



Pittsburgh United
841 California Avenue
Pittsburgh, PA 15212
E: info@pittsburghunited.org
P: 412-231-8648 | F: 412-231-8647

August 15th, 2019

American Eagle Outfitters, Inc.
77 Hot Metal Street
Pittsburgh, PA 15203

To Michelle Tarry, Senior Director of Responsible Sourcing,

We the undersigned demand an immediate remedy to the ongoing dispute between American Eagle Outfitter supplier Richa Garments and the Garment and Allied Workers Union of India.

The workers of Richa Garment work long hours for little pay in the Northern Indian city of Gurgaon. They came together to do what workers in American Eagle's home city of Pittsburgh have done for decades when faced with similar problems: they formed a union.

The Garment and Allied Workers Union, Pittsburgh United, Jobs With Justice, and Global Labor Justice made sure yourself and American Eagle were informed of the union drive, to ensure Richa wouldn't interfere with the workers' freedom of association or retaliate against workers for joining the union in violation of international law and American Eagle's code of conduct.

However, Richa did retaliate.

They fired a handful of workers and forced others to sign "resignations," even though these workers have signed affidavits that they did not resign voluntarily.

You initially agreed to ensure your supplier took action to hire the workers back with the same jobs and full continuity of service. However, then they reneged on the agreement and again pressed the workers to say they had resigned on their own.

American Eagle has significant leverage over their supplier Richa. They have documentation that GAWU is a recognized union under Indian law and yet they have stalled in ensuring their supplier complies with not only Indian and international labor law but American Eagle's corporate values for suppliers, which includes ensuring their workers are free to form unions.

What's fair for Pittsburgh workers is appropriate for workers across American Eagle's global supply chain: full reinstatement for all workers fired for being part of the union with complete continuity of work, and a clear process to ensure management will not retaliate again.

Sincerely,

Asian Pacific American Labor Alliance Pittsburgh Chapter (APALA)

Community and Students for Academic Workers (CSAW)

Labor Council for Latin American Advancement Pittsburgh Chapter (LCLAA)

National Association of Letter Carriers Branch 84

One Pennsylvania

Pennsylvania Interfaith Impact Network (PIIN)

Pittsburgh United

Pittsburghers for Public Transit

ROC United

SEIU 32BJ

SEIU 668

SEIU Healthcare PA

Sierra Club

Thomas Merton Center

UFCW Local 1776

United Electrical, Radio and Machine Workers of America (UE)

Women's Law Project