



# Porozumienie Związków Zawodowych

## • KADRA •

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Akta rejestrowe PZZ "KADRA" są przechowywane w Sądzie Rejonowym Katowice-Wschód w Katowicach

Katowice, 14 July 2017

Mr. Sergio Marchionne  
Chief Executive Officer  
Fiat Chrysler Automobiles Group

Mr. Alfredo Altavilla  
Chief Operating Officer Europe, Africa and Middle East

Mr Pietro De Biasi  
Head of Industrial Relations

**In cc. to:** Luc Triangle, General Secretary, industriAll European Trade Union  
Valter Sanches, General Secretary, IndustriALL Global Union  
Zoran Vujović, President, SSMS  
Panović Milorad, President, GS IER Nezavisnost  
Maurizio Landini, General Secretary, FIOM-CGIL  
Marco Bentivogli, General Secretary, FIM-CISL  
Rocco Palombella, General Secretary, UILM

### **Industrial dispute at FCA subsidiary in Serbia must end now!**

Dear Mr. Sergio Marchionne, Dear Mr. Altavilla, Dear Mr. De Biasi,

In my capacity of President of Trade Union Alliance "KADRA" which organises automobiles' workers in Poland, I am writing this letter to call on you to pay utmost attention to the critical situation of FCA workers in your majority-owned subsidiary in Serbia, FCA Srbija, and to intervene immediately to resolve the ongoing industrial dispute.

Because of work intensification and new organisation that creates difficulties for workers, employment conditions at FCA Srbija have reached unacceptable and unsustainable levels. In addition, conditions for a proper social dialogue have worsened since your local management questioned the agreement reached last year on wage increases and payment of bonuses. FCA Srbija workers and trade unions have thus demanded the start of negotiations with your local management on a reorganisation of production or hiring of new workers to regulate the workload, as well as the reimbursement of additional costs incurred for commuting outside of normal working hours. FCA Srbija workers also ask for a wage increase and the payment of the agreed 2017 and 2018 bonuses.



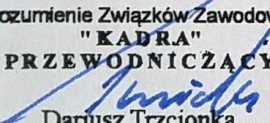
As your local management refused to come to the negotiation table, 2000 factory workers went on strike on Tuesday 27 June. More than two weeks later, the strike is still ongoing as repeated calls on your local management to launch negotiations remain unanswered, despite an injunction from the national Labour inspectorate. According to Serbian law, an employer is due to start negotiation with workers on strike within 5 days, a deadline which has long been passed. Our European and Global federations, industriAll European Trade Union and IndustriALL Global Union, called on you to instruct your local representative to start negotiations with the strike committee and operate in full cooperation with our fellow organisations, SSMS and GS IER 'Nezavisnost', without any further delay - A call you turned down while disregarding the reality of the situation at the FCA Srbija factory. The situation is in fact so critical that government officials themselves, starting with Serbian Prime Minister, are calling on social dialogue to be restored and even proposed to mediate discussions should this help everyone to go back to the negotiation table.

We condemn any violation of workers' right to collective bargaining and strike, and stand in full solidarity with our FCA Srbija workers and fellow trade union organisations in their decision to go on strike to strive for decent wages and working conditions.

Trade Unions Alliance "KADRA" calls on you to live up to FCA international commitments on corporate social responsibility contained in your Code of Conduct and urge you to intervene immediately to ensure that your local representative resume negotiations with the strike committee so that a solution to the dispute can be found through constructive social dialogue.

I look forward to hearing from you urgently.

Sincerely,

Porozumienie Związków Zawodowych  
"KADRA"  
PRZEWODNICZACY  
  
Dariusz Trzcionka