American Eagle Outfitters says it cares about workers – its Code of Conduct requires contractors to respect the right of employees to form a union. Yet workers at the warehouse contracted to ship AEO clothing in Canada faced harassment and intimidation when they tried to improve conditions by forming a union. And American Eagle hasn’t lifted a finger to enforce its Code of Conduct.

Preying on Canadian Workers’ Rights

A majority of workers at National Logistics Services (NLS) in Ontario applied to join the union UNITE HERE in April 2007. Workers wanted a union because they had not received raises in two to three years, lacked a fair process to move into permanent employment, dealt with daily disrespect from management, and faced unfair policy changes, like increased hours before overtime is paid.

The same day workers applied for union certification, NLS management intensified its anti-union campaign, hiring a US-based labor relations firm that arranged daily two-hour anti-union meetings, hung huge “vote no” posters in the workplace, and mailed an anti-union DVD to workers’ homes.

American Eagle is NLS’s largest client and owned and operated the NLS distribution center until early 2006.

American Eagle’s Code of Conduct for Vendors and Contractors specifically protects freedom of association and other basic rights for the employees of its contractors. Though UNITE HERE believes that the actions of NLS violate the terms set out in American Eagle’s code, the company has not taken any steps to enforce it.

American Eagle is a powerful global brand that raked in $2.8 billion last year, but students and consumers can hold them accountable by withholding our money.

Take action

UNITE HERE!  

Take the pledge: www.americanvulture.org
5 Things You Can Do to Support Workers’ Rights:

1. Sign the American Eagle boycott pledge.
   www.americanvulture.org

2. Send the boycott pledge to your friends, post it on list-serves, and blog it.

3. Get your campus organization to sign onto the boycott.

4. Volunteer to distribute “American Vulture” materials on your campus.

5. Become a Campus Boycott Leader and participate in back-to-school boycott activities at your local American Eagle store.

Union members and students joined together to launch the American Eagle boycott at a protest outside AE’s Union Square flagship store in New York on June 12.

UNITE HERE! For more information, contact Nell Geiser: ngeiser@unitehere.org