

Geneva, 11 February 2015

Mr John W. Conway
Chairman of the Board and Chief Executive Officer
Crown Holdings, Inc.
One Crown Way
Philadelphia, PA 19154-4599 USA

Via e-mail: john.conway@crowncork.com

IndustriALL Global Union Calls on Crown Cans Ghana Ltd to Reopen Factory and Negotiate in Good Faith with the Union

Dear Mr Conway,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org) representing the collective interests of more than fifty million union members throughout the manufacturing chain in 143 countries worldwide, to protest against the recent lockout at Crown Cans Ghana Ltd. and to urge you to reopen the factory, and instruct local management to start negotiations in good faith with the Industrial & Commercial Workers' Union (ICU).

In addition to long-standing labour conflicts in Canada, Turkey and Colombia, this time our Ghanaian affiliate, the Industrial & Commercial Workers' Union (ICU), representing workers at Crown Cans Ghana, reported outrageous behaviour by local management, who on 27 January 2015 without any warning locked out its workforce.

For three years the ICU has encountered a number of difficulties in organizing the factory and tough resistance from management. When the union finally succeeded to organize workers, the company management in retaliation dismissed all the initial union executives.

Later, Crown Cans refused to negotiate with the ICU and announced the closure of the factory. Following the submission of this case to the National Labour Commission (NLC), Crown Cans was instructed to start negotiations with ICU representatives.

However, instead of bargaining in good faith, Crown Cans management informed the union that they were ready to start negotiating only after removing their machinery and equipment from the factory. Obviously, based on previous negative experiences, the ICU rejected the proposal from the company.

The NLC requested that the two parties select mediators/arbitrators to enable negotiations. The ICU complied with this proposal, but Crown Cans management refused and instead decided to bring cranes into the factory to remove the machinery and equipment.

The case until now remains unresolved; workers have no jobs and have not been informed of the future plans of the company. We believe this lockout, as well as the company's tactics to avoid bargaining with workers' representatives at Crown Cans Ghana Ltd. is a blatant violation of fundamental trade union rights by your company.

We urge you to reopen the factory in Ghana, and instruct local management to start negotiations in good faith with ICU representatives.

I anticipate your quick response,

Sincerely,

A handwritten signature in blue ink, consisting of a vertical line on the left, a horizontal line across the middle, and a diagonal line on the right that curves upwards.

Jyrki Raina
General Secretary