



Retail Fair Food Michigan Pledge

WHEREAS, Michigan’s food service and food retail industries rely on Migrant and Seasonal Farmworkers (MSFWs) to hand harvest crops and process produce;

WHEREAS, MSFWs are a vulnerable class of workers who live in isolated areas, travel often, speak Spanish as their primary language, and encounter language and cultural barriers to justice;

WHEREAS, Employers of MSFWs contend with a multitude of local, state, and federal codes, rules, regulations and laws applicable to the agricultural industry;

WHEREAS, Michigan’s food service and food retail industry and MSFWs share an interest for expedient fair resolution of active disputes that could disrupt production if not immediately addressed

NOW THEREFORE, the undersigned person or entity hereby pledges as follows:

1. To communicate our commitment to work with vendors, including employers of MSFWs, who are compliant with all Federal, State, and Local laws, rules, and regulations;
2. To designate a communications contact to receive and review notice of credible complaints and/or courtesy alerts of suspected legal violations and/or active labor disputes;

3. To communicate, as necessary, with a vendor employer suspected of legal violations or labor disputes our desire that the employer promptly address these complaints and that the employer take any immediate corrective action to the extent possible;
4. To encourage vendor employers of MSFWs to respect the dignity of workers and treat them with fairness and equity, without threat of force, violence or retaliation;
5. To consider renewal of this pledge annually.

Date: 7/1/16

By: LARRY PISAOS

Larry Pisos
As: VP MERCHANDISING and MARKETING