

Geneva, 06 August 2020

Mr. Mehmet Meydancı, Chairman
Mr. Osman Meydancı, General Manager
Ünal Kablo A.Ş.
Velimeşe OSB Mahallesi, 247. Sokak, No: 4/1
Ergene Tekirdağ
Turkey

To: info@unalkablo.com; social@unalkablo.com; sales@unalkablo.com and by Fax +90-212-245 6521
CC: *Pevrul Kavlak, General President, Türk Metal*

IndustriALL Global Union calls on Ünal Kablo to respect trade union rights, reinstate dismissed union members and to enter into dialogue with Türk Metal

Dear Sirs,

I am writing this letter to you on behalf of [IndustriALL Global Union](https://www.industrial-all-union.org), representing more than fifty million workers in the manufacturing supply chain, including electrical appliances and including in Turkey, to urge Ünal Kablo to respect trade union rights, reinstate the dismissed union members and to enter into dialogue with Türk Metal. Please note that Türk Metal (Turkish Metalworkers' 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 Türk Metal at the production facility of Ünal Kablo in Velimeşe, Turkey. The large part of workers at Ünal Kablo exercised their fundamental right to join a union, which is guaranteed by national labour law and by international core labour standards, and therefore becoming members of Türk Metal.

We are outraged to hear that your management has acted aggressively against the workers, punishing them—including systemic intimidation and threats—for joining Türk Metal. We are equally scandalised to learn that your factory manager calls individual meetings with union members to force them to resign from their membership with Türk Metal.

We are further outraged to learn that just before Türk Metal's application 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 16 union members on August 4 and 5 although the government has extended the moratorium of terminations. These union members with termination dates are:

1. Mehmet ALTUNBAŞ: 04.08.2020
2. Selçuk CUMALI: 04.08.2020
3. Tuncay SAYAN: 04.08.2020
4. Mustafa HATIL: 04.08.2020
5. Ahmet SARICAN: 04.08.2020
6. Enes TERCANLI: 04.08.2020
7. Engin SERİN: 05.08.2020
8. Ruhan ALTUNÖZ: 05.08.2020

9. Hakki GÜLMEZ: 05.08.2020
10. Sercan GÜLMEZ: 05.08.2020
11. Dođan BAYRAM: 05.08.2020
12. Aslan GÜN: 05.08.2020
13. Ferdi GÜN: 05.08.2020
14. Cafer AVNİKLİ: 05.08.2020
15. Abdülemin BİNGÖL: 05.08.2020
16. Hasan KESERCİ: 05.08.2020

The overall situation at Ünal Kablo is completely unacceptable.

Ünal Kablo'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 Ünal Kablo to respect fundamental workers' rights, in line with national and international labour laws, reinstate the unfairly dismissed two union members, and to engage in good faith dialogue and negotiations with Türk Metal.

We truly hope that Ünal Kablo 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.

I anticipate your swift response and action.

Sincerely,



Valter Sanches
General Secretary
IndustriALL Global Union