

ATTACHMENT "F"

DICKIES OCCUPATIONAL WEAR

6 PAGES

CITY OF MILWAUKEE - DEPARTMENT OF ADMINISTRATION  
PROCUREMENT SERVICES DIVISION

**AFFIDAVIT OF COMPLIANCE - PROCUREMENT OF ITEMS OF APPAREL FROM RESPONSIBLE MANUFACTURERS PROVISION**

BID/RFP NUMBER: 1155 DATE: 7-22-03

This affidavit of compliance will be the contractor's sworn statement that facilities identified on this form are responsible manufacturers as defined in the Milwaukee Code of Ordinances 317-10 sub. 2-d.

Contractors shall procure and submit sworn reports or affidavits from every subcontractor employed by the contractor during the specified time period of the contract for the fulfillment of contracts covered under this section.

In the event that any information provided by the contractor or subcontractor changes during the specified time period of the contract, the contractor shall submit or cause to be submitted to the purchasing director sworn reports or affidavits relating to the updated information.

A. Below, provide the name and address of the companies and facilities in this the items of apparel have been or will be manufactured, distributed, laundered or dry cleaned (attach additional sheet, if necessary):

NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP
DICKIES OCCUPATIONAL WEAR	509 N. VICKERY	FORT WORTH	TX	76104

B. Below, provide the names and address of all owners of the facilities in which the items of apparel have been or will be manufactured, distributed, laundered or dry cleaned (attach additional sheet, if necessary):

NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP
X MANUFACTURED AT A VARIETY OF LOCATIONS IN CENTRAL AMERICA, MEXICO,	AND SOUTH AMERICA.			

C. Below, provide the base hourly wage and the percent of wage level paid as health benefits for persons working at the facilities in which the items of apparel have been or will be manufactured or distributed, laundered, or dry cleaned.

BASE HOURLY WAGE:

PERCENTAGE OF WAGE LEVEL PAID AS HEALTH BENEFITS:

\$ CONFIDENTIAL (SEE ATTACHMENT) CONFIDENTIAL (SEE ATTACHMENT)

In compliance with the requirements of the City of Milwaukee, I have completed this Affidavit of

Compliance form in good faith and have made no willingly false or misleading statements.

Further, I have disclosed the names and plant locations of all my manufacturers and their subcontractors purchasing, renting, laundering and dry cleaning of items of apparel that I sell to

the City of Milwaukee. I have also included affidavits of compliance from each subcontractor employed by the contractor during the specified time period of the contract for the fulfillment of contracts covered under this section indicating their compliance with the Code of Ordinances Section 310-17. Further, I understand that any false statement on these forms could result in:

- ▶ Withholding of payments.
- ▶ Termination, suspension or cancellation of the contract in whole or in part.
- ▶ After a due process hearing, denial of the right of the contractor to bid on future city contracts, by himself or herself, partner or agent, or by any corporation of which he or she

is a member, for a period of one year after the first violation is found and for a period of 3 years after a second violation is found.

I/We hereby state that we will comply Section 310-17 of the City of Milwaukee Code of Ordinances as stated above:

X AUTHORIZED SIGNATURE: *[Signature]*

X PRINTED NAME: KENNETH HUBB

X COMPANY NAME: WILLIAMSON DECORATIVE MFG. CO.

Personally came before me on this 22nd day of July, 2003.

(he/she) Kenneth Hubb who acknowledges that he/she executed the foregoing document for the purpose therein contained for and on behalf of said company. IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

(SEAL)

NOTARY PUBLIC SIGNATURE

PRINT NAME

My commission expires:



**A MEMO FROM** : Ken Holub, Dickies Occupational Wear  
**TO** : Arun Ghandi  
**SUBJECT** : Compliance Requirement  
**DATE** : July 22, 2003

Yesterday you requested me to fill out a form for the City of Milwaukee for our 874 pants.

I contacted David Hein who is the General Manager of work wear and he sent me to our Human Resources department.

Upon talking with the Director of Human Resources you can see by my attached e-mail chain that most of this information is confidential... I have been forwarded the Standards of Contract Agreement used by Williamson Dickie with their contractors. (Copy Attached)

I hope this information will be sufficient for your needs.

Sincerely

**GOLDFISH UNIFORMS**  
414-476-4343 FAX 414-476-0047  
5102 W. BLUE MOUND ROAD  
MILWAUKEE, WI 53208

**Ken Holub**


**From:** Marett Cobb

**To:** Ken Holub

**Sent:** Tue 7/22/2003 1:06 PM

**Cc:**

**Subject:** Re: Request for Mfg. Info.

**Attachments:**  [TEXT.htm\(1KB\)](#)

*F41*

Ken,

We will provide a copy of the Code Of Ethics we have our contractors sign. We do not provide the information they are requesting due to the sensitivity of it. We are very protective of our contractor relationships and the confidential information regarding them..

Marett

>>> Ken Holub 07/21/03 02:18PM >>>

Marett....I have a customer that has won a bid to supply 874 pants to the fire department for the City of Milwaukee Wisconsin.

He has forwarded me a form from the City of Milwaukee Requesting:

Name of Manufacturer/Contractor

Address, City, State, Zip

Base hourly wage paid

Percentage of wage paid as health benefits

If you need it I can forward you a copy of the fax.

I called David Hein to see what I should do on this form and he told me to contact you because this is an HR matter...Please advise me ASAP as the customer needs this form back to him by tomorrow.... Thank you...Ken Holub

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**WILLIAMSON-DICKIE MANUFACTURING COMPANY**  
**STANDARDS OF CONTRACTOR ENGAGEMENT**

Williamson-Dickie Manufacturing Company, its division and affiliates have a long and a proud tradition of conducting its business in an ethical manner. This reflects our respect for the public position under which we operate. As such, we are concerned with the worldwide state of human rights and environmental degradation. We expect the contractors with whom we source our products to share the same ethical concerns. Williamson-Dickie Manufacturing Company will use the following Standard of Contractor Engagement in selecting contractors and will seek compliance with these standards by our contractors, sub-contractors, suppliers and other businesses, with which we are associated.

Williamson-Dickie Manufacturing Company will seek contractors that will allow us full knowledge of the facilities used in production. We reserve the right to undertake affirmative measures, such as on site inspection of production facilities in order to implement and monitor these standards. Any effort to suppress any of these standards will be met and strong objection on our part and will be taken into account when reviewing and evaluating our business relationships.

1. Safe and Healthy Workplace:

Williamson-Dickie Manufacturing Company will seek vendors who provide their employees with a safe and healthy workplace in compliance with local laws but not excluding; clear aisles and exits designated for emergency evacuation, fire extinguishers mounted in prominent place and medical supplies available with personnel on site to handle minor medical problems.

2. Forced or Compulsory Labor:

Williamson-Dickie Manufacturing Company will not knowingly engage contractors that use forced labor or other compulsory labor in the manufacture of products. This includes labor that is required as means of political coercion or as punishment for holding or for peacefully expressing political views.

3. Disciplinary Practices:

Williamson-Dickie Manufacturing Company will not knowingly use contractors who use corporal punishment or other forms of mental or physical coercion.

4. Non-Discrimination:

Williamson-Dickie Manufacturing Company recognizes and respects the cultural differences found in the worldwide marketplace. However, we believe that workers should be employed on the basis of their ability to carry out the duties of a particular job, rather than on the basis of personal characteristics or beliefs. We shall seek contractors who share this belief.

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5. Working Hours and Overtime:

Williamson-Dickie Manufacturing Company will seek contractors who do not require more than sixty (60) hour workweeks on a regularly scheduled basis, except for appropriately compensated overtime in compliance with local laws.

6. Fair Wages:

Williamson-Dickie Manufacturing Company will seek contractors who share our commitment to the betterment of wages and benefit levels that address the basic needs of workers and their families, so far as possible and appropriate in light of national practices and conditions.

7. Child Labor:

Williamson-Dickie Manufacturing Company will seek contractors who do not use child labor. Williamson-Dickie will expect its contractors to comply with the law of the country of origin in defining the term "child" but we will not knowingly use contractors that use labor from persons under legal employment age.

By signing below the undersigned contractor acknowledges that Williamson-Dickie does not condone or permit the violation of any applicable domestic, foreign or international laws, rules and regulations, governing employment and labor the environment, the provision of services and the sale of goods. Contractor further acknowledges, that Williamson-Dickie Manufacturing Company does not permit or approve any activities which are in violation of U.S. Customs laws, international agreements or foreign laws, including but not limited to false declarations of country of origin or other false documentation, counterfeit visas or illegal transshipment to evade the textile quota restraint agreement negotiated between the country of export and the United States. Contractor acknowledges that Williamson-Dickie Manufacturing Company maintains a policy against engaging in any illegal activities and will not buy or sell products or services provided through the use of any unlawful or unethical practice.

I have reviewed the Standards of Contractor Engagement and understand I am responsible for the compliance with these standards, and for ensuring that my organization understands and complies.

\_\_\_\_\_  
Print or Type Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Title

\_\_\_\_\_  
Company

\_\_\_\_\_  
Date

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