

April 30, 1999  
Friday 9:30 pm

**Commitments Relating to Sweatshops**  
**Peter Likins**

I am actively committed to the elimination of labor abuses in factories known as "sweatshops."

Initially, I will work toward these ends by personal and institutional participation in the Fair Labor Association (FLA) and by authorizing representatives of the University of Arizona to participate in the work of the Collegiate Licensing Company (CLC) (see addendum) and the Living Wage Symposium in Wisconsin (June 1999).

I will also recommend to the Faculty Senate the formation of an advisory task force (see addendum) to specifically address labor and human rights issues. This task force will be composed and ready for its first meeting by September 1999, and will meet monthly.

Within the framework of the FLA and the CLC, I will strive to achieve the following goals:

1. Full public disclosure (see addendum) of factory addresses for apparel companies and their contractors.
2. Assurances that all workers will receive a "living wage" by definitions to be established through independent scholarly research and consensus among such scholars.
3. Provision for unannounced visits and unannounced independent monitoring (see addendum) of factories selected without the participation of the companies whose factories, or whose contractors' factories, are being monitored.
4. Enforcement of the rights of women workers to equal pay for equal work, for pregnancy and maternity leave, and for freedom from discrimination and sexual harassment.

In order to assure compliance with the living wage and women's rights principles and to be able to identify any abusive labor conditions on a timely basis, it is essential and of the highest priority that the disclosure and monitoring provisions be implemented with all deliberate speed. As a result, vigorous efforts will be made to adopt the disclosure and monitoring principles no later than March 1, 2000 and implement them by September 1, 2000.

The University of Arizona commits to withdraw from the FLA if the FLA has failed to adopt all four principles in its Code of Conduct by August 1, 2000, and seek alternative means (see addendum). Any goals adopted by the FLA must be implemented by six months after their respective adoption dates, and if all four goals have not been implemented by February 1, 2001, the University of Arizona will seek alternative means. If full disclosure has not been implemented

by February 1, 2001, the University of Arizona will withdraw from the FLA, and seek alternative means.

The disclosure and monitoring provisions are to be adopted by the CLC in a Code of Conduct by March 1, 2000, and implemented by September 1, 2000. Should the task force and the president address the need for extension of adoption and implementation dates in the case of small corporations (see addendum), the dates may be extended for adoption and implementation no later than the specified dates of May 1, 2000 and November 1, 2000, respectively. If the disclosure and monitoring provisions are not adopted and implemented by the said dates, the University of Arizona will seek alternative means, understanding that withdrawal from the CLC will not be required.

Beginning March 1, 2000 the University of Arizona's new and renewal licensing contracts will require that licensees release directly to the University task force the addresses of all factories involved in manufacture of finished products and/or pieces thereof. This location disclosure requirement must be implemented within 30 days of signing the contract with an additional 30 days allowed for licensees contracting with brokers. The special provisions in the preceding paragraph for delaying the adoption of this requirement to May 1, 2000, for small companies also apply here.

Beginning as soon as possible but no later than August 15, 1999, the University will notify its licensees through the CLC of the following:

1. The incorporation of the principles contained in a CLC labor code into all new and renewal university licensing contracts after 90 days.
2. The University of Arizona's intent to work closely and constructively with its licensees to develop a reasonable plan for implementation of the principles enumerated in the CLC code.
3. The content and purpose of this commitment and its addendum. If by the deadlines specified herein the CLC has not been found to be a viable option for implementation of the four goals, and the University has adopted an alternative means, the University will supplement or substitute the CLC labor code with the labor code of the alternative means that the University has adopted.

In my capacity as President of the University of Arizona, I hereby promise to adhere to the letter and spirit of this commitment and addendum.

## Commitments Relating to Sweatshops-Addendum

Peter Likins

April 30th, 1999

Friday 4:15pm

### CLC

The CLC covers all significant contracts regarding licensing of university names/logos in the apparel industry. The University will require the implementation of CLC standards by all licensees contracting with the University or CLC regarding licensed apparel. The university will apply the CLC standards to all new and renewed purchasing and/or supply contracts with licensees for the uniforms and equipment of all university organizations, with the exception of nonprofit student clubs or academic units.

### Task Force

President Likins will recommend to the Faculty Senate the formation of a task force to specifically address labor and human rights issues in the following manner:

SAS and President Likins will each present to the Faculty Senate a list of twelve names of persons who have demonstrated interests and/or area of expertise in labor and human rights issues. President Likins and SAS will request that the Faculty Senate appoint six people from each list, for a total of twelve people in the task force. The task force will embody the necessary and sufficient conditions for deliberative democracy, for example, equal voting power. The task force must be composed and ready for its first meeting by September 1999. The task force will meet monthly and duly supply the president and SAS with copies of the minutes of the meetings. The task force will supply regular recommendations to the president regarding policies, charters and processes being considered by FLA, CLC, and other similar organizations. In addition, the task force will make recommendations (e.g. economic sanctions) regarding relations with apparel companies that are licensees of the University and which have not implemented the four principles of the Commitment and/or have been credibly identified as having abusive labor conditions in their factories or those of their contractors. The president should regularly inform the task force of the state and progress regarding implementation of the four provisions within the FLA, CLC or other similar organizations. The president will also meet with the task force on the dates of each relevant deadline, and, when possible, on other dates deemed necessary by the president and/or the task force. At these meetings, the task force will publicly supply the president with a copy of a report on progress toward implementation, the status of alternative means and its recommendations for university action directed at implementation.

### Public Disclosure

With reference to the University of Arizona, this involves the release of factory addresses directly to the task force by University licensees. The University shall require such direct communication between licensees and the task force even if the monitoring mechanism of which the University is a member itself acts as a clearinghouse for public dissemination of such communications.

However, Goal #1 will be deemed to be satisfied even if the monitoring organization acts as a

clearinghouse with respect only to non-licensees of the University of Arizona. For small corporations, the flow of information will move to the task force through the most direct means, individual or collective. In all cases, each corporation will disclose the address of each of its factories, and identify those factories as its own.

#### Independent Monitoring

To be accredited as an "independent" monitor, the qualifying person or group shall have no monetary interest in the outcome of the monitoring process, although they can be paid for monitoring services. Independent monitors for unannounced visitations will not be chosen by the individual corporation whose factories or whose contractors' factories are being visited. In addition, independent monitors shall not be accredited or chosen by a group dominated by corporate interests, but rather by a group with fair and balanced representation of corporations, universities, human rights organizations, and preferably labor organizations.

#### Alternative Means

The alternative means must have substantial representation of universities, labor organizations, and human rights organizations. Decision making in said alternative means must embody the necessary and sufficient conditions for deliberative democracy. Said alternative means must include a code of conduct, and that code of conduct must be further along (and still moving) towards implementation of the four principles than the monitoring mechanism in which the university is at that time pursuing the four principles. It is understood that merely seeking alternative means does not require outright withdrawal from said mechanism. Once such means are identified, however, the University shall immediately withdraw from said mechanism and join the alternative means. This stipulation would not require withdrawal from the CLC as a licensing consortium, but it may require implementation of a code on behalf of the University of Arizona which is distinct from the CLC Code applicable to other schools, and may also require that the University would not rely exclusively on CLC or a general collegiate code to achieve its human rights goals. In the specific case of the FLA, finding alternative means need not trigger withdrawal; however, any withdrawal date specified in the Commitment must be honored. The task force should be in a position to identify alternative means whenever a relevant deadline arises. This is understood to require anticipatory action to inform itself of the existence and nature of alternatives.

#### Small Corporations

Small corporations will temporarily be defined as organizations with 25 or fewer direct or indirect employees. This definition may be modified by consent of SAS, the task force, and the president, all three in agreement.

#### SAS

~~SAS (Students Against Sweatshops) is understood to be a University recognized student~~  
organization that embodies the necessary and sufficient conditions for deliberative democracy.