

Geneva 16 August 2012

Mr. Alexey Mirsky
General Manager
ZAO Voestalpine Arcada Profil
Sent by Fax: +7 481435 1671

IndustriALL Global Union Supports ITUA's Rightful Struggle for Better Working Conditions at ZAO

Dear Mr. Mirsky,

I am writing to you on behalf of IndustriALL Global Union, which represents more than fifty million workers in mining, energy and manufacturing industries in some 140 countries worldwide. Interregional Trade Union of Autoworkers (ITUA) is one of the prominent members of this global union family.

I have been informed by ITUA that that working conditions at ZAO Voestalpine Arkada Profil plant in Yartsevo have considerably deteriorated, and your management has stopped negotiating with the union.

The Interregional Trade Union of Autoworkers (ITUA) has a proven record for building up its activities based on the principles of democracy and the development of constructive social dialogue. Please know that IndustriALL Global Union fully supports ITUA's rightful struggle for better working conditions and respect for internationally recognized workers' rights, as well as their legitimate demands, which are as follows:

- Pay rate RUB 40,000 + 10% bonus
- Vacation one time a year in summer
- Exclusion of weight lifting from adjusters' duties
- Christmas payment based on the year's results
- Execution of lines maintenance
- Distribution of protective gloves

I strongly urge you to restart negotiations in good faith with our affiliate ITUA without any delay with a view to restoring a peaceful and productive climate at ZAO Voestalpine in Yartsevo.

Yours sincerely,



Jyrki Raina
General Secretary

CC: Rainer Wimmer, President, PRO-GE, Vienna, Austria
Alexei Etmanov, President, ITUA, Saint-Petersburg, Russia