

Religious Leaders for Tobacco Farm Worker Justice

438 North Skinker Boulevard

St. Louis, MO 63130

314-726-6470

September 5, 2012

Mr. Daniel Delen
President and CEO
Reynolds American Inc.
401 North Main St.,
Winston-Salem, NC 27101

Dear Mr. Delen:

Greetings.

We are religious leaders from many diverse faith traditions who have a common belief that all persons are created in the image of God. We also share a commitment to these principles:

- The intrinsic value of all people to meaningful employment, an adequate income and livable wage;
- The rights of workers to organize for their own safety and for job security without the fear of harassment, discrimination or job loss;
- The rights of all people to decent health care, adequate housing, and education;
- The rights of working people to self-empowerment by having a seat at the decision-making table; and
- Justice for farm workers who are some of the most vulnerable workers in our society.

We are writing you because you are the President and CEO of Reynolds American Inc. (RAI), one of the largest producers of tobacco products in the US. We understand that your Company has begun meeting with the Farm Labor Organizing Committee (FLOC) to discuss issues relating to improving the working and living conditions of farm workers and the elimination of human rights abuses in the tobacco supply chain. While we recognize that the tobacco farm workers are not directly employed by RAI, your company effectively controls pricing and procurement processes with its contract growers. In that capacity, RAI has the power to facilitate needed changes in the fields.

As persons of faith we share in the mutual commitment of RAI and FLOC to recognize the human rights of each farm worker and to provide safe and acceptable working conditions. We also believe in the importance of mutual dialogue where all parties work together to address common concerns and where all have a seat at the table. In order to strengthen these

commitments, we call on Reynolds American Inc. to work with FLOC to develop a written agreement establishing a process guaranteeing freedom of association and collective bargaining for tobacco farm workers in the Reynolds American supply chain. In this way, Reynolds American will affirm the authentic voices of the tobacco farm workers, address common concerns, identify and work toward eliminating abuses in the supply chain, and ultimately improve the living and working conditions of tobacco farm workers.

We will contact you to confirm that you have received this letter, and to learn what progress is being made toward reaching such an agreement.

We trust God's Spirit to lead you forward in your discussions with FLOC as you mutually discover ways to better the lives of thousands of farm workers in the supply chain; and with hope for a better future for these farm workers, we look to your leadership in these matters.

Faithfully,

Joan Aldous, New Hope UCC (DeLand, FL)

Rabbi Adam M. Allenberg, Temple Emanu-El (Dallas, TX)

Shantha Ready Alonso, Interim Coordinator, Poverty Initiative, National Council of Churches
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Barb Alotis (Pittsboro, NC)

Martín Anderson, First Congregational Church of Chicago U.C.C. (Chicago, IL)

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Rabbi Marjorie Berman (Clarks Summit, PA)

Rabbi Jonathan Biatch, Temple Beth El (Madison, WI)

Rev. Linda Bishop, Pastor, New Hope UCC (Orange City, FL)

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