

To: WRC Affiliate Universities and Colleges
From: Tara Mathur and Ben Hensler
Date: December 16, 2025
Re: WRC and Collegiate Supplier Bring Some Holiday Cheer for Haitian Workers

The WRC is pleased to report the US company, Champro, a supplier to nearly a dozen licensees, is working with the WRC to ensure full payment to workers in Haiti of severance owed since their factory closed in 2024—equivalent to five months' wages per worker.

Champro is disclosed as a collegiate supplier by the licensees BSN Sports (Varsity Brands), CE Competitive Edge, Club Colors, Garment Graphics, J & W Interests, Les & Bobs Sports & Apparel, Mr. Snappy Sports, SigmaWear, Sporting U, Sports Locker, and Topline Design.

The WRC found that Champro was the largest buyer from the Fairway Apparel factory prior to its closure. Haitian law requires payment of severance to workers when a factory closes.¹ Workers reported to the WRC that, when Fairway shut down its operations, it failed to pay severance to approximately half of the factory's roughly 500 workers.

Fairway, like many Haitian factories, had been hit hard by the country's ongoing economic and political crisis and claimed it lacked the funds to pay the US\$155,000 it owed these 260 workers. Employees told the WRC that, since the closure, they had been unable to pay for basic family needs, such as adequate food, housing, medicine, and school fees for their children.

The WRC called on Champro to ensure workers were paid the money they were legally owed by the factory and apprised licensees disclosing Champro as a collegiate supplier of the situation. Even though university labor standards require it, these licensees had not disclosed the names of the factories where the collegiate apparel they purchased from Champro was produced. The WRC identified Champro's use of the Fairway factory through US Customs records.

¹ Haitian Labor Code, Articles 46-48.

Under university codes of conduct, licensees are responsible for ensuring that the companies they disclose as manufacturing their collegiate goods comply with labor standards in all of the facilities where these goods could have been produced. Once one of those facilities has been identified as violating university standards, there is a strong incentive, for both licensees and suppliers, to claim that the facility in question was not the one that produced collegiate goods, even when it did so. Therefore, in such a situation, the WRC must proceed in our investigation, and licensees should respond on the basis that any facility used by the disclosed supplier that is exporting to the US could have produced collegiate goods, unless there is definitive evidence to the contrary. To their credit, many, though not all, of the licensees that had disclosed Champro as a collegiate goods supplier met this obligation here.

BSN Sports (Varsity Brands), Club Colors, Garment Graphics, J & W Interests, and Sports Locker all responded to the WRC and/or contacted Champro about the nonpayment of severance. Unfortunately, CE Competitive Edge, Les & Bobs Sports & Apparel, Mr. Snappy Sports, SigmaWear, Sporting U, and Topline Design did not meet their obligation to respond to the WRC's investigation.

As a result of engagement by the WRC and those licensees that did take action, Champro provided US\$155,000, to ensure that the remaining workers received all the money they were owed by the factory. Half of these funds have already been paid to the workers, with the remaining amount to be distributed beginning this week.

The WRC commends Champro and the licensees that took action in this case for ensuring that workers are receiving the funds they have been owed since their factory closed more than a year ago. As Haitian workers continue to face increasingly dire circumstances, these funds represent a significant measure of holiday cheer that could not come at a more crucial time.

As always, let us know if you have any questions or concerns.