

Geneva 30 November 2022

Margreet Pasman
Construction & Housing Director
Federatie Nederlandse Vakbeweging (FNV)
Postbus 9208 3506 GE Utrecht
Netherlands
margreet.pasman@fnv.nl; yolanda.reus@fnv.nl

IndustriALL Global Union in solidarity with FNV members at Heidelberg Materials Netherlands

Dear Margreet Pasman,

I am writing this letter to you as General Secretary of [IndustriALL Global Union](#), representing more than fifty million workers in the mining, energy and manufacturing industries in 141 countries, to express our full support and solidarity with the FNV members at Heidelberg Materials' subsidiaries ENCI and Mebin.

IndustriALL Global Union supports your struggle at ENCI and Mebin, and we rally behind you in your industrial actions and strikes you are forced to launch because of the intransigent stance of Heidelberg Materials.

We strongly condemn the company's refusal to address the legitimate demands of your members, in the middle of high inflation and consequent severe erosion of purchasing power, while both subsidiaries are turning fine profits and giving generous dividends to their shareholders.

We find it also unacceptable that Mebin is seeking to undermine the workers' pension fund by introducing a worse pension scheme that would result in higher contributions from workers while the employer would reduce its own contribution.

Therefore, it is imperative that the management of ENCI and Mebin return to the negotiating table with FNV and negotiate a collective agreement that gives a fair and just solution to the demands of the FNV members.

In solidarity,



Atle Høie, General Secretary