

Geneva, 10 August 2020

Mr. Tarık Altuncu  
Chairman of the Board and Chief Executive Officer (CEO)  
Sampa Otomotiv Sanayi ve Ticaret A.Ş.  
Şabanoğlu OSM Mahallesi, OSB No:32  
55300 Tekkeköy Samsun  
Turkey

Sent by e-mail to: [info@sampa.com](mailto:info@sampa.com) and by telefax +90-362-266 93 58  
CC: Yunus Değirmenci, General President, Özçelik-İş

## IndustriALL Global Union calls on Sampa Otomotiv to respect trade union rights, reinstate dismissed union members and enter into dialogue with Özçelik-İş

Dear Mr. Altuncu,

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 automotive and supplier sectors, including Turkey, to urge Sampa Otomotiv to respect trade union rights, reinstate the dismissed union members and enter into dialogue with Özçelik-İş. Please note that Özçelik-İş (Iron, Steel, Metal and Metal Products Workers' Union) is one of the affiliates of IndustriALL Global Union in Turkey.

IndustriALL Global Union is aware of the ongoing unionisation activity conducted by our affiliate Özçelik-İş at the production facility of Sampa Otomotiv in Samsun. The legally-required majority of workers at Sampa Otomotiv exercised their fundamental right to join a union, which is guaranteed by national labour law and by international core labour standards, and thus became members of Özçelik-İş.

We are outraged to hear that your management has acted aggressively against the workers, punishing them—including systemic intimidation and threats—for joining Özçelik-İş. Union members are forced to resign from their affiliation with our affiliate.

We are further outraged to learn that this has happened after Özçelik-İş applied to the Ministry of Family, Labour and Social Services for an official certification showing that it represents sufficient majority of workers for becoming a party to collective bargaining, your management has dismissed 71 union members. This has occurred at a time when the government has extended the moratorium of terminations. Most of workers were dismissed with the argument that they did not wear mask and respect social distancing. Even workers who were in certified sick leave were dismissed with the same argument although they were not even in the plant.

The overall situation at Sampa Otomotiv is completely unacceptable.

Sampa Otomotiv's behaviour constitutes a blatant violation of Turkish labour law as well as to 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).

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 reads 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.”

International labour standards enshrine the right of employees to organize and bargain collectively through the trade union of their choice. These are basic principles your major customers adhere to.

Therefore, we urge Sampa Otomotiv to respect fundamental workers’ rights, in line with national and international labour laws, reinstate the unfairly dismissed 71 union members, and to engage in good faith dialogue and negotiations with Özçelik-İş.

We truly hope that Sampa Otomotiv will take immediate corrective measures, and that, as a result, it will not be necessary for IndustriALL Global Union to take any further action, particularly vis-à-vis your main customers in automotive industry with most of which we have global level engagements through global framework agreements.

I anticipate your swift response and action.

Sincerely,

A handwritten signature in black ink, appearing to read "Valter Sanches". The signature is stylized and cursive.

Valter Sanches  
General Secretary  
IndustriALL Global Union