

## **CARLOS NARANJO REINSTATEMENT!**

### **ENOUGH OF REPRESSION UNION IN FORD-VALENCIA!**

On June 27, Carlos Naranjo of the assembly area was disciplinarily dismissed fraudulently. Two weeks ago he had rejoined from a medical leave of seven months and, just being in full productive performance, they delivered the notice of termination. In the notice, FORD alleges "a decrease in performance and its lack of integration in production processes," and states that "you had already been informed by your superiors". It is completely false and the company can not prove it. Just the opposite, Carlos has always had a positive assessment of all his immediate commands.

The company made Carlos an indefinite contract being on medical leave. So, why he is been fired now? What is the real reason for this aggression?

### **Enough of abusive workloads, of violating the right of medical leave!**

It is important that all the staff know that in the group of the comrade there was a huge unrest due to an unbearable work load and the managers' prohibition of to make breaks. In six of the twelve jobs, it is only possible to maintain the rhythm of the chain at the expense of exhaustion, failing in practice to comply with labor risk prevention regulations.

The comrade called STM delegates to denounce this. Between Tuesday 19 and Thursday 21, several STM delegates came to the work line to talk to him. These conversations were public and the reaction of the company was not long in coming.

On Friday 22, the day after the last conversation on the work line, the company decided to dismiss Carlos by initiating the disciplinary proceedings. As there is no legal reason for this, they used a standard notice of termination, a copy of the causes of dismissal of the Workers' Statute, after the labour counter reform of the PP. All generic falsehoods without giving any proof.

The objective with this dismissal is to intimidate the staff. Not only is a worker persecuted for his union action, a message is sent to everyone: be careful with maintaining prolonged sick leaves, even if they are necessary to cure the diseases we suffer. Be careful with complaining and saying that we have excess load and work rate.

### **Enough of union repression and reprisals for exercising our rights!**

The company has acted against the fundamental rights of workers with this unfair and anti-union dismissal. We will not tolerate it, we will fight for his reinstatement and get the cancellation of unjustified dismissal.

Carlos had collaborated with the STM for a long time and joined to defend the rights of the workers with a militant unionism. He participated actively in the IV Congress, presenting a resolution against precarious work and decent pensions. Carlos is a well-known fighter, at the head of the Sindicat d'Estudiants del País Valencià (Students Union) to defend public education, and supporting numerous social movements and

worker's struggles. In the STM he had been proposed to be a candidate for a delegate in next year's union elections, which adds even more seriousness to this dismissal.

**FORD DOES NOT WANT WORKERS WHO EXERCISE THEIR RIGHTS.** His case is not isolated, there are a large number of proceedings against workers, unfairly dismissed, vetoed in promotions, etc. **IF WE ALLOW THIS, OUR CONDITIONS WILL CONTINUE TO WORK EVERY TIME FASTER.**

We call the entire staff of Ford and the subcontractors' staff to fight for the immediate reinstatement in Ford of Carlos Naranjo and against retaliation against any worker, from the main, outsourced or the automotive supply industries, who exercises their rights. We demand that unions are up to the circumstances, and prevent this outrage is carried out. If they touch one, we answer all.