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## FORLÌ' TRADE UNIONS

**Mr. Roger Johansson**  
CEO Dometic Group

F.Y.I. **Mrs. Valerie Binner**  
Head of HR, Dometic Group

Dear Mr. Johansson

The reason why we are writing to you today is that the negotiations concerning the decision of Dometic Group to stop producing air conditioners in Italy (in the Forlì plant) have come to a halt.

As Trade Unions Organization, together with the representatives of the company employees, we repeatedly suggested several industrial and economic solutions aiming to reach an agreement in the shortest possible time. Such agreement would help stopping protests and strikes and would reduce the Company's exposure in the leading national media even though, I might be added, that same exposure was caused by the actions of some of your company's managers.

We as Unions called for:

- 1) Negotiations on what productions (air-conditioners and generators) should be kept in Forlì and for which core markets;
- 2) The use of legislative means as short time compensation programs without having to lay off all redundant workers;
- 3) An accessory economic support (15€ per day to be paid by the company) for those workers whose workweeks have been reduced;
- 4) Economic incentives for employees who accept to leave the company (our proposal is granting 60.000 € for those employees who accept to resign immediately or to be laid off).

Claiming they don't have the corporate mandate to deal with the requests of the employees, Dometic representatives have not currently replied to our requests in these negotiations. As a consequence of such behaviour, employees are showing their disappointment by resorting to protests and strikes.

We believe an agreement can be found rapidly, avoiding further tensions and public exposure. Similar situations concerning other multinational companies based in Forlì (e.g. Electrolux) or in the Emilia Romagna region (e.g. Thyssen Krupp in Ferrara) where successfully handled through agreements between the company and the Unions.

However, any possible agreement depends on both parts. It needs the will to cooperate and to provide the necessary economic resources for employees hit by Company decisions.

We hereby emphasize our willingness to take part in any discussion you would like to have, as we believe that reaching an agreement in the shortest possible time is a crucial need of the employees we represent.

Forlì, Sept. 9th, 2013

Representatives of **FIM FIOM UILM Forlì** (Metalworker's Union)  
Davide Drudi, Michele Bulgarelli, Enrico Imolesi

**Unitary trade union representatives of Dometic Italy Forlì**  
Giacomo Colonna, Simone Zanelli