



# Korean Metal Workers' Union

6th Fl. Annex to Kyunghyang Shinmun-sa Bldg.  
5, Jeongdong-gil, Jung-gu, Seoul, 04518  
South Korea

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Ref : 금속중앙05-25-05-001

To: Mr. Roman Ďurčo, President, Os Kovo Metalworkers' Federation  
Mr. Patrik Fupšo, President, Os Kovo Hyundai Motor Workers' Union

Cc: Mr. Atle Høie, General Secretary, IndustriALL Global Union  
Ms. Christina Olivier, Assistant General Secretary, IndustriALL Global Union

1 May 2025

## **Support and Solidarity with Os Kovo Czech Metalworkers' Federation and Czech Hyundai Motor Union in the Wage, Collective Bargaining Struggle of HMMC Workers**

1. Korean Metal Workers' Union (KMWU-KCTU) represents 190,000 metalworkers in South Korea including over 44,000 union members at Hyundai Motor Branch of our union and over 26,000 union members at Kia Motor Branch.
2. We would like to express our support and solidarity with your Os Kovo members at Hyundai Motor Manufacturing Czech (HMMC) and the workers at Nošovice in your legitimate fight to negotiate a strong collective agreement that includes fair wage increases.
3. In all the facilities of Hyundai in Korea, we also experienced the need for workers to unite and take action together to defend our rights and interests. We stand in solidarity with you as you prepare for a potential strike to defend workers rights and interests.
4. We fully support your fight for fair pay, including bonus, and were outraged to hear that the proposal adopted by the company did not include any response to your demands for:
  - for a 12.50 CZK (about 815 KRW) surcharge for employees working 12-hour shifts and
  - for cancellation of Friday night shifts without compensation.This seems to reflect continuation in the plants abroad of an exploitative system with production schedules sacrificing workers' health and lives without consideration for the workers, even after we tried to change this in Korea.
5. On the contrary we have learned that the company is attempting a divide-and-rule tactic by attempting to make individual workers accept individually a mediation proposal already rejected collectively by the Czech workers. We strongly condemn this attack on workers' unity and urge the company to respect the Czech workers' freedom of association.
6. We wish you victory in your fight to strengthen the unity of the workers and win fair pay and conditions. Please find attached a solidarity and support message from our Hyundai

Motor Branch. Whether it be in Korea or in Czech Republic, workers are stronger together.  
Podporuji odbory hyundai!

In solidarity,

A handwritten signature in black ink, appearing to read 'Chang Yeal JANG', with a stylized, flowing script.

Chang Yeal JANG

President

Korean Metal Workers' Union

\*Attachment: Solidary and Support message from KMWU Hyundai Motor Branch



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To: 체코 오스코보(Os Kovo) 금속연맹 소속 현대차노동조합 위원장 파트릭 푸쇼  
Mr. Patrik Fupšo, President, Os Kovo Hyundai Motor Workers' Union

Cc: 국제통합제조산별노련 사무총장 아틀레 호이에  
Mr. Atle Høie, General Secretary, IndustriALL Global Union

2025.5.01

## 체코 현대차노동조합 정당한 임금, 단체협약 갱신 투쟁에 연대 메시지

### Message of Solidarity with the Hyundai Motor Union in the Czech Republic in the Just Struggle to Win Fair Wages and Renew the Collective Agreement

1. 전국민주노동조합총연맹 가맹 전국금속노동조합 소속 현대자동차지부는 한국에서 현대자동차 노동자 44,000명 이상을 대표하고 있습니다.  
The Hyundai Motor Branch of the Korean Metal Workers' Union affiliated to the Korean Confederation of Trade Unions represents over 44,000 workers at Hyundai Motor in Korea.
2. 체코현대자동차 노동자들이 임금, 단체협약 교섭과정에 조정위원의 조정안에 대한 노동자 찬반 결과로 94%이 조정안을 앞도적으로 거부하는 상황에 체코 노동조합이 파업 경보를 선포하였다는 소식을 접했습니다. 이 상황에 우리는 체코 오스코보(Os Kovo) 금속연맹 소속 현대자동차노동조합의 정당한 임금 및 단체협약 갱신 투쟁을 전적으로 지지하고 연대를 전합니다.

We have learned that the Hyundai Motor workers in the Czech Republic overwhelmingly rejected a mediator's proposal during your collective bargaining on wages and agreement renewal with 94% voting against it, and that the union has subsequently declared a strike alert. In this situation, we would like to extend our full support and solidarity to the Czech Hyundai Motor Workers' Union of Os Kovo Metalworkers' Federation in your struggle for just wages and to renew the collective bargaining agreement.

3. 단체교섭권은 국제적으로 인정된 권리이며, 파업권은 노동3권(단결권, 교섭권, 파업권)의 핵심 권리입니다. 따라서 우리는, 현대자동차 체코공장 경영진이 집단노사관계를 우회하여 이미 집단적으로 거부된 조정안을 개별노동자들에게 받아들이게 하여 전체 노동자의 단결력을 훼손하려는 현대자동차의 행위를 강력히 규탄합니다. 우리는 한국에서 회사가 체코 노동자들의 노동3권을 존중하고, 정당한 임금 요구에 성실히 응답할 것을 요구할 것임을 분명히 밝힙니다.

The right of collective bargaining is an internationally recognized right, and the right to strike is a core element of fundamental trade union rights (right to organize, collective bargaining and collective action). Thus, we strongly condemn Hyundai Motor Manufacturing Czech(HMMC)

management's attempt to undermine workers' unity by bypassing collective labor relations and pressuring individual workers to accept a mediation proposal that has already been rejected by the workers collectively. You can be sure we will demand the company in Korea to respect the Czech workers' fundamental trade union rights and respond to your demand for fair wages.

4. 한국에서 30년 넘게 현대자동차와 노사관계를 통해서 얻은 교훈은 오로지 노동자가 우리의 단결력을 지키고 우리의 권익을 위해 싸워 나가야 만이 최선의 임금과 노동조건을 쟁취할 수 있습니다. 회사가 노동자들을 분리통치하여 약화시키려는 시도 앞에도 서로 동료들을 지키고 굳건히 노동자의 목소리 올리는 체코 현대차노동자들을 지지합니다.

The lesson we have learned through over 30 years of labor-management relations with Hyundai Motor in Korea is that only when workers protect our unity and fight for our rights and interests can we achieve the best possible wages and working conditions together.

We fully support for the Hyundai workers in the Czech Republic who are defending their fellow workers and standing strong to raise a unified voice even in the face of the company's divide-and-rule attempts to weaken you.

5. 우리는 노동자의 단결이 반드시 승리를 가져온다고 믿습니다.  
We know the unity of the workers will win.

In solidarity 연대를 전하며,

문용문 Yong-Mun MOON

금속노조 현대자동차지부

Chair, Hyundai Motor Branch of  
Korean Metal Workers' Union