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*President: Berthold Huber
General Secretary: Jyrki Raina*

October 14, 2015

Matti Hyytiäinen
President and CEO
PKC Group

Dear Mr. Hyytiäinen,

The automotive unions of IndustriALL Global Union are writing today to call for the immediate reinstatement of ten union leaders in Ciudad Acuña who were terminated in a retaliatory post-election purge. We hope that PKC Group will correct its course, remediate past violations of basic rights, and move forward in a spirit of social responsibility.

IndustriALL Global Union, representing over 50 million workers in 140 countries, wrote to you in 2012 to ask that PKC guarantee a free and fair election to determine union representation. Instead, the election in Ciudad Acuña experienced intense, well-documented management interference. This included threats, short-term hiring, harassment, lack of access for union representatives, retaliation against Miners' union supporters, and captive audience meetings.

The election was followed by the termination of workers elected to the Executive Board of Local 307 of the National Union of Mine, Metal, Steel and Related Workers of the Mexican Republic (SNTMMSSRM), and over 100 supporters of the union. Of the 32 election observers appointed by the Miners' union for the election, 26 were fired. These terminations are a violation of basic human rights.

It is extremely concerning that more than two years later, these retaliatory firings have not been reversed.

In April, the Federal Labor Conciliation and Arbitration Board of Mexico ordered the reinstatement of four members of the Executive Board. We are deeply disappointed to hear that PKC has not yet complied with the decision.

In order to remediate the damage from the rights violations that occurred before, during and after the election, we call on PKC Group to publicly pledge that such behavior will not occur again, and ensure equal access for Miners' union representatives to communicate with the workforce.

Protection contracts and a dysfunctional, slow system of labor boards are grave impediments to human rights in Mexico. We call on you to take positive steps to demonstrate respect for fundamental workers' rights, including the universally recognized right to Freedom of Association.

Automotive industry workers from around the world will remain steadfast in our support.

We await your prompt action.

Edward P. Kuhls UAW 677

Dan Perkins UAW Local 171

DI = FOM

Mano Putra FIM-CISC

Kenneth Port UAW

MPD Widson Industrial

Ken Up SABOT FO ROTAUX

Kenneth Lindbeck FO ROTAUX

Douglas Frank CFDT Metaux France

FAURE Johnny FGMM-CFDT

Mike Hill PHASEAT a/c

Mike Hill FIM-CISC

Stefano Morica FIM CGIL

JAVIER URBINA MCA - UGT

MARIANO GEREZ FIM MCA - UGT

Cristina Aparecida Neves CNM/CUT

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Shane Wade

Unifor

Joakim Reijman

MetallHö

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Edwin Thomas

Takeshi Yamaguchi

JAW

Z. Sato

JAW

Maiko Maeda

JAW

Y Takada

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P. Ford

UNITE THE UNION,

D. Sato

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