

Geneva, 22 May 2018

Mr. Colin Haswell
Rolls Royce
HR Director
International Relations
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IndustriALL Global Union calls on Rolls Royce to immediately stop its anti-union campaign and to fully respect basic ILO standards at its On-Wing Services in Indianapolis, USA

Dear Mr. Haswell,

I am writing this letter to you as the General Secretary of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in mining, energy and manufacturing sectors throughout the world, including Rolls Royce and the aerospace industry in the USA. I urge your company to stop immediately the anti-union campaign against our affiliate IAM at the On-Wing Services (OWS) facility in Indianapolis. I consider this a breach of ILO standards on freedom of association and collective bargaining, and against your own Global Code of Conduct from 2016.

We strongly condemn the intimidating tactics, including a misinformation campaign, management is using to force employees at OWS to vote 'No' at the upcoming ballot. Your behaviour is not only in contravention of international core labour standards, but it also negates the well established procedures that you follow, for instance, at your plants in the UK and continental Europe with your long-term bargaining partners.

Whereas you consider negotiations an adequate procedure and a daily practice in every part of your business, you deny this right to your own employees, whom you tell on notice boards and through SMS that collective bargaining will by no means improve their situation.

Your Global Code of Conduct states that "The decision on whether or not to join a trade union is an individual choice. We respect the relevant processes and laws on collective representation and consultation in the countries where we work." Your current actions stand in stark contrast to the neutral language in your guidelines.

Therefore, I urge you to immediately stop your campaign against IAM, to take a neutral position, and to respect the rights to freedom of association and collective bargaining by allowing free elections at the On-Wing Services (OWS) facility in Indianapolis.



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I look forward to your prompt action and quick reply.

Sincerely yours,

Valter Sanches
General Secretary