

Geneva, 21 April 2015

Mr. Firederic Giraud  
Owner  
SF Leather Deri Tekstil Konfeksiyon Sanayi ve Ticaret Ltd.Şti.  
Ege Serbest Bölgesi, Akçay Caddesi, Ayhan Sokak, No:144/1  
Gaziemir Izmir  
Turkey

CC: Ms. Aylin Gözay, General Manager

By e-mail: [hr@sf-leather.com](mailto:hr@sf-leather.com) and telefax: +90-232-251 17 29

## IndustriALL Global Union calls on SF Leather to reinstate dismissed union members and respect union rights

Dear Mr. Giraud,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industrial-all-union.org), which represents more than fifty million workers throughout the whole manufacturing supply chain, including textile and garment workers, in some 143 countries worldwide, to call on you to reinstate immediately the fourteen unfairly dismissed union members from Deriteks and stop interfering with the right of workers to join a union of their choice. Deriteks is affiliated to IndustriALL Global Union.

IndustriALL Global Union is outraged to learn of the labor situation at SF Leather located in Gaziemir, Izmir. We are aware that workers at your plant, as soon as they started to join Deriteks, your local management instead of respecting the right of workers to freedom of association, which is guaranteed by international labor conventions of the International Labour Organization (ILO) as well as Turkey's Constitution and national trade union legislation, resorted to different union-busting tactics to get rid of trade union presence at the plant, including the unlawful dismissals of fourteen union members and also forcing union members to resign from Deriteks.

In addition, your human resource manager and middle-level administrators continue to threaten workers with dismissals if they join the union, and also subject workers to different forms of punishments and harassment to prevent them from joining the union. We find it unacceptable that your management is telling the dismissed workers, in individual meetings, that they may be reinstated if they officially leave the union.

I strongly remind you that your company must abide by the OECD Guidelines for Multinational Enterprises, which explicitly recognizes the right of all employees to be or become members of a trade union and to participate in collective negotiations. Furthermore, the inclusion of the United Nations Guiding Principles on Business and Human Rights recognizes that companies have a duty of due diligence to ensure the full respect of core labor standards, including the ILO Convention 87 on Freedom of Association and Protection of the Right to Organize and Convention 98 on the Right to Organize and Collective Bargaining. It is incumbent on you to ensure that your operations fully respect international obligations and core labor standards.

Moreover, Article 25 of the Collective Labor Relations Act 6356 "Guarantee of Freedom of Trade Union" states that "No worker shall be dismissed or discriminated against on account of his/her membership or non-membership in a trade union, his/her participation in the activities of trade unions or workers' organizations outside his hours of work or during hours of work with the employer's permission".

Furthermore, Article 118 of the Turkish Penal Code 5237 "Prevention of Use of Trade Union Rights" stipulates that "Any person who uses violence or threat against a person in order to force him to become or not to become a member of a trade union, or to participate or not to participate in the activities of the union, or to cancel his membership from the union or to declare his resignation from the management of the union, is sentenced to imprisonment from six months to two years".

I therefore urge you to reinstate the dismissed union members immediately and stop interfering with the right of workers to join a union of their choice.

Please be aware that if you do not address these legitimate demands, IndustriALL Global Union would be forced to contact your major customers, who would not appreciate at all sourcing from a plant that does not fully comply with national and international labor legislation.

I anticipate your quick reply.

Sincerely,

A handwritten signature in blue ink, consisting of a vertical line on the left, a horizontal line across the middle, and a diagonal line on the right that curves upwards.

Jyrki Raina  
General Secretary

CC:  
Musa Servi, General President, Deriteks