I Gusti Ngurah Askhara Danadiputra

CEO

T Garuda Indonesia (Persero) Tbk.

Management Building, Garuda City

Soekarno-Hatta International Airport

Tangerang 15111, Indonesia

PO BOX 1004 TNG BUSH

24 August 2019

Dear I Gusti Ngurah Askhara Danadiputra,

I am writing to you from X union who represent workers in (Country, Airline etc.).

We have been notified by our sister union IKAGI that the Garuda company has been engaged in denying basic labour union rights and union busting. These actions are contrary to both Indonesian law and international norms and regulations. These actions also demonstrate a total disrespect for Garuda cabin crew and their legitimate representatives.

The right to collectively bargain on behalf of workers is a fundamental labour and human right. We understand that Garuda has refused to conduct its collective negotiations according to Indonesian law and has in addition compounded this failure by engaging in union busting tactics including trying to subvert IKAGI democratic processes and removing the union ‘check-off’ dues collection.

All of these actions appear to be unlawful, and we stand with our sister union IKAGI as they challenge these seemingly unlawful and unfair practices in Indonesia. In addition, we stand ready to join an international campaign to support IKAGI under the leadership of the International Transport Workers Federation (ITF). As affiliates of the ITF we will support their efforts to resolve this issue by taking legal action through the International Labour Office and through mobilising their affiliates worldwide to take lawful actions on behalf of IKAGI members.

We would like to remind you, as a State-owned enterprise, that the Indonesian State has signed and is party to ILO regulations and norms. By engaging in these actions you are acting in contrary to these laws and are putting a spotlight on Indonesia as a result.

Garuda is now in the international spotlight. Your actions are being monitored worldwide and we demand you desist your union busting and treat your workers and their representatives with the respect they deserve.

Yours sincerely,