

Geneva, 29 July 2020

Mr. Serkan Özer
General Manager
Özer Elektrik San. Ve Tic. Ltd. Şti.
Çerkeşli OSB Mahallesi, İmes 1 Bulvarı No: 5/A
Dilovası Kocaeli
Turkey

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IndustriALL Global Union calls on Özer Elektrik to respect trade union rights, re-instate the dismissed union members and enter into dialogue with Birleşik Metal-İş

Dear Mr. Özer,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industrial-all-union.org), representing more than fifty million workers in the manufacturing supply chain, including electrical appliances, including Turkey, to urge Özer Elektrik to respect trade union rights, re-instate the dismissed union members and enter into dialogue with Birleşik Metal-İş. Please note that Birleşik Metal-İş is one of the affiliates of IndustriALL Global Union in Turkey.

IndustriALL Global Union is aware of the ongoing unionisation activity conducted by our affiliate Birleşik Metal-İş at the production facility of Özer Elektrik in Dilovası. The majority of workers at Özer Elektrik exercised their fundamental right to join a union, which is guaranteed by national labour law and international core labour standards, and thus became members of Birleşik Metal-İş.

We are outraged to hear that your management has acted aggressively against the workers, punishing them—including systematic intimidation and threats—for joining Birleşik Metal-İş. Union members are forced to resign from their affiliation with our affiliate.

We are further outraged to learn that on the same day when Birleşik Metal-İş applied to the Ministry of Family, Labour and Social Services for an official certification showing that it represents sufficient majority of workers for becoming a party to collective bargaining, your management dismissed 10 union members. This has happened at a time when the government has extended the moratorium on terminations.

In addition, your managers forced the rest of the workforce to go out in an illegal way with a view to frightening them away from the union. While the leaders of Birleşik Metal-İş were outside of the factory, your management has called security forces and they arrested the union leaders for preventing them to perform their legal duties.

The overall situation at Özer Elektrik is completely unacceptable.

Özer Elektrik'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).

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 reads 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."

International labour standards enshrine the right of employees to organize and bargain collectively through the trade union of their choice. These are basic principles your major customers adhere to.

Therefore, we urge Özer Elektrik to respect fundamental workers' rights, in line with national and international labour laws, reinstate the unfairly dismissed 10 union members, and engage in good faith dialogue and negotiations with Birleşik Metal-İş.

We truly hope that Özer Elektrik will take immediate corrective measures, and that, as a result, it will not be necessary for IndustriALL Global Union to take any further action, particularly vis-à-vis your main customers.

I anticipate your swift response and action.

Sincerely,



Valter Sanches
General Secretary

CC:
Adnan Serdaroğlu, General President, Birleşik Metal-İş
Özkan Atar, General Secretary, Birleşik Metal-İş