

EXHIBIT A: PROHIBITION OF SWEATSHOP CONDITIONS

The Pike Place Market Preservation and Development Authority shall only license goods and services covered by this policy from applicants that ensure that all production facilities adhere to or exceed the following sweat free code of conduct in their practices and policies regarding applicable Workers.

- a. Legal Requirements. Production facilities shall comply with all applicable domestic labor, employment, health and safety, environmental, and building laws; the core conventions of the International Labor Organization, including those regarding forced and child labor, non-discrimination, and freedom of association and collective bargaining; and other internationally recognized labor rights, including those regarding health and safety, maternity leave, hours of work, wages, and homework.
- b. Wages and Benefits. Production facilities shall pay a non-poverty wage. In the United States, the non-poverty wage is the level of wages required for a full-time worker to produce an annual income equal to or greater than the United States Department of Health and Human Services' most recent poverty guideline for a family of three plus an additional 20% of the wage level paid either as hourly wage, health benefits, or pension benefits. Outside the United States, a non-poverty wage is a comparable nationwide wage and benefit level, adjusted to reflect the local cost of living, sufficient to raise a family of average size out of poverty.
- c. Hours of Work and Overtime. Production facilities shall not require hourly and quota-based workers to work more than 48 hours per week or the limits on regular hours allowed by the law of the country of manufacture, whichever is lower. In addition, production facilities shall provide at least one day off in every seven-day period, as well as holidays and vacations. Production facilities shall ensure that all hours worked beyond the limits on working hours are voluntary, except as provided for by both national law and a bona fide collective bargaining contract. Required overtime should only be permitted when each of the following conditions exists: a) national law permits mandatory overtime; b) the facility is party to a collectively negotiated contract with a representative labor union and this contract permits mandatory overtime, and; c) mandatory overtime does not exceed the amount allowed by the collective contract. In addition to their compensation for regular hours of work, hourly and quota-based workers shall be compensated for overtime hours at such a premium rate as is legally required in the country of manufacture or, in those locations where such laws do not exist, at a rate at least one-and-one-half their regular hourly compensation rate.
- d. Discrimination and Women's Rights. Production facilities shall not discriminate in employment--including in hiring, salary, benefits, advancement, discipline, termination, retirement, or any other term or condition of employment or employer practice--on the basis of gender (including pregnancy), race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin. Production facilities shall not require pregnancy tests as a condition of employment, nor demand pregnancy tests of employees. Women workers shall receive equal remuneration, including equal pay, benefits, treatment, and opportunity to fill positions open to male workers.
- e. Harassment and Abuse. Production facilities shall not harass or abuse workers sexually, psychologically, or verbally, or use corporal punishment.
- f. Freedom of Association. Production facilities shall respect workers' rights to freedom of association, collective bargaining, striking or other concerted protest, and filing of grievances.