

TÜMTİS DHL dispute factsheet

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For over a year TÜMTİS, the Turkey Motor Vehicle and Transport Workers' Union, has been organising workers in DHL Deutsche Post Turkey. During that period 24 workers have been dismissed seemingly for attempting to organise a union. Tumtis - an affiliate of the ITF (International Transport Workers' Federation) - has made every attempt to facilitate negotiation with local DHL management and seek a resolution to the ongoing dismissals. At the time of writing, TÜMTİS members report that local management continues to approach them individually telling them that they must resign from the union or they will lose their jobs.

1. What is TÜMTİS (Turkey Motor Vehicle and Transport Workers' Union)?

TÜMTİS was founded on 14 July 1949 as the Electricity, Gas and Motor Vehicle Workers' Union (IETT). The first organising drives started with Istanbul Electricity, Tramway and Tunnel General Management workers and Kadıköy-Uskudar Public Tramway Company workers. TÜMTİS is one of the founders of the Confederation of Turkish Trade Unions (TURK-İŞ). TÜMTİS is also affiliated to the ITF.

2. What is the ITF?

The International Transport Workers' Federation (ITF) brings together 708 independent trade unions representing over 4.5 million transport workers in 154 countries. It is one of several global unions allied with the In-

ternational Trade Union Confederation (ITUC).

3. What is DHL Deutsche Post?

DHL was founded in the US in 1969. It was later acquired by Deutsche Post, the former German Post Office, in 2002 and now, as DHL Deutsche Post, has 467,000 full time employees worldwide in 220 countries or territories. Europe is the company's geographical anchor, and in 2009 it moved its European regional hub to Leipzig/Halle, Germany. Deutsche Post DHL has four global divisions. DHL Express has over 100,000 employees who provide international and domestic express courier services, while DHL Supply Chain offers logistics solutions. DHL Global Forwarding and Freight services transport goods by rail, road, air and sea. DHL Freight pioneered road haulage between Europe and the Middle East. All road freight transported from Europe to the Middle East goes through DHL Supply Chain's base in Istanbul.

In Turkey, DHL takes the form of three separately-incorporated and operated enterprises in the private sector: DHL Supply Chain, DHL Express and DHL Global Forwarding. DHL Supply Chain, where TÜMTİS is currently organising, has 25 workplaces across Turkey. About one-third of DHL Express' local branches are run by agencies.

4. Why is TÜMTİS in dispute with DHL?

TÜMTİS has been organising

workers at DHL Supply Chain for more than a year.

The organising drive triggered worker dismissals: DHL Turkey management began firing workers in April 2011. By the beginning of August 2012, the number of fired workers reached 24. DHL managers claim the workers were fired for not obeying health and safety regulations, not working overtime, and for provoking other workers to not work overtime; yet the workers have time-cards authorised by DHL management showing they did work the required overtime.

Turkey's Labour Court has so far examined eight of the sackings and ruled that they were invalid. The union sees this as a strong indicator that workers were fired because they joined a union. DHL could either choose to reinstate the workers who won the cases or pay them compensation. It chose to pay compensation.

Sacked workers are represented in the Labour Court by a TÜMTİS lawyer. All court fees are paid by the union.

Tumtis members and DHL Turkey workers report that local managers are increasing intimidation day by day. They say that they have been approached by company representatives and told they must resign from the union or they will be sacked. The union believes workers will continue to be fired by DHL unless a



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strong message is sent that this will not be accepted by the international community.

5. What do TÜMTİS and the workers want?

The sacked workers want their jobs back. They also demand the right to become members of TÜMTİS, and to organise a union in their workplace, free from intimidation and the threat of dismissal.

TÜMTİS calls on DHL management to abide by its commitments as a global employer and reinstate the fired workers immediately, recognise the union under Turkish law and negotiate a collective agreement for DHL Turkey workers.

6. What about internationally recognised core labour standards and corporate social responsibility?

Under Turkish law, to be a member of a union is a legal and fundamental right. It is enshrined in the Republic of Turkey's Constitutional Law article 51-53, Unions Law article 31. Turkey has also ratified the International Labour Organization (ILO) core conventions on basic principles and rights at work, such as ILO Conventions no. 87 and 98 on the Freedom of Association and Protection of the Right to Organise, and the Right to Organise and Collective Bargaining.

DHL is a signatory of the United Nations Global Compact, an agreement between the global

delivery giant and the UN to embrace universal principles throughout its operations worldwide. The Global Compact sets out clear guiding principles for multinationals on human rights, labour, the environment and the prevention of corruption. According to these principles, DHL Deutsche Post must use due diligence to identify and remedy abuses or violations that it causes or contributes to. This means that Deutsche Post DHL is obliged to take responsibility for all of its business operations and services – which means intervening with DHL Turkish management immediately.

DHL's own corporate responsibility commitments state that the company pledges to respect workers' right to organise free from management interference.

7. Is this the first international campaign for TÜMTİS?

TÜMTİS successfully organised in the UPS global logistics company in 2009-2011. During the organising drive 162 workers were fired. However, following a strong and effective international solidarity campaign coordinated by the ITF and delivered by all sectors of the global union family, on 24th January 2011 UPS signed a protocol with TÜMTİS. This guaranteed the reinstatement of the majority of the 162 workers who were fired for joining the union during the UPS organising campaign, and guaranteed that TÜMTİS could freely continue its organising activities at UPS workplaces.

8. Who are the customers of DHL warehouses?

There are about 150 companies using DHL warehouses in Turkey. Warehouses on the Anatolian side in Esenyurt and Kiraç serve the pharmaceutical industry's major companies like Novo Nordisk and Johnson & Johnson. Warehouses on the European side serve major companies from many industries including IKEA, Nestle and Kraft. There is a brief list with some of these companies below:

Merck Sharp Dohme, Novo Nordisk, Lund Beck, Cilag Janssen, Bahringer Ingelheim, Johnson Medikal, BMS, Eli Lilly&Company, Eczacıbaşı, Chiesi, H.M. Textile, Takeda, Covidien, Astellas, Intesdis, Merck, Jonson Ote, Genzyme, Pensa Pharma, Phere Fabre, Aktellan, Lilly Elanco, Celgene, Teofarma, Guerbet, Şaya Textile, Nestle, Ikea, Samsung, LG, Novartis, Henkel, Kraft, Ford, Vaillant, Kipa, Marshall, Dyo

