

Geneva, 21 March 2019

**Mr. Kasım Aktaş**

Chairman of the Executive Board  
Okan Cam Sanayi ve Ticaret A.Ş.  
Çağlayan Mahallesi, Şair Sokak, No:4, Kat:4  
Kağıthane İstanbul,  
Turkey

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## **IndustriALL Global Union urges Okan Group to respect fundamental labour rights, reinstate illegally dismissed workers and recognize Kristal-İş as bargaining partner**

Dear Mr Aktaş,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org) which represents more than 50 million workers in mining, energy and manufacturing sectors in 140 countries, including Turkey, to urge your management to stop anti-union harassment, to respect fundamental workers' rights, and enter into a fair dialogue with our affiliate Kristal-İş.

It is in our knowledge that, after a couple of years organizing campaign, our affiliate Kristal-İş recruited the required number of the respective workforces in three of your subsidiaries, namely at Okan Cam, Düzce Cam (both located in Düzce), and Çetaş Cam (located in Samsun). Kristal-İş recently gained legal recognition as the union representing workers at Düzce Cam, and authorised to negotiate a collective bargaining agreement. The same is expected to happen for the Okan Cam and Çetaş Cam.

It is unacceptable that your management unlawfully dismissed—for having joined the union—at least 60 workers, majority of whom were at Düzce Cam. Furthermore, we are outraged to hear that your management is still intimidating union members and trying to force them to resign from their membership at Kristal-İş. Reportedly, the HR manager of Çetaş Cam gave workers a week to quit the union.

The behaviour of your management constitutes a clear breach of national labour law, and 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).

We also protest against the actions of your subsidiaries challenging the certificates issued by the Ministry of Labour at the labour court, as an attempt to disregard fundamental rights, stall the process to avoid a dialogue with Kristal-İş, and, in consequence, delay negotiations over a collective agreement.

Your management is expected to fully respect the free choice of the workers at the three subsidiaries to join Kristal-İş, which a right under the guarantee of the Constitution of the country as well as the international conventions ratified by Turkey, with a view to seeking to improve their working conditions at their workplaces.

It is shameful that your management has refused to enter into a dialogue with Kristal-İş, against all efforts from the union to conduct a constructive relationship for a peaceful working environment.

Therefore, IndustriALL Global Union urges Okan Group to reinstate immediately the workers who were unfairly dismissed, end the campaign of intimidation against trade union members, and recognise Kristal-İş as the legitimate social dialogue and bargaining partner.

We know that Okan Group is in business relations with global players in the glass sector, such as Glaverbel, Pilkington, Saint Gobain, and Guardian. If no corrective measures are taken immediately, we will start to disclose all these fundamental rights violations to your business partners.

We anticipate your prompt action and reply.

Sincerely,



**Valter Sanches**  
General Secretary

CC:  
**Mr. Bilal Çetintaş**, General President, Kristal-İş