



Landsorganisasjonen i Norge

Matti Hyytiäinen, President and CEO  
PKC Group  
Unioninkatu 20-22  
00130 Helsinki  
FINLAND

Deres ref.

Vår ref.  
13/503-1 870.1/CHPA

Dato:  
Oslo, 13.02.2013

## Violations of Trade Union Rights in PKC

Dear Mr. Hyytiäinen:

The Norwegian Confederation of Trade Unions, LO-Norway, with almost 900,000 members, will with this protest violations of trade union rights in your concern in Ciudad Acuña, Mexico. You are perhaps not aware of the seriousness of the situation.

Because of anomalies in Mexican law there are many organizations which claim to be unions but which are imposed upon workers. The leaders of these organizations do not represent those who are forced to pay dues to them by an automatic deduction from their salary.

In one of PKCs factories in Mexico, a large number of workers rejected such an organization and attempted to form a genuine union which represented their interests. They joined the federation "Sindicato Nacional de Trabajadores Mineros, Metalúrgicos, Siderúrgicos y Similares de la República Mexicana" popularly known as "Los Mineros." Los Mineros is one of the few democratic and independent union organizations in Mexico. As a direct result of this organizing, more than a hundred of those who joined the real union were fired, including the whole leadership of the new union.

Mr. Hyytiäinen, this is certainly not in line with PKC values described on your web site. We quote "Our openness, appreciation of each other and equal treatment lay the foundation for fruitful co-operation." It is also a clear violation of ILO Convention 87 on the right to organize, something which can have international repercussions for your concern.

We recommend in the strongest way that the workers which were fired because they made use of their right to organize be reinstated and that your company agrees to bargain collective with "Los Mineros" and their member union.

Yours truly  
**THE NORWEGIAN CONFEDERATION OF TRADE UNIONS  
(LO-NORWAY)**

  
Gerd-Kristiansen  
Vice-President

  
Christine Parker  
Advisor – Latin  
America

Cc:  
Juha Torniaiene, CFO, PKC Group  
Frank Sovis, VP for North America  
IndustriAll  
ITUC