



METAL, CONSTRUCCIÓN Y AFINES

FEDERACIÓN ESTATAL

Secretaría General

Gabinete Internacional

**Mr. Serrif Unan**  
**Director**  
**Kalibre Boru San, ve Tic. A.S.**  
**Karadenizliler Mah. Fatih Cad. KULLAR/IZMIT**

**Madrid, on December 27th 2007**

**Re: Protests against violations of worker and trade union rights**

**Dear Mr. Unan,**

From the Metal, Construction, Building and Allied Workers' Federation (MCA-UGT), which represents metal workers in Spain and have union members in Benteler Group, we are seriously concerned about the ongoing violations of the basic labour rights at KTC-Kalibre Boru San, Turkish subsidiary of the Benteler Group. KTC- Kalibre Boru has just dismissed eight workers, members from Birlesik Metal Is Union, in the last two weeks without any reason. Since then, the rest of the workforce is under huge pressures from management.

We considered that Kalibre Boru is committing an outrage against the right to workers' freedom of association. The workers at KTC-Kalibre Boru have their own freedom of joining to Birlesik Metal Union and the company is undermining this union.

We urge the company to readmit immediately to the unjustly dismissal workers at KTC-Kalibre Boru, that KTC-Kalibre Boru desists from its intimidations towards union members and recognises the union as much as begin good faith negotiations with the union in order to achieve a mutually acceptable collective agreement.

We demand that KTC-Kalibre Boru respect this basic duties that are to be comply taking into account the international framework agreements signed by several automotive companies, which KTC-Kalibre Boru work for, with our International Metal Workers' Federation (IMF), recognizing workers and trade union rights.

Sincerely,

**Javier Urbina Sánchez-Guerrero**  
**Responsible of International Department**

Avda. de América 25 - 5ª y 6ª planta · 28002 MADRID

Tel.: +34-91-589-74-30 · Fax: +34-91-589-75-29

E-mail : [ginternacional@mca.ugt.org](mailto:ginternacional@mca.ugt.org)

[www.ugt.es/mca](http://www.ugt.es/mca)