

Geneva, 1st June 2017

Hiroshi Kondo
President Director
PT Smelting
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IndustriALL Global Union calls on PT Smelting to respect collective agreement and reinstate 309 unlawfully dismissed workers

Dear Mr. Kondo,

I am writing this letter to you as the General Secretary of [IndustriALL Global Union](http://www.industriall-union.org), representing more than fifty million workers in the mining, energy, manufacturing, and textile and garment industries, in some 140 countries worldwide, including Indonesia, to call on PT Smelting to honour the Collective Agreement and Joint Working Agreement, and reinstate immediately the 309 workers, who were dismissed, in retaliation for a legal industrial action they took, on 19 January 2017. Please note that the Federation of Indonesian Metal Workers' Union (FSPMI), which is one of the independent unions representing workers at the plant, is affiliated to IndustriALL Global Union.

We call on PT Smelting to respect the 7th Collective Labour Agreement (CLA-7), and, in consequence, refrain from unilaterally changing the wage system, and seeking to undermine the working conditions of workers.

It is imperative that PT Smelting desist from further penalizing workers, who participated in the strike. PT Smelting should pay in full back wages. We find it unconscionable that workers have not been paid in the last five months. In addition, workers have been denied access to health facilities and services. We also urge on PT Smelting to provide benefits due to the wife and children of deceased worker Agus Setiawan.

Furthermore, IndustriALL Global Union deplors the fact that PT Smelting has failed to meet the local labour requirements for mediation and has instead referred the dispute regarding the layoffs to the Industrial Relations Court in Gresik.

"We urge PT Smelting to immediately drop the court proceedings against the 309 workers, reinstate them, and comply with the Collective Agreement and Joint Working Agreement.

Sincerely yours,



Valter Sanches, General Secretary