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International Centre for Trade Union Rights

*Centro Internacional para los Derechos Sindicales
Centre International pour les Droits Syndicaux*

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ICTUR was founded to
defend and extend trade union rights and
to raise awareness of these rights and their violations
around the world

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Attn:

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CC:

Frank-Ulrich Wiener, Regional Manager, AMEOS Ost, Germany
Verdi trade union, Germany
EPSU regional trade union confederation, Belgium

February 2020

Dear Dr. Axel Paeger,

The International Centre for Trade Union Rights is writing to express serious concerns regarding the treatment of workers at AMEOS clinics in Sachsen-Anhalt, Germany (Aschersleben-Staßfurt, Bernburg, Schönebeck and Haldensleben).

ICTUR understands that after refusing to enter into negotiations with the trade union Verdi in December 2019, the former-AMEOS Regional Manager Dr. Lars Timm dismissed without prior notice fourteen employees, and threatened a further *eight hundred* with redundancy, in retaliation for their participation in industrial action to demand fair wages and the protection of a collective agreement.

As AMEOS management is no doubt aware, anti-union discrimination is unlawful in Germany, and the German government is further obliged under European and international law to ensure adequate protection and redress in such cases. ICTUR has written to the Federal Minister of Labour and Social Affairs, and the Minister of Labour, Social Affairs and Integration in Sachsen-Anhalt to remind them of Germany's commitments under the International Labour Organisation's Right to Organise and Collective Bargaining Convention, 1949 (No. 98), as well as under the European Convention on Human Rights (Arts. 11 and 14), to protect workers' fundamental rights to organise and take collective actions in defence of their interests.

ICTUR further notes that the reported conduct of AMEOS management in respect of workers in Sachsen-Anhalt is entirely contrary to the 'culture' and 'values' espoused on AMEOS website, which refers to a 'people-centred' approach, the importance of building 'trusting relationships with partners' and 'fair treatment'. While ICTUR welcomes the news that Dr. Timm has since been removed from his post, AMEOS must now take steps to ensure it complies with labour laws in all of its operations and engage constructively with the trade unions chosen by workers to defend their interests.

ICTUR calls on AMEOS to immediately ensure the reinstatement of all the workers unfairly dismissed in Sachsen-Anhalt, pay them compensation for any losses, cease to threaten its employees with redundancy for exercising their fundamental rights and return to collective negotiations with Verdi in good faith. ICTUR will report these incidents in the journal *International Union Rights*, which was established in 1993, and which enjoys a readership in more than 100 countries.

Yours faithfully,

A handwritten signature in dark ink, appearing to read 'D. Blackburn', followed by a long horizontal line extending to the right.

Daniel Blackburn, Director