

TÜRK METAL BOARD OF DIRECTORS:

“During these difficult times, after a series of meetings with employers considering protecting of the health conditions, we were reached an agreement on our members’ protection of employment, rights and freedoms and economic conditions.”

Upon the agreement, the following views were included in the statement made by the Türk Metal:

“Unfortunately since December until today, the corona virus threatening our world has also begun to show its effects in our country. Number of citizens affected and who lost their lives by the virus are increasing day by day. All of our people and our members are anxious for themselves and their loved ones. All our members and their families that we are proud to represent are so valuable for us. Therefore, we strongly ask our members to be very careful in this process and to protect themselves by obeying the calls of scientists.

In accordance with experienced conditions, first, especially Ford Otosan AŞ, which stopped production last week, some of our workplaces have brought down their production, some set a date to stop production and some have reduced the number of employees (without layoffs) by reducing the number of shifts. There are very few workplaces left that have made the decision to continue production.

Some of our members are at risk in factories continuing the production because they work collectively and at a close range to each others in their workplaces. As a result of this situation, our Chairman, Mr. Pevrul Kavlak, continued to meet with our employers for the last few days and made the necessary contacts to meet at a common point. Following the meetings, a number of decisions were taken. In accordance with these decisions taken;

1. In this tough process we live in, employers will not dismiss workers under any circumstances, except for those who wish to leave voluntarily.

2. In companies that will not apply for shorter working time (According to Turkish labor law) ; in case of necessity to stop production due to fluctuation in production plans, 1 day paid leave is going to be given for every 1 day annual paid leave, this one-to-one implementation will continue if needed. Thus in this one-month period beginning on 23.03.22020, employees will be guaranteed no deductions from their wages.

For example, when this situation lasts for a month, our members will receive their full monthly wages, but will be deemed to have used 12 working days of this month from their annual leave.

3. In companies applying for shorter working time, in addition to shorter working time allowance, bonuses and aids for heating will be paid to our members by the employers. These companies will be granted 1 day paid leave for every 1 day annual paid leave, in case of need, in the period until the shorter working time application is accepted.

Thus, our members who will not actively work in the workplace will receive 89 percent of their net wages.

4. For the days of paid leave during non-working times after 24.04.22020, subsequently compensatory work and equalization is possible; moreover, non-working Saturday may be subject to compensatory work.

5. The employer shall take all measures against the risk of coronavirus in the workplaces where production continues. During production, the “social distance” between our members will be at least one meter. Our members' fevers will be checked while they get on their services vehicle and those who carry risks will be taken to health institutions by the employer. There will be a distance of at least one meter between each of our members in the service vehicles and dining halls. Employers will give personal protection tools (mask, gloves, disinfectant, etc.) to all our members completely, disinfection will be done in necessary areas and this equipment will be renewed within reasonable periods.

6. If all these are not done and the risk of coronavirus arises in the workplace, the Article 13 of the Occupational Health and Safety Act shall be adopted. In accordance with the article, our members will exercise the “right to refrain from working “and stop production.

In all regions, our branch administration, branch presidents, shop-stewards in the workplaces will be at the beginning of their duties in this process and will check whether the rules of Health and safety of workers are complied with at workplaces, and will come up with solutions to the demands and complaints of our members.

It is a fact that we are going through very difficult days as a nation. Beyond the deaths experienced, the world economies will be severely affected by this situation and unfortunately there will be serious problems in working life. However, as a union, we will not stop working day and night to protect our members and protect their rights. As the Türk Metal family, we will do whatever it takes to recover from this great epidemic with minimal damage.

These days will pass. We wish all our people and members a healthy day. Best regards.”

TÜRK METAL PRESS OFFICE