

Geneva, 8 September 2020

Mr. Ivan Glasenberg  
Chief Executive Officer  
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## Calling on Glencore to intervene and help resolve the strike at Cerrejón

Dear Mr Ivan Glasenberg,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industrial-all-union.org), which represents more than fifty million workers in mining, energy and manufacturing industries in 140 countries, including Colombia, to call on your good offices to intervene and help resolve the strike at Carbones de Cerrejón Limited (**Cerrejón**).

IndustriALL Global Union has been keenly following developments at **Cerrejón** after the unsuccessful round of collective bargaining between our affiliate, National Union of Coal Industry Workers [(Sintracarbón) and **Cerrejón** management in February 2020.

Sintracarbón, in good faith withdrew its list of collective bargaining demands on 28 March, just two hours before the end of the ten-day deadline that would trigger a strike at Carbones de Cerrejón Limited.

IndustriALL Global Union is disappointed at what seems to be a repeat of that unfortunate turn of events that has led to the current strike by Sintracarbón, with both set of events caused by **Cerrejón** management's failure to negotiate in good faith.

The good faith withdrawal by Sintracarbón in April 2020 in the wake of the global coronavirus pandemic Covid19 seems not to have been noticed by **Cerrejón** management. Instead of reciprocating that act of good faith, local management has cynically introduced unilaterally a shift system, "the shift of death", which would result in the elimination of 1,000 jobs and loss of benefits, something no self-respecting union will allow. **Cerrejón** management has remained consistently stubborn and steadfast in the refusal to meet the demands of the Sintracarbón negotiation committee, thereby forcing a labour dispute and a strike.

In addition, Sintracarbón has expressed concerns at the increase in COVID-19 infections in the company demanding that Cerrejón introduce additional occupational safety measures to deal with the increasing number of new Covid-19 infections in the mine. According to Sintracarbón, there has been over 250 new cases and two Cerrejón workers have died from the disease (one was a direct employee and the other a contractor)

I wish to express IndustriALL Global Union's deep concerns at these developments, which fly against Glencore's public commitment to dialogue and its public committed regarding its response to the COVID-19 pandemic.

Therefore, I urge you in your capacity as a joint venture partner at Carbones de Cerrejón Limited (**Cerrejón**) to use your good offices to broker a settlement of the labour dispute and an end to the strike, which has potentially adverse impact on industrial peace and the management of COVID-19.

Sincerely,

A handwritten signature in blue ink that reads "Valter Sanches". The signature is stylized, with a large, sweeping initial 'V' and 'S'.

Valter Sanches  
General Secretary