



International Federation of Chemical, Energy, Mine and General Workers' Unions
Internationale Föderation der Chemie-, Energie-, Bergbau- und Fabrikar-beitengewerkschaften
Fédération Internationale des Syndicats de Travailleurs de la Chimie, de l'Energie, des Mines et des Industries Diverses
Internationella kemi-, energi-, gruv- och fabriksarbetarefederationen
Federación Internacional de Sindicatos de Trabajadores de la Química, Energía, Minas e Industrias Diversas
国際化学エネルギー鉱山一般労連
Международная федерация профсоюзов химиков, энергетиков, горняков и работников других отраслей

President: Senzeni Zokwana • **General Secretary:** Manfred Warda

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3 February 2009

Mr Bernard Fontana
Executive Vice President
Head of Human Resources
19 Avenue de la Liberte
Luxembourg L-2930
LUXEMBOURG

Transmitted to Fax No. +423 47 92 2675 and InstitutionsEurope@arcelormittal.com

Dear Mr. Fontana,

The International Federation of Chemical, Energy, Mine, and General Workers' Unions (ICEM) has very recently learned from our affiliated trade union in Liberia, the Forestry, Logging, and Industrial Workers' Union of Liberia (FLIWUL), that this trade union has petitioned the Minister of Labour requesting union representation for some 2,000 Mittal Steel Liberia Ltd. workers who are preparing your company's Nimba iron ore project in Liberia.

Our understanding is that Liberia Minister of Labour Samuel Kofi Woods is preparing a union representation election in the near future.

In the spirit of Liberia ratifying basic International Labour Organisation (ILO) Conventions 87 and 98 in 1962, the Freedom of Association and Right to Organise Convention and the Right to Organise and Collective Bargaining Convention, the 20-million-member ICEM calls on management of your company in Liberia to respect the wishes of these employees, and not to interfere in their inherent right to form a trade union and bargain collectively with your company.

The ICEM assisted FLIWUL in winning bargaining rights and a fair collective bargaining agreement with management of the Firestone Rubber Plantation in Harbel, Liberia. We know the union as a responsible social partner, one which is dedicated to lifting the standards of Liberian workers, as well as working with management to ensure productive and profitable operations. FLIWUL also has the confidence of the Government of Liberian President Ellen Johnson Sirleaf in this regard.

The ICEM, representing 467 trade unions in 132 countries, is hopeful that you can pass this message directly to your Liberian management. We are hopeful that the coming weeks can illustrate the beginning of an excellent relationship between Mittal Steel Liberia Ltd. and



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FLIWUL, one based on good faith and a willingness to meet the challenges to starting up ArcelorMittal's iron ore operations in a safe, expedient, and mutually beneficial manner.

Sincerely,

A handwritten signature in blue ink that reads 'Manfred Warda'.

Manfred Warda
General Secretary

CC Honourable Samuel Kofi Woods II, Liberia Minister of Labour
Mr Joseph Matthews, CEO of ArcelorMittal Liberia
David D. Sackoh, Forestry, Logging, and Industrial Workers' Union of Liberia