

AGGRESSIVE AND UNLAWFUL

A REPORT INTO DEUTSCHE POST DHL OPERATIONS IN TURKEY

A report by a respected US academic commissioned by the ITF (International Transport Workers' Federation) has laid out evidence that since, early 2011 when 2,500 workers and subcontracted workers at DHL Turkey chose to be represented by a trade union, the company has been guilty of a concerted, punitive and at times illegal campaign against them.

“ Every single interviewee describes instances of anti-union behaviour – some legal under Turkish law, other clearly illegal – that he or she had either experienced first hand or witnessed directly. ”

Professor John Logan, Aggressive and unlawful: a report into Deutsche Post DHL

The report is based on one-to-one interviews with existing and dismissed workers, union officials, labour lawyers, parliamentarians, journalists, academics and others. Using the evidence gathered it charges DHL management with (among other practices):

- Sacking at least twenty one people since April 2011, apparently for union membership, under pretexts such as poor performance or refusing overtime – despite records

proving otherwise. All eight of the sackings that have so far been challenged in the courts have been found to be unfair

- Putting pressure on workers, either through threats of dismissal or offers of financial incentives, to sign notarised letters resigning from the union
- Warning employees that becoming unionised would harm their careers at DHL and harm the company
- Making threats intended to create an atmosphere of fear and intimidation
- Claiming the union chosen by the workers (Tumtis) is linked to terrorists
- Preventing staff from talking to their union officials during breaks and outside work
- Discriminating against workers who have joined the union.
- Running so-called 'training sessions' warning workers against joining the union
- Conducting surveillance of picket lines, and discriminating against workers who visit them
- Physically changing the work environment to prevent workers from communicating with union officials and to stop workers from talking to one another about the union

Who ordered this victimisation?

DHL Turkey parent Deutsche Post DHL has claimed that the shocking tactics employed in Turkey never happened. The ITF is presenting them with this report to make clear that this campaign of intimidation exists, is provable, and cannot be explained away as a 'local problem'. National managers have reported in conversations with Tumtis officials that they are acting directly on the

orders of executives at Deutsche Post DHL in Bonn. For example, in conversations in July and August 2012 between the president of Tumtis, Kenan Ozturk, and the human resources director for DHL Turkey, Riza Balta, Ozturk was told that Bonn did not want a union at DHL Turkey, and that Balta intended to implement that policy.

“ (DHL) management said at the meetings: 'Either you are with us or against us, and if you are against us, you will be fired.' ”

DHL employee, Kirac, Istanbul

About the report

The report can be seen in full at <https://www.itfglobal.org/files/seealsodocs/36752/JohnLoganReport.pdf>. Its author, Professor John Logan, is director and professor of labour studies at San Francisco State University, and a senior labor policy specialist at UC Berkeley's Labor Center.

What must Deutsche Post DHL do now?

The ITF believes that the company must now act to remedy the situation in its Turkish operations by reinstating the sacked workers, ending the campaign of intimidation and talking to the workers and their trade union of choice, Tumtis. The ITF and its sister union organisation UNI Global Union want Deutsche Post DHL to sign a global framework agreement, a negotiated 'bill of rights' that would set out minimum protections and trade union rights for all DHL workers, wherever they are in the world.



Find out more: www.respectatdhl-turkey.org

