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President: Berthold Huber
General Secretary: Jyrki Raina

Geneva, 24 September 2015

Colin Whittington
General Manager
AVON Products Manufacturing, Inc.
Calamba Premier International Park
South Luzon Expressway
Barangay Batino, Calamba
Laguna 4027
Philippines

Sent by email to armie.sombillo-carabeo@avon.com ; alexander.grabar@avon.com and fax: + 63 6942268

IndustriALL Global Union Calls on AVON Products Manufacturing to stop harassing union officers and reinstate fair working conditions at plant in the Philippines

Dear Mr. Colin Whittington,

I am writing this letter to you as Secretary General of [IndustriALL Global Union](http://www.industriall-union.org), representing more than fifty million workers in the mining, energy and manufacturing industries in some 140 countries, including the Philippines, to call on AVON Products Manufacturing to stop harassing union officers and reinstate decent working conditions at the manufacturing plant in the Calamba Premiere Industrial Park, Barangay Batino, Calamba City, Laguna, Philippines.

Note that the Avon Products Manufacturing Inc. Employees Union (APMI-EU) is a member of the Confederation of Labor & Allied Social Services (CLASS)-TUCP, which is affiliated to IndustriALL Global Union.

We are aware of the good industrial relations your company and the Avon Products Manufacturing Inc. Employees Union (APMI-EU) have established over the years. Nevertheless, we are deeply concerned by recent developments that are undermining the legitimate rights of workers at the plant.

We strongly deplore your current practice of replacing permanent workers, who have either retired or resigned, with contract workers who are subject to substandard and precarious working conditions; your company is even failing to make the social security contributions of the contract workers. Even though there has been a consultation mechanism in place for many years, which is part of the collective bargaining agreement, your company has not consulted the union on important matters related to programs and policies, which have an impact on workers, lately.

Furthermore, we condemn the company's unwillingness to use the existing conflict-resolution mechanisms; instead, Avon Products Manufacturing is resorting to spurious legal actions to harass, intimidate, and interfere with union activity. We also draw your attention to a litany of other worrisome labor rights violations, including the lack of transparency in audit reporting, filing a case against the union for exercising their fundamental right to strike, and irregularities concerning job evaluations and recent recruitment practices.

Therefore, IndustriALL Global Union strongly urges AVON Products Manufacturing to stop attacking union officials, drop any frivolous lawsuits against workers, and take immediate remedial actions to restore decent working conditions at the manufacturing plant in the Calamba Premiere Industrial Park, Barangay Batino, Calamba City, Laguna, Philippines.

I anticipate your quick reply.

Sincerely,

A handwritten signature in blue ink, consisting of the letters 'J', 'R', and 'L' in a stylized, cursive-like font.

Jyrki Raina
General Secretary