

The report charges DHL management with;

- Sacking at least twenty one people since April 2011, apparently for union membership, under pretexts such as poor performance or refusing overtime despite records (now it's 31)
- Putting pressure on workers, either through threats of dismissal or offers of financial incentives, to sign notarised letters resigning from the union
- Making threats intended to create an atmosphere of fear and intimidation

And there's more....

In December 2012, a newly-formed union, Taşıma-İş emerged and there is evidence that workers at DHL in Samsun, Istanbul and Ankara are being forced to join it upon threat of dismissal.

On 17 January 2013 and 22 February 2013 Turkish courts upheld the claim that four workers have “been terminated by the defendant unfairly and without notice for reasons of trade union membership, and requested judgment for the reinstatement of his client to his post.” DP-DHL is appealing this ruling.

Support DHL workers in Turkey;

Speak to your local union representative about ways you can support the workers in Turkey.

For more information and campaign materials visit

www.respectatdhl-turkey.org

What TÜMTİS WANT

Reinstatement of the sacked workers

An end to the campaign of intimidation

For all DHL workers a global union agreement that sets out minimum protections and trade union rights for all DHL workers, wherever they are in the world



The 'Respect at DHL Turkey' campaign is backed by International Transport Workers' Federation in co-operation with UNI global union which represents workers in the postal and logistics sector. Both organisations campaign for union rights along the global delivery supply chain. For more information see

www.itfglobal.org/global-delivery

“Every single interviewee describes instances of anti-union behaviour – some legal under Turkish law, others 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*



www.respect4workers.org

DP-DHL anti-union and aggressive?

For over a year TÜMTIS Turkey Motor Vehicle and Transport Workers' Union, has been organising workers in DHL Deutsche Post Turkey. During this period 31 TÜMTIS members have been dismissed seemingly for attempting to organise a union. TÜMTIS - 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. TÜMTIS 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.

What is TÜMTIS (Turkey Motor Vehicle and Transport Workers' Union)?

TÜMTIS was founded on 14 July 1949 as the Electricity, Gas and Motor Vehicle Workers' Union (IETT). It is one of the founders of the Confederation of Turkish Trade Unions (TURK-İŞ). TÜMTIS is also affiliated to the ITF.

TÜMTIS 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 TÜMTIS.

What is the ITF?

The International Transport Workers' Federation (ITF) brings together over 700 independent trade unions representing over 4.5 million transport workers in 154 countries.

Why is TÜMTIS in dispute with DHL?

DHL Turkey management began firing workers in April 2011. By the beginning of April 2013, the number of fired union members reached 31.

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.

Tumtis members and DHL Turkey workers report that local managers are increasing intimidation day by day. The union believes workers will continue to be fired by DHL unless a strong message that this anti-union behaviour is not acceptable.

The evidence

On 2 November 2012, a report by a respected US academic commissioned by the ITF (International Transport Workers' Federation) laid out evidence that since, early 2011 DHL has been guilty of a concerted, punitive and at times illegal campaign against them.

