**FLA Comment:** This report was submitted with a corresponding corrective action plan to the FLA and was reviewed by FLA staff. In an effort to improve the effectiveness of remediation, the FLA has provided feedback and recommendations to the company. The FLA has not yet received a response from the company. Therefore, the report is posted in its current state and will be updated once a finalized report has been received.

For an explanation on how to read this report, please visit the FLA website [here](https://www.fla.org).
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**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)

**Uncorroborated Evidence of Noncompliance**

**Explanation:** Employees stated they had to sign a statement saying that they would not join a union when hired. However, a review of the employees’ personnel files yielded no such statement, nor were there any statements in other employee files.

**Plan Of Action:** No action required. No such statements are required of employees. We will continue to cover and reinforce our policy at new hire orientation.

**Deadline Date:** 01/09/2009

**Supplier CAP:** Facility is owned by company.

**Supplier CAP Date:** 01/09/2009

**Action Taken:**

**Plan Complete Date:** 01/09/2009
Freedom of Association: Other - Freedom of Association and Collective Bargaining

Noncompliance

Explanation: Gathered information revealed that some workers are not aware of their right to join/not join a union. This could be a result of cultural attitudes in the region.

Plan Of Action: No action required. This is covered as part of our induction process. We will continue to cover our policy at new hire orientation.

Deadline Date: 01/09/2009

Supplier CAP: Facility is owned by company.

Supplier CAP Date: 01/09/2009

Action Taken:

Plan Complete:

Plan Complete Date: 01/09/2009
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. One first aid kit contained expired materials

Reference: OSHA 29CFR1910.151 - Facility shall have on site first aid kits that, at minimum, comply with ANSI standards.

2. One fire extinguisher was discharged. Factory walkthrough


Plan Of Action:

1. Completed during audit.

2. Completed.

Will be reviewed through weekly hazard audits by management to assure compliance.

Deadline Date: 11/14/2008

Supplier CAP: Facility is owned by company.

Supplier CAP Date: 11/14/2008

Action Taken:

Plan Complete:

Plan Complete Date: 11/14/2008
Health and Safety: Ventilation/Electrical/Facility Installation and Maintenance

H&S.17 All necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and in such a manner as to prevent or minimize hazardous conditions to workers in the facility. (S)

Noncompliance

Explanation: Electric outlet receptacle near water fountain is not ground fault intercept (GFI) outlet.

Reference: OSHA 29CFR1910.304 - ground fault intercept equipment shall be installed where necessary to protect employees; OSHA 29CFR1910.305 - electric receptacles shall be suitable for their location

Plan Of Action: All GFI will be installed.

Deadline Date: 03/31/2009

Supplier CAP: Facility is owned by company.

Supplier CAP Date: 03/31/2009

Action Taken:

Plan Complete:

Plan Complete Date: