

Citgo Aruba Refining N.V.
Attn. Mr. Joe Crawford
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reference nr. 528/12/31
fax / email jcrowfo@citgo.com
subject *Staff members CAR*

Dear Mr. Crawford,

By this means we of the Federacion di Trahadornan di Aruba (FTA) request your urgent attention for the following.

Last Friday, December 27th, 2019, Citgo Aruba Refining N.V. (CAR) presented a separation offer to its employees, including Staff Members, of which the majority are members of the FTA-union.

As has been mentioned throughout the negotiation phase with both CAR, as well as Refineria di Aruba (RDA) and the Government of Aruba, the FTA cannot advise any of its members on the acceptability of any separation offer if there is no clarity on the possible (partial) continuation of labor agreements with (a) new operator(s) of the refinery and/or oil terminal.

In our last meeting CAR indicated that it is not able to provide any information regarding this matter since the Government of Aruba is not sharing its plans with regards to the continuation of operations of the refinery/oil terminal with CAR. What actions CAR has undertaken or is undertaking against the Government of Aruba in order to obtain this information is unclear.

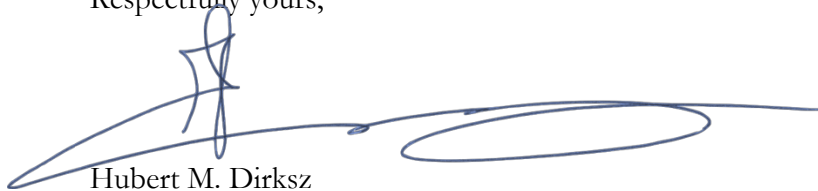
Fact is that it remains CAR's legal obligation to inform its employees of the consequences of the takeover of operations. This is clearly stated in section 4 a of book 7a of the Civil Code of Aruba (article 1615df).

It is the union and its member's opinion that by offering separation packages and setting deadlines to accept these while not providing any information whatsoever regarding continuation of employment, CAR is not complying with its legal obligation to behave as a 'good employer'. This creates serious uncertainty among the staff and is utterly unacceptable.

Therefore you are hereby informed that as of this moment and until CAR complies with its legal obligation and provides the union and its members with the necessary information regarding the future of their employment, all FTA members will go into a 'slow down action'. This means that all members will set forth their regular contractual labor obligations, but all work will be executed at a slower pace.

Trusting in having informed you accordingly, we remain.

Respectfully yours,



Hubert M. Dirksz
President Fedracion di Trahadornan di Aruba (FTA)

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