

Electrolux Thailand Workers Union: Factsheet re Labor Relation Situation at Electrolux Thailand

1. Electrolux falsely claim that the union had engaged in a series of illegal actions

Electrolux claim that the dispute on January 11 was preceded by series of illegal actions by the workers and the union is not accurate. ETWU would like to point out that during the negotiations in December, 2012 workers did not engage in slowdown or disruption of production. Electrolux did introduce new product models, which may have resulted in a drop of productivity, which is to be expected as workers have to familiarize themselves with these new product models.

There was also no ban on overtime carried out by ETWU. In fact even the union committee worked overtime in December [see appendix 1]. The union would also like to note that overtime by Thai law is voluntary, so even if it had been the case that the workers refused to work overtime, it would not have been a violation of any law. Indeed, the inclusion of overtime ban in the list of illegal action (wrongly) attributed to the union, indicate that Electrolux may not regard overtime as voluntary.

Since the union did not carry out any of the alleged illegal actions, then naturally the union also received no warnings that any such actions would be grounds for dismissal if repeated. These allegations of Electrolux seem only to serve the purpose of painting the union in a bad light and obscure the illegal actions of the company.

2. Electrolux misleadingly indicate that the union had no right to negotiate (page 3)

Electrolux also try to indicate that the union had no right to call for discussion of the benefits. The union feel obliged to remind that Thai law clearly allow this, as it appears that Electrolux has a serious misconception of workers representative's roles. According to Electrolux apparently, workers and their representatives can only discuss issues relating to working conditions during the collective bargaining negotiations period. This understanding of Electrolux would imply that at other times, any negotiation is deemed as illegal or nonnegotiable. This interpretation goes against Thai Law. According to the Thai Labor Protection Act 1998 (2008) and Labor Relations Act 1975, the workers representatives have the powers and duties to jointly consult with the employer for the purpose of the providing welfare to employees, give advice and make recommendations to the employer regarding provision of welfare for employees, inspect, control and supervise the welfare arrangements provided for employees, and propose guidelines on the welfare arrangements for the benefit of employees.¹ In factories were there is a union, the union will in their role as the employee committee², also act as the Labor Welfare Committee.³ The employer shall hold a meeting with the Labor Welfare Committee when more than half of the committee requests so with appropriate reason.⁴ Thai law allows for discuss outside the collective

¹ Thai Labor Protection Act 1998 (2008), article 97

² Thai Labor Relations Act 1975, article 50

³ Thai Labor Protection Act 1998 (2008), article 96

⁴ Thai Labor Protection Act 1998 (2008), article 98

bargaining period. One of the issues to be raised by the union concerned in what way salaries would be adjusted as a result of the increase in the daily minimum wage by the government.

Discussion of the wage issue had become necessary due to the recent big increases of the minimum wage. Prior to the ETWU's call for discussion of these benefits, the national daily minimum wage had increased from 189 Baht to 264 Baht in April 2012 and would further increase to 300 Baht starting from January 1, 2013. This increase is unprecedented in Thailand and seriously affected the entire salary structure at Electrolux as suddenly newly employed workers would earn an amount very close to senior workers. This situation lent urgency to the workers request to discuss the salary structure at Electrolux.

In addition, ETWU had received from the workers who were employed by agencies instead of directly by Electrolux, several requests for a normalization of their employment relationship with Electrolux.

To sum up, the union had legal right to call for discussion of these important issues, and did not as alleged engage in any of the alleged activities such as slowdown, disruption of production and ban on overtime.

3. Electrolux illegally tried to persuade workers to refrain from associational activities

On January 9, 2013, several managers including Mr. Ronachai, the production manager and Mr. Cherdchai, the production engineer called the line leaders, some of whom were union activists, one-on-one for a conversation. In that conversation they demanded that these line leaders were not allowed to carry out any union activities and ordered them to tell their subordinates also to cease any union activities. These demands constituted serious interference in union activities which is a violation of workers' rights to association and violate Thai Labor Law and OECD Guidelines.⁵

Similarly on January 10, 2013 Mr. Tom Bell, the general manager and Mr. Ronachai from Electrolux called all workers to meet at the washing machine manufacturing hall. There they repeated that the line leaders were not allowed to carry out associational or union activities and again ordered that the line leaders should tell their subordinates to refrain from participating in associational or union activities.

The union also reported these instances to GoodElectronics Thailand, whose fact finding is attached to the complaint submitted to the Swedish NCP.

⁵ Thai Labor Relations Act 1975, articles 121 and 122, and OECD Guideline, V. Employment and Industrial Relations 1, a) respect the right of workers employed by the multinational enterprise to establish or join trade union and representative organizations of their own choosing and b) respect the right of workers employed by the multinational enterprise to have trade unions and representative organizations of their own choosing recognized for the purpose of collective bargaining, and engage in constructive negotiation, either individually or through employer's associations, with such representatives with a view to reaching agreements on terms and conditions of employment.

4. Events on January 10, 2013 and the (false) promises of Electrolux

On January 10 when the union continued the discussion of the three raised issues: the wages, annual bonus and the agency workers, a small group of workers decided to wait for the result at the rest area near the canteen. The workers have explained to the union that they were anxious to know the results of the negotiations, because previously on December 24 Electrolux had simply posted their announcement before reaching any resolution with their representatives.

Contrary to Electrolux's claims no agreement were made on Jan 10 re bonuses. At the end of the meeting Electrolux management had in fact only committed to announce "good news on all three issues" on January 11 at a meeting in the morning.

After the negotiations had ended on January 10, the union president walked to the rest area near the canteen to inform the workers about the results of the meeting. He asked the workers to return to work and told the workers that there would be a meeting on the following day where the information would be given. While he was talking Mr. Tom Bell and Ms. Suphanee, the human resource manager arrived. The union president asked the two managers to sign the meeting notes prepared by the union, however, Mr. Tom Bell interjected that "I am the biggest in Electrolux, trust me, I will not punish the workers [who were waiting for the results]". With the verbal assurances from the company's general manager, the union did not insist on signed meeting notes. That the company would not take any actions against the workers is further confirmed by Mr. Dusit Suksai, a senior labor expert from the Department of Labor Protection and Welfare who gave testimony on March 7, 2013 during the Hearing of Parliamentary Sub-Committee on Labor re Electrolux, stating "On January 10 a lack of understanding occurred and the workers downed their tools on that day's afternoon. [I] initially coordinated with the representative of the workers – the union president - and the company to negotiate to reach a common understanding and a return to work whereby the company would not retaliate or punish [the workers].

5. Events on January 11, 2013

On the morning of January 11, the management had called for a meeting. At this meeting the company representative only announced its decision on one of the three issues. Puzzled by the omission of the two other issues, the union president approached the managers to inquire about the remaining two issues. The management led the union president out of the room.

Electrolux claims that the union president willingly followed management on January 11. The union president concur that he initially followed willingly when leaving the meeting room, because he thought they would discuss the two remaining issues, that had not yet been clarified at the not yet finished meeting. However, once outside, he was grabbed in the arms by Mr. Tom Bell and Mr. Nakrit, the assistant human resource manager and led one hundred meters to the factory gate, where the company van was waiting. Tom Bell ripped the factory ID card which had been attached to the jeans pockets of the union president, and then he was pushed into the car. Mr. Tom Bell said something in English and when he asked Mr. Nakrit what was said, Mr. Nakrit replied "Tom Bell said you are a trouble maker" Then Mr. Nakrit ordered the company van to take the union president home.

The union president was not given any prior warnings or asked to go back to work. The situation happened during a meeting called by management, thus the union president was not participating in a work stoppage. Instead out of the blue, the union president was dismissed without any proper pretext. The physical removal of the union president in this manner was uncalled for and truly humiliating which constituted to serious violation of Thai law and international codes of conduct. Importantly this illegal action by the company provoked the workers to refuse to return to work before the company had remediated by reinstating the union president.

When management did not indicate that they would bring back the union president, the workers decided to leave the factory hall and walk outside to demonstrate their demand that the union president should be reinstated. The demonstration was peaceful, and none of the workers behaved in any way that could be considered threatening.

The area of protest was cordoned off by Electrolux at around 9.30am and 7 -8 guards were posted. Contrary to Electrolux statement, the workers had at that time not been dismissed. Cordoning the area where the workers were sitting, was completely unnecessary as the workers had been protesting peacefully the removal of the union president. It was an act of public humiliation of the workers. After half an hour 7-8 police officers arrived, whose apparent only purpose was increase the oppressive atmosphere. After around 10-20 minutes the workers were asked to return to work by Mr. Nakrit. The workers told they were waiting for the return of the union president. After that the workers were forbidden to leave the cordoned area and were not even allowed to get near the tape, a situation that amounts to illegal confinement.

In addition, the map attached to Electrolux's statement is misleading. The location with several toilets numbered five was not available for the workers after the area was cordoned. As can be seen from the pictures the area available for the workers was much smaller [see appendix 2]. Only a single toilet at the guards' house at the entrance was available. While true that the workers were able to exit through the entrance gate of Electrolux, the workers had not been dismissed, and thus would not expose themselves to the accusation of abandoning the work by leaving the company's premises.

Amongst the protesters there were around 20-30 agency workers were told to leave the cordoned area and were put in a room where they were told to stay the entire day. While Electrolux provided food to these agency workers, they were in fact illegally confined to the meeting room.

The workers outside, including two pregnant workers, were not provided with water or food. The union had to call the factory canteen food provider to bring them food and water, as none of the workers was provided anything. [See appendix 3]

5.1 Immoral treatment of the pregnant workers

Contrary to the claims of Electrolux, the pregnant workers were not approached by anyone from Electrolux management during the entire day and thus were never told they should move for the sake of their health. On the contrary, the pregnant workers explained that when they wanted to go during the lunch break at 11.30 to get food they were met by Mr. Tom Bell and Ms. Suphanee and a guard. Mr.

Tom Bell and Ms. Suphanee discussed amongst themselves, Ms. Suphanee then informed them that “you cannot leave the area; you have to ask your friends to get food for you”.

However, when the pregnant workers asked their friend to buy food for them, their friends were also not allowed to leave the area. Thus they could not get any food. Then one of the pregnant workers called her husband, who had been working the entire morning in the refrigerator department to help her get food. He together with a colleague then bought food, but when they approached the cordon tape, the guards did not allow them to stand there. They were therefore unable to bring the food to the pregnant workers. After a while, they managed to sneak into the cordoned area while the guards were looking elsewhere, to bring the food to the pregnant workers. But then when they wanted to leave, they were told by the guards that they were not allowed to leave the area. Later in the afternoon the husband and his colleague was amongst the dismissed workers.

These actions not only show that the pregnant workers were not taken care of, they also further demonstrate the fact that all the workers were treated as prisoners behind the cordon tape.

In the afternoon, just after the workers had been told they were dismissed, the pregnant workers were asked by Mr. Nakrit whether they wanted to stay or leave. The officer from labor department overheard the question and explained that the two pregnant workers could not be dismissed. Also the police officer told them that they should just go home and not worry. The question from management indicated that they were seriously considering dismissing the pregnant workers.

5.2 Dismissal

At 4 pm, at the end of a long hot day with only a few trees providing shade from the sun, the workers were approached by Mr. Tom Bell and Ms. Suphanee. The two managers spoke to the workers, while they were still cordoned off, but before being dismissed. They informed about the two remaining issues: the subcontracting (where Mr. Tom Bell told that they would evaluate the agency workers and if they passed they would accepted as regular workers within four or five months), and regarding the salary adjustment, he told that Electrolux would have to wait to see the level of profitability of the company. The union would like to note that despite clear language in the OECD Guideline that the company should provide proper information of the profitability of the enterprise, Electrolux has never done so.⁶

After this information the workers were simply told they were dismissed.

To this day, the union still does not understand why the company hadn't simply announced all three issues in the morning instead of engaging in the abovementioned illegal actions. The union suspects that the management has had an ulterior motive for the meeting on January 11 to destroy the union. The actions of the company after the dismissal seem to confirm this.

⁶ OECD Guidelines, chapter V re Employment and Industrial Relations, point 2c: “Provide information to workers and their representatives which enables them to obtain a true and fair view of the performance of the entity or, where appropriate, the enterprise as a whole.” <http://www.oecd.org/daf/inv/mne/48004323.pdf> (p36)

6. Insincere rehiring process

Electrolux also falsely claims that the workers are allowed back to work on the same conditions. This is not true as is evident when studying the 8 conditions Electrolux insists the workers accept prior to any commitment to take them back. (See appendix 4) Importantly, one of the conditions that Electrolux insists on is that the workers apply anew and undergo a 119 day probationary period. This condition would not only cement the retaliatory dismissals on January 11, but also make the workers lose their seniority and adversely affect benefits such as right to annual leave, providence fund benefits and the right to severance. Thus it is clearly not the same conditions and again a sad example of the double-talk that characterize Electrolux. If Electrolux had been sincere in asking workers back to work, they would not include such retaliatory measures in their conditions. When ETWU asked IF Metall, they also explained that these eight retaliatory measures had never been discussed with them. Thus Electrolux' claim that these eight measures were made in agreement with IF Metall is simply not true.

Of the 46 workers who nevertheless decided to accept these retaliatory conditions and have returned back to work at Electrolux, the majority of them have left again. The workers reported to ETWU, the main reason for leaving again, was they felt anxious as they were on probation, and that Electrolux management has become more strict. For instance, since the dismissal of most of the union, Electrolux has introduced time keeping on toilet breaks, and required workers to work excessive overtime hours until 10pm in violation of Thai law.⁷

7. Refusal to honor pledge of reinstatement

On March 27, Electrolux Sweden and IF Metall met in Sweden and reached an agreement to reinstate all workers [see appendix 5]

At the meeting at the court on March 29, the union thus had the understanding that the company had committed to reach an agreement leading to our reinstatement and withdrawal of the legal request for permission to dismiss the union committee. However, when union presented the meeting notes sent by IF Metall to Mr. Nakrit, he refused to accept the notes. Mr. Nakrit further told that he would only negotiate one-on-one, which ETWU found unacceptable and unnecessary given there already was an agreement between IF Metall and Electrolux Sweden, made two days earlier. As Mr. Nakrit refused to accept the notes, the union proceeded to present it to the court. The judge asked Nakrit what he would do. To this, Mr. Nakrit told that he did not recognize this document as it had no signatures on it and that Electrolux Thailand would insist on proceeding with the request for dismissal of the 8 union committee leaders and the 90 workers.

Realizing that Electrolux was not faithful to the promises given to IF Metall and would not reinstate them, the union asked the court for more time to prepare the case. Thus it was not the court who postponed the date, but instead it was the intransigence of Electrolux that lead to a need for postponement (see appendix 6).

⁷ Thai Labor Protection Act, article 24

Even the offer of rehiring the union committee members under the eight retaliatory conditions has turned out not to be sincere. On May 31, 2013 one of the eight committee members approached Mr. Nakrit and informed him that he was ready to accept all the conditions set up by Electrolux. He has explained to the union that he was anxious about the court case, not realizing that Electrolux has not filed a case against the union, but only asked for permission to dismiss us. However, he was then informed by Mr. Nakrit that he could not ensure that he would be able to return to his old position, and that he wasn't sure he could withdraw the case against him. He said that a second option was that he continued with the court case and see what happened and the third proposal was that he should rather accept compensation instead of getting back. The compensation is would be 85% of his legally entitled severance.

The offer of getting 85% of the severance in turn for withdrawing the case at the labor relations committee was also given to the remaining workers. 40 workers accepted this offer of 85% of the legally entitled severance, and have withdrawn their case at the labor relation committee. However, one worker remains and is proceeding with the complaint at the Labor Relations Committee. The committee has not yet made any decision.

June 5, 2013 the union met with management at the labor court of Rayong. The union asked for reinstatement, but the manager, Mr. Nakrit told that it was up to the court. The court said there should be more negotiation, and the union proposed to have another meeting on July 12, 2013, which will be the final round of negotiations.

Also (as can be seen in the Electrolux update) the insistence of proceeding with the court case and using it as a bargaining chip to accept these 8 retaliatory conditions is another example of the unwillingness of the company to engage sincerely with the workers representatives. The admitted unwillingness to cease to remove the protection from discriminatory disciplinary actions shows the intent to deny the workers the right to freedom of association and the lack of respect for the understanding Electrolux has reached with IF Metall.⁸ As explained earlier, the consultation on the important changes of working conditions are our legal right, and definitely part of union activities.

7. Past history of anti-union behavior

Finally, the union also feels it is necessary to correct the false impression that Electrolux is created in regards to its stated commitment to freedom of association.

When the union was formed in May 2011, Electrolux was far from welcoming. The first union president was immediately transferred leading to his resignation before two months. The second union president

⁸ OECD Guideline V. Employment and Industrial Relations, "Respect the right of workers employed by the multinational enterprise to have trade unions and representative organizations of their own choosing recognized for the purpose of collective bargaining, and engage in constructive negotiations, either individually or through employers' associations, with such representatives with a view to reaching agreements on terms and conditions of employment." <http://www.oecd.org/daf/inv/mne/48004323.pdf> (p.35)

was also put under pressure accused by the company as forcing the workers to join the union. The manager claimed that the president had managerial powers and should therefore not be union president. He was then transferred to a different division where he had no subordinates. Due to this demotion the second union president decided to resign his union position within a year. Thus within the first year, the union have had to elect three presidents due to the constant harassment of Electrolux.

To add insult to injury, Electrolux submitted their candidacy for best labor relation award of the Ministry of Labor for 2012 under the category; factories without Union!⁹ Because of this misleading categorization, ETWU was not involved in the evaluation as we would otherwise have been entitled to. This show not only deep disrespect for the union but also further demonstrates clearly that Electrolux was not recognizing the union if had submitted for labor relation award with union, the union would have to be part of the evaluation.

Further evidence of the hostile welcome occurred in August 2011 when the existing Welfare Committee dissolved. Despite the law being very clear that the union in their capacity as the Employee Committee automatically assume the role of the Welfare Committee, the company arranged for an election of a new Welfare Committee. This is serious interference with the union's duties.

Later in September 2011, the union put forward the demands for a collective bargaining agreement. Electrolux failed to respond within the stipulated three days, after which the negotiations automatically turns into a labor dispute necessitating conciliation by the Ministry of Labor. Then the two representatives of Electrolux Ms. Suphanee and Mr. Likit Sombun claimed that they had no power to negotiate, despite having letter of attorney to negotiate. Despite this initial unwillingness, the CBA was finally settled on the third round resulting in modest improvements.

While the union was eventually able to reach agreement with management on November 8, 2011, effective since January 1, 2012 until December 31, 2013, Electrolux has not yet fulfilled several of its obligations. Simple and inexpensive obligations such as the provision of a meeting room and an announcement board, has not been met despite more than a year has passed. In addition union committee members often do not get leave permission to participate in union activities.

In September 2012, a representative from IF Metall tried to meet with the union president, but the company would not allow him to go into the production lines. Only after a long negotiation was the representative of IF Metall able to meet with our union president during the last half hour that day. Contrary to Electrolux claim, there has never been held any joint meeting to discuss social dialogue.

In sum the dismissals of more than 100 union members in 2013 follows a pattern of union harassment and constant unwillingness to properly engage with the workers representatives that has characterized the behavior of Electrolux ever since the establishment of ETWU.

⁹ See, Ministry of Labor announcement re Best labor relation practices 2012, point 2.2 Medium sized factories without unions (page 8). <http://www.labour.go.th/th/index.php/component/attachments/download/3113>

Appendix 1

Union president slip for December 2012; he worked normally overtime for 64.50 hours and holiday overtime for 6.50 hours.

ใบแจ้งเงินเดือน
PAY SLIP
7/358

Electrolux บริษัท อีเลกโทรลักซ์ ประเทศไทย จำกัด

รหัสพนักงาน: 6914 / Direct Labor ประจำเดือน: ธันวาคม 2555 วันที่จ่ายเงินเดือน: 25/12/2555
 Employee Number: Month: Pay Date:
 ชื่อพนักงาน: นายไพโรจน์ เมธา ชื่อธนาคาร: BBL
 Employee Name: Bank Name:
 ฝ่าย/แผนก: Paint Shop Top Load (Direct) เลขที่บัญชีธนาคาร: 572-0-32376-4
 Div. / Dept: Bank Account No.:

เงินได้ / EARNINGS		เงินหัก / DEDUCTIONS		เงินเดือน / BASIC SALARY		
เงินเดือน	9,200.00	ประกันสังคม	448.00	ค่าจ้าง / OT	TH / HR	จำนวนเงิน / Amount
ค่าล่วงเวลา	4,456.25	กองทุนสำรองเลี้ยงชีพ	460.00	DT1.0		
ค่าอาหาร 1	1,000.00			OT1.5	64.50	3,208.75
ค่าอาหาร OT	670.00			OT2.0		
ค่าเช่าบ้าน 1	1,000.00			OT3.0	6.50	747.50
ค่าเบี่ยงเบน	2,000.00					
รวมเงินได้ TOTAL EARNINGS		รวมเงินหัก TOTAL DEDUCTIONS				
18,326.25		968.00				
รวมรายได้สุทธิ NET INCOME				17,418.25		

ข้อมูลเป็นสะสม / ACCUMULATION	
เงินได้ / Income	225,641.00
ภาษี / Tax	
ประกันสังคม / SSF	4,532.00
กองทุนสำรองเลี้ยงชีพ / PF	5,314.55
กองทุนสำรองเลี้ยงชีพ / PFC	5,314.55

Slips of the union member for November and December 2012; she worked normally overtime for 60 and 85 hours and holiday overtime for 7.50 and 6.50 hours.



Electrolux
บริษัท อีโวลูทริกซ์ ประเทศไทย จำกัด

ใบแจ้งเงินเดือน
PAY SLIP
116 / 354

รหัสพนักงาน: 7028 / Direct Labor
Employee Number

ชื่อพนักงาน: นภาพัทธ์ พันธุ์ขี้
Employee Name

ตำแหน่ง: Paintshop - Wasing PL-Fromatic (Direct)
Div. / Dept.

ประจำเดือน: พฤศจิกายน 2555
Month

วันที่จ่ายเงินเดือน: 23/11/2555
Pay Date

ชื่อธนาคาร: SCB
Bank Name

เลขบัญชีธนาคาร: 644-2-838926
Bank Account No.

เงินเดือน / EARNINGS		เงินหัก / DEDUCTIONS		เงินเดือน / BASIC SALARY		
เงินเดือน	8,277.00	ประกันสังคม	411.00	ค่าจ้างปกติ / OT	hrs / Hrs	จำนวนเงิน / Amount
ค่าล่วงเวลา	3,879.85	กองทุนสำรองเลี้ยงชีพ	413.85	OT1.0	60.00	3,183.00
ค่าอาหาร 1	1,000.00			OT2.0		
ค่าอาหาร OT	720.00			OT3.0	7.50	775.97
ค่าเช่าบ้าน 1	1,000.00					
ค่าเบ็ดเตล็ด	2,000.00					
รวมเงินเดือน	16,876.85	รวมเงินหัก	824.85			
รวมรายได้สุทธิ			16,052.00			

ข้อมูลเงินสะสม / ACCUMULATION

เงินได้ / Income	180,277.82
ภาษี / Tax	
เงินสะสม / Save	3,496.00
กองทุนสำรองเลี้ยงชีพ / PF	4,288.23
กองทุนสำรองเลี้ยงชีพรวม / PFC	4,288.23



Electrolux
บริษัท อีโวลูทริกซ์ ประเทศไทย จำกัด

ใบแจ้งเงินเดือน
PAY SLIP
116 / 358

รหัสพนักงาน: 7028 / Direct Labor
Employee Number

ชื่อพนักงาน: นภาพัทธ์ พันธุ์ขี้
Employee Name

ตำแหน่ง: Paintshop - Wasing PL-Fromatic (Direct)
Div. / Dept.

ประจำเดือน: ธันวาคม 2555
Month

วันที่จ่ายเงินเดือน: 25/12/2555
Pay Date

ชื่อธนาคาร: SCB
Bank Name

เลขบัญชีธนาคาร: 644-2-838926
Bank Account No.

เงินเดือน / EARNINGS		เงินหัก / DEDUCTIONS		เงินเดือน / BASIC SALARY		
เงินเดือน	8,277.00	ประกันสังคม	411.00	ค่าจ้างปกติ / OT	hrs / Hrs	จำนวนเงิน / Amount
ค่าล่วงเวลา	5,065.67	กองทุนสำรองเลี้ยงชีพ	413.85	OT1.0	85.00	4,397.16
ค่าอาหาร 1	1,000.00			OT2.0		
ค่าอาหาร OT	810.00			OT3.0	6.50	692.51
ค่าเช่าบ้าน 1	1,000.00					
ค่าเบ็ดเตล็ด	2,000.00					
รวมเงินเดือน	18,156.67	รวมเงินหัก	824.85			
รวมรายได้สุทธิ			17,331.82			

ข้อมูลเงินสะสม / ACCUMULATION

เงินได้ / Income	203,284.00
ภาษี / Tax	
เงินสะสม / Save	4,102.00
กองทุนสำรองเลี้ยงชีพ / PF	4,702.08
กองทุนสำรองเลี้ยงชีพรวม / PFC	4,702.08

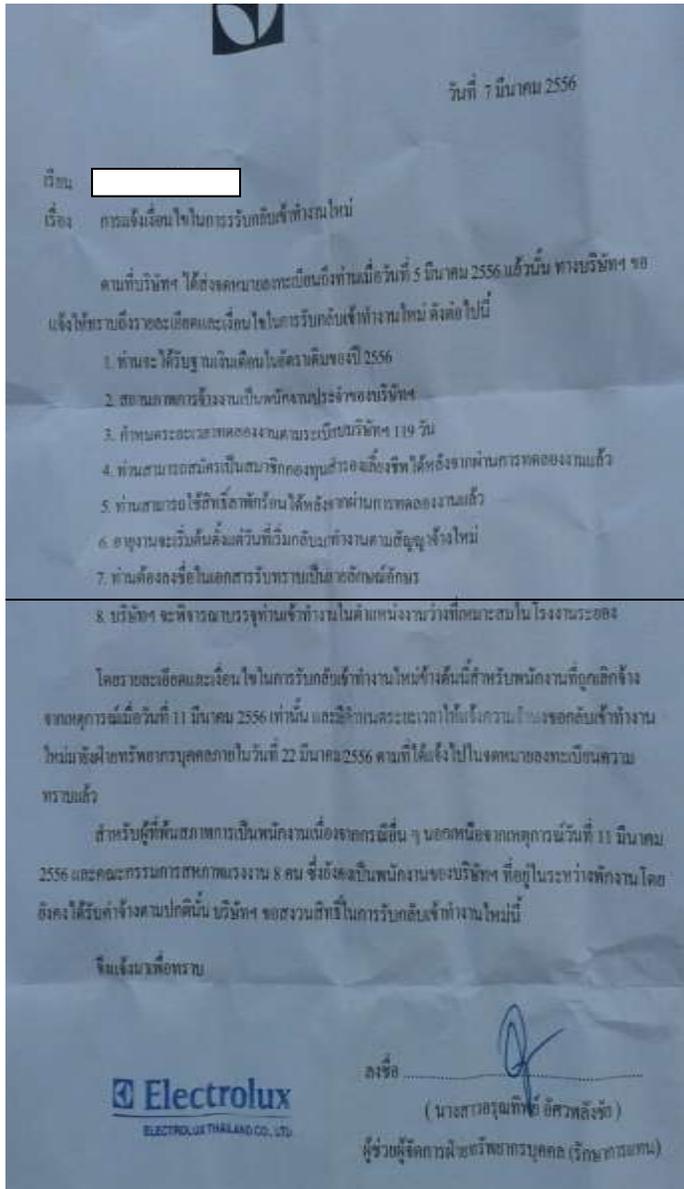
Appendix 2

The cordon tape area



Appendix 4

The 8 conditions were set up by Electrolux company that was sent to worker homes and if any worker wanted to get back to work he/she has to accept.



Electrolux Logo

7 March 2013

To:

Subject: Conditions of the new re-employment

In relation to the registered letter the company has sent to you dated March 5, 2013, the company would like to inform you the conditions and details of re-employment as the followings:

1. You will receive the same salary rate as the regular of 2013
2. The employment will be as regular employee of the company.
3. Requirement to undergo a 119 days probation period according to the company regulations
4. You will be able to apply and become a provident fund member after passing the probation period
5. You will be able to take holiday leave after passing the probation period
6. The seniority will start anew from the day of returning to work under the new contract.
7. You will have to signed your name in writing on the notification paper
8. The company will consider which vacant position is appropriate in the Rayong plant

The abovementioned preliminary conditions and details of re-employing shall apply only to the workers dismissed due to the March 11, 2013 event, and within a fixed-time frame, the dismissed workers can announce their intentions of coming back to work at the Human Resource Department until March 22, 2013 as stated in the sent registered letter.

As for the other employees who were dismissed from other cases besides the 11 March 2013 event, including 8 union Executive Committee Members whose still being employed by the company and were suspended but still under the company regular payroll, the company will have the right not to re-employ them.

Please be informed.

(Miss Arunthip Authsawaparanchai)
Deputy Manager of the Human Resource Dept. (Acting)

Electrolux
Electrolux Thailand Co., Ltd.

Appendix 5

The result of meeting between IF Metall and Electrolux in Sweden on March 27, 2013

- Dear All

- Today, AM on 27th March, Monika, Erik, Ulf and I had a meeting with the Electrolux management at IF Metall office.
- The management who attended at the meeting included:
 - Michele Marchesan, SVP Human Resources Global Operations
 - Malin Ekefalk, Director, Social Responsibility
 -
- **We have fully agreed and confirmed with the management on following points:**
- ➤ **The agreement of 26th February between IF Metall and the management is fully valid, and we will proceed based on that.**
- ➤ **The Electrolux management has strong intention to reinstate the dismissed workers and 8 union reps as soon as possible based on the agreement of 26th March.**
- ➤ **The management agrees that 46 workers(who signed the notification paper by 22nd March) and 8 union reps will be back to work.**
- ➤ **This will be/should be confirmed the (arbitration/mediation) meeting at the Labour Office on 29 March. (We have also confirmed that the court the union reps are requested to appear is actually the same meeting at the Labour Office.)**
- ➤ **As union side raised question that 44 workers who missed sign the notification by 22 March should have opportunity to choose whether they go back to work or not, after union reps are reinstated.(because the 44 workers might miss opportunity to do so because of the unclear situation). The management takes this positively and we shared same views that the local union and the local management will discuss/negotiate on this after the union reps are reinstated. The management also will talk to the local management about this and will inform us.**
- ➤ **After the meeting on 29th March in Rayong, the management and our side will both confirm the result of the meeting and will publish it on respective website.**
- ➤ **The next bargaining round in Rayong plant will be OCT-NOV this year, as the CBA will be expired on Nov. By then, IF Metall and the headquarter management will go to Thailand and will have follow-up meeting with the local union and management as well as planning joint training session(s) for Labour-Management relations**
- ➤ **We, both side have agreed that we will surely aim to create a constructive union-management relationship in the Electrolux Rayong plant.**
-
- Please send my best regards and solidarity to the workers and union leaders in Rayong!!
-
- With best regards and in solidarity,
-
- Kan Matsuzaki
-
-

Appendix 6

This document that the union submitted to the court for asking to postpone after Electrolux representative (Nakit) refused to recognize the agreement between IF Metall , IndustriAll, and Electrolux in Sweden.

(๗)
คำร้อง แดงเดือยคดี



คดีหมายเลขคำที่ _____ /๒๕ ๕๖
คดีหมายเลขแดงที่ _____ /๒๕

ศาล _____ (ระบอบ)

วันที่ ๒๕ เดือน มีนาคม พุทธศักราช ๒๕ ๕๖
พวกรวม แพง

ระหว่าง { บริษัท อีเล็กโทรลักซ์ ประเทศไทย จำกัด โจทก์
นายไพพรรณ์ เมธา กับพวกรวม ๘ คน จำเลย
ข้าพเจ้า นายไพพรรณ์ เมธา

เชื้อชาติ ไทย สัญชาติ ไทย อาชีพ -
เกิดวันที่ ๒๖ เดือน ตุลาคม พ.ศ. ๒๕๒๙ อายุ ๓๗ ปี อยู่บ้านเลขที่ ๒๔๕ หมู่ ๒๒
ถนน - ตรอก/ซอย -
ใกล้ที่ชื่อ - ตำบลสมเด็จฯ นาม่อคำ
อำเภอ/เขต เมือง จังหวัด พิจิตร โทรศัพท์ ๐๘๐-๐๙๒๐๐๑๘

ขอยื่นคำร้องมีข้อความตามที่จะกล่าวต่อไปนี้
แดงเดือยคดี

ข้อ ๑. คดีนี้ศาลนัดพร้อมในวันนี้ ดังความแจ้งอยู่ในสำนวนแล้ววัน เนื่องจากจำเลยในคดีนี้ยังได้รับคำฟ้องจากศาล ไม่ครบทุกคนและจำเลยส่วนใหญ่เพิ่งได้รับคำฟ้อง จึงไม่สามารถติดต่อกันขอความเพื่อแก้ต่างในคดีนี้ได้ จึงขอเหตุแห่งความจำเป็นดังกล่าว และเพื่อประโยชน์แห่งความยุติธรรมจึงขอเรียนขอศาลโปรดเลื่อนการพิจารณาคดีออกไปสักนัดหนึ่งตามวันเวลาที่ศาลจะเห็นเป็นการสมควรต่อไป ขอศาลโปรดอนุญาต

รายนามผู้ ข้าพเจ้ารอฟังคำสั่งอยู่ ถ้าไม่พอใจให้ถือว่าทราบแล้ว
 ผู้ร้อง
นายไพพรรณ์ เมธา