



Geneva, 02 November 2023

Denys Shmyhal
Prime Minister of Ukraine
Petro Kotin
President of SE NNEGC Energoatom

Calling on SE NNEGC Energoatom to stop union interference and engage in good-faith social dialogue

Dear Prime Minister and President of SE NNEGC Energoatom,

I am writing this letter to you as General Secretary of [IndustriALL Global Union](https://www.industrial-all.org/), which represents more than fifty million unionized workers in mining, energy and manufacturing industries in 141 countries worldwide, including Ukraine, to call on SE NNEGC Energoatom to stop obstructing the activities of the company's trade union and ensure a genuine social dialogue.

We are appalled to learn that the management of SE NNEGC Energoatom is refusing to cooperate or engage in dialogue with the recently elected new chair of the Primary Trade Union Organization at SE NNEGC Energoatom, Serhiy Snitkov.

Furthermore, SE NNEGC Energoatom, without any consultation with the union and thus in violation of fundamental trade union rights, as enshrined in ILO Convention 98 on the right to organize and collective bargaining, has suspended provisions contemplated in the collective agreement.

The company is resorting to the "On the Organization of Labor Relations under Martial Law" legislation to undermine the legitimate rights of workers at SE NNEGC Energoatom. This has resulted in the suspension of the agreement concerning deductions for health, which go for the primary assistance for the rehabilitation of workers affected by the occupation.

In addition, the management of SE NNEGC Energoatom is bypassing the Primary Trade Union Organization at SE NNEGC Energoatom by dealing directly with the trade unions at four nuclear plants (KhNPP, RNPP, ZNPP, and PUNPP), without the involvement of the union at SE NNEGC Energoatom. This constitutes a clear violation of labour law legislation in Ukraine as it results in interference in union affairs by changing the mandate of the Primary Trade Union Organization at SE NNEGC Energoatom. Concerning, for instance, medical insurance, SE NNEGC Energoatom is trying to deal directly with the trade unions at the nuclear plants.

Disengaging union participation in the corporatization process that is taking place at SE NNEGC Energoatom in accordance with Ukrainian and European legislation is a further illustration of the company's violation of fundamental labour rights.



IndustriALL Global Union calls on SE NNEGC Energoatom to stop obstructing the activities of the company's trade union and engage in good-faith social dialogue with them, which under the extreme conditions that the war of aggression has created, are of crucial importance to guarantee the sustainability of electricity production.

We expect your prompt action and reply.

Sincerely,

Atle Hoie
General Secretary