

Chronology of events after the 4 August 2008 layoff of workers who are Council Members of the Electronics and Electrical Appliances Relation Labour Union

- ❖ The workers were summoned to acknowledge the charges without any verbal explanation or negotiation. They were told to choose to sign either the resignation form or the layoff form.
- ❖ Documents attacking the Union have been distributed in various spots inside the factory.
- ❖ Workers at the higher level such as assistant manager, supervisor, and group leader claim to the workers that they are allowed to take traditional holiday for just two days a year, otherwise, they will be shifted to other division. But according to the Collective Bargaining Agreement, the workers have the right to choose to take any day off during the 13 traditional holidays.
- ❖ When the Electronics and Electrical Appliances Relation Labour Union calls for a meeting of the Council Members, the personnel management division of the company will call and check with the production division as to how many workers have asked for overtime work.
- ❖ The company dispatches observers to be present during the meetings of the workers.
- ❖ Lockers of the subcommittee members of the Union have been subject to search and the company claims they look for some contraband cosmetic products.
- ❖ The company attempts to change the attitude and win over assistant manager, supervisor, and group leader.
- ❖ The assistant manager, supervisor, and group leader are warned against joining the Union's meetings.
- ❖ Workers of higher positions are often taken out to eat in restaurants or to play golf.
- ❖ English teachers are hired to teach workers of higher positions free of charge.
- ❖ Workers are required to apply for OT work four days in advance, before the new shift.
- ❖ The number of security guard has been increased to look for something wrong among the workers.
- ❖ Should up to five workers are gathered to discuss around the walkways, the guards will take their picture and send it to the company.
- ❖ Lockers of those who are believed to be members of the Union have been subject to search and the company claims they look for some contraband cosmetic products.
- ❖ More outsourcing of workers at the manager level in all divisions

- ❖ More strict inspection of the use of working gears, i.e., if a worker wears a mask too low, he or she shall be summoned for warning.
- ❖ Staff is assigned to secretly take snapshots of workers during their work.
- ❖ More Japanese supervisors have been dispatched for night production shifts.
- ❖ Existing workers have been transferred and replaced by outsourced workers.
- ❖ Notices and announcement via speakers are made to declare the disbanding of the Union when there is a call for demonstration.
- ❖ The company asks for meeting and explaining to the workers that they can inform them their demand, and there is no need to submit the petitions or form the Union.
- ❖ Workers at the supervisor level try to dissuade workers not to join the Union threatening them that if they get involved with the Union, it is treated as if they stretch out one foot from the company meaning they show their disloyalty to the company.
- ❖ Written orders by supervisor have been found (but not of the company) which inform the workers that if they are members of the Union and commit any breach of the company's regulation, their punishment is expulsion, but if they are not Union members, they will simply get a warning.