

Call for Solidarity: PT.Onamba Indonesia Conduct Crime of Union Busting!

Wednesday 13 October 2010, by [KASBI](#) (Date first published: 30 September 2010).

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To:

All Comrades in Trade Union in Indonesia and International
All Comrades in National and International Network

Call for Solidarity:

PT. ONAMBA INDONESIA PRACTICE UNION BUSTING IN INDONESIA!

(Call for solidarity on dismissal of M. Iwan Ridwan - Chair of SPA FSPEK PT Onamba - KASBI)

In Solidarity!

PT. Onamba is a company who producing a variety of electronic goods, especially cable, is a very big supplier for famous electronics companies such as Epson, Kiyokuni, KAI, Sanken, Bando, Toshiba and JVC. PT. Onamba Indonesia is a subsidiary of Onamba, Co. Ltd. In Japan which is headquartered in 3-1-27, Fukae-Kita, Higashinari-ku, Osaka-shi, Osaka - Japan 537-0001 Tel: (06) 6976-6101 / Fax: (06) 6976-6100.

PT. Onamba Indonesia, committed the crime of Union Busting to Trade Union, namely SPA FSPEK-KASBI - a union which is member of KASBI, in the company. PT. Onamba systematically practice union-busting action in their company. The latest act of this company is the dismissal of two union chairmen of SPA FSPEK-KASBI as a method to spread fear among workers and to eliminate union in this company. The person who was dismissed is:

1. Emanuel Suherman, chairman of SPA FSPEK-KASBI who was dismissed in October 2009
2. M. Iwan Ridwan, Chairman of SPA FSPEK-KASBI who also successor of Emanuel Suherman who is dismissed in September 2010

In addition, PT. Onamba also implement a discrimination policy against SPA-KASBI FSPEK Onamba Indonesia in various ways, such as different treatment and provision of facilities to the new union who was sponsored by company and impose sanctions to member and committee of SPA FSPEK-KASBI Onamba Indonesia. This kind of act by company already happened since long time. For example, before the dismissal of M. Iwan Ridwan, company gave a sanctions in the form of a warning letter to Nurhayati (treasurer SPA FSPEK-KASBI PT. Onamba Indonesia) and Istiawan (Advocacy

Department of SPA FSPEK-KASBI PT. Onamba Indonesia) on charges of disturbing the working hours when they're perform a socialization to the workers while the company provides freedom time and space for the new union to hold meetings and doing black campaign to SPA FSPEK-KASBI PT. Onamba Indonesia.

The dismissal to M. Iwan Ridwan on 20 September 2010 based on accusation that M. Iwan Ridwan had spoke a harsh words to the other worker, Akhmad Irfan. Actually, the fact is, at that day Akhmad Irfan insulting M Ridwan by roughly expulse M. Iwan Ridwan and humiliate the union when he delivered a meeting invitation of union to members of SPA FSPEK-KASBI PT. Onamba Indonesia. Company received a complaint and twisted the statements of the witnesses and made it as a basis to dismissed M. Iwan Ridwan.

Furthermore, the dismissal of M. Iwan Ridwan in our opinion is part of company action to eliminate the true union in the Company. This act also related to the activities conducting by M. Iwan Ridwan in SPA FSPEK-KASBI PT. Onamba Indonesia who on demanding the company to:

- Provide shuttle bus for the workers as stated in Company Collective Agreement (PKB)
- Improve health insurance coverage for workers from regional wide area (Blue inhealth) to national wide coverage (Silver inhealth).
- Pay a mortal aloowance for workers as stated in Company Collective Agreement (PKB)

Based on those situations, we - Konfederasi KASBI (Confederation of Congress of Indonesian Unions Alliance) call all comrades in national and international network to give solidarity to SPA FSPEK-KASBI PT. Onamba Indonesia's struggle against the practice of union busting in their company.

All comrades can write a solidarity or protest letter to this address:

PT. Onamba Indonesia, Address JL.MALIGI II LOT
C-5B KAWASAN INDUSTRI KIIC, KEI. SUKALUYU,
KEC.TELUK JAMBE, KARAWANG JAWA BARAT
41361 INDONESIA
Tel:+62 21 890-2554
Fax: +62 21 890-2564

Head Office:
Onamba, Co. Ltd di Jepang
Masataka Koyama (President)
3-1-27, Fukae-Kita,
Higashinari-ku,
Osaka-shi Osaka, 537-0001,
Tel: (06) 6976-6101
Fax: (06) 6976-6100

Please cc all the letter to this email address:

shiokawa onamba.co.id (President Director of Onamba)
shinkai onamba.co.id (Production Director of Onamba)

odih onamba.co.id, hrd onamba.co.id, hotnida onamba.co.id,
engineering1 onamba.co.id, sales-local3 onamba.co.id, assy onamba.co.id,
kaizen onamba.co.id, warehouse1 onamba.co.id (Management team of Onamba)

and to KASBI: kp_kasbi yahoo.com

For detail information regarding company:

Head office (Japan): http://www.onamba.co.jp/english/company_e/index_e.html

Indonesia: http://www.onamba.co.jp/english/global_e/ino_e.html

Thank you,

Jakarta, 24 September 2010.

Comradely,

Konfederasi KASBI

Confederation of Congress of Indonesian Unions Alliance

Nining Elitos

Chairperson

Khamid Istakhori

General Secretary

Simon, SH

Department of International

Relation

PT. ONAMBA INDONESIA CONDUCT CRIME ON UNION BUSTING!

**Official Statement by Confederation of Congress of Indonesian Unions Alliance - KASBI
on Workers in PT. Onamba Indonesia's Strike on 30 September 2010.**

Long Live Workers!

Workers United Cannot Be Defeated!

Start from today workers in PT. Onamba Indonesia, which member of Federation of Unions in Karawang (FSPEK) and affiliated nationally to Confederation of Congress of Indonesian Unions Alliance (KASBI) conducting strike, starting at 06.30 and will end if management fulfill all demands addressed by the workers.

As method of workers' struggle, this strike was chosen as an impact of the failure of the fair and honorable negotiations between workers and management. The negotiation had been closed unreasonable by company management. The triumph of unreasonable act by management showed when company unilaterally dismissed M. Iwan Ridwan, Chair of Trade Union of PT. Onamba Indonesia FSPEK-KASBI. This dismissal of M. Iwan Ridwan done after he testified before Industrial Relations Court for case dismissal Suherman Emanuel, the previous chairman of Trade Union of PT. Onamba Indonesia FSPEK-KASBI who also

dismissed by company on October 2009. Within only 11 months, company had dismissed two
(2) Chairman of union in the company!

The case of M. Iwan Ridwan happened on 5 April 2010 at 13.00 when M. Iwan Ridwan gave a testimony before Industrial Relation Court in Bandung for case of the dismissal of Eman Suherman. Only in 21 hours after M. Iwan Ridwan gave the testimony, on 6 April 2010 at 10.00, M. Iwan Ridwan received a sanction from company base on the “involvement in bribery” charge. In addition, this decision taken by company without any bipartite mechanism in the company.

The next incident was on 13 August 2010, when M. Iwan Ridwan is distributing meeting invitation for all union members. While doing this activity which is guaranted by law, M. Iwan Ridwan received a provocation from Akhmad Irfan, staff at the Department of Warehouse who is known as very anti-union workers. M. Iwan Ridwan was evicted from the room with harsh words. In the incident, M. Iwan Ridwan replied to Akhmad Irfan to stop provoke him. Akhmad then made a complaint to HRD on M. Iwan Ridwan behaviour. Based on this complaint, company management doing a dismissal for M. Iwan Ridwan on 20 September 2010.

Furthermore, the dismissal of M. Iwan Ridwan in our opinion is part of company action to eliminate the true union in the Company. This act also related to the activities conducting by M. Iwan Ridwan in SPA FSPEK-KASBI PT. Onamba Indonesia

The strike by workers actually perform a solidarity to dismissal of M. Iwan Ridwan and Eman Suherman, two chairman of union of PT. Onamba Indonesia FSPEK - KASBI. This strike also reflect a protest to company for conducting union busting and also to streessing our demand to company to:

- Elimination of contract based working and outsourcing system in PT. Onamba Indonesia which violate Law on Manpower (UU No. 13/2003). For many years company has been implementing this working system in core-business area and for a long time.
- Provide shuttle bus for the workers as stated in Company Collective Agreement (PKB)
- Improve health insurance coverage for workers from regional wide area (Blue inhealth) to national wide coverage (Silver inhealth).
- Pay a mortal aloowance for workers as stated in Company Collective Agreement (PKB)

Confederation of Congress of Indonesian Unions Alliance - KASBI as national confederation has been studying and involving in PT. Onamba Case for a long time. For latest case we shared this company's brutal act nationally and internationally and got a huge support and solidarity. We also wrote to all customer of PT. Onamba Indonesia on what going on in this company and particularly on the strike perform by the workers. We received a lot of support and solidarity regarding the strike and the case.

Hand in hand with workers in PT. Onamba Indonesia, Confederation of Congress of Indonesian Unions Alliance - KASBI give a strong and total support for the strike and we demand to all related party to:

1. Withdraw the dismissal of M. Iwan Ridwan and Eman Suherman and re-employ M.

Iwan Ridwan and Eman Suherman as before;

2. Strongly urge a police department to conduct investigation the act of the company under Crime on Union Busting as referred in UU No. 21/2000 on Trade unions;
3. Eliminate contract based and outsourcing system in PT. Onamba Indonesia;
4. Provide shuttle bus for the workers as stated in Company Collective Agreement (PKB)
5. Improve health insurance coverage for workers from regional wide area (Blue inhealth) to national wide coverage (Silver inhealth).
6. Pay a mortal allowance for workers as stated in Company Collective Agreement (PKB)

We also urge all customer of PT Onamba Indonesia in Indonesia and around the world to give a pressure to company to respect the rights of workers and fulfill all workers demand.

The strike will continue until company fulfill all workers demand!

Some update:

Today, 4 October 2010, company deployed workers and a high school student as a replacement for the workers in strike. Based on this situation, all workers and KASBI afraid with a quality of products that should achieve a standart ISO 2001 if the products will produce by this un-skill replacement.

Jakarta, 30 September 2010

Comradely,

Konfederasi KASBI

Confederation of Congress of Indonesian Unions Alliance

Nining Elitos
Chairperson

Khamid Istakhori
General Secretary

Simon, SH
Department of International
Relation

Letter to Customers of PT. Onamba Indonesia's products

To:
All Customers of PT. Onamba Indonesia's products

Dear Sir/madam,

We are the Committees of Trade Union of PT. Onamba Indonesia which located in Industrial Area KIIC Jl. Maligi Lot C nomor 5 B Karawang. We believe all of you recognize our company as a main supplier for cable product. As the trade union, we also a member of FSPEK - KASBI (Confederation of Congress of Indonesia Unions Alliance).

In line with this letter, we like to inform you about a recent situation in PT. Onamba Indonesia that we believe will be your concern. Since 30 September 2010, all workers in PT. Onamba Indonesia are in strike (this strike is legal strike and protected under law) as a response to the failure of the fair and honorable negotiations between workers and management. The negotiation had been closed unreasonable by company management. The triumph of unreasonable act by management showed when company unilaterally dismissed M. Iwan Ridwan, Chair of Trade Union of PT. Onamba Indonesia FSPEK-KASBI. This dismissal of M. Iwan Ridwan done after he testified before Industrial Relations Court for case dismissal Suherman Emanuel, the previous chairman of Trade Union of PT. Onamba Indonesia FSPEK-KASBI who also dismissed by company on October 2009. Within only 11 months, company had dismissed two (2) Chairman of union in the company!

In addition to the case, we also demand management of PT. Onamba Indonesia to fulfill all normative rights for the workers as agreed and stated in Collective Working Agreement in PT. Onamba.

Since the day we started our strike, all production process in PT. Onamba Indonesia are totally stop. It's happening because almost 95% of workers or at least 230 workers (which is our members) joining the strike. We urge the management to have a fair and honorable bipartite negotiation to solve the problems. Despite go for negotiation, Management reinforced a new people to company, who are unskilled labor, to start a production process on 4 October 2010. Management also recruited high school students (from SMK 2 Karawang) to start a production process.

We are very concern on the Management of PT. Onamba Indonesia policies to replaced workers in strike with un-skill workers and high school student. We believe this policy is very dangerous and will make a disadvantage for all customers because all product will not meet the standard. As we all knew, all

the products should meet with company's standard operation procedure and meet all requirement in ISO 9001 certification to provide customers' satisfaction.

On this situation, we ask you as our honorable customers to write a letter for management PT. Onamba Indonesia and Japan Head Office to solve the problem by holding a fair and honorable bipartite negotiation and meet all workers demands. We believe that your involvement in this situation will give a good impact for solving the problems in PT. Onamba Indonesia and provide fair and healthy working condition for workers.

Thank you for your concern,

Trade Union of FSPEK KASBI PT. Onamba

signed

Iwan Ridwan
Nurhayati
Istiawan
Donny Abemozes

Executive Committee of FSPEK-KASBI

signed

Heryanto
Ruhayat

Konfederasi KASBI

Sekretariat :

Jl. Cipinang Kebembem E, 3. Kel. Pisangan Timur, Kec. Pulo Gadung, Jakarta Timur 13230-
telp. / Fax. : 021-4701266 Hp. 0813-1733-1801, 0812 84 837 137 e-mail kp_kasbi yahoo.com
