

CENTRAL OFFICE

21 May 2020

TO: Members of the Board of IAG

Copied to: Willie Walsh, IAG Chief Executive Officer
Luis Gallego Martín, Chairman and CEO of Iberia

Dear

USING COVID-19 FOR CORPORATE GAIN

I am writing to you as General Secretary of Unite. As you know we represent the overwhelming majority of IAG employees based in the UK.

My Union negotiates with over 35,000 employers each year and during this unprecedented crisis my Union has worked collaboratively with many who are facing tough times due to the impact of Covid 19. In most cases we have been able to strike agreements following sensible negotiations in which both parties have worked together as partners. Collaboration is not something we have ever been afraid of.

If you were remotely serious about entering into meaningful consultation and negotiation you would by now have lifted the threat of the 188 notice and given time and space for real discussions. If this is really all about the Covid 19 crisis, why have you refused to suggest or accept any temporary measures with joint reviews, so that terms and conditions would be returned as revenue climbs? In truth, you have imposed this without any intention of negotiating.

What makes this even more staggering is that you are doing this all of this whilst;

- You pay dividends to shareholders in the billions.
- You sit on a cash pile, assets and reserves that could see you through this crisis without the need for permanent cuts or redundancies.
- Your operational management has made catastrophic errors, most noticeably the utter mismanagement of the oil hedge that cost the company more than it will recoup through many thousands of redundancies.
- You take public money from the British taxpayer to safeguard jobs but instead give notice of your intention to slash them whilst cynically using the British flag to drive sales.

In simple terms, you are betraying both Britain and your own workforce.

I have requested that you stop the clock on the Section 188 so that we can enter into meaningful negotiations. I have asked you to work with us so that we can all get through this together and come out the other side stronger.

All of this has been rejected.

I must now come to the view, that you have no intention of meaningful negotiation with my Union and your own workforce.

Therefore, I have no option but to do all I can to protect my members and shine a light on your betrayal of Britain and your cynical use of this crisis as cover for your corporate greed. In the first stages, I have authorised a multifaceted campaign in defence of our members. This as you may know means that we will ensure that the public, customers, businesses and all other stakeholders, will be made aware of your deplorable actions and the detail of how you as a company have acted in this crisis. All interested parties will be engaged by all and any means possible and I am sure that many will make decisions in light of your actions.

If you were honestly looking to resolve the temporary issues related to Covid-19 the following demands would be straightforward for you to agree;

- Remove your Section 188 notice.
- Negotiate in good faith with my Union.
- Agree for any proposed changes to pay, terms and conditions to be temporary and to be returned in line with increased revenue.

I hope that you can finally step away from the precipice and think again.

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