COMPANY: Milliken and Company
COUNTRY: United States
FACTORY CODE: 760082449H
MONITOR: Accordia Global Compliance Group
AUDIT DATE: September 30, 2009
PRODUCTS: Floor Mats
PROCESSES: Vulcanizing Rubber, Cutting, Backing, Trimming, Packing
NUMBER OF WORKERS: 45

For an explanation on how to read this report, please visit the FLA website here.
CONTENTS:

Harassment or Abuse: Discipline/Review of Disciplinary Action

Hours of Work: Other - Hours of Work
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: The ability of a worker to appeal a disciplinary action taken is not stated in the disciplinary program or in the disciplinary action form used by the company.

Plan Of Action: While the ability of a worker to appeal a disciplinary action is not explicitly stated in the vision document which all associates sign each year, it is implied. Appeals processes are explicit in the HR guidelines for disciplinary action, which is the disciplinary action form used by the company (see attached Grievance Procedure Section of Corporate HR Manual). Division HR director will review HR Manual with plant HR personnel, and make recommendations for revisions to the annual training schedule to include HR Issue Updates and Reminders.

Deadline Date: 02/19/2010

Supplier CAP: The employment manager reviewed the necessary Corporate HR Manual policies with plant HR personnel.

Supplier CAP Date: 03/05/2010

Action Taken:

Plan Complete:

Plan Complete Date:
Hours of Work: Other - Hours of Work

Other

Noncompliance

Explanation: Monitor’s review of overtime records of a sample of workers (8) found that 3 have worked beyond 60 hours per week (64, 80 and 68) for a 2-week sample of payroll analyzed. All 3 workers are in the same production department where they apply backing to the product. The pay periods tested were November 3 – 9, 2008 and September 14 – 20, 2009. These months are during the peak season, as reported by management. The overtime was deemed necessary to meet cyclical production demand during these months.

Plan Of Action: This issue was surfaced during the last audit of the factory in 2008. Corrective Action Procedure (CAP) was not put into place before the November 3 – 9, 2008 timeframe; therefore it is not surprising that this issue was discovered at another location at that time. The larger overtime hours were from the 2008 sample. The overtime CAP was completed in early 2009. While there were overtime hours in the September 14 – 20, 2009 sample, they were not extreme; they were deemed necessary by the management to meet production demand and they were voluntary. To further address the issue, the factory’s HR team will communicate the previous CAP to HR personnel in other plants, and develop a plan of action to proactively communicate all types of audit results (OSHA VPP, Internal Company Safety, FLA, etc.).

Deadline Date: 02/19/2010

Supplier CAP: The factory’s policy and CAP distributed to other plant HR personnel.

Supplier CAP Date: 03/19/2010

Action Taken:

Plan Complete:

Plan Complete Date: