



Geneva and Brussels, 01 March 2016

Ms. Marie-Françoise Damesin  
Executive Vice President, Human Resources  
Renault Group  
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France

Via e-mail: [mf.damesin@renault-nissan.com](mailto:mf.damesin@renault-nissan.com)

## **IndustriALL Global and European Trade Unions Call On Renault Group to Stop Pressure on Workers and Re-instate Dismissed workers at Oyak Plant in Turkey**

Dear Ms. Damesin,

Following our previous letter last Friday, 26 February, we are again writing you this letter on behalf of IndustriALL Global and European Trade Unions about the current situation at Oyak plant in Bursa, Turkey.

We are outraged to receive very discouraging news from Bursa even though, with our previous letter, we express our concerns and dissatisfaction about the current situation at Oyak calling you to uphold your commitments. We then further stressed our firm conviction that the surest way to restore the current situation can only be through a genuine dialogue between employees&their representative union and the management of Renault with a view to implement the agreements we had jointly made over last couple of months.

It is completely untenable for us that Renault announced that is Renault will not implement the agreed elections to form and elect a Social Dialogue Committee, which led to worsen the situation instead of improvement. Immediately after this your local management in Bursa dismissed ten workers, including two spokesperson, and this caused further escalation of tension on the spot. This has been taken as a provocation and disrespect by the workers and their representative union Birlesik Metal-Is.

In addition to this, your local management has invited police forces to make intervention to the peaceful actions engaged by the workers who protest dismissals and unacceptable behaviors of the managers at the plant. We do believe that this strategy of local management to break the unity among the workers through dismissals and intimidation is totally wrong and deepens the gravity of the situation instead of normalization.

We want to repeat ourselves that we are convinced that a way out from today's situation can only be found through a genuine social dialogue among all the involved participants.

Therefore we call on Renault Group to stop pressure, threats and pressure on workers in their peaceful actions, and urge you to re-instate the dismissed workers at Oyak Plant as soon as possible.

Furthermore, we, together with Birlesik Metal-Is, seek an immediate high level meeting with you and your colleagues at Renault with a view to find a way to calm down and restore the situation in Bursa. We expect that our settled international dialogue will be able to play a critical role in this case without further escalation.

We anticipate to hearing from you urgently.

Sincerely,

A handwritten signature in blue ink, consisting of stylized initials 'JR' followed by a horizontal line.

Jyrki Raina  
General Secretary  
IndustriALL Global Union

A handwritten signature in black ink, appearing as a cursive name 'Ulrich Eckelmann'.

Ulrich Eckelmann  
General Secretary  
IndustriAll European Trade Union