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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

54 bis, route des Acacias
Case postale 1516
CH-1227 Geneva
Switzerland

Telephone: ++ 41 22 308 50 50
Telefax: ++ 41 22 308 50 55
E-mail: info@imfmetal.org
Website: <http://www.imfmetal.org>

President: Jürgen Peters
General Secretary: Marcello Malentacchi

April 22, 2009

Mr. A. Makino,
Managing Director
PT. Toshiba Consumer Products Indonesia
EJIP Industrial Park Plot 5G
Cikarang Selatan - Bekasi 17550
Indonesia

RE: Possible trade union rights violations at PT Toshiba Consumer Products Indonesia

The International Metalworkers' Federation (IMF), which represents the collective interests of 25 million workers around the world, would like to voice our serious concern about possible violations of trade union rights at PT Toshiba Consumer Products Indonesia.

Specifically, our affiliate, Federasi Serikat Pekerja Metal Indonesia (FSPMI), informs us that on 20 April, PT Toshiba management informed FSPMI of the termination of employment for 15 employees who are also leaders and members of FSPMI. We understand that their termination is in reaction to strike action carried out by these employees regarding management's refusal to collectively bargain in good faith with the union.

We are concerned to learn that prior to the termination on 16 April, the Indonesian government recommended that PT Toshiba management withdraw warnings of employment termination of the 15 employees, yet management refused.

Given the serious nature of this situation we urge you to comply with the Indonesian government's recommendations and revoke without delay the warning letter III issued to the 15 trade union leaders, including Vonny Diananto, Senior Vice President, FSPMI, and Aghni Dhamayanti, FSPMI Vice President and candidate for IMF Executive Committee.

We urge you to cease and desist from further intimidation or harassment of FSPMI members participating in the strike. We feel that these actions will signal a clear message to the union that you are prepared to resume contract negotiations and bargain in good faith, bringing an end to the strike and a return to the negotiation table.

Please keep in mind that Indonesia has ratified the International Labour Organisation's Convention 87 and 98 which guarantees Indonesian workers the right to join unions and to bargain collectively.

The IMF and our affiliates, in Indonesia and Japan, are prepared to do everything possible to ensure that this dispute is resolved quickly and fairly.

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

Sincerely yours,

A handwritten signature in black ink, appearing to read "Marcello Malentacchi". The signature is fluid and cursive, with a prominent flourish at the end.

Marcello Malentacchi
General Secretary

cc: FSPMI
Lomenik
Toshiba Corporation
Ministry of Manpower and Transmigration
IMF-JC
DENKI RENGO
IMF Southeast Asia-Pacific Regional Office