

## **CGT PRESS RELEASE**

### **Vallourec at the Forefront of the Antiunion Fight**

A delegation from the CGT Metalworkers Union comprised of CGT members elected from the Vallourec group went to Youngstown, OH from January 16 to January 19, 2014, at the invitation of UE, its partner union in the United States.

It was a question of the French delegates and the CGT Metalworkers Federation showing solidarity with the union organizing campaign under way at Vallourec's Youngstown plant. Following the legal process in this state, a petition campaign was launched one year ago in order to obtain majority support of the workers, and, in such case, to get to a vote: for or against forming a union on site.

During the petition campaign, the UE has faced a violent campaign of disparagement, lies, and propaganda by management. Management attempted by every means to prevent workers from signing the petition demanding a vote to form a union. A special agency was commissioned, which charged \$1500 per day for its services, to directly intervene in shops to organize face-to-face meetings and develop management's antiunion arguments. We have a copy of the contract executed March 23, 2013 between Vallourec and the agency Vantage Point Alliance, which describes the objectives of the assignment in great detail.

As it happens the Vallourec Group, represented by its CEO Philippe Crouzet, signed a global accord (named: Accord on the Principles of Responsibility) with the global union federation

IndustriALL Global Union, by which the group commits itself to respecting social rights, the core conventions of the ILO, particularly the right to organize a union of one's choice and the right to collective bargaining.

Since March 2013, the CGT as well as IndustriALL have been interceding with Mr. Crouzet to remind him of his commitments so that he intervene with local management in order that it observe strict neutrality during the unionization process.

The threats and pressures during this campaign have not prevented the workers from demanding a majority vote that takes place from January 21 to January 23, 2014.

But, we have observed that Vallourec not only has not adopted a neutral attitude, but to the contrary has intensified its pressure, threats and attacks against the workers who must vote, but also against their families. Propagandistic banners and signs for "no" are placed in front of worker entrances. We have original letters sent to workers' homes in order to harass their spouses, which describe the apocalyptic situation in the business and the extremely negative consequences for families if the union is established.

We have an original DVD on which the Vallourec logo appears, in which two workers, several business leaders and Mr. Wallace, the plant manager, campaign for workers to vote "no" to forming the union.

The contents of this video are also available online on the website ([www.vstarvoteno.com](http://www.vstarvoteno.com)).

For our part, we met several dozen workers who all confirmed their will to unionize, that they and their families have received threats and have been harassed. They described their social situation to us and insisted on the fact that without a union there is no collective bargaining and therefore no collective rule exists. There is neither a salary grid nor negotiation over wages. The retirement plan is at the discretion of management. The goal of their battle is to put collective bargaining in place because it becomes mandatory once the union is created.

At a press conference attended by a dozen media outlets that was relayed on local television channels and in the press, we explained the global accord between the international union federation and Vallourec. We explained and detailed the benefits obtained by workers in France from the existence of the union and collective bargaining.

The CGT Metalworkers Union strongly condemns Vallourec's schemes. The global accords serve to ensure that core labor standards and the controlling principals of the Organization for Economic Cooperation and Development will be respected where they are not respected, which is the case in the United States of America. To recall, during his first campaign, Barack Obama declared himself in favor of a law of freedom of choice to establish a union (free choice act) demonstrating that laws must be changed on this subject in the United States of America. Unfortunately, once elected, he could not find a majority to do it.

We demand that Vallourec and its CEO, Philippe Crouzet, take all measures to make known to its managerial staff, throughout the entire world, the terms of the accord and to take adequate disciplinary measures against those who do not respect it.

Vallourec is one and the same global business. It is managed by one and the same CEO, Philippe Crouzet. We demand that all of Vallourec's workers benefit from the same social rights and unions as those available to workers in France and Germany.

We reserve the right to take these charges before the law in order that sanctions be imposed for the non-respect of the Global Accord on the Principles of Responsibility at the heart of Vallourec.

Montreuil, January 22, 2014