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President: Berthold Huber
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Mr. Philippe Crouzet, President
Vallourec
27, Avenue du Général Leclerc
92100 Boulogne-Billancourt
France

21 March, 2013

Dear Mr. Crouzet,

We are deeply troubled by complaints that we have received from one of our affiliates, the United Electrical, Radio and Machine Workers of America (UE), regarding the behaviour of local management at the V&M Star tube plant in Youngstown, Ohio, USA.

Workers in the plant contacted UE last fall for assistance in organizing a union. Immediately, local management began confronting pro-union workers and interfering with workers' rights.

Management hired union-busting consultant, M. Vanetti, of Vantage Point Alliance and the Labor Relations Institute. On his public LinkedIn profile, Vanetti boasts of his skills in maintaining union free work environments. The Labor Relations Institute famously offers a "Guaranteed Winner Package" meaning that if it cannot block workers' efforts to form a union, the company does not pay. Vanetti has held captive-audience meetings at the plant, at which he has allegedly dispensed disinformation about unions. At least one of the pro-union leaders in the plant was directly threatened by a supervisor who implied that he would lose his job if he continued.

This is not the sort of behaviour that we expect of a company with whom we have a signed Global Framework Agreement. In that agreement, Vallourec explicitly recognized the right of all its employees to be or become members of a trade union and to participate in collective negotiations. Vallourec committed to respect human rights and the universal fundamental principles that protect the dignity, respect and liberty of the employees, which in Annex 2 of the GFA, are specified to include ILO Convention 87, Freedom of Association and Protection of the Right to Organise and C98 Right to Organise and Collective Bargaining Convention. Furthermore, in a letter dated 11 September, 2007, which is appended to the GFA, Pierre Verluca on behalf of Vallourec confirmed that the intent of the agreement was to respect these rights, and not to limit their responsibilities to "local customs".

We expect Vallourec to take a position of neutrality towards attempts to organize a union. Hiring a professional union-buster is not neutrality. We expect that Vallourec will cease these actions and allow the workers to make their own decisions.

Please advise us as to what steps Vallourec intends to take to bring its USA management back to order.

We look forward to your reply.

Yours truly,

Jyrki Raina
General Secretary

cc. Christian Delchambre, DSC VM France, Secrétaire du CEE Vallourec, CGT
Christian Pilichowski, Membre du Bureau Fédéral, CGT
Bob Kingsley, Director of Organizing, UE
Robin Alexander, Director of International Affairs (UE)