

Joint Appeal

6. September 2019



LA SOLIDARIETÀ È LA FORZA! – SOLIDARITÄT MACHT STARK! SOLIDARITEIT MAAKT STERK! – LA SOLIDARITÉ FAIT FORTE! – LA SOLIDARIDAD TE HACE FUERTE - SOLIDARITY MAKES YOU STRONG!

For the last 12 weeks, the workforce of 130 has been on strike at H.E.S., a member of the RIVA Group, in Trier and Horath. They are striking for a collective agreement and recognition of IG Metall's wage agreements.

We express our solidarity with IG Metall's legitimate and lawful strike for the application of collective agreements, and we call on the RIVA management and owners to enter into negotiations with IG Metall, conclude a collective agreement, and refrain from all disciplinary measures against striking employees. We will not allow blank spaces in the RIVA Group that are not regulated by a collective agreement with the trade unions. In this sense our 130 colleagues in Trier and Horath are also fighting for us.

All the collective bargaining in Germany has so far been fruitless. All of IG Metall's efforts – even its proposal of arbitration – have failed because they have been blocked by the management and the owners of the RIVA Group. We call on the management and the owners to join IG Metall at the negotiating table in order to reach a quick solution to the industrial dispute.

The purpose of our conference is to agree solidarity activities at RIVA's European facilities. We request the plant-level trade union organisations and employee representatives at RIVA's facilities in Europe to join our appeal and

take the agreed action at all European sites. With this united approach, we are supporting the lawful strike by IG Metall in Trier and Horath for the application of its collective agreement. Our solidarity activities aim to increase the pressure on the RIVA Group in order to strengthen IG Metall in its industrial dispute, and ultimately to implement a wage agreement.

We will discuss our joint approach with the trade unions and employee representatives and, with their consent, we will inform the RIVA management next week. Only if the corporate management reaches a collective agreement with IG Metall will our planned solidarity activities no longer be necessary and will not be carried out.

We call on our colleagues at all the facilities to practice solidarity. We would like to demonstrate this and agree on the following procedure:

- We will inform our members at the individual sites about the situation in Trier and Horath. We will call on the RIVA Group to return to the negotiating table without delay.
- No work will be carried out at other RIVA locations to break the strike in Trier and Horath. A call will be issued to all employees not to engage in strike-breaking.

- The trade unions and employee representatives at all the European facilities will examine how solidarity collections can be made in the individual RIVA plants for the striking workers in Trier and Horath.
- Next week all the trade unions and employee representatives at RIVA's European facilities will be asked to send declarations of solidarity to the striking workers.
- If our joint solidarity activities do not show results, we will strive for comprehensive solidarity and protest activities at as many RIVA sites as possible across Europe. As the trade union leading the strike in the primary dispute, IG Metall will suggest 17 to 24 September 2019 to all trade unions and employee representatives involved as the date for a week of industrial action. We, the stakeholders in this solidarity conference, support this proposal and we ask all the trade unions represented at RIVA, along with IndustriAll, for swift co-ordination and a quick decision, so that our striking colleagues can receive prompt and effective support given in a spirit of solidarity

Solidarity now!

Trier, 6. September 2019