### Case 3.1

**Sein Gabar Yarn factory workers’ case**

Sein Gabar yarn factory was met with several demands from the 174 workers.

1. The company was initially met with a demand in which the factory should pay skill bonus to the workers based on the individual worker’s seniority at the company (40,000 for A grade, 30,000 for B grade, and 20,000 for B grade). The workers found that the longer a worker had been at the factory, the better the work was at his or hers job.
2. Secondly the workers found that the company was interfering in the workers’ private affairs because the company had prohibited the workers from carrying their cellular phones from the time the workers entered the factory until they had left the factory at the end of the work day.   
     
   The management found that the workers should concentrate on production and the workers found that 8 hours without (perhaps important) communication was disproportionate.
3. Thirdly the workers demanded that in-charge persons (midlevel management) stayed at their assigned place and not approached the different production lines.
4. This was interfering in the eyes of the workers, because the in – charge person did not necessarily know anything about that particular production line. The management simply claimed that it was a managerial prerogative.

Considerations for the negotiations – both for the employer and **employee**

1. Define the criteria on which the system for skills bonus should be based? Is it reasonable that the there is a reduction in the bonus in case of absence?
2. What are the consequences of the present scheme (when it is up to the management alone to determine the bonus?) How should the amount be fixed?
3. Prepare the arguments for increasing/ rejecting an increase of the mechanics’ salary.

## SPECIAL INSTRUCTION to mediator

## DO NOT SHOW THIS INSTRUCTION TO OTHERS

You are playing the role of the **mediator** in this role play based on case 1.

When playing your role, you should try to bring into the conciliation the fact that a relevant piece of legislation (mention and explain it) limits the parties possibilities to reach an agreement. There is simply a piece of legislation which prevents the parties from agreeing on what they want, so the parties have to reach an agreement within this legal framework.