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European Federation  
of Building  
and Woodworkers



Geneva 10 December 2014

## **Shaping social dialogue at Holcim-Lafarge during the merger and beyond**

Dear Mr. Lafont and Mr. Fontana,

You may be aware of the meeting of BWI, EFBWW and IndustriALL Global Union affiliates from Holcim and Lafarge plants from around the world, held in Belgium on 25 – 26 November, 2014. A joint global union council for Holcim-Lafarge was formed at the large meeting. We were very pleased to count on the helpful participation of Ms. Sonia Artinian and Mr Philippe Jacquesson from Lafarge and Mr Willi Smit from Holcim in our meeting. They may already have transmitted to you the clear messages and serious questions that were addressed to them by the participants.

We write to you today to express our grave concerns regarding the possible negative consequences of the upcoming merger for labour rights, employment practices and working conditions. We were pleased to hear from Ms. Artinian that we will receive an initial proposal for the future social dialogue system in the merged group before the end of the year. We think that it is necessary to discuss these proposals as soon as possible. We trust that we will be able to meet with you early in the new year in order to resolve these matters, as the merger is moving ahead very fast and, as yet, without meaningful consultation of the representative Trade Unions.

Our key proposals to you are as follows:

We insist on being acknowledged and involved in discussions concerning possible consequences for labour rights and working conditions at the earliest stage possible. We consider that it is fundamentally important to respect the existing collective labour agreements in every company and every country.

It is important that we together can reach a definition of the current core activities and those of the new group worldwide. This is with a view to establishing a limit to the use of subcontracting by fixing a maximum percentage of the workforce that may be subcontracted. It is our conviction that equal pay for equal work is an ethical principle that should be respected throughout the supply chain.

We request a meeting with you to discuss these matters and to start work on the adoption of a Global Framework Agreement (GFA) for the new group in order to guarantee respect for the International Labour Standards contained in the Conventions of the ILO. We believe that there could be no better time than now to create a Lafarge-Holcim Global Union Committee to work with the European Works Council and Trade Unions affiliated to the BWI, EFBWW and IndustriALL to work on implementation, monitoring and verification of respect for International Labour Standards and best practice on Occupational Health and Safety in the operations of the future company worldwide.

We look forward to receiving your reply at your earliest convenience so that we can arrange a meeting with you as soon as possible.

Yours Sincerely



Ambet Yuson  
General Secretary  
Building and Woodworkers' International



Jyrki Raina  
General Secretary  
IndustriALL Global Union



Sam Hagglund  
General Secretary  
EFBWW