

Document prepared by the FTUWKC

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DEMANDS OF THE WORKERS OF TACK FAT GARMENT (CAMBODIA) LTD.

- 1- The company must respect the dignity of workers, stop insulting them and apologize.
- 2- The company cannot fire workers arbitrarily without legitimate reasons.
- 3- Workers who have taken part in the strikes and demonstrations since January 3, 1997 will not have their salaries cut.
- 4- No sanctions will be imposed on workers' representatives / leaders who have initiated the above strikes and demonstrations.
- 5- The company recognizes the workers' democratically elected representatives as partners and interlocutors in order to peacefully solve various problems related to the work in the factory.
- 6- The minimum salary is set at US \$ 40 per month for 47 hours per week.
- 7- Notwithstanding the piecework system, any worker must be assured to get earnings amounting to at least US \$ 40 per month.
- 8- The monthly reward (incentive) for workers who do not miss more than two working days per month is set at US \$ 5 per worker.
- 9- The company must pay a dinner allowance of Riels 2,000 per day and an overtime rate of Riels 1,000 per hour to workers who accept to work overtime from 4.00 p.m. onwards.
- 10- On Saturdays, workers are allowed to leave the factory one hour earlier (at 3.00 p.m. instead of 4.00 p.m.).
- 11- The company cannot force workers to work overtime. Workers can be on overtime only on a voluntary basis.
- 12- In case of illness, the company cannot cut the sick workers' salaries and must pay the costs of the medical treatment until the workers are cured (up to 30 days).
- 13- A pregnant female worker is entitled to a three-month maternity leave during which period she receives her normal salary.
- 14- The company undertakes to conduct a free and fair election by secret ballot of workers' representatives (the election organized hastily, without any notice, on January 9, 1997 when most of the workers were on strike, is not valid).
- 15- All the above demands will be revised to match provisions of the labor law or government decisions if the latter are more favorable to the workers.
- 16- In case of disputes, the workers are entitled to lodge complaints with the tribunal in order to force the company to abide by its commitments.
- 17- The company must appoint a female doctor to examine and treat female workers.
- 18- The company must take back workers who have been fired recently without legitimate reasons.
- 19- The company allows workers to go to the toilets as needed during working time.
- 20- 1st January 1997 must be considered as a holiday and the daily wage of workers who worked on that day must be multiplied by 2. Workers who did not come to work on that day will not have their salaries cut.
- 21- The company must pay all salaries in full amount, without any withholding for any reason. Any withholding or borrowing made by the company in the past must be immediately, upon request, reimbursed to workers with due interest as promised. Salaries for each month must be paid on the 5th of the following month at the latest.
- 22- Meals served to workers on the premises of the factory must be of good quality and meet proper standards of hygiene.
- 23- When workers take days-off, the company must not cut their salaries by more than the regular daily rate which is used to compute their salaries.

The points underlined are those the company has not yet agreed upon and therefore must be settled during the negotiations to be held on January 13, 1997.