

SEGRETERIA NAZIONALE

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FEDERAZIONE AUTONOMA BANCARI ITALIANI



Mr. Francisco Javier González Rodríguez
President BBVA
Madrid
Spain

Dear Mr. González Rodríguez,

We are deeply concerned by the non-recognition of the Workers Union of BBVA Paraguay as a trade union organisation, which has led to continuous violations of human rights by the Bank.

We are alarmed by the dismissal of seven leaders of the union's Steering Committee without just cause and the denial of permits, in addition to regular union persecution of leaders and members. All this directly undermines freedom of association as established in the National Constitution Art. 42 and fails to comply with clause 25 of the collective agreement on working conditions (CCCT) that stipulates the employment stability of union leaders.

This systematic attack on Trade Union Leadership and the dismissal of workers without the stability acquired by seniority (10 years), restrains the desire of other members to take on union leadership positions and also motivates their disaffiliation for fear of being dismissed, causing distress among other union members.

In view of the above, we urge the Bank to put an end to these anti-union practices and to recognise the Workers Union of BBVA Paraguay as the trade union organisation that represents the bank's workers.

Looking forward to your response, and on behalf of FABI, affiliated to UNI Global Union, the international union federation that groups the workers of the service sector, with more than 20 million members and 900 affiliated unions,

Sincerely yours,

Rome, 22nd October 2018

FABI – ITALY
MAURO BOSSOLA
DEPUTY GENERAL SECRETARY