



# MINEWORKERS UNION OF TURKEY



**Tom Albanese**  
Chief Executive  
Rio Tinto plc  
2 Eastbourne Terrace  
London  
W2 6LG  
United Kingdom  
Fax +44 20 7781 1800

Ankara, 6 Oct 2009

Dear Mr. Albanese,

We have learned of the contract demands that Rio Tinto has made of 600 miners represented by the International Longshore and Warehouse Union, AFL-CIO, in Boron, California.

We are deeply concerned that Rio Tinto is creating an unnecessary conflict at this mine. The company proposes to dramatically reduce worker rights, 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 8 years while cutting wages if productivity falls. Clearly, your management is also seeking to weaken the trade union.

The demands made by your management are unjustified. Moreover, these demands contradict your own policies concerning sustainable development since you seek to punish the workers and their community which have been responsible for your success.

We will keep to support the ILWU with the whole of our power.

Sincerely,

**Ismail Aslan**  
President