

Geneva, 27 May 2024

Matthieu Willot  
Directeur RH Renault Groupe  
[matthieu.willot@renault.com](mailto:matthieu.willot@renault.com)  
cc. [geraldine.soulie@renault.com](mailto:geraldine.soulie@renault.com) ; [jean-michel.tisseyre@renault.com](mailto:jean-michel.tisseyre@renault.com)

## IndustriALL Global Union urges Renault to bargain in good faith with union at Renault Horse, São José dos Pinhais, Brazil

Dear Matthieu Willot,

I am writing this letter on behalf of [IndustriALL Global Union](#), which has 550 affiliates in 130 countries representing more than 50 million workers, including those in the mining, energy and manufacturing sectors, including Brazil, to request that you intervene with your subsidiary in Brazil to agree to negotiate better working conditions with the union.

The Metalworkers' Union of Greater Curitiba (SMC), which is part of the National Confederation of Metalworkers, CNTM, itself an IndustriALL affiliate, informed us that it began a strike on 7 May at the Renault Horse factory in São José dos Pinhais to fight for better working conditions.

The union explained that the workers want to improve the working conditions on the production line, as they currently have an intense working schedule due to the lack of employees. The workers reported that they have only 5% of the total working time to rest or go to the toilet. SMC claims that this poses a risk to workers' health and safety.

In view of this situation, the SMC demands that the company:

- Recruit 300 new jobs to meet the demand of the production line.
- Improve the health insurance scheme
- Implement jobs and salaries in the logistics sector

The union presented its demands regarding working conditions in two hearings at the Regional Labour Court of the 9th Region (TRT-PR) in Brazil. It has also repeatedly stated that it is open to negotiate with Renault for a safer working environment, which would also improve the company's productivity and competitiveness. However, he points out that the company is not open to dialogue on this issue.

Renault metalworkers also want to negotiate improvements to the Collective Bargaining Agreement (CBA), which includes decent wage adjustments, bonuses and profit sharing in line with market value. They claim that this will enable the company to distribute income and strengthen the economy.

IndustriALL would like to recall that the Renault Group and the Renault Group Works Council signed a [Global Framework Agreement](#) in 2013 where they jointly commit to promote workers' rights and sustainable development. In addition, in 2019, they signed an [agreement on quality of life at work](#), which enables and encourages the generation of new initiatives and the search for pragmatic and relevant solutions to improve the working life of employees through the negotiation of local agreements.

IndustriALL Global Union urges Renault to respect the commitments made in both documents and to encourage its subsidiary in Brazil to agree to negotiate better working conditions with the union.

Yours sincerely,



Atle Høie  
Secretary General  
IndustriALL Global Union