

108TH CONGRESS  
2D SESSION

# H. R. 4988

To amend title 36, United States Code, to require the observance of certain labor standards by companies that enter into licensing agreements with the United States Olympic Committee.

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## IN THE HOUSE OF REPRESENTATIVES

JULY 22, 2004

Ms. SCHAKOWSKY (for herself, Mr. GEORGE MILLER of California, Mr. GRIJALVA, Mr. STRICKLAND, Mr. HINCHEY, Mr. EVANS, Mr. OWENS, Ms. LEE, Mr. OLVER, Mr. MCGOVERN, Ms. WATERS, Mr. DEFazio, and Mr. PALLONE) introduced the following bill; which was referred to the Committee on the Judiciary

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## A BILL

To amend title 36, United States Code, to require the observance of certain labor standards by companies that enter into licensing agreements with the United States Olympic Committee.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Play Fair at the Olym-  
5       pics Act”.

1 **SEC. 2. LABOR STANDARDS AND OBSERVANCE.**

2 (a) LABOR STANDARDS AND OBSERVANCE.—Sub-  
 3 chapter I of chapter 2205 of title 36, United States Code,  
 4 is amended by adding at the end the following new section:

5 **“§ 220513. Labor standards and observance**

6 “The corporation shall—

7 “(1) require, as a condition of a licensing agree-  
 8 ment, that a company licensed by the corporation,  
 9 including a subcontractor or supplier of such com-  
 10 pany—

11 “(A) observe internationally recognized  
 12 worker rights; and

13 “(B) submit to arbitration for the resolu-  
 14 tion of an allegation of a violation of such  
 15 rights that is alleged to have occurred in such  
 16 company, or in a subcontractor or supplier of  
 17 such company;

18 “(2) include the following language in licensing  
 19 agreements with companies to which the corporation  
 20 is a party: ‘The licensee agrees not to take any ac-  
 21 tion to prevent employees of the licensee from exer-  
 22 cising their internationally recognized worker rights  
 23 or to interfere with, coerce, or restrain employees in  
 24 the exercise of such rights. The licensee further  
 25 agrees to observe applicable domestic laws and Inter-  
 26 national Labor Organization declarations and con-

1       ventions relating to internationally recognized work-  
2       er rights, including rights relating to the freedom of  
3       association and to collective bargaining, a minimum  
4       age for employment of children, minimum wages and  
5       maximum hours of work, occupational health and  
6       safety standards, and prohibitions against forced  
7       labor and workplace discrimination. The licensee fur-  
8       ther agrees to submit to arbitration for the resolu-  
9       tion of an allegation of a violation of internationally  
10      recognized worker rights that is alleged to have oc-  
11      curred in such licensee. For purposes of this licens-  
12      ing agreement, the term ‘licensee’ includes a subcon-  
13      tractor or supplier of the licensee.’;

14           “(3) publish quarterly the names of all compa-  
15      nies, including subcontractors and suppliers of such  
16      companies, that produce goods pursuant to licensing  
17      agreements with the corporation;

18           “(4) establish a fund to which one percent of all  
19      fees earned pursuant to licensing agreements with  
20      companies to which the corporation is a party shall  
21      be contributed for the creation and maintenance of  
22      an independent body to expeditiously investigate  
23      and, if necessary, to expeditiously arbitrate, allega-  
24      tions of violations of internationally recognized work-  
25      er rights that are alleged to have occurred in such

1 companies, or in subcontractors or suppliers of such  
2 companies; and

3 “(5) cancel a licensing agreement with a com-  
4 pany if such company, or a subcontractor or supplier  
5 of such company, violates an arbitration ruling made  
6 pursuant to paragraph (4) against such company, or  
7 against a subcontractor or supplier of such company,  
8 relating to a violation of internationally recognized  
9 worker rights.”.

10 (b) DEFINITIONS.—Section 220501(b) of such title  
11 is amended—

12 (1) by redesignating paragraphs (6) through  
13 (8) as paragraphs (7) through (9) respectively; and

14 (2) by inserting after paragraph (5) the fol-  
15 lowing new paragraph:

16 “(6) ‘internationally recognized worker rights’  
17 means the rights of workers specified in Inter-  
18 national Labor Organization declarations and con-  
19 ventions, including the Declaration on Fundamental  
20 Principles and Rights at Work, including—

21 “(A) the freedom of association and the  
22 right to collective bargaining;

23 “(B) the elimination of forced and compul-  
24 sory labor;

25 “(C) the abolition of child labor;

1 “(D) the elimination of discrimination in  
2 the workplace; and

3 “(E) the establishment of and adherence  
4 to—

5 “(i) a minimum age for employment  
6 of children;

7 “(ii) minimum wages and maximum  
8 hours of work; and

9 “(iii) occupational health and safety  
10 standards.”.

11 (c) EFFECTIVE DATE.—The amendment made by  
12 this section shall apply to licensing agreements with com-  
13 panies that are entered into by the United States Olympic  
14 Committee on or after the date that is 30 days after the  
15 date of the enactment of this Act.

16 (d) CLERICAL AMENDMENT TO TABLE OF SEC-  
17 TIONS.—The table of sections at the beginning of such  
18 subchapter is amended by adding at the end the following  
19 new item:

“220513. Labor standards and observance.”.

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