

To: WRC Affiliate Universities and Colleges
From: Tara Mathur and Rola Abimourched
Date: June 26, 2025
Re: Successful Remediation of Illegal Dismissal at Unrivaed Teamwear
Supplier in El Salvador

The WRC is pleased to report that, after engaging with Unrivaed Teamwear, a worker who was illegally fired from the Salva Sewn garment factory, located in El Salvador, has been reinstated with full payment of back wages, resolving violations of Salvadoran law and university codes of conduct. Salva Sewn, located in El Salvador's Miramar Free Trade Zone, produces bags and other products for the licensee "It's Greek to Me" and unlicensed products for Champion, both of which are now owned by Unrivaed Teamwear. Workers report that the factory also produces bags for tool companies including Ryobi, Milwaukee Tools, and RedMax, as well as for the Salvadoran bag maker known as "Mike Mike".

A WRC investigation found that a Salva Sewn employee was illegally dismissed by the factory after seeking assistance from the FEASIES labor union, which represents workers at the factory. The worker reported to the WRC that she encountered retaliation from her line supervisor following the onset of vision problems that made it more difficult for her to meet production quotas. The worker alleged that the supervisor gave her assignments that were more difficult than those she had been assigned in the past and then verbally harassed the worker when she was unable to complete them. In response to the retaliation that she received from her supervisor, the worker sought help from FEASIES union representatives on November 14, 2024, while the union was distributing information about labor rights outside the gates of the factory before work. The worker reported to the WRC that factory managers observed her speaking with the union representatives at that time.

On November 15, 2024, one day after the worker reported having been seen by managers to be speaking with union representatives, the worker was dismissed by factory managers. The worker filed a complaint with the WRC, alleging that the factory had violated her right to freedom of association by retaliating against her after she sought help from the FEASIES union. Furthermore, the worker reported that the factory violated a Salvadoran law that provides protections for workers with physical disabilities.

The WRC communicated with Unrivaled Teamwear, which owns the licensee “It’s Greek to Me”, regarding the allegations that the worker was unfairly dismissed for exercising her right to freedom of association and despite her protected status due to her physical disability. Salvadoran law provides protections regarding the right to freedom of association¹ and for workers with physical disabilities.²

Unrivaled Teamwear responded quickly by contacting factory representatives, who then acknowledged that, in firing the worker, Salva Sewn had committed a violation of Salvadoran law, which is, by extension, a violation of university codes of conduct. To its credit, Unrivaled Teamwear then worked with factory management to develop a remediation plan to correct the violations that had been identified.

In June 2025, approximately one month after the WRC contacted Unrivaled Teamwear, the factory agreed to remedy the violation. The worker was reinstated to Salva Sewn on June 19, with her seniority intact, and received full payment of back wages for the seven months that she had been out of work. In addition, Salva Sewn reinstated the worker to a position in the packing department to accommodate her visual impairment.

Workers in El Salvador frequently experience discrimination, up to and including dismissal, for exercising their right to freedom of association or as a result of physical disabilities. By enforcing university codes of conduct, licensees ensure that their suppliers rise above the practices of other factories by securing remediation when violations are identified. Unrivaled Teamwear’s efforts to uphold university codes of conduct by ensuring prompt remedial action at Salva Sewn sets an important precedent for this factory and other factories in El Salvador to respect workers’ right to freedom of association and to protect them from discrimination as the result of a physical disability.

¹ Labor Code of El Salvador, Article 30, https://webapps.ilo.org/public/spanish/region/ampro/mdtsanJose/papers/cod_elsa.htm.

² Government of El Salvador, “Ley Especial de Inclusión de las Personas con Discapacidad”, January 2021, <https://conaipd.gob.sv/wp-content/uploads/2021/01/Ley-Especial-de-Inclusi%C3%B3n-de-las-Personas-con-Discapacidad.pdf>.