Labor Standards Enforcement Webinar: Monitoring Strategies

7/26/2018
Participants in Today’s Webinar

Cities/Counties
- San Diego, CA
- LA County
- City of LA
- San Francisco, CA
- Montgomery County
- District of Columbia
- Seattle, WA
- New York City
- Minneapolis
- Trenton, NJ
- Oakland, CA
- East Orange, NJ

States
- California
- Maryland
- Michigan
- Massachusetts
- Colorado
- Wyoming
- Oregon
- Minnesota
- US DOL

Advocacy Groups, Funders, Research Orgs
- Harvard Labor and Worklife Program
- Neighborhood Funders Group
- Ford Foundation
- Center for Public Policy Priorities
- Pathways PA
- Family Values @ Work
- A Better Balance
- Public Justice Center
- Chinese Progressive Association
- National Immigration Law Center
- Restaurant Opportunities Center
- East Bay Alliance for a Sustainable Economy
- National Employment Law Project
- Raise the Floor Alliance
- Arise Chicago
- UCLA Labor Center
Ask Us Questions!

Please submit your questions using the GoToWebinar ‘Questions’ feature.

Please specify who you would like to address your question.
Speakers

Presenters

• Greg Asbed, Co-Founder of CIW, and 2017 MacArthur Fellow

• Gerardo Reyes Chavez, Worker Leader, CIW; and

• Judge Laura Safer Espinoza, Executive Director, FFSC

Moderators

• Janice Fine, Center for Innovation in Worker Organization

• Pronita Gupta, CLASP

• Laura Fortman, former Deputy Administrator, Wage and Hour Division, US DOL
The Fair Food Program

Verifiable Human Rights Protection

FROM THE FIELDS...

... TO THE PRODUCE AISLE.
Farmworker in the U.S. agricultural industry face a litany of abuses at work.
THE PROBLEM

Specifically, common farm labor abuses include:

- Forced labor
- Violence including sexual assault
- Threat of violence, display of weapons
- Poverty and stagnant wages
- Wage theft
- Discrimination
- Verbal Abuse
- Retaliation for exercising rights and/or making complaints
- Arbitrary discipline and termination
- Unsafe transportation
- Lack of shade / Heat exhaustion
- Exposure to dangerous weather
- Pesticide exposure
- Negligent use of heavy equipment
- Lack of rest breaks and ability to take days off
- Lack of clean and accessible drinking water and bathrooms
- Substandard housing
New standards or laws alone cannot solve deeply-entrenched issues in U.S agriculture.

The principal barriers to promoting farmworker protections are the lack of enforcement mechanisms to make standards real, and the failure to give workers a meaningful voice at work.

Effective market-based consequences for human rights violations – such as those in place for food safety violations – combined with worker participation and leadership offers a new model for uprooting longstanding human rights abuses in agriculture.
THE SOLUTION

The Fair Food Program:
A market-based, worker-driven social responsibility program
THE SOLUTION

Key mechanisms for monitoring and enforcement in the Fair Food Program

- Worker-drafted Code of Conduct
- Worker-to-worker education
- 24-hour complaint mechanism
- In-depth audits
- Fair Food Premium
- Market consequences
The mission of the Fair Food Standards Council (FFSC) is to monitor the development of a sustainable agricultural industry that advances the human rights of farmworkers, the long-term interests of growers, and the ethical supply chain concerns of retail food companies through implementation of the Fair Food Program.
Audits provide a snapshot of conditions at a moment in time. Audits should include interviews with a significant percentage of workers at any given supplier (FFP audits interview at least 50%)
Complaint mechanisms can provide a continuous video feed on conditions.

The FFP has a 24/7 complaint line, which answered live by the same auditors who are familiar with conditions faced by workers.

Complaints are resolved promptly while protecting workers from retaliation.
For buyers: transparency and elimination of supply chain risks at a time when consumers, in an age of instant information and communication, are increasingly demanding to know the conditions under which their products are produced.

For growers: benefits include becoming an employer of choice, reducing turnover, preventing risks, improving management systems, and obtaining verification of ethical labor practices, giving them a competitive edge.
BENEFITS OF THE FFP FOR WORKERS

- Sexual assault, forced labor, violence against workers eliminated
- Elimination of systematic wage theft (bucket standard, time clocks)
- Over 2,100 worker complaints resolved
- Worst actors banned from Fair Food Program farms
- Over $28 million in Fair Food Premiums distributed to workers
- Over 220,000 workers received rights education
- Health & Safety Committees established on FFP farms
- Shade in the fields
ROLES OF KEY PLAYERS

- Worker-Driven
- Consumer-Powered
- Fair Food Certified

- Fair Food Agreements
- Fair Food Premium
- Market Enforcement
- Worker Education
- Complaint Mechanism
- Audits
Among the “most important social-impact success stories of the past century.”
Harvard Business Review

“This is the best workplace-monitoring program in the US.”
The New York Times

“A visionary strategy... with potential to transform workplace environments across the global supply chain.”
Mark J. Bittman

“This is an extraordinary accomplishment, and reminds all of us... that dedicated individuals, like those here with us today from the Coalition, can strike out against injustice, break down barriers, and make a world of difference.”
Secretary of State John Kerry

“One of the great human rights success stories of our day.”
Washington Post Op-Ed

“Unique in the country” for preventing sexual violence.
PBS Frontline Producer
EXPANSION

Fair Food Program Expansion

• Seven new states, including Texas
• Four new crops (strawberries, peppers, melons, citrus)

Worker-driven Social Responsibility Model Expansion

• Domestic: Vermont dairy workers (Milk with Dignity Program)
• International: Bangladesh garment industry (Bangladesh Accord)

Future Opportunities

• U.S. and U.K. fashion industry
• U.S. poultry industry
• U.S. construction industry
• International garment industry
Please submit your questions using the GoToWebinar ‘Questions’ feature.

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Thank you for joining!

Please suggest ideas for future webinars! If you have additional questions about today’s presentation, please email:

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