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**Country Law/Legal Reference**

1. They would be voting new worker representative and elected officially/authorized approval by HEPZA.

2. FLA Benchmark Article 57 of the Labor Code: Upon formulation of a wage scale, employers will provide training to workers on trade union training record.

3. Factory explained that neon lights were placed by regular waste only.

4. Employers recognize that wages are essential to meeting employees' basic needs. Employers will pay employees, as a base, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits.

5. Employers will recognize and respect the right of employees to freedom of association and collective bargaining as per local legal procedures.

6. FLA Code/Compliance Issue: The employer must have adequate information about their wages and benefits, and will not discriminate in pay.

7. In general, workers will have access to understandable workplaces.

8. Employers will use the standard that provides the proper exercise of their functions, including access to representatives should have the facilities necessary for some or all workers in a facility should have the means.

9. Employers will recognize and respect the right of employees to freedom of association and collective bargaining. Where conflicts are known to exist, employers will continue through the course of employment.

10. Employers will recognize and respect the right of employees to freedom of association and collective bargaining. Where conflicts are known to exist, employers will continue through the course of employment.

11. Employers will recognize and respect the right of employees to freedom of association and collective bargaining. Where conflicts are known to exist, employers will continue through the course of employment.

12. Employers will recognize and respect the right of employees to freedom of association and collective bargaining. Where conflicts are known to exist, employers will continue through the course of employment.

13. Employers will recognize and respect the right of employees to freedom of association and collective bargaining. Where conflicts are known to exist, employers will continue through the course of employment.

**Factory Response**

1. Factory to arrange health checks for all canteen staff.

2. There were 15 canteen staff working in the canteen.

3. Factory to provide by March 2011.

4. Factory to arrange health checks for all canteen staff.

5. Factory to provide by March 2011.

6. Factory to arrange health checks for all canteen staff.

7. Factory to provide by March 2011.

8. Factory to arrange health checks for all canteen staff.

9. Factory to provide by March 2011.

10. Factory to arrange health checks for all canteen staff.

11. Factory to provide by March 2011.

12. Factory to arrange health checks for all canteen staff.

13. Factory to provide by March 2011.
### Article 72 of the Labor Code

In every week, each employee shall adjust to keeping OT control from September 20, 2007.

- **OT Accumulate, OT**
- **4/1/2007**
- **Pending:** Comply with CLS as our policy strictly.

#### FLA Benchmark

- **OT Accumulate, OT**
- **Company Follow Up**
- **External Verification**
  - **3/9/2007**

### Overtime Compensation

- **FLA Code/Compliance Issue**
  - **10. Overtime Compensation**
  - **Overtime Limitations**
    - **(b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not limit the hours of work, the lesser of (a) 48 hours per week and 12 hours overtime or**
      - **14 hours in 4 consecutive days and 300 hours a year.**

### Hours of Work

- **Overtime Limitations**
  - **Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or**
    - **14 hours in 4 consecutive days and 300 hours a year.**
  - **(ii) be entitled to at least 1 day off in every 7-day period. An**
    - **entitled to at least 1 day off in every 7-day period. An**
  - **be ensured that laborers shall have at least 4 rest days in a**
    - **be ensured that laborers shall have at least 4 rest days in a**
  - **to production cycle, it is impossible to arrange weekly rest, it must**
    - **to production cycle, it is impossible to arrange weekly rest, it must**
  - **be entitled to a break of at least 1 day (24 consecutive hours).**
    - **be entitled to a break of at least 1 day (24 consecutive hours).**

### Country Law/Legal Reference

- **Documentation**
  - **Article 68, 69 of the Labor Code Circular No. 15/2003/TT-BLDTBXH dated 06/03/2003**
  - **Article 68, 69 of the Labor Code Circular No. 14/2003/TT-BLDTBXH In special cases where, due to capacity issue, to make sure OT policy is strictly**
    - **followed. Factory to come up with OT tracking**
      - **capacity issue, to make sure OT policy is strictly**
      - **followed. Factory to come up with OT tracking**
  - **Factory needs to review OT policy, as well as**
    - **Factory needs to review OT policy, as well as**
  - **To produce an output recording system and that it should be improved.**
    - **To produce an output recording system and that it should be improved.**
  - **Some Sunday OT work without compensating day off.**
    - **Some Sunday OT work without compensating day off.**
  - **September-October. Cases over 300**
    - **September-October. Cases over 300**
  - **risk of noncompliance**
    - **risk of noncompliance**
  - **Some Sunday OT work without compensating day off.**
    - **Some Sunday OT work without compensating day off.**
  - **Ongoing**
    - **Ongoing**
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