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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
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Geneva, 26 May, 2011

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IMF Expresses Serious Concern regarding harassment and threats towards workers at Excellon Resources

On behalf of the International Metalworkers' Federation, representing 25 million workers worldwide, I write to express my grave concern regarding threats and harassment by the local management of Excellon Resources Inc directed against workers at the La Platosa mine in the state of Durango, Mexico.

On November 21st, 2010 workers at the mine democratically decided to affiliate to the National Miners' and Metalworkers' Union of Mexico (SNTMMSSRM). The workers elected a Local Executive Committee including Mr. Jorge Mora as the General Secretary.

Since then, members of the Local Committee and many other workers have been the target of threats and harassment from management and mine supervisors. Specifically, Ing Pablo Gurrola, the General Manager, pressured 65 workers to sign a document stating their disinterest in unionizing, and offered increases in wages and benefits if they would sign.

The SNTMMSSRM is a key affiliate of the IMF and sits on our Executive Board. We have been informed by SNTMMSSRM and the organization Proyecto de Derechos Económicos, Sociales y Culturales (ProDESC) that Excellon Resources is not complying with health and safety standards established by Mexican Labor Law.

We are also aware that despite the efforts of the SNTMMSSRM and ProDESC to communicate with Excellon Executives in order to reach an agreement, the company has not responded to these allegations and continues to carry out their threats and harassments. I would like to inform you that the ongoing persecution of members of the SNTMMSSRM is the subject of a much publicized complaint filed by the IMF with the International Labour Organisation's Committee on Freedom of Association.

These actions, which are corroborated by a reputable human rights organization, constitute serious violations of Mexican and international labor law, including ILO Convention 87 to which Mexico is a signatory.

We take these allegations very seriously, and thus urge your company, Excellon Resources Inc., to:

1. Immediately cease threats or harassment of any kind towards workers who freely chose to join a union, and appropriately penalizing any staff member who engages in such conduct.
2. Immediately reinstate Mr. Jorge Mora, General Secretary of Section 309, and safeguard his labor rights.
3. Recognize the will of the majority of workers who have freely and democratically chose to affiliate themselves with the National Miners' and Metalworkers' Union of Mexico (SNTMMSSRM).
4. Respect and uphold the workers' rights to integrity, security, and freedom of association in the "La Platosa" mine.
5. Guarantee your workers' freedom of association and other labor rights unconditionally.
6. Actively participate in the Review Process to the Office of the Extractive Sector Corporate Social Responsibility Counsellor to find amicable and just solutions for both parties.

We look forward to your timely response in this matter, and ask that you keep us updated about any measures you adopt.

Sincerely,



Jyrki Raina
IMF General Secretary

cc:

SNTMMSRM

ProDESC

ICEM

Marketa D.Evans, Corporate Social Responsibility Counsellor, Government of Canada
Embassy of Canada in Mexico