

Geneva, 7 May 2020

Antoine Frérot
Chairman & Chief Executive Officer Antoine.Frerot@veolia.com

CC:
Jean-Marie Lambert
Senior Executive Vice President, Human Resources

Pavel.Pasa@veolia.com; Serge.Michel@veolia.com; Guillaume.Texier@veolia.com;
Louis.Schweitzer@veolia.com; Homaira.Akbari@veolia.com; Marion.Guillou@veolia.com;
Maryse.Aulagnon@veolia.com; Baudouin.Prot@veolia.com; Nathalie.Rachou@veolia.com;
Paolo.Scaroni@veolia.com; Jacques.Aschenbroich@veolia.com; Clara.Gaymard@veolia.com;
Pierre.Victoria@veolia.com; Isabelle.Courville@veolia.com;

IndustriALL Global Union calls on Veolia to require its Moroccan subsidiary Amanor to respect human and trade union rights

Dear Mr. Frérot, Chairman and CEO,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industrial-all-union.org), representing more than fifty million workers in the manufacturing supply chain in 140 countries, including France and Morocco, to urge Veolia and its Moroccan subsidiary Amanor to respect trade union rights, to stop the long running attack against employees throughout Morocco, and enter into dialogue with the UMT union as soon as possible. Please note that the UMT is affiliated with IndustriALL Global Union in Morocco.

Mr. Frérot, I am sure that you are not aware of the details of the labour violations by your subsidiary's management. They are incredibly serious and need to be dealt with urgently, in line with the excellent public commitments that Veolia makes on its website, regarding respecting union rights.

The Amanor management violations include mass dismissals, including of the union leader, non-payment of contractual benefits, an all-out attack on the union, and now a blocking of state aid for 500 workers by refusing to register the workers to receive social security during the pandemic.

The Amanor workers are unionised and covered by a collective bargaining agreement (CBA), signed in November 2017. That CBA was breached in October 2019 when management stopped paying the shift rotation benefit of 571 dirhams (53 Euros). The following month management stopped paying the 250 dirhams transport benefit, at a time when negotiations were advanced for a renewed CBA.

This started hostile labour relations that continued and escalated to the current crisis. The cuts in benefits were deemed illegal by the official Labour Inspector during a process in which the general manager openly stated that he does not recognise Moroccan labour law.

After exhausting all possibilities of dialogue with management, the union began protesting in December 2019.

Intervention and mediation for the Tangier Governor, and the national UMT could not stop the anti-union attacks by management. The company level union general secretary was dismissed without reason on 20 January, sparking an indefinite strike in all parts of the company and wide protests.

However, management continued sacking workers trying to break their struggle, dismissing 10 union representatives and supporters at the end of January.

The company has since refused to reinstate all those dismissed, meaning that the indefinite strike now continues into its third month. Now, Morocco is facing the global pandemic and the 500 affected workers and their families are facing dire hardship. Protesting workers are present at the company head offices in Tangier-Tetouan and Rabat, demanding justice.

Moroccan state aid is offered to workers throughout the country to get through the pandemic crisis. But this aid does not reach the 500 Amanor workers and their families because company management refuses to register them with the national social security office.

Therefore, we urge Veolia and its subsidiary Amanor to respect fundamental workers' rights, to stop the attacks on its workers and engage in good faith dialogue and negotiations with the UMT union.

We truly hope that Veolia and its Moroccan subsidiary Amanor will take immediate corrective measures, and that, as a result, it will not be necessary for IndustriALL Global Union to take any further action, particularly vis-à-vis with your main customers with which we have global level engagements.

I anticipate your swift response and action.

Sincerely,



Valter Sanches
General Secretary