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OA/ID Number: 11552
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Folder Title:
Apparel Industry / Partnership Event

Stack:	Row:	Section:	Shelf:	Position:
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Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. list	Department of Labor personnel [Personally Identifiable Information] [partial] (1 page)	00/00/0000	b(6)

COLLECTION:

Clinton Presidential Records
Cabinet Affairs
Stephen Silverman
OA/Box Number: 11552

FOLDER TITLE:

Apparel Industry Partnership Event

2018-1072-F

kc2259

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
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- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

(1245 ushers office)

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 Tarney)
- 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.

R-
 Who did you
 speak with @
 HUD? re Kennedy?
 'Contine



PRESIDENT CLINTON ANNOUNCES APPAREL INDUSTRY PARTNERSHIP AGREEMENT

April 14, 1997

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

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

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

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 to twelve hours per week; 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.

MEMBERS OF THE APPAREL INDUSTRY PARTNERSHIP

Liz Claiborne, Inc.

Paul Charron, Chairman and CEO
[co-chair]

National Consumers League

Linda Golodner, President
[co-chair]

Interfaith Center on Corporate Responsibility

David Schilling, Director

International Labor Rights Fund

Pharis Harvey, Executive Director

Kathie Lee Gifford**Lawyers Committee for Human Rights**

Michael Posner, Executive Director

LL Bean, Inc.

Tom Harden, Senior Vice President

NIKE, Inc.

Philip Knight, Chairman of the Board and CEO

Patagonia

David Olsen, CEO

Phillips-Van Heusen

Bruce Klatsky, CEO

Reebok International, Ltd.

Paul Fireman, CEO

Retail Wholesale Department Store Union, AFL-CIO

Lenore Miller, President

Robert F. Kennedy Memorial Center for Human Rights

Sandra Cuneo, Executive Director

Tweeds, Inc.

Martin Brill, President

Union of Needletrades, Industrial and Textile Employees (UNITE)

Jay Mazur

Unable to Attend**Business for Social Responsibility**

Robert Dunn, President and CEO

Karen Kane, Inc.

Lonnie Kane, CEO and President

Nicole Miller, Inc.

Bud Konheim, CEO

04/11/97



Sarah Farnsworth
04/11/97 05:40:18 PM

Record Type: Record

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

cc:

Subject: Conference call for Monday's event

There will be a conference call on Sunday at 4pm regarding Monday's event.

456-6755, 6766, 6777

Code 4910

In the meantime, please page me through Signal w/any questions. Thank you.

Message Sent To:

Kim B. Widdess/WHO/EOP
Eli G. Attie/WHO/EOP
Cheryl M. Carter/WHO/EOP
Ann F. Lewis/WHO/EOP
Jonathan Murchinson/WHO/EOP
Kevin S. Moran/WHO/EOP
Laura A. Graham/WHO/EOP
Katherine Hubbard/WHO/EOP
Marjorie Tarmey/WHO/EOP
Michelle Crisci/WHO/EOP
Ann M. Cattalini/WHO/EOP

Ann M. Cattalini
04/11/97 05:15:45 PM

Record Type: Record

To: See the distribution list at the bottom of this message
cc: Jonathan A. Kaplan/OPD/EOP, Ananias Blocker III/WHO/EOP, Tracey E. Thornton/WHO/EOP
Subject: Members of Congress attending Monday's event

EVENT: Labor Announcement
DATE: Monday, April 14
TIME: 12:30 - 1:15 pm
LOCATION: East Room

*** Members should arrive at 12:15 pm at the NW gate. Members can park on the drive

MEMBERS CONFIRMED TO ATTEND:

Sen. Tom Harkin (D-IA)
Sen. Paul Wellstone (D-MN)
Rep. George Miller (D-CA)
Rep. Bernie Sanders I-VT)
Rep. Lane Evans (D-IL)
Rep. Major Owens (D-NY) *tentative*
Rep. Matt Martinez (D-CA) *tentative*
Rep. Rob Andrews (D-NJ) *tentative*
Rep. Lynne Woolsey (D-CA) *tentative*

INVITED BUT UNABLE TO ATTEND:

Sen. James Jeffords
Sen. Patty Murray
Sen. Edward Kennedy
Rep. Goodling
Rep. Clay
Rep. Frank
Rep. Kaptur
Rep. Joe Kennedy
Rep. Moran
Rep. George Brown

Message Sent To:

Debra A. Schiff/WHO/EOP
Laura K. Capps/WHO/EOP
NWGate @ 4562784 @ fax
Julie E. Mason/WHO/EOP
Elisa Millsap/WHO/EOP
Stacey L. Rubin/WHO/EOP
Nicholas B. Kirkhorn/WHO/EOP
James T. Heimbach/WHO/EOP
Ben A. Freeland/WHO/EOP
Kim B. Widdess/WHO/EOP
Katherine Hubbard/WHO/EOP
Raymond E. Donnelly III/WHO/EOP

DRAFT

**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, and consumer groups have found common ground and reached an agreement that seeks to 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 the 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 industry 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 MONUMENTAL. The agreement contains the following components:

- ✓ **The adoption of a strong Workplace Code of Conduct** that the companies will 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 the workers' freedom of association and collective bargaining;
 - A minimum or prevailing industry wage and a cap on mandatory overtime;
 - A safe and healthy working environment;
- ✓ **Utilization of independent external monitors** to conduct reviews of company policies and practices; verify that the company is in compliance with its obligations and commitments under the Code of Conduct; and serve other purposes. Companies will also maintain 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 (1) publicize the progress being made to meet these obligations; (2) expand participation in the effort to a greater number of companies; and (3) develop a mechanism -- such as labels on clothing, seals of approval in advertising, or signs in stores -- to inform consumers about which companies abide by the code and monitoring.

DRAFT

**DETAILS ON THE APPAREL INDUSTRY
PARTNERSHIP AGREEMENT**

The Apparel Industry Partnership agreement covers the following:

- ✓ **The Adoption of a Strong Workplace Code of Conduct** that the companies will 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 the workers' 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 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.

- ✓ **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.

- ✓ **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 develop a reliable, independent means to provide for public confidence that these obligations are being met; expand participation in the effort to a greater number of companies; and develop a mechanism -- such as labels on clothing, seals of approval in advertising, or signs in stores -- to inform consumers about which companies abide by the code and monitoring.

Draft

April 11, 1997

WHITE HOUSE APPAREL INDUSTRY PARTNERSHIP EVENT

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

I. PURPOSE

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

II. BACKGROUND

At this event the Apparel Industry Partnership will report its recommendations for ensuring that the garment industry makes and sells products manufactured under humane conditions and informing consumers that the products they buy were not produced in sweatshops. Last August you challenged this group to develop options for addressing the sweatshop problem. After months of very tense negotiations, the group has agreed to form an independent association led by diverse industry participants, including manufacturers, labor unions and human rights organizations.

This agreement is groundbreaking both because the code sets high standards and because the association will act as an independent watchdog to ensure that members really abide by the code.

→ commend Harkin for leadership in this area.

THE ASSOCIATION:

Member companies will abide by a strict code of conduct and implement internal and **external** monitoring consistent with the association's tough standards. Further, the association will independently verify that the company and its subcontractors are truly living by the code.

The association will also serve as a source of information to consumers about which companies are abiding by the code and the monitoring. Although the group hasn't settle on the appropriate mechanisms, the signals to consumers might be signs in stores, a seal of approval for use in advertising, shopping bags with logos, or labels. The association will also recruit other companies to join

THE CODE OF CONDUCT:

The most significant elements of the code are:

- 1) Prohibits worker abuse, forced labor and child labor under the age of 15 (or 14 where local law permits).
- 2) Limits weekly hours to 60 and guarantees a day off per week, except in extraordinary business circumstances. [U.S. law contains no such limits.]
- 3) Requires the payment of the local minimum wage or the prevailing wage, whichever is higher;
- 4) Guarantees freedom of association for employees.

ADMINISTRATION'S ROLE:

This agreement would not have happened without your leadership and relentless prodding by senior administration officials.

[More on this to come]

A timeline is attached.

III. PARTICIPANTS

Pre-brief participants:

Maria Echaveste
Gene Sperling

Event Participants:

You will be met in the Blue Room by the working group members (see attachment).

IV. PRESS PLAN

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

The announcement event will be open to press.

V. SEQUENCE OF EVENTS

- 12:00 p.m. - 12:30 p.m. Event Briefing in the Map Room
- 12:30 p.m. The President and the ~~Vice President~~ proceed to Blue Room
- 12:40 p.m. Non-stage participants are escorted to East Room
- 12:45 p.m. Program Begins
- ① WAP WELCOMES NIKE?
- ~~Vice President~~ delivers opening remarks and introduces the following three people:
- Jay Mazur, President of UNITE delivers brief remarks.
- Linda Golodner, President of the National Consumer League and Co-Chair of the Apparel Industry Partnership, delivers brief remarks and signs document.
- ② SIGNING
- Paul Charron, CEO of Liz Clairborne and Co-Chair of the Apparel Industry Partnership, delivers brief remarks, signs the document and **introduces The President**.
- **The President delivers remarks.**
- 1:30 pm -- **The President** and the Vice President depart the East Room.

VI. REMARKS

To be provided by Speechwriters

VII. ATTACHMENTS

APPAREL INDUSTRY PARTNERSHIP**Liz Claiborne, Inc.**

Paul Charron, Chairman and CEO
[co-chair]

National Consumers League

Linda Golodner, President
[co-chair]

Business for Social Responsibility

Robert Dunn, President and CEO

) *SECRET*

Interfaith Center on Corporate Responsibility

David Schilling, Director

International Labor Rights Fund

Pharis Harvey, Executive Director

) *Ragun*

Karen Kane, Inc.

Lonnie Kane, CEO and President

) *SECRET*

Kathie Lee Gifford**Lawyers Committee for Human Rights**

Michael Posner, Executive Director

LL Bean, Inc.

Tom Harden, Senior Vice President

Nicole Miller, Inc.

Bud Konheim, CEO

) *SECRET*

NIKE, Inc.

Philip Knight, Chairman of the Board and CEO

Patagonia

David Olsen, CEO

Phillips-Van Heusen

Bruce Klatsky, CEO

Reebok International, Ltd.

Paul Fireman, CEO

Retail Wholesale Department Store Union, AFL-CIO

Lenore Miller, President

Robert F. Kennedy Memorial Center for Human Rights

Sandra Cuneo, Executive Director

Tweeds, Inc.

Martin Brill, President

Union of Needletrades, Industrial and Textile Employees (UNITE)

Jay Mazur

Withdrawal/Redaction Marker

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Stephen Silverman
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(001)

DOL STAFF

1	Suzanne Seiden	202/219-8305	(b)(6)
2	Stephanie Swirsky	202/219-6197	(b)(6)
3	Andrew Samet	202/219-6043	(b)(6)
4	Marvin Krislov	202/219-7684	(b)(6)
5	Carl Fillichio	202/219-8211	(b)(6)
6	Sofia A. Rosen	202/219-6043	
7	Seth Harris	202/219-6181	
8	Geri Palast	202/219-4692	
9	Howard Waddell	202/219-8211	
10	J. Davitt McAteer	202/219-7675	
11	Earl Gohl	202/219-6141	
12	Rae Glass	202/219-8305	
13	Bruce Sullivan	212/337-2000	
14	Louis Vanegas	212/337-2000	
15	Maureen Morrill	202/219-8305	(b)(6)
16	Maureen Jaffee	202/219-6043	
17	Jonathan Kronheim	202/219-7705	

KEY STAFF

Aron Cramer
Director
1683 Folsom Street
San Francisco, CA 94103-3722
415/865-2510
Fax. 415/865-2505

Howard Rubenstein
Rubenstein Associates
1345 Avenue of Americas
New York, NY 10105
212/489-6900
fax. 212/843-9200

Linda Clarizio, Esq
Arnold and Porter
555 12th Street, NW
Washington, DC 20004-1202
202/942-5333
fax. 202/942-5999

Stanley Levy
Greenberg Glusker Fields Claman and Machtinger LLP
1900 Avenue of the Stars
Los Angeles, CA 90067
310/553-3610
fax. 310/553-0687

Jane Randel
Manager of Public Relations
Liz Claiborne Inc.
One Claiborne Avenue
North Bergen, NJ 07047
212/626-3408
fax. 212/626-3416

Jack Robinson
Director, Production Management
LL Bean Inc.
Casco Street
Freeport, ME 04033
207/865-4100 x6073

fax. 207/865-0972
Brad Figel
Director of Governmental Affairs
Nike Inc.
507 Second Street, NE
Washington, DC 20002
202/543-6453
fax.543-6453

Roger McDivitt
Production Manager
Patagonia
259 W. Santa Clara Street
Ventura, CA 93001
805/667-4523
fax. 805/653-6384

Arthur Heffner
Executive Vice President
Phillips-Van Heusen Corporation
1290 Avenue of the Americas
New York, NY 10104
212/468-7300
fax. 212/468-7338

Sharon Cohen
Vice President-Public Affairs
Reebok International
100 Technology Center Drive
Stoughton, MA 02072
617/341-7690
fax.617/297-4806

Doug Cahn
Senior Director, Human Rights Program
Reebok International
100 Technology Center Drive
Stoughton, MA 02072
617/341-7690
fax.617/297-4806

Stuart Applebaum
Secretary Treasurer
Retail, Wholesale and Department Store Union

30 East 29th Street
New York, NY 10016
212/684-5300
fax. 212/779-2809

James Silk
Director
RFK Memorial Center for Human Rights
1206 30th Street, NW
Washington, DC 20007
202/463-7575
fax. 202/463-6606

Katherine Hyde
Associate General Counsel
Tweeds
1500 Harbor Blvd.
Weehawken, NJ 07087
201/330-3190
fax. 201/392-5005

Alan Howard
Assistant to the President
UNITE
1710 Broadway
New York, NY 10019-5299
212/265-7000
fax. 212/265-3415

Ann Hoffman
UNITE
815 16th Street, NW
Washington, DC 20006
202/347-7417
fax. 202/347-0708

Suzanne Seiden
Wage and Hour Division
U.S. Department of Labor
Washington, DC 20210
202/219-8305
fax. 202/219-4753

Stephanie Swirsky

Office of Policy
U.S. Department of Labor
Washington, DC 20210
202/219-6197
fax.202/219-9216

Carl Fillichio
Office of Public Affairs
U.S. Department of Labor
Washington, DC 20210
202/219-6197
fax.202/219-8699

Marvin Krislov
Solicitors Office
U.S. Department of Labor
Washington, DC 20210
202/219-7705
fax.202/219-7257

Andrew Samet
International Labor Affairs Bureau
U.S. Department of Labor
Washington, DC 20210
202/219-6043
fax.202/219-5980

AUDIENCE

Joe Eldridge
Director, Washington Office
Lawyers Committee for Human Rights
100 Maryland Avenue, NE
Washington, DC 20002
202/745-5692
fax. 202/543-5999

Kimberly Michalski
National Consumers League
1701 K Street, NW
Washington, DC 20005
202/835-3323
fax. 202/835-0747

Jack Golodner
Director
Department for Professional Employees
AFL-CIO
815 16th Street, NW
Washington, DC 20006
202/223-4446
fax. 202/628-4379

Kathy Charron
Liz Claiborne, Inc.
One Claiborne Avenue
North Bergen, NJ 07047
201/626-3500
fax. 201/626-1803

Ashley Charron
Liz Claiborne, Inc.
One Claiborne Avenue
North Bergen, NJ 07047
201/626-3500
fax. 201/626-1803

Brad Karp
Paul Weiss Wharton and Garrison
1285 Avenue of the Americas
New York, NY 10019

212/373-3316
fax. 212/372-2384

Bob Zane
Senior Vice President
Liz Claiborne, Inc.
One Claiborne Avenue
North Bergen, NJ 07047
201/626-3500
fax. 201/626-1803

Ms. McClain Ramsey
Director of Communications
NIKE Inc.
One Bowerman Drive
Beaverton, OR 97005
503/671-4901
fax.503/644-6655

Penny Knight
NIKE Inc.
One Bowerman Drive
Beaverton, OR 97005
503/671-4901
fax.503/644-6655

Kate Burnham
Director, Corporate Communications
Reebok International
100 Technology Center Drive
Stoughton, MA 02072
617/341-7690
fax.617/297-4806

Abigail Abrash
Program Director
RFK Memorial Center for Human Rights
1206 30th Street, NW
Washington, DC 20007
202/463-7575

Congresswoman Lucille Roybal-Allard

Congresswoman Nydia Valesquez

Senator Tom Harkin
Senator Edward Kennedy

Congressman George Miller

Congressman Clay

Mr. Anthony G. Freeman
Director, Washington Branch Office
International Labor Organization
1828 L Street, NW Suite 801
Washington, DC 20036
Tel: 653-7652
Fax: 653-7687

Mr. Steve Rickard
Washington Office Director
Amnesty International - USA
304 Pennsylvania Avenue, SE
Washington, DC 20003
Tel: 544-0200
Fax: 546-7142

Mr. Richard Dicker
Associate Counsel
Human Rights Watch
485 Fifth Avenue
New York, NY 10017
Tel: 212-972-0905
Fax: 212-972-0905

Mr. Abraham Katz
President, U.S. Council for International Business
1212 Avenue of the Americas
New York, NY 10036
Tel: 212-354-4480
Fax: 212-575-0327

Mr. Edward E. Potter
Legal Counsel
U.S. Council for International Business
c/o McGuiness & Williams

1015 15th Street, NW
Washington, DC 20005
Tel: 789-8618
Fax: 789-8684

Richard Lucas
Arnold and Porter
555 12th Street, NW
Washington, DC 20004-1202
202/942-5554
fax. 202/942-5999

Kenneth Letzler
Arnold and Porter
555 12th Street, NW
Washington, DC 20004-1202
202/942-5921
fax. 202/942-5999

Mark Fowlon
Arnold and Porter
555 12th Street, NW
Washington, DC 20004-1202
202/662-1127
fax. 202/942-5999

Reverend Stan Haste
The Alliance of Baptists
202/745-7609
fax: 202/745-0023

David Harris
Director
American Jewish Congress
Government and Public Affairs Office
203/332-4001
Fax. 202/387-3434

Don Reeves
Bread for the World
301/608-2400
Fax. 301/608-2401

Lisa Goldman
B'nai B'rith
202/857-6582
Fax. 202/857-1099
Nancy Chupp
Church Women United
202/544-8787
Fax.202/543-1297

Mandy Kreps
Church of the Brethren
202/546-3202
Fax.202/544-5852

Reverend Paul Wee
Church of the Reformation
202/543-4200
Fax. 202/543-4201

Joel Volk
Executive Director
Friends Committee on National Legislation
202/547-6000
Fax. 202/547-6019

Dr. Clarence Hodges
General Conference of Seventh Day Adventists
Seventh Day Adventists
301/680-6455
Fax.301/680-6464

Ari Huffnung
Hillel
202/857-6543
Fax.857-6693

David Schilling
Interfaith Center on Corporate Responsibility
212/870-2928
Fax. 212/870-2023

Paul Greenberg
Jewish Labor Committee

212/477-0707
Fax.202/484-1126

Sister Eymard Gallagher, RSHM
Marymount University
703/284-1636
Fax. 703/284-1595

Forest Montgomery
National Association of Evangelicals
202/789-1011
Fax. 202/842-0392

Kathy Thornton, RSM
NETWORK
202/547-5556
Fax. 202/547-5510

Mary Ann Smith, MM
NETWORK
202/547-5556
Fax. 202/547-5510

Anne Curtis
NETWORK
202/547-5556
Fax. 202/547-5510

The Reverend Elenora Giddings Ivory
Presbyterian Church (USA)
202/543-1126

Reverend Archie Le Mone
Progressive National Baptist Convention
202/396-0558
Fax. 202/398-4998

Rabbi David Saperstein
Religious Action Center of Reform Judaism
202/387-2800
Fax. 202/667-9070

David Abrams
Union of American Hebrew Congregations

202/387-2800
Fax. 202/667-9070

Sister Mary Waskowiak
Sisters of Mercy of the Americas
301/587-0423
Fax. 301/587-8330

Rabbi Joel Soffin
Temple Shalom
201/584-5666
Fax. 201/584-1674

Reverend Armand Mathew, OMI
The Missionary Oblates of Mary Immaculate
301/565-0060
Fax. 301/587-4575

Sarrae Crane
The United Synagogue of Conservative Judaism
212/553-7800
Fax. 212/353-9439

Father Robert Brooks
The Episcopal Church
202/547-7300
Fax. 202/547-4457

Richard Nugent
Unitarian Universalist Association
202/296-4672
Fax. 202/296-4673

Dr. Thomas White Wolf Fasset
The General Board of Church and Society
United Methodist Church
202/488-5600

Reverend Pharis Harvey
International Labor Rights Fund
United Methodist Church
202/544-7198

Jane Hull Harvey

United Methodist Church
Ministry of God's Human Community
General Board of Church and Society
202/488-5600

Rev. Eliezer Valentin Castañon
United Methodist Church
Ministry of God's Human Community
202/488-5600

Thomas Shellabarger
United States Catholic Conference
202/541-3189
Fax. 202/541-3339

Ronaldo M. Cruz
United States Catholic Conference
Department of Social Development and World Peace
202/541-3189
Fax. 202/541-3339

Barbara Kohnen
United States Catholic Conference
202/541-3189
Fax. 202/541-3339

Patrick Conover
United Church of Christ
202/543-1571
Fax. 202/543-5994

Frank Gifford
212/826-5557

Richard Hofstetter
212/826-5557

Lee Weinstein
Public Relations Manager
NIKE, Inc.
620 Avenue of Americas
New York, NY 10011
212/367-4448
fax.212/367-4499

Kerry Kennedy Cuomo
RFK Memorial Center for Human Rights
703/522-1717

Mrs. Ethel Kennedy
RFK Memorial Center for Human Rights
703/734-9481
Norman Dorsen
Chairman
Lawyers Committee for Human Rights
330 Seventh Avenue, 10th floor
New York, NY 20004
212/998-6233
fax. 212/967-0916

Jon Rosenblum
International Labor Rights Fund
608/257-1894

Ashley Charron
Liz Claiborne, Inc.
One Claiborne Avenue
North Bergen, NJ 07047
201/626-3500
fax. 201/626-1803

Brad Charron
Liz Claiborne, Inc.
One Claiborne Avenue
North Bergen, NJ 07047
201/626-3500
fax. 201/626-1803

Steve Schueth
President
Calvert Group
Chevy Chase, MD
301/951-4800

Dao Spencer
212/737-1168

Sally Sachar

Council for Excellence in Government
202/728-0418

John Sweeney
AFL-CIO
637-5000

Richard Trumka
AFL-CIO
637-5000

Linda Chavez Thompson
AFL-CIO
637-5000

Karen Nussbaum
AFL-CIO
637-5000

Claude Fontheim
Fontheim and Hammonds
202/835-7467

John F. Cooke
Executive Vice President
Walt Disney
818/560-7700

Susan King
HUD
708-0980

Nikki Daruwala
Calvert Group
301/657-7061

PRINCIPALS

Robert Dunn
President and CEO
Business for Social Responsibility
1683 Folsom Street
San Francisco, CA 94103-3722
415/865-2503
fax. 415/865-2505

David Schilling
Director
Global Corporate Accountability
Programs
ICCR
475 Riverside Drive, Room 550
New York, NY 10115
212/870-2928
fax. 212/870-2023

Pharis Harvey
Executive Director
International Labor Rights Fund
110 Maryland Avenue, NE
Washington, DC 20002
202/544-7198
fax. 202/544-7767

Lonnie Kane
CEO
Karen Kane, Inc.
2275 east 37th Street
Los Angeles, CA 90058-1435
213/588-0000
fax. 213/584-5955

Kathie Lee Gifford
c/o Rubenstein Associates
1345 Avenue of Americas
New York, NY 10105
212/489-6900
fax. 212/843-9200

Michael Posner

Executive Director
Lawyers Committee for Human Rights
330 Seventh Avenue, 10th floor
New York, NY 20004
212/629-6170
fax. 212/967-0916

Paul Charron
President, Chairman and CEO
Liz Claiborne, Inc.
One Claiborne Avenue
North Bergen, NJ 07047
201/626-3500
fax. 201/626-1803

Roberta Karp (co-chair)
General Counsel
Liz Claiborne, Inc.
One Claiborne Avenue
North Bergen, NJ 07047
201/295-7830
fax. 201/295-6851

Tom Harden
Senior Vice President
Manufacturing Information and Merchandizing
LL Bean Inc.
Casco Street
Freeport, ME 04033
207/552-2603
fax. 207/865-0972

Linda Golodner (co-chair)
President
National Consumers League
1701 K Street, NW
Washington, DC 20005
202/835-3323
fax. 202/835-0747

Bud Konheim
CEO
Nicole Miller
525 Seventh Avenue

New York, NY 10018
212/719-9200
fax. 212/391-4327

Nicole Miller
President
525 Seventh Avenue
New York, NY 10018
212/719-9200
fax. 212/391-4327

Philip Knight
Chairman of the Board and CEO
NIKE Inc.
One Bowerman Drive
Beaverton, OR 97005
503/671-4901
fax.503/644-6655

David Bruce Olsen
CEO
Patagonia
259 W. Santa Clara Street
Ventura, CA 93001
805/667-4523
fax. 805/653-6384

Bruce Klatsky
Chairman, President and CEO
Phillips-Van Heusen Corporation
1290 Avenue of the Americas
New York, NY 10104
212/468-7200
fax. 212/468-7398

Paul Fireman
Chairman and CEO
Reebok International
100 Technology Center Drive
Stoughton, MA 02072
617/341-7690
fax.617/297-4806

Lenore Miller

President
Retail, Wholesale and Department Store Union
30 East 29th Street
New York, NY 10016
212/684-5300
fax. 212/779-2809

Sandra Cuneo
Executive Director
RFK Memorial Center for Human Rights
1206 30th Street, NW
Washington, DC 20007
202/463-7575
fax. 202/463-6606

Martin Brill
President
Tweeds
1500 Harbor Blvd.
Weehawken, NJ 07087
212/722-1465

Jay Mazur
President
UNITE
1710 Broadway
New York, NY 10019-5299
212/265-7000
fax. 212/265-3803