

Geneva, 2 February 2015

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IndustriALL Global Union Calls on Egger Group to Guarantee Union Rights at Roma Plastik Subsidiary in Turkey

Dear Mr. Egger,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in the whole manufacturing supply chain in 143 countries, to call on to use your authority over the local management of Roma Plastik to immediately withdraw any kind of pressure over the union members in their free choice of trade union membership, and enter into a meaningful dialogue with Lastik-Is to establish fair labor relations and working conditions. Lastik-Is, Petroleum, Chemical and Rubber Industry Workers' Union of Turkey is part of this large global union family.

IndustriALL Global Union is outraged to learn of the labor situation at your Turkish subsidiary Roma Plastik Sanayi ve Ticaret A.Ş. located in Gebze, Kocaeli. A large majority of the workers at Roma Plastik have joined Lastik-Is by exercising their right to freedom of association, as guaranteed by international labor conventions of the International Labour organization (ILO) as well as Turkey's Constitution and national trade union legislation.

However, as soon as Lastik-Is started recruiting members at the plant, heard, your local management resorted to different union-busting tactics to get rid of trade union presence at the plant. As a result, 14 union members were unlawfully dismissed. Find enclosed a detailed list of the dismissed workers.

Furthermore, your local management continues to threaten workers with dismissals if they join the union. Management has also punished and threatened workers to keep them away from joining the union. Your local management has even made an announcement telling workers that if they left Lastik-Is, they would get an extra bonus equivalent to a three-month salary.

It is important to note that the Turkish Ministry of Labor and Social Security has sent an official certification—see attachment—to all the relevant parties confirming that Lastik-Is has reached a sufficient majority to be a bargaining party at Roma Plastik.

In spite of this, your local management has engaged in delaying tactics by filing a case at the Labor Court, claiming that Lastik-Is has not reached a sufficient majority at the workplace, rather than launch collective bargaining negotiations. We find this situation unacceptable.

I strongly remind you that your company must abide by the OECD Guidelines for Multinational Enterprises, which explicitly recognize the right of all employees to be or become members of a trade union and to participate in collective negotiations. The inclusion of the United Nations

Guiding Principles on Business and Human Rights recognizes that companies have a duty of due diligence to ensure that rights of employees are respected, including 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 labor standards.

Article 25 of the Collective Labor Relations Act, number 6356, "Guarantee of freedom of trade union" states 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, the Article 118 of the Turkish Penal Code, number 5237, "Prevention of use of trade union rights" reads 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 you to use your authority over the local management of Roma Plastik to immediately withdraw any kind of pressure over the union members in their free choice of trade union membership, and enter into a meaningful dialogue with Lastik-Is to establish fair labor relations and working conditions.

I also copy this letter to our Austrian affiliate PRO GE. You should know that our solidarity actions at the international level in support of Lastik-Is and its members will continue as long as the situation is not resolved.

I anticipate your quick reply.

Sincerely,



Jyrki Raina
General Secretary

CC:
Abdullah Karacan, General President, Lastik-Is
Reiner Wimmer, President, PRO GE