

TRIBUTE TO THE LATE CARL  
DINCLER

**HON. SCOTT McINNIS**

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, October 26, 1999*

Mr. McINNIS. Mr. Speaker, it is with great pride and honor that I rise today to tell you of a man who's life was filled with family values, civic duty, kindness and love. He lived every moment of his life as though it were his last.

Carl Dincler loved to have the spotlight. He also loved sharing that light with everyone so that they might feel the inspiration and zest for life that he had so much of. Throughout the 86 accomplished years of his life, he touched so many people, whether it was in one of his business ventures or in one of his many community activities. Ultimately, these people knew they were in the presence of a great human being when in Carl's company.

With his equally accomplished wife Jeanette, Carl started a fabric store which became known for the stage curtains they made. If the curtains were not hung perfectly each time, Carl would get out the ladder and start over. He took pride in everything that he did, including his long time commitment to the community. Carl served as president of the Pueblo Board of Water Works and also former president of the Downtown Association and Lion's Club.

Aside from his many achievements in the business world, he has left a proud legacy in his family. He is survived by his wife Jeanette who is also known for her active role in the community. Together they had a daughter, Sharon, who has a Ph.D. in continuing education from the University of Denver and today edits doctoral theses. One granddaughter and a great-great-granddaughter also survive. These wonderful people will undoubtedly carry on the legacy of Carl's accomplished life.

Mr. Speaker, for the people of western Colorado and from the bottom of my heart, I say thank you to this man for realizing that one man can make a difference. His dedication to his family, his faith and his community will long be remembered and admired. He was an outstanding American and will be missed greatly.

TRIBUTE TO THE REEBOK SHOE  
COMPANY

**HON. JOHN JOSEPH MOAKLEY**

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, October 26, 1999*

Mr. MOAKLEY. Mr. Speaker, the role this nation plays in international conflicts, in providing humanitarian aid abroad, and in working to better the lives of all humanity is a constant matter of debate throughout the United States. I believe we do have an obligation to use our tremendous resources, know-how and prosperity to help uplift the difficult conditions many find themselves in throughout the world. And, I believe everyone in this nation can play a major part in that effort. Our influential corporations, while doing business abroad, can and should play a major role by acting responsibly and showing nations what it means to protect human rights, respect the rights of

labor and respect the environment. Today, I'd like to highlight how one corporation—the Reebok shoe company—is working to make a positive difference in the lives of their workers. By allowing an objective third party labor rights organization to freely monitor the conditions of two of its factories in Indonesia, and make those findings public, Reebok has shown its desire for openness and cooperation, as well as a strong respect for the rights of the hard working people that make the company successful. I hope other major U.S. corporations will join in this effort.

I am very proud that the Reebok Corporation is located in my congressional district in Massachusetts. I commend the enclosed piece describing the latest initiative by Reebok's Chairman and CEO Paul Fireman, which recently appeared in the Washington Post, and ask that it be included in the CONGRESSIONAL RECORD.

[From the Washington Post, Oct. 17, 1999]  
STEPS WE MUST TAKE ON THIRD-WORLD  
LABOR

(By Paul Fireman, chairman and CEO of  
Reebok International Ltd)

Working conditions in overseas factories that produce apparel for the U.S. market have become controversial, putting companies on the spot for their decision to transfer jobs to faraway countries. Here's how one company is responding.

Tomorrow, Reebok International Ltd. will become the first company in the footwear industry to release an in-depth, third-party examination of labor conditions in the factories that make its products. We are not making the report public because it shows our company in an unequivocally favorable light—far from it. We are releasing it because we think it is time to confront and accept responsibility for correcting the sometimes-abusive conditions in factories overseas. We'd like to encourage other multinational corporations to follow suit.

The report, titled Peduli Hak—Indonesian for "Caring for Rights"—assesses conditions in two factories, PT Dong Joe Indonesia and PT Tong Yang Indonesia, which employ approximately 10,000 workers to make our footwear. Reebok doesn't own these factories; we selected them because they account for more than 75 percent of our footwear production in Indonesia, and have many similarities with other athletic footwear factories in Asia.

We chose the independent research and consulting firm Insan Hitawasana Sejahtera (IHS) to perform the assessment, based on the recommendation of leading human rights professionals who credit it with impartiality and objectivity. To ensure the team's independence, we guaranteed IHS full access to factory records and workers, without intervention from Reebok or the factory management. We also promised in advance to make the IHS report public.

The report, based on 1,400 hours spent inspecting the plants, observing working procedures and interviewing workers over a 14-month period, highlights some disturbing facts about the working conditions there. For example, it criticizes the way the factories' managers communicate with workers, noting that most workers are functionally illiterate and could not understand their rights under their collective bargaining agreement or the details of their wage statements. The report also found that it was more difficult for women than men to obtain promotions or supervisory positions. It faulted the factories' health and safety procedures—in particular the procedures governing the use and handling of chemicals. The report also describes steps the factories'

owners have been taking to rectify these problems.

Some of the flaws the IHS inspectors uncovered presented more of a challenge to correct than others. It is fairly simple to improve inadequate lighting, or ventilation where workers were being exposed to chemicals. And factories raised pay to bring it in line with the government's determination of a minimum living wage, since wages had not kept in line with the rapid fluctuations in prices following Indonesia's economic crisis. But it was altogether different when inspectors reported that drums containing the remains of hazardous substances were routinely left in areas accessible to the public, in violation of local hazardous waste laws. When the factory management changed its procedures to comply with the law, members of the local community protested; they had been collecting the drums and reselling them. In response, the factories adopted policies to allow for local collection of scrap metal and other non-hazardous waste materials.

Why did we undertake this potentially damaging workplace assessment, and why was it important to make the results public?

The simple answer is because of the commitment we at Reebok have made to respect the fundamental human rights of the nearly 25,000 workers in Asia who produce our footwear. That's why we placed a heavy emphasis on worker interviews (950 workers answered surveys; 500 took part in confidential interviews). It is also why we made Indonesian-language copies of the report available to the workers, and why we presented the report at a meeting with our footwear contractors.

But there is another reason, which is just as important. We want to encourage other multinational corporations that may be reluctant to open the doors of the factories manufacturing their products to in-depth inspections. Quite simply, we want to show that a detailed, critical report about factory conditions can be disclosed without the sky falling. And we'd like to change the attitude that has prevailed among many companies for many years—that they do not have any real responsibility for conditions in factories they do not own, or for the treatment of workers who are not their employees.

In 1992, Reebok adopted a code of conduct requiring that the factories of our global suppliers comply with internationally recognized human rights standards. Ever since, we have incorporated that code of conduct into our contractual agreements with factory owners and have monitored their compliance.

Despite these efforts—and those of some other companies—critics remained skeptical. They rightly point out that codes of conduct are little more than window dressing unless there is an effective process to monitor workplace conditions and determine whether standards are being met.

The Peduli Hak assessment was an attempt to address these concerns. But many multinational corporations that produce footwear, apparel and toys in the global marketplace remain fearful; although many now have codes of conduct, they are unwilling to undergo independent external monitoring, or suffer the embarrassment and expense that exposing workplace conditions might produce.

This fear of monitoring is seen in the reluctance of many companies to join the Fair Labor Association (FLA), which is chaired by former White House counsel Charles Ruff. The FLA has adopted procedures to accredit independent monitors who will be qualified to inspect factories for compliance with a Workplace Code of Conduct covering nine key areas: child labor, forced labor, discrimination, harassment, freedom of association,