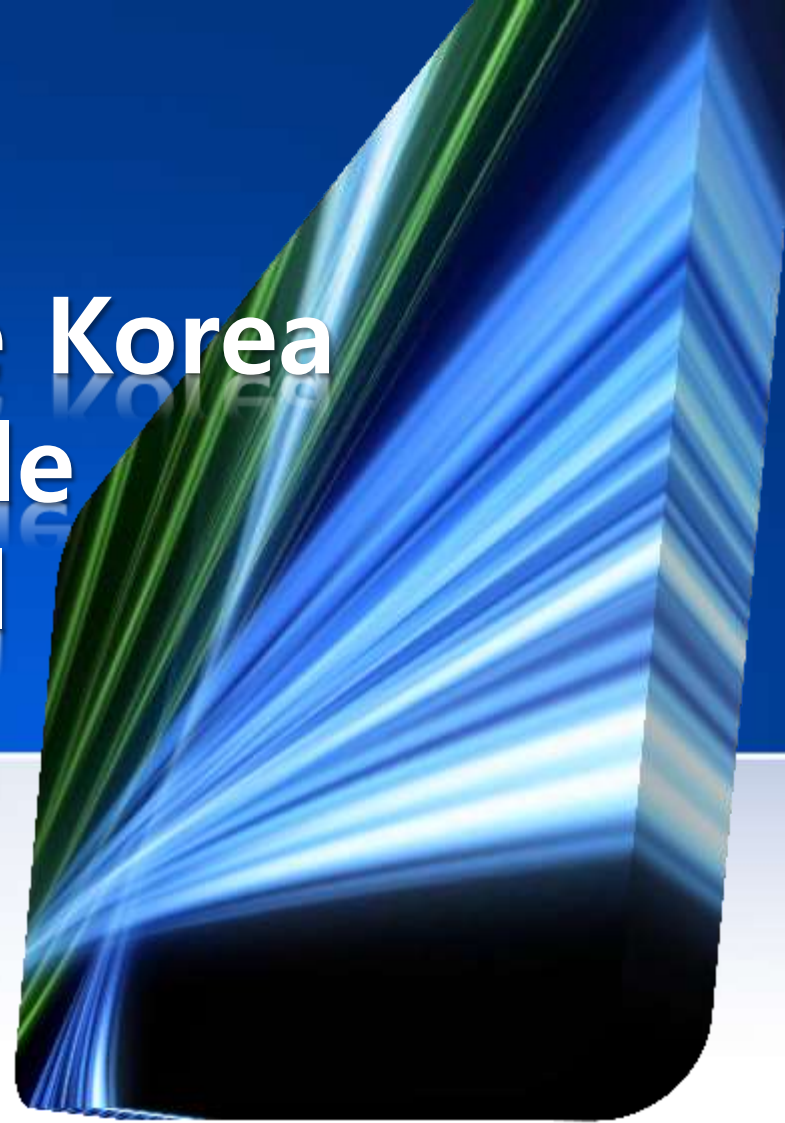


**Rolls-Royce Marine Korea
labor union struggle
for unfair dismissal**

**FKMTU
Vice President Jong IlJin**



10th November, the situation in the struggle

- The struggle in progress under canvas against unilateral dismissal for 61days



Company profile



Rolls-Royce



- * The company CEO's name is Piet.
- * The total sales is \$ 40 million per year
- * The staff numbers are 100.
- * Established in 2000
- * Shipping parts of global group Rolls-Royce Marine (shipping industry, aviation industry, aerospace industry, defense industry)
- * Ship building orders - \$ 100 million per year
- * Produces winches which are part of ship

Union profile



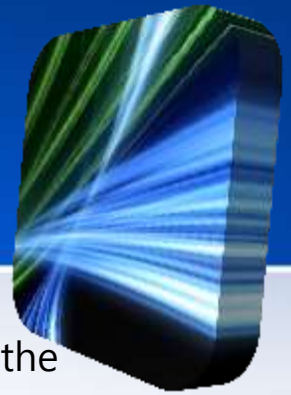
- * Organized in 2005
- * Union is led by Ha young-jae
- * Union is composed of 24 members.
- * 12 on-site workers accepted requisition of voluntary resignation, and left the company
- * Rest of 12 on-site workers had denied the lay-off requisition and are struggling against unilateral dismissal

Progress summary



- * On April 3 2014, Rolls-Royce Marine Korea announced the restructuring of workforce unilaterally
- * On May 13 2014, Rolls-Royce Marine Korea announced a plan to lay off all the 24 on-site workers
- * On September 3 2014, 12 on-site workers accepted the requisition of voluntary resignation and resigned.
- * On October 10 2014, the company dismissed the rest of 12 workers who refused the voluntary resignation
- * 5 resigned workers have been employed again as Rolls-Royce Marine Korea 's subcontracted company

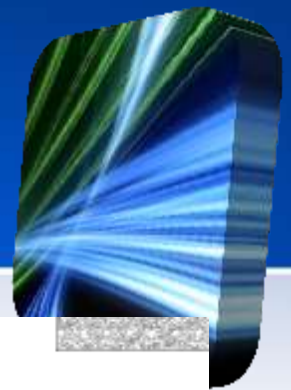
The key issues



- The article 54 of Collective Agreement says " if the company want to dismiss workers for urgent business problem, it is needed to agree with each other about the dismissal.
- The article 60 of collective Agreement, "if the company want to outsource some of the product lines to others, it is needed to agree with union.
- However, the company unilaterally announced the collective dismissal violating the existing CBA with the excuse of the company HQ policy*
- The key issues are as below:
 - Unilateral process of dismissal and outsourcing by company
 - Clear violation of the existing CBA
 - Also, possible violation of the Labour Standards Act stipulating the procedure of collective dismissal due to managerial reasons.
 - Reportedly intentional targeting unionists as the victim of dismissal and outsourcing by company.
- Rolls-Royce proposed another offer to the dismissed staffs as being the sub-contractors of rolls-Royce (job insecurity, wage decline of 50%)

* Unions provided some ideas such as cost saving proposal, the company refused to accept the proposal.

On October 6 2014 , Ministry of Employment and Labor survey was conducted



부산지방고용노동청부산북부지청

수신 룰스로이스마린코리아(주) 대표이사 귀하
(경유)

제목 경영상 이유에 의한 해고계획 신고에 따른 행정지도

1. 관련

- 가. 경영상 이유에 의한 해고계획 신고서(접수: 21690, 2014.09.01.)
- 나. 경영상 해고관련 자료제출 요구(근로개선지도과-23305, 2014.09.22.)
- 다. 정리해고의 정당성과 관련한 회사의 입장(접수:24184, 2014.10.01.)

2. 위와 관련, 귀사가 제출한 경영상 이유에 의한 해고관련 자료를 검토한 결과, 긴박한 경영상의 필요성 등에 있어서 경영상 이유에 의한 해고 요건에 부합되기 어려운 여지가 있는 것으로 판단됩니다.

3. 따라서, 근로자들의 고용안정 등을 감안하여 전반적인 경영상 이유에 의한 해고 절차에 대해 노동조합과 성실히 협의하는 등 원만하게 해결하기 위한 노력을 기울여 주시기 바랍니다. 끝.

On October 13 2014 ,
government audit was conducted



Now....



- * Submitted a remedy request for unfair labor practices and unfair dismissal to the Busan Regional Labor Relations Commission.
- * On October 6 2014, for unfair labor practices.
- * On October 13 2014, for unfair dismissal.
- * The Busan Regional Labor Relations Commission is examining.

Stop Precarious Work~!

