

## **Resolution of the Visteon European Works Council against the plant closure in Spain**

On 23 June 2011 Visteon confronted the employees at the Spanish electronics plant in Cadiz with plans for immediate closure.

The European Works Council of the Visteon Group thereupon asked management to examine alternatives to a complete closure of the plant. In an extraordinary meeting held on 12 July, the VEWC commissioned its own expert consultant to analyse the business data on which Group management had founded its decision. In the plenary meeting on 29 September 2011 our expert explained his analyses and presented them to central management.

These analyses are based on documents provided by Group management itself. Although by no means complete, these documents already demonstrate clearly that other scenarios for handling the sales crisis are possible. Even the auditors assigned by Group management pointed out in their report several possibilities for how to go forward without closing the plant.

Although these options would have substantial implications for the plant's employees, they have to date NOT been discussed with the workers' representatives there. Discussion was instead avoided and the ostensibly simplest option chosen of closing the plant.

The examples of the German plants in Düren, Wülfrath and Berlin show that such problems can be solved through negotiations. We are of the opinion that it is not too late for this.

We appeal to Group management to take up negotiations with the local workers' representatives. Our hopes rest as well with the Spanish government, which will reach a decision in the coming days on the permissibility of the collective dismissal applied for.

The Visteon EWC supports all actions taken by employees to avoid redundancies and plant closure.

Solidarity with the employees of Visteon in Spain!

Thomas Rösner  
Chairman of the Visteon European Works Council