



December 10, 2014

Mr. Ivan Glasenberg
Chief Executive Officer
Glencore
Baarer mattstrasse 3
CH-6340 Baar
Switzerland

Dear Mr. Glasenberg,

I am writing this letter to you on behalf of Workers Uniting the international union created by Unite - the biggest union in the UK and Republic of Ireland and the United Steelworkers (USW), North America's largest private sector union. Workers Uniting represent more than three million active and retired workers from the United States, Canada, Great Britain and the Republic of Ireland who work in virtually every sector of the global economy, including manufacturing, service, mining and transportation.

Glencore claims to respect human rights, community culture, collective bargaining and the right of employees to freely choose a union. But Glencore's practice is far different from its rhetoric.

- In the United States, management at Glencore's Sherwin Alumina plant in Texas has locked out members of the United Steelworkers (USW) since October 11. Glencore is demanding drastic concessions, including stripping retirees of health care benefits and denying a secure retirement to the next generation.
- In South Africa, 800 workers at the Koorfontein mine in Mpumalanga went on strike on October 17 to protest substandard severance payments. Glencore offered one week of service per year in this mine and in other operations it is paying three weeks. Workers in Koorfontein not only have to deal with losing their jobs but also an unfair settlement for the many years they produced coal for Glencore.
- In Peru, workers at Antamina mine, on strike since November 10, are subjected to health and safety violations on a regular basis and are being denied fair payment for bonuses and overtime. Workers are being excluded from the Miners' Pension Fund and the company routinely violates the collective bargaining agreement.

- In Australia, Glencore has refused to re-hire former employees at the Collinsville mine who are union members and has evicted the former workers and their families from company housing, with devastating impact on the local community.
- In Colombia, a group of former army officers have linked Glencore to a paramilitary group responsible for murdering trade unionists. The paramilitary group trained at a camp located inside a Glencore mine. Glencore has violently evicted farmers from their homes as well as violated national health and safety laws. Glencore has systematically violated human rights, the right of workers to freedom of association and freely negotiate a collective agreement.

Glencore claims to foster a “culture of respect.” But in case after case the company is pursuing confrontation rather than negotiating in good faith. Despite increased profitability and production, Glencore is practicing violence, displacing communities, seeking unnecessary cuts from its unionized workforce worldwide, and driving down living standards for workers and destroying community’s cultures and histories.

We are especially alarmed about safety issues. In Peru and Colombia, injuries to workers are commonplace and the company refuses to work with trade unions to address these issues. In the United States, the Sherwin Alumina plant already had an injury rate which was twice the national average and now this facility is being operated by inexperienced replacement workers. This reckless approach not only jeopardizes production and profits but could have catastrophic consequences for your employees and the communities in which you operate

Workers Uniting along with IndustriALL Global Union and affiliated unions in Canada, United States, South Africa, Argentina, Australia, Botswana, Brazil, Chile, Colombia, Namibia, Democratic Republic of Congo, Zambia, Uruguay and Peru, are demanding that you engage in good faith negotiations with communities and union representatives to resolve all labor and community issues, including an immediate end to the lockout of USW members in Gregory, Texas; fair resolutions of the strikes in Peru and South Africa; fair compensation to communities in Colombia as well as firing of executives involved in fostering violent practices.

Sincerely,



Len McCluskey
General Secretary
Unite the Union



Leo W. Gerard
President
United Steelworkers