

Geneva, 4 March 2014

Mr. Ali Karadeniz
General Manager
Georg Fischer Hakan Plastik Boru ve Profil Sanayi Ticaret A.Ş.
Organize Sanayi Bölgesi, Gaziosmanpaşa Mahallesi,
İstiklal Caddesi, No:11
Çerkezköy Tekirdağ
Turkey

Transmitted by e-mail: ali.karadeniz@hakan.com.tr;

IndustriALL calls for an end to violations of union's rights and to immediately reinstate workers at Georg Fischer Hakan Plastik in Turkey

Dear Mr. Karadeniz,

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, Petroleum, Chemical and Rubber Industry Workers' Union of Turkey is part of this large global union family. We are calling on Georg Fischer Hakan Plastik in Turkey to let workers exercise their legitimate right to join a union and to immediately reinstate the unfairly dismissed workers.

IndustriALL Global Union is outraged to learn that thirteen union members were dismissed by your management following an organizing campaign conducted by Lastik-Is at the operations of Georg Fischer Hakan Plastik in Turkey. Workers at Hakan Plastik have been joining our affiliate Lastik-Is. Workers are exercising their legitimate and fundamental rights of freedom of association, as guaranteed by international labour conventions of the ILO as well as Turkey's Constitution and national trade union legislation. In addition to having unfairly dismissed the workers on account of their union membership, your middle-level managers are exerting pressure on workers to discourage them from joining the union. We find this situation unacceptable.

Article 25 of the Collective Labor Relations Act 6356 titled "Guarantee of freedom of trade union" stipulates that "No worker shall be dismissed or discriminated against on account of his/her membership or non-membership in a trade union, his/her participation in the activities of trade unions or workers' organizations outside his hours of work or during hours of work with the employer's permission".

In addition, article 118 of the Turkish Penal Code, coded 5237, entitled "Prevention of use of trade union rights" states that "Any person who uses violence or threat against a person in order to force him to become or not to become a member of a trade union, or to participate or not to participate in the activities of the union, or to cancel his membership from the union or to declare his resignation from the management of the union, is sentenced to imprisonment from six months to two years".

I urge Georg Fischer Hakan Plastik to immediately stop violating the right of workers to join a union, and thus to refrain from putting any kind of pressure on union members and workers. I also call on your company to immediately reinstate the dismissed workers and enter into a meaningful dialogue with Lastik-Is to establish fair labour relations and working conditions.

I wish to remind you that your parent 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.

Please note that I am also copying this letter to our Swiss affiliate UNIA, which is also following closely the situation at the plant in Turkey.

I anticipate your quick reply.

Sincerely,

A handwritten signature in blue ink, consisting of the letters 'J', 'R', and 'L' in a stylized, cursive-like font.

Jyrki Raina
General Secretary

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