



**FAIR LABOR**  
ASSOCIATION®

**SUMMARY REPORT  
THIRD PARTY COMPLAINT  
KARACABEY FACTORY (TURKEY)**

On June 16, 2015, a group of workers at the Karacabey factory in Turkey submitted a Third Party Complaint with the Fair Labor Association (FLA) alleging that they had been dismissed because of their union affiliation. The factory is owned and operated by Participating Company Nestlé. The complaint alleged noncompliance with the following benchmark of the FLA Workplace Code of Conduct: Freedom of Association FOA.5, Anti-Union Discrimination/Dismissal, Other Loss of Rights, and Blacklisting.<sup>1</sup>

The FLA accepted the complaint for review under the Third Party Complaint procedure and moved it to Step 2. Pursuant to Step 2, the Participating Company or College or University Licensee has up to 45 days to investigate the alleged non-compliance internally and inform the FLA. In discussions with the complainants, the FLA learned that 6 of the workers had accepted compensation from Nestlé and were no longer part of the Third Party Complaint.

Nestlé representatives have been in frequent contact with the FLA to discuss progress in their dialogue with the union at the factory that represents the complainants and union that holds collective bargaining rights.

Nestlé representatives informed the FLA on August 10, 2015, that Nestlé had reached an agreement with both unions active at the Karacabey factory and with the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) to reemploy the 23 workers involved in the complaint or provide financial assistance. The FLA has confirmed from the complainants that 22 of the workers were offered reinstatement by Nestlé and have already returned to their jobs, while one worker has chosen not to return and has accepted a compensation package. With this agreement, the Third Party Complaint is terminated.

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<sup>1</sup> FLA.5.1 states: "Employers shall not engage in any acts of non-union discrimination or retaliation, i.e., shall not make any employment decisions which negatively affect workers based wholly or in part on a workers' union membership or participation in union activity, including the formation of a union, previous employment in a unionized facility, participation in collective bargaining efforts, or participation in a union strike."