



## Open Letter to Cargill, Incorporated

February 5, 2019

We express our deep concern about fourteen union activists and members of IUF union affiliate Tekgida-İş who were unfairly dismissed from their jobs on April 17, 2018 while organizing a union at Cargill in Bursa-Orhangazi, Turkey. All of our unions are IUF affiliates with Cargill membership.

Two days after Tekgida-İş had applied to the Turkish Labour Ministry for bargaining unit status in March 2018, the then wet mill manager (now production manager) at Bursa-Orhangazi informed workers that there is no need for a union in Cargill. He warned that if the union gets formal bargaining unit status, work rules in the company would change in a way unfavourable to employees. Fourteen dismissals of Tekgida-İş union members in Bursa-Orhangazi then followed.

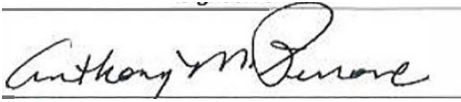


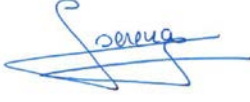
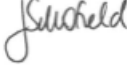
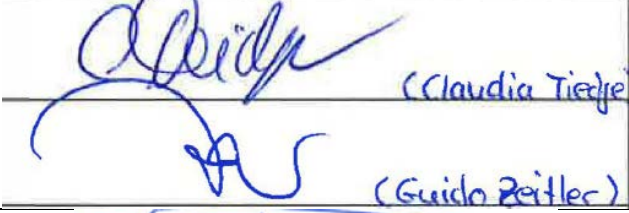

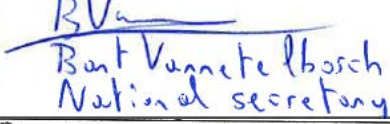

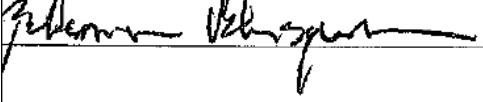

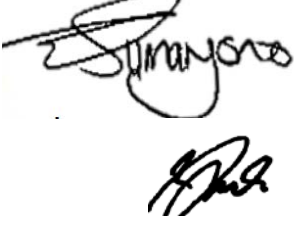
We understand that the company has attributed these fourteen dismissals to the government imposed sugar based starch/high fructose corn syrup quota reduction. However, only 4 of the dismissed workers were in a department directly impacted by the quota reduction. It is also customary practice in Turkey, though not required by law, that a company seeks volunteers for redundancies before any layoffs. This did not happen in the case of the 14 dismissed workers. Additionally, Cargill Turkey has hired two ISS contract workers instead of recalling 2 of the dismissed 14 workers who were supposedly made redundant. 1 additional worker has also been recalled from retirement.

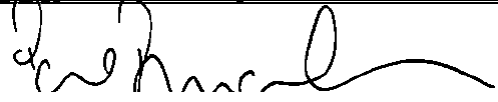



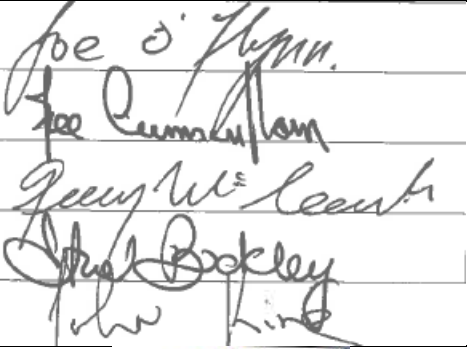

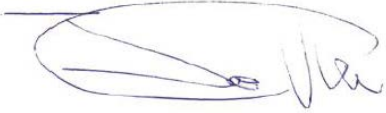


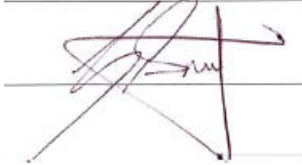
These dismissals are part of an established pattern of anti-union practices at the facility. The 14 dismissals follow those of seven other workers dismissed by Cargill management at the Bursa-Orhangazi factory in 2012, 2014 and 2015 solely as a consequence of their union activity. The Turkish Supreme Court found that Cargill workers had been unfairly dismissed in each of these 7 incidences.



Under the OECD Guidelines for Multinational Enterprises, which apply to Cargill, the company is responsible for its impacts on, among other things, the human rights of its employees, and has a responsibility to remedy adverse human rights impacts and an obligation to respond to unions when concerns are raised. We request that Cargill, Incorporated takes all necessary actions to remedy the harm caused by Turkish management's interference, dismissals and intimidation at Cargill in Bursa-Orhangazi in 2018 by reinstating all 14 of the dismissed workers with full back pay. Measures should also be agreed to with the IUF to ensure that all workers at Cargill Turkey can freely exercise their right to freedom of association. We request a response from Cargill, Incorporated management, which should be directed towards our global union federation and collective representative, the IUF.

We look forward to your response, which can be sent to IUF's General Secretary Sue Longley at [sue.longley@iuf.org](mailto:sue.longley@iuf.org).

The following IUF Affiliates with membership in Cargill endorse this open letter and further request that Cargill respond to this letter.

IUF Affiliate	Signature
1) Anthony M. Perrone United Food and Commercial Workers International Union <i>United States and Canada</i>	
2) Paul Meinema UFCW Canada <i>Canada</i>	
3) GMB <i>United Kingdom</i>	
4) Sebastian Serena UGT FICA <i>España</i>	
5) Jo Schofield United Voice <i>Australia</i>	
6) Guido Zeitler and Claudia Tiedje NGG <i>Germany</i>	
7) ABVV-FGTB Horval <i>Belgium</i>	
8) Bart Vannetelbosch CSC Alimentation et Services <i>Belgium</i>	
9) David B. Durkee Bakery, Confectionary, Tobacco Workers & Grainmillers International Union North America <i>United States and Canada</i>	
10) Baldemar Velasquez Farm Labour Organizing Committee <i>United States</i>	
11) Han Busker FNV <i>Netherlands</i>	
12) Eko Sumaryono & H. Dwi Haryoto FSBMM <i>Indonesia</i>	

IUF Affiliate	Signature
13) National Union of Workers <i>Australia</i>	
14) Tony Andrews Teamsters <i>United States and Canada</i>	
15) Stuart Appelbaum Retail, Wholesale and Department Store Union (RWDSU-UFCW) <i>United States</i>	
16) Finnish Food Workers' Union (SEL) <i>Finland</i>	
17) SIPTU <i>Ireland</i>	
18) Tekgıda-İş Sendikası <i>Turkey</i>	
19) Joe Clarke Unite the Union <i>United Kingdom and Ireland</i>	
20) Comisiones Obreras de Industria – CCOO Industria <i>España</i>	
21) Galina Yurova AIWU <i>Russian Federation</i>	
22) Graham Smith Australasian Meat Industry Employees Union <i>Australia</i>	

IUF Affiliate	Signature
23) Fnt-cgtp-aba <i>Peru</i>	
24) Jason Hefford Australian Manufacturing Workers' Union (AMWU) <i>Australia</i>	
25) CNTA <i>Brazil</i>	