

ESCRITO PARA RECABAR EL APOYO GENERAL DE TODAS LAS FUERZAS SINDICALES (CCOO, UGT, CGT, USO...) EN TODAS LAS EMPRESAS DEL GRUPO ORANGE EN ESPAÑA (ORANGE, JAZZTEL, OEST, OCAT, etc) EN CONTRA DEL ERE DE 550 PERSONAS PRESENTADO EN JAZZTEL y ORANGE EN ESPAÑA.
Versión en inglés.

Dear colleagues,

The Spanish Trade Unions want to inform you that on 28th of January 2016, Orange Spain board communicated to the employees representatives a 550 employees collective lay off procedure due to Jazztel acquisition and its merging process. This collective dismissals will be negotiated along February 2016, and the legal statements cited by the board are production and organizational changes. This, affects workers from both companies, Orange and Jazztel, whose working centers are located in five Spanish regions: Madrid, Barcelona, Valencia, Sevilla and Valladolid.

In ORANGE SPAIN, every woman and every man counts!

In the third quarter 2015, the Orange group achieved a turnover of 10.5 billion euros, 0.5% more than the same quarter in 2014.

Since the end 2014 the management board has been announcing us that Orange will acquire Jazztel.

Even though, since 2014, we were warned that the impact on employment would not exceed 400 jobs, we know this dramatic figure by different means (press leaks by Jean Marc Vignolles, Stephan Richard in the CGM World Committee 2015). It was a "residual" impact, in the words of Mr Richard handed down on June 24th in Paris during the plenary meeting of the CGM (Orange Group World Committee).

In Spain we believe that **every woman and every man counts!** No female or male worker **is residual or redundant**. Since customers data base increased considerably we all are needed to take care of these customers; since both companies merger provides astronomical YoY profits which are distributed to the shareholders; since the professional knowledge, which was added in yearly basis is now more necessary than ever before, in order to evolve technical and economic company developments & needs.

All these hard workers who built Orange and Jazztel into what they are alike today, cannot just simply been thrown away. Because current workers talent is priceless, and it would be a great mistake to miss it. Because both companies are based in Spain, where the unemployment rate is 21%, with almost 5 million unemployed people and this is dramatic in our country. Hence, all efforts must be driven towards this target: create jobs. In Orange Spain, the notion of social responsibility seems not be in a good position now. It seems that with current national situation of nearly 5 million

unemployed people, many of them long-term unemployed people, Orange does not worry about it, and Orange board is completely alien to this unfortunate situation.

One more time, Orange workers see how their jobs are destroyed by corporate decisions in which they cannot participate: Although we were told that the layoffs' causes are organizational and productive changes, the fact is that those jobs are cut, i.e. wages and working capacity is reduced. As we sadly see with increasingly frequency, rather than cutting costs elsewhere, management boards still prefer to reduce traumatically the employment costs.

In addition, we see how the company management board **is not telling the truth**: we are going to suffer a huge impact on employment, which is not residual at all as they say, 550 well-trained employees of 3300 staff in Orange Espagne SA, by another acquisition that will benefit big shareholders again. What kind of confidence gives us the current management board under the label 'social dialogue'? This board is laying off workers and they are skipping one of their values' mainstay: the Orange well-known honesty.

Does confidence offer us an address that under the heading "social dialogue"? Address us dismisses jumping is the main pillar of its values, honesty.

Every woman and every man counts in Orange Espagne!

All Trade Unions in orange Spain (CCOO, UGT, CGT, STC, USO, SITA...) **in the principal and in the subsidiary companies** (Orange Espagne, OEST, OCAT, OBS Spain) **expresses and highlights the strongest and deepest rejection to these massive layoffs**, and we request the withdrawal of this unfair and antisocial employment restructuration.

We ask for your solidarity and total support.