



June 8, 2010

Stephen A. Roell, Chairman and Chief Executive Officer
Johnson Controls, Inc.
5757 N. Green Bay Avenue
P.O. Box 591
Milwaukee, WI 53201

Dear Mr. Roell,

Recently, a number of our organizations contacted your company to urge you to respect the rights of workers at the Johnson Controls Interiors Resurrección plant in Puebla to affiliate with the union of their choice.

We were very pleased to learn that Johnson Controls listened to this message and signed an agreement to end the company's relationship with the existing "protection" union and recognize the National Union of Mine and Metal Workers (SNTMMSSRM), to which the majority of the workers have affiliated.

We are looking forward to receiving reports that Johnson Controls is faithfully implementing this agreement.

At the same time, we are concerned that Johnson Controls has not yet been willing to meet with the independent coalition of workers at its FINSA plant, also in Puebla, or to reinstate workers who were unlawfully fired at the request of the union in that plant – a union that, similarly, was not chosen by the workers and has never allowed those workers to see their collective bargaining agreement.

Workers' ability to choose their representatives, free from employer interference or domination, is a right guaranteed by ILO Conventions 87 and 98. Johnson Controls must afford this right to all of its employees, including the workers at the FINSA plant.

Respectfully yours,

Jerry Dias, Assistant to the President, **Canadian Auto Workers (CAW)**

Jyrki Raina, General Secretary, **International Metalworkers' Federation (IMF)**

Lynda Yanz, Executive Director, **Maquila Solidarity Network (MSN)**

Valeria Scorza, General Coordinator, **Proyecto de Derechos Económicos, Sociales y Culturales A.C. (ProDESC)**

Doug Meyer, International Director, **United Automobile, Aerospace and Agricultural Implement Workers of America (UAW)**

Ken Neumann, National Director, **United Steelworkers (USW)**

Stephen Coats, Executive Director, **US Labour Education in the Americas Project (USLEAP)**