

ACCORD

on Fire and Building Safety in Bangladesh

Stichting Bangladesh Accord Foundation
AJ Heights Building, 12th Floor, Cha 72/1/d, Pragati Sarani, North Badda
Dhaka 1212, Bangladesh

Implementation of Resolution of Safety and Reprisal Complaint Submitted to the Accord by BEO Apparel Manufacturing Workers and Akota Garment Workers' Federation

On Wednesday 17 December 2014 at the Stichting Bangladesh Accord Foundation (Accord) office in North Badda, representatives of Akota Garment Workers' Federation (Union), BEO Apparel Manufacturing Ltd. (BEO), BEO workers, DVC Distra, Eurocentra and the Accord met to discuss the details of the resolution (dated 13 Dec. 2014) to the safety complaint and allegations of reprisal against the workers and union member employees of BEO who submitted the complaint to the Accord.

The implementation of the resolution to this complaint shall take place as follows:

-the workers who accepted termination, were separated from employment, or who have not been returned to their work since the mid-September 2014 labour-management disputes shall be offered reinstatement to the jobs they held at BEO immediately prior to the mid-September disputes.

-The Union shall provide the MD of BEO a complete list of the affected workers which will include the following information: worker's name, job at the factory, employee ID # (if possible), mobile phone # (if possible) and address.

-BEO manufacturing shall issue a letter to each affected worker making the formal offer of reinstatement. The letters shall provide the details of the reinstatement offer and shall indicate the date of reinstatement shall be Sunday, 1 February 2015. The affected worker shall provide his/her reply to BEO within 30 days of receipt of the reinstatement offer letter.

-Affected workers who accept reinstatement shall participate in a return-to-work meeting which shall include the reinstated workers, representatives of the Union, management representatives of BEO as selected by the MD, and representatives of the Accord. The Accord brands with production at BEO shall attend at their choice.

-The Accord shall provide a special training on safety and health and effective labour-management engagement to the workers on the Union Committee at BEO, Akota Garment Workers Federation representatives, and BEO management representatives as selected by the MD.

-Reinstated workers shall be "made whole" from the last day they performed their duties at BEO (in mid-September 2014) until the day they return to their job at BEO. Being "made whole" includes the following:

--Any disciplinary record related to the events subject of the complaint to the Accord shall be permanently expunged from the worker's personnel file and shall not be utilized for any future actions against the worker;

--The reinstating worker shall have all seniority restored;

--All leave accruals and similar benefits based on time of service shall be adjusted to capture any benefit not credited due to the mid-September 2014 separation from employment;

--The reinstating worker shall be paid any bonuses or other additional payments paid to other BEO workers which s/he would have received had s/he not been separated from employment;

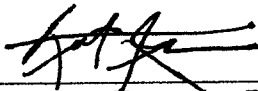
--The reinstating worker shall receive payment of the wages they would have earned from their last day of service at BEO to the date of their reinstatement. The level of wages shall be determined based on the average monthly wages, including overtime, the worker earned in the 6 months immediately prior to his/her separation from employment with BEO. The backpay figure may be adjusted for other wages the worker received during the period of their separation from employment with BEO.

--For those reinstating workers who accepted termination and received severance payment from BEO, the severance shall be paid back to BEO through adjustment to the backpay and applicable bonus payments, through an agreed to payroll deduction schedule, combination of both, or through other re-payment schedule as agreed by the Union and BEO. All reinstated workers shall have their full seniority re-established with their re-instatement.

The BEO MD, the workers/union members, and the Akota Garment Workers General Secretary committed to meet regularly and in good faith efforts to establish better labour management relations and resolve any future disputes, should they emerge, peacefully and without disruption to the production at the factory. The Accord commits to supporting a functioning safety and health committee at the factory level.

The BEO MD committed to speaking with contractors of BEO (Mr. Malek and Mr. Eusef) the workers allege have harassed or intimidated them in the past and to inform them of the unacceptability of such behavior.

The meeting adjourned with all parties expressing understanding and acceptance of the implementation of the resolution to the complaint and committing to ensure its effective and peaceful execution.



Rob Wayss, Executive Director
Stichting Bangladesh Accord Foundation
Accord on Fire and Building Safety in Bangladesh

Date: 20 December 2014