

**Minutes of the WRC Board Meeting:
April 30, 2010**

Board Members attending the meeting:

In person: Julie Martinez-Ortega, Matt Reid, Ben McKean LaMarr Billups, Ana Avendaño, Jim Wilkerson, Marybeth Schmutz, Katie Quan, Thea Lee (outgoing), Theresa Haas, Jeremy Blasi, Mike Powers, Jill Esbenshade

By Phone: Eric Hoyt

The tentative agenda was reviewed; no modifications were requested.

Election of new board members: LaMarr Billups nominated Marybeth Schmutz, of Rutgers University, to fill the University Caucus (B Category) Board Seat vacated by the resignation of Julie Elkins of the University of Connecticut. Jim Wilkerson seconded the nomination. The Board voted unanimously to ratify. Thea Lee then nominated Ana Avendaño to fill an Advisory Council Seat on the Board. Katie Quan seconded. The Board voted unanimously to ratify.

Board Meeting Minutes of January 22: Minutes were approved unanimously.

Treasurer's Report: Jim Wilkerson reported that he had reviewed financial statements provided by the staff and that everything was in order.

Executive Director's Report: Scott thanked Thea for her many years of excellent work as a Board Member. He also noted the pending departure of Jeremy Blasi, Director of Investigations and Research, and thanked Jeremy for his extraordinary contributions to the WRC over the years.

Scott reported two new university affiliations: University of Florida and University of Louisville. He noted that the University of Florida affiliation occurred after a student referendum in which the student body voted overwhelmingly in favor of affiliating with the WRC. Scott also noted Nafisah Ula is leaving and so is Jeremy Blasi who will be incredibly difficult to replace.

Policy Modifications:

Revised Conflict of Interest and Executive Compensation policies were adopted unanimously; as explained by Ben Hensler, their purpose is to ensure that the WRC is meeting new expectations of non-profit organizations reflected in the revised IRS Form 990 (non-profit tax return).

Reports and Updates:

Jeremy Blasi reported on growing interest among universities in the United Kingdom in potentially affiliating with the WRC. Scott pointed out that, since the WRC already has affiliates in Canada as well as the United States, this would not represent a significant departure for the organization, although the fact that much university logo apparel in the UK is sold through student unions might have some implications for monitoring work and for the structure of the relationship between the WRC and those institutions.

Theresa reported a proposal from the Fair Labor Association to work with them, and CLC and LRG, on the development of a single disclosure database for university factories. Scott stated that, after consultation with the different Board constituencies, he had decided to pursue this. The potential advantages are much more reliable factory data, significant cost savings, and a reduction of the staff resources the WRC devotes to data collection, review and posting. Scott said the WRC would enter the process with all due caution.

Jeremy reported on the implementation of the accords between Russell Athletic and the CGT and Russell and the WRC. He reported that the process has continued productively, with occasional problems, but with a general spirit of cooperation and with demonstrable progress. He noted the genuinely productive interaction between the union and company, an extreme rarity in the Central American context.

Theresa provided an update on Alta Gracia Apparel, noting that:

- 79 workers had been hired at the factory, with 100 expected by end of June
- the factory has commenced paying the living wage of 4198 pesos per week (US\$114), compared to the free trade zone minimum wage of 1246 pesos.
- a union leadership committee had formed at the factory and the factory was fulfilling its obligation to refrain from any interference in workers' efforts to organize
- Academic research on the project is being carried out by researchers at Harvard, UC-Berkeley and Georgetown.

Scott provided an update on the Nike severance cases. He reviewed the basic details of the Hugger and Vision Tex cases and summarized the current state of affairs: workers still unpaid, Nike still refusing to pay the workers or direct its contractors to do so. He said the WRC is continuing to press Nike to rethink its position and that concern was growing among universities, in large part due to increasing protests by students.

USAS Comments on WRC Code of Conduct:

Matt Reed reported that USAS has been discussing potential proposals to enhance the WRC code of conduct in order to address a number of issues, including environmental questions, the current occupational health and safety language, ambiguities concerning licensee obligations related to severance issues (as highlighted by the Nike cases), and freedom of association. He indicated that USAS would have concrete proposals to share at a future Board Meeting.

Field Staff Update:

Jeremy provided an update on developments on a number of factory cases and projects, including the Garib & Garib factory fire in Bangladesh, Haiti earthquake recovery, and freedom of association violations by Gildan in the Dominican Republic.

Guest Speaker:

Kalpona Akter, Executive Director of the Bangladesh Center for Worker Solidarity, who was on a tour of the US, made a presentation during the meeting about labor rights issue in Bangladesh.