



**IMF IMB Fiom**  
**Fitim Fism**

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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October 25, 2008  
Calgary, Canada

Mr. Paolo Rocca  
Chairman  
Tenaris S.A.

Trade union leaders representing workers of Tenaris in Canada, Argentina, Italy, Romania and Brazil met in Calgary, Alberta on October 23-25, 2008. The 35 union leaders, along with representatives from the International Metalworkers Federation, exchanged information about the global financial crisis and issues needing urgent attention in their respective workplaces. They adopted a Tenaris Workers Unity Accord and developed a common action plan for 2009. All of this served to further consolidate the Tenaris Workers World Council which is already a functioning reality.

The delegates discussed the current global financial crisis and noted with concern that business and government leaders have responded to the crisis by bailing out the banks, using taxpayers money, much of it coming from working people's salaries. Furthermore they are concerned that, should this crisis impact strongly on Tenaris sales and access to credit, Tenaris not export the crisis to its workers in the form of lay-offs and attempts to reduce salary levels.

The delegates to the Tenaris Workers World Council meeting discussed the following issues, about which they would like to initiate a dialogue with you.

- Recognition of the Tenaris Workers World Council, already recognized by the International Metalworkers Federation. We believe that a company that operates within a global framework such as Tenaris will benefit from having its employees organized into a World Council. Furthermore we urge Tenaris to support the functioning of this Council through payment of lost time and travel costs associated with participation in World Council activities.



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- Adoption of an International Framework Agreement (IFA) that will contain language to be respected in all the units of the company, independently of the country in which they are located. This follows on the example of many international corporations that are currently implementing IFAs.
- Freedom for trade union activities within Tenaris workplaces where unions already exist and a position of neutrality by Tenaris in the face of initiatives to organize Tenaris workers in non-unionized workplaces. Worker representatives in already organized workplaces should have freedom to:
  - Perform union business inside of their workplace,
  - Participate actively in union activities, and
  - Carry out free union elections, independent and with neutrality from the company.
- Commitment by Tenaris to create conditions in all of its operations world-wide for salaries and benefits that will allow Tenaris workers and their families to live with dignity.
- Even fuller participation by Tenaris workers in health, safety and environment issues. This should take the form of company support for active, joint health and safety structures in each workplace, full union participation in health and safety training, both for permanent and contract workers, and the formation of an international Tenaris joint health, safety and environment committee that can ensure the same high standards of health, safety and environment in all of Tenaris' global operations.

We hope to meet with you on these matters, all of which we regard as urgent. Until such a meeting takes place, however, rest assured that the unions that make up the Tenaris Workers World Council will continue to work diligently on these issues, locally, nationally and internationally.

Yours truly,



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Marcello Malentacchi

General Secretary  
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On behalf of:

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Union Obrera Metalúrgica de la República Argentina - UOMRA  
Confederacao Nacional dos Metallurgicos/ Central Unica dos Trabalhadores  
– CNM/CUT  
Federazione Impiegati Operai Metallurgici – FIOM/CGIL  
Federazione Impiegati Metallurgici – FIM/CSIL  
FSS METAROM - Metalurgistul Silcotub