



WORKER RIGHTS CONSORTIUM

November 12, 2010

Brad Grider  
Director of Labor Relations  
Hanesbrands Inc.

Dear Brad,

I hope that this letter finds you well.

I am contacting you to discuss worker rights' violations that have occurred at a textile mill in El Salvador known as Nemtex. Nemtex identifies Sara Lee Underwear as a client brand (<http://www.nemtex.com/frameCobertReconEng.htm>). You are therefore probably aware of the following:

Four members of the leadership committee of a union at the factory (*Sindicato de Trabajadoras y Trabajadores Sastres, Costureras y Similares*) were fired on August 30, 2010 (one person) and September 7, 2010 (three people). The Salvadoran Ministry of Labor has issued documentation confirming that the leaders of this committee were, in fact, elected on August 25, 2010 and that the union initiated the process to register the union with the Ministry of Labor on August 26. Therefore, these dismissals took place in violation of Salvadoran law. Article 248 of the Labor Code clearly prohibits an employer from firing members of a union's leadership committee without prior authorization from the relevant authority.

The Ministry of Labor carried out an inspection at Nemtex on September 13 in which it communicated to the company that it was in violation of the Salvadoran labor code and directed the company to rectify the situation by reinstating the four workers and paying them their lost wages from the date of their dismissals to the present date. The Ministry told the company that it had three days in which to rectify the situation in order to avoid more serious consequences. However, when the Ministry of Labor visited Nemtex again on Monday, September 20, it learned that the factory had not reinstated the workers and that it had no intention of doing so.

The WRC contacted Nemtex on September 10 in order to initiate a discussion with the company and request that they respond as to how they planned to address these violations. However, the company has failed to respond to the WRC in any way.

Can you tell me what steps Hanesbrands Inc. is taking to address this problem?

Scott Nova  
Executive Director

