

# STARS Advisory Committees Focus Call

## Topic: Fair Labor

Wednesday, December 12, 2007

### **Instructions**

1:00 – 2:00 Pacific Time (4:00 – 5:00 Eastern Time)

Dial-in: (712) 451-6000

Access code: 532393#

### **Goals of Call**

- Move past what's wrong with indicators and toward best possible solutions
- Resolve lingering questions about existing indicators and identify potential new indicators

### **Conversational Rules**

- Identify yourself before speaking each time
- Offer constructive ideas and stay focused on the question
- Avoid dominating conversation, i.e., speaking too long or too often

### **Agenda**

1. SC Credit 22: Health Care Benefits
    - Is providing health care to all employees who work more than 50 percent FTE an unreasonable standard to require for this credit? If so, what would be more reasonable?
  2. SC Credit 24: URG Pay Equity
    - How can pay equity ("equal pay for equal work") be measured? Is it already being measured by a higher education organization or by human resource departments on campus? Or, if pay equity can't easily be measured, are there policies/programs that are indicative of an institution that is committed to pay equity?
  3. New Credits
    - Should "compliance with labor laws" be added as a prerequisite, similar to how compliance with environmental, health, and safety laws is a prerequisite in the Operations category?
    - Should we create a credit for having an on-campus child care facility? Does this make sense for urban institutions with nearby child care facilities? How would the credit be written to account for this?
    - Are there any other credits related to fair labor practices that should be considered for inclusion in STARS?
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## **FAIR LABOR PRACTICES CREDITS**

### **SC Credit 17: Fair Labor Code of Conduct**

Institution must have adopted of a code of conduct requiring fair labor standards by trademark licensees, and must participate in a basic monitoring body (e.g. Fair Labor Association) to enforce the code.

### **SC Credit 18: Independent Monitoring of Logo Apparel**

Institution must be a member in an organization that conducts *independent* monitoring and verification to ensure that products bearing the institution's name or logo are produced under fair conditions (e.g. the Workers Rights Consortium). The Fair Labor Association is not considered independent, and membership in the FLA is thus not sufficient to receive this point.

### **SC Credit 19: Designated Suppliers Program**

Institution must have made a commitment to participate in the Workers Rights Consortium's Designated Supplier Program. This requires university licensees produce a certain percentage of their university

licensed apparel in factories that have been verified as allowing workers a right to organize and paying a wage that meets basic needs.

**SC Credit 20: Living Wage - Staff**

Institution must provide a living wage for all employees. HUD income guidelines should be used as the basis for computing the Living Wage.

**SC Credit 21: Living Wage - Contractors**

Institution must have a policy requiring all subcontractors to pay their employees who work on the institution's campus a living wage.

**SC Credit 22: Healthcare Benefits**

Institution must provide healthcare benefits to all full-time employees as well as part-time employees working more than 50 percent FTE.

**SC Credit 23: Graduate Student Employee Benefits**

Graduate student employees (e.g GRAs, TAs ,etc) must be provided with health insurance benefits including maternity leave equivalent to those available to faculty and staff.

**SC Credit 24: URG Pay Equity**

Institution must provide equal pay for equal work. That is, the institution must pay women and minorities in all pay grades, on average, the same pay as white males.

**SC Credit 25: Workforce Well-being**

Institution must abide by a policy on workforce well-being, or demonstrate a commitment to workforce well-being in a major guiding document. [College and University Professional Association for Human Resources (CUPA-HR) can help in further defining the requirements for earning this credit.]