



DISK

BIRLESIK METAL-IS

HISTORICAL BACKGROUND OF OUR CONFEDERATION DISK

PRINCIPLES AND OBJECTIVES OF DISK

THE BIRTH, STRUCTURES AND FUNCTIONING OF OUR UNION

DECISIONS TAKEN AT THE 16TH CONGRESS OF BIRLESIK METAL-IS

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30 Years in the struggle for Freedoms, Democracy and Peace



'... DISK was a hope, a torch and a bearer of the flag which symbolises a belief, beyond only to be an organisation with juristic personality. This belief is to wake up the Turkish working class, to warn them to claim their own rights with courage, to eliminate foreign influence in trade unionism in our country, to gain power to force endepth changes foreseen in our revolutionary Constitution in accordance with our traditional improvement line..... It's because these aims and revoluntary principles have genuine characteristics which could shake off the miserable and suffering classes and groups and help their progress; DISK found it's place and increased its influence within the society immediately.'

In the report submitted to the 3th General Congress of DISK in 1970, the position and the approach of DISK was described by these words.

The founders of DISK were saying; 'We have united for the dignity, freedoms, rights and interests of

whole working class.'

These intentions and aims have become the common principles of them and the coming generations of Turkish working class.

DISK has brought principles and dignity to trade union struggle.

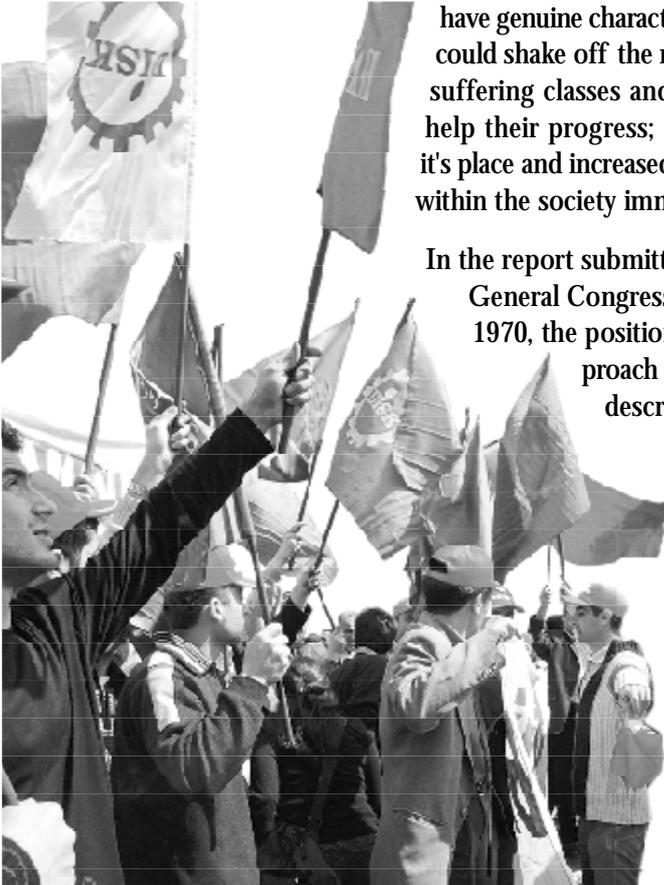
With DISK, workers has got rid of slavery and contempt.

The foundation laid 12th February 1967, by the delegates in the common congress of the Rubber Workers Union (Lastik-İş), Food Workers Union (Gıda-İş), Press Workers Union (Basın-İş) and Metal Workers Union (Maden-İş), who are known as the pioneers of the Turkish trade union movement; was officialized in 13th February after the participation of T. Maden-İş (Zonguldak Coal Mining Workers' Union) .

Since it's establishment, DISK had to resist the attacks coming from the governments, capital organisations and yellow trade unionism.

Every kind of organized attacks were arranged to prevent awakening of the working class but DISK succeeded to overcome all these difficulties with it's power coming from the belief and conscious of working class.

After thirty years of struggle DISK has protected the dignity of labor and become the honour of working class.



1967-1980

Revival of working class

The struggle which started in 13th February 1967 has continued with the actions and activities which are the cornerstones of the history of working class of Turkey.

Each action organised and performed by DISK, has enlivened the principles of Confederation.

DISK broke down the yellow union chain in Derby plants by referendum in 1968.

DISK, who took an oath to fight against imperialism which aims to wipe out us and capitalism which aims to swallow us just like declared by Atatürk in 1921, organised a mass protest against 6th fleet of the U.S.A who is the representative of imperialism.

DISK, passed over the barriers in front of the use of right to strike with it's resolute struggles in Singer, Turkish Iron and Casting CO. and Gamak Electricity plants. Shaked Turkey in 15-16 June 1970. Their aim was to claim their rights, honour and DISK.

Militants, pioneer workers and

leaders who used their choice in favor of DISK were assaulted.

Many members like - Traitors who were afraid of increasingly growing impact of DISK, attempted to make DISK silent with the help of yellow trade unionists. They were thinking that they could dissuade workers from DISK by changing trade union and collective bargaining legislation in Turkey.

Working class had e Serif Aygun, Husayin Capkan, Umit Tok, Muammer Cetinbas and Yakup Keser had been killed just because they had chosen DISK in this struggle for the rights and freedoms and become martyrs of workers.

DISK has never limited the class struggle with collective agreement. However in all collective agreements signed by DISK, the gains and rights of workers has increased beyond laws and even beyond ILO standards.

It's there fore, the Finance Minister told that 'Our Government has spent big efforts in order to capture collective bargainings' during the period of 12

March 1971 when the pressures reached to peak.

The first mass scold for democratic rights and freedoms against (Milliyetçi Cephe - Nationalist Pact) Governments was organised by DISK.

After a 52 years struggle for massive celebration of May Days, DISK has started to celebrate May Days with the participation of hundered thousands of workers finally.

Unclarified powers began to attack against increased unity of working class and May Day 1977 was covered with blood. 36 workers dead martyr in Taksim square in Istanbul in 1977.

However, this assault didn't intimidate working class and their organisation DISK. May Day celebrations continued with obstinacy despite all obstructions to prevent celebrations.

DISK has also an important place in the history with it's glorious resistences against DGM- State Security Courts. Ten thousands of workers striked and declared a National Mourning and with the leadership of DISK they achieved a step towards democracy and blocked the unjust act of DGMs.

DISK was the most resolute fighter against the ferocious anti-labour attacks.

There were more than 600 thousands workers and labourers in the action named '20th March, Warning against fascism' and the life had stopped in Turkey.



DISK, rejected the fictions so called 'Social Agreement' which had charged whole costs of artificial crisis to the working class and showed workers as the responsible side for these crisis created by the parties in power and capital together.

DISK did it's best by making every kind of devotions for the solidarity and unity of action of the working people.

During those difficult days, DISK cooperated with several public servants organisations like TOB-DER, TMMOB, TUTED, TUM-DER, TUS-DER in all platforms.

It also supported the struggle of public servants to have the right to

organise themselves.

When Nationalist Pact Governments started to fill up public enterprises and state offices with fascist militants by firing innocent workers and public servants; the members of DISK were mobilised.

Fascist attempts were broken with the resistances in Tarih and Ant-Birlik work places.

By the helps of consecutive crisis and growing pressures associated with fascist practices the system was trying to intimidate workers and the whole community.

Peoples were obliged to live with the fear of death.

Their intention was to suspend democracy and to restrict democratic rights and freedoms.

In these circumstances DISK claimed democracy once more and organised a number of democracy meetings and manifestations with the participation of ten thousands of workers.

However the enemies of democracy didn't give up their treacherous assaults. They killed many workers, university students, academicians, public servants, scientists; bombed our buildings, opened fire to our strike tents and killed Kemal Türkler- the founder President of DISK and also the President of Metal Workers' Union.

12th September 1980 Efforts to suffocate DISK

'12th September 1980 is the name of the military coup which realised the hegemony of one social class over another social class through junta regime. Therefore DISK became the most important suspect.' These words belong to Uğur Mumcu who was the fellow of DISK and assassinated by a traitor assault in 24th January 1992. Uğur Mumcu was always very close to working class and DISK as it's organisation. Uğur Mumcu meant by

these words that military coup in 1980 aimed to break off the links between the working class and DISK.

All loses of working class both in the

economic and social fields proved the rightfulness of this definition.

Abdullah Baştürk, General President of DISK was telling to the attorney general who told him that 'We will judge you with death sentence'

'What did you say, death sentence, by hanging me ? You could hang up only my jacket.'

Abdullah Baştürk was right. He and his friends stayed in jail more than 4 years and then they were released by a verdict underlining their innocence.

12th September Government couldn't achieve it's target to eradicate DISK, by sentencing and preventing it from the activities but succeeded to eradicate all gained rights of the working class.

The worker class has paid a very high cost.



1991 - 1996: Struggle continues

The essential principles of DISK and its experiments from the history consisted the base of the position of DISK. These principles are as follows

1. The members have the right to word and to take decision.
2. Realism
3. Independency
4. Unity of workers in Trade Unions

After eleven years of suspension (1980-1991) DISK restarted in 1991 the same principles were the assurance given to the working class.

After eleven years, in the first congress of DISK, Abdullah Baştürk the President of DISK was saying:

'Friends, our fight continues regardless of its cost. And I believe that we will overcome all barriers in front of trade union rights and freedoms by this fight. We will disseminate a real democratic trade unionism all over the country.'

In the congress in 1991 Abdullah Baştürk declared the target of DISK for near future:

'The principles of DISK will dominate the trade union life and DISK will be the Union who will take the working class to 2000s.'



Since from 1991, DISK has been in an intensive effort to reach this target declared by our President Abdullah Baştürk.

Within a very short time, everybody saw that DISK had an important place in the hearts of workers despite all the attacks and cruelties against it.

The Democracy Meeting in Kocaeli was the first challenge in the field.

On one hand 10% barriers were overridden by organising activities and on the other hand several campaigns were organised against vital questions.

In an environment where informal economy debates were only on academic level, DISK opened a debate and started a campaign with a slogan 'Don't work without insurance'. Thus, the problem was taken to the work places.

A big march was organised against so called reform in social system and DISK emphasized that it will protect the existing rights of workers .

DISK was also very efficient for the unity of power and action of the working class and supported the formation of the Democracy Platform. Democracy Platform showed its effectiveness with prevention of anti-democratic initiatives.

The attempts to organise May Days with the participation of whole labour

groups gave its fruits and three workers' union confederations and public servants confederations with craftsman organisations started to celebrate May Days all together since 1994.

DISK became the voice of public conscience and declared a mourning day for the memories of peoples who were killed in the Gazi district events. It published a call for peace together with the intellectuals.

DISK has always given a big support to the struggle of public servants unions to have trade union rights.

DISK has always supported the Mothers of the Lost and university students who claim democratic education system and free education.

DISK is also sensitive on environmental problems and organized several activities together with related groups to protect natural life and environment.

DISK has never been an organisation running after the events but an organisation trying to create the agenda. DISK determined the direction of its steps according to the policies determined after deep analyses on our country and our world.

It was DISK who took the demands of workers, pensioners, poor indigenous and craftsman to the capital Ankara with a mass march which had lasted 9 days.

Finally, after the collapse of the Democracy Platform, DISK was at the center of the attempts to form the Labour Platform with the participation of workers' and retirees' organisations.

Principles and Objectives of DISK

Confederation of Turkish Progressive Workers Trade Union (DISK) is the result and symbol of more than hundred years struggle of Turkish workers.

The creation and development of DISK is the result of the search of Turkish working class for a new way of trade unionism as a result of the changing economic and social conditions of Turkey in 1960's which altered the necessities and needs of workers. Five of the affiliates of Türk-İş (the only confederation of that time) which opposed the compromising policies of the Confederation has founded DISK on February 13th of 1967.

DISK used the power of workers coming from production by mass actions all over Turkey for

democratization, 1st of May Celebrations and for preventing State Security Courts. As a result it became the hope of the working class in tradeunion struggle.

DISK which has spent big effort for the freedom of organization and free choice of tradeunions has applied referandums widely and became the the first real alternative against government manipulated unionism .

Whatever was won by the Turkish trade union movement for the working class, DISK had an important role.

Today with 22 affiliated trade unions, 8 regional representation offices and more than 300.000 members; DISK defends the interests of worker class in all platforms and struggles for new gains under the guidance of the principles gained from the history.



Basic Principles of Trade Union Perspective

DISK is a mass organisation

DISK who struggles to protect and improve the economic and democratic rights of workers is a mass organisation bringing together all the working people whether they are blue or white collared, working for industry or agriculture; regardless of their sex, religion, ethnic origin, mother language or region. All wage earners can become member of Trade Unions affiliated to DISK.

DISK is a class organisation

Trade Unions are the part of the the contradiction and struggle between labour and capital. Workers exploited and crushed by the capital, come together within trade unions for defending their interests.

The interests of the workers selling their labor power, working together, sharing common problems and interests and constitute a class with their social position and place in production relations; are class interests. Tradeunions to which these workers, who have objectively conflicting interests with the capitalists become members, are thus class organizations.

Being a mass organization and a class organization are two complementary properties of tradenions.

DISK is an independent organisation

Trade Unions must act independently from political parties, political groups, governments, capital, state and official ideology in their struggle for economic and democratic rights of the working class. Thus DISK is an independent organisation.

For a country like Turkey with a tradition of manipulated trade unionism, independent trade unionism has a vital importance.

However, independency of trade unionism does not mean 'neutrality' in class struggle. Trade Unions can not be neutral about political issues. As a result of this understanding DISK, has always been against 'neutrality' and 'indifference towards political parties' which has been defended basically by Türk-İş.

DISK and it's affiliates support the policies in favor of working class and the society and oppose the policies which are agaist the interests of the working class.

DISK, struggles for democracy, national independence and a permanent peace in the world . DISK does not only aim to change and improve the wages of the workers but also their social position.

DISK is a democratic organisation

DISK and it's affiliates are organisations who apply trade union democracy as a reflection of their struggle for social and political democracy.

Trade Union democracy means the right to be elected, the right to elect executives through democratic elections; the right to express ideas and the right of decision making by free ballots.

In DISK and it's affiliated trade unions, democratic involvement of all members in decision making, implementation of decisions and controlling of implementation

procedures is a basic condition.

It's thus the basic principle of DISK and it's affiliates to have the rank and file to enjoy the right of speech and decision.

Workplace representatives of DISK and it's affiliates are directly elected by the workers. Draft texts of collective agreements are prepared together with the workers in workplaces. The negotiations during collective bargainings are run by the involvement of worker representatives who are elected by workers and these representatives inform members regularly on negotiations. The agreement reached between the Union and Employer is taken to the final voting of workers before it's signed. Strikes are decided by free will of workers expressed by ballots (Secret voting open counting).

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The Organisational Structure of DISK

Decision Making Bodies

The highest body of DISK is the General Congress which is constituted from the delegates of affiliated trade unions.

The General Congress which is held once in every four years decides and determines the basic policies to be followed by the Confederation, amends the Constitution and elects the members of the obligatory bodies.

Executive Committee which is constituted of 7 members including General Secretary and the President. However General Secretary and the President are elected separately in the Congress.

Additionally, there are two other committees, Disciplinary Committee and Supervisors Committee whose members are also elected by General Congress.

Advisory Bodies:

a) Presidential Committees

aa) Committee of the Presidents: The attendants are presidents of the affiliated trade unions and the presidents of the Disciplinary and Supervisory committees.

ab) Enlarged Committee of the Presidents: The attendants are the members of Presidents Committee and the executive committee members of the affiliated unions

b) Committees of the Branches and Representatives

ba) Committee of Branch Presidents : The attendants are the presidents of the branch offices of the affiliated unions

bb) General Committee of Representatives The attendants are all the workplace representatives of the affiliated unions.

c) Regional Committee of Representatives:

The attendants are the workplace representatives in the region.

International Relations and Affiliations



DISK has given big importance to the international struggle of working class since its establishment. It has become member both to ICFTU-International Confederation of Free Trade Unions and ETUC-European Trade Unions' Confederation in order to realize class solidarity and to carry the struggle for the rights and freedoms of workers to international level.

The Birth, Structures and Functioning of Our Union



Our Union was formed in 4-5 September 1993, by joining together of Independent Automobile Workers' Union (Otomobil-İs) had been founded in 1963 and Metal Workers' Union of Turkey (T.Maden-İs) had been founded in DİSK in 1947.

Our Union is affiliate both in EMF (European Metal Workers' Federation) and IMF (International Metal Workers' Federation).

Our Union has also been represented in Executive Committee and different committees in the EMF.



The Organisational Structure of Birlesik Metal-Is

Decision Making Bodies

The highest body of our Union is the General Congress which is constituted from the delegates who have to be elected by the members in workplaces.

The General Congress which is held once in every four years decides and determines the basic policies to be followed by our Union, changes the Constitution and elects the members of the obligatory bodies.

Executive Committee which is constituted of 5 members including General Secretary and the President. All executive committee members are elected separately in the Congress.

Additionally, there are two other committees, Disciplinary Committee and Supervisors Committee whose members are also elected by General Congress.

Advisory Bodies:

a) Presidential Committees

aa) Committee of the Presidents: The attendants are the Executive Committee members and the presidents of the branches. Presidents Committee meetings are held once in each two months. **ab) Enlarged Committee of the Presidents:** The

attendants are the members of Presidents Committee and the other executive committee members of the branches. Enlarged Presidential Committee meeting is held once in a year.

b) Committees for the Branches and Representatives

ba) Committee of Branch Presidents: The attendants are the presidents and executive members of the branch offices **bb) General Committee of Representatives:** The attendants are all the workplace representatives .

The incomes of our Union:

a) Membership fees : Each member is obliged to pay 3% of it's monthly gross wage to the Union as membership fee.

b) Solidarity fees: Only the members who don't benefit from collective agreement due to legal obstacles are obliged to pay solidarity fee which is less than normal membership fee.

c) Incomes from concerts and other activities

d) Grants

e) Revenues from real estates.



Activities and Responsibilities of Departments at Our Headquarters

General Secretary:

- a) To do the tasks and use the responsibilities of the President when his absence.
- b) To be responsible for all written communications related with executive committee; to keep records regularly and to disseminate the decisions taken by executive committee to the staffs concerned
- c) To ensure that all manual regulations for the bodies, technical departments and offices are prepared: to check whether these regulations are implemented or not.
- d) To prepare and present the programmes and agenda for the opinion of Executive Committee for the following meetings: General Congress, General Executive Committee, Presidential Committee, Representatives Committee and others
- e) To carry out the national and international relations of our Union
- f) To coordinate the activities between different departments in our Union
- g) To coordinate collective bargainings
- h) To coordinate the works of the commissions of health & safety of workers
- i) To make researches on national and international labour laws to prepare reports to propose changes in legislative system to improve working and trade union conditions of our members
- j) To make researches on the social and economic conditions of workers

General Finance Secretary:

- a) To carry out the accountant according to the laws and regulations

in force, to check the implementation of budget provisions.

- b) To present financial reports including balance sheet, interim accounts and etc. for the opinion of executive committee
- c) To ensure to collect the incomes of our Union, to make spendings on the line of budget and direct accounting office
- d) To transfer the advances and to make allowances to the branches and to check the branches' accounts on whether they make spendings proper to budget.
- e) To keep records regarding with properties and inventories.
- f) To ensure and check that balance sheet and all other financial report which have to be presented to the Congress are completed as correct and on time.
- g) To withdraw from the Banks with double authorised signatures
- h) To coordinate that the list of members are sent to the employers on time in order to allow that employers make necessary deductions for membership fees and transfer to the Bank account of our Union.

Organizing Secretary:

- a) To follow and help to the branches to carry out their organizing activities
- b) To arrange the archive and records on members and resignation of members
- c) To examine the necessities to close some branches or to open new ones and to prepare reports for the opinion of executive committee.
- d) To coordinate the written

communications which are required for the election of delegates and to held branch congress.

- e) To work to organize workers who are not organized in any other metal union
- f) To make researches to know the reasons of resignations from the Union if there are.
- g) To make studies to improve organizing activity of our union.

General Education Secretary

- a) To prepare education programmes for the opinion of General Executive Committee
- b) To ensure the implementation of the programme approved by General Executive Committee
- c) To coordinate the planning and steering of education seminars; to keep the statistical records and to provide researches; to train members through bulletins, magazines, journals and books which will be provided by General Education Secretary.
- d) To plan all publication activities of the Union and submit for the opinion of General Executive Committee and apply the programme approved by General Executive Committee
- e) To plan and organize the distribution and publication of journals, bulletins and other periodical publications on time.
- f) To plan activities for public opinion, to improve relations with national and local press institutions, to present the Union with the approval of General Executive Committee. General Education Secretary is responsible for its works in the presence of General Executive Committee of the Union.

Decisions Taken at the 16th Congress of Birlesik Metal-Is

1. Urgent targets:

To reach the aim of free and democratic country, the dominance and sovereignty of capital should be receded and limited. In this frame following way will be followed:

! All national legal regulations and international trade and investment treaties should be negotiated and concluded with real participation of citizens, in a free and open discussion environment, decisions should be taken with the adoption of majority.

! A public management system that all competent authorities who work on behalf of public are elected should be settled and all governance bodies who have higher level competence over elected authorities should be purified.

! All economic, political and legal restrictions over the freedom of citizens of having free information should be removed.

! Payments for internal and external debts should be stopped.

! All indirect taxes should be removed and a new tax system based on progressive taxation according to the income levels should be introduced.

! The right of severance pay of working people is untouchable

! A tax should be imposed on cross border currency transactions

! All privatization policies should

be stopped.

! New Labor Code should be changed and re-regulate by eliminating it's all provisions which make working people more dependent on employers, extend flexible work conditions and remove social protection of workers.

! All citizens should live in an environment based on freedoms and equality, that people could benefit from universal human rights and in a country where all people live in voluntary cooperation.

Fight against unemployment and poverty

! Working hours should be shortened

! Over time working should be limited

! A real job security should be guaranteed for all

! Resources in the country should be directed to real investments

! A decent wage should be provided for all

! The year of compulsory education should be increased to 12 years and minimum age for working should be increased to 18.

! Equal, accessible and with high quality public services including free education, health and social services should be provided.

! All workplaces should be registered and included in formal system with strict controls.

! A legally social protection based on international standards for the citizens of foreign nations who work in informal system as totally deprived from the rights of social security and

union should be provided.

! Social Security should be respected as a basic right accessible for all and it should be re-established as a system managed by working people itself.

Trade union rights at a higher level

! Trade union rights should cover all waged labor and people who need to work

! All regulations which limit the use of job security should be removed

! Unions should freely take decisions on their activities, constitutions and they should regulate internal controls through their own organs elected by their members.

! Public Notary condition over becoming member in the unions and to resign from the unions should be removed

! Necessary regulations for unions' activities to sign collective agreements at the levels of regional, sectoral and branch of activity should be introduced.

! A new legal regulation is necessary for that the unions could have competence with the votes of workers in workplaces. Country and workplace limitations related with the competence of the unions should be removed.

! All working people should have the right to strike, this right should be used at the times settled by workers with their own consent and all anti democratic provisions in national Strike Law should be eliminated.

! A trade union democracy that exposes the determination of workers in all levels should be provided and functioned.



2. Our Confederation DISK should be taken to the front

1. DISK should make a program composed with the urgent demands of working class. Moreover DISK should also settle the policies, priorities and strategies on actual political, economic and social developments, organize actions and campaigns on those.

2. For collective agreements DISK should settle provisions cover all economic sectors that implementation can't be prevented. DISK should also coordinate these actions and campaigns between affiliate unions.

3. DISK should take a pioneer role to bring different laborers together in the base of their individual problems and demands including unorganized workers, unemployees, young workers, migrants, woman workers, students, it should establish special committees for these interest groups to spread class consciousness and to contribute solidarity in working class.

4. DISK should organize and run training programs to increase class consciousness of it's members

5. DISK should publish periodical newsletters for workers and it's very important for DISK to give a new start for it's research bulletin DISK-AR according to the new conditions and circumstances.

6. DISK should strengthen and assort it's relations between international trade

unions and international relations should be made an inseparable part of organizing activities to settle a base for international struggles on strike and collective bargaining.

3. Enlargement process of EU has worked contrary to the interests of working people

It's very clear that in near future the workers in Europe will strongly fight to defend their gained rights which are currently under a huge threat. This process will show once more that the only real defender of democracy is working people and their organizations. Democratic rights and freedoms are the values nor explored firstly by European Union they will neither end with enlargement of the EU. It's possible to improve democratic and social rights that EU institutions try to limit at the minimum level and the only way to reach the target of "Free, more democratic and a more equal Europe" is the constant struggles and active international solidarity of working people in enlarged Europe.

4. A common organizing and fight of working class against restructuring program of capital

The target of common organizing has meant to move trade union organizing activity beyond the struggle for collective bargaining and reshape it to

embrace all societal life of workers. To reach this aim it's a must to give richer forms to workers' organizing activities, to establish local platforms based on labor perspective and to organize workers to struggle for their social demands.

5. To produce and disseminate information

Our Union should ensure a system of independent production of information inside the Union. The dissemination of produced information shouldn't be limited with only the members of our Union. It's therefore important to produce much more comprehensive information on economy, politics and social analyses that masses could highly be interested. Training programs organized inside the Union for representatives and members have a vital importance. But these programs should also aim to grow trainers among members. Trainees should and can participate these programs actively and modern training methods should be used to motivate trainees to participate the seminars more actively. When training programs are being designed the possible damage associated with the paid leaves for training seminars on workforce' organizing level in specific workplaces should also be taken into account. All these works must be organized by Training Department of our Union.



6. Imperialist war and workers' unity & struggle against occupations

An active behavior that workers will take against wars and occupations is the most important step to push imperialists aims back. All workers from all countries must be against wars and occupation policies and must refuse to use weapons against workers from other countries. These are the most basic tasks of workers and their organizations.

7. To give an end to the position of compromising is necessary

The period that we have been living today is a process of rooted changes in the organization of state and all other social structures. If it's taken totally these changes have been run against the interests of majority of people in our world. Subsidies in agriculture sector are being removed by causing a deep poverty in whole society. A reform has also been started in public pension systems to be replaced by private pension schemes. Public education, health, transport and all other public services have been transferred to monopolies in the name of Public Reform. New Labor Code has established a base to purification of many gained rights of workers. All these problems are related with the actual position of working people which could be defined as a compromising arrogant. These types of behavior have to be ended to pass over the problems of workers.

8. A more active and widen international relations should be aimed

The need for international solidarity has much more increased in such a world where global capital movements are dominant. Our Union is affiliate in the EMF and IMF. In many cases

these international federations of our union have never refused to give active support to our Union. The relations that our union will develop also with other individual trade unions around the world will have a substantial contributions to our works particularly in organizing activities. Till today our Union has used these international relations at the times when problems on workplace levels occurred. However we should use these relations also in the planning and developments phases of organizing activities in foreign companies.

9. Trade Unions are the organizations for solidarity and social struggles

Today, unionism is being restricted within collective bargaining issues. Although collective bargaining is one of the most vital tools of trade unions' struggle it is not the only tool of workers' struggle and also it can not bear alone the whole burden of workers' struggle to protect and improve the rights. To improve social solidarity between workers especially in such a world where individualism is increasingly becoming dominant will help to increase in the trust of working people to their organizations. Our union should establish a solidarity fund to meet the vital needs of our members during resistances and/or strike actions. The necessary preparations to establish such a fund must be run by executive committee. On the other hand, it could also be possible to have funds in each workplace to give support to the workers who are in difficult conditions but also to the others in different plants. In that case, the fundamental principle is that the solidarity between workers must be voluntary. The increase in organized workers is less than the increase in the number of workers. The main reasons of that phenomenon are that the regular work

relations are increasingly becoming unimportant, there is a high volatility in labor markets with very high percentages of turn over, the duration of remaining jobless is becoming longer than in the past and today workers must work in quite different branches of activity. In these circumstances for the unions it is very important to organize activities which embrace whole life of their members.

10. To have a stronger union depends on having more active cadres and active participation of members.

For unions it's a must to create an increased number cadres and open the channels for members' active participation to the decisions. Today, cadres of our union are insufficient for qualifications they have but also for quantity of them. It's the most important task to enlarge the cadres by taking their differences into account and providing job security for them. Militant workers should have a common dialect, they should be informed about trade union policies and functioning regularly and it must be ensured that they strictly follow the provisions in our constitution in functioning in workplaces. The participation of members into the decision process is not limited with only to vote or to be elected to several positions. Members have the right to discuss and tell their opinions in all trade union platforms and bodies. To increase the level of active participation of members new methods should be introduced and additional structures should be established. It's also another basic task to ensure that all decisions taken with the participation of members to be implemented and for those who prevent implementation of the decisions disciplinary rules should be applied.

11. The democracy inside the union must be improved

The mechanism which ensures the unity of members who have different political point of view is the democracy in the Union. It's therefore the mechanisms for criticism must efficiently be worked, all works in the Union must be open for audit, the right to vote or to be elected must be used freely, there shouldn't be any difference between executives and members. On the other hand our Union must be independent from State, political parties and employers, because this is most basic guarantee for trade union democracy. Accordingly, following steps should be taken :

- | New mechanisms and methods to strength the rights of members to joint decisions should be developed In all units in the Union election mechanism should efficiently be worked and it must be guaranteed that during elections the workers who have different political opinions never be excluded

- | Regular information on ongoing activities should be provided for members

- | Members' right to have information should be guaranteed

- | Elected executives should have a life which is not contrary to organizational culture and the ordinary life of members.

- | Independence from employers, State and political parties should strictly be protected, these structures should be defined as partners and any intervention from outside must be prevented.

12. Membership in Birlesik Metal Union is a dignity and it's required to take responsibility

To be member in our Union who is committed to struggle to defend rights and freedom of our members despite

all negative conditions is a dignity. The responsibility of members is to represent our Union properly, to spend all efforts to strengthen our Union, not to avoid to work for organizing, to defend the unity of workers every where, to fight against exploitation and humiliation of workers.

13. To make workplace representatives more active and efficient is also one of the main priorities of our Union

General Executive Committee should also take the importance of making workplace representatives more active and efficient into consideration to follow the implementation of the provisions in collective agreements and to regulate the links between task period of representatives and collective bargaining periods. These questions should be regulated through necessary changes in the direction for representatives which will be made by the decisions taken by Executive Committee.

14. Organizing, organizing and organizing again

In our country but also in our world the number of unorganized workers are much higher than organized workers. It's very well known that organizing activity of unions is the most difficult activity. However, the changes or difficulties in working life are not the only determinants to prevent workers' inclining to the unions, the profile drawn by Unions is also a very important determinant. It's because there are more than one union in

each activity of branch the messages given by individual unions are affecting the choice of workers. So, it's important for Unions to demonstrate the differences. It's because organizing activity is being carried out together with members, executives and experts it needs to be coordinated seriously. It's also an institutional activity which is constituted with to collect information, to settle priorities and therefore these activities should be run with a great care. Regarding with organizing activities in the companies with foreign capital, an additional separate work should be carried out together with the metal unions in concerned countries. On this type organizing activities the international relations of DISK must also be used as well as our Union's institutional relations.

15. To establish working groups for Congress

To make trade union administration a collective activity and to ensure the participation of trade union cadres to the management of Union are the necessities for trade union struggle. It's therefore necessary to establish working groups in each branches prior to the congress of Union's branches with the principle of complete and equal representation. These working groups should evaluate ongoing activities, determine the problems occur, develop proposals for future programs and contribute to the works for congress preparations.

