

JON TESTER
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United States Senate

August 22, 2018

M. Gilles MICHEL
Chairman of the Board
Imerys
43 Quai de Grenelle
75015 Paris
FRANCE

M. Conrad KEIJZER
CEO
Imerys
43 Quai de Grenelle
75015 Paris
FRANCE

Mr. Giorgio LaMotta
General Manager Imerys Talc North America
1732 N. 1st Street, Suite 450
San Jose, CA 95112

Dear Messrs. Michel, Keijzer, and LaMotta:

I write today regarding your company's decision to lock out Montana workers at the Imerys America talc-milling plant in Three Forks, Montana. This misguided decision by Imerys America has pushed out 35 hard-working Montanans from their jobs. These folks have come to work every day since Imerys purchased the plant in 2011 and done nothing more than put their efforts into making the talc-mill in Three Forks an excellent facility. That is why I am urging your company to immediately unlock its doors to these workers and get back to the negotiating table with the International Brotherhood of Boilermakers' Local D-239.

These Montanans and their families are not asking for anything more than a fair deal. These folks head to the Three Forks facility every day, work hard, and simply want to help provide for their families. Their production helps make your facility run more efficiently and effectively, grows your business, and ensures that your investors see profits. In return, these folks are simply asking for employment terms that are reasonable and fair.

Yet these folks find themselves out of jobs, are forced to apply for unemployment benefits, and face losing health care benefits at a time when some of them are expecting the birth of children. These kinds of drastic measures can be avoided if you get back to the negotiating table and provide these families with an offer that is commensurate with their work.

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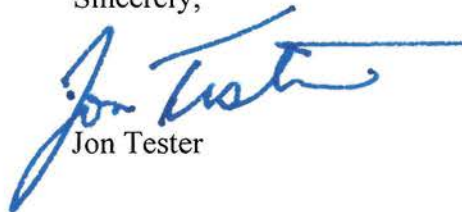
BILLINGS
(406) 252-0550

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Asking these workers and their families to accept reductions in benefits—benefits they have already received and come to expect—is completely unacceptable. Reducing or eliminating benefits such as their life and health insurance in retirement or freezing their pension plan, especially as corporate profits are at an all-time high, is not an equitable solution. You have also suggested changes to workplace policies that would require employees to work in all areas of the plant, regardless of their qualifications or training. This is downright negligent at best and dangerous at worst.

Forcing the first lock out in the State of Montana in nearly 40 years harms Montana families, harms your productivity, and stains your reputation as an employer in Montana. I strongly encourage you to reopen negotiations with these workers, and I welcome any opportunity to discuss an end to this situation in the fairest and most expeditious manner possible.

Sincerely,



Jon Tester