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Friday, 2<sup>nd</sup> March 2012

Mr Jørgen Buhl Rasmussen  
President & CEO  
Carlsberg Breweries A/S  
Ny Carlsberg Vej  
100 DK-1760  
Copenhagen V Denmark

Dear Mr Rasmussen

### **Carlsberg Lithuania**

I wrote to you in 2008 to express my concerns about the violation of trade union rights of Carlsberg members in Lithuania, and you gave me your assurance that both you personally and Carlsberg senior management at global level were committed to improving the situation.

It is therefore deeply disappointing both to me and to all Unite's members in Carlsberg UK to learn of the further violations that have been taking place in Lithuania.

You will be aware of the Klaipeda district court's decision on the 20th of June to suspend the strike declared by the IUF-affiliated Lithuanian Trade Union of Food Producers, LPMS, at the Carlsberg breweries in Klaipeda and Utena. You should also be aware that this decision has violated Lithuania's Labour Code and international conventions by significantly limiting the legitimate right to strike. The determination that beer is an essential service in Lithuania cannot be allowed to stand.

In addition, ongoing actions by Carlsberg management at the Svyturys factory to undermine the union, to punish union leaders and to put pressure on the workers by installing hidden cameras in rest rooms and reinstating unfairly dismissed workers on temporary contracts are also fundamental rights violations.

I understand that at the last negotiating meeting with the union on 10<sup>th</sup> January 2012, Carlsberg General director Rolandas Virsilas announced that the closure of Klaipeda distribution and storage facility and layoffs of employees were linked to the strong position of trade unions. I understand

that he also said that similar actions will be taken if the trade unions do not agree with the requirements of management.

I would urge you to act immediately to ensure that Carlsberg stops attacking these workers' rights and ensures that freedom of association as well as the right to strike is freely exercised in compliance with the Lithuania Labor Code and international labour standards.

When I wrote to you in 2008, I also urged you to enter into immediate and constructive dialogue with the IUF who have proven expertise in working with senior management in global companies to resolve issues such as these. I would repeat this request now; your continued violations in Lithuania not only cause significant concern amongst your employees in the rest of the company, but also have the potential to cause significant reputational damage to Carlsberg.

Would you please let me know as a matter of urgency what actions you are taking to ensure that the illegal and unfair practices in Lithuania are stopped immediately, and all those dismissed are fully reinstated as permanent employees on the same pay and conditions as previously enjoyed. Would you also please confirm that you are prepared to meet the IUF and to engage constructively with them so that the trade unions and management can work together to ensure there are no further breaches.

Yours sincerely



**Jennie Formby**  
**National Officer**  
**Food, Drink and Tobacco Sector**

cc Ron Oswald, General Secretary IUF  
Carlsberg UK Shop Stewards