



August 17, 2010

Sent Via Fax - 414-524-2077

And Email - [stephen.a.roell@jci.com](mailto:stephen.a.roell@jci.com) [deborah.a.liebert@jci.com](mailto:deborah.a.liebert@jci.com)

Stephen A. Roell  
President and CEO  
Johnson Controls Inc.  
5757 N. Green Bay Avenue  
Glendale, WI 53209 USA

Dear Mr. Roell,

We are writing to express our grave concern regarding an apparently unprovoked, savage attack on leaders of Section 308 of the National Union of Mine and Metal Workers at the Johnson Controls Interiors plant in Puebla, Mexico.

According to the information we have received, yesterday morning some 100 thugs associated with the Confederación de Organizaciones Sindicales (COS), the former union in the plant, entered the factory and assaulted the workers with rocks, sticks, and chains, injuring about ten people. Two members of the Section 308 executive committee, Cándido Corona Berruecos and Virgilio Melendez Montiel were taken to a company office where they were severely beaten, threatened with pistols, and forced to sign resignation letters which had been prepared in advance. Several company officials were reportedly present, including: José Torres Tapia, Director of Human Resources; and supervisors Nicolás Gomes and Eduardo Guerra. Corona and Melendez were subsequently hospitalized.

We are informed that the workers called the police who came to the plant but did not enter because they were not given permission by management. As of this morning, the thugs are still occupying the plant, and the workers are outside.

You will recall that on May 29, 2010, Johnson Controls signed an agreement with the workers at this plant, in the presence of officials of the Puebla government and other witnesses, in which it agreed to remove the company union (the COS) and recognize the National Union of Mine and Metal Workers as

the bargaining representative. The agreement also included a commitment not to take reprisals against the workers.

Since that time, the workers have maintained production in the plant, but local management has not upheld its commitment to provide the union with documentation necessary for it to be legally certified as the bargaining representative.

We are seriously concerned about the company's apparent failure to abide by the May 29 agreement, and we are shocked and horrified at the violence inflicted on the workers by the COS thugs, with the apparent collaboration of your local management. Our concern is heightened by what appears to be a pattern of threats and physical attacks against independent union supporters, specifically the Worker Support Center (CAT) by members of the CROM, the company-supported union at the Johnson Controls FINSA plant.

The UAW and the USW demand that Johnson Controls immediately remove the COS thugs from its plant, publicly condemn these acts of violence, and cooperate with the authorities in the investigation and prosecution of the persons responsible. Mr. Corona and Mr. Melendez must be reinstated to their positions, and appropriate compensation provided to all of the workers who were injured. Finally, the company must adhere to the May 29 agreement and negotiate in good faith with the National Union of Mine and Metal Workers.

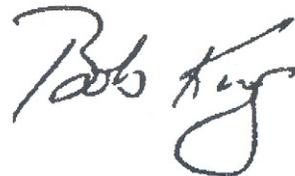
We will be closely monitoring the company's response and will also inform our members at Johnson Controls facilities about the company's actions.

Please do not hesitate to contact us if you have any questions.

Regards,



Leo W. Gerard  
International President  
United Steelworkers



Bob King  
President  
United Auto Workers