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INTERNATIONAL METALWORKERS' FEDERATION
INTERNATIONALER METALLGEWERKSCHAFTSBUND
FEDERATION INTERNATIONALE DES ORGANISATIONS DE TRAVAILLEURS DE LA METALLURGIE
INTERNATIONELLA METALLFEDERATIONEN
FEDERACION INTERNACIONAL DE TRABAJADORES DE LAS INDUSTRIAS METALURGICAS
FEDERAZIONE INTERNAZIONALE DEI SINDACATI METALMECCANICI

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President: Jürgen Peters
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RE: Violations of Workers' Rights at Dong Yang Electronics

The International Metalworkers' Federation, which represents the collective interests of 25 million workers around the world, is seriously concerned about the violations of trade union rights at Dong Yang Electronics in Mlawa, Poland.

Our affiliate NSZZ Solidarnosc informs us that management at your Mlawa operations has illegally terminated the labour contracts of some 180 strikers, including the union shop steward, after about 200 workers took strike action on October 16.

The IMF is shocked to learn that management has hired replacement workers in an effort to break the strike and undermine the workers' right to collectively bargain. We have been informed that management refuses to negotiate with NSZZ Solidarnosc and the workers despite many attempts at mediation by the local authorities and Ministry of Labour.

Let me remind you that Poland has ratified internationally recognised core labour standards including Convention 87 and 98 of the International Labour Organisation ensuring Freedom of Association and the Right to Organise and Collectively Bargain. Workers in Poland enjoy basic labour protections outlined by the ILO. As a foreign owned company operating in Poland it is your responsibility to abide by the laws of that country and respect basic labour rights and worker protections.

The IMF urges you to meet with NSZZ Solidarnosc and negotiate in good faith a just resolution for the workers at Dong Yang Electronics, and immediately reinstate all fired workers who were legally exercising their right to strike and bargain collectively.

Should management continue to violate Polish law and internationally recognised labour standards, the IMF is prepared to take further action at the international level.

We look forward to hearing from you shortly on this matter.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Marcello Malentacchi". The signature is written in a cursive, flowing style with a prominent loop at the end.

Marcello Malentacchi
General Secretary

cc: NSZZ Solidarnosc
Korean Metal Workers Union