

Our Ref: CLD-CSR-286

November 4, 2015

Mrs. Tessel Pauli  
Urgent Appeals Coordinator  
Clean Clothes Campaign International Secretariat

Mr. Pak Esfari  
HR Group Director  
Pasarub Group

Dear Sirs,

We refer to our letter dated October 23, 2015 (Ref. CLD-CSR-283) on the dispute between P.T. Pasarub Industry, P.T. Pasarub Dwikarya Benua, P.T. Pasarub Dwikarya Cikupa, ("Pasarub Group") and GSBI-SBGTS PT Pasarub Dwikarya ("GSBI-SBGTS") and continue to preparation for Pleadings.

We refer to the following code, charts and other materials, and show Undisputed Facts (From July 13, 2012 to August 2012) to avoid doing that all over again:

Attached 1: Code of letters (revised)  
Attached 2: Inquiry & answer PDK  
Attached 3: Inquiry & answer GSBI  
Attached 4: Inquiry, answer & comment PDK  
Attached 5: Inquiry, answer & comment GSBI  
Attached 6: M164, 264 VS CCC15-7  
Attached 7: M264 VS CCC15-7  
Attached 8: CCC15-7

**Undisputed Facts Proposed (From July 13, 2012 to August 2012)**

**7. July 2012**

**7.4 Friday, July 13**

**2:00 am**

7.4.1 Negotiation started which was attended by Disnaker, company representative and union representative to discuss about the 12 demands from demonstrators (Ref. PDK12-0 Page 2).

7.4.2 When the strike, SBGTS only have about 700 members of the 2000 workers employed in the PDK, and about 400 people are members of SPN, and others workers (about 900 people) workers who unorganized in both union: SPN and SBGTS (Ref. G12-1 Page 5).

7.4.2 On July 11, 2012 SGBT have 620 members of the 2608 workers employed in the PDK, and 253 people are members of SPN, and others workers (1735 people) who unorganized in both union: SPN and SBGTS (Ref. PDK12-2 Page 1).

**9:30 pm**

7.4.3 Demonstrators dissolved themselves after being approached by police (Ref. PDK-0 Page 4).

7.4.5 Total employees who were working: 817 person(s)(Ref. PDK12-0 Page 2).

**7.5 Monday, July 16**

**5:30 am**

7.5.1 Negotiation was being started again; attended by Disnaker, company representative and union representative however no agreement is reached (Ref. PDK12-0 Page 2).

**5:30 pm**

7.5.2 Employees left the factory through front gate and being guarded by police (Ref. PDK12-0 Page 2).

7.5.3 Demonstrators stayed overnight in the factory and the factory management (around 30 persons) did not leave the factory (Ref. PDK12-0 Page 2 modified).

7.5.4 Total employees who were working: 818 person(s) (Ref. PDK12-0 Page 2).

## **7.6 Tuesday, July 17**

**8:00 am**

7.6.1 All demonstrators were cleared from factory location (Ref. PDK12-0 Page 3).

**10:00 am**

7.6.2 Kokom requested for a negotiation (Ref. PDK12-0 Page 3).

**3:00 pm**

7.6.3 Employees were discharged earlier (Ref. PDK12-0 Page 3 modified).

**3:30 pm**

7.6.4 Demonstrators dissolved themselves (Ref. PDK12-0 Page 3).

7.6.5 Total employees who were working: 929 person(s) (Ref. PDK12-0 Page 3).

## **7.7 Wednesday, July 18**

**8:00 am**

7.7.1 Company sent an official letter to Disnaker to request for mediation. Disnaker did not come (Ref. PDK12-0 Page 3).

**3:00 pm**

7.7.1 Kokom requested for a negotiation (Ref. PDK12-0 Page 3).

7.7.2 Company agreed however has to be mediated by Disnaker (Ref. PDK12-0 Page 3).

7.7.3 Disnaker did not present due to twice negotiation before that no result is agreed (Ref. PDK12-0 Page 3).

**4:30 pm**

7.7.4 Employees return back from work as usual (Ref. PDK12-0 Page 3).

7.7.5 Total employees who were working: 1,293 person(s) (Ref. PDK12-0 Page 3).

## **7.8 Thursday, July 19**

### **10:00 am**

7.8.1 Kokom requested for a negotiation (Ref. PDK12-0 Page 3).

7.8.2 Company agreed however has to be mediated by Disnaker (Ref. PDK12-0 Page 3).

7.8.3 Disnaker did not present due to twice negotiation before that no result is agreed (Ref. PDK12-0 Page 3).

### **11:00 am**

7.8.4 Demonstrators departed to Adidas Jakarta (Ref. PDK12-0 Page 3).

7.8.5 Total employees who were working: 1,280 person(s) (Ref. PDK12-0 Page 3).

7.8.6 SPI formed on the July 19th 2012 as a response from the employee to declare their freedom of association and being independent (Ref. PDK12-2 Page 1).

7.8.7 Total number of employee of PDK dated July 19, 2012 is 1549 persons and a detail of association is SGBT-GSBI: 125, SPN: 253, SPI: 1042, non-member: 129 (Ref. PDK12-2 Page 1 modified).

7.8.8 Total employees who were considered resign: 1,059 (=2608-1549) persons (Ref. PDK15-1 Page 2).

## **7.9 Friday, July 20**

### **10:00 am**

7.9.1 Received information, demonstrators gathered at  $\pm$  1.5 km from PDKB and will move to PDKB (Ref. PDK12-0 Page 4).

7.9.2 Demonstrators cancelled their plan by reason of waiting for Adidas representative for mediation (Ref. PDK12-0 Page 4 modified).

### **2:00 pm**

7.9.3 Demonstrators dissolved themselves and proclaimed to be present on Monday together with Adidas representative to Benua (Ref. PDK12-0 Page 4 modified).

7.9.4 Total employees who were working: 1,211 person(s) (Ref. PDK12-0 Page 4).

#### **7.10 Monday, July 23**

7.10.1 Employees return back to work as usual (Ref. PDK12-0 Page 4).

7.10.2 Company only allowing employee who was working for 1 week before to remain back to work while the other who were absent from work for 7 days to be requested to go back and waiting for further information from company (Ref. PDK12-0 Page 4).

**11:00 am**

7.10.3 Demonstrators dissolved themselves (Ref. PDK12-0 Page 4).

#### **7.11 Tuesday, July 24**

7.11.1 Starts to recruit operators (Ref. PDK12-0 Page 4).

#### **7.12 Monday, July 30**

7.12.1 PDK Calling employee that joint the demonstration, 156 responded to the call, giving briefing about regulation that broke by the demonstration, 13 people resign (Ref. PDK12-0 Page 4 modified).

### **8. August 2012**

#### **8.1 Unidentified date**

8.1.1 Some demonstrators came and stated to resign (14 people), they also requests to re hired if possible except 2 people (Ref. PDK12-0 Page 4).

#### **8.2 Unidentified date**

8.2.1 Calling the ex-employee that are resign on 30 July to be re hired as new employee (13 people) (Ref. PDK12-0 Page 4).

8.2.2 Ex-employee came and stated themselves to resign (14 people) (Ref.

PDK12-0 Page 4).

8.2.3 Invitation from labor department for PDK representatives which we attend, however the representatives of the demonstrator did not show up (Ref. PDK12-0 Page 4).

### **8.3 Unidentified date**

8.3.1 Ex-employee came and stated themselves to resign (6 people) (Ref. PDK12-0 Page 4).

8.3.2 Calling the ex-employee that are resign on 30 July to be re hired as new employee (47 people) (Ref. PDK12-0 Page 4).

### **8.4 August 15**

8.4.1 In August 15<sup>th</sup> 2012 SGBTS member were decrease to 57 people (Ref. PDK12-2 Page 1).

8.4.2 Total number of employee of PDK dated August 15, 2012 is 2059 persons and a detail of association is SGBT-GSBI: 57, SPN: 153, SPI: 1522, non-member: 327 (Ref. PDK12-2 Page 1 modified).

### **8.5 Unidentified date**

8.5.1 Ex-employee came and stated themselves to resign (31 people) (Ref. PDK12-0 Page 5).

### **8.6 Unidentified date**

8.6.1 Ex-employee came and stated themselves to resign (55 people) (Ref. PDK12-0 Page 5).

### **8.7 Unidentified date**

8.7.1 29 people came to resign (Ref. PDK12-0 Page 5).

The above are the Undisputed Facts (from July 13, 2012 to August 2012) proposed. Please note that we have made modifications in case that the parties have different opinions and/or views at that points.

If you need the original documents of Arguments to check details, please do not hesitate to request us.

If you find any mistypes or misunderstanding on "your own part", please let us know. If we do not receive any objection or response on "your own part" by November 18, 2015, we will construe "your own part" as Undisputed Facts.

We will send the Undisputed Facts (From September 2012 to October 2012) as soon as possible.

Yours sincerely,



Yasushi TAKAHASHI

Special Staff to General Manager  
Corporate Legal Department

Attached:

1. Code of letters (revised)

Cc:

Mr. Toshiaki MIZUNO, Deputy Senior Manager of President Office

Mr. Tadashi BEPPU, Deputy Senior Manager for CSR

Ms. Akiko Gono, Director of International Affairs Bureau, UA Zensen

**Attached 1 Code of letters (revised)**

PDK12-0: AUG 8, 2012 received, Chronology of Strike  
IA12-1: AUG 25, 2012 IndustriALL Letter  
M164\_P: AUG 27, 2012 CLD-CSR-164, OLI to PDK 1  
M165\_G: AUG 27, 2012 CLD-CSR-165, OLI to GSBI 1  
M167\_I: AUG 31, 2012 CLD-GNL-167, Letter to IA12-1  
PDK12-1: SEP 5, 2012 PDK Answer 1 to M164  
G12-1: SEP10, 2012 GSBI Answer 1 to M165  
PDK12\_2: SEP14, 2012 PDK Answer 2 to M164  
PDK12\_N-1: OCT 3, 2012 PDK Answer 1 to NHRC 1,799/K/PMT/IX/2012  
G12\_2: OCT17, 2012 GSBI Answer 2  
M173\_G: OCT18, 2012 CLD-CSR-173, OLO to G12-2  
M172\_P: OCT19, 2012 CLD-CSR-172, OLO to PDK 12-1 and 12-2  
M177\_G: OCT19, 2012 CLD-CSR-177, OLO to G12-1  
M178\_P: OCT26, 2012 CLD-CSR-178, OLI to PDK 3  
M179\_I: OCT31, 2012 CLD-GNL-179, Letter to IA12-1  
PDK12-3: NOV 2, 2012 PDK Answer 3 to M178  
PDK15-1: FEB26, 2015 received, Chronology  
CCC15-1: JUN11, 2015 CCC Letter  
CCC15-2:JUN16, 2015 CCC Email  
CCC15-3:JUN19, 2015 CCC Email  
CCC15-4:JUN22, 2015 CCC Email  
CCC15-5:JUN29, 2015 CCC Email  
CCC15-6: JUL16, 2015 CCC Email  
CCC15-7: AUG20, 2015 CCC Letter  
M260\_C: JUN11, 2015 CLD-CSR-260 Letter to CCC  
M262\_C: JUN19, 2015 CLD-CSR-262 Letter to CCC  
M263\_C: JUN26, 2015 CLD-CSR-263 Letter to CCC  
M264\_C: JUL10, 2015 CLD-CSR-264 Letter to CCC  
M267\_C: JUL24, 2015 CLD-CSR-267 Letter to CCC  
M270\_C: AUG21, 2015 CLD-CSR-270 Email to CCC  
M271\_C: AUG31, 2015 CLD-CSR-271 Letter to CCC  
M276\_P: SEP30, 2015 CLD-CSR-276 Letter to PDK  
IA15-1: SEP29, 2015 IndustriALL Letter  
M277\_I: SEP30, 2015 CLD-CSR-277 Letter to IA15-1  
M280\_I: OCT13, 2015 CLD-CSR-280 Letter to IA15-1