

Geneva, 15 June 2021

Mr. Salih Kalyoncu
General Manager
Bozzetto Kimya Sanayi ve Ticaret A.Ş.
Zafer Mahallesi, Akçay Caddesi, Plaza Artk1y, No: 142, Daire: 410
Gaziemir Izmir
Turkey

Sent by e-mail bozzetto@bozzetto.com.tr; info@bozzetto.it and by telefax +90-232-4365446

IndustriALL Global Union calls on Bozzetto Kimya to respect fundamental workers' rights, re-instate the dismissed union members and enter into dialogue with Lastik-İş

Dear Mr. General Manager,

I am writing this letter to you on behalf of [IndustriALL Global Union](https://www.industrial-all-union.org), representing more than fifty million workers in the manufacturing supply chain, including the chemical sector, to urge Bozzetto Kimya Sanayi ve Ticaret A.Ş. to respect fundamental workers' rights, re-instate the dismissed union members, and enter into dialogue with Lastik-İş. Please note that Lastik-İş (Petroleum, Chemical and Rubber Industry Workers' Union of Turkey) 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 Lastik-İş at the production facility of Bozzetto Kimya in Tire, Izmir. The majority of workers at the plant exercised their fundamental right to join a union, which is guaranteed by the national labour law and international core labour standards, and thus became members of Lastik-İş.

The Turkish Ministry of Labor and Social Security issued an official certificate dated 31 May 2021 confirming that Lastik-İş has a sufficient majority to be able to become a bargaining partner.

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

We are further outraged to learn that your management has dismissed four union members, namely Hasan Özen, Mehmet Ali İlkin, Kerim Karaçiçek and Durmuş Yanık. Legal entitlements of the dismissed union members were not even paid. These dismissals have happened at the time when there is a ban on terminations of employment contracts. In addition, it is reported that you have sent two union members to unpaid leave as a form punishment.

The overall situation at Bozzetto Kimya is unacceptable.

The behaviour of Bozzetto Kimya 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, “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. It is important to note that your major customers adhere to these basic principles.

Therefore, we urge Bozzetto Kimya to respect fundamental workers’ rights, in line with national and international labour laws, reinstate the unfairly dismissed four union members, and engage in a good faith dialogue and negotiations with Lastik-İş.

We truly hope that Bozzetto Kimya 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 also copy this letter to the general secretaries of our Italian affiliated trade unions in order to take the issue to the headquarters of Bozzetto.

I anticipate your swift response and action.

Sincerely,



Valter Sanches
General Secretary

CC:

Mr. Alaaddin Sarı, General President, Lastik-İş
Mr. Marco Falcinelli, General Secretary, FILCTEM-CGIL
Ms. Nora Garofalo, General Secretary, FEMCA-CISL
Mr. Paolo Pirani, General Secretary, UILTEC-UIL