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INTERNATIONAL METALWORKERS' FEDERATION
INTERNATIONALER METALLGEWERKSCHAFTSBUND
FEDERATION INTERNATIONALE DES ORGANISATIONS DE TRAVAILLEURS DE LA METALLURGIE
INTERNATIONELLA METALLFEDERATIONEN
FEDERACION INTERNACIONAL DE TRABAJADORES DE LAS INDUSTRIAS METALURGICAS
FEDERAZIONE INTERNAZIONALE DEI SINDACATI METALMECCANICI

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President: Jürgen Peters
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July 11, 2008

Mr. Rob Jennings
General Manager Kasese Cobalt Company Ltd.
P.O. Box 524
Kasese, Uganda
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RE: Trade union rights violations at Kasese Cobalt Company Ltd.

The International Metalworkers' Federation (IMF), which represents the collective interests of 25 million workers around the world, is seriously concerned about the violations of trade union rights at Kasese Cobalt Company Ltd. in Uganda. Specifically, the IMF strongly objects to management's refusal to bargain in good faith with the Uganda Mines, Metal and Allied Workers' Union and the unfair dismissal of 116 workers seeking information about wage negotiations.

The Uganda Mines, Metal and Allied Workers' Union is an affiliate of the IMF and therefore part of a 200 union-strong federation of metalworkers with influence and reach throughout the world. Our affiliate informs us that KCCL failed to honour an agreement of a salary raise of 17 per cent, put forward by the Labour Commissioner after management requested the intervention of a conciliator. We understand that this recommendation was rejected by KCCL and wage negotiations between KCCL and the Labour Commissioner continued with the exclusion of the union.

The IMF is disturbed to learn from our affiliate that KCCL management repeatedly refused to inform union leadership of the status of wage negotiations and when workers demonstrated in front of the Administration block demanding information regarding their 2008 salary levels, management fired all 116 workers involved, claiming the workers had taken strike action. Since that time, two rulings calling for the reinstatement of the 116 workers, one from the Labour Commissioner and the other from the Ministry of Labour, have been ignored by KCCL management.

These actions are contrary to the spirit of fair and open negotiations and are a violation of workers' rights on a massive scale.

We urge you to immediately put a stop to all unfair labour practices and reinstate the 116 workers as well as resume fair and open negotiations with the UMMAWU. IMF affiliates are aware of the situation at Kasese Cobalt Company Ltd and are following the case with great interest. Should KCCL management continue to violate workers' rights and undermine contract bargaining with the union, the IMF is prepared to take further action at the international level.

We look forward to hearing from you shortly on this matter.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Marcello Malentacchi". The signature is written in a cursive style with a large, sweeping initial 'M'.

Marcello Malentacchi
General Secretary

cc: Ian Rigg, Kasese Cobalt Company Ltd
Vincent Ojiambo, Uganda Mines, Metal & Allied Workers' Union