



FLA University Caucus Overview

FLA University Caucus Overview, Benefits and Expectations	2
Benefits of FLA University Membership	2
Expectations of FLA University Caucus Membership	3
FLA University Membership Process and Dues	4
5 Steps to Become an FLA University Member	4
FLA University Membership Dues	4

“A core part of the **University of Notre Dame’s** mission is to be a **force for good in the world**. Partnering with the FLA allows us to put that mission into action by ensuring that the production of Notre Dame-branded goods supports fair labor standards and safeguards the rights of vulnerable workers.

FLA Contact
Danielle Roberts
FLA Collegiate Programs Director
droberts@fairlabor.org

FLA University Caucus Overview, Benefits and Expectations

For 25 years, the Fair Labor Association (FLA) has worked toward a future where responsible business means that fair working conditions are the standard, not the exception. We are an international network of universities, companies, and civil society organizations collaborating to ensure that millions of people working at the world's factories and farms are paid fairly and protected from risks to their health, safety, and well-being.

FLA's nearly [140 University Caucus members](#) both contribute to and benefit from a reputable network that connects each university to realities beyond its individual campus and seeks pragmatic solutions to improve the lives of workers worldwide.

Benefits of FLA University Membership

- **EMBODY YOUR UNIVERSITY'S MISSION STATEMENT, VALUES, AND IDENTITY** as an institution of higher education by making tangible commitments to human rights and fair labor practices in the supply chains of your collegiate branded products.
- **PROTECT AND CHAMPION YOUR UNIVERSITY'S NAME AND BRAND WHILE MITIGATING RISK** through FLA's robust suite of programs, including the [accreditation process](#), the [FLA Collegiate Licensee Program](#), and our [investigations](#), innovation, and advocacy efforts.
- **ENSURE YOUR LICENSEES ARE PART OF A WELL-ESTABLISHED HUMAN RIGHTS DUE DILIGENCE PROGRAM**, either through the capacity-building [FLA Collegiate Licensee Program](#) or the accountability-focused [Fair Labor Accreditation Program](#), both of which seek to operationalize the highest international labor standards to help collegiate supply chain partners of all sizes, structures, and business models meet your social compliance expectations.
- **CREATE COLLECTIVE LEVERAGE AND INFLUENCE** by uniting your university with a coalition of institutions who together can have greater impact than any one university could have alone.
- **SERVE AS AN ON-CAMPUS RESOURCE** on critical human rights topics through knowledge gained from FLA advocacy, communications, resources, convenings, and leadership opportunities, and gain access for students to our [FLA Student Committee](#).
- **GAIN BESPOKE ACCESS TO FLA STAFF EXPERTISE** to support you with navigating situations on campus and with licensees related to supply chain human rights issues.

Expectations of FLA University Caucus Membership

- Honor the commitments of the **FLA UNIVERSITY CAUCUS BYLAWS**:
 - **FLA LICENSEE AFFILIATION**: Require your direct licensees, sub licensees, or equivalent vendors to join FLA and ensure they are meeting FLA Collegiate Licensee Program requirements.

FLA provides all platform access and troubleshooting, regular reminders, office hours, user guides, and communications to your licensees. University involvement is essential in requiring your licensees to join FLA and beneficial in reinforcing the importance of these requirements and in cases of noncompliance. Some universities choose to work with licensing agents to support this process.

- **MEMBERSHIP AND DUES**: Renew FLA University Membership annually, including paying annual dues.
- **FACTORY DISCLOSURE**: Publicly disclose in-scope factories and suppliers producing collegiate merchandise.

You could choose to publish the list on your website or through an already existing public database. The list of suppliers can be obtained directly from licensees, through a licensing agent, or through FLA's Fair Labor Data Hub, in which licensees are required to disclose factories.

- Use the **FLA UNIVERSITY CAUCUS BEST PRACTICES** and accompanying toolkit to:
 - Continuously deepen your trademark licensing program's commitment to improved working conditions in the supply chains of your collegiate branded merchandise.
 - Grow your campus's commitment to fair labor beyond trademark licensing.

“ At **Boston University**, I view the Fair Labor Association as a vital partner in ensuring that our licensed products align with the values of our institution. [FLA University Membership is] an opportunity to **lead with purpose** in how your brand shows up in the world.

FLA University Membership Process and Dues

5 Steps to Become an FLA University Member

1. REACH OUT TO FLA

Contact Danielle Roberts, FLA Collegiate Programs Director at droberts@fairlabor.org to schedule an introductory conversation or with any questions.

2. SUBMIT REGISTRATION FORM

Download and complete the [FLA University Member Registration Form](#) and email to droberts@fairlabor.org.

3. RECEIVE AND PAY INVOICE

4. COMPLETE FLA UNIVERSITY MEMBER ONBOARDING ACTION ITEMS

- Review FLA University member welcome packet.
- Require your licensees to join the FLA Collegiate Licensee Program.
- Submit university information for FLA website and announcements.
- Communiante about your FLA membership.

5. ENGAGE WITH THE FLA UNIVERSITY CAUCUS

FLA University Membership Dues

Gross Licensing Royalties	FLA Annual Dues
\$0.00 - \$9,999.99	\$250
\$10,000.00 - \$100,000.00	\$1,000
\$100,000.01 - \$5,000,000.00	1% of Gross Licensing Royalties
Greater than \$5,000,000.00	\$50,000

“ The **University of Texas** benefits significantly from its affiliation with the FLA, gaining valuable knowledge and insight into complex issues related to the code of conduct, sourcing practices, and the broader field of corporate social responsibility. **The expertise of FLA staff is instrumental in helping us navigate these areas with diligence and integrity.**