



**Style Avenue, El Salvador**  
Final Report  
Third Party Complaint

On March 19, 2015, the local union Sindicato de la Industria Textil Salvadoreña (SITS) sectional at the factory Style Avenue in El Salvador, affiliated to the Federación Sindical de El Salvador (FESS), filed a Third Party Complaint with the Fair Labor Association (FLA). FLA-affiliated companies Outerstuff and College Kids source from Style Avenue.

The complaint alleged that over the period from January 28 to February 8, 2015, the factory suspended operations and only paid workers for three of those days, which is not consistent with Salvadoran law. The factory stated that its suspension of activities was consistent with domestic law and occurred because of a shortage of raw materials. The complainant challenged the applicability of the law to the situation that had transpired at Style Avenue – where there had been a delay not in the delivery of raw materials but of artwork – and requested that the FLA take up the case under the Third Party Complaint procedure. The actions by the factory appeared to violate FLA Workplace Code of Conduct Compliance Benchmark HOW.19, Suspension of Work.

On May 20, 2015, the FLA accepted the submission at Step 2 of the Third Party Complaint procedure and so informed complainant and the FLA-affiliated companies. Pursuant to Step 2, the affiliated companies had up to 45 days to conduct an internal assessment and submit a report to the FLA.

### **Internal Assessment**

FLA-affiliated companies Outerstuff and College Kids informed the FLA on June 4, 2015, that Style Avenue management, in discussions with unions at the factory (including the complainant), had agreed to pay in full salaries to the workers affected by the suspension of work. The FLA was informed that the payments would be made by the end of June 2015.

### **Conclusion**

FLA staff have received confirmation from the complainant that workers received the wages owed to them in full on June 23, 2015. This remediation addresses the issue raised by the complaint. Therefore, this Third Party Complaint is closed.