



Claudia Bejarano  
President  
Carbones del Cerrejón Limited  
Colombia

By email: [Claudia.bejarano@cerrejon.com](mailto:Claudia.bejarano@cerrejon.com); [carlos.perez@cerrejon.com](mailto:carlos.perez@cerrejon.com)

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FNV expresses concerns about the unfair labour practices and recent dismissals by Cerrejón

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**Bijlage(n)**

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Dear Ms. Bejarano,

As the largest national trade union confederation of the Netherlands, and as member of IndustriALL Global Union, we would like to express our solidarity with and support to Sintracarbón, the National Union of Coal Industry Workers in Colombia. We also would like to express our concerns about the recent dismissals of workers by Cerrejón. In alignment with IndustriALL we are calling on Carbones del Cerrejón Limited to desist from further unfair labour practices and engage in good-faith dialogue with Sintracarbón. FNV fully aligns with the letter that IndustriALL sent to you on March 4 2021.

Therefore, FNV condemns Cerrejón's unfair actions. We learned that the company is pressuring about 450 workers to accept a "voluntary" retirement; otherwise, the workers will be fired without just cause and would be eligible for severance benefits under the Substantive Labour Code. FNV also learned that under these circumstances already 292 workers have been dismissed, which severely impacts their families as well. This is of great concern to us.

FNV understands that Cerrejón has been contacting each of these workers to force them under threat of dismissal and through tricks such as offering them two different figures: a figure if they accept the so-called mutual agreement, and another figure of a lesser amount if they were fired without just cause. The company appears to give workers just two hours to make such an important decision. Some of those laid off suffer from occupational health disorders.

Furthermore, we understand that Cerrejón has hired a law firm to be in charge of communication with the workers and has not entered into a good-faith dialogue with Sintracarbón.

Therefore, we urge Carbones del Cerrejón Limited to engage in good-faith negotiations with workers and their trade union Sintracarbón, and to take full account of the invaluable contribution and sacrifice of workers to the profitability and sustainability of the company. Furthermore, we call on you to reverse these mass redundancies, and to respond to the workers demand to abandon the draconian shift changes introduced earlier this year that we believe have given rise to the workforce reduction.

Sincerely,



Tuur Elzinga  
President FNV

Cc:

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- Presidente CUT, Francisco Maltés Tello: [presidente@cut.org.co](mailto:presidente@cut.org.co)
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