

## Meeting Minutes

<b>Subject</b>	<b>Implementation of Minimum wage</b>		
<b>Date</b>	29 May 2012	<b>Time</b>	2.30pm-5.10pm
<b>Location</b>	3 <sup>rd</sup> Floor Sendok Building		
<b>Attendees</b>	MAARA Committee members (attendance attached)		
<b>Prepared by</b>	Lee Cheong Boo, Executive secretary MAARA		

Key Points Discussed		
No.	Topic	Highlights
1.	<b>Overview and understanding of minimum wage proposed</b>	<p><b>Lee Cheong Boo</b></p> <ul style="list-style-type: none"> <li>- Introduction of Minimum wage framework proposed by the government i.e. the scope, the minimum wage amount (RM 900 for Peninsular &amp; RM 800 for East Malaysia) and the implementation dateline.</li> <li>- Presentation of the minimum wage structure to be implemented</li> <li>- Outline the topics to be discussed i.e. the impact on the automotive recycling industry and the cash incentive options to be included in the minimum.</li> </ul>
2.	<b>Minimum wage</b>	<p><b>Gwee Bok Wee</b></p> <ul style="list-style-type: none"> <li>- Impact is limited for the local employee as there are majority skilled worker but may cause impact to the fresh foreign worker as their starting pay is RM 25/ day.</li> </ul> <p><b>Tony Chia</b></p> <ul style="list-style-type: none"> <li>- Enquires on the workforce structure in auto recyclers industry i.e. the no of skilled, unskilled and foreign worker.</li> <li>- Suggest the info of Minimum wage proposal to communicate to each member and get feedback from them on the impact.</li> <li>- Should understand the demand and supply of the workforce in the industry to measure the impact.</li> <li>- Develop a comparison table to distinguish the employment cost for local and foreign worker.</li> </ul> <p><b>T.Letchumanan</b></p> <ul style="list-style-type: none"> <li>- Suggested the levy, accommodation allowance, meal allowance etc. should be incorporated into the minimum wage of RM 900 for the foreign worker as most of the employer pay for it.</li> <li>- If the employer would include the recruitment and daily expenses, the wage for the foreign worker will not less than RM 1000.</li> </ul> <p><b>Gwee Chin Hwee</b></p> <ul style="list-style-type: none"> <li>- Suggest MAARA to outline the category of the membership according</li> </ul>

Key Points Discussed		
No.	Topic	Highlights
		<p>to the business nature e.g. workshop, importer, exporter etc.</p> <ul style="list-style-type: none"> <li>- To obtain statistic from the members the current types of cash incentive paid the employees.</li> <li>- To obtain the population of foreign worker currently under employment for the auto recycling industry.</li> <li>- From the 3 info above, MAARA should able to assess the impact on the industry.</li> </ul>
3.	<b>Selection of working committee and steering committees for the enhancement program by MAI</b>	<p><b>Lee See Beng</b></p> <ul style="list-style-type: none"> <li>- Stressed that the appointed member should be technical competence i.e. understand the technical aspect of the automotive parts</li> </ul> <p><b>Tony Chia</b></p> <ul style="list-style-type: none"> <li>- MAARA should have the vision to develop into more important role in the auto recycling industry.</li> <li>- Taking Construction Industry Development Board (CIDB) as a reference model which control every aspect of the imported construction material and machinery, MAARA should be the body regulates the auto recycling industry.</li> <li>- Each committee members should be committed to participate in the association activities in order to develop MAARA.</li> <li>- Agenda should be listed before each committee meeting to avoid time wastage.</li> </ul> <p><b>Gwee Bok Wee</b></p> <ul style="list-style-type: none"> <li>- In future, the working committee should consist of professional from the respective field if the MAARA afford financially.</li> </ul> <p><b>Ahmad Shukri</b></p> <ul style="list-style-type: none"> <li>- Suggested all the MAARA committee to be included into the working group.</li> <li>- To divide the committee members into 3 groups and each group will be responsible to develop each concern area raised by MAI.</li> </ul>
4.	<b>Organizing of Annual dinner</b>	<p><b>Tony chia</b></p> <ul style="list-style-type: none"> <li>- MAARA should generate income other than organizing annual dinner</li> <li>- Sponsorship should target at the non-members especially those who have business relationship with us.</li> </ul>

Action Plan			
No.	Action Item(s)		Target Date
1.	To conduct a survey on the members to obtain info of the following: 1) The nature of the business of the	Lee Cheong Boo	By 31 June 2012

## Action Plan

No.	Action Item(s)		Target Date
	members 2) No of skilled, unskilled and foreign worker. 3) Current cash incentive type paid to employee 4) The income bracket for the automotive recycling		
2.	To develop a comparison table to show the impact on local and foreign worker recruitment and revert the feedback to MAI	Lee Cheong Boo	30 June 2012
3.	To arrange committee members into 3 working groups and each group will tackle the issue given in accordance to enhancement program given by MAI	Lee Cheong Boo	15 June 2012