

Geneva, 19 July 2012

Ms. Julie Rose  
Human Resources Manager  
Paragon UK Head Office  
Pallion Trading Estate  
Sunderland

By e-mail: [contactus@paragon-europe.com](mailto:contactus@paragon-europe.com) and telefax: +44 (0) 191 514 6361

## IndustriALL Global Union urges Paragon to show respect to union members

Dear Ms. Rose,

I'm writing to you as General Secretary of IndustriALL Global Union representing more than fifty million workers throughout the energy and manufacturing chain in some 140 countries around the world. Unite the Union is one of the leading members in our global trade union family.

I call on your company to urgently change its policy towards members of Unite the Union, currently in dispute with Paragon management at the Sunderland plant. I believe that after seven years of pay freeze, it is an insult that your company reporting large profits is attacking workers' pay and conditions. I am aware that during the 90-day consultation period, workers' representatives even offered to take a 1% pay cut across the board. Instead, the management is moving ahead with plans to dismiss all workers and then re-hire them on poorer conditions, with reduced redundancy and sick leave terms.

IndustriALL Global Union finds it especially unacceptable that your management has imposed negative changes to shift premiums and working allowances only to union members, while non-union workers are not affected.

We support the justified demands of the workers and urge your company to immediately enter into a meaningful and constructive dialogue with our affiliate Unite the Union.

I anticipate your quick reply.

Yours Sincerely,



Jyrki Raina  
General Secretary

CC: Len McCluskey, General Secretary, Unite the Union  
Tony Burke, Assistant General Secretary, Unite the Union  
Dave Telford, Regional Officer, Unite the Union