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President: Jörg Hofmann
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Geneva, 03 July 2021

Mr Régis Blugeon
Director of Social Affairs and HRD
Group Saint-Gobain
Via email regis.blugeon@saint-gobain.com

**Demand to respect strict neutrality and no reprisals during the
process of union vote at Saint-Gobain Glass Factory
in Cuautla, Morelos, Mexico on 5-6 July 2022**

Dear Mr Blugeon,

On behalf of IndustriALL Global Union, representing more than fifty million workers in mining, energy and manufacturing sectors throughout the world, including Saint-Gobain workers worldwide. We would like to bring to your attention the particular case of union election taking place at Saint-Gobain Glass Factory in Cuautla, Morelos on 5-6 July 2022 and urge you to inform your local management of strict neutrality and no reprisals against workers and activists in relation to this vote.

We are informed that workers at your plant in Mexico are intimidated as unions are campaigning for workers to support them. We are also informed that not all union have granted access to your facilities to speak to workers. Only the union who has been representing workers is given the access. This place unions on an unequal footing to address workers.

In accordance with the labour reform in Mexico all the workers have their right to elect their union leaders and choose which union will represent them in collective bargaining in future. Legitimation votes on all existing collective bargaining agreements (CBAs) must be held by May 1, 2023.

Currently the incumbent union in charge of representing the workers is the Glass Industry Workers' Union (Sindicato de Trabajadores de la Industria del Vidrio), affiliated to the Confederation of Workers and Peasants (CTC), which is trying to legitimise the existing labour contract.

We were also informed that there is also a competing union, the Independent Union of Free and Democratic Workers of Saint Gobain Mexico (Sindicato Independiente de las y los Trabajadores



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Libres y Democráticos de Saint Gobain México) who encourage workers to vote for a their union and new contract.

We therefore call upon yourself and your local management to respect the provisions of the Mexican and ILO convention on freedom of association, respect for labour human rights, by respecting the process to be undertaken, and allow for free and fair process. This must include immediate and equal access to all trade Unions to the plant.

We also call on yourselves to make sure that no worker is threatened or intermediated, and that their choices for trade union representation is respected.

We request that this is clearly communicated within your plant in Mexico.

We rely on your prompt action on this matter,

Kind regards,

Atle Høie

General Secretary
IndustriALL Global Union