

Geneva, 7 February 2014

**Sergey Eganov**  
**General Director**  
**Rich Metals Group**  
**Via email: [SEganov@richmetalsgroup.com](mailto:SEganov@richmetalsgroup.com)**

## **Georgian miners rights violation at RMG Gold and RMG Copper**

Dear Mr Eganov,

I am writing this letter to you on behalf of IndustriALL Global Union representing more than fifty million workers throughout the manufacturing chain in more than 140 countries throughout the world to express our concern over the situation with workers rights at the enterprises RMG Gold and RMG Copper in Georgia.

We have been informed by our affiliate Trade Union of Metallurgy, Mining and Chemical Industry Workers of Georgia (TUMMCIWG) about the attempts by your company to manipulate the workers. We learned with indignation that your company refuses to negotiate in good faith despite the fact of previously signed agreement in November 2013 and consequently given promises to respond to workers' concerns regarding the wages, better working conditions and health insurance.

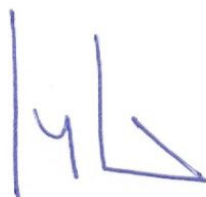
Over the past two months numerous meetings and negotiations took place and the workers thoroughly fulfilled their obligations according to the agreement, but their requests are still pending regardless of the fact that they were a priority part of the agreement. It is logical that workers decided to go on strike under these conditions.

However, we knew that instead of entering into proper bargaining process with mutual respect, you announced a process of reorganization at both of your enterprises and fired some 140 employees including 15 union activists who had participated in the bargaining. Moreover your company is questioning the representation rights of the local TUMMCIWG union by refusing to negotiate and trying to discredit it.

We believe that these actions of yours are blatant attempts to undermine the strike, intimidate the workers and block collective bargaining. These go against the internationally recognized principles of freedom of association and Georgian labour legislation.

IndustriALL urges you to improve the situation at RMG Gold and RMG Copper and start genuine collective bargaining in good faith and fairness with your workers representative body, the Trade Union of Metallurgy, Mining and Chemical Industry Workers of Georgia (TUMMCIWG). We will continue monitoring the situation in Georgia and warn you that in case the companies RMG Gold and RMG Copper refuse to start negotiations IndustriALL will start a campaign with participation of a wide international community.

Sincerely Yours,



Jyrki Raina  
General Secretary  
IndustriALL Global Union