

Geneva, 31 May 2019

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IndustriALL Global Union calls on Saica Group to respect trade union rights and reinstate dismissed union members at Saica Pack Sakarya in Turkey

Dear Sirs,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industrial-all-union.org), representing more than fifty million workers in the manufacturing supply chain, including pulp, paper and packaging industries, in 140 countries, to call on Saica Group to respect trade union rights and reinstate dismissed union members at its subsidiary Saica Pack Sakarya in Turkey. Please note that the union of Selüloz-İş of Turkey is affiliated to IndustriALL Global Union.

IndustriALL Global Union is aware that a large majority of workers at the operations of your subsidiary Saica Pack Sakarya Ambalaj Sanayi A.Ş. joined our affiliate Selüloz-İş in April. On 29 April 2019, the Ministry of Labour of Turkey issued the official certification stating that Selüloz-İş has a sufficient majority for being a bargaining partner.

We are outraged to learn that instead of complying with the decision of the Ministry of Labour, which entails recognizing Selüloz-İş as the legitimate bargaining partner and entering with them into negotiations, Saica Pack Sakarya has launched an intimidation campaign, which includes the unlawful dismissal of six pioneering union members on May 29, namely Müjdat AYTEKİN, AYTAÇ KARA, AHMED ERDEM GEYİK, ERKAN GÜRLÜ, ERKAN DEMİR and HAYRULLAH GÜÇLÜ, to seriously undermine the legitimate rights of workers to be unionized at the plant. It is shameful that the local management forced these workers to sign papers indicating that they wanted to terminate their employments through public notary.

Article 51 of the Turkish Constitution states that “employees have the right to form labour unions, without obtaining permission, and they also possess the right to become a member of a union and to freely withdraw from membership, in order to safeguard and develop their economic and social rights and the interests of their members in their labour relations. No one shall be forced to become a member of a union or to withdraw from membership”.

Likewise, Article 17 of Law 6356 stipulates that “any person who completes 15 years of age and who is considered as a worker in accordance with the provisions of this Law may join a workers’ trade union”.

Saica Group’s behaviour constitutes a blatant violation of Turkish labour law as well as fundamental international labour 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).

It is incumbent on Saica Group to abide strictly by national and international labour law.

Therefore, IndustriALL Global Union strongly urges Saica Group to respect fundamental trade union rights at its Saica Pack Sakarya subsidiary and reinstate the six dismissed leading union members. It is also a clear demand from our side that Saica Group refrains from harassing workers on account of their union membership, and promotes a dialogue with Selüloz-İş as the legitimate social dialogue and bargaining partner.

IndustriALL Global Union truly hopes that Saica Group will take immediate corrective measures, and that, as a result, it will not be necessary for IndustriALL to take further actions, including communicating with the customers of your company.

This message is also copied to our Spanish affiliated trade unions so that they are aware of what is happening at Saica Pack Sakarya in Turkey.

I anticipate your swift response and action.

Sincerely,

A handwritten signature in blue ink that reads "Sanches". The signature is stylized and written in a cursive-like font.

Valter Sanches
General Secretary

CC:

Ergin Alşan, General President, Selüloz-İş
Agustin Martin, General Secretary, CC.OO. de Industria
Pedro Hojas, General Secretary, FICA-UGT