

5 November 2015

To Shri Prafulla Kumar Mallik
Minister of State (Independent Charge),
Steel & Mines, Labour & Employees' State Insurance
Shrama Bhawan, Kharavela Nagar,
Near gurudwar, Bhubaneswar, Odisha
India
Sent by email to labdir.od@nic.in

IndustriALL Global Union demands immediate reinstatement of suspended workers and registration of the democratic union at Thriveni Earthmovers Company

Dear Shri Prafulla Kumar Mallik,

We—please see list below—the unions present at the [IndustriALL Global Union's](#) Base Metals Steering Committee Meeting in Pittsburgh, USA, on 3-4 November 2015, are writing to you today to call upon you to intervene to ensure the immediate reinstatement of 8 suspended workers, including Pancharatna Mahakud, who is the President of the Thriveni Mazdoor Sabha, and to accept the democratic demand of the workers for registering the Thriveni Mazdoor Sabha union in the Thriveni Earthmovers Company.

As you are aware—Jyrki Raina, General Secretary of IndustriALL Global Union, sent you a letter concerning labor rights violations at Thriveni Earthmovers on 7 September 2015—the workers of Thriveni decided to form a union in the month of September 2014. Following the application that they made to the Labour Department, the management pressurized the elected President of the union Thriveni Mazdoor Sabha to withdraw the application. The pressure was applied through political contacts of the management as well as threats to harm him physically. Union activists have not complained to the police, as they do not have any hope of action by the police in this regard.

Since the union office bearers and activists did not succumb to the management pressure, the management dismissed 7 leading members of the union on 16 September 2014, and on 22 June 2015, Pancharatna Mahakud was dismissed by the management after conducting a so-called enquiry into false charges levelled by the management.

Furthermore, Pancharatna Mahakud was arrested by the Bamebari Police Station on 3 September 2015 on fabricated charges. However, he was granted bail as the police failed to prove any wrongdoing. Denial of union registration, suspension of workers and false criminal charges against the union leader shows the indulgence of Thriveni Earthmovers' management in the anti-union activities.

Thriveni Earthmovers is a supplier to Tata Steel, and Tata Steel has been approached in this matter by IndustriALL Global Union and the Global Network of Tata Steel unions to intervene in the matter. We will continue to campaign with the Thriveni Mazdoor Sabha in their struggle to secure their legitimate trade union demands.

It is requested that the Minister of Labour take immediate steps to ensure that all 8 workers get reinstated, and guarantee as well that Thriveni Mazdoor Sabha will be registered, which is the democratic right of the workers.

Sincerely,

Australian Manufacturing Workers' Union—AMWU
Australian Workers' Union—AWU
Confederação Nacional dos Metalúrgicos—CNM-CUT-Brazil
UNIFOR-Canada
Workers Uniting North America—Canada
IG Metall—Germany
Indian National Metalworkers' Federation—INMF
Steel, Metal & Engineering Workers' Federation of India—SMEFI
Japan Federation of Basic Industry Workers' Union—JBU/Japan Council of Metalworkers' Union (JCM)
Sindicato Nacional de Trabajadores Mineros Metalúrgicos y Similares de la República Mexicana—SNTMMSRM—Mexico
Miners' & Metallurgical Workers' Union of Russia—MMWU
National Union of Metalworkers of South Africa—NUMSA
COMMUNITY-Union, United Kingdom
Workers Uniting Europe, United Kingdom
Workers Uniting North America, USA