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*President: Berthold Huber*  
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Geneva, 31 March 2014

Mr. Yves Serra  
Chief Executive Officer  
Georg Fischer AG  
Amsler-Laffon-Strasse 9  
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## **IndustriALL Global Union's call for an end to violations of union's rights and immediate reinstatement of 37 workers at Georg Fischer Hakan Plastik in Turkey**

Dear Mr. Serra,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industrialall-union.org), which represents more than fifty million workers in the whole manufacturing supply chain in some 140 countries throughout the world. Lastik-Is, the Petroleum, Chemical and Rubber Industry Workers' Union of Turkey is part of this large global union family.

IndustriALL Global Union is outraged to learn that the labor situation at the operations of Georg Fischer in Turkey is getting worse and worse. I already wrote to the local management of Georg Fischer Hakan Plastik earlier this month—please see attachment; however, we have not received any response from them yet. Likewise, our Swiss affiliate UNI has already approached you several times, but they have not received any meaningful answer.

As of today, 37 members of Lastik-Is have been dismissed by your local management for simply exercising their legitimate and fundamental rights of freedom of association, which are guaranteed by the international labour conventions of the ILO as well as Turkey's Constitution and national trade union legislation.

Lastik-Is has members in all the plants of Georg Hakan Plastik located in different cities in Turkey. The Turkish Ministry of Labor and Social Security has just sent an official certification to all the relevant parties confirming that Lastik-Is has a sufficient majority to be a bargaining party.

However, instead of establishing peaceful labor relations at the plants, your local management continues to use intimidation and pressure over the union members to force them to terminate their affiliation to Lastik-Is. These acts of intimidation include one-on-one meetings conducted by the middle level managers with each and every union member. You must know that workers have the legitimate and legal right to choose their union freely without any intervention from anyone.

Furthermore, I strongly remind you that your company Georg Fischer is expected to abide by the OECD Guidelines for Multinational Enterprises, which explicitly recognizes the right of all employees to be or become members of a trade union and to participate in collective negotiations. Furthermore, the United Nations Guiding Principles on Business and Human Rights recognizes that companies have a duty of due diligence to ensure full compliance with the rights concerning the dignity and respect of the employees as well as the strict observance of the 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. It is incumbent on you to ensure that your operations fully respect international obligations and core labour standards.

I urge you to use your influence over the local management of Georg Fischer Hakan Plastik to immediately reinstate the 37 dismissed union members; refrain from putting any kind of pressure on union members; and enter into a constructive dialogue with Lastik-Is to establish fair labour relations and working conditions at the plants of your company in Turkey.

Please note that if this situation in Turkey remains unresolved, IndustriALL Global Union, together with our Swiss affiliate UNIA and all other unions, will start to use international mechanisms to escalate our support of Lastik-Is and union members at Georg Fischer Hakan Plastik.

I anticipate your quick reply.

Sincerely,

A handwritten signature in blue ink, consisting of stylized letters 'J', 'R', and 'A'.

Jyrki Raina  
General Secretary

CC:  
Renzo Ambrosetti, Co-President, UNIA  
Abdullah Karacan, President, Lastik-Is