

Geneva, 28 September 2018

Mr Anthony P. J. Smurfit  
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## **IndustriALL Global Union demands end to Smurfit Kappa union busting in Colombia**

Dear Mr Smurfit, CEO,

I am writing this letter to you as the General Secretary of [IndustriALL Global Union](http://www.industrial-union.org), which represents more than fifty million workers in mining, energy and manufacturing sectors throughout the world, including Colombia, to express our strong condemnation of the violations of fundamental trade union rights in the Smurfit Kappa operations in Colombia.

The Cartón de Colombia workers are represented by the IndustriALL affiliate Sintracarcol. There are serious infringements of international labour standards across a number of the company's plants in Colombia, including Bogota, Medellin, and Cali.

In my capacity of IndustriALL General Secretary, I request the urgent attention of your office to this misconduct of the Smurfit Kappa management in Colombia. From our analysis, it constitutes systematic union busting against our members. We cannot see this scale of outright union busting without acting in defence of our members.

I have been impressed to read the Smurfit Kappa Code of Business Conduct and corporate policies. This certainly covers the basics of what a multinational company should aspire to. However, in Colombia all four of the international conventions and standards covered by Smurfit Kappa Code of Conduct are undeniably infringed.

Here are some of those concrete tactics used to infringe the important ILO conventions on the right to organize and bargain collectively. Systematically, those collective bargaining agreements are not respected or implemented in full. Workers are strongly coerced and pressured by management against joining the union of their choosing. Workers, who are active in the union, have systematically been dismissed or paid massive bribes to resign from the company. Trade union members are systematically refused union leave to attend meetings and other union business. Union officers are offered promotions in the plants in exchange for information or legal action against the union.

Dismissals of union supporters include those of Yair Giraldo and Michael Jojoa. Constructive dismissals have included those against Ricardo Hernández, Fardy Garrido, Humberto Ovalle, and Ferdinando Rodríguez. Dismissal of sick workers has included that against Samuel Campbell.

We strongly encourage your Sustainability team to talk to our affiliate Sintracarcol to find together a fair solution to these problems in your Colombian operations. In addition, IndustriALL Global Union reiterates its commitment to contribute to the establishment of solid industrial relations in Cartón de Colombia.

Sincerely,



Valter Sanches, General Secretary