



## EUFOR AND NATO HEADQUARTERS

**Camp Butmir**  
Sarajevo, Bosnia and Herzegovina



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*Ladies and Gentlemen*

We confirm the receipt of your message dated 13 July 2016.

NHQ Sa and HQ EUFOR have always taken – and still do so - seriously their responsibilities as employers. This is, inter alia, apparent from the fact that salaries which have been - and still are being – paid to these employees notably exceed the salaries which are received for similar jobs on the local employment market.

As already stressed in our letter from 09 March 2016, the number of labor law related claims has immensely increased within the last years. NHQ Sa and EUFOR understand this to be caused by the fact, that, hand in hand with the reduction of NATO and EUFOR troops in the country within the last years, the number of locally hired civilians had to be significantly reduced. It goes without saying that the capacity of the existing claims decision-making bodies to process claims within a certain period of time depends upon the manpower of these bodies. Therefore, in response to the increased number of pending cases, NHQ Sa and HQ EUFOR promptly initiated a dialogue with the responsible authorities of the Entities, aimed at increasing the numbers of decision making bodies and enhancing the capacity for processing claims. At present this dialogue, having not yet led to the intended effect, is ongoing. NHQ Sa and HQ EUFOR remain optimistic that the local authorities will appoint additional members of the Claims Commission and the Arbitration Tribunal, thereby supporting the efficiency of these proceedings.

NHQ Sa and HQ EUFOR acknowledge unique challenges associated with the processing of these claims. The international agreements establishing the claims processes did not envision the changes in Headquarters and Command structure since they were developed. Those changes, along with the fact that many of the claimants

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have been employed by multiple organizations, have presented procedural complexities, requiring due consideration to assure the processes afford all parties an opportunity for a fair hearing.


As you are aware, a significant number of labor law related claims have already been processed by the Claims Commission. Additionally, in March 2016 the Arbitration Tribunal rendered decisions in several labor law related claims, including a number of claimants represented by your law firm.

In your message you state that your attorney's office represents almost 1000 former EUFOR/NATO employees in their claims related to employment, stressing that you have been informed by your clients that they will continuously hold protests and blockades of the Camp until they are officially and publicly informed about the status and resolution of their claims. NHQ Sa and HQ EUFOR, however, consider that it would be inappropriate to discuss the interests of employees and former employees via the media or in the streets.

NHQ Sa and HQ EUFOR consider that the normal legal procedures are the primary and the appropriate channel for processing these claims. In connection with those procedures, you are invited to discuss in more detail the interests of these claimants legally represented by your law firm to whom you are referring in your fax from 13 July 2016 on 27 July 2016 in Camp Butmir.

Respectfully,

  
Gerhard SCHERHAUFER  
COL, Austrian Army  
Chief LEGAD EUFOR

  
Rebecca SCHMIDT  
Maj, US Air Force  
Chief LEGAD NHQ Sa