



**Mr. Thomas Graham Day**  
**General Manager**

**A.R. J. Clothing Private Ltd.**  
**H-1183 Budapest,**  
**Tóth Árpád utca 1/a**

**Budapest, 2020. június 15.**

**Subject: Employee's claims**

**Dear Mr. Day,**

On behalf of the Hungarian Mining, Energy and Industrial Workers' Trade Union, the representant of the employees of A.R.J. Clothing Private Ltd. let me please inform you about the following.

As you may know, due to difficulties from March 2020, the Company provided work for only 270 people though approximately 250 workers were left without full benefits.

Although the employees agreed to amend their labour contracts, even the stipulated 70% of their original wages and salaries have not been paid without deficiency. Neither their sick pay nor their childcare fees have been granted notwithstanding the prevailing legal provisions.

After the 20th May 2020, all workers have been left without income, and the employees report, that salaries due in early June are also being delayed.

The management today offered that once the employees waive their claims, the production of the Company might resume after June 15th.

Employees are very disappointed in the Management presenting such a choice, therefore I must say that workers have reached the limit of their tolerance.

There is no doubt that wages and salaries are granted upon the law. The employees have shown huge flexibility when accepted reduction in their salaries as contracted. But they can not accept further cuts on their wages and can not accept unfair offers.

On behalf of the Hungarian Mining, Energy and Industrial Workers' Trade Union, I demand to pay all the overdue wages and salaries to the employees.

As you certainly know, in case of leaving the employees unpaid, they may claim their salaries by seeking remedy at the court of law and they might initiate a liquidation proceeding.

Yours sincerely,



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