

Geneva, 10 October 2017

Mr. Takeyoshi Usui  
President Chief Managing Officer & Representative Director  
Yamashita Rubber  
1239 Kamekubo, Fujimino-city, Saitama Prefecture  
Japan

Sent by fax to +81-49-266-4145, and cc to Mr. Yasuharu Saito, chairman of Y-TEC at [somchai.p@y-tec.co.th](mailto:somchai.p@y-tec.co.th)

## **IndustriALL calls on Yamashita Rubber to intervene at Y-TEC in Thailand to end discrimination of trade union members and start dialogue with the union**

Dear Takeyoshi Usui,

I am writing this letter to you as the General Secretary of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in mining, energy and manufacturing sectors, including automotive industries, in more than 140 countries, including Thailand, to call on Yamashita Rubber to intervene immediately at its subsidiary in Thailand, Y-TEC, to end discrimination of trade union members and establish a genuine dialogue with the union.

Please note that the Prachinburi Automobile Part Workers Union is affiliated to the Federation of Thailand Automobile Workers (TAW), which affiliated to the Confederation of Thai Electrical Appliances, Electronic Automobile & Metalworkers (TEAM), which is a member of IndustriALL Global Union.

On 26 December 2016, workers of Y-TEC Thailand made use of their fundamental right of freedom of association and registered the Prachinburi Automobile Part Workers Union. As soon as the registration took place, management at Y-TEC launched a systematic campaign of harassment of the newly formed union and its members, which included massive intimidation, the transfer of trade unionists to work places with worse benefits and working condition, including the denial of overtime payment and shift allowances and the buyout of union members. Furthermore, any attempt to deal constructively with the conflict has been rejected by Y-TEC management, including the process initiated by the Thai Labour Relations Committee.

Therefore, it is imperative that Y-TEC act in full accordance with national labour law and international labour standards, including 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.



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*General Secretary: Valter Sanches*

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IndustriALL Global Union urgently calls on Yamashita Rubber to intervene at Y-TEC to create the necessary structures of dialogue and cooperation between management and the union, fully cooperate with the Thai Labour Relations Committee in the mediation process, and ensure the full respect of fundamental workers' rights.

I anticipate your prompt action and reply.

Sincerely yours,

Valter Sanches  
General Secretary