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President: Berthold Huber
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Geneva 18 July 2012

Mr. Vincent Calarco
Non-Executive Chairman at Newmont Mining Corporation
and Member of Board of Directors of Consolidated Edison
USA

By e-mail: Vincent.calarco@newmont.com

Lockout of 8,500 Utility Workers in New York City

Dear Mr Calarco,

I am writing to you on behalf of the 50 million members in 140 countries, affiliated to IndustriAll Global Union. We represent workers globally across supply chains in the energy, mining, manufacturing and related sectors, including members of our affiliate the Utility Workers Union of America (UWUA).

It is with deep outrage that we learned from the UWUA of the unjust and anti-union actions of the New York electricity and gas utility company, Consolidated Edison. The lockout of 8,500 union members in an attempt to force upon them unacceptable working conditions and degraded social benefits can only be interpreted as a shameless and transparent union-busting attempt.

Consolidated Edison imposed the lockout as part of its scheme to extract huge bargaining concessions from utility workers, including demands to eliminate the existing retirement plan for new employees and to impose additional healthcare costs on all workers. Consolidated Edison is making these demands despite posting profits of US\$1.1 billion last year.

As you keep an important position at Newmont Mining Corporation in addition to your managerial responsibility at Consolidated Edison, we are informing our mining affiliates with members at Newmont in Australia, Canada, Ghana, Indonesia, Mexico, New Zealand, Peru and the USA of the conflict. We are well aware that in 2011, you collected some US\$495,000 from Newmont and US\$220,000 from Consolidated Edison. The Newmont Code of Conduct enshrines the values of integrity, trust, respect, and honesty. Your conduct at Consolidated Edison is at odds with these values and compromises Newmont's integrity and image.

I strongly urge you to use your influence to put an end to lockout at Consolidated Edison. IndustriAll Global Union stands with the UWUA in their demand for a fair and just resolution to this vicious assault on their members. I look forward to hearing from you.

Yours Sincerely,

A handwritten signature in blue ink, appearing to be "Jyrki Raina".

Jyrki Raina
General Secretary

cc D. Michael Langford, President, UWUA
IndustriALL Global Union affiliates with membership at Newmont