

**Kingdom of Cambodia  
Nation Religion King**



**Respectively Submitted to  
the Management-Team of the International Brand, Gap**

**Subject:** Request you, the Management-Team of **Gap**, to intervene urgently in the case of the company-management of Cambo Kotop Ltd., dismiss five local union leaders of movement of workers and 36 workers from work without implementing the legal procedures (illegal dismissals).

Based on the subject above, we, the **Collective Union of Movement of Workers (CUMW)**, would like to inform you that on December 16, 2014, the company-management of Cambo Kotop Ltd., your supplier-factory in Cambodia, dismissed the five local union leaders of movement of workers in the factory level without implementing the legal procedures of the labor laws of Kingdom of Cambodia. Those dismissed five local union leaders of movement of workers are shown below:

1. Mr. **Rin Makara**, a union president of movement of workers in Cambo Kotop Ltd.
2. Mr. **Om Leap**, a union vice president of movement of workers in Cambo Kotop Ltd.
3. Mr. **Pen Pheara**, a union secretary of movement of workers in Cambo Kotop Ltd.
4. Mr. **Tren Vey**, a union deputy secretary of movement of workers in Cambo Kotop Ltd.
5. Mr. **Dy Saluch**, a union activist of movement of workers in Cambo Kotop Ltd.

Concerning the dismissals to the five local union leaders of movement of workers, the company-management did not implement through the legal procedures of the labor laws or international conventions of ILO. The company-management just threatened and told them to stop working from this company immediately. Moreover, we, the **Collective Union of Movement of Workers (CUMW)**, would like to show you about the legally realistic verification to consider:

1. The five local union leaders of movement of workers have never behaved in misconduct in the factory level.
2. The five local union leaders of movement of workers have never been provided any warning letters or verbal warning by the company-party.
3. The company-management did not notify them about the dismissals in an advance.
4. The company-management did not notify the labor inspection for approving of the case (approval).
5. The dismissals were not officially approved by the labor inspection.

After the striking days from December 17 - 30, 2014, the workers, employees returned to working in the company as per the court-injunction, the company-management gradually terminate their labor contracts and change their positions from their usual jobs. On January 02, 2015, the company-party dismissed 29 workers, 04 workers on January 03, 2015, and 03 workers on January 05, 2015 from work without following the legal procedures. These are the dismissed workers:

- Phin Rany, a worker, ID: 7235
  - Leap Nat, a worker, ID: 7591
  - Sun Vuthy, a worker, ID: 6627
  - Sat Sopheap, a worker, ID: 8500
  - Sen Bopha, a worker, ID: 8618
  - Phal Sna, a worker, ID: 6645
  - Chhorn Peo, a worker, ID: 13030
  - Pin Khmer, a worker, ID: 5561
  - Hong Chenda, a worker, ID: 12341
  - Hel Touch, a worker, ID: 4798
  - Than Sim, a worker, ID: 11876
  - Chay Sophorn, a worker, ID: 2600
  - Men Channa, a worker, ID: 3228
  - Choum Phalla, a worker, ID: 7231
  - Phan Phy, a worker, ID: 2033
  - Mo Sorya, a worker, ID: 1259
  - My Sarum, a worker, ID: 3977
  - Mos Chanrin, a worker, ID: 12212
  - Minh Nang, a worker, ID: 1572
  - Neang Thoeurn, a worker, ID: 6215
  - Son Chanthy, a worker, ID: 3707
  - Peurn Thou, a worker, ID: 4838
  - Seurn Sang, a worker, ID: 6279
  - Porn Chenda, a worker, ID: 4568
  - Nem Thy, a union activist of movement of workers
  - Pin Chhorvy, a worker, ID: 1970
  - ID: 1572
  - ID: 7591
  - ID: 2033
  - Sem Veasna, a union activist of movement of workers, fired on January 03, 2015
  - ID: 10564, fired on January 03, 2015
  - ID: 7591, fired on January 03, 2015
  - Lonh Sokleap, a worker, ID: 10564, fired on January 03, 2015
  - Chhun Pichchara, a worker, ID: 1364, fired on January 05, 2015
  - Chhun Sreyla, a worker, ID: 4915, fired on January 05, 2015
  - Koy Sreypeo, a worker, ID: 1002
- Apart from this, the company-management change the workers' positions as the following:
1. Theit Yim, ID: 8588, changing from QC cutting to QC final
  2. Nop Phanit, ID: 11440, changing from QC cutting to QC final
  3. Nhim Sophana, ID: 12100, changing from In-put-line to Sewing
  4. Eam Kosal, ID: 7139, changing from In-put-line to Ironing

Nowadays, the workers' rights and freedom are badly repressed by the company-management even their break time for lunch. For instance, the workers, employees have lunch in

group or talk to each other during their lunch time, the company always take photos and tell them to stop immediately, especially when the workers, employees talk about the union tasks.

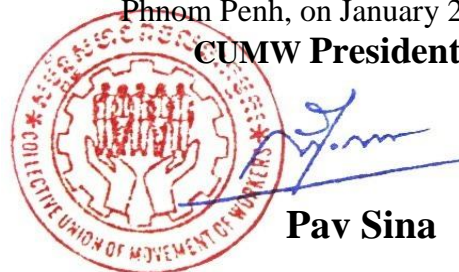
Furthermore, the company-administrators as all the company-management still keep deducting the union fee contribution from the workers who do not subscribe to the union or resign from it already to that typical union even though the workers, employees repeatedly tell them, the company-party not to do that again and again. The **Collective Union of Movement of Workers (CUMW)** regards this a very serious repression or violation on the union freedom, union rights, labor rights and as well as the labor laws of Kingdom of Cambodia. The **Collective Union of Movement of Workers (CUMW)** represent all the workers, employees in Cambo Kotop Ltd., would like to request you, the **Management-Team of the International Brand, Gap**, to urgently intervene in these illegal dismissals to somehow enable the company-party to reinstate all the dismissed five local union leaders of movement of workers and all 36 dismissed workers to working in the company as usual with their reimbursement and stop interfering and discriminating the union of movement of workers in every image.

According to the statement mentioned already, we, the **Collective Union of Movement of Workers (CUMW)**, hope that the **Management-Team of the International Brand, Gap**, will thoroughly consider responding to the above proposal to deal with this issue in being full of justice for the workers, employees in Cambo Kotop Ltd., improving the working conditions to finalize the dispute by your considerate compassion.

Please you accept our real respect and deep esteem.

Phnom Penh, on January 23, 2015

**CUMW President**



**Pav Sina**