

MEMORANDUM OF UNDERSTANDING

BETWEEN



SYSTEM TELEVISYEN MALAYSIA BERHAD

AND



**UNI GLOBAL UNION-MALAYSIAN
LIAISON COUNCIL**

**KUALA LUMPUR,
25th MARCH, 2010**



MEMORANDUM OF UNDERSTANDING

Given the longstanding mutually respected relations between Kesatuan Sekerja Kakitangan Sistem Televisyen Malaysia Berhad (“**the Union**”) of System Televisyen Malaysia Berhad (“**TV3**”) and TV3, a television station held by Media Prima Berhad, and between the Union and UNI Global Union-Malaysian Liaison Council (“**UNI Global**”).

Given that UNI Global sees the relations between the management of TV3 and the Union as an example of good practice which UNI Global and others concerned with fair labour relations would be pleased to see upheld as an example throughout Southeast Asia and elsewhere.

The parties mentioned above hereby agree that:

1. TV3 will continue not to oppose the Union’s workers in their audiovisual operations in Malaysia.
2. TV3 will continue to deal in good faith with the Union which is representative of the workers in their operations in TV3 (subject to the purview of the existing terms of the Union’s Collective Agreement with TV3 of 1st October 2008 (“**Collective Agreement**”) and the relevant laws of Malaysia).
3. TV3 after taking into consideration all the relevant facts and terms will recognize gender equal opportunity in hiring and promotions in all its operations.
4. TV3 will continue to meet periodically with the Union to review and discuss industrial relations issues in Media Prima Berhad’s audiovisual operations in Malaysia. Members of the Union shall be at liberty but are not obliged to seek consultation and advise from UNI Global in respect of these discussions.
5. UNI Global shall not interfere with the conduct of the Union and TV3 under the existing Collective Agreement and shall provide such advise and guidance to the Union (if and when so requested by the Union) in good faith and not in any manner which may be interpreted as disruptive to the operations of TV3 or Media Prima Berhad and its group of companies.



6. The provisions of this MOU are intended as an expression of mutual cooperation and are not intended to be legally binding and do not create any legally binding contractual relationship amongst the Parties.

Dated this 25th day of March 2010.

Signed by:

System Televisyen Malaysia Berhad

DATUK JOHAN JAAFFAR
Director
System Televisyen Malaysia Berhad

*UNI Global Union –Malaysian
Liaison Council (UNI-MLC)*

MOHAMED SHAFIE BP MAMMAL
President
UNI Global Union -Malaysian Liaison
Council (UNI-MLC)

Witnessed by:

Khairuzzaman Mohammad
KHAIRUZZAMAN MOHAMMAD
President
Kesatuan Sekerja Kakitangan Sistem
Televisyen Malaysia Berhad

NOR ARZLIN REDZWAN
General Manager
Human Resources
Media Prima Berhad

Phillip Jennings
PHILLIP JENNINGS
General Secretary
UNI Global Union, Nyon

JOSEPH DE BRUYN
President
UNI Global Union
Asia Pacific Region (UNI-APRO)

JOHANNES STUDINGER
Head
Media, Entertainment, Arts and Sport
UNI Global Union, Nyon

