



Pietro de Biasi
Head of Industrial Relations

Mr. Valter Sanches
General Secretary
IndustriALL Global Union

Mr. Luc Traingle
General Secretary
IndustriALL European Trade Union

In cc. To Mr. Maurizio Landini
General Secretary FIOM - CGIL

Mr. Marco Bentivogli
General Secretary FIM - CISL

Mr. Rocco Palombella
General Secretary UILM - UIL

Turin, July 6th, 2017

Ref: Your letter dated July 5th, 2017

Dear Sirs,

We are writing in response to your letter of July 5th relating to the current Union action at the FCA plant in Kragujevac, Serbia.

To begin with, we reject your assertion of difficult working conditions attributable to an excessive workload and inadequate compensation.

We would like to draw your attention to an essential point that IndustriAll – as a supranational Federation of Unions responsible for development and application, at the global level, of principles and rules of engagement to promote and ensure correct behaviour and reciprocal trust between and among the relevant stakeholders – cannot overlook or ignore. Wage negotiations for FCA workers in Serbia are governed by a Collective Agreement which is renewed on an annual basis.

Fiat Chrysler Automobiles N.V.
Registered Office: Amsterdam, The Netherlands
Amsterdam Chamber of Commerce: 60372958

Corporate Office:
25 St James's Street, London SW1A 1HA
U.K.

Branch:
Via Nizza 250, 10126 Turin, Italy
Tel. +39 011 006 1111, Fax +39 011 006 1219
Turin Companies Register/Tax Code: 97784450013
VAT no.: 11196180019



The current Agreement expires at the end of 2017 and negotiations for renewal of that Agreement commence in October each year. As such, the current Union action, and the related strike in particular, are not only without merit but also represent a clear violation of the existing Collective Agreement as well as every basic rule of correctness and reciprocal trust between the parties.

Accordingly, we ask that you exhort the Serbian Unions affiliated with IndustriAll to respect these fundamental principles in order to ensure that the basic conditions necessary for any constructive dialogue can exist. For our part, as soon as those conditions are restored, we are ready and willing to work together to find solutions that will benefit all FCA employees in Serbia, while safeguarding the efficiency and competitiveness of the plant in Kragujevac.

Sincerely,

A handwritten signature in blue ink, appearing to be 'M. B. S.', is positioned to the right of the word 'Sincerely,'.