COMPANIES: Creative Converting
COUNTRY: Canada
ASSESSMENT DATE: 10/23/17
ASSESSOR: Miriam Rodriguez
PRODUCTS: Apparel
NUMBER OF WORKERS: 305
Summary of Code Violations

Companies that join the FLA agree to uphold the FLA Workplace Code of Conduct throughout their entire supply chain. The Code of Conduct is based on International Labour Organization (ILO) standards, and defines labor standards that aim to achieve decent and humane working conditions.

While it is important to note when violations of the FLA Workplace Code of Conduct occur, the purpose of these assessments is not simply to test compliance against a particular benchmark, but rather to develop an understanding of where and how improvements can be made to achieve sustainable compliance. Code of Conduct violations can be found throughout the course of an assessment of the employment and management functions, and are addressed in companies’ action plans.

Findings and Action Plans

FINDING NO. 1

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Communication & Worker Involvement (Macro)

Finding Explanation
The factory does not have strategy to communicate with workers. ER.1

Local Law or Code Requirement
FLA Workplace Code (Employment Relationship Benchmarks ER.1)

FINDING NO. 2

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Review Process (Macro)

Finding Explanation
The factory does regularly review or update its policies, procedures, or their implementation in a consultative manner. ER.1

Local Law or Code Requirement
FLA Workplace Code (Employment Relationship Benchmarks ER.1)

COMPANY ACTION PLANS

Action Plan no 1.

Description
The HR department along with Management and Union members meets together to discuss employee's well-being topics in a consultative manner, every month or two.

FINDING NO. 3
SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Recruitment, Hiring & Personnel Development

Finding Explanation
1. Currently, four temporary workers at the factory are employed through a labor agency. These workers do not have a direct employment relationship with the factory. However, the factory does not have a contract with the employment agency which specifically imparts power to the factory to directly pay wages to temporary workers. ER.6
2. When the factory hires former temporary workers as permanent workers, their seniority is not dated from the date they began work at the factory as a temporary worker. ER.12
3. The facility does not conduct or utilize performance reviews to track and document workers’ skill development or annual job performance. ER.2 ER.29

COMPANY ACTION PLANS

Action Plan no 1.

Description
Agency employees punch in/out so we can track the hours of servicing and send the hours to respective agencies. The factory pays a bill rate to agencies according their agreement after reception of servicing invoices.

Action Plan no 2.

Description
HR will review former temporary workers and acknowledge their seniority. This practice will be implemented in the proposal of New Hires.

Action Plan no 3.

Description
Performance Reviews will be conducted to all employees.