

# **CALIFORNIA FASHION ASSOCIATION**

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## **A STATEMENT OF POSITION; LABOR LAW COMPLIANCE**

**The majority of California's apparel makers make no use of 'underground' factories where workers are not treated fairly in accordance with current labor law. The legitimate manufacturers and contractors repudiate these illegal operations as unfair competition.**

California's Registration requirement (AB633) defines the difference between those companies working within the legal requirements of social responsibility, and the 'others'. Joint liability between a contracting factory and a brand holder for wage/hour and OSHA conditions is clearly delineated.

**Any California company working with apparel products is required to be registered with the State of California** Apparel production not only directly involves manufacturers, contractors and retailers, but other operations as well: laundry and dye houses, full-garment packagers, cutting, grading, specialty contractors, trim and pleating production, as well as distributors.

Media presentations of this industry depict the conditions in these illegal operations as indicative of a typical garment manufacturing facility. It is not! The typical facility is a workplace where people are paid fair wages and overtime is paid as required by law; with OSHA violations minimal or non-existent.

This media and political bias ignores the impact of the industry on the regional economy. The apparel industry is the 'ladder-up' for those with limited education and the desire to use their 'eye-hand coordination' skills. With on-the-job experience and personal growth, any person's dedication to his or her future is the ticket to upward mobility.

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