

Geneva, 10 July 2018

Mr. Richard Kramer
Chairman, President, Chief Executive Officer
The Goodyear Tire & Rubber Company
200 Innovation Way
Akron, Ohio 44316-0001
United States

Sent by email to Richard.Kramer@goodyear.com and cc to
Laura.Thompson@goodyear.com; John.Lucas@goodyear.com;

IndustriALL Global Union reiterates call on Goodyear to act at Mexican factory, as dozens are dismissed for joining union

To the attention of Mr. Richard Kramer,

I again write to you as the General Secretary of [IndustriALL Global Union](http://www.industrial-union.org), which represents more than fifty million workers in mining, energy and manufacturing sectors throughout the world, including Mexico, and the United States. In my letter to you on 9 May 2018 I already asked for your intervention at Goodyear's factory in San Luis Potosí, Mexico. Unfortunately, we did not receive an answer to that letter. In May I was concerned about the Goodyear management in San Luis Potosí, and its clear lack of respect for fundamental workers' rights, including the right to freedom of association, collective bargaining, and decent working conditions.

Now the situation has gotten drastically worse at the plant. Local management has vindictively announced mass dismissals in an obvious attempt to crush any effort of your employees to organize a free and independent trade union at the plant. As the workers were informed of the unjustified dismissals, a heavy presence of state police was deployed surrounding the plant.

Apart from being a shocking breach of ethics and labour legislation, this is also a breach of the written commitment signed by Goodyear on 25 April 2018, under the mediation of the Mexican labour authorities. That agreement ended the workers' demonstration at the plant and clearly stated that the company would take no reprisals against the strikers.

Mr. Kramer, the management of the Goodyear factory in San Luis Potosí manipulated its workers before they were even hired by signing a protection contract with a corrupt politician's fake union called the CTM. Your employees in San Luis Potosí have never even met their so-called union representatives who sign very poor agreements on their behalf.

During yesterday evening the plant was surrounded by thugs armed with rocks and sticks, hired by the CTM. The situation was extremely tense and workers held a work stoppage demanding safety.

This protection contract system will start to be overturned by the newly elected President and new Labour Minister in Mexico. Your employees have formed a democratic, independent trade

union, SITGM, that offers Goodyear the opportunity to move away from the corrupt protection contract system of the past. The logical step now is for your management to work with the new union to reach a genuine collective bargaining agreement and start to build a stable, happy workforce like your competitor Continental already does in San Luis Potosí.

Clearly the first step is to order the reinstatement of the full list of workers dismissed without justification on 9 July.

I anticipate your swift response and action.

Sincerely,

A handwritten signature in black ink, appearing to read "Valter Sanches". The signature is stylized with a large, sweeping initial 'V' and a cursive 'S' at the end.

Valter Sanches
General Secretary