

# IndustriALL Global Union World Conference on ICT Electrical & Electronics



11<sup>th</sup> & 12<sup>th</sup> June 2015

Hilton Hotel, Petaling Jaya,

Selangor Darul Ensan

Malaysia

SAHUL HAMID BIN HUSSAIN

Industrial Relations Officer

EIEU Northern Region Peninsular Malaysia

# Electronic Industry Employees Union Northern Region Peninsular Malaysia



- **ELECTRONIC INDUSTRY EMPLOYEES UNION NORTHERN REGION PENINSULAR MALAYSIA WAS FORMED ON 31<sup>st</sup> March, 2010.**
- After almost 40 years struggle to form National Union for Electronic Sector, the government decided to allow the formation of Electronic Union in 4 Region.
- Northern Region (Penang, Kedah and Perlis States),
- Western Region (Perak, Selangor and Wilayah Persekutuan States)
- Eastern Region (Terengganu, Kelantan and Pahang States)
- Southern Region (Melaka, Negeri Sembilan and Johor States)
- WD Media (M) Sdn., was the first company being organized in Northern Region and Penang State.
- Infineon Technologies (Kulim) Sdn. Bhd. was the first company in Kedah State

# Electronic Industry Employees Union Northern Region Peninsular Malaysia

- ▶ MAPPING – PENANG, KEDAH PERLIS (NORTHERN REGION)



## ORGANIZING AND CAMPAIGNING

- ▶ Strategies in Campaigning and Organizing
- ▶ Meeting with the Main Core Leaders
- ▶ Gathering information (no. of workers including Migrant Workers, product, company's layout etc.)
- ▶ Search company's profile and other information including from Registrar of Company
- ▶ Setting up Core Leaders (Worksite Committee)
- ▶ Serve Recognition Claim to the Company (Requirement under Section 9(1) of Industrial Relations Act 1967)
- ▶ Under Ground activities (without company's knowledge)

# ***Electronic Industry Employees Union Northern Region Peninsular Malaysia***

## **Name of Company Pending Recognition in 2014**

- ▶ Innovative Design Technologies Sdn. Bhd.
- ▶ Elna Sonic Sdn. Bhd.(Formed In House Union)
- ▶ NafionGate Solution (M) Sdn. Bhd.

## **Name of Company Pending Recognition in 2015**

- ▶ Yokowo Electronics Sdn. Bhd. – Rejected BY Trade Union Department
- ▶ Silterra Malaysia Sdn. Bhd.
- ▶ Smartrac Technology (M) Sdn. Bhd.
- ▶ Osram Opto Semiconductors (Malaysia) Sdn. Bhd.
- ▶ Molex Malaysia Sdn. Bhd.

## **Name of Company Pending Collective Bargaining (Collective Agreement)**

- ▶ WD Media Sdn.
- ▶ Infineon Technologies (Kulim) Sdn. Bhd.

# ELECTRONIC INDUSTRY EMPLOYEES UNION NORTHERN REGION PENINSULAR MALAYSIA (FLYERS DISTRIBUTION TO WORKERS AND MEMBERS)



# ELECTRONIC INDUSTRY EMPLOYEES UNION NORTHERN REGION PENINSULAR MALAYSIA

## ORGANIZING ACTIVITY

Date Served recognition claims	Secret Ballot	Union	Company	Estimated number of workers				Total Work Force (est)	Out-come of secret ballot		No of Workers participated in Secret Ballot			Networking For Union recognition		Number of Trade Union member (Migrant W)		Status
				M'sian (est)	Foreign workers (est)	Female workers (est)	Out sourced worker (est)		As per the participant list	As per secret ballot vote	M	W	n/a	M	W	M	W	
10 <sup>th</sup> April 2011	19 <sup>th</sup> January 2012	Electronic Industry Employees Union Northern Region Peninsular Malaysia (EIEUNRPM)	WD Media (M) Sdn	2000	1500 Indonesia Nepal	1500 Female (1450) Male (50)	Nil	3,500	1935	52.67% (1019) Total Vote Cast 1109(90)	66 5	444	Nil	154	74	Nil	392	Pending Collective Bargaining (23.6.2015)
28 <sup>th</sup> April 2014	1 <sup>st</sup> & 2 <sup>nd</sup> October 2014	Electronic Industry Employees Union Northern Region Peninsular Malaysia (EIEUNRPM)	Infineon Technologies (Kulim) Sdn. Bhd.	1000	500	500		1,500	901	54.27% (489) Total Vote Cast 559 (70)	23 9	320	Nil	68	35	134	Nil	Pending Collective Bargaining

# ELECTRONIC INDUSTRY EMPLOYEES UNION NORTHERN REGION PENINSULAR MALAYSIA

## ORGANIZING ACTIVITY

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				M'sian (est)	Foreign workers (est)	Female workers (est)	Out sourced worker (est)		As per the participant list	As per secret ballot vote	M	W	n/a	M	W	M	W	
2 <sup>nd</sup> January 2015	To be determined	Electronic Industry Employees Union Northern Region Peninsular Malaysia (EIEUNRPM)	Yokowo Electronics (M) Sdn. Bhd.	350	35 Nepal / Bangladesh	15	Nil	385	Nil	Nil	Nil	Nil	Nil	26	15	232	118	Pending Date for Secret Ballot
2 <sup>nd</sup> January 2015	To be determined	Electronic Industry Employees Union Northern Region Peninsular Malaysia (EIEUNRPM)	Siltterra Malaysia Sdn Bhd	900	Nil	Nil	Nil	900	Nil	Nil	Nil	Nil	Nil	35	24	Nil	Nil	Pending Date for Secret Ballot (Recruit Members)
5 <sup>th</sup> February 2015	To be determined	Electronic Industry Employees Union Northern Region Peninsular Malaysia (EIEUNRPM)	Smartrac Technology (M) Sdn. Bhd.	850	500 Vietnam / Nepal / Indonesia	400	Nil	1350	Nil	Nil	Nil	Nil	Nil	13	4	Nil	Nil	Pending Date for Secret Ballot (Recruit Members)
10 <sup>th</sup> March 2015	To be determined	Electronic Industry Employees Union Northern Region Peninsular Malaysia (EIEUNRPM)	Molex (Malaysia) Sdn. Bhd.	Nil	400 Nepal / Vietnam / Indonesia	Nil	Nil	1400	Nil	Nil	Nil	Nil	Nil	20	14	Nil	Nil	Pending Date for Secret Ballot (Recruit Members)

# ELECTRONIC INDUSTRY EMPLOYEES UNION NORTHERN REGION PENINSULAR MALAYSIA

## ORGANIZING ACTIVITY

Date Served recognition claims	Secret Ballot	Union	Company	Estimated number of workers				Total Work Force (est)	Out-come of secret ballot		No of Workers participated in Secret Ballot			Networking For Union recognition		Number of Trade Union member		Status
				M'sian (est)	Foreign workers (est)	Female workers (est)	Out sourced worker (est)		As per the participant list	As per secret ballot vote	M	W	n/a	M	W	M	W	
17 <sup>th</sup> March 2015	To be determined	Electronic Industry Employees Union Northern Region Peninsular Malaysia (EIEUNRPM)	OSRAM Opto Semiconductors (Malaysia) Sdn. Bhd.	5500	3000 Vietnam Myanmar Cambodia	2000	Nil	8500	Nil	Nil	Nil	Nil	Nil	54	11	Nil	Nil	Pending Date for Secret Ballot
24 <sup>th</sup> April 2014	To be determined	Electronic Industry Employees Union Northern Region Peninsular Malaysia (EIEUNRPM)	Innovative Design Technologies Sdn. Bhd.	400	250 Nepal, and Vietnam	100	Nil	650	Nil	Nil	Nil	Nil	Nil	18	10	Nil	Nil	Pending Date for Secret Ballot



# ***ELECTRONIC INDUSTRY EMPLOYEES UNION NORTHERN REGION PENINSULAR MALAYSIA***

**Meeting with Infineon Technologies  
(Kulim) Sdn. Bhd.**



**MRC Activity with Migrant Workers  
Training, Recreation, Organizing**



# ***ELECTRONIC INDUSTRY EMPLOYEES UNION NORTHERN REGION PENINSULAR MALAYSIA***

**Training Session & Organizing –  
MRC Penang**



**Training Session & Organizing –  
MRC Penang**



# ORGANIZING ACTIVITY, TRAINING & FLYERS DISTRIBUTION



# ORGANIZING ACTIVITY, TRAINING & FLYERS DISTRIBUTION



# ORGANIZING ACTIVITY, TRAINING & FLYERS DISTRIBUTION



**INFINEON TECHNOLOGIES (KULIM) SDN. BHD.**  
**LOT 10 & 11, INDUSTRIAL ZONE PHASE II, 09000 KULIM, KEDAH DARUL AMAN, MALAYSIA**  
**TEL NO.: 604 – 427 8000**



# INFINEON TECHNOLOGIES (KULIM) SDN. BHD.

## ORGANIZING AND CAMPAIGNING

- ▶ Started organizing Infineon Technologies (Kulim) Sdn. Bhd. in February 2014.
- ▶ **Strategies in Campaigning and Organizing**
- ▶ Meeting with the Main Core Leaders
- ▶ Gathering information (no. of workers including Migrant Workers, product, company's layout etc.)
- ▶ Search company's profile and other information including from Registrar of Company
- ▶ Setting up Core Leaders (Worksite Committee)
- ▶ Serve Recognition Claim to the Company (Requirement under Section 9(1) of Industrial Relations Act 1967)
- ▶ Under Ground activities (without company's knowledge)

## ▶ **MEETING WITH THE MAIN CORE LEADERS**

- ▶ On 25/2/2014, we meet with the Core Leaders (introduce by The General Secretary of EIEUNRPM)
- ▶ The main reason for the workers want to form and join our Union are because 3 of their colleague died (1 in mid 2013 & 2 in December 2013)
- ▶ And other issue regarding the terms and conditions of employment

## ▶ **GATHERING INFORMATION**

- ▶ We gather all the information (No. of Workers including Migrant Workers, Product, Search for Company's Profile and other information)

# INFINEON TECHNOLOGIES (KULIM) SDN. BHD.

## SETTING UP UNOFFICIAL WORKSITE COMMITTEE

- ▶ We set up unofficial worksite committee
- ▶ We set up group (WhatsApp service) for Infineon Core Leaders to discuss any issues and matters related to their work and any UNION BUSTING activities by the company

## SERVED RECOGNITION TO THE COMPANY

- ▶ EIEU Northern Region Peninsular Malaysia served recognition claim to the company on 28/4/2014
- ▶ On 20/5/2015, Company reply and question on Competency and whether the Union have majority of members in the company
- ▶ 20/5/2014 – Complained to DGIR that the company failed to give voluntary recognition under Section 9(4) of Industrial Relations Act 1967
- ▶ 27/8/2014 – 1<sup>st</sup> Secret Ballot Meeting was held at Industrial Relation Department, Alor Setar Kedah Darul Aman

- ▶ During the meeting the company disputed that EIEU Northern Region Peninsular Malaysia are not the competent Union to represent the workers because their product are not ELECTRONIC
- ▶ 3/9/2014 – 2<sup>nd</sup> meeting company agreed to conduct SECRET BALLOT
- ▶ 22/9/2014 – 3<sup>rd</sup> Secret Ballot meeting and signing of MOU to conduct Secret Ballot
  - 922 workers eligible to vote, out of 922, 21 names appears twice.
  - Final workers name list are 901
  - Covering Malay – 604 (67.03%), Indian – 175 (19.42%), Chinese – 36 (3.99%) and others – Migrant Workers + Sabahan – 86 (9.54%)
  - Scope of Employment – Operator, Technician and Associate Engineer
  - Secret Ballot was schedule on 1<sup>st</sup> & 2<sup>nd</sup> October 2014
  - Pending Collective Bargaining Negotiation & Introduction Meeting with Worksite Committee Members



## UNION BUSTING ACTIVITIES BY THE COMPANY

- **After the signing of MOU, the company started the UNION BUSTING ACTIVITIES**
- Briefing all the workers about and threaten all workers not to vote for UNION
- The company will never discuss with workers anymore
- Union monthly subscription are USD 10 per month
- Give instruction to Operation Engineers (OE) and Department Managers and Supervisors to brief , brainwash and threaten workers not to vote for UNION
- The Union can sue our members if they never follows Union's instruction
- Must picket and strike
- Officials from Human Resources Department called all employees group by group to explained about negative impact of forming Union in the company

## UNION STRATEGIES TO COUNTER ALL THE FALSE ALLEGATION BY THE COMPANY

- ✓ Gather Workers contact no (H/P)
- ✓ Set up Group (WhatsApp Message Service)
- ✓ Flyers Distribution
- ✓ Send Short Message Service (SMS) on 1<sup>st</sup> & 2<sup>nd</sup> October 2014 (Secret Ballot)
- ✓ Lodge complain to IndustriAll Global Union, IG Metall and Union in Infineon, Germany (E-mail Service)
- ✓ Frequent meetings with core leaders

On 1<sup>st</sup> & 2<sup>nd</sup> October 2014

- ✓ Updating number of workers already voted (hourly basis)
- ✓ Short Message Service (SMS Service) to all workers

**ELECTRONIC INDUSTRY EMPLOYEES UNION NORTHERN REGION PENINSULAR MALAYSIA**  
**SECRET BALLOT ON 1<sup>st</sup> & 2<sup>nd</sup> OCTOBER 2014**  
**COUNTING PROCESS**



## Secret Ballot



# THANK YOU

- ▶ INDUSTRIALL GLOBAL UNION, MALAYSIA COUNCIL
  - ▶ INDUSTRIALL GLOBAL UNION (BRO. KAN MATSUZAKI, BRO. VONNY DIANANTO, SIS ANNE)
  - ▶ IG METALL (SIS. CLAUDIA REHMAN)
  - ▶ COMRADES FROM INFINEON, GERMANY
- AND OTHERS WHO HAVE HELP EIEU NORTHERN REGION PENINSULAR MALAYSIA.