

DECLARATION OF SAN LUIS POTOSI

Organizations of workers of Continental Tire, meeting in the city of San Luis Potosí in the First Encounter of Unions of Continental Tire, held on 18 and 19 October 2006,

Express their rejection of the anti-worker practices of the company, specifically the violations of the right to collective bargaining in the United States (including unilateral reductions in wages and health benefits) and in Mexico. Even in the case of the tire plant in Ecuador, where Continental owns only a minority, the unions agreed on the special responsibility of this multinational company. There were also reported serious concerns from Brazil regarding the right of freedom of association and proper handling of safety and health matters by the local management.

Emphasize the need to the company to recognize that productivity and labor stability are achieved not by violating workers' rights but rather through constructive dialogue with workers' organizations.

Call on the unions of Continental Tire around the world to, with the support of the ICEM,

- exchange information about working conditions and the company's behavior
- build effective structures to facilitate this exchange of information, including periodic encounters of representatives of their organizations
- design common strategies to defend workers' rights

Establish a short term work plan which contains among other elements

- formation of a coordinating committee made up of representatives of our organizations
- creation of a mechanism to monitor working conditions in countries where Continental Tire has production
- use of international forums, including those of the ILO and the OECD, to denounce labor rights violations
- communication with company shareholders regarding proposals to improve labor relations
- strengthening of the capacity of all Continental Tire unions to defend workers human and labor right
- a world wide agreement on health and safety, as agreed on the ICEM world rubber conference

ICEM will support the idea of an international day of action on 13 December 2006 and is asking its affiliates which are organizing in Continental plants to participate.

Recognize the fundamental role of the IG BCE and the Works Council Germany, in cooperation with the ICEM, in the coordination of the global struggle to defend the rights and improve the conditions of the workers.

Organizations participating in the First Encounter of Unions of Continental Tire:

International Confederation of Chemical, Energy, Mine and General Workers' Unions (ICEM)
Frente Unico de los Trabajadores en la Industria de Neumáticos de Latinoamérica (FUTINAL)
Germany – Industriegewerkschaft Bergbau, Chemie, Energie, (IG BCE)
Brazil – Sindicato dos Trabalhadores nas Industrias de Artefatos de Borracha e Pneumaticos de Bahia, Confederacao Nacional dos Quimicos -CUT
Argentina – Sindicato Unico de Trabajadores del Neumático Argentino (SUTNA)
Ecuador – Comité de Empresa de los Trabajadores de ERCO
USA – United Steelworkers (USW)
Mexico – Sindicato Nacional de los Trabajadores de General Tire de México (SNTGTM)