



**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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**For the attention of  
Mr. Veljko Beuk  
General manager  
Nova DIPO, Gornji Podgradac  
bb, 78405 Gornji Podgrad  
Republika of Srpska  
Bosnia and Herzegovina**

By e-mail: [novadipo@teol.net](mailto:novadipo@teol.net)

Geneva, 5 October 2020

## **RESPONSE TO YOUR LETTER OF 2 OCTOBER 2020 REGARDING VIOLATIONS OF FREEDOM OF ASSOCIATION AND BAD WORKING CONDITIONS**


Dear Mr Beuk,

As stated in our letter we will make our letter and your response public, since you did not respond in a positive continue to deny access to the workers for the elected union committee members.

And I have to admit that The Building and Wood Workers international, in its current form only exist since 2005, our forbearers go also back a 100 or 150 years, but we 'll set that aside. In addition, that you have not heard of us says something more about you then about BWI. However, fair is fair, if you and your managerial staff had been able to maintain a normal working relation with the union that the people have asked to represent them, you probably would, to date, not have heard from or about us.

Again, you have chosen not to recognise the union and you even are trying to isolate the elected members of the union committed under this pretext of Covid-19, which is the reason for our letter.

That you or your managers unilaterally have decided to continue with the "paid leave of" of the elected people of the trade union committee, while in the meantime having to hire other workers to replace them in the factory is clear proof of the fact that you are not as by law and international standard required are respecting the freedom of association and effective recognizing the right of collective bargaining. Even Monday morning 7 October the committee members, your workers that you say are kept in such high regards, were denied access to their colleagues. If you have nothing to fear from the union, why don't you let the elected union committee members do their work?



By the way rest assured that we have provide proof for any and all of the justified complaints and we are willing to show that in any grievance mechanism and following inquiries that are open to us and our affiliate

We have out of first hand that production demands for IKEA are exceed the pre-covid-19 period. If that is not reflected in your order book, you should ask Ikea why that is a not us.

You also wrong in your assumption that BWI did not respond to the crisis to fend for the workers' health and safety and tried to give them a security of income. That was also done by affiliates at national and plant level, were they were allowed to exist. For you information I attach two letters, one from the 27<sup>th</sup> of March and one form the 15 of May In which we ask of IKEA not to take over hastily irrevocable steps. So even unasked and, seeming form the tone of your letter perhaps, unwanted BWI and its affiliates will fight for the workers wellbeing and security of income in the whole value-chain of IKEA.

That having said and being informed that the stated workers were again denied access to their colleagues and union members, nor did you seek true a meaningful dialogue with the union.

We will give you ten (10) working days to stop this so-called paid "leave", to grant the union committee members full access to their colleagues and union members and start a dialogue or else we will file complaints in all grievance mechanism that are open to us.

That of course may lead to further negative publicity and withdrawals of clients and certificates. Markets in the European Union and elsewhere may be closed, which will be the result of your doing.

Yours Sincerely,



Coen van der Veer  
European Regional Representative  
And Global Director for Wood and Forestry  
Building and Wood Workers' International

Cc:

Ms. Alenka Rosenqvist, Inter-IKEA, Global Labour Relations Manager

Mr. Kim Carstensen, General Director, FSC

Mr. Ben Gunnenberg, Secretary general and general manager, PEFC

Mr. Vlado Pavlović, President, Trade Union of Forestry, Wood Processing and Paper of Republic of Srpska