



**BWI** • Building and Wood Workers' International  
**BHI** • Bau- und Holzarbeiter Internationale  
**BTI** • Byggnads- och Träarbetar-Internationalen  
**IBB** • Internationale des Travailleurs du Bâtiment et du Bois  
**ICM** • Internacional de Trabajadores de la Construcción y la Madera

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To the management of  
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cc Anđelko Kasunić

Subject: Infringement of Freedom of association and effective recognition of the right of collective bargaining

Dear Sirs,

We have been informed that the negotiation between our Affiliate Nezavisni Cestarski Sindikat and PZC Varazdin has come to a dead-end. Today after a due full process of requiring the mandate of her members and notification, the leadership of the union has called its members in to a strike for indefinite terms.

This is a right according to the labor law, the European Social Charter, ILO core conventions 87 and 98. Notwithstanding that the leadership acted within their mandate and the law you have denied the leadership of the union access to the workers and members and your company premises. We call that a lock-out.

Besides that this is a clear and apparent infringement of the rights and guarantees that the leadership has according to the above mentioned regulations, laws and international standard, it will absolutely not help you in resolving this situation and acquiring an enabling environment to end this deadlock and come to a for both parties acceptable agreement.

As regional representative of BWI I call on your better judgement, grant the leadership access to your premises so that together with their members they can discuss the current situation and if you are willing to negotiate in an faithful way on their demands this situation can be resolved.

However if you persist in this unacceptable and unlawful manner be aware that NIS has called upon BWI for International solidarity and we will not hesitate to call on all our 374 affiliates in 128 countries to show their support. Note further that more and more governments and international financiers are looking into the behavior of companies in procurement processes. International solidarity actions are usually followed by (inter) national publicity which may harm the reputation of your company.

Best Regards,

Coen van der Veer  
Regional Representative  
BWI Europe