

Santiago, April 25th 2007

Mr.
Claudio Rojas
OECD Chief Department
Direction of International Economic Affairs

Dear Sir,

By means of this letter, we want to explain to you the grave events taking place during the last years in the financial enterprise Banco del Trabajo that we consider to be in violation of the OECD's Guidelines for Multinational Enterprises. These Guidelines are to be respected by this Chilean-shared enterprise, since the Government of Chile has committed to respect them.

The facts that we will expound to you involve the violation of Labor rights and Anti-union practices. They have raised the concerns of this company's workers, the Peruvian workers, as well as several organizations concerned with Human Rights in Peru, Chile, and other countries.

For this reason we require that the OECD's National Contact Point of Chile acknowledge this case, and open an investigation and intervention process on this company's actions, in order to stop what we consider are grave violations of both individual and collective Labor Rights, as well as to repair the damages, which also compromises Chile's prestige.

I. Relationship between Banco del Trabajo and the Altas Cumbres Group

Banco del Trabajo was established in Peru in 1994, with the objective of operating as a Multiple Bank, aiming to provide consumer credit to people from middle and low socioeconomic levels, especially small enterprises.

The shareholders of the bank belong to the Altas Cumbres Group, which is linked to Chilean investors (Cummins Group). At the present, the Group's Financial Division has branches in Chile, Ecuador, Guatemala, Costa Rica, Dominican Republic, and recently in Panama and Peru, according to the information available at its web site: <http://www.grupoaltascumbres.com/>.

The address of Altas Cumbres in Santiago de Chile is: Vitacura Ave. 4380, stories 18th, 19th and 20th, Vitacura Community, Santiago de Chile. Phone numbers: 3702300/3702321, email: informes@altascumbres.cl

In Peru, Banco del Trabajo maintains a 54 agency national network, 8 special agencies and 18 locations in agreement with Banco de la Nation.

By the end of 2005, the bank had 3159 employees and 450,000 clients. Also, it had a Net Financial Income of 35 million soles, and is the third most used bank in opening accounts for Pymes (Micro and Mid-enterprises), behind other groups, such as Credito and Mibanco.

II. Description of events

1. Creation of the Unified Trade Union of Banco del Trabajo (SUTRABANTRA)

SUTRABANTRA was set up in the city of Piura, on March 9th 2004, and was listed in the Trade Unions Record of the Ministry of Labor and Promotion of the Employment, under REG 4373-2004-DRTPE-PIURA-DPSC-SDRGPDGAT.

2. Dismissal of the Union Leader, Directors, and members of SUTRABANTRA.

After constituting the Trade Union, on March 13th 2004, the Secretary General of SUTRABANTRA, Efrain Calle Flores, was dismissed amongst other union leaders, such as the Secretary of Defense, the Secretary of Recreation and Sports, amongst other union members; even the union member Maritza Tello Castillo, who was pregnant and close to receiving her Maternity Leave.

These workers were groundlessly charged with grave faults in order to be dismissed, through a labor audit conducted by auditors not licensed for those ends, and with no authorization from the Superintendence of Banks and Insurances of Peru. At the present, the bank is facing a lawsuit on the grounds of fraud in the audit and others that are under investigation by the Sixth District Criminal Attorney Office of Piura.

3. Restoration of the Secretary General by a precautionary measure and new anti-union dismissal

On September 1st 2006, Mr. Efrain Calle Flores was restored to his position by means of a court order determining a precautionary measure.

The Judicial System had resolved twice favoring the aforementioned leader, ordered his restoration with full payment of accrued wages, and determined that the reason for the dismissal had been the forming of the Trade Union and his participation in Union activities. At the present, this process is before the Supreme Court of Peru, which should confirm the previous sentences.

Despite this, Banco del Trabajo illegally transferred Efrain Calle Flores to another location in the country, in order to keep the leader from his Union duties, violating the regulations that protect union leaders from these anti union practices. The leader submitted his complaint to Banco del Trabajo and the Judicial System. However, the company did not let him keep his job, alleging desertion, regardless of the precautionary measure favoring him. The leader has initiated an Injunction order for the violation of the Freedom of Association and a Court process in order to stop the hostile actions.

4. SUTRABANTRA's Union Registration Contested Through the Courts

Banco del Trabajo contested through the courts the registration of the Unified Trade Union of Banco del Trabajo (SUTRABANTRA). The Trade Union won this process in two instances, but the Supreme Court declared it null, stating that it was not the right means, and referred the case to the Civil Court.

The recent decision of the Supreme Court, highly questionable, allows the Company to extend its strategy, since as long as there is a Judicial Process for contesting the Union Registration, Banco del Trabajo will keep denying acknowledging SUTRABANTRA as a legitimate organization representing the workers.

5. Denial of Banco del Trabajo to negotiate the list of claims from 2004, 2005 and 2006

To the present date, Banco del Trabajo denies the collective bargaining with SUTRABANTRA, and the solution of the list of claims from 2004, 2005 and 2006 is still pending.

6. Hostile actions carried against the Union leaders and members that have been restored.

At the present, the majority of dismissed Union members and leaders of SUTRABANTRA that have been restored to their jobs have obtained positive results in their demands. Judges have determined that the true reasons for the dismissals were not the alleged grave faults, but the forming of the Union and taking part of Union activities.

7. Recent Dismissal of a Union Leader

Besides the Secretary General of the Union, also dismissed was the Secretary of Press and Propaganda, C. Jose Cordoba Cabredo, who had been actively

participating in the Union organization. The leader has already started a court process against the bank, for Nullity of the Dismissal, which has not yet been resolved, and will probably take the same time as the other processes.

8. Transfer of Union Leaders

As a hostile action, the bank has started transferring union leaders to other locations, such as the Secretary of Defense, William Geraldo Alburqueque Zevallos, who was transferred to a location in a market in Piura, right after the bank found that he had attended a meeting with the Economic Council Minister from the Embassy of Chile, and opposed the program of Willing Resigns, which the union leader publicly announce in representation of all Union members.

9. Constitution of the Unified Trade Union of Banco del Trabajo SUDEBANTRA

On April 9th 2005, the Unitarian Trade Union of Banco del Trabajo SUDEBANTRA was constituted, and the Ministry of Labor and Promotion of the Employment was informed on April 13th 2005. Its address is Los Halcones Av. 259, San Isidro, Lima.

On May 25th 2005, the Ministry of Labor and Promotion of the Employment issued a Certification of Automatic Registration, Exp. # 67245-05-DRTPEL/DPSC/SDRG/DRS.

In a communication dated June 20th 2005, SUDEBANTRA informed Banco del Trabajo about the Union, and expressed its interest not only in defending the rights of workers, but also in providing support to the company's own betterment.

10. The Bank does not acknowledge the Trade Union

Through an affidavit dated June 27th, 2005, Banco del Trabajo, sent back the aforementioned communication to SUDEBANTRA, alleging the Trade Union had no legal status for representing workers.

Through an affidavit dated July 1st, 2005, SUDEBANTRA protested against the attitude of Banco del Trabajo, strongly calling for the right of the Freedom of Association, which does not depend on the company's arbitrary will, but the workers' collective determination, provided that the Union had already been acknowledged by the labor Official Institution and therefore held the legal status for representing workers.

11. Banco del Trabajo refuses to withhold the Union quota

In neglecting the existence of SUDEBANTRA, Banco del Trabajo also refused to withhold the Union quota from the member's pay sheet. Hence, the lack of financial resources harmed the Union's ability to organize. Consequently, SUDEBANTRA sent to the company a letter dated September 12th, 2005, demanding compliance of the Union Quota withholding, which is also a legal obligation for Banco del Trabajo. In September 15th 2005, Banco del Trabajo rejected this request.

12. SUDEBANTRA's Union Registration Contested Through the Courts

On August 25th 2005, Banco del Trabajo contested through the courts the Union Registration of SUDEBANTRA, and demands its dissolution, alleging that a Public Notary was not present at the time when the Union's Record of Registration was signed up, and that there was a difference of opinions amongst the representatives and the list of members.

The 17th Labor Court of Lima accepted this lawsuit, through resolution # 02, dated November 11th, 2005, File 182417-205-00355-0, and called SUDEBANTRA to appear and provide its testimony on this process. This resolution was delivered at SUDEBANTRA's headquarters on January 10th, 2006, i.e. two months after having been issued, which shows the Judicial System's slowness and ineffectiveness in detriment of SUDEBANTRA.

On January 17th, 2006, SUDEBANTRA responded to Banco del Trabajo's lawsuit, demanding it to be declared groundless or null. On January 10th 2007, the Court declared the suit unfounded. Banco del Trabajo has already appealed this sentence.

13. The bank rejects SUDEBANTRA's list of claims

On September 5th 2005, SUDEBANTRA submitted to Banco del Trabajo its first Project for a Collective Bargaining, or List of claims, which was also submitted to the Direction of Collective Labor Relations, dated September 6th 2005.

On September 7th 2005, the Ministry of Labor ordered the case to be opened and that both parties be informed in order to begin the collective bargaining process.

On September 14th, 2005, Banco del Trabajo sent back the List of claims to SUDEBANTRA, despite its obligation to accept it and begin the negotiations for

collective bargaining with the Union. This communication was also sent to the Ministry of Labor on the same date.

In order to avoid collective bargaining with the Union, Banco del Trabajo alleged that it had contested through the courts SUDEBANTRA's Union Registration, that an official notary was not present at the day of its forming, and that there were two trade unions, SUTRABANTRA and SUDEBANTRA, and it would not negotiate simultaneously with them.

On September 16th 2005, SUDEBANTRA rejected this action, and sent the List of claims again, demanding the beginning of the collective bargaining process.

Through a letter received by SUDEBANTRA on September 23rd 2005, Banco del Trabajo sent back the List of claims for the second time and expressed its refusal to begin negotiations with workers.

On October 13th, SUDEBANTRA required the Ministry of Labor, through the Sub Direction of Collective Bargaining, to disregard the opposition held by Banco del Trabajo, and to continue with collective bargaining.

On August 29th 2006, SUDEBANTRA submitted the Claiming Sheet corresponding to the year 2006. As in the former case, the bank rejected the collective bargaining.

12. CGTP's Support to the Case

Complaint submitted to ILO by the General Workers' Confederation of Peru (CGTP)

On February 3rd 2005, CGTP submitted a complaint before the ILO against the Government of Peru, denouncing the violation of the rights of SUTRABANTRA's leaders and members, such as not acknowledging this Trade union's suitability for representing workers, or its autonomy for the exercise of collective bargaining and plan of action, as well as the dismissal of the union members and leaders.

As a result of this complaint, the ILO's Committee on Freedom of Association issued the Report 340, Case 2400 (Vol. LXXXIX, 2006, Series B, #1). In this report, the Committee recommended to the Government of Peru:

We regret that the Peruvian Government did not send its observations of the alleged dismissals of the union leaders and members of the Unified Trade Union of Banco del Trabajo (SUTRABANTRA), within the context of harassing practices carried by Banco del Trabajo. We also regret that the aforementioned entity had contested the union's registration and refused to negotiate the claims. This Committee urges the Government to send its observations immediately.

Hence, we see how the Government of Peru remains rebellious and does not take responsibility in the compliance of ILO's endorsed Conventions. This passive attitude creates an accessory position in these anti union practices.

On July 13th 2005, SUDEBANTRA addressed the General Workers' Confederation of Peru (CGTP), in order to inform them about the anti union practices carried by Banco del Trabajo, and to call for their support in the betterment of the Union's plan and actions.

On February 6th 2006, the General Workers' Confederation of Peru (CGTP) sent a letter to Banco del Trabajo's CEO, Max Chion Li, protesting the violation of the rights of Freedom of Association and Collective Bargaining, carried by Banco del Trabajo against the leaders and members of SUTRABANTRA and SUDEBANTRA, strongly demanding the bank amend these antiunion policies and respect the rights of the workers. There was no response to this communication from Banco del Trabajo.

Through a communication dated November 20th, 2006, the General Workers' Confederation of Peru (CGTP) addressed the Presidency of the Ministers Council, the Labor Commission from the Congress of Peru, the Ministry of Labor and the Promotion of Employment, the ILO's sub regional office for Andean countries, the CEO of Banco del Trabajo and the Ambassador of Chile in Peru, denouncing the breaching of the Freedom of Association and Collective Bargaining of workers, by having its Union Registration contested through the courts, and their List of claims from years 2005-2006, 2006-2007 not accepted.

CGTP requested a meeting in order to finish with these violations. However, this request had no answer, from any Official of the Government of Peru, or by the company.

Through declarations in the newspaper *Gestion*, on January 15th 2007, Banco del Trabajo's CEO, Max Chion, declared that in 2007 the bank will accomplish *its consolidation process, it will make important investments in infrastructure and technology* and by the end of the year they will have *an institution totally adjusted to competitiveness*.

Besides, Banco del Trabajo has set up a so called "productivity game," by which the worker may be sanctioned or even dismissed from the company if he or she does not achieve the company's productivity goals.

In conclusion, our colleagues are pushed to accomplish unreasonable and excessive productivity goals, which otherwise would mean the non-payment of their commissions, or worse, their dismissal from the company.

Given this situation, CGTP submitted a complaint, dated February 13th 2007, to the ILO, denouncing the anti union practices carried by Banco del Trabajo against both SUDEBANTRA and SUTRABANTRA.

Also, through a communication by CGTP, a copy of this latter document, as well as the aforementioned Report 340, Case 2400 (Vol. LXXXIX, 2006, Series B, #1), have been sent to the Ministry of Labor and other Officials from Peru, several International Trade Unions, the Chair office of Banco del Trabajo, and the Embassy of Chile in Peru.

On March 5th 2007, in response to this communication, the Minister Economic Counselor from the Department of Trade of the Embassy of Chile, Mr. Cristian Maturana Sanhueza, kindly received the CGTP Secretary National of Defense, and several leaders from both SUDEBANTRA and SUTRABANTRA, at the offices of the Embassy of Chile in Peru. After listening to us, the Minister expressed his best disposition to serve as a mediator in order to bring both parties closer. However, he was clear in stating that neither the Embassy of Chile nor the Government of Chile has legal competence to resolve or give solution to this controversy.

In addition, on March 7th 2007, also in response to this communication, the vice-Minister of Labor from Peru interviewed with us, so we could expound to him the anti union practices carried by Banco del Trabajo.

17. Actions of Protest Taken by SUDEBANTRA and SUTRABANTRA

On February 20th 2006, SUDEBANTRA issued a statement demanding the end of the abuses carried by Banco del Trabajo against its workers. At that time, the Union denounced the hostile actions against its members, such as fraudulently setting up grave faults in order to dismiss the Union members.

On November 15th, the workers members of SUDEBANTRA participated in a successful sit-in at the gates of Banco del Trabajo's headquarters, protesting against the violation of their rights. SUDEBANTRA issued a public statement, denouncing: 1) Banco del Trabajo's refusal to acknowledge the Union and to negotiate its claims from 2005-2006, and 2006-2007. 2) The threat of dismissal against its leaders and members. 3) The new fraudulent dismissal of Efrain Calle Flores, leader of SUTRABANTRA. 4) The abuse for not paying commissions to the workers.

The next day, November 16th, 2006, Banco del Trabajo, through its OP Communications Office, denied the existence of the Union via an e-mail addressed to all its workers. The enterprise also tried to justify the dismissal of Efrain Calle Flores, and showed its lack of interest in the claims as well as the payment of commissions to the workers.

On December 17th, 2006, the workers members and leaders of SUTRABANTRA and SUDEBANTRA, in a simultaneous and coordinated activity, conducted a successful National Sit-in, demanding the respect of the workers' Freedom of Association and Collective Bargaining.

Through an official circular letter dated December 19th, 2006, SUTRABANTRA called for a press conference set by December 21st, 2006, in order to denounce the abuses and hostility against workers.

18. Interest of Social Observatories in this Case

In November 2006, the Labor Observatory of Chile prepared a report on this case, called "The Alienated Banco del Trabajo," which has been published on its web site www.olab.cl. In addition, this case was gathered in the Bulletin from the Argentinean Observatory of international enterprises FOCO, in March, 2007.

III. Breaching of the OCDE's Guidelines

We consider that the conduct displayed by the company Banco del Trabajo breaches the regulations and protocols derived from the OCDE's Guidelines for Multinational Enterprises in the following aspects:

- a) Dismissal of the Union Leader, Efrain Calle Flores, as well as other SUTRABANTRA's members and leaders.
- b) Contesting through the courts the Union Registration of both SUTRABANTRA and SUDEBANTRA.
- c) Hostile actions carried out against members and leaders from both SUTRABANTRA and SUDEBANTRA.
- d) Denial from Banco del Trabajo to accept the legitimate representation of workers by both the Unified Trade Union of Banco del Trabajo (SUTRABANTRA), constituted in 2004 in the city of Piura, and the Unitarian Trade Union of Banco del Trabajo SUDEBANTRA, constituted in 2005.
- e) Denial from Banco del Trabajo to initiate the Collective Bargaining on the List of claims, issued by SUTRABANTRA, from years 2004, 2005 and 2006; also, the List of claims, issued by SUDEBANTRA, from years 2005 and 2006, in disregard of the Labor Official's disposition to initiate the Collective Bargaining.
- f) Denial from Banco del Trabajo to withhold the Union quota from SUTRABANTRA and SUDEBANTRA member's pay sheet, in spite of both Trade Unions having fulfilled the requirements, and the bank being legally

obligated to do so. This caused grave economic losses to both Trade Unions.

The aforementioned facts breach the spirit of the Guidelines, which states:

In Section 1 of the Preface: The Guidelines aim to ensure that the operations of these enterprises are in harmony with government policies, to strengthen the basis of mutual confidence between enterprises and the societies in which they operate, to help improve the foreign investment climate and to enhance the contribution to sustainable development made by multinational enterprises.

In addition, the following are some of the articles and sections from OECD's Guidelines referring to the facts described, and we believe are violated by the company:

- Section II, General Policies: *Enterprises should take fully into account established policies in the countries in which they operate, and consider the views of other stakeholders. In this regard, enterprises should (...) 2. Respect the human rights of those affected by their activities consistent with the host government's international obligations and commitments.*
- Section IV. Employment and Industrial Relations: Enterprises should, within the framework of applicable law, regulations and prevailing labor relations and employment practices:
 1. a) Respect the right of their employees to be represented by trade unions and other bona fide representatives of employees, and engage in constructive negotiations, either individually or through employer's associations, with such representatives with a view to reaching agreements on employment conditions;
 2. a) Provide facilities to employee representatives as may be necessary to assist in the development of effective collective agreements.
b) Provide information to employee representatives which is needed for meaningful negotiations on conditions of employment.
 8. Enable authorized representatives of their employees to negotiate on collective bargaining or labor-management relation's issues and allow the parties to consult on matters of mutual concern with representatives of management who are authorized to take decisions on these matters.

IV. Evidences supporting this Complaint

1. Complaint against the Government of Peru on the anti union practices carried by Banco del Trabajo, submitted to ILO in March, 2007, and Report Nr. 340, Case 2400, submitted by the General Workers'

- Confederation of Peru (CGTP), where the Peruvian Government does not provide a response to the Committee on Freedom of Association on the case SUTRABANTRA.
2. Affidavit from March 2004, addressed to the Union Leader, Efrain Calle Flores, informing his dismissal without justified cause.
 3. Court Sentence from February 2005, declaring null the dismissal of Efrain Calle Flores, and commanding the restoration of his job. The sentence was appealed.
 4. Resolution #17, dated May 2006, where the bank is commanded to restore Efrain Calle to his job, and also fined for its continuous rebellious conduct towards Court verdicts.
 5. Information Alert Nr. 208, from the NGO Labor Program of Development, PLADES, accounting the restoration under a Precautionary Measure of the Union Leader Efrain Calle.
 6. Letter from Banco del Trabajo, dated September 15th 2006, denying the Union leave to Efrain Calle Flores, requested in order to attend a meeting in Lima.
 7. Letters dated September 21st and 29th, and October 2nd, 2006, arranging the transfer of Efrain Calle to a different location in the country.
 8. Request for a cease of hostilities, submitted by the Union Leader Efrain Calle Flores, on the intention of Banco del Trabajo to transfer him to a different location.
 9. Act of police verification and work inspection, both dated October 31st, 2006, giving evidence of the impediment to let in Efrain Calle Flores to his working place.
 10. Letter of dismissal to Efrain Calle Flores, dated October 31st 2006.
 11. Injunction order submitted by the Union Leader, Efrain Calle Flores, dated November 9th, 2006, against his dismissal, which took place in spite of having obtained a precautionary measure ordering the restoration to his job.
 12. Copy of the administrative challenge, issued by Banco del Trabajo in 2004, against SUTRABANTRA, and its rejection by the Labor Officials.
 13. Sentence by the Supreme Court, which declares null contesting through the courts the Union Registration of SUTRABANTRA.
 14. Copy of communication dated April 13th 2005, addressed by SUDEBANTRA to the Ministry of Labor, for its inscription in the Union Registration. Attached were the Board of Directors and the list of members.
 15. Copy of the reference of automatic inscription issued by the Ministry of Labor, EXP. 67245-05-DRPEL/DPSC/SDRG/DRS, dated May 25th.
 16. Copy of the letter dated June 20th, addressed by SUDEBANTRA to Banco del Trabajo, informing about the creation of the Union.
 17. Letter of Banco del Trabajo, dated June 27th, 2005, rejecting the creation of the Union and giving back the previous letter.
 18. Letter from SUDEBANTRA, dated June 1st, 2005, responding to Banco del Trabajo about its denial to accept the existence of the Union, attaching the

- list of members, the Board of Directors, and the reference of inscription from the Ministry of Labor.
19. Letter from SUDEBANTRA, demanding that Banco del trabajo withhold the Union quota from its members.
 20. Letter from Banco del Trabajo, dated September 15th, 2005, refusing to withhold the Union quota.
 21. Letter from SUDEBANTRA, dated July 13th, addressed to CGTP.
 22. Copy of the lawsuit on the cancellation of the Union Registration of SUDEBANTRA, dated August 23rd, 2005, and its amendment.
 23. Copy of Court Ruling Nr.2, dated November 11th, 2005, from the 17th Labor Court, admitting the bank's lawsuit.
 24. Response to the Lawsuit from SUDEBANTRA, dated January 16th, 2006
 25. Letter from SUDEBANTRA, dated September 5th, 2005, sending to the bank its first List of claims.
 26. Letter from SUDEBANTRA, dated September 5th, 2005, informing the Ministry of Labor about the submitting of the List of claims.
 27. Ruling by Ministry of Labor, EXP. 157502-2005-DRTPEL-DPSC-SDNC, stating that Collective Bargaining should be begun.
 28. Letter from Banco del Trabajo, dated September 13th, 2005, sending back the List of Claims, and refusing Collective Bargaining.
 29. Letter from SUDEBANTRA, dated September 16th, 2005, demanding Banco del Trabajo begin the Collective Bargaining.
 30. Letter from SUDEBANTRA, addressed to the Ministry of Labor requiring the beginning of Collective Bargaining.
 31. Letter from Banco del Trabajo, dated September 21st, 2005, sending back again the List of Claims, and refusing to begin the Collective Bargaining.
 32. Letter from CGTP, dated February 6th, 2006, addressed to Banco del Trabajo's CEO, protesting the anti union conduct carried out by Banco del Trabajo.
 33. Release from SUDEBANTRA, dated February 20th, denouncing the abuses from Banco del Trabajo.
 34. Letter from SUDEBANTRA, dated August 28th, 2006, submitting the List of claims.
 35. Information Alert Nr. 218, from the NGO Labor Program of Development, PLADES, account of the sit-in carried by SUDEBANTRA in November 15th, 2006.
 36. Letters from Banco del Trabajo addressed to SUTRABANTRA's Union Leaders, sending back the union's journal of the sit-in from December 2006.
 37. Release from SUDEBANTRA, dated November 15th, denouncing the bank's abuses to the public opinion.
 38. Copy of the newspaper El Correo, reporting the sit-in at the city of Piura, and the restoration of one worker to his job.
 39. Copy of the e-mail sent by the Department of Human Resources of Banco del Trabajo denying the existence of SUDEBANTRA.

40. Report written by the Social Observatory from Chile "El Banco del Trabajo Enajenado," about the situation in Banco del Trabajo.
41. Journal dated December 14th, 2006, submitted by SUDEBANTRA to several Government Entities protesting against the Bank's abuses.
42. Letter from SUTRABANTRA, dated December 19th, 2006, calling for a press conference in order to denounce the bank's abuses.
43. Copy of newspaper Gestion, dated January 15th, 2007, with declarations of Banco del Trabajo's CEO Max Chion Li.
44. Press release from CGTP, denouncing the exploitation of workers.
45. Copies of the letters of CGTP addressed to the CEO of Banco del Trabajo, Max Chion Li, and other institutions, demanding the rights of Peruvian workers to be respected.
46. Copies of the letters of SUDEBANTRA addressed to Banco del Trabajo's CEO, and several institutions, informing them of protest measures taken in December 15th, 2006.
47. Copies of letters from CGTP, addressed to the Banco del Trabajo's CEO and several institutions demanding the rights of Peruvian workers be respected.
48. Copy of reference issued by the Ministry of Labor, dated January 11th, 2007, giving evidence of the absence of Banco del Trabajo's representatives at a meeting called by the Regional Direction of Labor and Promotion of Employment.
49. Copy of the Sentence, dated January 10th, 2007, declaring the Lawsuit from Banco del Trabajo aiming to cancel the Union registration to be lacking grounds.
50. List of current members of SUDEBANTRA in Lima, which reaches a total of 106, and copy of the Record of the Board of Directors of SUTRABANTRA, dated April 3rd, 2005, accepting the resignation of some of its members before the creation of SUTRABANTRA.
51. Copy of letter from SUDEBANTRA, dated July 25th, 2006, protesting against the imposition of an exploitative system, the so-called productivity game.
52. Copy of Affidavit from Banco del Trabajo, dated August 8th, 2006, imposing on one of the members of SUDEBANTRA, the rules of the so called productivity game.
53. Flier sent by Banco del Trabajo about the so called champions system.
54. Letter from the members of SUDEBANTRA, refusing to accept this system, and endorsing their Union position, expressed on July 25th, 2006.
55. Report submitted by PLADES on the system's arbitrariness imposed by the bank.
56. Letters giving account of several groundless sanctions, imposed by the bank on the Union members, in order to harass them because of their Union affiliations.
57. In addition, we include documents that will prove that, although the Union Secretary of Sports had a serious disease, the bank, knowing of this condition, kept assigning him tasks that put his health in danger.

V. Concern of the Organizations Submitting this Complaint

The organizations signing this letter reject the conduct of Banco del Trabajo, because of its anti union policies and the consequences of this on the employees. We reject the way Banco del Trabajo conducts its activities in Peru, in not acknowledging the workers' right to organize and develop productive negotiations with their employer, in order to better their level of life.

We expect that the OECD National Contact Point in Chile will act as soon as possible and take care of this grave issue.

Best regards,

Mr. Jorge Martinez Bolivar
President of the Confederation of Bank Trade Unions of Chile

Mr. Luis Isarra Delgado
Secretary National of Defense, CGTP

Sr. Martin Pascual Arias
CENDA Foundation

Sra. Giovanna Larco Drouilly
President of the Labor Program of Development, PLADES