



7 October 2016

Jean-Sébastien Jacques, CEO
 Rio Tinto Group
 London
 United Kingdom

Sent by email to jean-sebastien.jacques@riotinto.com; janine.cowdery@riotinto.com;
hugo.bague@riotinto.com

Rio Tinto Global Union Network calls for limit on precarious work, improved conditions for precarious workers

Dear Mr Jacques,

We, leaders of unions of the Rio Tinto Global Union Network, representing thousands of Rio Tinto workers in 13 countries, are urging Rio Tinto to collaborate with us globally to limit the use of precarious work and improve the working conditions of precarious workers at Rio Tinto.

We have found in our respective countries that Rio Tinto is increasingly using precarious work, including temporary, casual and contracted-out workers who have worse conditions than regular, direct employees. This harms Rio Tinto workers and their communities, causes conflict, and can undermine Rio Tinto's social license to operate.

We raised this concern exactly one year ago on 7 October, the World Day of Decent Work, in a letter to your predecessor Sam Walsh, however he did not reply. The problem of precarious work at Rio Tinto has become worse since then. We hope that you are more open to working with us on this issue.

On behalf of the thousands of our members that work for Rio Tinto, we seek the following:

A limit on precarious work:

- Stop replacing permanent workers by precarious workers
- Limit the use of precarious work to legitimate needs (like addressing short term labour shortages due for example to production fluctuations)
- Favor direct employment over indirect employment
- Promote and encourage training throughout employees' careers
- Set a global limit in Rio Tinto Group for precarious work
- Prior consultation of unions on use of precarious work

Improved working conditions for precarious workers

- Equal treatment for equal work
- Better control of suppliers and sub-contracting companies in their compliance with global labour standards
- Participation of the union in monitoring this compliance and in precarious workers' working conditions
- Improvement of health and safety risk management system for precarious workers

We hope to work collaboratively with Rio Tinto to find global solutions to address this global problem.

Please direct your reply to HMareque@industriALL-Union.org.

Sincerely,



Valter Sanches, General Secretary, IndustriALL Global Union (Global)



Andrew Vickers, General Secretary, CFMEU Mining & Energy (Australia)



Scott McDine, National Secretary, AWU (Australia)

Ken Neumann, National Director for Canada, Workers Uniting North America / USW (Canada)

Jerry Dias, National President, Unifor (Canada)

Alain Lampron, Président, FIM-CSN (Canada)

Véronique Roche, Secrétaire of Rio Tinto European Works Council and Central Union Delegate, CFE-CGC Chimie (France)

Kristján Þórður Snæbjarnarson, General secretary Rafiðnaðarsamband Íslands (Iceland)

Eyþór Þormóður Árnason, Head shop steward ISAL, HLIF (Iceland)

Subiyanto, SH, Secretary of Board, CEMWU (Indonesia)

Sudiro, Chairman, CEMWU PT Freeport (Indonesia)



Eugène Ratovondrainy Chretien, Responsable des syndicats de base Région Anosy, SVS (Madagascar)



Anthony Randrianandrasana, President Regional, SEKRIMA (Madagascar)



Buyanjargal Khuyag, President, MEGM (Mongolia)



Raimo Hausiku, President, MUN (Namibia)



Nanny Nuijten, Negotiator, FNV (Netherlands)




Bill Newson, National Secretary, E tū (New Zealand)



Piet Matosa, President, NUM (South Africa)



Tony Burke, Assistant General Secretary, and Harish Patel, National Officer for Metals, Workers Uniting Europe / Unite the Union (UK)

Handwritten signature of Leo W. Gerard in black ink.

Leo W. Gerard, International President, Workers Uniting North America / USW (U.S. and Canada)

Handwritten signature of William Adams in black ink.

Willie Adams, Secretary-Treasurer, ILWU (U.S.)