

Information to Accompany Resolution of Financial Affairs Committee
on Affiliation by the University of Alabama
with an Apparel Sweatshop Monitoring Agency
FACULTY SENATE, OCT. 17, 2000

COMPARISON: FLA vs. WRC

FLA Labor Standards

WRC Labor Standards

1. WAGE FLOOR

“At least the minimum wage required by local law or the local prevailing industry wage, whichever is higher, and ... legally mandated benefits.” (II B 1)

“Wages and benefits which comply with all applicable laws and regulations, and which provide for essential needs and establish a dignified living wage* for workers and their families.” (III C 1)

2. UNIONS AND BARGAINING

“Recognize and respect the right of employees to freedom of association and collective bargaining.” (II B 9)

“Recognize and respect the right of employees to freedom of association and collective bargaining. No employee shall be subject to harassment, intimidation, or retaliation in their efforts to freely associate or bargain collectively. Licensees shall not cooperate with governmental agencies and other organizations that use the power of the State to prevent workers from organizing a union of their choice. Licensees shall allow union organizers free access to employees. Licensees shall recognize the union of the employees’ choice.” (III C 9)

3. HOURS OF WORK

“Except in extraordinary business circumstances, ... [not] more than the lesser of ... 48 hours per week and 12 hours overtime or the limits on regular and overtime hours allowed by the law of the country of manufacture ... [and] at least one day off in every seven day period.” (II B 2)

“[not] more than the lesser of .. 48 hours per week or ... the limits on regular hours allowed by the law of the country of manufacture ... [and] at least one day off in every seven day period, as well as holidays and vacations.” (III C 2)

4. OVERTIME

“At such a premium rate as is legally required in the country of manufacture, or, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate.” (II B 3)

“All overtime hours must be worked voluntarily by employees ... [at legally required rate or, where none,] at a rate at least one and one-half their regular hourly compensation rate.” (III C 3)

5. COMPLIANCE IN COUNTRIES WHOSE LAW OR PRACTICE CONFLICTS WITH THESE STANDARDS

“Licensees ... agree to take effective actions as evaluated by the Collegiate Licensing Company, the applicable Member Institution(s) ... , *and* the applicable Licensee(s) to achieve the maximum possible compliance.” (II A) (my emphasis)

“Licensees agree ... to take effective actions as evaluated by the University to achieve full compliance with each of these standards.” (VI)

6. Compare the monitoring provisions in the two documents, for the FLA in the “Factory Location Disclosure” Rider, on the last page, with the following provisions of the WRC standards: IV A-C; V; VI A-B; and VII.

7. Compare the health and safety provisions in the two documents, for the FLA in II B 6, and for the WRC in III C 6 (especially a and b).

*-the WRC defines a “living wage” in the apparel industry as follows:

“A living wage is a ‘take home’ or ‘net’ wage, earned during a country’s legal maximum work week, but not more than 48 hours. A living wage provides for the basic needs (housing, energy, nutrition, clothing, health care, education, potable water, childcare, transportation and savings) of an average family unit of employees in the garment manufacturing employment sector of the country divided by the average number of adult wage earners in the family unit of employees in the garment manufacturing sector of the country.”