

Geneva, 6 November 2014

Mr. Philipp Haas  
Chairman and CEO  
Deva Holding A.Ş.  
Halkalı Merkez Mahallesi, Basın Express Caddesi, No:1  
Küçükçekmece Istanbul  
Turkey

Transmitted by e-mail at [phaas@deva.com.tr](mailto:phaas@deva.com.tr) and telefax: +90-212-697 00 24

## Deva Holdings must stop attacking its workers in Turkey

Dear Mr. Haas,

I am once again writing to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than 50 million workers in mining, energy and manufacturing industries in some 141 countries, to call for an urgent end to your company's attacks on its workers in Turkey. It is shocking that even after an official edict from Turkey's Labour Ministry, your company still refuses its employees of their right to form and join a union.

Let me tell you Mr Haas that our global organization comes across irresponsible employers around the world every day, but this corporate misbehavior by Deva Holdings represents total disrespect and disregard of your employees. This case puts Deva Holdings in breach of industry standards, OECD and ILO standards, of the Turkish labour legislation, and in the category of worst violators of labour rights.

You ignored my correspondence to you on 22 July, 2014. In that letter I already registered our strong protest of Deva Holdings' union busting record. In 2010 Deva used a range of union busting tactics to dismantle a 40-year industrial relations system at plants in Çerkezköy, Kartepe and the Topkapı area of Istanbul. Deva Holdings sacked 74 employees at that stage in 2010 when they refused to replace their collective agreement with individual contracts. Your company then sacked 8 more workers on 22 July, 2014 for exercising their right to join Petrol-İs. A total of 24 sackings had occurred in this latest union organizing process.

You have been sent thousands of protest messages already as part of a global campaign supporting the Deva workers.

Despite the mass sackings and other illegal anti union pressure, your employees organized the required majority to then file for and receive the official 'Certificate of Competence' from the Turkish Ministry of Labour on 14 October, 2014. This official directive from the Turkish government instructs Deva Holdings to begin collective bargaining with Petrol-İs as your recognized bargaining partner.

But, instead of respecting the authority and findings of the Ministry of Labour, Deva management declared to its workers that the company will never recognize or bargain with any union in Turkey. And Deva's now-established practice of sacking employees deemed to be key union supporters. Details are below of these three latest workers to be sacked for supporting a union.

1) Ramazan Atasever: With one-and-a-half-year seniority. He was told that the reason of his dismissal was his physiological problems.

2) Şenol Aygün: With eleven years seniority. The apparent reason for his dismissal is that he does not possess a sufficient level of academic qualifications for the technological processes required in his job. However, with eleven years service in his position, it is a non-credible excuse for sacking someone for supporting a union.

3) Hasan Yiğit: With seven years seniority. He was told that he was dismissed because of his earlier records inside the company. This sends a message to the workforce that they will be sacked for no valid reason if they support the union.

I attach to this letter the official document of recognition from the Turkish Ministry of Labour, dated 14 October, 2014. I also attach its English translation.

Deva is also ignoring the voice of public opinion, particularly of the Association of Doctors and Association of Pharmacists who have already publicly announced that Deva workers should be able to exercise their fundamental rights without any pressure and intimidation.

I need to reiterate that this level of continued and blatant illegal union busting will label your company and its products as unethical in the extreme. We will be making this known widely until you recognize Petrol-Is as the union that your employees have chosen to organize into. We also take actions vis-à-vis the institutions from whom Deva is seeking approval and/or extension of permits. Lastly, Mr. Haas, you should know that IndustriALL Global Union reaches out to the companies for which Deva produces as an outsourced company.

Collective bargaining must now begin as instructed by the Labour Ministry, and the 27 employees that your company has sacked for supporting Petrol-Is must be reinstated.

I expect your action and reply.

Sincerely,



Jyrki Raina  
General Secretary  
IndustriALL Global Union

CC: Mustafa Öztaşkın, General President, Petrol-Is