

Geneva, 14 January 2021

Mr. James D. Farley, Jr.
President and CEO
Ford Motor Company
jdfarley@ford.com

Calling on Ford to reconsider decision of closing plants in Brazil and to engage with respective unions to discuss alternatives

Dear Mr Farley,

I am writing to you as the General Secretary of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in mining, energy and manufacturing sectors throughout the world, including Ford workers in many countries, to express our outrage at the extreme decision to leave Brazil after 102 years of history of manufacturing and sales in the country, with the closure of the remaining three plants and leading to the dismissal of 5,000 workers, which will affect some 70,000 additional jobs in the country.

With such a decision, the company shows a total lack of commitment to the workers who have contributed to its success for decades, as well as not paying back the enormous incentives that have gone above twenty billion BRL in the last 20 years. In maintaining such position, the brand's reputation will be mortally wounded in an important market like Brazil.

This sudden and unilateral announcement was a devastating blow to the workers, their families and their communities, not only because of the terrible content, but also because of the way it was made: in no previous discussion with representative unions or local governments and in the middle of a pandemic where everyone is already suffering from enormous social pressures.

I would like to remind you that such behaviour is in blatant violation of the [International Framework Agreement](#) that Ford has signed with us since April 25, 2012, which I quote below:

“Cooperation with employees, employees' representatives and trade unions will be constructive. The aim of such cooperation will be to seek a fair balance between the commercial interests of the Company and the interests of the employees. Even where there is disagreement, the aim will always be to work out a solution that permits constructive cooperation in the long term”.

“Timely information and consultation is a prerequisite for successful communication between management and employee representatives. Information will be provided, in good time to enable representatives to appropriately prepare for consultation”.



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General Secretary: Valter Sanches

In this sense, I call on Ford to reconsider this decision and to immediately engage with the respective unions to jointly discuss viable alternatives for the permanence of the production units and the jobs in Taubaté, Camaçari and Horizonte, as well as along the supply chains.

We anticipate your swift action and response.

Yours Sincerely

Valter Sanches, General Secretary