



2009

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING REPORT

COMPANY: North American Licensing
COUNTRY: China
FACTORY CODE: 860015404H
MONITOR: Openview Service Ltd.
AUDIT DATE: November 16 – 17, 2009
PRODUCTS: Electronics
PROCESSES: Painting, Silk Printing,
Assembly, Packing
NUMBER OF WORKERS: 436

FLA Comment: FLA staff reviewed the corrective action plans submitted by the Company, but did not receive a response to its requests for revisions. FLA staff was not able to reach Company representatives, and according to sources, the Company has gone out of business. Therefore, the FLA is publishing the report as is and will not be able to provide updates on the progress of the remedial efforts. At posting date, the FLA was not aware of any other affiliated companies sourcing from this factory.



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Wages, Benefits and Overtime Compensation: Holidays, Leave, Legal Benefits and Bonuses

WBOT.5 Employers shall provide all legally mandated holidays, leave, benefits and bonuses, such as official holidays, annual leave, sick leave, severance payments and 13th month payments, to all eligible workers within legally defined time periods. In addition, all leave and bonuses shall be calculated correctly. (S)

Noncompliance

- Explanation:** 1. No paid leave for marriage, late marriage, funerals, maternity and caring provided to workers.
2. Out of 436 workers, factory provided work-related insurance for 84, pension for 27, medical and maternity insurances for 55, and unemployment insurance for 27.

Sources: 1)factory regulation review; payroll record review from October 2008 to September 2009; worker and management interviews, 2) insurance receipt review from August to October 2009; worker and management interviews

Legal References: 1) Article 51 of China Labor Law, 2) Article 73 of China Labor Law

Plan Of Action: We will extend this marriage leave plan from just current supervisor grade to all workers from April 1, 2010. Regarding the pension issue, we will start to include all workers (they can choose to join or not) also from April 1.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:



Wages, Benefits and Overtime Compensation: Minimum Wage

WBOT.2 Employers shall pay workers at least the legal minimum wage or the prevailing industry wage, whichever is higher. (S)

Noncompliance

Explanation: Workers in their 1-month probation period and workers who received bonuses and allowances less than RMB 80 received wages below minimum wage. Taking wages in September 2009 for example, 21 new workers and 52 normal workers out of all 436 workers received wages below minimum wage.

Sources: payroll record review from October 2008 to September 2009; worker and management interviews

Legal Reference: Article 48 of China Labor Law

Plan Of Action: For the probation workers, we now follow the minimum wage. We started this procedure formerly after our Chinese New Year (CNY) holidays when newcomers join.

Deadline Date:

Action Taken:

Plan Complete: No

Plan Complete Date:



Wages, Benefits and Overtime Compensation: Timely Payment of Wages

WBOT.4 All wages, including overtime compensation shall be paid within legally defined time limits. When no time limits are defined by law, compensation shall be paid at least once a month. (S)

Noncompliance

Explanation: Pay day signed in contracts was 30th of each month for the last pay period. However, workers actually received wages on 40th day of the end of the pay period; for example, workers received wages November 10, 2009 for the payment of September 2009.

Sources: contract review; worker and management interviews

Legal Reference: Article 7 of Payment of Wages Tentative Provisions.

Plan Of Action: Due to the time needed for funding readjustment, we will release the wages for workers at month's end starting April 2010.

Deadline Date: 04/01/2010

Action Taken:

Plan Complete: No

Plan Complete Date:

Wages, Benefits and Overtime Compensation: Premium/Overtime Compensation

WBOT.10 The factory shall comply with all applicable laws, regulations and procedures governing the payment of premium rates for work on holidays, rest days, and overtime. (S)

Noncompliance

Explanation: 1. Hourly overtime rate the factory paid for workers was under legal minimum hourly rate. The overtime rate calculation method factory used for normal workers was: RMB 690/22 days/8 hours*1.5 (normal OT hours) or 2 (weekend OT hours) or 3 (holiday OT hours). (i.e., RMB 3.92 *1.5/2/3)

2. Overtime rate calculation method used for new workers in their 1-month probation period was: RMB 690/22 days/8 hours*0.8*1.5 or 2 or 3. (i.e., RMB 3.14*1.5/2/3) while the legal hourly rate calculation method was: RMB 770/21.75 days/8 hours*1.5 or 2 or 3. (i.e., RMB 4.43*1.5/2/3).

Sources: payroll record review from October 2008 to September 2009

Legal references: Articles 44 and 48 of China Labor Law, Notification No. 3 in 2008 issued by Labor and Social Insurance Department

Plan Of Action: Calculation will be based on the minimum wages, but will start from April 1, as our annual wage increase will be effective from that date.

Deadline Date: 04/01/2010

Action Taken:

Plan Complete: No

Plan Complete Date:



Wages, Benefits and Overtime Compensation: Posting Notices

WBOT.23 All notices that are legally required to be posted in the factory work areas shall be posted. All legally required documents, such as copies of legal code or law, shall be kept at the factory and available for inspection. (P)

Noncompliance

Explanation: Labor law and related health and safety regulations not posted in the factory facility.

Source: factory walkthrough

Legal reference: Article 4 of China Labor Contract Law.

Plan Of Action: We have posted the labor law and related health and safety regulations.

Deadline Date: 12/09/2009

Action Taken:

Plan Complete: No

Plan Complete Date:

Forced Labor: Employment Terms/Prohibitions

F.4 There can be no employment terms (including in contracts or any other instruments or in any formal or informal recruitment arrangements) which: specify that employees can be confined or be subjected to restrictions on freedom of movement; allow employers to hold wages already earned; provide for penalties resulting in paying back wages already earned; or in any way punish workers for terminating employment. (P)

Noncompliance

- Explanation:**
1. It was written in 1.4.2 worker handbook that workers must submit resignation applications 30 days in advance, and could not process resignation procedures before receiving approval from at least department supervisors.
 2. It was written in 1.4.3.2 worker handbook that if workers quit the factory with short notice, factory would deduct 10 days of wages from their monthly payment.
 3. It was written in 1.9.3.4 worker handbook that if factory arranged overtime due to production orders, workers could not skip overtime without a valid reason; consequently, factory would regard it as absence from work.
 4. Factory signed contracts with workers after a 1-month probation period.
 5. Workers were not provided with a copy of the employment contract.

Sources: 1) record review, management interview, 2) record review, management interview, 3) record review, management interview, 4) contract review; personnel file review; worker and management interviews, 5) contract review; worker and management interviews

Legal references: 3) Articles 37 and 38 of China Labor Contract law and Articles 22, 23 and 25 of China Labor Contract law; 4) Article 10 of China Labor Contract Law; 5) Article 16 of China Labor Contract Law

Plan Of Action: Handbook has been revised to remove all of these rules since December 1, 2009.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan
Complete
Date:

Forced Labor: Worker Ability to Terminate/Freedom of Movement

F.13 Employers shall not utilize practices that restrict a workers' ability to terminate his or her employment or freedom of movement. Examples of such practices include, but are not limited to: (the threat of) physical or mental coercion; requiring deposits; imposing financial penalties; requiring recruitment fees; setting production targets or piece rates at such a level that workers need to work beyond normal working hours (excluding overtime) as set under the FLA Code in order to make the legal minimum wage or the prevailing industry wage; and denying and hampering access to, and renewal of, identity papers and/or work permits or any other personal legal (identification) documents. (S)

Noncompliance

Explanation: Factory deducted RMB 25 as a uniform fee for workers who quit within 1 year.

Sources: record review; worker and management interviews

Legal reference: Article 9 of China Labor Contract law

Plan Of Action: This rule was cancelled.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan
Complete
Date:

Forced Labor: Other - Forced Labor

Other

Noncompliance

Explanation: No policy on forced labor in the factory.

Sources: record review, management interview

Plan Of Action: Handbook was revised.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:

Freedom of Association: Right to Freely Associate

FOA.2 Workers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization. The right to freedom of association begins at the time that a worker seeks employment, and continues through the course of employment, including eventual termination of employment, and is applicable as well to unemployed and retired workers. (S)

Noncompliance

Explanation: [FLA Comment:](#) The Chinese constitution guarantees Freedom of Association (FOA); however, the Trade Union Act prevents the establishment of trade unions independent of the sole official trade union - the All China Federation of Trade Unions (ACFTU). According to the ILO, many provisions of the Trade Union Act are contrary to the fundamental principles of FOA, including the non-recognition of the right to strike. As a consequence, all factories in China fall short of the ILO standards on the right to organize and bargain collectively. However, the government has introduced new regulations that could improve the functioning of the labor relations mechanisms. The Amended Trade Union Act of Oct. 2001 stipulates that union committees have to be democratically elected at members' assemblies and trade unions must be accountable to their members. The trade union has the responsibility to consult with management on key issues of importance to their members and to sign collective agreements. Trade unions also have an enhanced role in dispute resolution. In Dec. 2003, the Collective Contracts Decree introduced the obligation for representative trade unions and employers to negotiate collective agreements, in contrast to the previous system of non-negotiated administrative agreements.

Plan Of Action: We have made the adjustment accordingly.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:

Harassment or Abuse: Discipline/Progressive Discipline

H&A.2 Employers shall have a written system of progressive discipline (e.g., a system of maintaining discipline through the application of escalating disciplinary action moving, for instance, from verbal warnings to written warnings to suspension and finally to termination). Any exceptions to this system (e.g., immediate termination for gross misconduct, such as theft or assault) shall also be in writing and clearly communicated to workers. (P)

Noncompliance

Explanation: No written disciplinary procedure for managers, supervisors and fellow workers if engaged in any physical, sexual, psychological or verbal violence, harassment or abuse.

Source: record review

Plan Of Action: We have set up a grievance system which allows workers to express their opinions on disciplinary actions.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:

Harassment or Abuse: Discipline/Review of Disciplinary Action

H&A.3 The disciplinary system shall include possibilities for workers to have disciplinary action imposed on them reviewed by someone at a higher managerial position than the manager who imposed the disciplinary action. In addition, such a system shall include the ability of a worker to appeal and/or question any disciplinary action against him or her and/or have a third party of his or her choice present when the disciplinary action is being imposed. (P)

Noncompliance

Explanation: Disciplinary system did not include the ability for a worker to appeal and/or question any disciplinary action against them and/or have a third party of their choice present when the disciplinary action was being imposed.

Source: record review

Plan Of Action: We have set up a grievance system which allows workers to express their opinions on disciplinary actions.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:

Harassment or Abuse: Discipline/Monetary Fines and Penalties

H&A.8 Employers shall not use monetary fines and penalties as a means to maintain labor discipline, including for poor performance or for violating company rules, regulations, and policies. (S)

Noncompliance

- Explanation:**
1. It was written in 1.5.2 worker handbook that if workers were absent from work for 1 day, factory would deduct 3 days of wages from workers' current monthly payment; if 2 days, factory would deduct 6 days of wages from workers' current monthly payment.
 2. It was written in 1.5.3 worker handbook that if workers skip work without a valid reason for 3 days, factory would withhold workers' unpaid wages in current months as compensation.
 3. It was written in 1.9.2.1 and 1.9.2.2 worker handbook that if workers were late for work within 15 minutes or left early within 15 minutes, factory would deduct RMB 5 each time from workers' wages.
 4. It was written in 1.9.2.3 worker handbook that if workers were late for work after 15 minutes or left early more than 15 minutes, factory would regard it as absence from work for half a day.
 5. It was written in 3.8 worker handbook that factory would deduct 1 day's wages in current months for a warning, 3 days of wages for a small offense and 6 days of wage for a serious offense.

Source: record review, management interview

Plan Of Action: The handbook has been revised to remove all of these rules.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:

Harassment or Abuse: Other - Harassment or Abuse

Other

Noncompliance

Explanation: No policy on harassment and abuse in factory.

Source: record review, management interview

Plan Of Action: Handbook has been revised.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:

Non-Discrimination: Recruitment and Employment Practices (Job Advertisements, Job Descriptions, Evaluation Policies)

D.3 Recruitment and employment policies and practices, including job advertisements, job descriptions, and performance/job evaluation policies and practices shall be free from any type of discriminatory bias. (S)

Noncompliance

Explanation: There were age (18 to 40 years old) and gender (female) limitations in recruitment advertisement posted at the entrance of factory gate.

Source: factory walkthrough

Legal reference: Article 12 of China Labor Law and Article 20 of Provisions on Employment Services and Employment Management

Plan Of Action: We have adjusted this limitation accordingly to local law, but 18 years old is a must.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:

Non-Discrimination: Medical Examination

D.11 Employers are allowed to require routine medical examination for fitness as a condition of recruitment or continued employment. Such examination shall, however, be strictly limited to assess general fitness, and not include testing for any disease or illness, such as HIV/AIDS, that does not have an immediate effect on a person's fitness and/or is not contagious. (P)

Noncompliance

Explanation: Workers were required to have medical examinations before employment, which contained blood tests for Hepatitis B. Although no actual case of discrimination regarding a Hepatitis B carrier was found in the factory, it was prohibited in China to include a Hepatitis B check as criteria of medical examination.

Sources: medical examination report review; worker and management interviews

Legal reference: Article 19 of Provisions on Employment Services and Employment Management.

Plan Of Action: This requirement has been withdrawn.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:

Non-Discrimination: Other - Non-Discrimination

Other

Noncompliance

Explanation: No policy on non-discrimination in factory.

Source: record review

Plan Of Action: Handbook has been revised.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:



Code Awareness:

GEN.1 Establish and articulate clear, written workplace standards. Formally convey those standards to Company factories as well as to licensees, contractors and suppliers.

Noncompliance

Explanation: Company did not provide a code of conduct to be posted in the factory.

Source: management interview

**Plan Of
Action:**

**Deadline
Date:**

Action Taken:

**Plan No
Complete:**

**Plan
Complete
Date:**

Health and Safety: Health and Safety Management System

H&S.5 The health and safety policy shall contain the framework for a comprehensive health and safety management system within which employers' responsibilities and workers' rights and duties, various responsibilities of designated personnel, procedures that enable workers to raise health and safety concerns and procedures for reporting death, injury, illness and other health and safety issues (for instance, near-miss accidents) are clear and regularly tested and reviewed. (P)

Noncompliance

Explanation: Although factory had a health and safety policy, policy did not contain the framework for a comprehensive health and safety management system. Such a system would include procedures: a) that enabled workers to raise health and safety concerns, b) for reporting death, injury, illness and c) that included other health and safety issues (for instance, near-miss accidents) which were clear, regularly tested and reviewed.

Source: record review

Plan Of Action: We have done the improvements as required.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:

Health and Safety: Permits and Certificates

H&S.8 The employer shall at all times be in possession of all legally required and valid permits and certificates related to health and safety issues, such as those related to the purchase and storage of chemicals, fire safety inspections, inspection of machinery, and (chemical) waste disposal. (P)

Noncompliance

Explanation: 1. Chemicals were used in many workstations, and some chemicals contained toluene. But, factory never conducted any air quality tests in those workplaces to ensure the air quality met legal standards.

2. Factory just provided normal medical examinations instead of occupational medical examinations for workers who used chemicals during work.

3. No food hygiene certificate for canteen; cooks' health certificates expired on January 1, 2008.

4. No emission permit in the factory.

Sources: 1) Material Safety Data Sheet (MSDS) review, factory walkthrough, 2) record review; worker and management interviews, 3) certificate and permit review; worker and management interviews; 4) certificate and permit review; worker and management interviews

Legal references: 2) Articles 24 and 32 of China Law on Prevention and Control of Occupational Diseases, 3) Article 29 and 34 of China Food Safety Law, 4) Article 20 of China Law on Prevention and Control of Water Pollution (2008)

Plan Of Action:

1. We planned to have air quality tests by outside labs; it will be one of the requirements of ISO14000, which we aim now and scheduled in April-June 2010.
2. We started to provide occupational safety and health examinations for workers who are involved with hazardous chemicals.
3. We will apply all the required certificates for the kitchen after Chinese New Year (CNY) holidays and will use CNY holidays to do the necessary physical modifications.
4. We will apply for the permit as same as in #1.

Deadline Date: 04/01/2010

Action Taken:

Plan No
Complete:

Plan
Complete
Date:

Health and Safety: Evacuation Requirements and Procedure

H&S.9 All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, the installation and maintenance of an employee alarm and emergency lighting systems, ensuring aisles/exits are not blocked and that workers are not blocked within their workstations, employee education, evacuation procedures, etc.) shall be complied with. Workers shall be trained in evacuation procedures. Alarm systems shall be regularly tested and evacuation drills shall be undertaken at least annually. (S)

Noncompliance

Explanation: 1. Flammable materials and sundries stored under stairwells on first floor of production and dormitory buildings.

2. Fire hydrant and fire alarm in assembly workshop on first floor of production building blocked by materials and products.

3. 1 fire exit door on first floor of production building opened inward. There were 2 fire exit doors in total, and about 100 workers worked on the floor.

Source: factory walkthrough

Legal references: Articles 7.4.1 and 7.4.12 of Code of Fire Safety on Building Design (GB50016-2006), Article 28 of China Fire Prevention Law

Plan Of All issues mentioned have been improved.
Action:

Deadline 12/01/2009
Date:

Action Taken:

Plan No
Complete:

Plan
Complete
Date:

Health and Safety: Safety Equipment and First Aid Training

H&S.10 All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be available in sufficient numbers throughout the factory, maintained and stocked as prescribed and easily accessible to workers. A sufficient number of workers shall be trained in first aid and fire fighting techniques. (S)

Noncompliance

- Explanation:**
1. Many fire extinguishers were simply put on the floor instead of mounted by hangers or brackets, or kept in cabinets as required by local law.
 2. Almost no medical supplies in all 3 first aid kits on all 3 floors of production building.
 3. No eye washes equipped in chemical mixing room and chemical warehouse.

Source: factory walkthrough

Legal references: 1) Article 5.1.3 of Code for Design of Extinguisher Distribution in Buildings (50140-2005), 3) Article 23 of China Law on Prevention and Control of Occupational Diseases

Plan Of Action: All issues mentioned have been executed.

Deadline Date: 12/01/2009

Action Taken:

Plan No
Complete:

Plan
Complete
Date:

Health and Safety: Personal Protective Equipment

H&S.11 Workers shall be provided with effective and all necessary personal protective equipment (PPE) (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to health and safety hazards, including medical waste. (S)

Noncompliance

Explanation: 1. No warning signs or diagrams indicating need for PPE in workplaces using chemicals.

2. Some workers using chemicals in printing and PCB sticking workshops didn't wear masks. Some workers working in ink-mixing room and spraying workshop wore dust-proof masks and cotton gloves, which were not suitable for potential hazards in those workplaces.

Source: factory walkthrough

Legal reference: 2) Article 54 of China Labor Law

Plan Of Action: We have bought carbon masks to solve this problem.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan
Complete
Date:

Health and Safety: Material Safety Data Sheets/Worker Access and Awareness

H&S.14 Material Safety Data Sheets (MSDS) for all chemicals used in the factory must be available at the usage and storage sites of the chemicals, in the local language and the language(s) spoken by workers, if different from the local language. Workers shall have free access to MSDS. (P)

Noncompliance

Explanation: MSDS for chemicals used kept in warehouse only; no MSDS kept in chemical mixing room and productions lines where chemicals were used. Some MSDS only in English, such as MSDS for G-424Z, CS 4687 Glue and PY Glue.

Source: factory walkthrough

Legal reference: Article 12 of Regulations on Safety in Workplaces Where Chemicals Are Used

Plan Of Action: We have provided MSDS to places that use chemicals and chemical-mixing rooms. Also, we are waiting for Chinese version of MSDS from supplier and hope to have them before March 1, 2010.

Deadline Date: 03/01/2010

Action Taken:

Plan Complete: No

Plan Complete Date:

Health and Safety: Sanitation in Dormitories

H&S.28 All dormitories shall be kept secure, clean and have safety provisions (such as fire extinguishers, first aid kits, unobstructed emergency exits, emergency lighting etc.). Emergency evacuation drills shall also be conducted at least annually. (S)

Noncompliance

Explanation: 1. Windows of some dorm rooms were broken.

2. No evacuation training conducted in dormitory building in 2008 and 2009.

3. No fire alarm installed in dormitory building.

Sources: 1) factory walkthrough, 2) emergency evacuation record review; worker and management interviews, 3) factory walkthrough, management interview

Legal references: 2) Article 16 of China Fire Prevention Law, 3) Article 7.4.1 of Code of Fire Safety on Building Design

Plan Of Action: 1. Window panes are all replaced with new panes.

2. This year we have done the evacuation drill and will keep it going for the future.

3. Fire alarm has been installed.

4. We have cleaned it up.

Deadline Date: 01/01/2010

Action Taken:

Plan Complete: No

Plan Complete Date:

Hours of Work: Rest Day

HOW.2 Workers shall be entitled to at least one day off in every seven-day period. If workers must work on a rest day, an alternative day off must be provided within that same seven-day period or immediately following the seven-day period. (P)

Noncompliance

Explanation: 80% of workers had 0 to 2 days off per month from July to September 2009. 80% of workers worked for 26 consecutive days without 1 day off in October 2009.

Source: time record review from July to October 2009

Legal reference: Article 38 of China Labor Law

Plan Of Action: We have made the adjustment accordingly.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:

Hours of Work: Overtime/Calculation Over Period Longer Than One Week

HOW.10. Employers are allowed to calculate normal hours of work as an average over a period of longer than one week where local laws, regulations and procedures provide for such a possibility but only when all formal and procedural requirements attached to such calculation (for instance, obtaining official permission from the relevant authorities or limits to the period during which such calculations can be made) are met. The basis for such calculation shall, however, remain at all times the lesser of 48 hours per week or legal limits on hours of work in the country of manufacture or, where such legal limits do not exist, the regular work week in such country. (S)

Noncompliance

Explanation: Almost all workers in ear phone department worked 110 to 180 overtime hours per month. 50% of workers in loudspeaker department worked 100 to 170 overtime hours per month, and majority of workforce in other departments (except for logistics and quality assurance departments) worked 90 to 180 overtime hours per month in October and November 2008, and from April to September 2009. Plus the normal 40 work hours per week, all those workers mentioned above worked more than 60 hours per week.

Sources: payroll record review from October 2008 to September 2009; time record review from May to October 2009; worker and management interviews

Legal reference: Article 41 of China Labor Law

Plan Of Action: We have adjusted the production plan and workers now work within the allowed overtime hours.

Deadline Date: 12/01/2009

Action Taken:

Plan Complete: No

Plan Complete Date:



Hours of Work: Annual Leave

HOW.14 Employers shall provide workers with paid annual leave as required under local laws, regulations and procedures. (S)

Noncompliance

Explanation: No paid annual leave provided to production workers.

Source: factory regulation review, payroll record review from October 2008 to September 2009; worker and management interviews

Legal reference: Article 3 of Regulations on Paid Annual Leave for Employees

Plan Of Action: We will extend this annual leave from just current supervisor grade to all workers.

Deadline Date: 04/01/2010

Action Taken:

Plan Complete: No

Plan Complete Date:

Hours of Work: Sick Leave

HOW.19 Employers shall provide workers with sick leave as required under local laws, regulations and procedures. (S)

Noncompliance

Explanation: No paid sick leave provided to workers.

Sources: factory regulation review, payroll record review from October 2008 to September 2009; worker and management interviews

Legal reference: Article 24 of Regulation for the Payment of Wages in [Province name] Province

Plan Of Action: We will extend this sick leave plan from just current supervisor grade to all workers.

Deadline Date: 04/01/2010

Action Taken:

Plan Complete: No

Plan Complete Date:
