

Geneva 17 March 2014

Mrs. Rupali Chowdhury,
Managing Director, Berger Paint Bangladesh Ltd.,
Berger House, House # 8, Road # 2, Sector # 3,
Uttara Model Town, Dhaka-1230.
E-mail: info@bergerbd.com,

Mr. Ovijit Roy, Managing Director,
Berger Paint India Ltd.,
Berger House, 129- Park Street, Kolkata-700017, India
E-mail: berger@vsnl.com, HR-careers@bergerindia.com

IndustriALL Global Union repeats calls for Berger Paint to reinstate union leader Golgar Hussein

Dear Mrs Chowdhury, Mr Ovijit Roy,

I write to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers throughout manufacturing chain, including textile and garments sectors, in 140 countries worldwide.

With reference to my 16 January 2014 letter to Mrs Chowdhury, and Mrs Chowdhury's written response of 23 January, I must repeat and escalate my earlier demand for reinstatement of Mr Golgar Hussein. Mr Hussein is a trusted trade union leader, elected by employees of Berger Paint at the Kalurghat, Chittagong worksite for two consecutive mandates as general secretary.

There is growing concern in our global organisation over the flagrant violation of international labour standards by your company's management over a period of the last 14 years. The final trigger for our intervention was the unfair sacking of Mr Hussein on 4 December 2013, but we know that your management has interfered with and intimidated the elected trade union officers at the worksite for several years.

I appreciate receiving comment from Mrs Chowdhury on a number of my concerns raised. However, I must register strong disagreement with most of your explanations and accounts. Your primary arguments that Mr Hussein's dismissal was justified because of his making a written complaint to the government's Joint Directorate of Labour and because he wrote his message on union letterhead are invalid. Full justification for Mr Hussein's apprehension to take his complaint directly to management is given by his subsequent punitive sacking; and to suggest that the union's general secretary should be sacked for writing a letter about working conditions and labour rights at the workplace on union letterhead is frankly laughable.

With regard to your further more minor points throughout your letter, I have similar problems as above.

However, let us focus on the important point. It was an error of judgement on the part of Berger Paint management to dismiss Mr Hussein in these circumstances. IndustriALL Global Union's affiliates around the world agree, and so will Berger Paint's customers. I expect the swift reinstatement of Mr Hussein in his post and a new atmosphere of positive industrial relations where Berger workers can exercise their right to organise collectively without fear of punishment. This needs to happen to avoid an international campaign moving to the next stage.

I anticipate your quick reply.

Sincerely,



Jyrki Raina
General Secretary