

Geneva, 24 September 2015

Mr. John S. Watson
Chief Executive Officer and Chairman of the Board
Chevron Corporation
6001 Bollinger Canyon Road, San Ramon, CA, USA
Transmitted by e-mail: jwatson@chevron.com, bdexaff@chevron.com

Violation of Fundamental Labour Rights by Chevron in Bangladesh with dismissal of 17 union members

Dear Mr. Watson,

I write to you on behalf of [IndustriALL Global Union](http://www.industrial-all-union.org), representing 50 million members working in the mining, energy and manufacturing industries to protest Chevron's violations of fundamental rights in Bangladesh. IndustriALL Global Union and its affiliates have been informed by our Bangladeshi affiliate Bangladesh Chemical, Energy and Allied Workers' Federation (BCEF) of union-busting tactics by your Bangladeshi management.

Some of the 463 Chevron workers have been employed there for the last 10 to 20 years. Of the 463 workers, only 37 have been employed on permanent contracts, with the rest remaining on rolling temporary contracts in some cases for 20 years. This is against the Bangladeshi labour law that limits temporary employment to three months.

The new Chevron workers' union filed for official registration with the labour authorities on 14 April 2015. On 20 May, 75 employees filed cases at the Labour Court claiming their right permanent employment status.

Reacting to this, on 27 May 2015, Chevron hung up a list of 17 sacked workers outside its office. The list included all the newly elected leaders of the new union, including president Saiful Islam, Kamaluddin, General Secretary, and Hasanur Rahman Manik, Organizing Secretary.

Chevron Bangladesh argued that they were not responsible for the workers' mistreatment, pointing to a sham triangular employment relationship. Your Bangladeshi management denied that the workers were directly employed, disingenuously saying a third party labour broker was their employer.

It is already criminal to keep these workers on precarious contracts for so many years, but sacking their elected leaders is shameful and unacceptable.

IndustriALL supports the demands of its affiliate the BCEF, which call on Chevron to reinstate the workers, make their job permanent, and allow workers to form a trade union, in line with the country's labour law.

I anticipate your quick reaction and reply.

Sincerely,



Jyrki Raina, General Secretary