

Geneva, 01 July 2013

Mr. Jean-Dominique SENARD
President of the Group Michelin
Place des Carmes-Déchaux
63040 Clermont-Ferrand cedex 9
France

CC: Mr. Jean-Michel GUILLON, Head of Global Human Resources
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Job Losses at Michelin Plants in France, Colombia and Algeria

Dear Mr. Senard,

I am writing this letter to you on behalf of [IndustriALL Global Union](#), which represents more than fifty million workers in energy, mining and manufacturing sectors from 700 trade unions in 140 countries. Our global union family has a very strong presence in tire and rubber sectors, including employees of Michelin in various countries.

IndustriALL Global Union and its affiliates throughout the world are very much concerned by the recent news about Michelin's current decision of restructuring, which results in factory closures in France, Colombia and Algeria with thousands of job losses. Obviously Michelin has for many years professed a loyalty to quality of life for its workers, however, current corporate behaviour in the countries in question is putting these values to the test.

In France, home country of Michelin, the encouraging announcement at the beginning of June of an €800 million investment in job creation was coupled with the cutting of hundreds of jobs at the Joué-lès-Tours plant in 2015. We urge that you continue the good faith dialogue with our affiliated trade union FCE-CFDT to seek alternative solutions to this potentially catastrophic cut for the Joué-lès-Tours area.

In Colombia, again hundreds of Michelin employees at the Chusaca and Cali plants, members of the trade unions Sintraincapla and Sintraicollantas, have seen their employment conditions dismantled over recent months in preparation for their mass dismissal. The management disrupted production, and then presented the loss of productivity as grounds for mass sackings to the Ministry of Labour. This kind of ways are very much familiar to us in Colombia since it is a common tactic in the country when a company prepares to close a production site. The dismissed workers have conducted vigils at the factory gates calling for dialogue with the company, but without meaningful responses.

Michelin workers in Algeria are also being affected by the company's restructuring plan with announcement of the sale of the Hussein Dey factory, which means a cessation of Michelin production by the end of the current year. Hussein Dey workers have been promised continued employment with the purchasing company Cevital, but there are still unclarities and this must be ensured.

IndustriALL Global Union clearly expects that the management of Michelin reviews its decision to close down the factories causing job losses, and keeps the constructive dialogue with the relevant unions to restore the current situation.

I anticipate your quick reply.

Sincerely,

A handwritten signature in blue ink, consisting of a vertical line on the left, a horizontal line in the middle, and a diagonal line on the right that extends downwards and to the right.

Jyrki Raina
General Secretary