

Philip J. Jennings  
General Secretary  
Tel.: +41 22 365 2126  
E-Mail: [gs@uniglobalunion.org](mailto:gs@uniglobalunion.org)  
<http://twitter.com/#!/PJenningsUNI>

Mr. Juris Gulbis,  
Executive Director & Chairman of the Board  
SIA Lattelecom  
Dzirnavu street 105,  
Riga, 1011  
LATVIA

Nyon, 31 May 2011

**Open Dialogue is required immediately to resolve dispute at Lattelecom Latvia**

To:

Mr. Gatis Konkins, Chairman of Supervisory Council, SIA Lattelecom  
Mr. Juris Gulbis, Executive Director & Chairman of the Board, SIA Lattelecom  
Mr. Lars Nyberg, CEO Teliasonera  
Mr. Uldis Augulis, Minister of Transport, Republic of Latvia  
Mr. Artis Kampars, Minister of Economics, Republic of Latvia

Dear Sirs,

We thank you kindly for your replies to the serious issues occurring in Lattelecom.

It is regrettable to report that the situation has not improved. We have been contacted today by our affiliate the Latvian Post and Telecommunications Workers Trade Union (LSAB). They reported that the situation in Lattelecom and the company's conduct towards the trade union and workers has deteriorated rapidly. Lattelecom has:

- Instructed officers of the trade union not to enter the premises of Lattelecom without written consent. Security guards have been issued with pictures of the union officials for identification purposes. This has not been the practice in the past. Union officials were allowed to enter freely.
- Electronically blocked union officials' email communications from reaching workers inside the company, effectively resulting in the union being denied access to legitimately communicating with workers.
- Removed transport for union representatives (union "trust" persons). This means that union representatives employed by the company are not able to visit regional sites of Lattelecom i.e. outside of Riga.
- Threatened workers by asking them to resign their membership of the union.
- Mr. Juris Gulbis, CEO and Chairman of the Board for Lattelecom, on 28 May, posted to his twitter account @JurisGulbis, "Finally began discussions on the futility of trade unions and selfishness with this disease must be fought at the state level". Included in the tweet was a link to a television program which purportedly interviewed a disaffected union member complete with fuzzy screen and voice distortion <http://is.gd/v1qJQX>.

The above behaviour of Lattelecom is in breach of ILO Convention 87 (Freedom of Association and Protection of the Right to Organise) and 98 (Right to Organise and Collective Bargaining) both of which have been ratified by the government of Latvia. The

above behaviour is also in breach of Latvian Labour Law, including Section 17 *Content and Form of Collective Agreements*. Furthermore, the Latvian Constitution specifically states that “108. Employed persons have the right to a collective labour agreement, and the right to strike. The State shall protect the freedom of trade unions.” These three separate documents all call the company to account for its actions.

The behaviour of the company towards the union has little to do with the economic situation in Latvia. The company's behaviour shows contempt for the important role social dialogue can play in resolving differences between the parties.

We call on the company to enter dialogue immediately with LSAB. There is a clear case for the union to raise these legitimate concerns regarding pensions and conditions of work with their members.

We urgently seek your response on your plans for effective dialogue with LSAB and the workers it represents.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Philip J. Jennings'.

Philip J. Jennings  
General Secretary

CC:  
LSAB Latvia  
Unionen Trade Union Sweden  
SEKO Trade Union Sweden