

Geneva, 5 February 2016

To Ahmet Kirman
Managing Director & Chairman
Şişecam A.S
İs Kuleleri Kule-3, 4 Levent
Istanbul 34330 TURKEY

Sent by email to akirman@sisecam.com.tr and fax: (+) 90 2123505787 and copied to the **Missions of Georgia and Turkey to the United Nations in Geneva** at geomission.geneva@mfa.gov.ge and mission.turkey@ties.itu.int

IndustriALL Global Union Calls on Şişecam Group to intervene at Georgian subsidiary to resume collective bargaining negotiations

Dear Ahmet Kirman,

I am writing this letter to you as General Secretary of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in the mining, energy and manufacturing industries in some 140 countries worldwide, including Georgia, to call on you to intervene at your subsidiary in Georgia, JSC MINA, and instruct your local management to resume negotiations with the Trade Union of Metallurgy, Mining and Chemical Industry Workers of Georgia (TUMMCIWG), which is affiliated to our global union, at the Ksani glass container factory.

Workers at the JSC MINA factory are launching today a strike on account of the recalcitrant stance of your local management. IndustriALL Global Union fully supports the demands of the workers, which call on management to resume in good faith negotiations—in full accord with the conciliation procedures—towards concluding the collective agreement, implement the 30 percent salary increase, and provide office space for the union representatives at the factory, as well as stop harassing workers and union members.

Unfortunately, your management at JSC MINA has systematically failed to comply with the conciliation procedure, and it has resorted to delaying tactics such as postponing meetings or disregarding the legitimate demands from the union as was the case at the last meeting on 28 January.

The actions of the management at JSC MINA are in violation of the Georgian labor legislation and fundamental international labor conventions, 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, IndustriALL Global Union calls on Şişecam A.S to intervene immediately at JSC MINA to ensure that your management act in strict accordance with national and international labor laws, and in consequence engage in genuine collective bargaining and wage negotiations, while stopping from harassing workers and union members.

We expect your prompt reply.

Yours sincerely,



Jyrki Raina
General Secretary