

Geneva, 21.01.2019

To Mr Gunnar Kilian
Member of the Executive Board Human Resources and Organization
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Suspension of the "Declaration on Social Rights and Industrial Relations at Volkswagen"

Dear Mr. Kilian,

Thank you very much for your letter dated January 15th of this year.

We very much regret that Volkswagen is not prepared to comply with our main demand, namely to acknowledge the result of the election in the skilled workers area at the plant in Chattanooga from December 4, 2015 and to immediately discontinue the legal steps associated with it.

Based on the unanimous decision of the Executive Committee of IndustriALL Global Union of 30.11.2018, we would like to inform you that we consider the "Declaration on Social Rights and Industrial Relations at Volkswagen" of 2002 suspended as of today. This is therefore not a cancellation of the agreement but a suspension until the issue at hand has been clarified.

The right to freedom of association and collective bargaining is of such central importance to us that we cannot tolerate even the slightest disregard. Our understanding remains that the election of the skilled workers at the Chattanooga plant in 2015 is in accordance with ILO Convention No. 87 and with US law and must therefore be recognized.

Let me stress once again that we are extremely sorry to have to take this step, as there is no doubt at all that employee rights and social dialogue at Volkswagen are generally very far-reaching and positively developed and that the company is a very important partner for us.

We will meet promptly with our affiliates concerned to consider what measures/actions we are taking to defend workers' rights at VW in the USA and how we intend to inform the public about these steps.

Yours sincerely,



Valter Sanches, General Secretary



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