



*International Federation of Chemical, Energy, Mine and General Workers' Unions  
Internationale Föderation der Chemie-, Energie-, Bergbau- und Fabrikarbeitengewerkschaften  
Fédération Internationale des Syndicats de Travailleurs de la Chimie, de l'Energie, des Mines et des Industries Diverses  
Internationella kemi-, energi-, gruv- och fabriksarbetarefederationen  
Federación Internacional de Sindicatos de Trabajadores de la Química, Energía, Minas e Industrias Diversas  
国際化学エネルギー鉱山一般労連  
Международная федерация профсоюзов химиков, энергетиков, горняков и работников других отраслей*

**President:** Senzeni Zokwana • **General Secretary:** Manfred Warda

Ref: ICEM09/ENLT/21

25 February 2009

Mr. Saffet Carpat, Vice-President  
Mr. Jan Robben, Factory Manager  
Procter & Gamble Turketim Mallari Sanayi AS  
Serin Sokak 9  
Kosifler Ys Merkezi A Blok  
Icerenkoy-Kadikoy  
Istanbul 34752  
Turkey

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Dear Mr Bey and Mr Robben:

The International Federation of Chemical, Energy, Mine and General Workers' Union (ICEM) is a Global Union Federation representing 20 million workers that are part 467 trade unions in 132 countries. One of our several Turkish unions is TÜMTIS –İş, representing paperworkers in your country.

After several months of futile bargaining at a Procter & Gamble factory in Gebze, 190 workers went on strike on February 21, 2009. We understand that bargaining for a new collective agreement had started in September 2008, but that no progress has been in these several months.

We understand the reason why is that the wage proposal made by your company was totally inadequate, failing to come even close to the current Turkish rate of inflation. We consider this deplorable since the towel, tissue, and sanitary products sector of the paper industry is one area still experiencing growth, especially in Turkey.

We urge you to immediately call the union representatives back to negotiations and to amend your salary proposals upward. We are confident that if this done, management at Gebze and TÜMTIS –İş can return to a normal and productive relationship.

The ICEM represents some 100 trade unions at paper companies in Turkey, the Middle East, and across the world, many of which are in the towel and tissue sector and are competitors of Procter & Gamble. We would like nothing better than to report to these trade unions that the Gebze dispute was resolved amicably and that TÜMTIS –İş is satisfied with the outcome.



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Again, we demand that you take prompt action to resolve this strike. I stand ready to assist in this goal in any way possible.

Sincerely,

A handwritten signature in blue ink that reads 'Manfred Warda'.

Manfred Warda  
General Secretary

CC Kemal Yilmaz and Ergün Tavşanoğlu, TÜMTİS –İŞ