



Mr. Willi Liebherr, Chairman

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Ref.:JWG/ma  
Brussels, 3 of May 2022

## **Calling on Liebherr-International AG to respect fundamental workers' rights in Bulgaria**

Dear Willy Liebherr,

We are writing this letter to you to support the demands of IndustriALL Global Union and IndustriAll European Trade Union – both representing workers in the mining, energy, and manufacturing industries around the world. EPSU is Europe's voice of public service workers, including several affiliates in Bulgaria and representing 8 million workers.

We support the demand on Liebherr-International AG to intervene immediately in its subsidiary Liebherr-Hausgere Maritsa Ltd. in Plovdiv, Bulgaria, to ensure that basic labour rights are fully respected in its operations. Leaders of the Trade Union Federation of Machinists and Metalworkers under the Confederation of Labour "Podkrepa" (UFMM, CT "PODKREPA") are facing violations of their trade union rights.

We are shocked to learn from Podkrepa and our sister Federations that your local leadership is acting in violation of national labor laws and basic international labor standards, including the International Labor Organization (ILO) Freedom of

Association and Protection of the Right to Organize Convention No. 87 and Right to Organize and Collective Bargaining Convention No. 98.

The management of Liebherr-Hausgeraete Maritza Ltd. does not recognize the union structure and has never responded to the union's request to engage in collective bargaining.

Furthermore, the company has barred the leader of the UFMM (CTU "SUPPORT") from his workplace, and the union members have been forced to agree to "voluntary" termination of their employment contract under the direct threat of sanctions of disciplinary dismissal.

Together with IndustriALL Global Union and IndustriAll European Trade Union we call on Liebherr-International AG to influence its subsidiary Liebherr-Hausgere Maritza Ltd in Plovdiv to ensure that collective bargaining negotiations begin quickly, to end the persecution and harassment of union members and to establish a reasonable social dialogue that should lead to decent and fair working conditions for the workers at Liebherr-Hausgere Maritza Ltd.

We hope that you will address the situation with the utmost urgency and look forward to receiving your response in due course.

Sincerely,

A handwritten signature in black ink, appearing to read 'Goudriaan', with a stylized flourish at the end.

Jan Willem Goudriaan

EPSU General Secretary