

Geneva, 05 May 2017

Mr. Richard C Adkerson
The CEO
Freeport-McMoRan Copper & Gold Inc.
333 N. Central Ave.
Phoenix, AZ 85004

E-mail: richard_adkerson@fmi.com

IndustriALL Global Union calls on Freeport-McMoRan to intervene at Grasberg, Indonesia

Dear Mr. Richard C. Adkerson,

I am following up to the letter I sent you on 27 March 2017. I am compelled once again to call your attention to the appalling working conditions at PT Freeport Indonesia in Grasberg.

IndustriALL Global Union calls on Freeport-McMoRan Copper & Gold Inc to use its influence over the local management at PT Freeport Indonesia to persuade your subsidiary to return to the negotiating table with CEMWU PT Freeport Indonesia. PT Freeport Indonesia should address the legitimate demands of the workers at Grasberg as a precondition for the workers to discontinue the strike they started on 1st May, which IndustriALL Global Union fully supports.

Therefore, IndustriALL Global Union calls on PT Freeport Indonesia to address, inter alia, the following demands from CEMWU PT Freeport Indonesia:

- PT Freeport Indonesia must include CEMWU PT Freeport Indonesia in the negotiations that should result in the abolition of the Furlough Program, which is in sheer contravention of the Manpower Law.
- PT Freeport Indonesia should stop intimidating, threatening, evicting furloughed workers from their barracks, as well as using the Furlough Program not only arbitrarily but also as a veiled attempt to lay off workers.
- PT Freeport Indonesia must also guarantee the return of all furloughed workers to their jobs, once the company resumes normal operations, without any preconditions.
- PT Freeport Indonesia must stop discriminating and harassing workers, who are members of CEMWU PT Freeport Indonesia.

- PT Freeport Indonesia must reinstate immediately the workers, who were unfairly accused of absenteeism, without suffering any penalty or retaliation. Workers' protest actions are a legal and fair response to the unilateral unlawful decision of the company to implement the Furlough Program.
- PT Freeport Indonesia and the Government must recognize CEMWU PT Freeport Indonesia as the legal and equal partner organization in the industrial relations negotiations, including discussions on strategic policies concerning manpower.

In consequence, we urge Freeport-McMoRan Copper & Gold Inc. to intervene immediately to facilitate and ensure a fair and sustainable resolution of this conflict, which is severely impacting on the livelihood of thousands of workers and members of their families.

Sincerely yours,



Valter Sanches
General Secretary

cc Mr. Robert Schroeder - EVP Director – Finance PT Freeport Indonesia:
Robert_Schroeder@fmi.com ; and Mr. Horst-Dieter Garz: h_garz@fmi.com