

SETTLEMENT OF UNIFORMS

**Dispute between Sydney Organising Committee for the Olympic Games
and the Labor Council of New South Wales**

1. PARTIES

Labor Council of New South Wales (Labor Council)
Textile, Clothing and Footwear Union of Australia, NSW Branch (TCFUA)
Sydney Organising Committee for the Olympic Games (SOCOG)

2. THE DISPUTE

The dispute referred to in this agreement was one in which the TCFUA and Labor Council disagreed with SOCOG contracting the production of a portion of its workforce uniforms overseas and refusing to provide information about the names and location of the overseas companies.

For its part SOCOG believes that the contracting out of work overseas was commercially justifiable on the basis of an inability of local manufacturers to supply equivalent product at commercially acceptable price and in some instances an inability to supply the products at all.

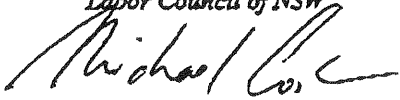
3. SETTLEMENT OF DISPUTE

It is agreed by the Parties that the dispute referred to in clause 2 of this agreement is resolved by the following action:

- a. SOCOG agreed to source 15 000 business shirts in Australia as part of its workforce uniforms. In this regard SOCOG will consult with the Labor Council to ensure the Australian company issued with the work have a good industrial relations record.
- b. SOCOG has no objection to Contractors providing, the names and addresses of all contractors (and known subcontractors) being used overseas to produce any part of the Olympic workforce uniforms. This information will be kept confidential by the TCFUA and Labor Council in the event of no identified breach of the Code of Conduct. If a breach is identified, relevant parties will meet to resolve the matter, details of which will remain confidential unless the issue is not resolved.
- c. SOCOG will ensure that subject to at least five (5) business days notice, Union Officials nominated by the Labor Council and agreed to by the TCFUA, will be given access to the contractors as outlined in 3 (b) above in order to monitor compliance with the *Licensed Goods Code of Conduct*. In this regard SOCOG will provide a letter of introduction to the said Union Officials to assist their visit.
- d. The Labor Council and TCFUA agree to publicly acknowledge the end of the uniforms dispute by releasing the enclosed press release as per Attachment B.

MICHAEL COSTA

Labor Council of NSW



DATE
5.11.99

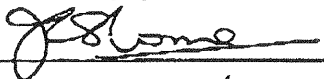
BARRY TUBNER

Textile, Clothing & Footwear
Union of Australia NSW Branch

DATE

JIM SLOMAN

Sydney Organising Committee for
the Olympic Games



DATE 10/11/99



4 November, 1999

MEDIA RELEASE

“SOCOG UNIFORMS DISPUTE - PATCHED UP”

The Labor Council of New South Wales (Labor Council), Sydney Organising Committee for the Olympic Games (SOCOG) and the Textile, Clothing and Footwear Union of Australia NSW Branch (TCFUA) have patched up their uniform dispute.

The deal brings back the production of 15 000 business shirts to Australia, a decision which was welcomed by the TCFUA.

“This is good news for the industry notwithstanding the fact that we would have preferred more items to be produced in Australia”, TCFUA Secretary, Barry Tubner.

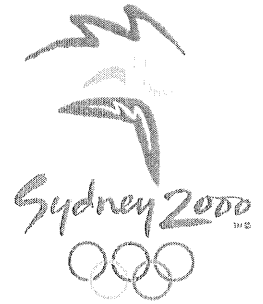
Union Officials will also be given access to visit all overseas companies contracted by SOCOG who produce workforce uniforms.

This will allow the unions to monitor the Code of Conduct signed with SOCOG over a year ago.

The TCFUA acknowledge the assistance given by the Bonds company to resolve the dispute with SOCOG.

For further information please contact:

GAMES OF THE NEW MILLENNIUM



15 December 2000

Mr Barry Tubner
State Secretary
TCFUA
28 Anglo Road
CAMPSIE NSW 2194

Sydney 2000 Olympic Headquarters
235 Jones Street Ultimo NSW 2007 Australia
Mail Adresse postale GPO Box 2000 Sydney NSW 2001 Australia
Telephone Téléphone 61 2 9297 2000 Facsimile Télécopie 61 2 9297 2020
Sydney 2000 Games Information Service Phone 13 63 63
Internet www.olympics.com

Dear Barry,

I trust your operation on your knee went well and you are on the road to recovery and ready for Christmas.

Last month we sent you copies of the required documents for your review as requested.

In relation to the contractors to SOCOG Ceremonies I have attached a letter of introduction to them for the TCFUA as I was concerned that a contractor could claim they never received the release from their confidentiality agreement. This way you or your representative can simply present the letter from SOCOG to ensure access to their records and samples to meet your requirements. I trust this is satisfactory for you.

Yours sincerely,

A handwritten signature in cursive script, appearing to read "Ian Clubb".

Ian Clubb
General Manager, Games Workforce

Ref: /TCFUA 15 December
File No:

ABN : 36 138 013 548
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Code of Labour Practice for
PRODUCTION OF GOODS LICENSED



by the

**SYDNEY ORGANISING COMMITTEE FOR THE
 OLYMPIC GAMES**

and the

SYDNEY PARALYMPIC ORGANISING COMMITTEE

Agreed between the Sydney Organising Committee for the Olympic Games (SOCOG), the Sydney Paralympic Organising Committee (SPOC), the Australian Council of Trade Unions (ACTU) and the Labor Council of New South Wales.

Having concurred on the necessity for effective monitoring to ensure that the Code is respected at all levels, the above organisations are continuing discussions on practical measures to achieve these objectives.

PREAMBLE

In accordance with the goal of the Olympic Movement to contribute to building a peaceful and better world by educating youth through sport practised without discrimination of any kind and in the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play, SOCOG/SPOC recognises its responsibilities to consumers for the quality of products produced under its licensing arrangements, and workers involved in the making of SOCOG/SPOC licensed products and the conditions under which these products are made.

Each licensee awarded the right to use the SOCOG/SPOC name or logo in the manufacture and/or supply of licensed product to SOCOG/SPOC have been audited to ensure that they have appropriate standards of operation and have, as a condition of license agreement, confirmed in writing that employee work conditions meet the relevant industrial regulations.

Licensees further agree to ensure that these conditions and standards are observed by each contractor and subcontractor in the production and distribution of SOCOG/SPOC licensed products. Licensees should, prior to placing orders with suppliers or engaging contractors and subcontractors, assess whether the provisions of this Code can be met.

Each SOCOG/SPOC licensee, and each contractor and subcontractor engaged by the Licensee, shall compulsorily implement and respect the following principles in the production and/or distribution of products bearing the SOCOG/SPOC name and /or SOCOG/SPOC authorised marks. Furthermore, each Licensee shall warrant that these principles shall be equally imposed upon all those employed or delegated by such Licensee.

EMPLOYMENT IS FREELY CHOSEN

There shall be no use of forced or bonded labour (ILO Conventions 29 and 105)

THERE IS NO DISCRIMINATION IN EMPLOYMENT

Equality of opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or other distinguishing characteristics shall be provided (ILO Conventions 100 and 111).



No Bonds in the oven for Australia

By ALLISON JACKSON

Australian clothing company Bonds said it has to manufacture Olympic garments in Fiji and Malaysia because Australia does not have the correct ovens and they are too expensive to produce here.

Textile unions have attacked Bonds — which will provide wrinkle-free skirts and pants and nylon blazers for 75,000 Olympic volunteers, staff and officials — for not making the garments in Australia.

Mr Kees Buisman, manager of the volunteer uniform program for Bonds, said Fiji was the “international manufacturer of wrinkle-free” clothing. Australia did not produce a “sufficient volume” of clothing to warrant having the special ovens to bake the garments.

Mr Buisman said factories in Malaysia “specialise” in manufacturing nylon garments and it would cost “more than double the price” to produce them in Australia.

Bonds general manager, Mr Howard Goldberg, said the fabric for the trousers, pants and jackets was produced in Australia.

Bonds will also make 160,000 polo shirts, 30,000 T-shirts and 15,000 pairs of shorts at three NSW factories, and more than 110,000 pairs of socks in Victoria.

The NSW Labor Council secretary, Mr Michael Costa, has asked SOCOG to send a union representative to Fiji and Malaysia to check whether workers were receiving proper wages and conditions.

Mr Goldberg said the factories were “legitimate” and “complied with the same standards as any factory we deal with in the world”.

SOCOG’s deputy chief executive officer, Mr Jim Sloman, said it had



Check on factories . . . Mr Costa.

representatives visiting factories checking appropriate work standards were being met.

Textile unions plan to meet Bonds this week. The national president and State secretary for the Textile Clothing and Footwear Union, Mr Barry Tubner, said: “We have got employers here saying they can make these products. The union’s position is that, if it can be made in Australia, it should be made in Australia.”

Mr Tubner is also seeking a meeting with the Australian Olympic Committee to discuss where Reebok will produce the training and competition uniforms for Australian athletes. Secretary-general of the AOC, Mr Craig McLatchey, said Reebok would use its “normal suppliers” overseas.

Speedo will produce garments for the swimming team in Australia, except for one fabric, which will be produced overseas due “to the technicality of the fabric”.

Cheap labour row tarnishes Games goods

By MICHAEL EVANS
Olympics Reporter

Olympic organisers are misleading Australians over the amount of Games clothing produced overseas by cheap labour, union officials claim.

They have stepped up their campaign against SOCOG and major sponsor Pacific Dunlop, owner of clothing manufacturer Bonds.

They claim more than 70 per cent of the total value of Games clothing, including volunteer uniforms and Games merchandise, is produced offshore using cheap labour.

Last Saturday, the *Herald* revealed that SOCOG cancelled an inspection by board member and former textiles union boss Ms Anna Booth of a Fijian factory producing volunteer uniforms after Pacific Dunlop objected.

SOCOG says a previous inspection by its uniforms manager and the assurances of Bonds made Ms Booth's visit unnecessary — claims rejected by the NSW Labor Council and the Textile Clothing and Footwear Union.

They have demanded SOCOG reveal the identity of clothing factories in Fiji, Malaysia and Indonesia so

unions can make their own inspection visits, a request SOCOG has so far refused.

But yesterday it was claimed that one Fijian factory producing 160,000 pairs of trousers for Games volunteers was paying its workers as little as \$1 an hour.

SOCOG refused to comment on the claim which outraged Australian union officials.

NSW Labor Council senior industrial officer Mr Chris Christodoulou said: "Obviously we're never happy with workers receiving such paltry amounts of money.

"We hope that the pressure put on over here means that the local trade union congress in Fiji can negotiate better conditions."

Mr Christodoulou said it was imperative that SOCOG release the details of other factories in Asia to allow unions to conduct inspections.

The national president of the Textile Clothing and Footwear Union, Mr Barry Tubner, disputed claims that most Games clothing is being made in Australia.

He said the claims referred to numbers of units and not dollar value.

"They've said 60 per cent of units are made in Australia.

"In reality, based on cost structure, there's probably less than 30 per cent made in Australia and more than 70 per cent overseas.

"If you were to wear what is made in Australia, you would only be wearing a T-shirt and pair of socks."

A Pacific Dunlop spokesman said: "The vast majority — more than 80 per cent of what we are making for the Games as either a supplier or licensee — is being made in Australia.

"We are proud of our involvement — we believe we are making a significant contribution to the Games and that Australian factories are central to that."

SOCOG says it is considering a union request to provide officials with the location of factories which unions wish to inspect to ensure a code of practice agreed to by SOCOG and unions is being met.

A SOCOG spokesman would only say yesterday: "The factories in Fiji were inspected by a SOCOG staffer. That inspection revealed no breaches of the code of labour practice signed with the trade unions."

CHILD LABOUR IS NOT USED

There shall be no exploitation of child labour. Workers shall only be employed in accordance with relevant State and Federal legislation, in line with appropriate ILO standards.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED

The right of workers to form and join trade unions and to bargain collectively shall be recognised and respected (ILO Conventions 87 and 98)

FAIR WAGES ARE PAID

Wages and benefits paid shall meet at least legal or industry minimum standards and should be sufficient to meet basic needs and provide some discretionary income.

HOURS OF WORK ARE NOT EXCESSIVE

Hours of work shall comply with applicable laws and industry standards

WORKING CONDITIONS ARE DECENT

A safe and hygienic working environment shall be provided, and best occupational health and safety practice shall be promoted, bearing in mind the knowledge of the industry and of any specific hazards held by licensees, contractors and subcontractors

THE EMPLOYMENT RELATIONSHIP IS ESTABLISHED AND TRAINING PROVIDED

Employers should endeavour to provide regular and secure employment. Appropriate training should be available for all employees.

IMPLEMENTATION AND MONITORING

Licensees, their contractors and subcontractors shall undertake to support and cooperate in the implementation and monitoring of this Code by:

- prior to engagement, the Licensee shall provide SOCOG/SPOC with written confirmation that the Licensee, as a minimum, adheres to relevant international labour force standards;
- providing SOCOG/SPOC or its agent with relevant information concerning their operations;
- permitting inspection at any time of their workplaces and operations by approved SOCOG/SPOC personnel;
- maintaining records of the name, age, hours worked and wages paid for each worker and making these available to approved inspectors on request;
- refraining from disciplinary action, dismissal or otherwise discriminating against any worker for providing information concerning observance of this Code

Any licensee, contractor or subcontractor found to be in breach of one or more terms of this Code of Labour Practice shall be subject to a range of sanctions up to and including withdrawal of the right to produce or organise production of SOCOG licensed goods as per the contractual provisions. Furthermore, licensees who fail to ensure that their contractors or subcontractors abide by the Code of Labour Practice shall be subject to the same range of sanctions.

A joint Committee comprising Representatives of the ACTU; Labor Council of NSW; SOCOG staff and the SOCOG Board shall meet as required to review reported breaches of this code and make recommendations to the SOCOG Board for action as appropriate.