

**Ayuba Wabba**  
President  
Président  
Präsident  
Presidente

**Sharan Burrow**  
General Secretary  
Secrétaire générale  
Generalsekretärin  
Secretaria General

HTUR/ZM

**Mr Ramūnas Miliauskas**  
General Director, AB Achema  
**Ms Lidija Lubienė**  
Chair of the Board of the Achema Concern  
AB Achema  
Jonalaukio k. 1, Ruklos sen.  
LT-55296 Jonavos r.  
Lithuania  
By Email

07 February 2022

### **ITUC urges AB Achema to fully respect the trade union right to strike and the right to collective bargaining**

Dear Mr Miliauskas and Ms Lubienė,

I am writing on behalf of the International Trade Union Confederation (ITUC), representing 200 million workers in 163 countries, including Lithuania, to urge your company to respect the rights of its employees to engage in collective bargaining and to strike.

We are informed that about 80 percent of trade union members, constituting 30 percent of your workforce, have voted in favour of engaging in a collective job action to take effect from the 8<sup>th</sup> of February 2022. This decision follows your company's refusal to conclude a collective bargaining agreement with the Achema Workers' Trade Union, despite several years of engagement. Furthermore, on the 1<sup>st</sup> of January 2022, your company unilaterally adopted a new remuneration system that is likely to reduce the employees' earnings.

The ITUC calls upon your company to respect the rights of workers as provided in the International Labour Organization (ILO)'s conventions on Freedom of Association and Protection of the Right to Organise, 1947 (No. 87) and the Right to Organise and Collective Bargaining, 1949 (No. 98). We also implore your company to respect the European Charter of Fundamental Rights, in particular article 28 of the Charter, which states that "Workers and employers, or their respective organisations, shall have the right, in accordance with European Union law and national laws and practices, to negotiate and conclude collective agreements at the appropriate level and to take collective action, including strikes, to defend their interests." We also note that the legislation in Lithuania recognises these rights.

The ITUC further calls upon your company to immediately return to negotiations with the Achema Workers' Trade Union, in line with the principles of constructive social dialogue and mutual understanding, and reach an agreement to resolve the employees' grievances.

The ITUC urges your company to sign a two-year collective agreement with the Achema Workers' Trade Union in accordance with the following demands: review the tariff wage at least once in a calendar year; establish a procedure for one-time incentives of employees for the achieved annual work results; legalise overtime when working beyond the permitted annual duration; and coordinate wage systems and annual work schedules with the trade union.

We hope and trust that you will take the necessary steps to promote good industrial relations at your workplace. The ITUC will continue to follow developments in this matter with the utmost attention.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'A. B.', written in a cursive style.

General Secretary