



International Federation of Chemical, Energy, Mine and General Workers' Unions
Internationale Föderation der Chemie-, Energie-, Bergbau- und Fabrikar-beitengewerkschaften
Fédération Internationale des Syndicats de Travailleurs de la Chimie, de l'Energie, des Mines et des Industries Diverses
Internationella kemi-, energi-, gruv- och fabriksarbetarefederationen
Federación Internacional de Sindicatos de Trabajadores de la Química, Energía, Minas e Industrias Diversas
国際化学エネルギー鉱山一般労連
Международная федерация профсоюзов химиков, энергетиков, горняков и работников других отраслей

President: Senzeni Zokwana • **General Secretary:** Manfred Warda

Geneva, 17 November 2011

Mr. Jürg Oleas, Chairman of the Executive Board
Mr. Jan Siebert, Segment President
GEA Group Aktiengesellschaft
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Re: Unjustified Dismissals of Trade Union members and Violations of Fundamental Human and Labor Rights at GEA Klima Sanayi ve Ticaret A.Ş. in Turkey

Dear Sirs,

I write on behalf of the ICEM, International Federation of Chemical, Energy, Mine and General Workers' Unions, based in Geneva, Switzerland, representing more than 20 million workers from 467 trade unions in 132 countries worldwide. We have been informed by our sister organization, the International Metalworkers' Federation (IMF), of unjustified dismissals of members of Birleşik Metal-İş, United Metalworkers' Union of Turkey, and violations of fundamental human and labour rights at your subsidiary in Turkey, GEA Klima Sanayi ve Ticaret A.Ş.

I am still shocked with what we have learned about conduct of your local managers in Turkey. The ICEM declares its strong condemnation over GEA's negative social behaviour since the beginning of summer. It is unacceptable and intolerable and totally unbecoming of a German-based company.

It is obvious that local management of GEA Klima Sanayi ve Ticaret A.Ş. does not respect national and international laws and standards, as well as your company's internal rules. GEA Group's Global Business Conduct Policy reads, "As an internationally active group of companies, GEA Group Aktiengesellschaft and its subsidiaries have to respect diverse social, political and legal rules in Germany and abroad."

The conflict started with a unilateral decision by local management to dismiss union members without information or consultation from Birleşik Metal-İş, a union which has operated at the plant for more than three years. Local managers have called private security guards and later police forces to disperse workers instead of talking to the union when the dismissed workers questioned the reasons for termination of their employment contracts.

Hired security guards have used armed force and violence, with some of the workers injured. This has been documented by doctor reports. Police also have used similar methods, and started to patrol company premises upon request of the local management. Union members were declined entry to the workplace and then local management dismissed them with an allegation that they performed an illegal strike.



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It was later proven through invoices that devices for radio transmission were purchased by the local management for police officers. This is a stain on the GEA Group and even more, these circumstances counter Germany's governance of codes and ethics.

“The GEA Group bans corruption in its business activities in Germany and abroad and has established for this purpose strict standardized rules of conduct in its Anticorruption Guideline...it is not allowed to promise or grant employees, board members, directors and officers of other companies and public officials any personal advantages or benefits as consideration for preferred treatment,” reads your internal policies.

As far as the dismissal of union members, GEA Klima ve Sanayi Ticaret A.Ş. clearly violates Turkish Labour Act, coded 4857, which rules that any termination of employment must be on a valid ground, and a notice needs to be made to the other party in advance in a defined procedure. Along with this, for mass dismissals, it is an obligation for employers to inform the authorized trade union and government agencies in writing at least 30 days in advance. This never happened. Allegations surrounding the illegal dismissals are completely groundless on the basis of reports and finding of court experts.

Under these circumstances, I strongly urge you the GEA Group to intervene and enter into meaningful dialogue with Birleşik Metal-İş without delay. ICEM also expects immediate reinstatement of the dismissed union members as a sign of good faith. Failure to do this will result in the ICEM joining the IMF in an escalated campaign against your company.

I anticipate your attention and reply.

Sincerely,

Manfred Warda
General Secretary

CC:
Berthold Huber, *President of IG Metall and IMF*
Jyrki Raina, *General Secretary of IMF*
Adnan Serdaroğlu, *President of Birleşik Metal-İş*