



Buy Your Values x ASUCLA Labor Standards

The intentions behind this proposal are to expand upon conversations already had, and lead us through conversations to be had. In this document are five sections which outline both ideas for our plan moving forward, and questions of the gaps to be filled. As with everything, we seek to work with ASUCLA for the benefit of students here on campus, as well as for workers' justice and a sustainable future.

Review

The work of Buy Your Values UCLA has focused on growing on the previous work of anti-sweatshop organizing at college campuses, and the work of ASUCLA, in supporting workers' rights, workers' justice, and sustainability materially in our policies and with our purchases. See our first draft of a proposal: ([link to Google Doc here](#)).

The ask of Buy Your Values UCLA, in working with ASUCLA, is two-fold. First, we will discuss and set a consumer education plan for the 2021-2022 school year, to be centered around a curriculum covering garment industry conditions, anti-sweatshop organizing, ASUCLA's structure, and how we can make change. Second, we seek to push for a \$10,000 USD initial apparel purchase of agreed-upon products by the ASUCLA Store, to be the starting point for future commitments to worker justice and environmental justice. This apparel purchase will serve as a pilot for having more sustainable and ethical brands at the store, and the feasibility of creating demand for these products.

The following proposal seeks to expand on the marketing proposal explored in other meetings, with an expansion of the standards by which we propose to hold companies accountable and how we wish to expand to new companies.

Industry Standards in Place and Practice

The following websites and documents illuminate standards written and enforced by other NGOs, unions, companies/cooperatives, and coalitions upon which we have based our research on. They each have different focuses and measures of cooperation.

NGOs and coalitions, such as the Clean Clothes Campaign, Asia Floor Wage Alliance, and Worker Rights Consortium, orient their focuses according to different pressure points and different communities. Many use the basis of the International Labour Organization as a source of international pressure and basic standards. Their standards can be found below:

- [International Labour Organization Standards](#)

The following NGOs use a variety of metrics and focus on different aspects of workers' rights, some choosing to focus on constructing a living wage, freedom of association, and health and safety. Pressure points include governments, large garment companies, smaller subcontractors, and retailers.

- [Clean Clothes Campaign Work and Principles](#)
- [Asia Floor Wage Alliance](#)
- [La Campaña Ropa Limpia](#)
- [Worker Rights Consortium Methods](#)
- [Fair Labor Association Workplace Code of Conduct](#)
- [Transparency Pledge](#)
- [Open Apparel Registry](#)

Each of these codes of conduct or broader sets of principles relies on key aspects of ensuring health, safety, and democracy in the workplace. Some also outline the methodology used to achieve these standards: some establishing databases, some using governmental legislation, some brokering labor agreements, some encouraging union organizing, some creating pledges, and some pressuring large manufacturers and retailers. Two such examples of companies (one manufacturer, one distributor/retailer) who have created their own sets of values by which to hold companies accountable are listed below:

- [Reformation](#)
- [Ethix Merch](#)

We would like to emphasize the common threads between these standards being against forced labor (including labor with inherently exploitative relationships, such as child labor or debt peonage), ensuring living wages across the supply chain, freedom of association/strength of

worker voices, monitoring and enforcement, health and safety of workers, sustainability of surrounding environment, transparency of supply chain, and diversity & inclusion.

Review of Current Mechanisms at UCLA

This section will serve as a review of the pieces in place through UCLA Trademarks and Licensing, and the monitoring services done by Fair Labor Association and Worker Rights Consortium. The Code of Conduct is listed below:

- [UC Trademarks and Licensing Code of Conduct](#)

It essentially sets out a basic set of standards which companies must comply with or commit to striving for. Trademarks and Licensing as an office has the power to set agreements prior to relationships with retailers for UCLA products, but less power to further hold companies accountable once agreements are signed. Monitoring is conducted through audits, periodic factory investigations, and publicly released factory disclosures through Fair Labor Association and Worker Rights Consortium. But their work only goes as far as monitoring, and relies on licensing agreements to be used as enforcement measures.

Our Standards

Based on current industry standards, we are choosing to emphasize the following five broad standards, based on the common threads we have seen within the standards, codes of conducts, and principles of the various NGOs and coalitions listed above, as well as the observed strengths and weaknesses of UCLA's current Code of Conduct. The five are listed below:

1. Wages and Benefits
2. Worker Health and Safety
3. Worker Voice and Democracy
4. Sustainability
5. Monitoring and Enforcement

Our standards must rely on demonstrated adherence, or commitment to these standards. These five are specific areas in which the Code of Conduct could be augmented. Listed below are specific efforts that we believe to be important because they are the focus of various initiatives throughout the garment industry:

- Wages and Benefits
 - Regionally and nationally-specific living wages, backed up through calculations and enforced
 - Living wages across the supply chain
 - Benefits packages with demonstrated benefits for workers

- Wages should be measured against regionally-specific calculations such as the [Asian Floor Wage Alliance](#)
- Worker Health and Safety
 - Demonstrated adherence to transnational building safety and hazard requirements such as the [Bangladesh Fire and Building Safety Accord](#)
 - Bans of unhealthy practices such as sandblasting denim
- Worker Voice and Democracy
 - Demonstrated open communication with free associations of workers such as trade unions
 - Inclusion of worker voice within the firm structure, such as cooperative structure or worker committees
- Sustainability
 - Movement towards zero waste
 - Movement towards carbon neutrality
- Monitoring and Enforcement
 - Full transparency of the supply chain
 - Integration with third-party organizations for any of the tenets listed above
 - Collaboration with [Worker Rights Consortium](#) and [Open Apparel Registry](#)

We expect further negotiation and clarification to occur with regards to the standards expressed above. Further expansions to these outlined standards and specifications include monitoring and enforcement of standards, as well as making decisions on which enforcement methods to decide are preferred to others. An example would be that legislative agreements are preferred to simple pledges by companies. Please see the next section for a potential idea for a proposed ranking system and a questionnaire.

Proposed System

We want to outline our idea of a point system, where we would send questionnaires expanding on proposed standards to current licensees to unearth their commitment to basic standards. A questionnaire such as the one depicted below under 'Sample Questionnaire' would be sent to current licensees, to augment the EcoVadis surveys for licensees to fill out. Each question will be worth a set amount of points to reach, upon the demonstrated implementation of preferable structures and initiatives the company may have in place. We imagine that very few companies will be able to show current compliance or any efforts in place.

Our hope is that overtime, similar surveys will be used alongside the EcoVadis assessment and the License Agreements as tools to decide if licenses will be granted or if companies will continue relationships with the store. As a retailer, we believe that the Store has to make a commitment towards a better garment industry.

Sample Questionnaire and Rubric

1. Wages and Benefits (15 points)

- a. What is the starting/lowest wage for full-time workers as a percentage of the living wage for the area/region?
- b. What assurances are in place to determine whether the “wage floor” is being adhered to? Please provide documentation of any of the following: (5 points)
 - i. Disclosure of all wages for all employees (without names)
 - ii. Signed certification of the wage floor
 - iii. No coercive treatment of workers
 - iv. 1 point will be earned if the company provides no reasonable proof of compliance, 3 points will be earned if the company provides a satisfactory short answer demonstrating relevant knowledge, 5 points will be earned if there is supporting documentation of wages, union contracts, or similar documents
- c. To which elements of the supply chain does the wage floor apply? (Check all that apply, and provide documentation for each subcontractor).
 - i. Raw materials (e.g. cotton harvesting)
 - ii. Yarn production
 - iii. Fabric production
 - iv. Cut/sew
 - v. Printing and shipping
 - vi. 1 point will be earned if the company provides no reasonable proof of compliance of any of the supply chain, 3 points will be earned if the company provides supporting documentation of one or more elements of the supply chain but not all, 5 points will be earned if there is supporting documentation of the entire supply chain
- d. Describe benefits package for full-time employees at your company. Give short answers and documentation of how benefits packages are implemented.
 - i. Profit sharing
 - ii. Maternity leave
 - iii. Health Care
 - iv. Vacation
 - v. Other
 - vi. 1 point will be earned if the company provides no reasonable proof of compliance of any benefits for employees, 3 points will be earned if the company provides supporting documentation of one or more benefits but not all, 5 points will be earned if there is supporting documentation of extensive benefits packages

2. Worker Voice (10 points)

- a. How are worker voices heard and respected at each level of the supply chain? Please provide short answers and documentation of the existence of the following, and describe all necessary elements.

- i. Worker Committees
- ii. Worker Ownership
- iii. Unionization
- iv. Other
- v. 2 points will be given for documented existence of worker meetings, 6 points will be given for documented worker committees that meet with company management. 4 points will be given for the existence of a union, 8 points for a union with an active agreement with the company. 6 points will be given to some method of profit-sharing within the company, 10 points to demonstrated worker ownership.

3. Monitoring and enforcement (20 points)

- a. What specific standards are in place to guarantee a safe working environment?
 - i. 2 point will be earned if the company provides some answer to this question, 6 points will be awarded for compliance with minimum national standards, 10 points will be awarded for additional compliance to regional standards or policies which go above and beyond
- b. How are labor standards enforced?
 - i. 1 point will be earned if the company provides some answer to this question, 3 points will be awarded for compliance with minimum national standards, 5 points will be awarded for additional compliance to regional standards or policies which go above and beyond
- c. What third party monitors, if any, are involved in enforcement of labor standards?
 - i. 3 points will be awarded if there are factory disclosures, 5 points if there is more regular inspection
- d. Third party certifications for labor conditions?

4. Sustainability (15 points)

- a. What is being done in the vendor's supply chain to move toward zero waste (e.g. upcycling/recycling)? Please describe such efforts in a short answer.
 - i. 1 point will be awarded for outlined company policy committing to upcycling or recycling, 3 points will be awarded for demonstrated year-to-year improvement towards zero waste, 5 points will be awarded for companies with a demonstrated zero waste practice
- b. What is being done in the vendor's supply chain to move toward carbon neutrality? (including transportation of materials). Please describe such efforts in a short answer.
 - i. 1 point will be awarded for outlined company policy committing to reducing carbon footprints, 3 points will be awarded for demonstrated year-to-year improvement towards carbon neutrality in relevant parts of the supply chain, 5 points will be awarded for companies with a demonstrated carbon neutrality in relevant parts of the supply chain

- c. Other sustainability efforts (organic cotton, sustainable water usage for raw materials, local sourcing of materials). Please describe such efforts in a short answer.
 - i. 1 point will be awarded for outlined company policy committing to other sustainability efforts within the supply chain, 3 points will be awarded for demonstrated year-to-year improvement towards sustainability efforts, 5 points will be awarded for companies with a demonstrated local sourcing, sustainable water usage, or use of less pollutant materials
5. Transparency (10 points)
- a. Disclosure of full supply chain, including business names and locations, and labor standards described above through cooperation with Worker Rights Consortium or Open Apparel Registry.
 - i. 1 point will be awarded for listing on Worker Rights Consortium of some factories, 3 points will be awarded for Worker Rights Consortium disclosures of all factories, 5 points will be awarded for companies with regular on-site inspections for factories
 - b. Are workers able to be contacted for comment?
 - i. 3 point will be awarded for an ability to contact each factory or being able to speak to workers at their US factories, 5 points will be awarded for being able to contact workers at each factory
6. Diversity, Equity and Inclusion (10 points)
- a. BIPOC ownership
 - b. Female ownership
 - c. Regular DEI trainings
 - i. 1 point will be awarded for regular DEI trainings with demonstrated documentation, 3 points will be awarded for partial female or BIPOC ownership, 5 points will be awarded for full female or BIPOC ownership
7. Other questions (10 points)
- a. Are there policies in place to ensure that labor policies are not reversed in the case of new management being put in place?
 - i. 1 point will be awarded for an answer to this question without sufficient documentation, 3 points will be awarded for written company policy that promises this, 5 points will be awarded for inclusion of this policy with enforcement in place
 - b. In what way will standards and enforcement become stronger over time?
 - i. 1 point will be awarded for an answer to this question without sufficient documentation, 3 points will be awarded for written company policy that promises this, 5 points will be awarded for inclusion of this policy with enforcement in place

Ask

We ask that T&L as well as the bookstore commit to putting our efforts behind a survey like this, to be further developed, as well as the EcoVadis survey, to be resent to all current licensees, as well as several unlicensed companies over the next month, to be completed within another 2 months. The companies that score above a certain amount of points will be bought and included within a \$10,000 pilot program of apparel to be sold starting later in the fall quarter.