

Geneva, 03 October 2012

Mr Carlos German Arroyave Zuluaga
Chief Executive Officer
Termotecnica Coindustrial S A
Calle 100 9A-45
Torre 2, Oficina 501
Bogotá DC, Colombia

Refusal to bargain with USO

Dear Mr Carlos German Arroyave Zuluaga, CEO,

I write to you on behalf of IndustriALL Global Union which represents more than fifty million workers throughout mining, energy and manufacturing industries, in some 140 countries throughout the world. USO, Unión Sindical Obrera, is an important member of this large global union family.

IndustriALL Global Union is closely monitoring the actions of your company, Termotécnica CO industrial S.A, which provides services to CEPCOLSA in refusing to discuss the workers' list of demands with USO. The workers of Termotécnica, who declared themselves in Permanent Assembly on 13 August, have chosen this trade union to represent them in collective bargaining. USO has requested several times for a constructive and productive dialogue in order to find a solution to the current labour conflict and to improve working conditions. Your company refusal to meet and negotiate with USO represents a clear violation of your employees' fundamental rights to freedom of association and collective bargaining, as enshrined in the Colombian Constitution and international labour conventions to which Colombia is a signatory.

I urge you to immediately enter into dialogue with USO as your legitimate bargaining partner and, thereby, fully respect national and international labor standards, including ILO Convention 87 on Freedom of Association and Protection of the Right to Organize, and Convention 98 on the Right to Organize and Collective Bargaining.

IndustriALL Global Union supports the legitimate demands of the workers presented by USO, including salary increases and revision of qualification of the positions. It strongly condemns the practice ill-treatment against the workers in Termotécnica which represent a grave violation of the rights at work of your employees.

Only such a dialogue will provide a solution to the current labour conflict.

I anticipate your quick reply.

Yours sincerely



Jyrki Raina
General Secretary

CC: Javier Genaro Gutierrez Pemberthy, President of ECOPETROL; CEPCOLSA