

## LABOR LICENSING POLICY COMMITTEE MEETING MINUTES

Dec. 5, 2012 • 1109 Nancy Nicholas Hall • Noon - 1 p.m.

<http://www.news.wisc.edu/laborlicensing/>

### **Committee members attending:**

Lydia Zepeda—Chair, Coreen Williams, Rolf Rodefelf, Jane Collins, Kayla Martin, Robert Figueroa, Lingran Kong, Diane Turner, Bret Vlach

**Not Attending:** John Newton, John Sharpless, Kimberly Nolet

### **Others attending:**

Everett Mitchell, Cindy Van Matre, Lisa Hull

1. Meeting called to order at noon.
2. Chair introduced new member, Coreen Williams, filling the vacancy for a non-represented classified staff member. (Also mentioned new faculty member, History Professor John Sharpless, filling the vacancy created by the resignation of Tom Deleire.)
3. Minutes approved from Nov. 7 meeting.
4. Palermo's discussion:
  - a. The regional National Labor Relations Board (NLRB) indicated that Palermo's was within its rights to ask for re-verification and to terminate workers who could not provide documents and therefore found no merit for charges that about 75 workers were wrongfully terminated. The regional NLRB found that the timing of the request for documents was consistent with the employer's obligation and that the regional NLRB did not conclude that the timing was triggered by the union vote or strike.
  - b. The workers (represented by Voces de la Frontera) will have an opportunity to appeal this decision about charges found not to have merit and then the General Counsel of the NLRB in DC will make a final determination. If the General Counsel agrees with the regional NLRB, that is final, and no further actions will be pursued on these charges.
  - c. The regional NLRB did find merit to charges that 7-9 employees were improperly terminated. The next step in the process with regard to this is that the NLRB will try to reach a resolution with Palermo's. If they do not reach a resolution (ie these particular workers are offered rehiring), then a formal complaint will be issued to Palermo's. If they do reach an agreement, it is possible that representatives of the workers (which have a right to participate in the resolution) may not agree to it and will appeal, or if they are in agreement with the resolution, that is the end. It may be a couple weeks for a resolution to be worked out (or not).
  - d. Palermo's is currently in negotiation with the NLRB regarding item "4c" to find a resolution.
  - e. Everett informed the group there has been a complaint filed with the Worker's Rights Consortium and the WRC is going to do an investigation regarding Palermo's.
5. PT Kizone. Chair distributed a press release announcing University of Washington has severed ties with adidas. Committee discussed adidas court case with UW-Madison. Adidas did not file motion for a change of venue from Dane County Circuit Court, committee had thought they were going to.
6. Flying Needle update. The terminations of 12 workers at Flying Needle in Nicaragua earlier this year were deemed illegal. An agreement has been reached to reinstate 8 workers with back pay. Flying Needle management has verbally agreed to reinstate all 12 discharged workers. Four workers cannot be located. LLPC has agreed to continue to monitor Flying Needle.

7. Designated Supplier Program. Chair contacted a friend in Bangladesh about the feasibility of DSP. He sent a response outlining issues that indicate a DSP is not feasible to use in factories. The LLPC decided to form a sub-committee to identify factories that might be able to implement a DSP. Members include: Cindy, Jane, Lingran and Everett.
8. Meeting adjourned at 1:00 p.m.
9. Chair will identify best times for the committee to meet in the next semester.

Send Lydia any agenda items for the next meeting.

Next meeting: Friday, Feb. 1, noon-1 p.m.

1199 Nancy Nicholas Hall