

**A Call for Justice at Peabody Energy
by Religious Leaders for Coalfield Justice:**

**There Is A Moral Imperative To Protect Miners' Rights To
Freely And Fairly Form A Union**

We are religious leaders from different faith groups who believe that all persons are created in the image and likeness of God (Gen 1:27). This means that all persons have worth and deserve to be treated with dignity and respect. We also affirm that coal is a gift from God (Gen.1:1). Furthermore, we believe that God cares about working people (Ex.2:23-25, Dt. 24:14) and wants them to be treated with fairness and justice (Isa.10:1, 2, Mal.3:5, Matt.7:12, 1Cor.9:9, 10, 2 Tim. 2:6, James 5:4).

We support the efforts of miners who work in Peabody Energy's non-union mines to gain dignity, respect, fairness and safety on the job by forming a union with the United Mine Workers of America.

Coal mining is dangerous and demanding work. The workers in this industry endure peril daily to help provide for our nation's energy needs. The work takes its toll on miners' bodies and their health. They face the potential for disabling injuries and death every day they work. Their families live with the economic uncertainty of coal's boom-and-bust cycles and in fear for their loved one's safety and wellbeing.

Our religious teachings say that we are to treat others as we wish to be treated, and that laborers deserve their just reward. The freedom to join a union is a basic human right. It is a decision that rightfully belongs to workers—not their employers.

When employers embrace ethical teachings—including respecting the right of workers to form unions without fear of reprisals—there can be justice in the workplace. This benefits the long-term interests of the workers and the company. In addition, the entire community benefits when workers collectively bargain with employers to raise wages, improve benefits and guarantee a safe workplace.

Therefore, we, as religious leaders, call upon Peabody Energy to refrain from intimidating, threatening and firing miners who are working to organize a union. We ask Peabody to be truly neutral with respect to employees' rights to form or join a union and to voluntarily recognize a union when a majority of their employees sign authorizations.

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