

Adopted: May 23, 2000

ACADEMIC SENATE  
Of  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
San Luis Obispo, CA

AS-542-00/HG  
RESOLUTION ON  
CODE OF PRODUCT LABOR PRINCIPLES AND BUSINESS STANDARDS

- 1 Background: The abuse of basic worker rights in the apparel industry has been a continuing problem.  
2 These abuses include child labor, women labor, as well as forced labor. Health and safety issues have all  
3 too frequently been ignored.  
4
- 5 At the national level, the United Students Against Sweatshops (USAS) was organized as an attempt to  
6 eliminate these abuses of basic worker rights in the apparel industry. Sit-ins and other confrontations  
7 between students and university officials have become increasingly common as students demand a change  
8 in university policies to end sweatshop manufacturing of university apparel.  
9
- 10 The Cal Poly chapter of the USAS, Cal Poly Students Against Sweatshops, was organized with a similar  
11 intent to end sweatshop manufacturing of university apparel. Over the last several months the students in  
12 the Cal Poly Students Against Sweatshops have entered into a dialogue with the administration at Cal Poly  
13 with the goal of establishing a Code of Conduct concerning the manufacturing of university apparel.  
14
- 15 The enclosed Code of Product Labor Principles and Business Standards is a joint effort of the Provost, the  
16 Cal Poly Students Against Sweatshops, and faculty members.  
17
- 18 WHEREAS, The abuse of basic worker rights in the apparel industry throughout the world has been a  
19 continuing problem; and  
20
- 21 WHEREAS, Cal Poly can and must be a part of the solution to this problem; and  
22
- 23 WHEREAS, There are fundamental rights that workers everywhere should possess; and  
24
- 25 WHEREAS, Cal Poly must ensure that the goods manufactured bearing its name and symbols be  
26 produced in a manner consistent with these fundamental rights; and  
27
- 28 WHEREAS, The President, Warren Baker, and the Foundation Executive Director, Alfred Amaral,  
29 have signed the enclosed Code of Product Labor Principles and Business Standards; and,  
30 therefore, be it  
31
- 32 RESOLVED: That Cal Poly's Academic Senate endorse the enclosed Code of Product Labor Principles  
33 and Business Standards, and, be it further

34 RESOLVED: That the Academic Senate commend the Cal Poly Students Against Sweatshops for their  
35 efforts in initiating and producing the excellent Code of Product Principles and Labor  
36 Standards; and be it further  
37  
38 RESOLVED: That the Academic Senate commend the Cal Poly administration and, in particular, Paul  
39 Zingg, for their efforts in producing and supporting the Code of Product Principles and  
40 Labor Standards.

Proposed by: Harvey Greenwald  
Date: May 3, 2000  
Revised: May 15, 2000

California Polytechnic State University

CODE OF PRODUCT LABOR PRINCIPLES AND BUSINESS STANDARDS

1. Purpose

This *Code* frames the policy within which the University will implement Executive Order No. 718, *Prohibition of Labor Abuse Among Contractors*, dated December 7, 1999, relating to licensed University goods. The *Code* also reaffirms a commitment to safe, healthful, and fair working conditions in keeping with its education mission.

II. Background

The abuse of basic worker rights in the apparel industry has stirred a national awareness of the need to hold accountable (to internationally recognized labor standards) those in the production process of emblematic goods.

There are several dimensions to this global issue, but the role of the University is basically two-fold:

First, to restate and commit to fundamental rights of all workers. The University can, within its mission, foster a fertile campus environment for a full and fair exposition of the issue, cultivate and network resources, and help to find solutions. To this end, the University adopts the *Product Labor Principles* stated in Section III.

Secondly, the University, with goods in the marketplace bearing its name and symbols, should set license product labor standards and internal practices that are consistent with the *Product Labor Principles*. The *Business Standards* are expressed in Section IV. *Internal Practices* are provided for in Section V.

III. Product Labor Principles

- A. Worker Respect. The worker should be accorded respect and treated with dignity. Such treatment precludes forced or child labor, harassment or abuse, or discrimination.
- B. Workplace Condition. The workplace should be a safe and healthy environment. Required work hours shall adhere to accepted business standards and conform to applicable law.
- C. Compensation. Compensation for regular or overtime hours of work should be fair, at least that required by applicable law or prevailing in the industry (whichever is higher), including legally mandated benefits, and which constitutes a dignified living wage.
- D. Workforce Representation. The workforce possesses the right to representation and freedom of association.

#### IV. Business Standards for Vendors and Licensees

All persons or entities (licensees or vendors) authorized to engage in the production process of goods bearing University names or symbols shall adhere to the following standards as a condition of such authorization:

- A. General. Every Licensee and vendor shall conduct its business with honesty, integrity, trustworthiness, and respect for and value of its workers. Licensees and their contractors must, at a minimum, comply with applicable laws of the country in which the goods are made. Where such laws differ from, or conflict with, these Licensee standards, the higher standard applies.

Licensees, vendors, and their contractors must operate workplaces and ensure that their contractors operate workplaces whose workers are present voluntarily, are not at undue risk of physical or psychological harm, are fairly compensated, and are not exploited.

B. Specific Standards

Forced Labor. The use of prison, indentured, bond or other forms of forced labor shall not be permitted.

Child Labor. Workers shall be at least fifteen years of age (or fourteen where, consistent with ILO practices for developing countries, the law of the country in which the goods are produced allow such exception). Where the age for completing compulsory education is higher than the minimum employment age stated above, the higher age shall apply. Licensees shall cooperate with governmental, human rights, and non-governmental organizations, as determined by the University, to minimize the effect of children released from work because of this standard.

Women Labor. The following prohibitive standards apply to women workers: pregnancy tests are not a precondition for prospective or continued work; maternity leave shall not prejudice continued work (by dismissal or threat thereof), seniority, or wage or benefit loss; contraceptive use shall not be forced or pressured as a condition of work, prospective or continued; and exposure to hazards shall not endanger reproductive health or safety. Licensees or vendors and their contractors shall use their best efforts to reinstate workers who have taken maternity leave to the same or similar position or the same or comparable compensation.

Health and Safety. Licensees or vendors and their contractors shall provide a safe and healthy workplace. The minimum standard in this regard shall be applicable health and safety laws. Worker housing provided by an employer shall be safe and healthy.

Harassment or Abuse. No worker shall be subject to any physical, sexual, psychological or verbal harassment or abuse. Corporal punishment in any form shall not be tolerated. Worker efforts to freely associate or bargain collectively shall not result in harassment, intimidation or retaliation.

Nondiscrimination. No worker shall be subject to any discrimination in hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, marital status, pregnancy, maternity leave status, nationality, political opinion, or social or ethnic origin.

Work Periods. Hourly and/or quota-based wage workers shall not be required to work more than the lesser of 48 hours per week or the limits on regular hours allowed by the law of the country in which the goods are made, and shall be entitled to at least one day off in every seven day period, as well as holidays and vacations. Overtime work shall be voluntary.

Right to Association and Representation. The right of workers to the freedom to associate and to thereby secure representation through collective bargaining by representatives of their choice shall be recognized and respected.

Compensation. Worker compensation (pay and benefits) constituting a dignified living wage, shall comply with applicable laws of the country in which the goods are made, provided such compensation is at least comparable to the prevailing compensation within the apparel industry of the country in which the goods are made, whichever is higher. Overtime compensation shall be in addition to regular work hours and paid at a premium rate that at least conforms to the domestic law.

Notification of Standards. Workers for licensees or vendors, and their contractors, shall be notified of these business standards on a fair, open and consistent basis.

Product Sources. Licensees and vendors of Cal Poly emblematic apparel shall provide the sources and locations where such goods are made.

#### V. Internal Practices

The University will develop and use written practices to implement this *Code*. Such practices shall be prudent and practicable, and include:

- Licensee assurance requirements;
- Full manufacturing-processes and plant location disclosures;
- Effective verification and monitoring methods; and
- Specific License Agreement terms and conditions

that further the above *Standards*.

The University is committed to the furtherance of the principles and business standards expressed in this *Code* and may associate with local, regional, national or international entities to this effect. The University will also provide an annual report to the campus on the execution of this code.

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Warren J. Baker  
President

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Alfred W. Amaral  
Foundation Executive Director

Date:

Date:

State of California  
**Memorandum**

**RECEIVED**

OCT 25 2000

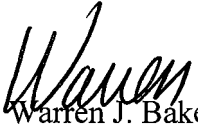
**CAL POLY**

SAN LUIS OBISPO  
CA 93407

ACADEMIC SENATE

To: Myron Hood  
Chair, Academic Senate

Date: October 24, 2000

From:   
Warren J. Baker  
President

Copies: Paul Zingg

Subject: Response to Senate Resolution AS-542-00IHG  
Resolution on Code of Product Labor Principles and Business Standards

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I am pleased to acknowledge receipt of this Academic Senate Resolution, and I wish to express my thanks to the Senate for its support of the efforts of the University and the partnership of faculty, students and staff to develop a powerful statement and set of operating principles regarding sweatshop Issues.

We already know that our statement has been used as a model for other campuses in the System. As our statement stipulates, we will monitor our business practices very carefully and continue to try to address the abuses of sweatshop conditions.