

**LABOR MANAGEMENT COMMITTEE (LMC)
PROGRAMS & ACTIVITIES FOR FY2018-2019**

DATE	ACTIVITIES & PROGRAMS	Schedule	Status Legend O=Approved/Done X=Disapproved Y=On Process/Pending
1. 4/01/2018	LMC Organizational Chart 2018-2019	April 2018	O
2. 4/10/2018	Allowance for Staff Level <ul style="list-style-type: none"> • Additional benefits for the employee • Promote enthusiasm and motivation • Motivated employee can work more efficiently and productive 	June 2018	<p style="text-align: center;">O <i>(but in a different manner)</i></p> <p>Newly approved allowances for specific skills and high performer have been provided (e.g. IT Allowance, Engineer Allowance, Skill Certification and Licensure, etc). Employee need to excel more and aimed for higher skill level to have this kind of allowances.</p>
3. 4/26/2018	Others <ul style="list-style-type: none"> • Not a suggestion totally. But, <i>Why having long hair for male are prohibited?</i> • For us to function very well. Since it is really a tough for us to work in a company where we are not fully accepted by the means of wearing long hair. For we know that hair can't affect our job regardless of what process we are performing with for as long as we are wearing PPE such as head cap and hair net. • For as long as it is not abiding the law of the state and at the same time the law of God in accordance with <i>Article III Section 1</i> of the <i>Philippines Constitution</i> which is the <i>Bill Of Rights</i> that <i>"No Person Shall deprive to Life, Liberty and Poverty without any due process done by the law"</i> • Some will say that <i>"You must know the Rules and Regulation concerning Wearing long hair for Male, loose hair and color for female and coloring of hair in the production area, it is included upon orientation and signing the company contract"</i>. • Requesting even not to eliminate, but to soften and lessen the rules, just like-long hair for men is accepted, but make sure that He are wearing head cap or hair net while on production area. 		<p style="text-align: center;">X</p> <p>Before an employee start to work in FDTP, it was made clear to them that wearing long hair for male employees is prohibited.</p>

4.	4/30/2018	Request from Daily Rate to Monthly (automatic) <ul style="list-style-type: none"> To improve salary of all employee Enhance the benefits or income/ To have fixed salary 	June 2018	<p>O (but not automatic)</p> <p>Every year FDTP grants an upgrade on basic salary (from Daily to Monthly) to high performers. Making it automatic will not differentiate the good performers from low performers. We want everyone to perform at their best and when they do, they will be recognized and appreciated.</p>
5.	4/30/2018	Request Monthly Rate start for Employee 3years in Service <ul style="list-style-type: none"> To improve salary of all employee Enhance the benefits or income/ To have fixed salary 	June 2018	<p>O (but in different manner)</p> <p>No need to wait for 3 or 5 years in service if an employee is a high performer because the company grants a work promotion for those with at least 2 years in service (e.g. Operator – daily to Staff 1 – monthly). Criteria are, performance, attendance and punctuality, attitude, etc.</p>
6.	4/30/2018	Employees Welfare & Benefits Improvements <ul style="list-style-type: none"> Request for the issuance of vitamins per area so that no one will go to the clinic. Hassle to go to the Clinic one by one Then give us Vitamins good for 1 week to be used by the employee For every employee to have enough strength in everyday work. To avoid absences of employees due to sickness. More Productive Employee 		<p>O (but in different manner)</p> <p>Vitamin C and Multi-Vitamins are already available at the clinic but not for anytime/everyone consumption, it is on a first come, first serve basis for it is limited only. As per company doctor advice, vitamins can't be the same for everyone for we have different body needs.</p> <p>Anti-flu is also given to all regular employees to prevent them from getting sick.</p>
7.	4/30/2018	Free Health Card for the 1st Dependent: <ul style="list-style-type: none"> To improve the health benefits Lessen salary deduction 	December 2018	<p>X</p> <p>Budget can be a problem P10K x 1200 dependents = P12M per year</p>
8.	4/30/2018	Propose 50% discount on Health Card instead of free for 1st dependent <ul style="list-style-type: none"> To improve the health benefits Lessen salary deduction 	December 2018	<p>X</p> <p>Budget can be a problem P10K x 1200 dependents x 50% = P6M per year</p>

9.	5/21/2018	Monthly Rice Incentives with and without absent (Fix) <ul style="list-style-type: none"> To reduce daily expenses, due to high commodity prices. To encourage the employee to work hard for the company's growth 		X Budget can be a problem $P1K \times 1200 \text{ dependents} \times 12\text{mos} = P14.4M \text{ per year}$
14.	5/21/2018	Convert the Christmas Party prizes into Cash or Cheque <ul style="list-style-type: none"> It is not hard for the employee to take the prize to go home especially if the appliances are won It is easier to bring home or province if the prize is converted into cash 		X For consideration, raffles are not prepared all in cash because we would like to offer variety of items to employees. Pros: Convenience in bringing-out Cons: Discount and 12% VAT can't be availed (e.g. P20000 worth can be bought at P17,857 if in cash)
15.	5/21/2018	Requesting of Perfect Attendance monthly incentives will be <ol style="list-style-type: none"> 25kgs. of rice, If quarterly, 1 sack of rice Convert to GC both item NO. 1 and 2 <ul style="list-style-type: none"> Many employees will work harder to aim the monthly and quarterly incentives of rice. Its beneficial to have monthly rice incentives that will lessen ordering the personal orders The production will be improve more, finish and reach the target sales of the company 		X For consideration, need to clearly identify what the employees really want. Pros: Convenience in bringing-out Cons: ① Volume discount cannot be availed if Rice is converted into GC. ② GC is to be fixed at P1K
17.	05/21/2018	Loan for SSS and PAG-IBIG deductions will be deducted on 30th or any deduction that can be deduct every 30th of the monthly payroll. <ul style="list-style-type: none"> To balance the home pay every salary To increase wages on the 15th of the month. Most of the time, the income is low and sometimes the deduction is higher than wages Will lessen the burden of the In-Charge on 15th payroll 		X This cannot be done since there were employees whose salary is negative. If negative no deduction can be done on the 1 st or 2 nd half of the month.
18.	05/27/2018	Employees Welfare & Benefits Improvements <ul style="list-style-type: none"> Request to apply "girdle" on polo uniform Presentable look of the employees 		X

19.	05/21/2018	Annual increase for Allowances <ul style="list-style-type: none"> • Since we are experiencing inflation rate and drastic increase yearly of basic needs and services, it will be beneficial for employees to receive an increase on allowances • It will give employees motivation to work harder and focused not thinking the salary that could not met the needs • It will help also to lessen tardiness and absences of employees because of budget concern • In return, there will be a good effect to the company in terms of productivity 	2019	<p style="text-align: center;">O (but in different manner)</p> <p>Annual review on canteen prices shall be done before proposing for an increase in Meal Allowance.</p>
20.	06/6/2018	Monthly Rice Incentives (10 kgs.) <ul style="list-style-type: none"> • To push employees to have a complete attendance every month • To increase wages on the 15th of the month. Most of the time, the income is low and sometimes the deduction is higher than wages • Will lessen the burden of the In-Charge on 15th payroll 		<p style="text-align: center;">X</p> <p>Budget can be a problem P50/kg x 10kgs x 1200 employees x 12mos = P7.2M per year</p>
21.	06//08/2018	Slacks (Pants Allowance) <ul style="list-style-type: none"> • To lower the cost of slacks/pants allowance • Most of the time the pants issued by the company was not fitted to the employee, so the employee provide additional cost for slacks/pants to repair, fitted to him/her and be comfortable wearing uniform. • Lower the budget for uniform and promote cost cutting. 		<p style="text-align: center;">X</p> <p>For consideration. Pros: Convenience for HR, less cost Cons: Not sure if all employees will use the pants allowance to really buy pants.</p>
22.	06//08/2018	OTHERS: <ul style="list-style-type: none"> • Requesting for the company's assistance for the status record updating so that the employee is no need to absent • Employees BPI Bank Status Updating • Eliminate absences 	June 2018	<p style="text-align: center;">O</p> <p>This is being done already, except in cases where the bank or government agencies has their own protocol to follow (e.g. in banks employees are required to personally get their Debit Card and Visa Card for HDMF)</p>
23.	06/08/2018	FDTP Employees 15 years in service & above requesting for additional 1 VL and 1 SL yearly <ul style="list-style-type: none"> • To encourage employees to prolong service in the company • Avoid resignation of the employee • To minimize hiring of new employee 		<p style="text-align: center;">Y</p> <p>For consideration, LMC need to discuss the Pros and Cons, budget can be a problem. 2 add'l leave credits x 1200 employees x P560 = P1,344,000 average cost per year</p>

24.	06/08/2018	Shuttle Concern <ul style="list-style-type: none"> Make sure that there was enough shuttle service for those who render overtime, because sometimes there was no available sit for the said employee, especially on Sta. Rosa shuttle. 	June 2018	O This can be done perfectly if all sections in coordination with GA will have the data in advance and accurately.
25.	06/27/2018	Approved Vacation Leave will be included to Quarterly Perfect Attendance <ul style="list-style-type: none"> To give chance the employee for being included to Quarterly Perfect Attendance For the employee to enjoy the benefit of Vacation Leave credits Lessen the cost of VL convertible to cash 		X Productivity incentive is given with a certain condition. This will no longer be a productivity incentive if no condition shall apply.
26.	Unknown	Others <ul style="list-style-type: none"> Please to request once again to be considering the position as Staff 2 to evaluate if qualified to have also a Monthly Allowance, as performing some Job & Responsibilities of Staff 1 and Section Leader. There was also a little confuse for Staff 2 side on what are the qualification to be qualified, because other position that almost same on rank (Staff 2-Engineering & Specialist) already given and increased their monthly allowance 		X All position titles are valuable to the company, but we have to understand that there were incentives or benefits or promotion given to some selected employees to encourage everyone to perform at their best. Without this, no one will try or be motivated to excel or perform well.
27.	06/28/2018	Company Facility Improvement <ul style="list-style-type: none"> Request to have an air supply / air pump located at the parking area for the motorcycle vehicle 	October 2018	O
28.	06/28/2018	Company Policy & System Improvement <ul style="list-style-type: none"> Re-define the range of sanction in terms of failure to log-in/ log out To have consideration on the employee that fail to tap on proximity but came on time Good impacts to all employees. Additional benefits for all FDTP employees 	June 2018	O <i>(but in different manner)</i> This was long time been defined, it's just some were not following the rules. Employee who fail to Log In/Out is given a 1-day consideration to file for such failure. Please be reminded also that tapping your proximity is one the basic rule and responsibility of every employees.
29.	06/28/2018	Shuttle Service and Pick up point within Balibago, Complex <ul style="list-style-type: none"> Employees no need to go to designated pick up point that causes employee to encounter a traffic Less hassle to the employees 	June 2018	O

30.	06/28/2018	Employees Welfare and Benefits Improvement <ul style="list-style-type: none"> Request to issued vitamins – Centrum Everyone's good health Lessen the absences due to sickness 	June 2018	<p>O (but in different manner)</p> <p>Vitamin C and Multi-Vitamins are already available at the clinic but not for anytime/everyone consumption, it is on a first come, first serve basis for it is limited only. As per company doctor advice, vitamins can't be the same for everyone for we have different body needs.</p> <p>Anti-flu is also given to all regular employees to prevent them from getting sick.</p>
31.	06/28/2018	Change Head Cap color for Assembly Staff <ul style="list-style-type: none"> Red head cap are commonly used for Assembly Staff, Transporter, Person-n-Charge uneasy to identify and recognized who is the staff. 	July 2018	<p>O</p> <p>Transporter Head Cap were change to pink.</p>
32.	07/05/2018	Specified Proximity Machine for the late shuttle employees <ul style="list-style-type: none"> To avoid manual logging at the guard house or lobby No downtime in writing the employees name, less minutes of late Employees will be earlier to proceed on the working area 		<p>X</p> <p>For consideration.</p> <p>The capacity of 1 proximity machine is 1000 only, it is not practical to buy 2 machines since incident or cases of late shuttle is very seldom. And as for employee's late arrival, this should not be tolerated.</p>
33.	07/18/2018	Allow "EOC" End of Contract Contractual with good performance to re-apply after 6 months <ul style="list-style-type: none"> To avoid possibility early resign of newly hired employees No need for prolong training because they're familiar and has knowledge about their job assignment Easy hiring More productive and quality output 		<p>X</p> <p>We understand the concern but this is prohibited by law not unless an employee is for absorb as probationary.</p>
34.	07/31/2018	Additional loanable amount for 20years in service or early claim of future separation pay (half only) <ul style="list-style-type: none"> To give a big help for the employees who's rank and file to own or get a family house at early age Will be able to use in housing loan especially for down payment, equity, and other expenses Will be more loyal employees to the company and to help to become more productive (Contract Ban if Additional Loan) 		<p>X</p> <p>Employees are encourage to stay longer in the company that is why loyalty incentive and retirement program is given. It is not the purpose of the program to encourage employees to borrow in advance since the allotted fund is for their retirement and future use.</p>

35.	08/2/2018	Others <ul style="list-style-type: none"> • Sign Board for Shuttle destination Outgoing and Incoming • Easy to find the designated/appropriate shuttle destination 	<p>Immediately</p> <p>O</p>
36.	08/2/2018	Advance distribution of Pay slip <ul style="list-style-type: none"> • To know ahead of time if there was a discrepancy to the payroll for adjustment purposes 	<p>Done</p> <p>O</p> <p>FDTP practice timely distribution of payslip except in cases where there are unavoidable circumstances that delay the payslip printing.</p> <p>If the purpose is for advance checking, timekeeping team is sending the summary to all section for discrepancy checking.</p> <p>Please be reminded that even if the payslip is advance, adjustment shall take effect on the following payroll period.</p>
37.	08/2/2018	Strictly NO Shuttle Reservation Policy <ul style="list-style-type: none"> • For the married employees of the company that reserve sit for their spouse. • Is there a policy allowing married employees to reserve sit for their spouse? • First come first serve not if husband/wife sits first, the spouse is automatically reserved • For all we know reservation is for pregnant women only • There are times it causes quarrel 	<p>Immediately</p> <p>O</p>
38.	08/2/2018	Barcode Allowance for Contractual <ul style="list-style-type: none"> • Financial assistance for the newly hired employee so that they can use their monthly allowance with use of barcode • Avoid absent of Contractual • A complete Manpower will results productivity 	<p>June 2019</p> <p>O</p>

39.	08/2/2018	Others <ul style="list-style-type: none"> Change our uniform from T-shirt to Polo Shirt , no white color on side, all red in color For formal attire/ Presentable look of the employees 		X We have to understand that our uniform was just recently change. It is not practical to change color and design every time we want to change.
40.	08/3/2018	Allowing Single Employees include companion, friends or relatives on the company event such as Bowling, Company Outing for free <ul style="list-style-type: none"> Provide some shuttle for the companion or relatives To give happiness to all employees To be fair to all employees To be happy and more loyal to work 		Y For future consideration due to budget constraint.
41.	08/3/2018	Others <ul style="list-style-type: none"> To have at least 2 canteen To have many choices for food No more negative comments regarding food 		X As much as we want, we can't do that because our canteen has only one kitchen.
42.	08/3/2018	Quarterly Certificate for those employees 3 months Perfect Attendance <ul style="list-style-type: none"> To make employees feel that they are recognized doing their good performance and dedication to the assigned work. Serve as a token of appreciation Motivate employee for productivity & good performance 		X As a motivational gift, 25kgs of rice is given to Quarterly Perfect Attendance.
43.	08/7/2018	Additional Shuttle for Nissan/ Balibago <ul style="list-style-type: none"> Avoid late employee due to lack of shuttle Eliminate standing employee on the shuttle Lessen the downtime due to late shuttle 		X Nissan is a passing through pick-up point. No need to provide in this area because there is already a nearby pick-up point area in Pulo Sta. Cruz. Please be understand that shuttle is not a house to house pick-up, some employees are also commuting going to pick-up point area.
44.	08/7/2018	Detailed Pay Slip (Complete Breakdown) <ul style="list-style-type: none"> Transparency of deduction, incentives and overtime Less inquiry and complains in salary Better relationship between labor and management 	April 2019	O
45.	08/16/2018	Water dispenser inside PC/Pur Office <ul style="list-style-type: none"> To avoid going to pantry to get water 		X Drinking fountain and Pantry Water Dispenser are both accessible and near to PC/Warehouse employees. Inside the office water dispenser might cause water leak and inconvenience.

46.	08/16/2018	Additional bench in male/female locker <ul style="list-style-type: none"> For employees convenient rest during break time 	October 2018	O
47.	08/16/2018	Additional Food rack <ul style="list-style-type: none"> Many employees wanted to use food rack Not enough for everybody 	October 2018	O Please be reminded that food rack is for everybody but on a first come, first serve basis only.
49.	08/30/2018	Every month cleaning in locker Male/Female <ul style="list-style-type: none"> To avoid left over food 	Dec & Apr	O Every day or regular cleaning must be done by the locker owner and not by the company. We should take care of it as it is our possession. The company only schedule once or twice a year cleaning and fumigation.
50.	08/30/2018	Shuttle Badge for Mercado <ul style="list-style-type: none"> To easily identify the employees intended for Mercado shuttle only 	Sept 2018	O
51.	08/31/2018	Motorcycle parking area in P2 <ul style="list-style-type: none"> Do not lock the motor and make 3 lines parking 	Sept 2018	O
52.	08/31/2018	Have a regular pest control <ul style="list-style-type: none"> Many insect inside locker room 	April & Dec	O Scheduled once or twice a year
53.	08/31/2018	Birthday Leave but not affected Perfect attendance <ul style="list-style-type: none"> Privilege to the employee to take a leave on their birthday 		X Birthday Leave is a benefit that even you use or not is considered paid. Perfect Attendance on the other hand means no absent and no late. It will no longer be called Perfect attendance if absence will be allowed.
54.	09/01/2018	Overtime Meal Allowance for Regular and Probationary employee (Sat & Sun) <ul style="list-style-type: none"> To maximize staying working hours in company 		X

55.	09/06/2018	Weekly spray at Locker room <ul style="list-style-type: none"> Many insect inside locker room 		X
56.	09/27/2018	Open forum every quarterly of the year <ul style="list-style-type: none"> Open forum to Operators and Management Section 	Oct 2018	O Can be done during morning meeting or other schedule that may be convenient to everyone.
57.	09/27/2018	HMO Age Coverage to our dependent <ul style="list-style-type: none"> If possible to make it 70-75 years old 		X Even to HMO Provider, it is considered not covered and unacceptable.
58.	09/28/2018	ID Lase for all employee including contractual <ul style="list-style-type: none"> To be uniform to all 	2019	O Given during last year birthday meeting for regular and probationary, contractual not yet included.
59.	09/28/2018	Why Saturday and Sunday included in Maternity leave?		It is not the company's rule. Please refer to SSS Rule on Maternity Leave.
60.	09/28/2018	FDTP Shifting Schedule if possible 6-2, 2-10, 10-6 <ul style="list-style-type: none"> To maximize staying working hours in company 		X Not possible for assembly due parts availability.
61.	10/01/2018	LMC Patrol <ul style="list-style-type: none"> LMC Activity 	Dec 2018	O
62.	10/10/2018	Update Government Documents especially if the employees are Single to Married <ul style="list-style-type: none"> Emergency purposes 		O This has been long time implemented. Please be reminded that it is not automatic that HR will update your status, it is the responsibility of the employee to update by filling-out the required forms. These forms are always available at HR counter, in case of unavailability, employee can freely ask one of the HR staff available.
63.	10/10/2018	Make alternative uniform the T-shirt issued by the company (e.g. Bowling Shirt) <ul style="list-style-type: none"> To make it usable to wear here in the company. 		X

64.	10/10/2018	Uniform pants for girls <ul style="list-style-type: none"> Not use due to high waist 		X Everyone has their own preference and style. As a matter of policy, company uniform is not tailored fit.
66.	10/10/2018	No tax for retirement benefit <ul style="list-style-type: none"> To get the 100% benefit 		O This has been long time approved and implemented.
67.	10/19/2018	Change shift from 1 month to 2 weeks <ul style="list-style-type: none"> To minimize the sick employee 		X Not possible for assembly due parts availability.
68.	10/19/2018	Strict compliance of shuttle service hours <ul style="list-style-type: none"> To avoid late incoming to the company 	Nov 2019	O Early departure time was implemented to avoid traffic and late arrival.
69.	10/19/2018	Presentable Shuttle driver <ul style="list-style-type: none"> Good grooming to their passenger 	Nov 2018	O
70.	10/26/2018	Payment System <ul style="list-style-type: none"> To avoid downtime 	Nov 2018	O
71.	10/26/2018	Grocery convert to GC <ul style="list-style-type: none"> We can buy what we really need to buy. 	Dec 2018	O
72.	10/26/2018	Do we have a Bonus?	Dec 2018	O
73.	10/30/2018	Team Building per Section <ul style="list-style-type: none"> To have team work 		X
74.	10/30/2018	Covered Court <ul style="list-style-type: none"> For Sportfest 		X
75.	11/08/2018	Food Selling <ul style="list-style-type: none"> To avoid confusion if there's a food problem in the employee 		X Strictly prohibited

76.	11/10/2018	Network Signal Booster <ul style="list-style-type: none"> To easily contact/ Make a phone call 	2018	O Already bought but the problem is our location that is why signal is very weak.
77.	11/22/2018	Mandate all shuttle provider to have a <ul style="list-style-type: none"> Safety and accident evidence 	2019	O
78.	11/28/2018	Changed schedule of working time <ul style="list-style-type: none"> To avoid late shuttle and traffic 	Dec 2018	O <i>(but in different manner)</i> Already adjusted the AM departure time.
79.	12/10/2018	5:25 Out No Shuttle <ul style="list-style-type: none"> No provided back up 		Please understand that lack of shuttle is due to inefficient scheduling of outgoing from all sections. Other reasons are case to case. Cooperation and timely scheduling is recommended to prevent "lack of shuttle" during outgoing.
80.	12/21/2018	Japanese Language and Writing <ul style="list-style-type: none"> 'For easy communication with our Japanese 		X Japanese are studying English for us to understand them easily.
81.	01/31/2019	Issued Pants every April be convertible to money <ul style="list-style-type: none"> To be able to choose well fitted pants 		X We respect individual preference when it comes to pants, but we must understand that company issued pants are not tailored fit.
82.	01/31/2019	Provide Company Ambulance <ul style="list-style-type: none"> To be use on emergency cases 		X In case of emergency, LTI is always available for all LTI locators. It is not practical to buy ambulance for a very seldom case of emergency. The company also has an immediate vehicle readily available for use in case of emergency. Security is the official in-charge to drive company-owned vehicle in case of emergency.
83.	01/31/2019	Increase rice incentive from 25 kilos to 50 kilos <ul style="list-style-type: none"> Para lalong sipagin ang bawat employee 		X

84.	01/31/2019	To extend record of CCTV <ul style="list-style-type: none"> Documentation/Retrieval 	2019	O Retention of CCTV data depends on the CCTV capability and specification. This could possibly done on the succeeding purchase, if there is any.
85.	01/31/2019	ECO Day for the employee (every Wednesday) <ul style="list-style-type: none"> To have a rest day at least once a week 		X No need to set ECO-Day (no OT) since, this can possibly happen anytime or everyday especially if there is nothing to do.
86.	02/07/2019	Revised Working Time <ul style="list-style-type: none"> To have long rest during no OT To have longer time to family 		Y For future consideration and discussion.
87.	02/07/2019	Rules/Policy Improvement of I-CARE <ul style="list-style-type: none"> Extend the policy of I-Care 		Y Revision or improvement on the I-Care policy can be done annually before every new term happens.
88.	02/07/2019	Shuttle waiting departure for 8:50 or 10:00 pm <ul style="list-style-type: none"> Make 10 mins not 15 mins 		X 15 minutes is the standard waiting time. We have consider also others that needs more time during departure time.
89.	02/07/2019	Additional Smoking Area for Plant 2 <ul style="list-style-type: none"> Not to many inside smoking area 		X No need for additional smoking area since we are aiming for a smoke free company. Health is our main priority. We don't want to increase the number of smokers.
90.	02/07/2019	Computer Systemize Pay slip <ul style="list-style-type: none"> Employees can easily check their salary 	2019	O Included on HR System Development Plan
91.	02/21/2019	System for SL/VL <ul style="list-style-type: none"> Paper less 	2019	O Included on HR System Development Plan
92.	02/27/2019	Regular Trainings & Seminars for MIT & IS <ul style="list-style-type: none"> If MIT & IS well trained they can create sysytems or problems that can sell outside the company 	2018	O

93.	02/27/2019	Covered Court <ul style="list-style-type: none"> To maximize the court no cancelled events due to bad whether 		X Not possible this time due to budget constraint.
94.	02/27/2019	FDTP Official Jacket <ul style="list-style-type: none"> To have an official jacket inside FDTP and to protect employee in cold areas 		X Not possible this time due to budget constraint.
95.	02/27/2019	Motorcycle parking in P1 broken roof tent	May 2019	O
96.	02/27/2019	Additional Electric Fan / Centralize Air-con <ul style="list-style-type: none"> Needs proper ventilation 	April 2019	O
97.	03/21/2019	Provision of Slippers for Employees who frequently visit Plant 1 or Plant 2 <ul style="list-style-type: none"> Cost Reduction and For Cleaner Environment 		X No need for slippers, because for employees who frequently visit P1 and P2, they are required to bring their shoes and for those with different shoe requirement, they are provided another pair but this is per request.
98.	03/21/2019	Addition of Hand Sanitizers around the company, especially in the locker and outside of the bathroom <ul style="list-style-type: none"> To ensure good health to all the employees of FDTP, for them to avoid being sick 		X Hand liquid soap is already provided. Hand sanitizer is for personal use.
99.	03/21/2019	Voluntary Educational Plan <ul style="list-style-type: none"> Provision of lifetime stability for both employee and company Provision of benefits to employees who lacks time managing 		X Not possible this time due to budget constraint.
100.	03/26/2019	To bring one companion for single employee for free for the upcoming FDTP summer outing <ul style="list-style-type: none"> To have bonding with Family 		X Not possible this time due to budget constraint.
101.	03/27/2019	Separate smoking area for Vape and Cigarette		X No need for separate smoking area since we are aiming for a smoke free company. Health is our main priority. We don't want to increase the number of smokers.

102.	03/27/2019	Single employee 1 companion for free <ul style="list-style-type: none"> Needs proper ventilation 		X Not possible this time due to budget constraint.
103.	03/27/2019	Bald run at least 50% share from company <ul style="list-style-type: none"> Joined employee represent the company 	2018	O Depending on the quantity of joiners and budget
104.	03/29/2019	Advance payslip before payroll day <ul style="list-style-type: none"> To improve payslip 	2019	O Included on HR System Development Plan
105.	03/29/2019	Remove ban of unclaimed rice for personal order	Jan 2019	O <i>(but in different manner)</i> The banning from ordering was decrease to 6 months instead of 12 months. Employee who ordered rice must still be responsible in taking out his/her order on time. If we will allow neglect every time, others will do the same, difficulty in the distribution will become rampant.
106.	03/29/2019	Provide shuttle for 5:25 (Sport fest opening) <ul style="list-style-type: none"> Employee not commute or walk 		X Sports Fest is a company that needs support from employees. The reason why employees commute or walk is because they have decided to do that.
107.	03/29/2019	Consideration of VL as Perfect Attendance		X This will no longer called "perfect attendance" if we will allow employee to absent and still get allowance.
108.	03/29/2019	Join atleast 1 immediate family for single employee for summer outing <ul style="list-style-type: none"> Equal benefit for married employees 		X Not possible this time due to budget constraint.