



Date MS
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Mladen Petkovic
General Manager of
Zastava Arms
4 Kosovska str.
Kragujevac,
Serbia
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Violation of trade union rights!

I am writing this letter to you in capacity of President of IF Metall, a national trade union in Sweden organising 310 000 blue collar workers. I write this letter to you because of my deep concern on violations of trade union rights by the management of Zastava Arms.

We have been reached by the information that the President of the local union at Zastava Arms, Dragan Illic, has been terminated without valid reasons. We also understand that other trade union shop stewards have been relocated, with the result that they cannot anymore fulfil their legitimate trade union mission. It is reported that management representatives try to influence and convince members of the union to cancel their membership.

There is no doubt that the company's actions violate fundamental International Labor Standards and especially ILO conventions 87 on Freedom of Association and Protection of the Right to Organise and convention 98 about Right to Organise and Collective Bargaining.

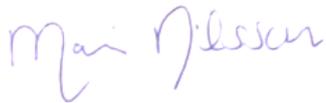
Zastava Arms is a company owned by the Serbian state. A state that has ratified all ILO fundamental conventions.

The behaviour of Zastava Arms is totally unacceptable and we urge you to reinstate Dragan Illic and relocate the shop stewards to their original positions and secure that they can fulfil their trade union missions without interference from management representatives or anyone else.

We believe that this has to be done very urgently to avoid an escalating conflict within the company.

Finally I ask you to initiate a constructive dialogue and cooperation between management and the trade union. We know by evidence that a relation built on cooperation is fruitful for all stakeholders, the company, workers and the society.

Yours sincerely,

A handwritten signature in purple ink that reads "Marie Nilsson". The signature is written in a cursive style with a large, looped 'M' and 'N'.

Marie Nilsson
President of IF Metall, Sweden