

Geneva, 17 December 2021

Mr. Gary Nagle  
Chief Executive Officer  
Glencore

Sent by email: [Gary.Nagle@glencore.com](mailto:Gary.Nagle@glencore.com);  
Copy: [Derrick.Crowley@glencore.com](mailto:Derrick.Crowley@glencore.com)

## **IndustriALL Global Union's concerns over Carbones del Cerrejón Limited, [Cerrejón] for violation of ILO fundamental rights**

Dear Mr. Gary Nagle,

I am writing this letter to you on behalf of [IndustriALL Global Union](https://www.industrialall-union.org), which represents more than fifty million workers in mining, energy and manufacturing industries in 142 countries worldwide, including in Colombia, to express our extreme concern at the alleged continuation of violation of fundamental trade union rights at Cerrejón.

I am informed that following Glencore's acquisition of 100% interest of Cerrejón, the industrial relationship between the company and the union continues to deteriorate dramatically. This is on the back of a protracted labour strike over collective bargaining negotiations dispute, a strike described as the longest in the company's history. I would have thought lessons are learned from such a traumatic experience; however, it does not appear to be the case for Cerrejón.

One of the cardinal principles to which we hold mining companies to account is regarding the ILO's fundamental principles and rights at work, one of which is freedom of association and the right to collective bargaining. The imperative for the exercise of that right is that workers' representatives shall have access to facilities needed to carry out their functions in the workplace. This includes access to designated non-work areas (not interfering with operation) during organizing efforts for the purposes of communicating with employees. This is at the heart of the current complaint submitted to the Ministry of labour in Colombia by our affiliate, Sintracarbon.

As if it is not enough that the recent strike at Cerrejón was over the company's failure to engage in good faith collective bargaining, the resulting 91-day strike, the conflict over the unilateral introduction of new shifts and the subsequent wave of dismissals, the company is now targeting union leaders who are simply doing their job. The targeting of union leaders follows on an attempt by the union to caution the company over the deteriorating industrial relations at Cerrejón. Following these attempts by the union, Cerrejón management is leveling charges against the union leaders for exercising their right to consult workers, a right hitherto exercised by the union leaders.

IndustriALL Global Union takes a dim view to anti-union and union busting behavior and I wish to urge the company to desist from such extremely dangerous behavior and to engage rather in relationship building efforts with our affiliates.

Yours sincerely,



Atle Høie  
General Secretary