

Geneva 9 August 2012

Ms. Lana Mošić
Managing Director
Kronospan Serbia
Ul. 17. Marta 2, 34220 Lapovo , Serbia

By e-mail: office@kronospansrb.rs

Response to your letter of 13 July on unfair labour practices at Kronospan Serbia

Dear Ms. Mošić,

I thank you for your letter dated 13 July, responding to my 5 July letter regarding the labour dispute at the Kronospan factory in Lapovo, Serbia. I wish to take issue with a number of your points raised in the letter while also reiterating our demand for an end to management's violations of trade union rights of Kronospan employees, being the dismissal of trade union activists, who are affiliated to IER Nezavisnost, the most grievous of all the violations.

It is clear that, from the first day of IER Nezavisnost's organising drives at the plant, management has retaliated with open animosity and attempts to curtail and even destroy your employees' right to organise and bargain collectively.

Kronospan Serbia's attempt to force trade unionists to close the union and work directly with management within the Works Council is well documented. Management's failure to acknowledge the representativity of the trade union, as legally mandated under Serbia's labour law, constitutes a major violation. Likewise, not providing office space and equipment for the union to carry out meetings and activities, also results in a violation of trade union rights.

Nevertheless, it is the unjustified dismissal of nine trade union members at the end of June that stands as the most egregious violation committed by your company. We strongly disagree with your claim stating that workers were dismissed on account on economic reasons. The dismissals come at a time when the company is increasing production and working hours to fulfill ambitious business plans. As you know, the recent labour inspection found many labour code violations at your factory.

Once again, I urge you to engage immediately in a meaningful dialogue with our affiliate IER Nezavisnost and repair the damaged labour relations at the company. A first step towards this objective should be the swift reinstatement of the dismissed workers, and then establish a social dialogue with your bargaining partner. Together, we can build a mature system of industrial relations that will benefit your workers and your economic performance as well. Let me state again IndustriALL's offer and commitment to contribute to building constructive labour relations at the Kronospan Lapovo plant.

Sincerely,



Jyrki Raina
General Secretary