

Fair Labor Association Membership

MADCO Printing & Advertising is a member of the Fair Labor Association (FLA) and supports the organization's Fair Labor Code. We comply with all relevant and applicable US laws.

We're proud to work with fellow FLA vendors Advantage Embroidery & Screen Print, AlphaBroder Prime, Gildan, S&S Activewear, Sanmar, Scrub Authority and Uniform Advantage.

Employment Relationship – MADCO adheres to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and labor and social security laws and regulations.

Nondiscrimination - No person will be subject to any discrimination in MADCO employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

Harassment or Abuse - Every MADCO employee is treated with respect and dignity. No employee will be subject to any physical, sexual, psychological, or verbal harassment or abuse.

Forced Labor – MADCO does not use any form of forced labor.

Child Labor - No person is employed at MADCO under the age of 16.

Freedom of Association and Collective Bargaining – MADCO recognizes and respects the right of employees to freedom of association and collective bargaining.

Health, Safety and Environment - MADCO provides a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of its facilities. MADCO adopts responsible measures to mitigate negative impacts that the workplace has on the environment.

Hours of Work – MADCO does not require workers to work more than the regular and overtime hours allowed by law. The regular work week does not exceed 48 hours. MADCO allows workers at least 24 consecutive hours of rest in every seven-day period. All overtime work is consensual. MADCO does not request overtime on a regular basis and shall compensate all overtime work. Other than in exceptional circumstances, the sum of regular and overtime hours in a week does not exceed 60 hours.

Compensation - Every MADCO employee has a right to compensation for a regular work week that is sufficient to meet the employer's basic needs and provide some discretionary income. MADCO pays the appropriate prevailing wage, complies with all legal requirements on wages, and provide any benefits required by law or contract.