that companies do not mistreat their employees.

For more information about the "No Sweat" sweatshop eradication initiative, contact the U.S. Department of Labor, Wage and Hour Division at (202) 219-8305 or the Office of Public Affairs at (202) 219-8211.

DOL/OPA 96

DOL's Garment Industry Strategy

The Department of Labor (DOL) has fewer than 800 investigators to protect the rights of one million garment workers and the other 110 million employees in 6.5 million workplaces. Enforcement, alone, cannot begin to address problems rampant in the garment industry.

To bring about change, DOL is relying on a three-pronged strategy of enforcement, recognition, and education:

Enforcement

DOL's Wage and Hour Division conducts targeted enforcement sweeps in major garment centers and notifies manufacturers of the "hot goods" provision of the Fair Labor Standards Act, which prohibits the shipment of goods made in violation of U.S. wage laws.

Recognition

In December 1995, DOL issued its first *Trendsetter* list, highlighting retailers and manufacturers that have assumed responsibility for monitoring the labor practices of contractors that make their garments. Firms that are monitored have significantly fewer violations of labor laws.

Education

DOL is spearheading a garment public service announcement initiative, which includes print and radio public service announcements and a new Internet World Wide Web site, to provide information to consumers interested in helping to combat sweatshops. No Sweat "Clues for Consumers" have been distributed to more than 50 million supporters of the sweatshop eradication initiative.

**NO
SWEAT...**

Fashion Trendsetters

March 25, 1996

U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, DC 20210

The retailers and manufacturers listed below have all pledged to help eradicate sweatshops in America and to try to ensure that their shelves are stocked with only "NO SWEAT" garments.*

Abercrombie and Fitch
Baby Superstore
Banana Republic
Bath & Body Works
Bergner's
Boston Stores
Brylane
Cacique
Carson Pirie Scott
Dana Buchman
Elisabeth
Express
Galyans Trading
GapKids
Gerber Childrenswear
Guess Inc.

Henri Bendel
Jessica McClintock
Lands End
Lane Bryant
Lerner New York
Levi Strauss and Company
Limited Too
Liz Claiborne Inc.
Mast Industries
NFL Properties
Nicole Miller
Nordstrom
Old Navy Clothing Store
Patagonia
Penhalligon's
Structure

Superior Surgical Mfg
The Limited
The Gap
Victoria's Secret Catalogue and Stores

* This list is based on the voluntary efforts of the listed companies. They have agreed to demonstrate a commitment to labor laws; cooperate with law enforcement agencies when violations of the law are found; and monitor working conditions, for example by contacting with suppliers who monitor contractors or by conducting site visits of suppliers. (Companies not on this list may also follow these practices.)

The Trendsetters List is still open. Any company interested in joining the list may contact the U.S. Department of Labor at: Trendsetters, 200 Constitution Ave., NW, Washington, DC 20210. The Trendsetters List is not a "Where To Shop" list. A company's inclusion in the list does not constitute an endorsement by the U.S. Department of Labor.

JUL 17 1996

Celebs grapple with sweatshop solutions

90

USA Today

ARLINGTON, Va. — Richard Simmons traded jogging tugs for a suit, asked good questions and zipped out.

Cheryl Tiegs lamented the bumper crop of celebs now endorsing clothes, leaving stars little bargaining room to demand that vendors don't use sweatshops.

Delta Burke sent regrets, Kathy Ireland was a no-show and Kathie Lee Gifford nearly cried.

"The day that I stop crying is the day I die," Gifford told Tuesday's Fashion Industry Forum at Marymount University in an impassioned homily.

"I was raised in a great country by two great people," she began, addressing garment industry execs gathered to discuss the sweatshop dilemma.

"I remember the first time I held a crack baby in one arm and my own healthy baby in the other. It changed my life," Gifford said, describing reasons she chose to endorse a clothing line: to benefit charity. But "I never said it all went to charity."

Empowered by surviving her own sweatshop scandal, Gifford said, "maybe we can change the world."

Execs from well-known stores and brand-name gear outlined solutions to the problems.

Levi Strauss and Guess? laid out monitoring programs that are working for them. Kmart announced a new vice president in Hong Kong to oversee international production. Wal-Mart declared it has inspected



An eyelid: Richard Simmons greets model and fellow clothes endorser Cheryl Tiegs Tuesday.

By Karen Thomas, USA Today

all factories that made Gifford's line and all private lines in its stores.

Nicole Miller's Bud Konheim unveiled a new silk print to "honor this day," he said. Around Thanksgiving, look for ties, bowties and scarves covered with sewing needles, bobbins and threads. "Maybe we'll give (a bathrobe) to Frank Gifford."

By Karen Thomas

Labels may be remedy for sweatshops

By Karen Thomas
USA TODAY D1

ARLINGTON, Va. — Could a new labeling system be an antidote to sweatshops in the garment industry?

At Tuesday's first Fashion Industry Forum, manufacturers, retailers and consumer groups agreed that a special label on clothes made in law-abiding factories could be an industry-wide step to stamp out child labor and inhumane working conditions.

The U.S. Department of Labor will focus on a plan for labeling "in the next weeks," Secretary of Labor Robert Reich concluded at the day-long summit, which drew about 300.

Suggestions centered on using a nongovernmental, third-party group to monitor factories in the USA and around the world. Some wanted human rights organizations to do it. Most agreed inspectors should not be paid by retailers.

Jeans with a special black label could cost \$24, suggested Bud Konheim, CEO of Nicole Miller Ltd. No black label: \$22.

"The problems I have are with the customer, to do the right thing," he said. The extra cost would cover inspections.

"We would not be sitting here if the public weren't concerned," Reich countered.

There was a white and-sweatshop label that was discontinued in 1918, said Linda Goldner, CEO of the National Consumers League. Today, "perhaps the easiest answer for consumers is labeling."

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Women's Wear Daily

July 17, 1996

Reich Sees Summit As the 'Turning Point' In Sweatshop Wars

By Joanna Ramey

WASHINGTON — Labor Secretary Robert Reich, who's been dogging an often-reluctant fashion industry for more than a year to actively combat garment sweatshops, had a captive audience Tuesday.

About 300 officials — many from leading apparel retailers and manufacturers — showed up for a Labor Department-sponsored anti-sweatshop rap session where Reich held court, calling the meeting a "turning point" in his crusade.

No conclusions were reached as to how to wipe out sewing shops

that underpay or otherwise mistreat their workers, but many company officials spoke to a growing trend within the industry to grapple with the problem.

Some of the responses outlined during three panel discussions moderated by Reich included:

- Kmart Corp.'s plans to train its quality control inspectors worldwide to even more effectively detect workplace abuses. The company has also created an executive post to oversee the effort, which includes meeting with all vendors to discuss their factory conditions and that of their contractors.

- Wal-Mart's move, since the discovery in May that some of its Kathie Lee Gifford apparel was being produced in a New York City sweatshop, to launch an independent inspection program of sewing contractors producing the retail giant's private label apparel. It has also met with The Gap to discuss the retailer's pilot independent monitoring program of a contractor in El Salvador.

- Levi Strauss & Co., with a company-wide inspection program in place for several years, recently met with J.C. Penney Co. executives to share its anti-sweatshop strategies. The meeting was part of Levi's emphasis on forging strong partnerships with stores, as well as contractors that produce its apparel, in order to increase control of its business.

Dubbed the Fashion Industry Forum, the gathering, held at Marymount University in suburban Virginia, was intended as a sweatshop brainstorming session for all aspects of the industry. The meeting reflected the clout Reich has gained since he took on the issue aggressively almost a year ago after the discovery of a sewing shop in El Monte, Calif., where illegal Thai workers were being held in peonage to sew brand-name label garments.

The emphasis of Reich's campaign has been to pressure retailers and manufacturers to deal only in garments produced in sewing shops monitored for labor law compliance. He has gotten a lot of resistance, particularly from retailers. To ratchet up the pressure, his agency has hit national chains and big manufacturers with bad publicity when sweatshop-made garments have been traced to their companies.

Reich, in addressing the executives he's been pushing to change, reiterated his call for industry to help police garment contractors.

"For the last year and a half I've been saying government can't do it all," Reich said. "I don't expect major headlines to

come out of this today. What I do expect is renewed commitment."

If the attendance at Tuesday's meeting was any measure, the industry's attention is now widely fixed on the issue of sweatshops, both domestic and foreign. Among the companies with officials in attendance were Federated Department Stores, May Department Stores Co., J.C. Penney, Neiman Marcus, Nordstrom, Tweeds, Liz Claiborne, Kellwood Co., Leslie Fay, Playtex Apparel, Sara Lee Knit Products and Fruit of the Loom. Celebrity endorsers at-



“I don't expect major headlines to come out of this today. What I do expect is renewed commitment.”

— Labor Secretary
Robert Reich

tending included Cheryl Tiers, Kathy Ireland, Richard Simmons and, of course, Kathie Lee Gifford, who has become a leading figure in the anti-shop drive since the revelation of worker abuse in connection with her line.

If there was any consensus to all to come out of forum, it was that the fashion industry has just started to scratch the surface in finding ways to keep better tabs on their production.

"There is no recipe to follow in this area," said Roberta Katz, Claiborne's general counsel. "It's groundbreaking."

"As an industry we have to decide if we want to make [sweatshops] an acceptable labor practice," said John Ermatinger, vice president of sourcing for Levi's in the U.S. in an interview. Ermatinger also spoke during the meeting. "I believe that 90 percent of the industry hasn't looked at their business practices."

Continued

Anti-Sweatshop Session Draws 300

Ermaunger said another way Levi's is keeping track of contractor conditions worldwide is by narrowing the number of suppliers it uses. This practice of streamlining to gain greater efficiency and control can also translate into keeping better tabs on working conditions. It's a strategy that Warren Flick, Kmart's president of merchandising said is also being employed at the mass merchant chain.

"We are concentrating on our national brands and our brands," Flick said. "We are looking for the right vendor partnerships, where we can have a strategic meeting of the minds on what we need."

Flick said the reduction of suppliers and the number of countries where it sources, in combination with greater scrutiny of its vendors, will reduce the likelihood of buying sweatshop-made apparel. Kmart's apparel production, both private and branded labels, is split about evenly between the U.S. and abroad.

"We are a big, powerful customer, and therefore we can have influence," Flick said. "We're going to take this issue to a new level of assurance that the workers who make goods for us are properly taken care of."

Lee Scott, executive vice president for merchandising at Wal-Mart, which has done its share of streamlining, questioned the virtue of excluding all small vendors, however.

"One of the problems is that as you move to the largest and best vendors (you have to make sure) you're not squeezing out the small and innovative vendors that are on their way up," he said.

While the effectiveness of monitoring contractors was not in dispute, what role retailers have in demanding or conducting the monitoring was debated among panel participants.

Gale Cottle, executive vice



“We also heard today there isn't one quick fix. What we've come to is the collective conclusion we need a partnership.”

— Tracy Mullin, NRF

president of women's apparel at Nordstrom, described how the specialty chain's quality control staff is trained to look for labor abuses at contractors that produce the chain's private label apparel.

But when it comes to buying brand-name merchandise, buyers have no clue as to the apparel's origin, she said.

"It is the vendor's responsibility to ensure their contractors are in compliance," she said. "A buyer can't identify a sweatshop item based on price in a showroom."

Richard Reinis, who is the head of a cooperative contractor-monitoring group of Los Angeles manufacturers, said retailers should require manufactur-

ers to monitor their contractors. "You can't do it without retail involvement," Reinis said. "(Retailers) sit in a monolithic position, and (they) have the power to cause real reform."

Tracy Mullin, president, National Retail Federation, said retailers are very eager to help stop sweatshop abuses but reiterated the need for a fashion-industry-wide approach to solving the problem. The NRF is opposed to requiring retailers to participate in monitoring but is willing to educate vendors about the need for following labor laws and discontinuing suppliers that violate laws.

"One thing is very clear: No one wants to sell a product made in a sweatshop," Mullin said. "We also heard today there isn't one quick fix. What we've come to is the collective conclusion we need a partnership."

The cost of insuring that the estimated 32,000 garment sewing shops in the country operate legitimately was also on the mind of panelists.

Cheryl Tieg, whose apparel, accessory and shoe line sold at Sears from 1980 to 1990, said price-conscious retailers may have to pay more for apparel that's guaranteed to be sweatshop-free.

"They may have to accept the responsibility that they'll have to pay more than the rock-bottom prices," she said. "In other words, they can't have their cake and eat it too."

Tieg also reflected on how the concentration of retailing among fewer players may be playing a role in perpetuating sweatshops as stores look to keep prices down and stay competitive.

"When I started in 1980, the big discount operations weren't as powerful as they are today," she said. "Consumers are getting spoiled. The reason is because there are sweatshops. I think it's gotten much worse."

Jay Allen, Wal-Mart's vice president for corporate affairs, said he doesn't anticipate increase of apparel prices, arguing that manufacturers are finding increased efficiencies by dealing only with legitimate contractors.

"Too many are proving it can be done," Allen said. "We're not convinced higher prices are necessary. Our customers have grown to expect everyday low prices at Wal-Mart."

Chicago Tribune

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Wednesday, July 17, 1996

22 Section 1

An impertinent message to Michael

So Michael Jordan has his new deal: \$25 million for one year! Or is that \$30 million?

Whatever, it's a staggering amount of money—more than all but a few of us will make in a lifetime. And to the extent any such salary can be considered "deserved," Jordan's is.

He has put up the numbers; he wears the rings. In an era when the measure of American business is pay-for-performance, he has a stronger argument for his megabucks than anybody else we can think of Jordan has earned his.

That said, Jordan's big payday brings another thought to mind. It's captured in an old biblical saying: "Of him to whom much is given much shall be expected."

Jordan needs no lectures from us or anyone else about charity or civic responsibility. He was too well-raised for that. But the fact is that Michael Jordan is a leader, and the challenge of our age is to find leaders who will not just take the money and run but will inspire all of us, by word and deed, to be better and do better, morally, spiritually and every other way. Jordan owes us.

He could begin by having a serious talk with the folks at Nike, whose smugness he has made famous, about its efforts to police the subcontractors who make its shoes in places like Indonesia. Jordan gave a response worthy of Pontius Pilate when he was asked during the playoffs about allegations of sweatshop conditions in Nike factories. Ignorance is not an acceptable excuse for inaction.

But it shouldn't stop there. Jordan and all the other sports superstars owe us leadership—with youth, who idolize them and their gargantuan salaries and pant after their shoes and their jerseys. They owe it to us in all departments of our national life—because they are citizens of this nation (and especially blessed citizens at that), because most of them have or will have children who must grow up in this society.

Another old biblical admonition says that almsgiving and good works ought to be done quietly, without calling attention to themselves. In Jordan's case, we think an exception is in order.

Use your leadership, Michael. Challenge us all, including some of those high-paid corporate executives, to follow you. Remember, you owe us.

Working Draft
July 19, 1996

Contact List Possibilities

Companies/Business Leaders*

*Contacts are CEO level

- 1. Liz Claiborne
Contact: Paul Charron] *Send Rich*
- 2. Nicole Miller
Contact: Bud Konheim, CEO] *Done*
- 3. Marvin Traub (retired CEO of Bloomingdale's)]
- 4. Neiman Marcus
Contact: Stanley Marcus, retired CEO]
- 5. K-MART
Contact: Floyd Hall] *Rich*
- 6. WAL-MART
Contact: David Glass] *Rich*
- 7. J.C. Penney
Contact: J.B. Oesterreicher, Vice Chair of Board and CEO] *Rich*
- 8. Nordstrom's
Contact: Ray Johnson] *Rich*
- 9. Nike
Contact: Phil Knight] *VP*
- 10. The Walt Disney Company
Contact: Michael Eisner] *VP Mickey + Peter O'Donnell*
- 11. NFL Properties
Contact: Sarah Levinson] *Labov*
- 12. Patagonia
Contact: Mike Olson] *Labov*
- 13. Levi Strauss

Util: Lee Gifford
GORE follow-up call

Sally of Susu
219-1366

65

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Contact: Bob Haas

Alexis

Tuesday
3:00-4:30

14. The Gap

Contact: Don Fisher or Michael Dixon (check)

WA

15. Gerber Baby Products

Contact: Dave Jones

Libor

16. The Limited

Contact: Les Wexner

WA

17. Maidenform

Contact: Elizabeth Coleman

Libor

18. Philips Van Heusen

man

19. Sara Lee

Contact: John Bryan

Eli Segal
Alexis
Chapiro

Bob Darr

20. Osh-Kosh B'Gosh

21. Eddie Bauer

Contact: ????? (owned by Spiegel)

Spiegel

22. Reebok

Contact: Paul Fireman
617/341-5000

WA

23. Depeche Mode

24. Fritzi

Contact: Bob Tandler

25. Timberland

26. L.L. Bean

Mark H

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SGAM -
~~Elizabeth~~ Adams
27. Land's End
not

28. Jones New York

VP
Fruit of the Loom
Russell
Warren

~~Unite~~
- Catholac Conf
- Kathy Lee Gifford

Designers

1. Marie St. John
2. Joan Vass
3. Donna Karan

Celebrities with Companies

1. Delta Burke (actress)
2. Ronnie Lott (football player, former San Francisco 49er)
3. Paul Warfield (football Hall of Famer)

Other Celebrities

1. Kathie Lee Gifford
2. Cheryl Tiegs

Industry Associations

1. Business for Social Responsibility
Contact: Bob Dunn
2. National Retailers' Federation
3. AAMA
4. Richard Reinis

Norman, Lee

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Labor

1. UNITE
Contact: Jay Mazur
212/265-7000
2. International Textile Garment and Labor Workers Union
Contact: Neil Kearney, President
3. AFL/CIO
Contact: John Sweeney or Rich Trumka

Consumers

1. National Consumers League
Contact: Linda Golodner, CEO
202/835-3323

Moral Voice*

*These groups have supported the minimum wage increase.

1. United States Catholic Conference
Contact: Rev. Brian Hehir
202/541-3000
2. Evangelical Lutheran Church
3. American Friends Service
4. National Jewish Community Relations Advisory Council
5. Jewish Labor Committee
6. Church of the Brethren
7. U.S. Bishops' Conference
8. International Labor Rights Fund

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Contact: Pharis Harvey
202/544-7198

9. International Human Rights Law Group
Contact: Gay McDougal
202/232-8500
10. Oberlin College
Contact: Don Pease
216/775-8823
11. AAFLI (??)
Contact: Terry Collingsworth
202/778-4500
12. Interfaith Center on Corporate Responsibility
Contact: Timothy Smith or David Schilling
212/870-2295
13. LBJ School of Public Policy
Contact: Ray Marshall
512/471-6242
14. National Council of Churches
Contact: Rev. Joan Campbell, General Secretary
202/544-2350
15. Mennonite Central Committee
Contact: ??? (environmental person?)
16. Charlayne Hunter-Gault (journalist)

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Contact: Pharis Harvey
202/544-7198

Alexis

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