



MEMUR-SEN
CONFEDERATION OF PUBLIC SERVANTS TRADE UNIONS

SPEECH TEXT

1 MAY 2017 / KÜTAHYA VICTORY SQUARE

PRESIDENT OF MEMUR-SEN

ALİ YALÇIN

www.memursen.org.tr



We are in Kütahya in the tent of Hayma Ana who advised Ertuğrul Gazi as:

"Son...

Whether from your clan, from your lineage; be fair to people.

Do not leave justice that your people gain unity and solidarity.

This world is not a domicile.

The honor is yours if you are in the service of the people. Never lose faith in your heart, never miss the prayer in your mouth, never lack of virtue in your behavior.

Also, be patient, son, the sour grape will be sweet grapes with patience.

Son...

Being a bey is with gathering, being an agha with be generous.

Keep your table and pouch open for poor people..."





This May Day, we are in the city in where leaving the meaning of unity as a mark in the heart, fusing the fraternity with faith, and taking the decision to move from the Principality to the state.

Kütahya, the first place in where the collective bargaining agreement made in history, is embracing Memur-Sen, which signed the first collective agreement of public servants, and the members of Memur-Sen.

We are in Kütahya Zafer Meydanı (Victory Square) as the brave hearts of Aegean region, the Efes of Kütahya, the friends of Anatolia, the members and frontiersmen of Memur-Sen for labor and solidarity.

On May 1 Labor and Solidarity Day, I greet and say welcome to those who fill this square to show the voice of the labor, the power of solidarity, and the noble march of unity, peace, and fraternity.

All hail to those tens of thousands of people who fill the areas for labor, peace, freedom, and democracy from Anatolia, the place that is the hearth of the resurrection with wisdom and the sanjak of rise with faith.

I salute Eskişehir, Ankara, İstanbul, and Erzurum from Kütahya.

I salute the laborers who meet in various squares around the world, security officers working today to ensure our security, members of the press who sweat for announcing our voices, brothers and sisters who wish to be here, in this square while watching us on television screens, and our nation on this May Day, the feast of Fraternity and Struggle.

PEOPLE WHO TERRORIZE TAKSIM ON MAY DAY

There may be those who see May Day as an opportunity for provocation and agitation rather than shouting the rights of laborers.

There may be those who want to harm the dignity of labor, the ground of solidarity and bring to a climax of the squares through blood, vandalism, and anarchism.

When we are talking about sharing, the virtue of rightly distributing, there may be those who focus on setting up conflicts and showdowns, burning, destroying, and vandalizing.



Instead of pursuing to improve our rights, multiply our gains, and seek to humanize the working hours and conditions, there may be those who attempt to make one suspicious on the past pains.

Marginal groups may see May Day as a rite to gather in Taksim. Some of them can grind the organized labor in an ideological mill inattentively.

We went to Anatolia because we did not fall into these pitfalls and we accepted every square of every city as May Day Square.

As memur-Sen, we did not approve neither to bless Taksim, nor did we ignore the suffers which happened in 1977.

We found the notion of “May Day should be only celebrated in Taksim” as unjust and the view of “May Day should definitely not be celebrated in Taksim” as irrelevant.

TAKSIM EVENTS ON MAY DAY 1977 SHALL BE INVESTIGATED AND THE DARKNESS SHALL BE ENLIGHTENED

With the occasion of May Day, I am addressing to the government and the political parties from here.

Establish a Parliamentary Research Commission to illuminate the events of May Day 1977, find the perpetrator, and stop those who make the fields tense by way of 1977.



Reveal who did it and shed blood.

Separate those who is tearful and who is blood shedder. Unsolved murders shall be enlightened. The tranquility of the families of those who lost their lives shall be ensured.

The caption of “Laborers want to share the national income fairly” shall be appeared in the news headlines instead of “Insistence of Taksim” previous of every May Day.

Labor can give voice from any square, from any city, and from any county.

Look, we are in Kütahya Victory Square with our nation, our people. We are here for our labor, our rights, our gains.

Previously we were in Ankara, Çanakkale, Diyarbakir, Konya and Maraş.

We perform labor solidarity each year in a different city of Anatolia.

We are here to support the will of a New, Great, and Strong Turkey.

We are at the squares to declare the bids we will bring to the table for the 4th Period Collective Agreement.

Precious people from Kütahya,

Dear friends,

WE ARE COUNTING THE DAYS FOR THE 4TH PERIOD OF COLLECTIVE AGREEMENT

In August, negotiations for the 4th Period of Collective Agreement will begin.

We will sit down to the bargaining table to negotiate for the financial and social benefits of public officials, determine the rate of the rise in the salaries, solve the problem of the staff in the years of 2018 and 2019.

We sweated for 2 months to get rid of the shackles by the will of the nation on April 16th.

We said, “We will work for 2 months not only for the labor but also for saying ‘yes’ at the same time” and we organized the program in 350 centers and told them in the lecture rooms.

Our nation authorized the people by voting “Yes.”

Now it is time to value the labor by those people who got authority from the nation.

A collective bargaining table will be established in August.

The Fourth Period of the Collective Agreement is the first test of Great Turkey once again opened with the way of "Yes" votes.

We will be at the table to solve our problems, to meet our expectations, to transform our offerings into gains.



OUR OFFERINGS IN THE COLLECTIVE BARGAINING MUST TURN INTO GAINS

Regular employment is our absolute desire.

Job security is our red line!

Our most important goal is to achieve a tenure track for 4b and 4c personnel.

We cannot tolerate any statement with saying “but.”

We will want to sign the collective agreement that will make possible the commitment of giving permanent positions to the subcontractors who work in the public sector and those who has a worker position while doing jobs like public servants. We will want to ensure that the expectations of those people do not spread over time.

We will receive our share from the economic and welfare growth.

While the private sector is being exempted from some cargoes with a VAT reduction, we will say no to public servants being taxed.

There is a continuous improvement, increase and recovery in macro and micro economic indicators of Turkey.

But there is still no increase in additional indicators of public servants.

Our young population makes us advantageous both in the region and in the EU.

Our constitution says also that family is the foundation of society.

The spouse and child allowance cannot be counted as precious numbers.

**SOLIDARITY CONTRIBUTION
SHALL BE CREATED, JUSTICE
SHALL BE DONE**

There is no difference between authorized trade union members and other trade union members, or even non-trade union public officials.

We will propose to change the trade union organization and collective bargaining system, which is not different from being an authorized trade union or being an authorized trade union member.



We will require the collective bargaining premium to be paid incrementally to authorized union members, and that the authorized trade union be provided with solidarity contribution.

The injustice system which evaluates the hardworking one as same as the lazy one is unacceptable.

The solidarity contribution must be accepted. The organized one and the unorganized one, the authorized one and unauthorized one must be separated. Just as the patent rights are paid in the production sector, solidarity contribution must be paid also. Therefore, the justice must be done.

As for the salary raise ...

We are going to be at a bargain table with the proposals which does not only protect against inflation but also over the inflation rate which do not constitute a risk of melting.

We want to increase in the base salary and will ask for an upward view on the compensation reflection rates affecting retirement.

On April 16th, we rescued Turkey by voting "Yes", but public servants are still under the tutelage of the 1982 Model Dress Code which was patented by Kenan Evren.

We will say that "the costume must be free!" in the collective bargaining table.

JOB SECURITY IS OUR RED LINE

The “public personnel system” and “reform” words are used side by side, and the statements containing the threat of “job security” continues to be made.

There is a section which is curious to disquiet the public servants.

We declare once more from Kütahya Victory Square; Job security is Memur-Sen’s red line.

On Labor and Solidarity Day we once again shout out: Yes, for restoration on working legislation, no for the deformation of job security.

We do not be a mere spectator in touching **job security**, as well as the aggravation of job security, and to cause the public servants to become the target through it.

We give reaction to this and fill the areas against it.

We regard every negative step towards **job security** as an attack, a harassment to our labor and our halal bread.

By saying performance system, saying success evaluation, if there are attempts to dig tunnel under the floor of job security, we do not open that breach, we do not dig that tunnel.

We will be the pioneer and stakeholder of every effort about quality public service, efficiency, activity.

But we do not allow these concepts and systems to turn into Trojans and to allow occupation and cancellation of job security.

NO FOR INTERVIEW- YES FOR SECURITY INVESTIGATION

Politics and bureaucracy should not seek to destroy **job security**, but to employ people who will not resort to the betrayal.

Therefore, no doubt YES to the public employment security investigation, but with a fair investigation ...

Nevertheless, we say **NO** to make an **interview** for appointing public servants for the first time.

Because at the interview we know that it cannot be controlled whether it is treated fairly.

NOT MAKING UP EXCUSES BUT ACHIEVING GAINS

The Public Employer has been rationalizing in the past in terms of fiscal discipline and budget opportunities to reject our proposals.

With the “YES” on April 16th, these reasons, those statements that are not related to reality have lost their validity.

The Public Employer must sit on the Collective Bargaining table, not on falling back upon the discourse of the fiscal discipline but rely on the public finance.



We will say **"Yeeeeees"** now that there is no excuse. They also say **"Yes"**.

Let's make **a revolution** in the public personnel system **that is quiet but cause celebre.**

Let's remove the cadres and the degree limits that have caused the public officers to aggrieve.

Let's count the hours spent in labor as in service.

Let's raise the **"overtime fee"** which does not even cover transportation and meals.

Let's remove the time limit on the seniority pension, increase the indicator number.

The need for food aid is to get to the proper, clothing to get the proper clothes, and the benefits to be for all public servants.

The pension and the retirement grant must leave behind the crawl period.

Not even walking, it must be in the period of running.

When retired, the family and children do not evaporate but the salaries are evaporating.
Let's remove this contradiction from the center.



WE WANT THE POLITICAL RIGHTS AND STRIKE FOR PUBLIC SERVANTS

Let's give the political rights to the public servants.

In the referendum we opened the way for the Assembly to young people. Let's open the door of the Assembly to the public servants also. Let's remove the political ban and strike on public servants.

If you are a worker, you have political rights, but if you are a public servant you have not. Is that possible? For God's sake.

As Memur-Sen, when we say "Invitation to Memur-Sen, our choice YES", we have emphasized the lack of package at the same time when transferring the fields from the salons to the ballot boxes, and this package brings stability to the country but it is said that politics will have the quality after **the political rights will be given to the public servants.**

We once again express our gratitude to the nation that acknowledges this change and will make the future story of Turkey.



TURKEY WAS THE WINNER ON APRIL 16TH

“Yes” on April 16 did not finish only the local tutelage. It also shook the fault lines of the global tutelage.

The votes of “Yes” did not just change the Constitution, but also the dirty workbenches of the global gangs, the legionaries within us.

In the process of referendum we saw all of the traps set up inside, the dirty campaigns carried out in abroad, and the partnership in divisiveness and treachery.

We have seen the racist and fascist attitude of Germany and the Netherlands under the guise of democracy.

Both our nation and history registered those who set the stage for the terrorist organizations, created problems to our President, the ministers, the deputies, and supported the people who disgusted and hatred of Turkey.

Any citizen who said no in the referendum lost.

The countries, organizations, false alliances and tutelary greedy people who supported the no campaigns and wrote the scenario of polarization were lost.

The international gangs attempted to blemish the will of nation and tried to sell the Kandil Delegation as the OSCE Mission to the world.

So, what was the result?

Of course; they draw a blank.

The will on April 16th did not just bother the global tutelage centers.

It increased the blood pressure of Fe-tanyahu who was grown up in Kestane Pazarı and dragged to the betrayal by them.

In Kandil it moved the stones from place.

The enthusiasm of PKK, FETÖ, ISIS, and DHKP-C left in the crawl.

The “Yes” votes did not enrage only the terrorist organizations.

It smacked an Ottoman slap from the EU, to the US, from the Dutch, to the Scandinavian fox, to the German Merkel, to the Brussels sneaky.





Dear friends,

My precious brothers and sisters who increased our solidarity from Kütahya, the Aegean, Anatolia.

THE WORLD NEEDS A NEW SYSTEM

Besides the events that we lived in the referendum process, the experiences in Syria, in Iraq, in Palestine, in Arakan, tells us that history calls us.

It shows that the oppressed, the victimized, the starved, the thirsty, the exploited are waiting for us.

The humanity needs the values of our ancient civilization and faith.

The world needs a system that operates on justice, a system based on justice, a new scheme of emancipation, and a system of global justice.

We must initiate a resistance shaping by mind, cognizance, and consciousness, prioritizing the human being and aiming at justice.

Are you ready for ending global exploitation and directing the right division?

Do you have to work hard to destroy the imperialism, **“how much blood - so profit”** scheme, and sweat?

We say no to the capitalist system that **“capital is boss, the labor is slave.”**

We say no to the Zionists’ **“Invasive and invading New World Order”**.

We say no to the Neo-liberalism strategy of **“high profit-low wage.”**

We say no to the understanding of financial capitalism, “encouragement to the capital, and compromise of rights and wages”.

We call the “prestigious business, halal bread” principle global.

We want justice in the distribution of income, compassion for the oppressed and victims to become universal.

The world has been out of joint.

The wealth that members of 3 family hold is more than the national income of 43 countries.

The share of 62 people is more than the share of 3.62 billion people.

The world is living a period that unjustness is peaking.



The voice of “The world is bigger than five” has to rise from everywhere, the faded global system must be finished.

The workers and laborers should combine their power and have a strong word against this dirty world order. May Day is very important for this.

Turkey, with its nation and state, and Memur-Sen with its principles, values and members must assume the leadership of this revenge.

In Turkey, we have no time to flaunt how “we have finished the tutelage and beat the coup plotters”.

First, we must produce and live the most accurate, fair, and most reasonable model of labor in Turkey.

We should build a system in which the center of labor is received, the production is prioritized, the human consciousness is important, and the human dignity is centralized.

Then we should strive to globalize this model.

We, who see their members, their country and the territory of the oppressed and the victims adjoint in the universal sense, are a new horizon, a new hopeful evangelist.

We, as the family of Memur-Sen, represent a resurrection and resistance from local to universal.

WE ARE AN ORGANIZATION THAT GOES TO SQUARES AND GIVES MARTYRS ON JULY 15TH

My brothers, who hold the national will watch for 27 days and 27 nights, brought the FETO's bandits into line on July 15th.

This May Day is the first May Day after July 15th.

Four of our members, who attended last May Day in Kahramanmaraş, were martyred on July 15th.

We know and believe that martyrs will not die, and it cannot be said death for martyrs.

Then I am asking you:

Is Cuma Dağ, our martyr and member of Enerji-Bir-Sen here?

Is Ali ALITKAN, our martyr and member of Diyanet-Sen here?

Is Yusuf ELİTAŞ, our martyr and member of Eğitim-Bir-Sen here?

Is our master İlhan VARANK, our martyr and member of Eğitim-Bir-Sen here?

Yes, they are among us.



Yes, they are always with us in our noble fight.

They will live as stars of our noble struggle with these witnesses.

They will continue to guide us and give us light.

We have nearly a hundred members who have gotten the title of veteran at the same night.

We have our brave brothers and sisters, who has the same character like Hayma Ana, who resisted the bandits of the Lawrence of Pennsylvania and the assassins of the Alamut Fortress.

As Memur-Sen, we have never forgotten our debt to our martyrs and veterans.

They will continue to be members of our hearts forever.

Lord be merciful to our martyrs. I wish a long life for our veterans.

The traitors who betrayed this country should pay the punishment, we are the follower of this case.

We will not just leave the traitors behind. In this process, we must also take away the victims of the oppression.

We call the government to show the same determination for choosing the oppressed and victimized people as well as for suspending and dismissing people after July 15th.

To establish the OHAL Committee as soon as possible.

As Memur-Sen, we make a full-fledged order to return the victims to their jobs.

We insist on saying to separate the oppressed and traitors without being tired.

While providing the restoration of honor of the oppressed one, do not give the traitors a drop of water in rainy weather.

Nearly 250 of our people were killed.

They died on July 15th for our independence.

We said yes for our stability on April 16th.

That's exactly why we said, **"We are the guard of July 15th and yes-sayer of April 16th."**

Our duty did not finish by saying yes. We are aware of this.

For accelerating the journey of the new Turkey, we will be the pioneer in our field of secondary legislative work and stakeholder in other fields.



LABOR HAS NO IDEOLOGY, OUR TRADE UNIONISM DOES NOT HAVE ANY BORDERS

Dear Brothers;

Today we have 25 trade union brothers from different countries of the world who came to our country for 2 months due to the “education-cooperation” protocol we have signed with confederations in abroad.

Our 25 brothers and sisters will return to their countries as “foreign relations expert” after completing the international program which has been organized by TODAİE, SESRIC, and MEMUR-SEN.

I would like to thank our brothers and sisters, who participated in this program from different countries in our civilization basin, because of their enthusiasm in both the participation in the program and the Day of Labor and Solidarity.

I want a strong applause for them.

In addition, we have guests from Albania, from the homeland of our national poet Mehmet Akif Ersoy. We have unionist friends among us. I am grateful to my dear friend Mr. Gezim KALAJA, the head of the Albanian Independent Trade Union Confederation (BSPSH), the largest confederation in Albania, and accompanying delegation, in the name of Memur-Sen family and the laborers of Turkey.

I want a strong applause from you for them also as they are here with us today.

THE ILO DELEGATION IS THE RIGHT OF MEMUR-SEN

As Memur-Sen, we appreciate the trade union movement out of our borders and we are making a great effort for it. We took the initiative to establish a labor committee within the Islamic Cooperation Organization. We signed "Istanbul Declaration" with 120 trade unionists from 58 countries. We want to lighten the load of ILO. To start a new Labor Organization, which includes 57 countries.

This new step taken in the direction of Memur-Sen has caused a great deal of repercussions in the labor sector. Our aim is to provide global solutions to global problems.

In the meantime, Turkey's Representation Authority in ILO passed to Memur-Sen after 65 years.

The largest confederation in our country is represented the employees in ILO. According to the data of May 15, 2016, Memur-Sen has made a difference of 67 thousand to the nearest confederation. Not only did he make a difference, it was also entitled to Representation in ILO.

President of Türk-İş Mr. Atalay's "Will Memur-Sen defend the rights of miners in ILO? Will Memur-Sen tell about the overtime work of the workers, the working conditions in mines, the problems in the private sector? How to propose solutions without knowing the problems?"

It is understood that Turk-İs has not made any statements about public servants and our labor in ILO. They think that we will do the same... It seems that the president of Turk-İs does not even know that the public servants in the mines' galleries are also involved. He sweeps the reality of working life, which covers every part of labor, under the mat with a protective reflex to keep the ILO's delegation. He is trying to show the ILO as the International organization of workers.

Learn the issues from the living, improve the solutions with the stakeholders, reconciliation for common reason, effective dialogue, and labor are the basis of Memur-Sen's unionism. I am calling Mr. Atalay from here; we are "neither a madman of authorization nor a submissive of injustice." We are honored to be together with Türk-İş and Hak-İş in the ILO for shouting out the rights of labor.





Dear friends,

The virtues of our labor world,

The beautiful people of Kütahya,

We were honored to celebrate May Day with you. On Labor and Solidarity Day we shouted out our rights with determination given by your enthusiasm at Kütahya Victory Square.

I offer my respects to you all individually for your participation in this meeting which we feel every moment of the motto of “We are Organized Together, Strengthened by Organizing.”

I want to thank, the umbrella organization of our leading representatives of our leading civilization, Eğitim-Bir-Sen,

Our health guard, our undefeated defender, Sağlık-Sen,

The spokesman of justice, the guide of spirituality, the voice of stopping the coup d'états, Diyanet-Sen,

Learning from the history and making our cities beautiful, Bem-Bir-Sen,

Working for the establishment of social peace, and making our lives easier,
Büro-Memur-Sen,

Like a gigantic plane tree which takes its force from its roots, Toç-Bir-Sen,

Enlighten the horizon of the country with its energy, fighting against the
dark, Enerji-Bir-Sen,

The builder of our places and civilization, Bayındır-Memur-Sen,

Overcome the obstacles on the way of New Turkey, Ulaştırma- Memur-Sen,

Representative of the information, communicator of facts, Birlik-Haber-Sen,

Blending our national values with culture, Kültür-Memur-Sen,

Those who struggle for an unhindered life, Engelli Memur-Sen,

Making unionism as the philosophy of life and believes that no retirement
for a unionist, Emekli Memur-Sen,



The Women's Commission, which feels a sense of equality,

Noble youth in the way of science and wisdom, Genç Memur-Sen.

I want to thank all,

My esteemed brothers who filled the Kütahya Victory Square,

Our unionist friends among us from different countries,

Kütahya Memur-Sen who welcomed us,

The organization committee, all my friends who all contributed to this organization,

Our nation who watched us in front of the television screens,

God bless all of you.

Thank you.





**BİRLİKTE
ÖRGÜTLENDİK
ÖRGÜTLENEREK
GÜÇLENDİK**