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President: Berthold Huber
General Secretary: Jyrki Raina

Geneva 12 September 2012

To Matti Hyytiäinen
President and CEO
PKC Group, Unioninkatu,
00130 Helsinki, Finland
By email to matti.hyytiainen@pkcgroup.com and fax + 358 20 1752 211

Labor conflict and Union Elections at PKC facilities in Ciudad Acuña, Mexico

Resolution from the IndustriALL Automotive Working Group Meeting
St Petersburg, 11-13 September 2012

Dear Mr. Hyytiäinen,

The representatives of the major Automotive unions in the world, affiliated to IndustriALL Global Union, have been informed of the anti-union tactics and harassment exercised by PKC Management against workers in the Ciudad Acuña plants in Mexico, in violation of workers' right to organise and form an independent union. As you know, the National Union of Mine, Metal, Steel and Related Workers of the Mexican Republic (SNTMMSSRM) has filed a legal demand for control of the collective bargaining agreement at Arneses y Accesorios de México, PKC's local subsidiary. We know that the Federal Conciliation and Arbitration Board will soon order an election to allow the workers to determine which union they wish to represent them, and that the PKC management is openly interfering in the lead up to the election process.

IndustriALL is concerned that for any election to be considered legitimate, it must be conducted in a free, fair, and transparent manner. We are very disturbed by reports that the PKC giving the CTM – a union imposed by the company in secret, with no consultation with the workers - unrestricted access to the workforce inside the facilities during working hours, and by further reports of PKC managers telling workers that if the SNTMMSSRM wins the election they will lose their benefits, the plant will close down and the work will be moved elsewhere. Such actions clearly demonstrate interference and domination by the company in violation of ILO Conventions 87 and 98 as well as the codes of conduct of a number of major PKC customers.

IndustriALL and the undersigned trade union leaders and representatives, meeting here in St Petersburg, join forces to demand that you instruct the local PKC management to immediately stop all anti-union harassment against PKC workers in Ciudad Acuña Mexico and to take all the necessary steps to guarantee a Free Union Election Process in the PKC plants there, where some 7000 workers are still deprived of their right to exercise Freedom of Association and elect the union of their choice. Specifically, we ask that PKC publicly inform the workers that there will be no reprisals as a result of the union election, including loss of benefits, reduction in force or plant closures, and that PKC allow the Mineros equal access to that being given to the CTM within the plants.

We are informing PKC 's major clients whose workers we represent – including Caterpillar, Chrysler, Continental, Daimler Trucks, Ford, Emerson, Flextronics, General Motors, MAN , Mercedes Benz, Navistar, Scania, Volkswagen and Volvo - of this intolerable breach of C87 and C98 of the ILO and of the Observation presented to the OECD about this case.

Thanking you for your attention and immediate action to redress this situation.

Regards,

Australian Manufacturing Workers' Union (AMWU)

GEE Jon

Confederação Nacional dos Metalúrgicos (CNM-CUT)

DA SILVA PINTO Claudia Albertina (Ms)

SILVA CAYRES João Vicente

Metallityöväen Liitto ry. / Finnish Metalworkers' Union (ML)

REIJONEN Jouko

Fédération des Travailleurs de la Métallurgie (FTM-CGT)

DUCRET Michel

KHENSOUS Aziz

Industriegewerkschaft Metall (IG METALL)

BARTMANN Martin

BRUNKHORST Christian

HOFMAIER-SCHÄFER Bernd

IBROM Gabriele

LEUTERT Hans-Georg

METZ Thomas

QUART Anne

SCHROLL-PRITSCH Guenther

Confederation of Japan Automobile Workers' Unions (JAW / JCM)

HIRAKAWA Hideyuki

ICHINOWATARI Masahiko

SATO Takao

Landelijke Bedienden Centrale Nationaal Verbond voor Kaderpersoneel (LBC-NVK)

LAMERS Johan

National Automobile, Aerospace, Transportation & General Workers Union (CAW-Canada)

LABAJ Annie (Ms)

VAN CLEEF Bob

Fédération Confédérée "Force Ouvrière" de la Métallurgie (FO)

RIBEIRO Paul

SABOT Jean-Yves

Fédération Générale des Mines et de la Métallurgie (FGMM-CFDT)

PETROVSKI Maxime

PORTIER Philippe

FIM-CISL

BURMO Leonardo

CIPRIANI Alberto

VITALI Bruno

FIOM-CGIL

DE PALMA Michele

MARUCA Stefano

Korean Metal Workers' Union (KMWU)

CHOI Byeongchang

CHONG Hyewon




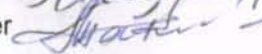

KIM Gi Hyuk

PARK Sangjun


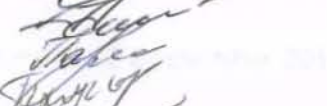



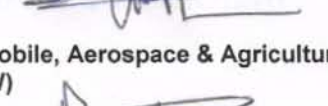
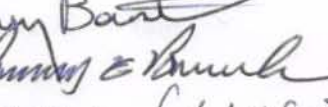
PARK Raejung

UM Kyosu


Engineering Workers' Union of Russia (EWU)

ARTYUKHIN Vitaly 
ASILDAROV Adilbek 
KIRYUSHENKOV Valery 
LAPENKOVA Elena 
PANYCHEV Alexander 

Russian Interregional Trade Union of Autoworkers (ITUA)

ETMANOV Alexey 
KASHITZIN Alexander 
PAVLOVSKY Eugeny 
PLUGIN Dmitry 
STANKEVISH Igor 
TRUDOVOJ Dmitry 
ZOLOTAREV Petr 

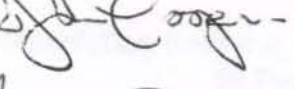

Metalworkers' Federation Kovo in the Slovak Republic (OZ KOVO)

HRUSECKA Monika 


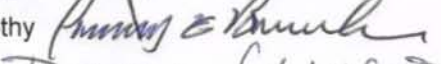

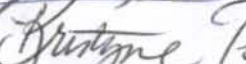

Birlesik Metal-Is (BMI)

CETINKAYA Sinem Derya 
GÖKTAS Selcuk 

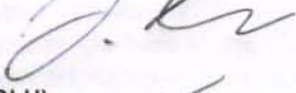
Unite the Union

COOPER John 
MURPHY Tony 

Int'l Union, United Automobile, Aerospace & Agricultural Implement Workers (UAW)

BERNATH Garry 
BRESSLER Timothy 
CURSON Dave 
FLORES Ruben 
PETER Kristyne 

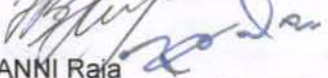
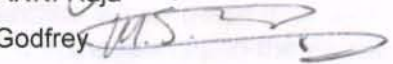

IMU Institut Stuttgart

DISPAN Jürgen Thomas 

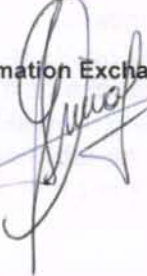
IndustriALL European Trade Union

JÄCKLEIN Wolf 

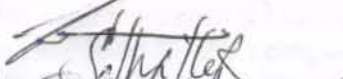
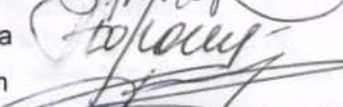


Global Labour University (GLU)

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Transnational Information Exchange (TIE)

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IndustriALL Global Union

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