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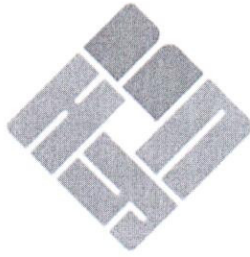
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**All-Ukraine Trade Union
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Union of Ukraine»**

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Вих. № 11/05 dd. 13 November 2017

**International Federation of Journalists
European Federation of Journalists**

Dear Sirs

The Independent Media Trade Union of Ukraine is extremely concerned about the situation in the process of reforming the National Public Broadcasting Company of Ukraine.

On July 27, 2017, the IMTUU addressed a letter to the chairman of the Board of NPBCU Zurab Alasania requesting the involvement of representatives of the media trade union to develop a new collective agreement, as well as a meeting with the aim of reconciling the positions of the IMTUU and NPBCU on compliance with labour legislation during the company's reform period. The IMTUU did not receive any answer to its letter, the NPBCU's leadership simply ignored that appeal.

On September 29, 2017, the IMTUU issued a public statement addressed to the Supervisory Board of the NPBCU, which referred to both the outright disregard of the demands of the media trade union by the leadership of the NPBCU, and the facts of pressure on employees of the company, in particular, the pre-retirement age and the retirement age, the requirements to write an application for dismissal at their own will, without any reason, the transfer of some employees from creative positions to administrative, full or partial lack of information on the staff schedule of new sections, responsibilities, reduction criteria, etc.

The company does not have an open and constant communication between the management of the NPBCU and employees - all forms of announcements about the future changes are reduced to oral instructions of the management, employees are not officially familiar with either the planned schedule of changes, nor with the new structure, nor with the internal documents of the NPBCU, which regulate such changes. For the team of 7,000 people, there is not even any internal communication platform which usually exists in European public broadcasters - mailings, newsletters, corporate meetings, discussions, etc.

However, the answer of the Supervisory Board of NPBCU to the appeal of the media trade union is, in essence, a classic bureaucratic reprimand, from which it becomes apparent that the substantive issues were not even considered at the meetings of the Supervisory Board.

The Independent Media Trade Union of Ukraine draws the attention of the International and European Federations of Journalists to the extremely dangerous tendencies of ignoring the requirements of labour legislation during the reform of one of the largest media structures in Ukraine, which is unacceptable not only from the legal point of view, but also gives reason to believe that the process of creation public broadcasting does not always correspond to European standards. IMTUU again calls on the leadership of the National Public Broadcasting Company of Ukraine to stop the false practice of silence and attempts to solve the fate of the labour collective alone. We demand to begin the world-wide practice of regulating industrial, labour and socio-economic relations, as well as harmonize the interests of workers, owners and their authorized bodies by concluding a collective agreement.

Yours faithfully,

The Chairman of IMTUU



Ihor Chayka