

Geneva, 12 May 2020

Kristin Peck  
Chief Executive Officer  
Zoetis

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CC: Korea Zoetis CEO, Lee Youn-kyong [younkyong.lee@zoetis.com](mailto:younkyong.lee@zoetis.com)

## IndustriALL Global Union calls on Zoetis to respect human and trade union rights in South Korea

Dear Ms. Peck, CEO, and members of the Zoetis Board,

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 in 140 countries, including the US and South Korea, to urge Zoetis to respect trade union rights, to stop the long running attack against employees in South Korea, and to enter into dialogue with the Korea Chemical & Textile Workers' Federation (KCTF) union as soon as possible. Please note that the KCTF affiliates with IndustriALL Global Union in South Korea.

Ms. Peck, I am sure that you are not aware of the details of the labour violations by your South Korean management. They are incredibly serious and need to be dealt with urgently, in line with the excellent public commitments that Zoetis makes on its website, regarding respecting employees in the Core Beliefs.

The Zoetis South Korean management violations include unfair labour practices, negligence in collective bargaining, discriminating against union members, and illicit lock-down.

This is confirmed by the South Korean Ministry of Labour.

As of June 2019, new HR managers took office and began to fully intimidate anyone connected to the union. The collective bargaining agreement (CBA) was not implemented and union officers and members were threatened with possible sanctions, accusations and charges. This moved the union to take partial strike action on 25 and 26 June. The employers responded by completely shutting down the workspace for 28 days.

This was the first involvement of the Ministry of Labour that intervened to reopen the workplace. However, the Ministry witnessed the employer's unfair labour practices that included punishments for union membership, work-related harassment and bullying, and contacting family members with the letter of disciplinary action against relevant union members.

Again escalating management's unlawful attack on the union, in October, the local union chair was sanctioned with a three-week suspension and 14 members were disciplined. The

punishment against the local chair was ruled unfair by the labour relations commission under the Ministry. Again this moved the union to conduct partial strike action and picketing, from 20 November 2019.

On 10 January 2020, the formal step was taken by the Ministry of Labour to transfer the dispute case of unfair labour practices to the public prosecution service, with charges of negligence in collective bargaining, discriminating against union members, and illicit lock-down.

Again escalating, on 13 March 2020, management ordered the local union chairperson to stay at home, to stop all contact with any other employee including union members, and to stop the use of company electronic system like email. On 10 April, the local union chairperson was sacked. Management has either already sanctioned or is currently running a disciplinary procedure against 18 trade union members.

The employer even refused a union request on 26 March for paid annual leave to be used when employees have flu symptoms, as Korea does not provide a legal system for sick leave.

Therefore, we urge Zoetis and its South Korean management to respect fundamental workers' rights, to stop the attacks on its workers, to reverse the unfair dismissal of the union chairperson, and engage in good faith dialogue and negotiations with the KCTF union.

We truly hope that Zoetis will take immediate corrective measures, and that, as a result, it will not be necessary for IndustriALL Global Union to take any further action.

I anticipate your swift response and action.

Sincerely,

A handwritten signature in black ink that reads "Valter Sanches". The signature is written in a cursive, slightly slanted style.

Valter Sanches  
General Secretary

CC: KCTF President: Shin Hwan-seop [kctfim@hanmail.net](mailto:kctfim@hanmail.net)  
Local union chair: Kim Yong-il [zoetisunion@gmail.com](mailto:zoetisunion@gmail.com)