

GENERAL SECRETARY'S OFFICE

LMc/jlf

6 June 2018

Mr Warren East
Chief Executive Officer
Rolls-Royce Holdings
62 Buckingham Gate
London
SW1E 6AT

Dear Mr East,

I am writing to you in relation to concerning reports of hostile and aggressive union busting activities being employed by Rolls-Royce management in the United States of America, in an attempt to influence a worker vote on union recognition in your 'On-Wing Services' facility, Indianapolis.

Unite has a strong relationship with our North American sister union the International Association of Machinists and Aircraft Workers (IAMAW) - the union involved in this particular campaign for union recognition - having previously supported each other in our efforts to ensure that workers' have the right to both belong to an independent trade union and have it recognised for collective bargaining purposes should they so wish.

As you know Unite has a long standing, and good, relationship with Rolls-Royce in the UK, and we are recognised for collective bargaining across the group. We also know that union recognition is common place across Rolls-Royce operations in Europe. We were therefore deeply concerned to the hear that Rolls Royce management at the 'On-Wing Services' facility in Indianapolis have been allowed to engage in the most blatant acts of anti-union behaviour reinforced by union-busting activities against our sister union the IAMAW.

While there have been many Incidents that have been brought to our attention, the following examples demonstrate the level of activity:

- Daily anti-union 'captive audience' meetings and conference calls, at which company management has referred to Union Organisers as 'salesmen' and compared them to the likes of 'divorce attorneys'.
- The on-going distribution of handbills that include statements such as "Don't take the risk with a union", "The IAM's priorities of better wages and 'everything you want in writing' is nothing more than a sales pitch" and "It is possible that some terms or conditions of employment that you now enjoy (current wages, vacation time, holidays, bonus payments), and are important to you, could be reduced or eliminated".
- Further, statements in notices such as "a union could make you uncompetitive... Former Rolls-Royce IAM employees are now without a job in Mt. Vernon, Ohio" and that "New paid family leave programs not offered for some union employees" are shameful attempts to instil fear amongst the workforce of a union contract.

Cont'd...

It is entirely unacceptable that this is being allowed to happen by Rolls-Royce central management and I am seeking your agreement that you will use your offices to stop this with immediate effect.

Further, I am aware of a letter recently sent by the site HR Director Colin Haswell to the General Secretary of our global union federation IndustriAll. In it he dismisses the actions we are hearing about simply as attempts by management to exercise its right and responsibility to communicate with its employees. This too is both an astonishing endorsement of clear and unambiguous union busting behaviour and as such unacceptable to this union.

I respectfully urge you to intervene in this situation as a matter of urgency before it escalates further. I understand that our colleagues in the IAM have, in response to Colin Haswell's letter, now triggered the 'Corporate Bad Behaviour Policy' agreed with all affiliates at IndustriALL and as such we are obliged alongside sister unions across the globe to trigger certain actions, including leverage actions, against the company should we be unable to resolve matters satisfactorily.

I believe that you would agree with me that union busting activities do not belong in a company with the global reputation of Rolls Royce. It is however a fact that in North America they are being deployed by a local management team out of step with what I would hope are our shared values.

I would be very happy to discuss this matter with you at your earliest convenience, but I would also ask that you act immediately to take steps in Indianapolis to end current anti-union behaviours and activities.

I trust this is an acceptable way forward and look forward to hearing from and meeting with you in the near future.

Yours sincerely,

A handwritten signature in blue ink that reads "Len McCluskey". The signature is written in a cursive, flowing style.

LEN McCLUSKEY
General Secretary