

FUJITSU

FUJITSU DIE-TECH CORPORATION OF THE PHILIPPINES

113 East Science Avenue, SEPZ, LTI, Binan, Laguna

# KAISA

Kasama Ang Isa't-isa Sa Adhikain

WE BUILD SERVICE,  
WE EXPORT EXCELLENCE...

# Our Vision...

"Continuous promotion of **social partnership** between Management and Labor for the transformation into a progressive and stronger organization."

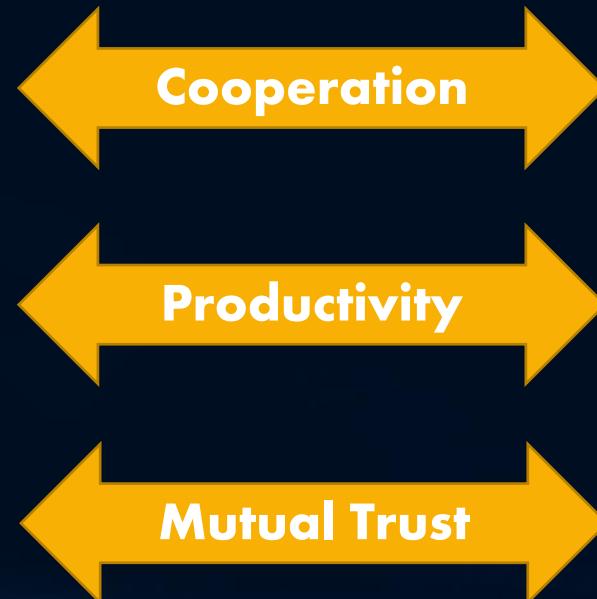


# Our Mission...

- Harmonious working relationship
- Arm of efficient and effective workforce
- Social partnership

# Our Commitment...

K  
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S  
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A  
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In KAISA we believe that LMC is not about negotiation or bargaining rather it is more of considering what will be good and favorable for all without sacrificing anyone from the - The Labor, The Management and The Company.



Together we can be happy 😊

Together we can accomplish

Together we grow

Together we reach out

# KAISA AWARDS & RECOGNITION



**REGIONAL WINNER**

**2021 Search for Outstanding  
Grievance Machinery for  
Industrial Peace**



**REGIONAL WINNER**

**The 2021 search for  
Outstanding Labor Management  
Cooperation**

# KAISA AWARDS & RECOGNITION



**REGIONAL WINNER**  
**2019 Search for  
Outstanding LMC for  
Industrial Peace**

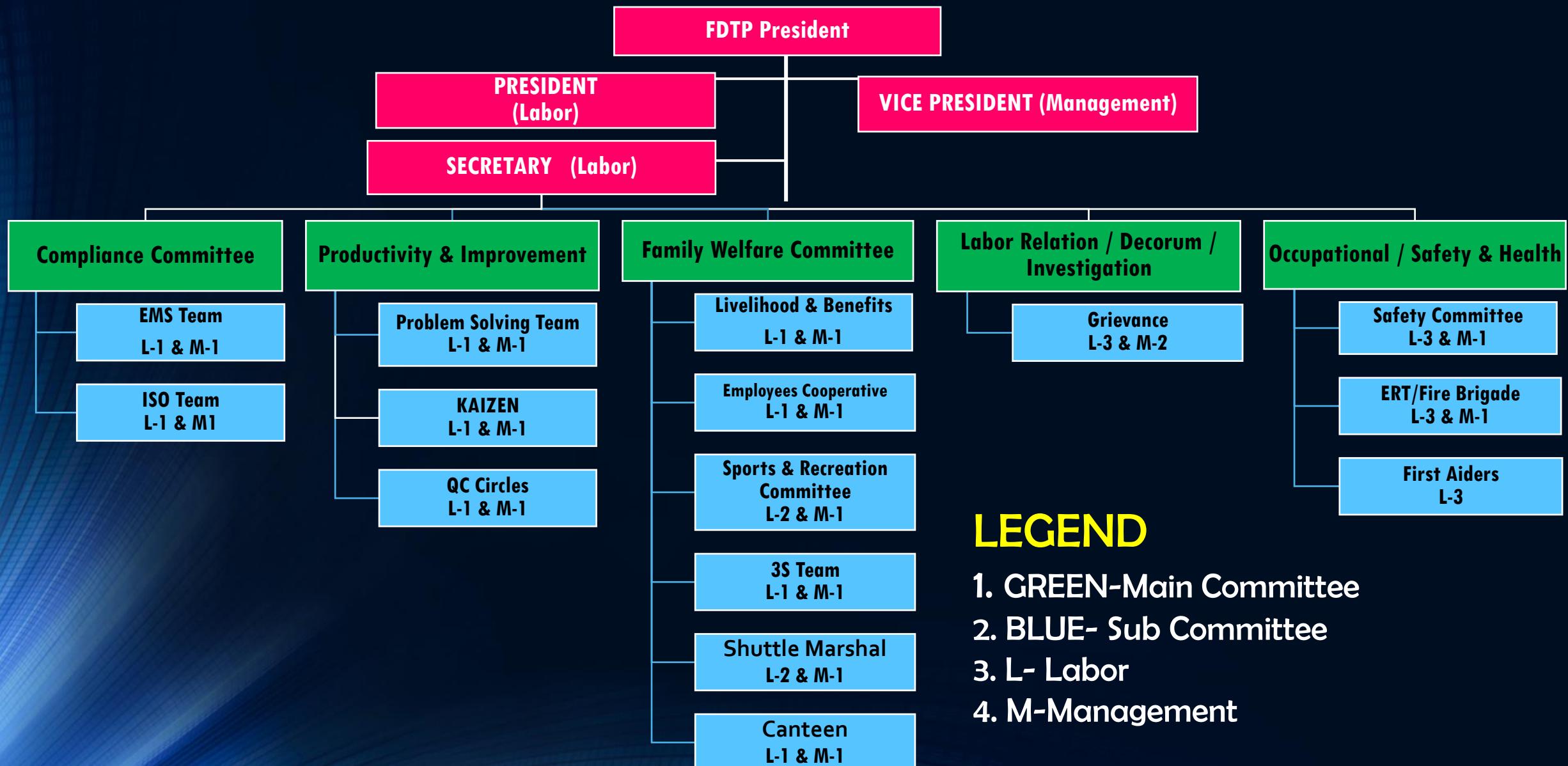


**2019 Search for  
Outstanding LMC for  
Industrial Peace**  
**SPECIAL AWARD ON  
INNOVATIVE STRATEGIC  
PARTNERSHIP**

**FINALIST (NATIONAL)**  
**2019 Search for  
Outstanding LMC for  
Industrial Peace**



# KAISA Organization & Committees



# WE ENCOURAGE...

## FY 2022~2023 2<sup>nd</sup> HALF KAIZEN SYMPOSIUM ENTRIES

| DIVISION / SECTION |                         |                | ENTRY   | REPRESENTATIVE            |
|--------------------|-------------------------|----------------|---|---------------------------|
| NON-PRODUCT        | PC / WAREHOUSE          | PC             | TABLET PICKING AND DELIVERY SYSTEM IN COMMON WAREHOUSE (PARTS DELIVERY AND LEADTIME SYSTEM REV. 04. "POLS") | MS. MICHELLE LOTERTE      |
| PRODUCT            | UNIT PE / PARTS PE      | UNIT PE        | FDTP - SUBCON DELIVERY BOX IMPROVEMENT  | MR. KIM ANDREW HUMARANG   |
|                    | QC INSPI                | QC INSPI       | DUAL TOUCHSCREEN INSPECTION   | MR. DOMINIC SORIANO       |
|                    | QA                      | QA             | AUTOMATIC DATA EXTRACTOR  | MR. JOHN PAUL DE SAGUN    |
|                    | PURCHASING / ACCOUNTING | PURCHASING     | RPA PURCHASING INSPECTION PASSED DATA   | MS. MARIZ BEATO           |
|                    | HRMIS/GA                | GA             | LOCKER MANAGEMENT SYSTEM  | MR. JESTON IMPERIAL       |
| 1                  | PRESS                   | PRESS          | SPOT WELDING TEST PIECE COST AND PROCESS IMPROVEMENT  | MS. PRINCESS DYAN GARCIA  |
| 2                  | SMA                     | SHAFT AND MOLD | KD462B-YB01 EJECTOR PIN IMPROVEMENT   | MS. BLAISE MAE RODRIGUEZ  |
| 3                  |                         | ASSY 1         | APPLICATION OF ONE FLOW PROCESS IN BDU G510   | MS. PAMELA JESSA BARMENTO |
| 4                  | ASSEMBLY                | ASSY 2         | SRU UPM DOCKING SMART CART  | MS. ALYSSA SORIAO         |
| 5                  |                         | ASSY 3         | CYCLE TIME REDUCTION USING INSERT JIG   | MR. JOREL CATAPANG        |
| 6                  | TDM                     | TOOLAND DIE    | 3D MACHINING PROCESS FLOW IMPROVEMENT   | MR. GIAN JEAH ROI ROJO    |

Congratulations to the Winner  
FDTP Slogan Contest

**"Cost friendly  
first-rate Quality  
timely Delivery  
made as Priority"**



MR. JOHN DAVE A. GONZALES  
Warehouse Supervisor



## KAIZEN Symposium

- **1<sup>st</sup> Place P5,000**
- **2<sup>nd</sup> Place P4,000**
- **3<sup>rd</sup> Place P3,000**
- **Participation P1,500 each**

## Perfect Attendance Incentive

- **5% monthly**
- **25kgs Quarterly**
- **P1000, 6mos no absent**
- **P1000, 9mos no absent**
- **P4000, 1yr no absent**

## QCD Slogan Contest

- **Quality, Cost & Delivery**
- **1<sup>st</sup> Place P5,000**
- **9 Consolation Prize P1,000 each**

| Date Sent Info | SQRUM Entry - Winner  | Section      | JPY       | Award Level        |
|----------------|---|--------------|-----------|--------------------|
| 24-Apr-23      | BDU G510 Line Improvement                                     | Assy 1       | 30,000.00 | Effective Award    |
| 24-Apr-23      | Electronic Filing of Failure Forms & Late Slip                | HR           | 30,000.00 | Effort Award       |
| 24-Apr-23      | Facilities Maintenance Management System                      | GA           | 10,000.00 | Activity Award     |
| 24-Apr-23      | Improvement of Assembly Damage Parts                          | PE Units     | 10,000.00 | Activity Award     |
| 24-Apr-23      | Dual Screen monitor for TIS Application                       | QCI          | 10,000.00 | Activity Award     |
| 24-Apr-23      | SRU Pocket Separator Line Improvement                         | Assy 2       | 10,000.00 | Activity Award     |
| 24-Apr-23      | PCB Jig for sensor and motor function checkeing               | QA           | 10,000.00 | Activity Award     |
| 17-Jun-22      | CT Authorization System                                       | MIS          | 30,000.00 | Contribution Award |
| 17-Jun-22      | VMI Data Management Thru B2B System                           | Purchasing   | 30,000.00 | Contribution Award |
| 17-Jun-22      | Shaft Assy Process Improvement - Multiple press fitting punch | Press        | 30,000.00 | Contribution Award |
| 17-Jun-22      | RoHS Management System  | ISO/QA       | 10,000.00 | Challenge Award    |
| 11-Mar-22      | Shipment Label Removal  | PC/Warehouse | 30,000.00 | Contribution Award |
| 11-Mar-22      | BRU/Mariner Merging of Docking up to Packing Process          | Assembly 2   | 30,000.00 | Contribution Award |
| 11-Mar-22      | Supplier Inspector Certification Program                      | QCI          | 30,000.00 | Contribution Award |
| 11-Mar-22      | Assembly Process Training Presentation per Model              | Assembly 1   | 10,000.00 | Challenge Award    |
| 11-Mar-22      | Electronic Filing of Leave                                    | HR           | 10,000.00 | Challenge Award    |
| 03-Dec-21      | Systematic Purchase Ordering (Paperless PO)                   | Purchasing   | 30,000.00 | Contribution Award |
| 03-Dec-21      | Enhancement of Skills for Mar Cassette Manpower in all Models | Assy 2       | 10,000.00 | Challenge Award    |
| 03-Dec-21      | Document Management System                                    | ISO          | 5,000.00  |                    |
| 03-Dec-21      | FDTP-FTEC   | QA           | 10,000.00 | Challenge Award    |
| 03-Dec-21      | Process Improvement (Riveting Process)                        | Press        | 10,000.00 | Challenge Award    |

## SQRUM

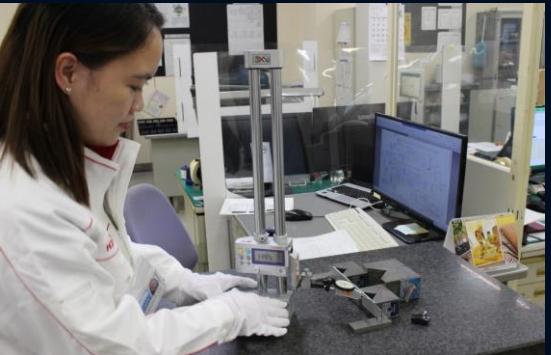
- **SQRUM Award JPY 50,000**
- **Effective Award JPY 30,000**
- **Effort Award JPY 30,000**
- **Activity Award JPY 10,000**

# Productivity & Improvement

# We Export Excellence...

3 months to 1 year training in Japan

## Skill Testing



## Certification



## Experience the Culture



## Embrace learning

## Project Testing

Overseas Training / Technical Support (Niigata, Japan)

# WE CELEBRATE...

employees  
enjoying and  
having fun



Top  
Management  
surprise  
number for  
employees

## Christmas Party

# WORK-LIFE BALANCE...



Summer  
Outing

having fun  
under the sun

Family  
bonding

playing and  
relaxing

eating and  
drinking

KAISA together w/ Top  
Management

# WE DIALOGUE...



KAISA Weekly Meeting

Birthday Meeting w/ Top Management

# We Give Recognition...



**Thanksgiving Dinner for the Outgoing KAISA Members**

# WE ARE VACCINATED... WE ARE HEALTHY & FIT...



## Vaccination Programs

- Covid19 Booster
- Anti-flu Vaccine
- Hepa-B Booster Shots
- Cervical Vaccine

## Health & Wellness Programs

- Healthy eating month
- Blood Donation
- Zumba
- Mental Health Seminars
- Lifestyle related seminars
- Hepa B & PTB Seminars
- Drugs Abuse & Hypertension

# I-CARE, WE CARE, EMPLOYEE CARES...

| Summary of Cash Assistance<br>for registered I-Care Members and Dependents |                       |                      |                      |              |
|--|-----------------------|----------------------|----------------------|--------------|
| I-CARE MEMBER/DEPENDENT CASH ASSISTANCE                                    |                       |                      |                      |              |
|  | Critical              | Non-Critical         | Covid19              | Death/Burial |
| EMPLOYEE   | P50.00                | P10.00               | P10.00               | P50.00       |
| DEPENDENT  | P20.00                | P5.00                | P5.00 <sup>new</sup> | P20.00       |
| NEWBORN<br>DEPENDENT <sup>new</sup>  | P10.00 <sup>new</sup> | P5.00 <sup>new</sup> |                      |              |

1. A member-employee and/or their registered dependent can avail a combined total of twice per year hospitalization assistance (critical or non-critical or covid19).

Example cash assistance computation (If Employee)

If critical P50 x 600 members = P30,000  
If non-critical P10 x 600 members = P6,000  
If Covid19 P10 x 600 members = P6,000  
If Died P50 x 600 members = P30,000

Example cash assistance computation (If Dependent)

If critical P20 x 600 members = P12,000  
If non-critical P5 x 600 members = P3,000  
If Died P20 x 600 members = P12,000  
**If Covid19 <sup>new</sup>** P5 <sup>new</sup> x 600 members = P3,000  
**If newborn critical <sup>new</sup>** P10 <sup>new</sup> x 600 members = P6,000  
**If newborn non-critical <sup>new</sup>** P5 <sup>new</sup> x 600 members = P3,000

2. Covid19 financial assistance is applicable to member-employee *and employee-dependent*.

3. Except that, burial assistance can still be availed even the member-employee or dependent already availed the maximum allowable hospitalization assistance (2x per year).

4. All immediate family members can be registered as dependent (no limit), except for those siblings that were already married and with family (*Qualified Immediately family members are spouse, children, mother, father, and siblings that were still single*).

5. *To allow employee's newly born baby (not yet registered) to be covered by I-care hospitalization assistance. Requirement certified true copy birth certificate, hospital bill named to newborn, medical certification with diagnosis.*

6. The amount of deduction to employees' payroll shall depend on the number and amount of availments. Please refer to III. c. example.

7. For new application and cancellation of application, please refer to VI for the details.

## I-Care Program

- Voluntary donation to hospitalized employee-member and its family member
- Voluntary donation to deceased employee-member and its family member

# We Create Team...



Together Everyone Achieves More

**KAISA Team  
Building**

# WHAT WE HAVE...



## Canteen Committee

- Monitors canteen prices
- Checks weekly menu
- Reports complaints
- Recommends improvements



## Bus Marshals

- Check passenger lists
- Reports complaints and troubles
- Recommends improvements



## Sports & Recreation Committee (SRC)

- In-charge of all company events from planning to implementation (Anniversary, Sports Fest, Christmas Party, etc.)



## Grievance Committee

- Decorum and investigation

# Employee Committee



**Places**

FUJITSU

| CHAMPION - Event 2 "Combination of Busted hose and up the ladder"                |
|--|
| 2 <sup>nd</sup> Runner-up - Event 3.2 "Fire extinguishment" (all girls Category) |
| 2 <sup>nd</sup> Runner-up - Event 3.1 "Fire extinguishment" (Mixed Category)     |
| 2 <sup>nd</sup> Over All Champion (Over 20 participants)                         |



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**FIRE BRIGADE**

LAGUNA TECHNOPARK ASSOCIATION INCORPORATED

# Emergency Response Team

# Our Advocacy...



## EMS

- Tree Planting
- Coastal Clean-up
- Mangrove Planting
- Climate Change Awareness

## CSR

- Feeding Program
- Gift Giving
- Brigada Eskwela

## 3S (Smile, Speedy, Smart)

- Oplan Kawanggawa
- A tribute for all Mothers
- A tribute for all Fathers
- Valentines Photobooth

EMS / CSR / 3S

# WHAT WE OFFER...



## Employees' Cooperative

- Grocery Store for employees
- Loans for coop members
- Dividend Sharing
- Eating together
- Raffle & Surprises
- General Assembly Meeting

## 1. Livelihood for Employees

# WHAT WE OFFER...



- 16. Birthday Leave
- 17. 15 days VL & 15 days SL
- 18. 4 days Bereavement Leave
- 19. 5 days Matrimonial Leave
- 20. P5,000 Matrimonial Assistance
- 21. Maternity Leave, Solo Parent & Paternity Leave
- 22. HMO, Accident/Death Insurance
- 23. Financial Death assistance for Employee & immediate family

- 1. Meal Allowance + Free rice
- 2. Transportation Allowance
- 3. Shuttle Service
- 4. Overseas Training Opportunity
- 5. Free Uniform
- 6. Salary Loan w/o interest
- 7. Skill & Certification Allowances
- 8. OB Allowance
- 9. Travel Allowance
- 10. Free annual anti-flu vaccination
- 11. Free HEPA vaccination
- 12. Yearly Bonus
- 13. Productivity Incentive
- 14. Bus Marshal Allowance
- 15. I-Care Benefit for employees and family

# WHAT WE OFFER...



## 25. Loyalty Incentive

- 10yrs – P10K
- 15yrs – P15K
- 20yrs – P20K
- 25yrs – P25K



## 26. Longevity Incentive

- 10yrs – 50%
- 11yrs – 55%
- 12yrs – 60%
- 13yrs – 65%
- 14yrs – 70%
- 15yrs – 75%
- 16yrs – 80%
- 17yrs – 85%
- 18yrs – 90%
- 19yrs – 95%
- 20yrs onwards – 100%



# **KAISA & Management Accomplishments...**

- 1. Meal Allowance from P840 to P960**
- 2. Summer Outing T-shirt for employees and families**
- 3. Installation of 7 units of Tissue Vending Machines**
- 4. Installation of 13 units of Air Curtains**
- 5. Installation of 30 units of Air Purifiers**
- 6. Additional Electric fans during summer season**
- 7. Replacement of old air-con and expedite fixing of air-con**
- 8. Bus Marshal Allowance**
- 9. Wellness Programs (ex. Zumba, mental health seminars, etc.)**
- 10. Year-end lunch meal for all employees**
- 11. Annual QCD Slogan Making contest**
- 12. Cost Savings on annual uniform issuance**



| <b>IMPACT OF LMC-KAISA to Productivity &amp; Improvement</b> | <b>2022</b>  | <b>2021</b>   | <b>2020</b><br>start of pandemic   |
|--|--|---|--|
| <b>Hired</b>   | <b>2,217 employees</b>   | 2,454 employees   | 640 employees  |
| <b>Manpower</b>  | <b>1,924 employees</b>  | <b>1,731 employees</b>  | <b>1,354 employees</b>   |
| <b>Commitment to Attendance &amp; Punctuality</b>            | <b>126 employees</b><br>(Annual Perfect Attendance,<br>1 year no late, no absent)                          | <b>178 employees</b><br>(Annual Perfect Attendance,<br>1 year no late, no absent) | <b>93 employees</b><br>(Annual Perfect Attendance,<br>1 year no late, no absent) |
| <b>Overseas Training Opportunities</b>                       | <b>10 employees</b><br>2023: 13 employees  | 13 employees  | 21 employees   |

| <b>IMPACT OF LMC-KAISA to Productivity &amp; Improvement</b> | <b>2022</b>   | <b>2021</b>                    | <b>2020</b><br>start of pandemic     |
|--|---|--------------------------------|--------------------------------------|
| Sales  | USD 139,671   | USD 115,521                    | USD 84,094<br>2019: USD 91,909       |
| PRODUCTIVITY: (No Downtime)                                  | 94% no downtime<br>Target: 94%  | 94% no downtime<br>Target: 90% | 91% no downtime<br>Target: 90%       |
| QUALITY per Product Model: BRU                               |  4.2 PPT | 5.51 PPT                       | 9.69 PPT<br>(2019 actual: 11.21 PPT) |
| QUALITY per Product Model: MARINER                           | 1.41 PPT  | 2.92 PPT                       | 1.72 PPT<br>(2019 actual: 2.07 PPT)  |
| QUALITY per Product Model: GSR50                             | 0.51 PPT  | 3.04 PPT                       | 23.43 PPT (new)                      |
| QUALITY per Product Model: SRU                               | 11.14 PPT   | 32.31 PPT (new)                | NONE                                 |

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# TO GOD BE THE GLORY!

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LMC - KAISA

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