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January 10, 2013

**Subject: Trade Union Rights Violations At TOO Kazakhmys In Kazakhstan**

Dear members of the board,

IndustriALL Global Union, representing over 50 million workers in mining, energy and manufacturing sectors in more than 140 countries across the world, has received information from our affiliate, Trade Union of Mining & Metallurgy Workers of Republic of Kazakhstan (TUMMWK) that the management of TOO Kazakhmys Corporation interfered with the activities of the union local, put pressure on union members, coercing them to leave TUMMWK and join the new corporate union, created by the company. The company didn't stop with this and prohibited sending workers' dues to TUMMWK, in violation of both the CBA and the industry-level agreement. This move completely paralyzed the union. Such conduct is an offense to the international labour standards and a gross violation of trade union rights.

We urge you to take all necessary steps to stop pressure on TUMMWK members and activists. We hope that good-faith relationship with the union will be restored on the basis of existing agreements.

If the interests of the union are ignored, IndustriALL Global Union will use the international mechanisms for defending union rights, and will also call the affiliates in the UK for help.

Yours faithfully,  
Jyrki Raina,  
IndustriALL Global Union  
General Secretary

A handwritten signature in blue ink, appearing to be "JRL", is located below the typed name of the General Secretary.