



*International Federation of Chemical, Energy, Mine and General Workers' Unions
Internationale Föderation der Chemie-, Energie-, Bergbau- und Fabrikarbeitengewerkschaften
Fédération Internationale des Syndicats de Travailleurs de la Chimie, de l'Energie, des Mines et des Industries Diverses
Internationella kemi-, energi-, gruv- och fabriksarbetarefederationen
Federación Internacional de Sindicatos de Trabajadores de la Química, Energía, Minas e Industrias Diversas
国際化学エネルギー鉱山一般労連
Международная федерация профсоюзов химиков, энергетиков, горняков и работников других отраслей*

President: Senzeni Zokwana • **General Secretary:** Manfred Warda

Ref: ICEM10/EN LT/157

Geneva, 21 December 2010

Mr. Philipp Daniel Haas

Chairman and CEO
Deva Holding A.Ş.
Halkalı Merkez Mahallesi, Basın Express Caddesi, No:1
Küçükçekmece Istanbul
Turkey
Fax : +90-211-697 00 24
E-mail: deva@deva.com.tr

Re: Union Derecognition at Deva Holding A.Ş.

Dear Sir,

I am writing this letter to you on behalf of the ICEM, International Federation of Chemical, Energy, Mine and General Workers' Unions, based in Geneva, Switzerland, representing more than 20 million workers from 467 trade unions in 132 countries worldwide. Petrol-Is, the Oil, Chemical and Rubber Workers' Union of Turkey is one of the very important members of this global family.

We are shocked with the information provided by Petrol-Is that your management uses numerous tactics to demolish the 40-year-long union existence, contractual labour relations and mature social dialogue at your workplace in the towns of Çerkezköy, Kartepe and Topkapı area of Istanbul.

We are aware that on 13 December 2010 you gathered all the workers at the plants to announce that there will no longer be a collective agreement, with the pretext of high production costs and government policies in the pharmaceutical industry, and exerted pressure on them to sign individual labor contracts in place of the collective agreement. We are further shocked that you dismissed 74 employees because they refused to sign individual contracts. This is totally unacceptable anti-labor practice which violates Turkish law as well as international labor norms ratified by Turkey. Petrol-Is and all your employees have behaved with common sense and responsibility, and particularly during the relocation process, they made a great contribution to maintain Deva Holding A.Ş. as a profitable company.

Under all these circumstances, on behalf of the whole ICEM family, I urge you to immediately sit down with Petrol-Is as your long-standing bargaining partner and reinstate dismissed



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workers without any delay. We would otherwise need to take action at the international level such as within the ILO, OECD and European Union authorities.

I do believe that dialogue with common sense and negotiation with union representatives, with good will, is the surest way to build peaceful labor relations at your workplaces.

I anticipate your quick reply.

Sincerely,

A handwritten signature in blue ink that reads 'Manfred Warda'.

Manfred Warda
General Secretary

CC:
Mustafa Öztaşkın, President of Petrol-Is