

Geneva, 27 October 2016

Robert W. Dudley  
CEO  
**BP**  
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## IndustriALL Global Union Calls on BP to ensure respect of fundamental labor rights at BP Georgia

Dear Mr. Dudley,

I am writing to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), which represents 50 million workers in the mining, energy and manufacturing sectors in 140 countries, including Georgia, to call on BP to intervene immediately at its subsidiary BP Georgia, and its recruitment agency, HRRA, to ensure that BP Georgia stop harassing unions members, enter into collective bargaining negotiations with the Pipeline Union, and reinstate immediately Vakhtang Pirmisashvili, Deputy Chairman of the Pipeline Union. Please note that the Pipeline Union is affiliated to the Georgian Gas and Oil Workers Trade Union, which is one of IndustriALL Global Union's Georgian affiliates.

IndustriALL Global Union is outraged to learn that BP Georgia is refusing to engage in collective bargaining with the Pipeline Union, which is in clear violation of Article 41 of the Georgian Labor Code. Furthermore, BP Georgia's management's and its recruitment agency's acts of sheer workplace discrimination, unfair disciplinary measures and dismissals, and coercion of workers to dissuade them from joining the union constitute a blatant violation of Georgian labor law as well as fundamental international labor standards, including Convention 87 on Freedom of Association and Protection of the Right to Organize and Convention 98 on the Right to Organize and Collective Bargaining of the International Labour Organization (ILO).

Therefore, it is incumbent on BP Georgia and its recruitment agency, HRRA, to abide strictly by national and international labor law. In this sense, we urge BP Georgia to participate in the government-sponsored labor mediation process.

In addition, IndustriALL Global Union urges BP Georgia to address the legitimate demands of the Georgian workers, which include, inter alia, reviewing and adjusting the workers' salaries to keep pace with the high inflation and the devaluation rate of the Georgian Lari (GEL), and reconsidering the reduction of the workers' health insurance coverage, which would have a devastating impact on workers and their families.



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*General Secretary: Valter Sanches*

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IndustriALL Global Union urges BP to act urgently to guarantee the full respect of the fundamental rights of the workers at BP Georgia.

I anticipate your swift action and immediate reply.

Sincerely,

Valter Sanches  
General Secretary