



International Federation of Chemical, Energy, Mine and General Workers' Unions
Internationale Föderation der Chemie-, Energie-, Bergbau- und Fabrikarbeitengewerkschaften
Fédération Internationale des Syndicats de Travailleurs de la Chimie, de l'Energie, des Mines et des Industries Diverses
Internationella kemi-, energi-, gruv- och fabriksarbetarefederationen
Federación Internacional de Sindicatos de Trabajadores de la Química, Energía, Minas e Industrias Diversas
国際化学エネルギー鉱山一般労連
Международная федерация профсоюзов химиков, энергетиков, горняков и работников других отраслей

President: Senzeni Zokwana • **General Secretary:** Manfred Warda

Tom Albanese
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Dear Mr. Albanese:

I am writing to condemn Rio Tinto for the vicious attack on 560 miners at your mine in Boron, California. The lockout by Rio Tinto is clearly aimed at destroying the union and the sustainable community that has grown up around the mine for the last 90 years.

It has been a decade since Rio Tinto became the target of an ICEM global trade union campaign over your union-busting actions in the U.S., Australia and elsewhere. Didn't your company learn a lesson from that labor dispute in 2000? The reputational damage inflicted on your company during that dispute still lingers, and your shareholders should be concerned about a new war that you have chosen to start.

Rio Tinto has undertaken actions that are beyond reasonable disagreements that trade unions and employers may have. Your lockout and effort to starve workers into submission and bring in replacement workers to steal their jobs is reprehensible.

Moreover, Rio Tinto's insistence on having the right to dismiss some workers for any reason; award jobs to outside contractors; dismiss a miner in a dangerous occupation for refusing to work overtime; and discriminate against union supporters and older workers, are in violation of the fundamental principles of the International Labor Organization. No respectable trade union could ever accept what you have offered ILWU members in California. Clearly, your intent is to destroy the ILWU local union in place.

Norway's Government Pension Fund divested \$850,000 million (USD) of Rio Tinto shares in 2008 due to your company's unethical practices which further damaged your company's reputation throughout the world. It is apparent that Rio Tinto has not learned its lessons from the past and cares little for its standing among the investment community or the public.

The ICEM will work with two other global union federations, the IMF and ITF, and begin a global campaign against your company. I hope you will rethink your goals and strategy. We urge you to end the lockout and return to the bargaining table.

Sincerely,

Manfred Warda
General Secretary

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