

Geneva, 21 June 2022

Mr Yoav Golan

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IndustriALL Global Union calls on MCP Manisa Ceramic to reinstate unfairly dismissed workers and start collective bargaining negotiations with Kristal-İş

Dear Mr Yoav Golan,

I am writing this letter to you on behalf of [IndustriALL Global Union](https://www.industriall-union.org), representing more than fifty million workers in the manufacturing supply chain, including the glass, cement, and ceramics sectors, in 140 countries, including Turkey. I call on Nior holdings to intervene at its subsidiary MCP Manisa Seramik Ürünleri Sanayi ve Ticaret A.Ş. in Izmir to ensure that the company reinstate the unfairly dismissed workers and start collective bargaining negotiations with Kristal-İş. Please note that Kristal-İş is affiliated to IndustriALL Global Union.

Kristal-İş started to organise workers at MCP Manisa Ceramic in December 2021 and, in three and a half months, it reached a sufficient majority at the workplace. In April 2022, the Turkish Ministry of Labour and Social Security sent the official certification--see attachment--to all the relevant parties confirming that Kristal-İş had reached a sufficient majority to be a bargaining party at MCP Manisa Ceramic.

We are outraged to learn that soon after Kristal-İş received the official authorisation, MCP Manisa Ceramic resorted to different union-busting tactics against Kristal-İş at the plant. These illegal actions included asking workers to hand over to managers their passwords for the e-Government System. The e-Government System in Turkey works through a website, which gives access to all public services from a single point. Those governmental services include the option of joining and quitting a trade union. Managers from MCP Manisa Ceramic have threatened with dismissal workers who refused to share their e-government passwords.

These serious violations of Turkish labour law and international core labour standards have resulted in the unlawful dismissal of 17 union members. These 17 workers were dismissed under Code 49, which “can be used in cases where the worker insists on not performing the duties that he has to do, despite being reminded of it.” Nevertheless, it is important to note that these same workers were rewarded recently with additional bonuses due to their high performance.

Therefore, it is imperative that MCP Manisa Seramik Ürünleri Sanayi ve Ticaret A.Ş. reinstate immediate the 17 dismissed union members and start collective bargaining negotiations with Kristall.

I look forward to your prompt action and reply.

Sincerely,



Atle Høie
General Secretary