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Calling on Dräxlmaier to respect labor rights at SC Lisa Dräxlmaier Autopart Romania SRL

Dear Fritz Dräxlmaier,

We are writing this letter to you on behalf of the [International Trade Union Confederation](#), [European Trade Union Confederation](#), [IndustriALL Global Union](#) and [industriAll European Trade Union](#), to call on Dräxlmaier to intervene immediately at its Romanian subsidiary SC Lisa Dräxlmaier Autopart Romania SRL in Pitesti, to guarantee the full respect of fundamental trade union rights.

We are outraged to learn that SC Lisa Dräxlmaier Autopart Romania SRL has practically dismantled its operation, which had the strongest union presence, and moved it literally next door to a new plant, run as a branch of SC DAR Dräxlmaier Automotive S.R.L – Sisteme de Productie Cablage from Timisoara. SC Lisa Dräxlmaier is transferring its contracts to SC DAR Dräxlmaier. As a result, workers at SC Lisa Dräxlmaier are now partially unemployed. In the meantime, workers are being contacted by a recruitment agency to offer them jobs at the new plant on the condition that they do not join a union and they resign from SC Lisa Dräxlmaier.

This is clearly an illegal transfer of undertaking, which contravenes both the Council Directive 2001/23/EC of 12 March 2001 on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings, businesses or parts of undertakings, and the OECD Guidelines for Multinational Enterprises, which provide voluntary principles and standards for responsible business conduct consistent with applicable laws.

We are also seriously concerned about the violation of workers' rights concerning the protection of individuals with regard to the processing of personal data and the free movement (Law 677/2001). Personal data of the employees have been made available to unauthorized third parties, namely to recruitment agencies or other companies.

SC Lisa Dräxlmaier Autopart Romania SRL is also in violation of the current collective agreement concerning the reorganization of the company. Despite numerous requests from the BNS affiliates since 2014, there is a complete lack of transparency about the personnel and reorganization policies of the company.

SC Lisa Dräxlmaier Autopart Romania SRL has also put in place abusive delegation or posting of some employees to work in sites more than 600 km away, including workers, who have paralyzed spouses, or autistic children under their care.

The management of SC Lisa Dräxlmaier Autopart Romania SRL is also interfering in trade union activity regarding the payment of trade union dues.

We are aware that leading automakers, such as VW, Daimler and BMW are among your main customers. Those companies are signatory to global framework agreements (GFA) with IndustriALL Global Union by which they commit to request from their suppliers respect for internationally recognized labor standards and incorporation in their own corporate policy of the latter as a criterion for lasting business relationships. This is why we expect Dräxlmaier Autopart Romania stop immediately its abusive practices and abide by applicable labor laws and international standards.

Taking full account of this litany of flagrant violations, it is imperative that Dräxlmaier intervene without any delays to guarantee decent working conditions and benefits to all workers at the SC Lisa Dräxlmaier Autopart Romania SRL.

We anticipate your swift action, and immediate reply.

Sincerely,



Valter Sanches
General Secretary
IndustriALL Global
Union



Sharan Burrow
ITUC General
Secretary



Luca Visentini
ETUC General
Secretary



Luc Triangle
General Secretary
IndustriAll European
Trade Union