

Tom Albanese  
CEO  
Rio Tinto PLC  
2 Eastbourne Tower  
London W2 6LG  
United Kingdom

Sent via fax Nos. +44 3 9283 3707; +62 3 9283 3707; +1 514 848 8000

Dear Mr. Albanese:

I write to express our union's deep concern over Rio Tinto Alcan and this subsidiary's unjust lockout of 750 members of the United Steelworkers in Alma, Quebec. We understand the central issue in this dispute is Alcan's attempt to gain unlimited outsourcing rights in a new collective agreement with the Steelworkers Union, and we feel this is a narrow, short-sighted view that ultimately will destroy the very social fabric of the community.

In fact, we have learned that Alcan's management has neglected to even consider proposals made by the local branch of the Steelworkers, proposals that would provide a just and satisfactory compromise to this dispute. Alcan's stance is destructive and socially irresponsible. It is also a direct attack on family supporting wage-earners that runs counter to Rio Tinto's rhetoric on a sustainable future, particularly for important stakeholders of this subsidiary.

Please know that our union will join the Steelworkers in all efforts to resist Alcan's misguided social formula, and we will join any fight the Steelworkers deem necessary in order to repel this attack on the livelihoods of their members in Alma. I urge you in this writing to intervene to end this lockout, direct Alcan management to return to bargaining and to negotiate a fair and acceptable labour agreement.

Sincerely,