

CITY OF LOS ANGELES  
CALIFORNIA

DEPARTMENT OF  
GENERAL SERVICES

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MAYOR

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Lou Jaeger, Sales Manager  
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**WORKER RIGHTS VIOLATIONS AT ROCKY BRANDS' SUPPLIER FACTORIES IN CHINA**

As you are already aware the City of Los Angeles has contracted with the independent monitor, Worker Rights Consortium (WRC) to monitor and investigate all levels of its supply chain to ensure that all individuals across the globe that work to manufacture City supplies are paid living wages and work under humane conditions.

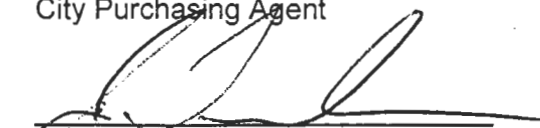
It has been brought to our attention by WRC that there are potential labor rights concerns at two Rocky Brands factories in Guangdong Province, China. Rocky Brands Inc. is a subcontractor on Contract No. 57892, your contract with the City of Los Angeles to provide uniforms and accessories. WRC has informed the City that they have made several unsuccessful attempts to contact Rocky Brands Inc. in an effort to work on corrective action steps to help mitigate the situation in China.

If an issue with the City supply chain is found, the WRC works with vendors and suppliers on behalf of the City to ensure it is resolved. Rocky Brands' lack of response is concerning, particularly because the chance of achieving meaningful remediation of any labor rights violations that have occurred is diminished as time passes. Intervention by Rocky Brands is necessary to ensure that the rights of workers producing City products at these factories are respected.

The City expects Galls, Inc. and all of its subcontractors to fully cooperate with the WRC's efforts to monitor the factories that it has disclosed as City suppliers, and if violations are identified, to carry out any corrective action steps that are recommended. Please encourage officials at Rocky Brands to respond to WRC.

If you have any questions regarding this matter please contact Farshid Yazdi at (213) 928-9541 or via email at [farshid.yazdi@lacity.org](mailto:farshid.yazdi@lacity.org). Thank you for your cooperation.

Tony M. Royster, Interim General Manager and  
City Purchasing Agent

  
By John Trevigoda, Director  
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