

To Fertilizers Europe asbl

Mr Steinbuchler, President
Mr Hansen, Directoral General

[Letter sent by e-mail]

main@fertilizerseurope.com;

Dear Mr Steinbüchler, Dear Mr Hansen,

I am writing to you in relation to the major industrial action taking place at one of your member organisations, AB Achema. As you may be aware, the indefinite strike launched on Tuesday comes only after several years of efforts by the Achema Workers' Trade Union to negotiate a collective agreement with the company's management.

As citizens of Austria and Denmark, you will already be aware of the importance of collective bargaining not only to achieving equitable wages and working conditions, but also to maintaining productive and successful companies. It is unfortunate that this dispute is taking place in a company which is represented on the board of Fertilizers Europe.

The industrial action is not only historic for Lithuania but also of importance on a European level. The right to collective bargaining is enshrined in the Charter of Fundamental Rights of the European Union and the ETUC and its affiliates are determined to uphold that right in all member states.

This right applies to all companies, but it is particularly shocking to find such violations of the Charter at a company which has accepted millions of Euros in European Union funding and is in the process of bidding for further EU tenders.

The business practices of AB Achema are out of step with the European Commission's commitment to strengthen collective bargaining and risk damaging the reputation of your industry as well as that of the company. In that respect, I believe we have a shared concern to bring the practices of AB Achema into line with those of your own organisations and those of the other members of Fertilizers Europe.

The union's entirely reasonable objectives are to:

- Sign a collective agreement for two years period;
- Review the tariff wage at least once in a calendar year
- Establish a procedure for one-time incentives of employees for the achieved annual work results
- Legalize overtime when working beyond the permitted annual duration
- Coordinate wage system and annual work schedules with the trade union

We would ask that you inform AB Achema of the concerns we have raised with you, and encourage them to return immediately to negotiations with the Achema Workers' Trade Union in line with the principle of social dialogue that lies at the heart of the

European Union's social market economy.

The ETUC will continue to raise this dispute at European level until a satisfactory resolution is found.

Yours sincerely,
Luca Visentini

A handwritten signature in black ink, appearing to read 'Luca Visentini', with a stylized, cursive script.

General Secretary of the ETUC