



**FINAL REPORT REGARDING TEXTILES OPICO IN EL SALVADOR
MARCH 2014**

In May 2013, FLA Participating Supplier Textiles Opico, S.A. de C.V. (TEXOPS) and Dick's Sporting Goods (an adidas-group licensee) communicated to FLA allegations of freedom of association violations at the TEXOPS factory raised by the union Sindicato de Trabajadoras, Trabajadores, Sastres, Costureras y Similares (SITRASACOSI). The FLA engaged FLA-accredited independent monitor Comisión para la Verificación de Códigos de Conducta (COVERCO) to evaluate the freedom of association environment at TEXOPS. COVERCO's report and the remediation plan to be implemented were published in June 2013.¹

- In January 2014, the FLA commissioned Katya Castillo, an expert on labor rights in Central America, to verify the implementation of the remediation plan at TEXOPS. The report of her visit confirmed that most of the recommended actions have been completed, while remediation is ongoing with respect to others.
- Remedial actions completed include reinstatement of dismissed workers, payment of owed overtime to workers who transferred to TEXOPS from a former factory, recognition of the SITRASACOSI branch union, and addressing the issue of the conformity of the "Garrobo Project" with domestic law.
- As set forth in the remediation plan, TEXOPS appointed an Ombudsperson in July 2013 to facilitate communication between management and the SITRASACOSI branch union. The Ombudsperson has been responsible for organizing and managing a Dialogue Roundtable at the factory. Although the Ombudsperson was initially engaged for a 3-month period, the engagement was extended for another three months to further promote the dialogue.
- Progress has been made in reviewing and updating policies and procedures to bring them into conformity with FLA standards of performance, but additional work is needed, particularly in the areas of nondiscrimination, freedom of association and industrial relations.
- The Ombudsperson has developed a training plan proposal, which is awaiting management review prior to its implementation. Management and worker training on policies and procedures, including on those regarding nondiscrimination and freedom of association, should be conducted periodically

¹ More information available at: <http://www.fairlabor.org/report/texops>

- Policies and procedures of the Communications Committee should be reviewed and its operating role clarified so that it does not interfere or cross-over into the duties of a duly elected union/worker representative body.
- Disciplinary procedures that respect the right to due process of workers, especially in cases of dismissals, should be developed. Workers should be properly informed of the procedures.

The full report of the verification, in English/Spanish, is available at:

<http://www.fairlabor.org/report/texops>.

The FLA will continue supporting the newly established collaborative process between Textiles Opico management and the sectional SITRASACOSI union.