

MALAYSIAN TRADES UNION CONGRESS

HR Minister endorse British American Tobacco's Union Busting Tactics

BAT Employees' Union's hope for justice was shattered when Human Resources Minister Dato Fong Chan Onn ruled that the company's decision not to allow production workers to continue their union membership was correct. Minister's decision clearly demonstrate the power and influence of large multinational corporations in the country. MTUC is deeply disturbed by BAT's action and have advised the union to challenge Minister's ruling.

Last August the company categorized all the Production Technicians as Process Specialist and denied them the right to union membership. Union disputed company's contention and complained to the DGIR that the exercise was primarily aimed to kill the 44 years old BAT employee' Union.

On February 28 several long serving technical and maintenance service employees were denied entry into the factory compound by the security guards without any prior notification. All of them had earlier refused company's call to leave through a voluntary separation scheme. Following union's strong protest, company has directed all the eight employees to stay at home on paid leave until end of March. Subsequent action by the company shows that these employees will be terminated under the pretext of retrenchment.

BAT has now requested another company to take over the maintenance service, who have brought in their own crew.

MTUC has requested the Director General of Human Resources to urgently intervene to stop the termination.

At the February 2007 meeting, MTUC General Council decided to submit a complaint to the ILO and OECD. Twenty three MTUC affiliates have protested against management's unfair labour practices.

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Secretary General