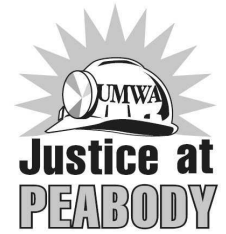


Worker Solidarity NEWS



www.justiceatpeabody.org

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Peabody coal miners rally outside their employer's headquarters in St. Louis demanding their right to organize a union free from intimidation and fear.

Coal Miners Launch Campaign for Justice at Peabody Energy

ST. LOUIS - Over a 1,000 coal miners from around the country braved freezing temperatures in a march through downtown here on December 9, 2005. They converged outside the offices of the Peabody Energy Corporation for a rally calling on Peabody Energy to allow its employees to organize a union free from fear and intimidation. The coal miners, including many from non-union Peabody mines, were joined by labor and community allies, including Cecil Roberts, President of the United Mine Workers of America (UMWA), John Maitland, General Secretary of the Construction, Forestry, Mining, and Energy Union (CFMEU) of Australia, Stewart Acuff, Organizing Director of the AFL-CIO, and Congressman Russ Carnahan (D-MO).

"We need a union," said John Cox, a miner at Peabody's non-union Farmersburg mine in Dugger, Indiana. "We have no rights whatsoever," Cox said.

Cox said he often is scheduled to work 10- or 12-hour shifts six days a week. He said he pays \$300 to \$500 a month for prescriptions under Peabody's health plan.

At a press conference preceding the rally, Roberts, Maitlan and Acuff announced an alliance of the three labor organizations to support non-union Peabody miners like Cox in their

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Peabody Thumbs Nose at Stockholders

WASHINGTON, D.C. - On December 5, 2005, AFL-CIO Secretary-Treasurer Richard Trumka called on Peabody Energy Corp. to reform the company's director elections. Earlier this year, over 70 percent of Peabody Energy's shareholders voted in favor of an AFL-CIO sponsored proposal to elect directors annually. Rather than implementing the wishes of its stockholders Peabody Energy's board of directors instead appointed a new director that stockholders will not have an opportunity to vote for or against until 2007.

"It is outrageous that any company would ignore a vote of its shareholders," said Trumka. "The retirement savings of America's working families are invested in companies like Peabody Energy. Director elections are the primary avenue for shareholders to hold management accountable and influence crucial corporate governance policies."

Peabody Energy's current director election framework divides the board into three classes, with approximately one-third of all directors elected each year to three-year terms. In March 2005, Peabody Energy executive Gregory Boyce, who became the company's new CEO on January 1, 2006, was added to the board in the class in which shareholders will not be able to vote on Boyce as a director until the 2006 annual shareholders meeting, fifteen months after he took

(See STOCKHOLDERS, page 3) —————

(LAUNCH, continued from front) —

campaign to organize a union with the UMWA, but that they would do so without filing for a National Labor Relations Board (NLRB) election.

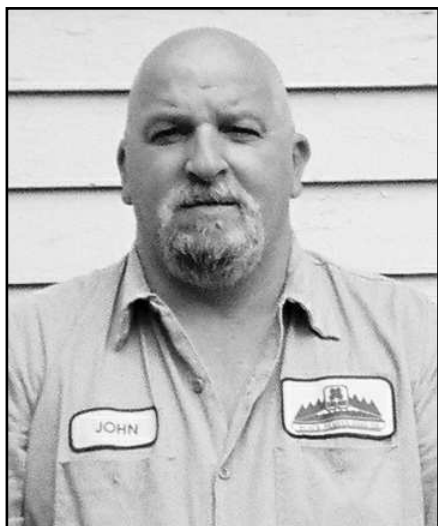
Roberts said the UMWA has no faith in the National Labor Relations Board to uphold workers' rights to organize unions. "Peabody miners organizing a union face enormous odds under the NLRB system," he stated. "The intimidation tactics of employers are routinely sanctioned or ignored by the NLRB." Instead, Roberts and the other members of the Alliance for Justice at Peabody want Peabody to adopt a "majority verification"/ neutrality agreement in which Peabody agrees to refrain from intimidation tactics and agrees to recognize the union upon majority verification by employees, usually in the form of signed cards asserting their desire to be union.



UMWA President Cecil Roberts pledges full support of the union to the Peabody coal miners who are fighting for union representation at their mines.

to organize a union with the UMWA," he said. "We support their demand for a 'majority sign-up' agreement and a commitment from Peabody to refrain from fear and intimidation tactics of any kind."

The Employee Free Choice Act, if passed, would require employers to recognize unions through a "majority verification" process during union organizing campaigns.



"With Peabody we have no rights whatsoever"
-- John Cox,
Peabody non-union miner.

Acuff pledged the support of the AFL-CIO. "I am here today to express the strong support and commitment of the AFL-CIO and our nine million members across the United States for the miners at Peabody Energy who are struggling

Maitland, whose union represents workers at all four of Peabody's mining operations in Australia, pledged the support of the CFMEU to the campaign and expressed his displeasure with a recent statement by Peabody CEO Greg Boyce that Peabody is pursuing a strategy to de-unionize its operations.

Acuff, Roberts and Maitland offered to meet with Peabody's Boyce to discuss workers' rights at Peabody mines. However, Boyce refused to meet with the union delegation.

At the rally, Congressman Russ Carnahan (D-Mo.), whose district is near the headquarters of Peabody Energy, called on Peabody to respect the rights of its employees to organize. "I support the rights of all Americans to organize in their work places. Today I stand with coal miners from Peabody Energy and encourage them in their efforts to organize with the United Mine Workers of America. I urge Peabody Energy to remain neutral when it comes to its employees' choice to form a union. "

Carnahan is a co-sponsor of the Employee Free Choice Act and is a strong advocate of a workers' right to form a union free from employer threats, harassment and intimidation.



"I've worked in both union and non-union mines. Only with the rights and respect that come with a union contract, we focus more on the job and are therefore more productive."

-- Donna Green,
Peabody non-union miner

(STOCKHOLDERS, continued from front)

on his responsibilities on the Board. It was partly because of this action that shareholders overwhelmingly adopted the AFL-CIO resolution calling for declassification of the board and annual elections of all board members at the May 2005 stockholder meeting.

Instead of taking action on the May resolution, in July 2005, Peabody Energy's board thumbed its nose at stockholders and nominated John F. Turner to the Board of Directors to the class where shareholders will not have the opportunity to vote on Turner's nomination until his term expires in 2007.

The AFL-CIO has resubmitted its shareholder proposal to declassify Peabody Energy's board of directors. Peabody Energy shareholders will vote on the AFL-CIO's resolution for a second time at the 2006 annual shareholders meeting.

Several other proposals to reform Peabody Energy's corporate governance have also been introduced for 2006.

A proposal by the Service



Outside Peabody's St. Louis headquarters, union members representing various industries braved the freezing temperatures to show they support the non-union miners in their struggle for the recognition of their right to organize.

Employees International Union master trust urges the board to establish a committee to meet with shareholders on majority shareholder votes. A Sheet Metal Workers National Pension Fund proposal urges the election of directors by majority vote. A United Mine Workers of America shareholder proposal urges Peabody Energy to adopt an employee policy based on the International Labor Organization's workers' rights conventions. Peabody Energy plans to establish joint ventures to operate coal mines in China, where human rights violations are commonplace in the mining industry.

bility to shareholders and contribute to long-term shareholder performance," said Trumka.



"We work in one of this nation's most dangerous jobs, where we risk our lives day in and day out. We deserve a union contract where every step will be taken to ensure that safety comes first."

-- Chris Kohlmeier, Non-union Peabody miner




In a gesture of global worker solidarity, John Maitland, General Secretary of the Construction, Forestry, Mining, and Energy Union (CFMEU) of Australia, vows to stand with the non-union U.S. Peabody coal miners in their fight for the right to organize.

"These proposals will heighten director responsiveness to shareholder concerns, enhance our company's corporate governance, increase management accounta-

Eleven Nobel Peace Prize Laureates Issue Call for "Human Rights in the Workplace"

A Global Call for Human Rights in the Workplace



“Protecting the right to form unions...is vital to promoting broadly shared economic prosperity, social justice and strong democracies.”

WASHINGTON, DC - On December 10, 2005, on the 75th anniversary of the signing of the United Nations Declaration of Human Rights, former President Jimmy Carter, Archbishop Desmond Tutu, former Polish President Lech Walesa, His Holiness the Dalai Lama, and seven other Nobel Peace Prize winners released a joint

statement urging that workers' right to organize a union be protected. "The United States of America fails to adequately protect workers' rights to form unions and bargain collectively," the Nobel laureates wrote. "Millions of U.S. workers lack any legal protection to form unions and thousands

are discriminated against every year for trying to exercise these rights."

"Protecting the right to form unions...is vital to promoting broadly shared economic prosperity, social justice and strong democracies," they stated.

Justice for workers in the 21st century begins now...
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