

IndustriALL Global Union Electronic Industry Employees Union Northern Region Peninsular Malaysia



Steering Committee Meeting on ICT, Electrical & Electronic

Novotel Bogor Golf Resort & Convention Golf Estate Bogor Raya, 16710 West Java Bogor, Indonesia 2nd & 23rd May, 2017 Bro. Mohamad Fauzi Bin Ibrahim Bro. Sahul Hamid Bin Hussain Sis. Siti Aishah Binti Romli

Bro. Bruno Gentil Periera Bro. Zairolakmar Bin Haron Sis. Rosmawati Binti Hashim

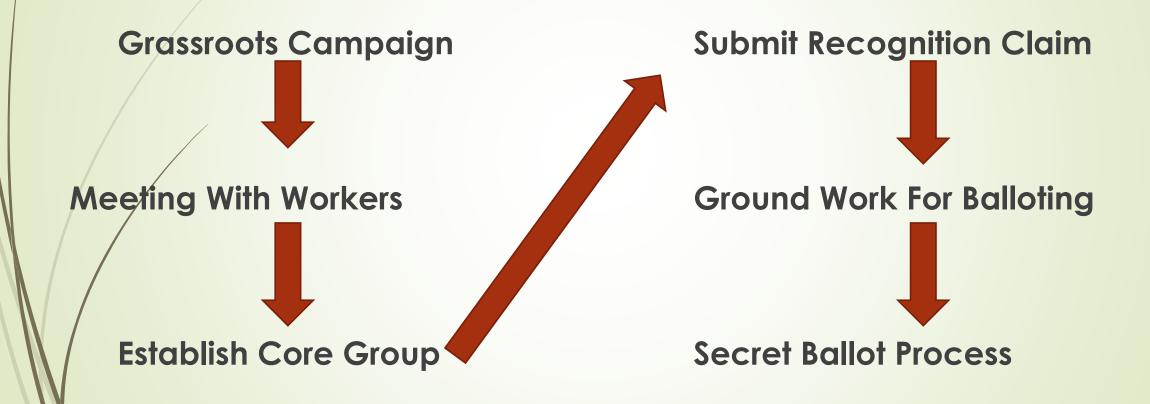
ORGANIZING AND BUILDING UNION POWER

Organization Structure Malaysia (Regional Base Union)

Northern Region Penang Kedah Perlis Establish : 31.3.2010 Estimated Workforce 80,000 Western Region Perak Selangor Wilayah Perseketuan Establish : 1.12.2009 Estimated Workforce 80,000 Eastern Region Pahang Kelantan Terengganu Establish : 23.8.2010 Estimated Workforce 5,000

Southern Region Johor Negeri Sembilan Melacca Establish :11.3.2010 Estimated Workforce 60,000

ORGANIZING METHODS



ORGANIZING METHODS

Ground Work for Balloting

Ground Work for Balloting



SECRET BALLOT PROCESS PANASONIC AUTOMOTIVE SYETEMS MALAYSIA SDN. BHD. (PASMY) – 12.4.2017



Organizing : Strategies

Strategies

- Set up Communication Group
- WhatsApp Group : Core Group & Workers Group
- Collect Company's Information ie Section, Dept., Workforce, Gender, Local/Migrant

Strategies

- Company Bus Route
- Flyers Distribution
- Banner
- Counter / Kiosk Hostel, etc
- International Campaign in Case of Union Busting

Organizing : Challenges

Challenges

- Delayed in Recognition Process
- Communications Problem ie Migrant Workers
- Threatening Workers / Sabotage Secret Ballot

Challenges

- Dismissal of Core Leader
- Threaten Migrant Workers not to Join Union
- Company Challenge Recognition Claims in High Court / Court of Appeal / Federal Court ie delaying Recognition Case (Frustration)

EMPOWERING MIGRANT WORKERS



EMPOWERING MIGRANT WORKERS

Related Laws Immigration Law
Employment Law
Trade Union Law
Industrial Relations Law Right To Redress Safety & Health Social Discrimination Employment Discrimination Gender Discremination

EDUCATION / TRAINING

Trade Union Right Right to Ballot Right to Join Union

EDUCATION / TRAINING



FLYERS DISTRIBUTIONS/ ADVOCACY



SUCCESS STORIES

WD MEDIA MALAYSIA SDN 19/1/2012 – 52.67%

SILTERRA MALAYSIA SDN. BHD. 30 & 31/3/2016 - INFINEON TECHNOLOGIES (KULIM) SDN. BHD. 1 & 2/10/2014 – 54.27%

ELNA PCB SDN. BHD. 7/3/2017 – 56.18%

PANASONIC AUTOMOTIVE SYSTEMS MALAYSIA SDN BHD. 12/4/2017 – 64%

ORGANIZING ACTIVITIES IN 2017 Pending Recognition



Showa Denko HD (M) Sdn. Bhd. Workforce : 500 Jabil Circuit Sdn. Bhd. Workforce : 4,000





Osram Opto Semiconductors Malaysia Sdn. Bhd. Workforce : 8,500

> Elna Sonic Sdn. Bhd. Workforce : 650



WOMEN CHALLENGES / ISSUES

Contract of Employment



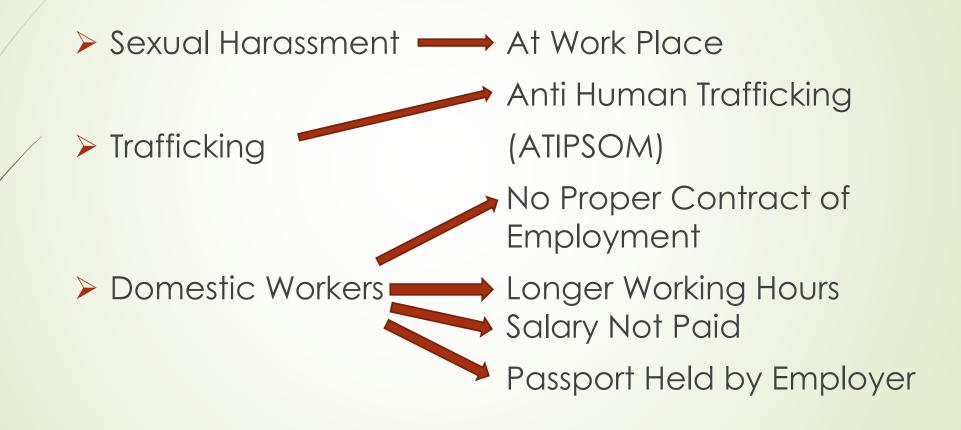
Immigration Passport Withheld by Employers / Agent No Proper Work Permit

Different Contract of Employment Sending Country & Receiving Country



Housing ie Prices increase Education Health Intercultural Conflict

WOMEN CHALLENGES / ISSUES



EMPOWERING WORKERS

EDUCATION / TRAINING

Related Laws Immigration Law
Employment Law
Trade Union Law
Industrial Relations Law Right To Redress Safety & Health Social Discrimination Employment Discrimination Gender Discremination

Trade Union Right Right to Ballot Right to Join Union

ACTIVITIES & TEAM BUILDING





ACTIVITIES & TEAM BUILDING





EDUCATION & ADVOCASY







#