



Geneva, 20 October 2020

Adnan Serdarođlu
General President
Birlesil Metal-Is (United Metalworkers' Union)
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IndustriALL Global Union and industriAll European Trade Union in solidarity with Birleşik Metal İş at Systemair HSK

Dear President Serdarođlu,
Dear Members of Birleşik Metal-İş at Systemair HSK,

We are writing this letter to you on behalf of [IndustriALL Global Union](#) and [industriAll European Trade Union](#), both representing workers in mining, energy and manufacturing industries throughout the world to express our full support and solidarity with your ongoing struggle at Systemair HSK.

The majority of workers at the Systemair HSK plant have used their internationally-recognized and guaranteed trade unions rights by joining the United Metalworkers' Union (Birleşik Metal-İş). This situation was confirmed by the official majority certificate issued by the Ministry of Family, Labour and Social Services.

However, instead of recognizing and respecting the workers' free choice in affiliating to Birleşik Metal-İş, the local management of Systemair HSK has put union members on unpaid leave, which means workers will starve. We know that the local management is acting in retaliation against the legally protected affiliation drive, and, in particular, during this COVID-19 period, when terminations are prohibited.

This is completely unacceptable and both organizations condemn this behaviour of the local management in the strongest terms.

The behaviour of the local management of Systemair HSK is in clear violation of Turkish labour law as well as fundamental international labour standards, including Convention 87 on Freedom of Association and Protection of the Right to Organize, and Convention 98 on the Right to Organize and Collective Bargaining of the International Labour Organization (ILO).

Therefore, we call on the local management of Systemair HSK to abide strictly by national and international labour law. In consequence, IndustriALL Global Union urges the company to reinstate the union members on unpaid leave, respect fundamental trade union rights, stop intimidation and threats against all the workers, and engage in good faith negotiations with Birleşik Metal-Is.

International solidarity works. Our Swedish affiliates Unionen and IF Metall have jointly brought the case to the attention of the parent company in Sweden.

IndustriALL Global Union and industriAll European Trade Union stand in solidarity with you in your fight for justice and dignity. We will continue to struggle until the justice is served.

Live long international solidarity of workers!

In solidarity,



Valter Sanches
General Secretary
IndustriALL Global Union



Luc Triangle
General Secretary
IndustriAll European Trade
Union