

**Kingdom of Cambodia**  
**Nation, Religion, King**



**Agreement**

**On**

**Dispute settlement between workers at SL Garment Processing (Cambodia), Ltd and  
The factory owner**

There was a Discussion Meeting to settle the on-going strike at SL Garment Processing (Cambodia), Ltd on 3 December, 2013 at 2:30PM at the Ministry of Labor and Vocational Training presided over by **His Excellency Sat Sakmut**, Under Secretary of State of the Ministry of Labor and Vocational Training.

**The participants comprised of:**

1. His Excellency **Koun Sreng**, Deputy Governor of Phnom Penh Municipality
2. His Excellency **Brak Chanthean**, Secretary of Labor Conflict Commission
3. His Excellency **Kroch Sopheary**, Deputy Secretariat of Labor Conflict Commission
4. Mr. **David John Welsh**, Lawyer of ACILS in Cambodia
5. Mr. **Kouy Tep Daravuth**, Head of Labor Dispute Department
6. Mr. **Kev Savuth**, Deputy of labor Dispute Department
7. Mr. **Wong Hong Ming**, owner of SL Garment Processing (Cambodia), Ltd
8. Mr. **Lim Chan Dara**, Translator of SL Garment Processing (Cambodia), Ltd
9. Mr. **Ath Thorn**, President of Coalition of Cambodian Apparel Workers Democratic Union
10. Mr. **Ek Sopheakdey**, General Secretariat of Coalition of Cambodian Apparel Workers Democratic Union
11. Mr. **Lach Siphon**, Local Union Leader in SL1
12. Ms. **Sean Sophal**, Local Union Leader in SL2
13. Representative from GMAC
14. Representative from Employees
15. Colleague of Company
16. Ministry of Labor and Vocational Training
17. Mr. **Chrong Tha Ravong**, Deputy of Dispute Department

In his opening remark at this significant meeting, Excellency thanked for all parties that participate in the meeting. Moreover, His Excellency **Sat Sakmut** also expressed and said the SL issues include six points:

1. To request to Mr. Meas Sothea doesn't involve with SL company
2. To take Army Forces from SL factory after dispute solving
3. To request for SL company maintain three sessions
4. To maintain minimum wages and other benefits during strike and demonstration
5. To take out all complaint of SL case
6. In the case of the Company doesn't implement all five points above, the employees request company to provide Annual Leave, Notification Salary, Damaged Salary and Unpaid Wages.

To respond with all both parties in term of employers and employees, they thanked for the Ministry that provide a great chances for them to meet and discuss the solution. Taking this chance, we would like to reveal our gratitude for ministry for conciliate in both collective and individual framework between company and union party.

After discussion for a while, the result of meeting had been adopting in agreed statements include:

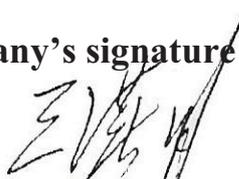
1. Both parties agreed to take Mr. Meas Sotha for Excellency Minister's responsibility for continue their issues by request him to write an formal letters for clarify that he won't involve in management of SL company.
2. Related with army forces around SL factory, both parties agreed to maintain permanently until the case is finished.
3. In case of working session, representative of the company agreed to arrange three sessions in which follow the voluntary of workers. If any things will change, company, union, workers will discuss by follow the legal procedure of labor law.
4. Excellency, Minister request to dismiss all complain in both parties .As a result , both parties accepted in this request and do agreed that they don't cause further violence with each other. In cases of union do strike, company will continue all old complains again. In addition, company expressed that they have no negative idea for workers in cases that they used to do strike and demonstration especially union leaders and activist in SL Company.
5. Workers who come to works and haven't received their salary. Thus, they can get their salary now based on their working period .Beside in this; the other benefits are followed and implemented based on the labor law for all workers.
6. Representatives of the Workers agreed to accept 50% of minimum wages and incidental money during strike, demonstration (if nearly one million dollars).Thus, the company cannot compensate all those kind of big amount of money. Ministry of Labor and Vocational Training cooperates with ACILS, Industrial All, CCC, ACF and buyer for helping in this big amount of money.
7. The company party agreed to allow 19 union leaders and activists to come to work normally.
8. All parties in term of union, employees, and employers agreed and strongly determined to implement efficiencies and effectiveness based on law, legal procedure, rule and regulation of company.

An agreement was adopted and all workers agreed to come to work by following their sessions, sector , role and responsibility from now on .In case of their permanent living are so far away so the company give two weeks for come back on working .

This significant meeting was finished at 3:30PM on that day with the friendly, delighted climate.

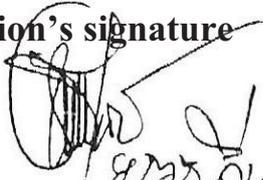
**Phnom Penh, 03 December, 2013**

**Company's signature**

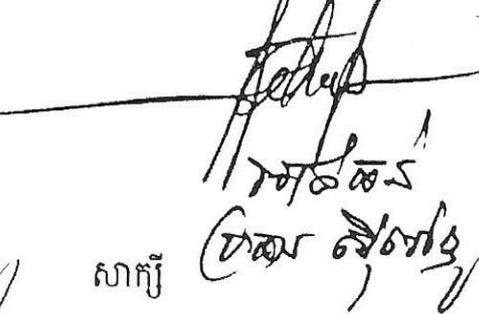


Wong Hon Ming

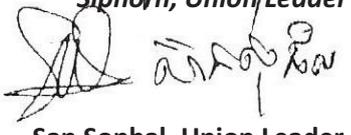
**Union's signature**



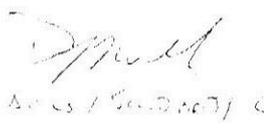
Siphorn, Union/Leader



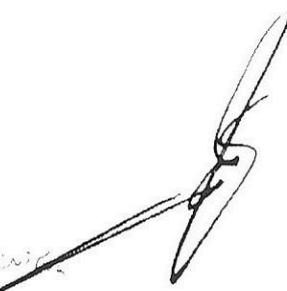
សាក្សី  
Ath Thorn, CCAWDU President



San Sopal, Union Leader



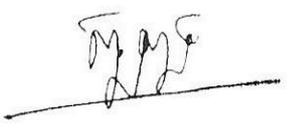
David John Welsh



ឃុន ក្រេង  
HE. Khörng Steng,  
Deputy PP Major

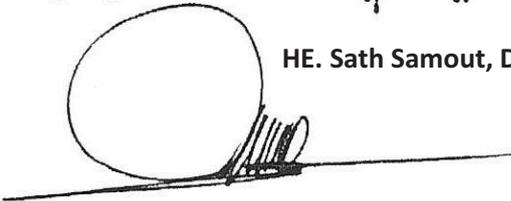


ប្រាក់ ចាន់ធឿន  
HE. Prak Chanthoeur,  
Chief of strike committee



សុខ ហួត  
Song Hout, CIMAC

**អនុរដ្ឋលេខាធិការក្រសួងការងារ និងបណ្តុះបណ្តាលវិជ្ជាជីវៈ**



HE. Sath Samout, Deputy Secretary of State MOLVT

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