



SC "Achema" CEO  
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Brussels, 22 April 2022

Dear Mr Miliauskas, Dear Mr Kimiene

We are writing to you as general secretaries of industriAll Europe and EPSU, European trade union federations that represent over 14 million workers in manufacturing and public service across Europe.

We have been following developments at Achema and have expressed our support to the trade union and its actions to secure a new collective agreement. We are aware that strike action is not possible in the current emergency situation, but we would hope that contact between management and union continues in order to resolve the dispute. In light of this, we are very concerned about the recent unilateral decision to close the trade union office at the factory at short notice and move it seven kilometres away from the plant. We see this as totally unjustifiable and a tactic by management to undermine the relationship between the union, its members and other workers who may want to contact the union, particularly during this important time when the dispute remains unresolved.

This action suggests that management is not doing all it can to maintain a constructive relationship with the union and come to an agreement. It also contradicts the claim on the company website about "a long-term productive cooperation between trade unions and the management." The job of the union to keep in contact with members will be significantly more difficult and the possibility for employees to see and contact their union representatives at short notice drastically reduced.

We look forward to your response on this matter and your commitment to rebuild the relationship with the trade union. We understand that Achema has, hitherto, been a model employer and strong supporter of social dialogue. In this regard, we note that the company website says that the collective agreement between employees and the company is revised annually, and that this tradition is a result of a long-term productive cooperation between trade unions and the management. We hope that the company will return to that tradition, reinstate the trade union office and return to negotiations on the collective agreement.

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EPSU is a member  
federation of the ETUC  
and represents  
PSI in Europe

We are in regular contact with the trade union and its federation and will continue to monitor the situation. Depending on progress towards resolving the dispute, we will raise this matter more publicly across the wider European trade union movement and beyond.



Jan Willem Goudriaan  
EPSU General Secretary

Yours sincerely  
Luc Triangle  
General Secretary  
industriAll Europe