



WORKER RIGHTS CONSORTIUM

December 21, 2010

We ask that each of the brands producing at That's It Sportswear agree, in a clear and unambiguous public statement, to take the following actions:

**Just Compensation for Victims and Their Families:** Ensure that the workers injured in the fire receive adequate medical and rehabilitation care at no cost to themselves and full compensation for any income lost during their period of recovery and for any income that will be lost to them, in their future working lives, as a result of any permanent disability. Provide the families of the workers killed in the fire with compensation equivalent to or greater than the earnings these workers would have reasonably been expected to garner throughout the full course of their normal working lives, and in addition, provide the families with 500,000 BDT each, in recognition of the anguish they have endured and will continue to endure following this tragedy. For any worker who is unable to return to work as a result of permanent disability, provide that worker with compensation equivalent to or greater than the earnings the worker would have reasonably been expected to garner throughout the full course of their normal working life, and in addition, provide the worker with 500,000 BDT. Ensure that these funds are provided to workers and families in a timely fashion, through bank deposits; with a well organized and transparent distribution process and that any costs associated with the distribution process are borne by either the customers or Ha-Meem.

**Thorough, Independent Safety Inspections of All Multi-Story Factories:** Provide the funding, and ensure the supplier cooperation, necessary for a two-year program of thorough, independent fire and building safety inspections of every multi-story supplier factory in Bangladesh in the supply chain of each brand and retailer, with the inspections to be carried out by skilled personnel acting under the direction of a Chief Inspector, who will be appointed by credible local unions and NGOs and will be accountable to a multi-stakeholder oversight committee, with priority for factories where workers have submitted complaints regarding fire and electrical safety. Require each supplier factory to cooperate fully with the inspection process and to take any corrective actions recommended by the Chief Inspector as a condition of receiving further orders. Ensure that initial inspections of each facility can be completed by May 31, 2011 by providing funding, and securing supplier cooperation, in a timely fashion. Commit to meet with key stakeholders in early January 2011 to agree on the details of this program, including the budget and a schedule for swift implementation. Commit to a financial contribution to this program of no less than US \$50,000 per year, plus no less than an additional \$5,000 per year for each factory in each company's supply chain that will be covered by the program. Agree to allow public reports of all factory inspections. Agree to share with factory ownership the costs of any upgrades that are necessary to bring their supplier factories into compliance with fire and electrical safety standards.

These actions are the first steps toward the comprehensive solution to workplace safety issues that have been proposed to the apparel industry by many of the signatories to this letter and by Bangladeshi unions and NGOs on April 11th, 2010, located here: <http://www.cleanclothes.org/news/action-for-safe-factories-in-bangladesh-on-5th-anniversary-of-spectrum-disaster>, and which should be fully implemented by all brands and retailers doing business in Bangladesh.

*Signed by:*

**Clean Clothes Campaign (CCC)**

**International Labor Rights Forum (ILRF)**

**United Students Against Sweatshops (USAS)**

**Maquila Solidarity Network (MSN)**

**Worker Rights Consortium (WRC)**

*The following organizations in Bangladesh have endorsed these proposals and are asking the brands to adopt them without delay:*

**Bangladesh Apparel Workers Federation (BAWF)**

**Bangladesh Revolutionary Garment Workers Federation (BRGWF)**

**Bangladesh Garment Workers & Employees Federation (BGWEF)**

**Bangladesh Garment Workers Jote (BGWJ)**

**Bangladesh Center for Worker Solidarity (BCWS)**

**Bangladesh Garment and Industrial Workers Federation (BGIWF)**

**National Garment Workers Federation (NGWF)**

**National Garment Workers & Employees Federation (NGWEF)**

**Alternative Movement for Resources and Freedom Society (AMRF)**

**Sommilito Garments Sramik Federation (SGSF)**