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*President: Berthold Huber
General Secretary: Jyrki Raina*

Geneva, 12 July 2013

Mr. Bill Sweasy
CEO
Red Wing Shoe Company, Inc.
314 Main St
Red Wing, MN, 55066
United States
customer.service@redwingshoe.com (please forward)

Gross Violations of Trade Union Rights at DMG International in the Dominican Republic

Dear Mr. Sweasy,

I am writing on behalf of [IndustriALL Global Union](http://www.industriall-union.org), which represents 50 million workers in the mining, energy and manufacturing sectors in 140 countries to draw your attention to the anti-union behaviour of one of your suppliers, DMG International in the Dominican Republic.

When workers at the plant decided to organize earlier this month in response to poor wages and working conditions, the company responded by terminating six members of the union committee, in spite of the fact they enjoyed legal protection from dismissal, and assigning workers to keep a close watch on the remaining committee members.

The six fired union committee members are Martiza Morel Cabrera, Angela Maria Arias, Edison Santos Cabrera, Juan Gabriel Rivas, Oscar Javier Peña y Javier Alejandro.

A further forty workers who met with union leaders in their own neighborhoods were dismissed upon arrival at work the next morning. The company claimed they were terminated because of a lack of orders but then promptly hired replacement workers.

There have also been reports of attempts to bribe members of the union committee.

Then, three days ago, the President of the union committee, Alfredo Ventura, was surrounded on the factory floor by a group of workers, armed with knives and bats, who warned him his life was on the line unless he quit the union. There is every indication that this attack was orchestrated by the company.

I have written to the company, advising it that we take this sort of anti-union behaviour extremely seriously. I have asked the company to immediately investigate the incident and to take action to punish those found responsible, as well as to meet with the union, under the auspices of the Ministry of Labour, to adopt suitable measures to put an end to the threats and the violence and to ensure that workers are able to exercise their internationally-recognized right of freedom of association.

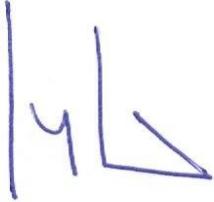
Appropriate measures should include the adoption of a zero tolerance policy towards threats and violence, the immediate reinstatement of workers dismissed for exercising the right of freedom of association, and a guarantee that the company will respect the right of workers to organize freely.

I have also written to the Minister of Labour asking her to use her good offices to help resolve the situation.

I would be very grateful if you could intervene to ensure your supplier understands that such behaviour is unacceptable in international markets and to ensure that satisfactory solutions are put in place in line with national law and international standards.

I look forward to your reply.

Sincerely,

A handwritten signature in blue ink, consisting of the letters 'J', 'R', and 'A' in a stylized, cursive-like font.

Jyrki Raina
General Secretary