

Geneva, 16 July 2021

Mr Javed Ahmad
Senior Vice-President Global Supply Chain International
Schneider Electric SE
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IndustriALL Global Union urges PT Schneider Electric Manufacturing Batam to reinstate Mr Zulkarnain as Metrology Engineer and stop acts of union busting

Dear Mr Javed Ahmad,

I am writing this letter to you as General Secretary of IndustriALL Global Union, which represents more than fifty million workers in the manufacturing sector, including the electrical and electronic sector throughout the world, including Indonesia. I urge PT Schneider Electric Manufacturing Batam to immediately reinstate the Vice-Chair of the FSPMI plant-level union, Mr Zulkarnain, as Metrology Engineer with back pay and benefits. FSPMI (Federation of Indonesian Metal Workers' Unions) is an affiliate of IndustriALL Global Union.

Since 2010, Mr Zulkarnain worked as a Metrology Engineer at your company. Since then, he has been an active member and leader of the local union of FSPMI. As retaliation against his active participation in union activities, in May 2020, your company forced Mr Zulkarnain to take up a new position - Supplier Quality Engineer – that did not match to his work experience. We know that this was preparation to remove Mr Zulkarnain from the factory.

Mr Zulkarnain received both his first and second warning letters on 10 March, and was dismissed on 21 May 2021 on the grounds that he was not capable of carrying out the work. Your management threatened Mr Zulkarnain not to appeal the dismissal through the union, otherwise he would receive only 50 percent of the compensation package.

The dismissal of Mr Zulkarnain is an act of union busting disguised as a job transfer. FSPMI has complained that several local union leaders were previously targeted by PT Schneider Electric and were forced to resign.

We condemn the arbitrary position change of the union leader, without justification, that mismatch his skills with his newly-assigned responsibilities. No proper upskilling training was provided to Mr Zulkarnain before he was forced to take up the new position. The threat not to be involved in trade union activities blatantly violates Indonesian labour law as well as international norms and standards. The action taken by management is also a clear violation of the company's Global Anti-Harassment Policy.

We urge you to stop all acts of union busting, and accept the demand of FSPMI to immediately reinstate Mr Zulkarnain.

I anticipate your prompt action and reply.

Sincerely



Valter Sanches
General Secretary