

Geneva, 28 October 2016

Sarah Williamson
President
American Chamber of Commerce in Georgia
36a Lado Asatiani St.
0105 Tbilisi,
Georgia
Sent by email: amcham@amcham.ge

IndustriALL Global Union Calls on BP Georgia to respect fundamental labor rights

Dear Ms. Williamson,

I am writing to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), which represents 50 million workers in the mining, energy and manufacturing sectors in 140 countries, including Georgia, to inform you that BP Georgia, which is a member of the American Chamber of Commerce in Georgia, is acting in violation of national labor law as well as international labor standards.

IndustriALL Global Union calls on BP Georgia, and its recruitment agency (HRRA) to stop harassing union members, enter into collective bargaining negotiations with the Pipeline Union, and reinstate immediately Vakhtang Pirmisashvili, Deputy Chairman of the Pipeline Union. Please note that the Pipeline Union is affiliated to the Georgian Gas and Oil Workers Trade Union, which is one of IndustriALL Global Union's Georgian affiliates.

BP Georgia is refusing to engage in collective bargaining with the Pipeline Union, which is in clear violation of Article 41 of the Georgian Labor Code. Furthermore, BP Georgia's management's and its recruitment agency's acts of sheer workplace discrimination, unfair disciplinary measures and dismissals, and coercion of workers to dissuade them from joining the union constitute a blatant violation of Georgian labor law as well as fundamental international labor 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, it is incumbent on BP Georgia and its recruitment agency (HRRA) to abide strictly by national and international labor law. In this sense, we urge BP Georgia to participate in the government-sponsored labor mediation process. In addition, IndustriALL Global Union calls on BP Georgia to address the legitimate demands of the Georgian workers, which include, inter alia, reviewing and adjusting the workers' salaries to keep pace with the high inflation and the devaluation rate of the Georgian Lari (GEL), and reconsidering the reduction of the workers' health insurance coverage, which would have a devastating impact on workers and their families.

We trust the American Chamber of Commerce in Georgia will give due consideration to this troubling information and will respond accordingly.

Sincerely,



Valter Sanches
General Secretary