



PEKERJA PENENTU ARAHTUJU NEGARA

**Sambutan Hari Mei 2013, MTUC Subang Jaya
Selangor, 8.00pagi
Workers Commemoration Day, 28th April 2013**



Newly elected Secretary General N Gopal Kishnam with President Mohd Khalid Atan

MESEJ SETIAUSAHA AGUNG: *Saudara-saudari,*

Selaku Setiausaha Agung MTUC yang baru dilantik saya mengucapkan terima kasih di atas sokongan dan mandat yang diberikan oleh Majlis Am MTUC bagi mengendalikan urusan MTUC.

Sebagai permulaan, bersama barisan pimpinan MTUC saya akan cuba mengatasi segala permasalahan dan kekurangan yang wujud secara beransur-ansur.

Memandangkan Pilihanraya Umum ke-13(PRU13) akan berlangsung pada 5hb Mei maka Tuntutan Buruh sempena PRU13 telah dirangka bagi membolehkan diedarkan kepada semua parti politik yang akan bertanding dalam PRU13 ini.

Kedua sambutan Hari Mei akan berlangsung diperkarangan MTUC Subang Jaya pada tanggal 1hb Mei 2013.

TEMA : PEKERJA PENENTU ARAHTUJU NEGARA.

Ketiga sambutan Hari Memperingati Kematian dan kecederaan pekerja akan diadakan pada 28 Mei 2013, di MTUC Subang.

Keempat mesyuarat bersama Ketua setiausaha KSM akan diadakan secepat mungkin bagi membolehkan isu-isu pekerja di-perbincangkan.

Kelima laman Web MTUC akan dihidupkan kembali dalam tempuh masa sebulan.

Sekali lagi rakaman ribuan terima kasih ditujukan di atas segala kerjasama dan sokongan yang telah diberikan dan memohon sokongan lanjut terus dihulurkan supaya dapat meneruskan perjuangan ini.

Segala cadangan dan komen berkaitan isu-isu pekerja, kesatuan, dan pengurusan MTUC boleh ditujukan ke MTUC melalui email, fak dan surat kepada Setiausaha Agung MTUC pada bila-bila masa.

N. Gopal Kishnam, Setiausaha Agung





TUNTUTAN MTUC BAGI PRU- 13

TUNTUTAN MTUC SEMPENA PILIHANRAYA UMUM KE-13 (PRU13)

- ⇒ Menghapuskan dengan serta merta, segala bentuk ancaman, penindasan, tindakan yang menghakis kualiti hidup dan mengugat kesejahteraan kaum pekerja;
- ⇒ Menghentikan semua jenis amalan diskriminasi pekerjaan tanpa mengira kaum, gender, agama dan sebagainya;
- ⇒ Menghormati keluhuran Perlembagaan Persekutuan dengan mengiktiraf dan mengubal segala undang undang yang menyekat hak kebebasan berkesatuan dan hak bersuara;
- ⇒ Meminda peruntukan undang-undang buruh yang lapuk dengan mematuhi Deklarasi Prinsip-Prinsip Asasi dan Hak-hak di Tempat Kerja 1988 Pertubuhan Buruh Antarabangsa (*ILO Declaration on Fundamental Principles and Rights at Work*) dan mempraktikan Agenda Kerja Kepatutan (*Decent Work Agenda*);
- ⇒ Mengutamakan Jaminan Pekerjaan (Job Security);
- ⇒ Menghapuskan pengswastaan semua perkhidmatan keperluan asas awam;
- ⇒ Menghapuskan amalan penyumberluaran (out-sourcing) dan pengajian pekerja secara sistem kontrak;
- ⇒ Pengambilan dan pengurusan pekerja-pekerja asing hanya melalui mekanisme dua-pihak Kerajaan ke Kerajaan (Government to Government);
- ⇒ Membina lebih banyak rumah mampu milik bagi pekerja-pekerja yang berpendapatan rendah.



Berucap hari ini dalam sidang media yang diadakan di Ibu Pejabat MTUC Subang Jaya jam 11.00 pagi 24hb April 2013 Sdra. Mohd Khalid Atan presiden MTUC memperjelaskan secara panjang lebar kepentingan tuntutan-tuntutan ini kepada kaum pekerja terutama yang mewakili sektor swasta.

Beliau menegaskan bahawa pihak MTUC akan memberi sokongan yang sepenuhnya kepada mana-mana parti yang sanggup untuk merealisasikan tuntutan ini supaya dapat memberi manfaat kepada semua secara keseluruhan. Tambahan beliau, MTUC mahukan undang-undang yang digubal itu dilaksanakan dengan tegas dan bukannya dilewatkan, ditangguh atau dimansuhkan atas desakan dan permintaan dari pihak-pihak yang mementingkan kepentingan sendiri terutamanya atas pengaruh dari pihak syarikat besar(multi Nasional corporation) atau mana-mana kroni yang inginkan keuntungan semata-mata dari memberi keutamaan kepada kebijakan kaum pekerja.



Seterusnya Sdra N.Gopal Kishnam, Setiausaha Agung menjelaskan “segala tuntutan ini adalah selari dengan hak asasi dan Undang-undang Perburuhan Antarabangsa (ILO), kami bukanlah menuntut sesuatu yang luar biasa, jelasnya kepada para pihak media yang hadir.



Aktiviti MTUC & Kesatuan

Seminar on Understanding Company's account on Collective Agreement organized by Selangor Division was held on 30hb March 2013 at Shah Village.

More than 35 union leaders from various sectors attended this important seminar.

It was Chaired by Bro. Bruno Pereira, General Secretary, Electronic Industry employees union Western Region Peninsular Malaysia.



Kursus Perhubungan perusahaan dan siasatan dalaman telah berlangsung selama lima hari di MTUC Subang Jaya dari 15-19hb April 2013. Seramai 6 peserta wanita telah menyertai kursus ini.



Lawatan sambil belajar Prof Hisaaki Fujikawa dari Jepun ke MTUC, dipengerusikan oleh Naib Presiden MTUC Mohd Rozseli Majid.





Statistic

Collective Agreements Deposited and Given Cognisance (2005 - 2012)

Jadual 1

SUBJECT	2005	2006	2007	2008	2009	2010	2011	2012
Total Number of Collective Agreements Carried Forward For Cognizance	40	46	8	10	6	17	5	11
Total Number of Collective Agreements Deposited	271	349	333	273	276	337	314	285
Total Number of Collective Agreements Given Cognizance	263	385	314	270	276	330	322	290
Total Number of Collective Agreements Withdrawn	0	0	0	0	0	1	3	0

Jadual 2

Analysis of Awards of Non-Dismissal Cases (2005 - 2012)

SUBJECT	YEARS							
	2005	2006	2007	2008	2009	2010	2011	2012
Non-Compliance of Award	60	136	109	124	113	131	107	84
Non-Compliance of Collective Agreement	60	66	30	40	34	27	27	21
Interpretation of Award / Collective Agreement	16	10	6	4	5	8	4	8
Variation of Award / Collective Agreement	7	1	7	2	3	3	5	3
Amendment to Collective Agreement (By Court Order)	1	1	0	0	0	0	0	0
Collective Agreement (Terms and Conditions)	46	37	61	39	37	47	36	34
Victimization	0	0	1	0	0	20	4	5
Trade Disputes	0	0	38	15	13	21	27	27
TOTAL	202	259	228	232	195	239	210	182

Jadual 3

Analysis of Awards of Dismissal Cases (2005 - 2012)

TYPES OF DISMISSAL	2005	2006	2007	2008	2009	2010	2011
Constructive	22	42	97	126	140	135	91
Misconduct	2144	2051	1200	878	613	608	639
Retrenchment	16	32	422	155	114	67	90
Others	0	0	402	573	328	479	640
TOTAL	2182	2125	2121	1732	1195	1289	1460

Keempat-empat jadual ini memberi gambaran serta tren kes-kes perburuan yang dikendalikan oleh Mahkamah perusahaan Malaysia untuk tempoh masa tujuh tahun kebelakangan.



Statistik

Jadual 4: No. of Cases Referred to the Industrial Court (2005 - 2012)

SUBJECT	YEARS							
	2005	2006	2007	2008	2009	2010	2011	2012
Total number of cases carried forward	4143	3723	4566	4612	3342	2627	2552	2251
Total number of cases referred	1859	2990	2346	665	647	1437	1346	1918
Total number of awards handed down	2403	2332	2599	2170	1485	1640	1838	1764
Total number of cases pending	3723	4566	4612	3342	2627	2552	2251	2559
Total number of cases disposed	2209	2233	2367	1980	1390	1528	1670	1615

Source: Industrial court of Malaysia website :<http://www.mp.gov.my/index.php/en/statistics>

Minimum Wage Policy

BNM: Minimum Wage Policy To Benefit 27 Per Cent Of Workers Across Malaysia

Some 27 per cent of workers across Malaysia will benefit from the minimum wage policy, Bank Negara Malaysia (BNM) said.

The central bank said the affected workers in Peninsular Malaysia were expected to receive a 33 per cent increase in wages, while those in Sabah and Sarawak would be given a 38 per cent increment.

"By economic sector, the agriculture industry is expected to be the most affected, as 43 per cent of workers in the sector received wages that were below the minimum wage prior to the implementation of the policy," BNM said in its 2012 Annual Report released Wednesday.

BNM said the minimum wage policy was envisaged to have an important role in addressing inefficiencies in the labour market and in improving the social welfare of low-paid workers.

It said by setting a minimum level for wages, it would alleviate labour market distortions and maximise the efficiency of labour usage in the economy.

The central bank said the increase in the incomes of low-wage workers to levels that would fulfill their basic needs, would improve their economic welfare by raising their standards of living.

Consistent with the Government's objective of transforming Malaysia into a high-income and high-productivity economy, the minimum wage policy provided incentives to both firms and workers to undertake productivity-enhancing measures, it added.

"In the short run, the minimum wage policy may subject firms to higher costs, especially those that have been highly dependent on low-wage workers," BNM said.

However, it said over the medium to long term, the minimum wage policy was expected to have a positive impact on the Malaysian economy and the short-term costs and risks of the minimum wage policy on inflation were expected to be well-contained.

The minimum wage policy was envisaged to be a positive step towards encouraging a fairer wage structure, and in contributing towards the promotion of higher value-added economic activities and higher-skilled jobs, it added. Source: Bernama, March 20, Kuala Lumpur.



Workers Memorial Day



Workers memorial day atau hari memperingati pekerja yang telah terkorban dalam melakukan pekerjaan telah mula disambut oleh Kongres Kesatuan Sekerja Maysia(KKSM) bahagian Pulau Pinang sejak 20 tahun yang lalu, dan Pulau Pinang adalah tempat yang pertama mengadakan sambutan ini di kalangan negara Asia.

Abdul Razak dan ramai lagi pemimpin veteran kesatuan turut berserta di samping ahli-ahli kesatuan.



Sambutan pada tahun ini turut dihadiri oleh YB Timbalan Ketua Menteri II Pulau Pinang Professor P.Ramasamy, Sdra N.Gopal Kishnan Setiausaha Agung MTUC, mantan presiden KKSM YB Senator Syed Shahir, mantan pengurusi KKSM bahagian Pulau Pinang Sdra.



Workers' Memorial Day is now an international day of remembrance of workers killed in incidents at work, or by diseases caused by work, and annually on April 28, Workers' Memorial Day events are held throughout the world.

Dilaporkan oleh: Mohamad Fauzi, Timb Setiausaha KKSM Pulau Pinang



PIKET DARURAT 6413

Kesatuan Kebangsaan Pekerja-Pekerja Bank (Nube) telah melancarkan piket - "Piket Daulat 6413" - secara besar-besaran dalam menunjukkan bantahan berhubung siri pertikaian melibatkan kepentingan pekerja-pekerja industri perbankan.

Piket bermula kira-kira jam 2 petang dengan ahli-ahli Nube membanjiri Dataran Mayban di Jalan Tun Perak sebelum mereka berarak ke ibu pejabat bangunan CIMB.

Para peserta piket memegang sepanduk dan kain rentang yang mengecam ketidakadilan ke atas kebijakan pekerja bank-bank.

Piket Daulat 6413 mengemukakan 10 tuntutan terhadap tiga bank tempatan iaitu Maybank, CIMB Bank dan Bank Muamalat.

10 tuntutan tersebut ialah:

- Hentikan pencabulan Rukun Negara
- Hentikan jualan produk secara salah
- Hentikan penyahkawalseliaan khidmat perbankan
- Hentikan caj yang melampau terhadap pelanggan
- Hentikan diskriminasi pelanggan mengikut kaum
- Hentikan penamatkan perkhidmatan pekerja senior
- Hentikan eksplorasi terhadap pekerja
- Hentikan penganiayaan terhadap pekerja hamil
- Hentikan mewujudkan pengangguran
- Hentikan galakan ketaksamaan pendapatan

Pada piket itu, turut diedarkan risalah kepada orang ramai di sekitar Jalan Tun Perak yang memaparkan pendapatan tiga ketua pegawai eksekutif (CEO) tiga bank terbabit.

Ia mendakwa CEO Bank Muamalat, Datuk Mohd

Redza Shah Abdul Wahid menerima pendapatan tahunan RM3.3 juta dan CEO Maybank, Datuk Seri Abdul Wahid Omar pula memperoleh pendapatan tahunan berjumlah RM6.26 juta. CEO CIMB, Datuk Seri Nazir Tun Razak pula memperoleh sebanyak RM10 juta setahun.

Naib Presiden Nube, Abdul Jamil Jalaluddin dalam ucapannya melahirkan kekesalan terhadap Kementerian Sumber Manusia kerana gagal mengambil tindakan terhadap masalah mereka sejak setahun lalu.

"Kita minta bantuan daripada Kementerian Sumber Manusia mereka tidak mampu (bantu). Banyak aduan dibuat namun tidak diendahkan. Kami rakyat Malaysia. "... kami minta bantuan (Datuk Seri Najib Razak) tapi sampai sekarang tidak selesai. Kita muahu duduk bincang tapi sehingga kini mereka tidak muahu berbincang," katanya.

Himpunan yang berlangsung secara aman selain mendapat kerjasama daripada pihak polis.

Sementara itu, Setiausaha Agung Nube, J Solomon pula menegaskan, tuntutan mereka terhadap kenaikan gaji sehingga 51 peratus itu hanya bagi setiap tiga tahun.

Malah katanya, kadar kenaikan gaji itu jauh lebih munasabah berbanding kenaikan gaji tahunan yang dinikmati CEO bank terbabit pada masa ini.

"Gaji CEO Maybank setiap tahun dapat kenaikan sebanyak 53 peratus, tapi kami minta 51 peratus setiap tiga tahun sekali saja," katanya kepada pemberita selepas piket selesai pada jam 4.30 petang.

Sumber Sinar Harian, 6 April 2013, Kuala Lumpur





Sedition Charges for Opposition Leader

Repeal Sedition Act; Ensure Protection for Peaceful Campaign Activities

(New York, April 11, 2013) – [Malaysian](#) authorities should drop seditious charges against a political opposition leader that violate rights to free expression, Human Rights Watch said. On April 12, 2013, a court in Kuala Lumpur will bring proceedings against Tian Chua, vice-president of the opposition Parti Keadilan Rakyat (People's Justice Party, PKR) and a member of parliament.

The charges against Tian relate to a statement he made in the media concerning recent violence in Sabah and the alleged role of the United Malay National Organization (UMNO), the largest party in the ruling Barisan Nasional coalition. Malaysia's seditious law has long been used by the authorities to silence peaceful critics and opposition party leaders, Human Rights Watch said.

"Charging an opposition leader with sedition for expressing his views in the media ahead of a general election is a direct assault on the democratic process," said [Phil Robertson](#), deputy Asia director at Human Rights Watch. "Prosecutors should end this charade and immediately drop their politically motivated charges against Tian Chua."

If convicted, Tian faces a sentence of up to three years in prison and a fine of RM 5000 (US\$1,600). A conviction resulting in a sentence of at least one year or a fine of RM 2000 would disqualify him from standing for elections or holding office as a member of parliament. Any such disqualification would only cease five years after he is released from custody or when he pays the fine. He is currently free on bail.

The authorities charged Tian under section 4(1)(b) of the Seditious Act 1948 for making seditious remarks over the phone on March 1 to a reporter at the *Suara Keadilan* (Keadilan Daily). He is accused of saying the February fighting at Lahad Datu, in Sabah, between Malaysian security forces and armed men from the Philippines was part of a "planned conspiracy" by the "UMNO government" in order "to divert attention and frighten citizens." He is also alleged to have raised concerns about the "UMNO government" engaging in a "shadow play" connected to an election registration conspiracy in Sabah.

The Seditious Act includes vague offenses such as uttering "any seditious words" without defining what constitutes "sedition" or "seditious words," Human Rights Watch said. Instead the act broadly outlaws any "seditious tendency" that would "bring into hatred or contempt or excite disaffection

against any Ruler or against any Government."

Prime Minister Najib Razak has repeatedly called for repeal of the Seditious Act. In his April 3 announcement that he would seek re-election, Najib stated that he "look[ed] forward to repealing the Seditious Act and replacing it with legislation more suited to our times."

Human Rights Watch has sought repeal of the Seditious Act on grounds that it permits restrictions on freedom of expression beyond those allowed by international human rights standards.

"A top priority for the next government of Malaysia should be the immediate repeal of the Seditious Act, an anachronistic, rights repressive law that should have been scrapped long ago," Robertson said. "Malaysia should resist calls to replace it with a more cheerfully named yet equally oppressive piece of legislation, and trust in the existing penal code to preserve peace and order."

On March 6, a six-member police investigation team arrived with a warrant to search the offices of *Suara Keadilan* and, according to the paper's web portal, notified staff members that they were there to "confiscate computers used to upload" Tian's statement. The police also informed the paper that they required the reporter's notes from the telephone interview with Tian, which the paper agreed to provide.

Tian has faced an intensifying harassment campaign that the government has done little to stop. UMNO has filed a civil defamation suit against Tian for his remarks in *Suara Keadilan*.

On March 4, Malaysia Home Minister Hishammuddin Hussein told a rally of Barisan Nasional Youth in Gombak, Selangor that they had to "eliminate traitors" and the crowd responded that Tian should be killed, yelling "chop off his head!" Protesters also attacked a car carrying Tian in Penang on March 15 after a PKR political dinner. Tian alleges that he has been targeted with violent threats and harassment by UMNO Youth members during PKR political meetings and campaign events at which he has appeared.

"As the election campaign unfolds, the government should not forget that it is responsible for ensuring equal protection of the law for all candidates," Robertson said. "The threats against Tian Chua should be immediately and impartially investigated, and all those found responsible fully prosecuted." Source: *Human Rights Watch*,