

OPPEN LETTER TO OUR COLLEGUES IN UNION NETWORK INTERNATIONAL (UNI) FROM TEZ-KOOP-IS UNION BRANCHES

TEZ-KOOP-IS Union Türkiye is an associate of UNI since establishment. Both TEZ-KOOP-IS head quarter, and separately branches of union and the every single member of the union has paid strict attention to union principles and objectives and showed maximum effort to act in sense of responsibility as not only a member of TEZ-KOOP-IS union, but also a member of an important international union organization, UNI.

And we believe that, TEZ-KOOP-IS Union has showed this responsibility and sensitivity sufficiently up till now.

However, for a while, there have been emerged **events which are not in harmony** with not only regulations and principles of our union, also of UNI, which we are proud of being a member of and responsible to.

As signatory TEZ-KOOP-IS union branches, we feel the need to inform you of these negative events as a part of our **RESPONSIBILITY** to UNI and to you, our colleagues:

- Unions are democratic and large mass organizations. Different thoughts and tendencies within the union by force of and within the framework of democracy are inevitable and even necessary.
- For a long time there have been intense debates in TEZ-KOOP-IS Union on **operating intra union democracy with all its rules and principles and more effective and strong union activity policy.**
- **Two different analysis and two different tendency came out in our Union** during this discussion process. We argue that democracy should be implemented within the Union with all its rules, ignoring the opinions of branches and the members, Head Quarter should not be the only decisive, and neither of the members and branches should be suppressed because of their different thoughts.
- Once again we believe that, union staff should not be charged with duty by the executives other than assigned by the labor contract and for the **individual purposes** of any executive, and in case of refusal of this kind of duties, union staff should not be confronted with threats like cancellation of the labor contract.
- Most importantly, like all other employees, **union staff should not be confronted with compulsion and punishment, when there is a desire to use their right to become a member of a union and collective bargaining right with the union administration that is in the position of employer in this sense, as it is their fundamental and incontestable right also guaranteed by ILO agreements.**
- Excluding the majority of his colleagues in Head Quarter Management, in Tez-Koop-IS Extraordinary General Meeting held on 10-11 January 2009, President of TEZ-KOOP-IS Mr. Gürsel DOGRU has casted a new management together with the executives of his own tendency.
- Elections are essential in Unions; through these elections, managers or whole management can be altered. These are normal process of union democracy.

- The point which is not normal and unacceptable is when, **the Head Quarter Management came to power use their opportunities and power to abolish any kind of intra union democracy and create an ambiance as quite as the grave.**

Unfortunately, **precisely this is done by Mr. Gürsel DOGRU and his new management.**

The most obvious and recent example to this is the layoff of two union staff and the decision to layoff of another colleague who is workplace union representative at the same time.

These dismissed colleagues and majority of the union staff has established their rights to join a union and collective bargaining after a rough time. **The management of our former president Mr. Sadik ÖZBEN has refused** application of union staff to unionize within TEZ-KOOP-IS, whereupon a part of union staff had to litigate.

This refusal of trade union and collective bargaining right -which is the most fundamental right of employees- by union management just like some employers, is certainly unacceptable and unlawful?

During the lawsuit process and with initiative of a significant part of union executives, this right to trade union of union staff is entitled and after collective bargaining process, TEZ-KOOP-IS Union has signed a collective bargaining agreement **FOR THE FIRST TIME IN ITS HISTORY.**

Executives, who have negative point of view about this legitimate attempt of TEZ-KOOP-IS staff, took the advantage of Tez-Koop-IS Extraordinary General Meeting held on 10-11 January 2009 in order to punish the union staff using their rights and made their move to seize this opportunity.

As a result, a punishment attempt against the members of union within TEZ-KOOP-IS staff is initiated and **as first step of this**, 3 union members of our colleagues (Accounting Officer **Enver CAVUS**, Legal Department officer **Yunus SAHIN** and driver and Union Head Quarter Workplace Representative **Umit Yasar YALGIN**) is paid off.

Dear Colleagues,

This kind of decision and behavior of Head Quarter Management under Mr. Gürsel DOGRU is not acceptable in any circumstances. No body can remain in silence against this sort of attitude that **can be accepted merely from employers.**

How will it be possible for a union management of which self employees are punished because of their attempt to use their trade union and collective bargaining rights, to contend with e.g. a TESCO employer which is against trade union rights of the employees and pay off the employees for being member of a trade union?

Which union principle and understanding can explain dismissal of employees on no valid grounds, just for their attempt to use their trade union rights and not bow to the oppressions of some executives?

A union management that accepted the principles and objectives of UNI has no right to act in nondemocratic and unlawful way. Otherwise, not only TEZ-KOOP-IS, but also UNI will get harmed of these mistakes.

We, undersigned as TEZ-KOOP-IS union branches request from you our colleagues in UNI and UNI Europe to investigate these improper act that can not be accommodated with UNI principles and objectives as soon as possible and take a stand against unfair applications of the union.

We believe in your support to recall the decision to dismiss our three colleagues and prevent other colleagues to be dismissed.

Kind regards,

Name, signature, address