

**INDIAN NATIONAL MINeworkERS' FEDERATION**  
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14. 10. 2009

Mr. Tom Albanese  
Chief Executive  
Rio Tinto plc  
2 Eastbourne Terrace  
London, W2 6LG  
United Kingdom

Dear Sir,

The Indian National Mineworkers' Federation, the premier and the most representative organization of mineworkers in India with a membership of 340 thousand mineworkers is deeply concerned that the Rio Tinto has created an unnecessary conflict in your mine located at Boron, California, USA. The 600 workers of this mine represented by Local 30 of the International Longshore and Warehouse Union (ILWU), AFL-CIO, in Boron, California has an agreement with your local management. But your company proposes to deprive the rights of workers, provided under the current agreement; terminate the current pension plan; drastically increase costs for dental and medical benefits; eliminate leave for sick workers; take away bidding rights of older workers; and offer no wage increases over long 8 long years, while cutting wages if productivity falls. We apprehend that your management plans to weaken the trade union.

The demands made by your management are not only unjustified and also uncalled for. Moreover, these demands contradict your own policies concerning sustainable development, since you propose to punish the workers and their community which have been responsible for your success.

We shall very wish you to look into the matter and advise the local management to strengthen the union instead of weakening the same. It should be of mutual interest if cordial industrial relation is maintained.

We support the stand of the ILWU and continue the same in the struggle.

Thanking you,

Yours faithfully,

B.K. Das  
General Secretary

c.c. Mr. Manfred Warda  
General Secretary, ICEM