

Geneva, 05 December 2018

Hasan Faruk Dađlı, Owner  
Mehmet Ersan Tan, Managing Director  
**Kale Conveyor**  
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## **IndustriALL Global Union calls on Kale Conveyor to respect trade union rights, reinstate dismissed union members and enter into dialogue with Petrol-İş**

Dear Hasan Faruk Dađlı, and Mehmet Ersan Tan,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), representing more than fifty million workers in the manufacturing supply chain, including chemical industry, in 140 countries, including Turkey, to call on Kale Conveyor to reinstate the two dismissed union leaders, and enter into dialogue with Petrol-İş. Please note that Petrol-İş, Oil, Chemical and Rubber Workers' Union of Turkey, is affiliated to IndustriALL Global Union.

A majority of workers at Kale Conveyor have joined our affiliate Petrol-İş, and on 12 October 2018 the Ministry of Labour issued the official certification stating that Petrol-İş has a sufficient majority for being a bargaining partner.

We are outraged to learn that instead of complying with the decision of the Ministry of Labour, which entails recognizing Petrol-İş as the legitimate bargaining partner and entering with them into negotiations, Kale Conveyor has launched an intimidation campaign, which includes the unlawfully dismissal of two union leaders, to seriously undermine the legitimate rights of workers to be unionized at the plant.

Article 51 of the Turkish Constitution states that "employees have the right to form labour unions, without obtaining permission, and they also possess the right to become a member of a union and to freely withdraw from membership, in order to safeguard and develop their economic and social rights and the interests of their members in their labour relations. No one shall be forced to become a member of a union or to withdraw from membership". Likewise, Article 17 of Law 6356 stipulates that "any person who completes 15 years of age and who is considered as a worker in accordance with the provisions of this Law may join a workers' trade union".

Kale Conveyor's behaviour constitutes a blatant violation of Turkish labour law as well as fundamental international labour 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).

It is incumbent on Kale Conveyor to abide strictly by national and international labour law.

Therefore, IndustriALL Global Union strongly urges Kale Conveyor to respect fundamental trade union rights at its plant, reinstate the dismissed union leaders, refrain from harassing workers on account of their union membership, and promote a dialogue with Petrol-İş as the legitimate social dialogue and bargaining partner.

We truly hope that Kale Conveyor will take immediate corrective measures, and that, as a result, it will not be necessary for IndustriALL to take further actions.

I anticipate your swift response and action.

Sincerely,

A handwritten signature in blue ink, reading "Valter Sanches". The signature is stylized, with a large, looped initial "V" and "S".

Valter Sanches  
General Secretary