

Geneva, 15 December 2015

Mr. Robert Bellisle
Managing Director and CEO
ArcelorMittal Point Lisas Limited
Point Lisas Industrial Estate,
Point Lisas, Couva
Trinidad and Tobago

robert.bellisle@arcelormittal.com and fax: + (868) 636-5696

Concern regarding unilateral layoffs at ArcelorMittal in Trinidad and Tobago

Dear Mr. Bellisle,

I am writing on behalf of [IndustriALL Global Union](http://www.industriall-union.org), a global trade union bringing together affiliated unions in the energy sector, in the extractive industries and manufacturing with a combined membership of 50 million workers, to express our grave concern at the layoffs of 600 workers at your Point Lisas facility in Trinidad and Tobago.

We are extremely concerned at the layoffs and the unacceptable way in which they have been carried out. Your company has sent these workers home just before Christmas, without specifying their layoff period and without any genuine consultation with their union, our affiliate the Steel Workers' Union of Trinidad and Tobago (SWUTT). Moreover, we understand that while permanent employees have been laid off, work continues at the plant with contract personnel from Quality Services Logistics of Trinidad Limited, a Canadian contractor firm.

In better economic times, these workers made a major contribution to the company and helped secure high profits for the company and its shareholders; now, the workers have being left to carry the full brunt of the economic crisis.

You will be aware that Section V of the OECD's Guidelines for Multinational Enterprises dealing with employment and labour relations sets expectations for companies which are considering changes which would have a major impact on their workforce. In particular, I draw your attention to article 6:

In considering changes in their operations which would have major employment effects, in particular in the case of the closure of an entity involving collective lay-offs or dismissals, provide reasonable notice of such changes to representatives of the workers in their employment and their organisations, and, where appropriate, to the relevant governmental authorities, and co-operate with the worker representatives and appropriate governmental authorities so as to mitigate to the maximum extent practicable adverse effects. In light of the specific circumstances of each case, it would be appropriate if management were able to give such notice prior to the final decision being taken. Other means may also be employed to provide meaningful co-operation to mitigate the effects of such decisions.

I therefore call upon you to rescind the layoff letters and engage in good faith negotiations with our affiliate SWUTT on the future of the plant.

I look forward to your early response.

Sincerely,



Jyrki Raina
General Secretary

Cc:

Lakshmi Mittal
President and CEO
ArcelorMittal
24-26, boulevard d'Avranches
L-1160 Luxembourg
Lakshmi.Mittal@arcelormittal.com and Fax +352 4792 2675

Honourable Dr. Keith Rowley
Office of the Prime Minister
13-15 St. Clair Avenue,
St. Clair,
Trinidad

Honourable Minister Jennifer Baptiste-Primus
Ministry Of Labour and Small Enterprise Development
Level 5&6, Tower C,
International Waterfront Centre
#1 Wrightson Road
Port of Spain