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08 June 2012

Dear Mr. Davis and Ms. Lombard,

**Matters of concern to employees and their unions regarding UPS's acquisition of TNT**

We have been informed of the far-reaching steps that have been taken towards the acquisition of TNT by UPS.

In this regard, issues have been raised that cause concern to the employees of both companies and the unions representing these workers worldwide.

The issue of 'potential consequences' mentioned in the statement - also referred to as 'cost-saving synergies' by some investment analysts - is of great concern to TNT Express and UPS workers worldwide.

The following three issues are of great importance for all employees and their respective unions representing them on both the national and global level:



1. No compulsory redundancies.
2. Retention in their entirety of the current (collective or individual) terms and conditions of employment and other working arrangements for both parties. These to be used as a possible basis to improve terms and conditions worldwide by new Collective Bargaining Agreements.
3. Complete respect on a worldwide basis for unions representing your workers.

Although the acquisition has not yet been completed, unions would like to obtain a clear and transparent response from you with regard to the above matters as soon as possible. To that end, discussions need to be held in the near future in order to set down agreements in this regard.

In addition, there are a number of matters that need to be dealt with during the ongoing process of acquisition, and an open dialogue is very important in this regard. Your stated commitment to employee engagement and good corporate citizenship gives us reason to look forward to these discussions with full confidence:

“UPS recognizes that TNT Express’ employees will play a pivotal role in the success of the combined entity and they will be treated accordingly. All employee rights, covenants, and benefits under current ownership will be respected. As a result of the proposed transaction, the employees of the combined group will have broader career opportunities based on our future growth expectations...In case of potential consequences for employees of the combination, the principle of fairness will be applied as to the impact of redundancies on TNT Express and UPS staff.”

We look forward to your response within 10 days and trust that it will lead to constructive discussions within a few weeks and an appropriate solution for both parties.

The unions listed below are amongst those wishing to raise the concerns noted above.

Best regards,

*Listed in alphabetical order by country: -*

Australian Services Union  
The Transport Workers’ Union of Australia  
ACV Transcom (Belgium)  
BBTK Setca (Belgium)  
Belgische Transportarbeidersbond (Belgium)  
Canadian Union of Postal Workers  
Federation of Special Service and Clerical Employees ERTO (Finland)  
Fédération Nationale des Transports et de la Logistique FORCE OUVRIERE (France)  
Vereinte Dienstleistungsgewerkschaft (Germany)  
Unite (Great Britain)  
Federazione Italiana Lavoratori Trasporti (Italy)  
Federazione Italiana Trasporti (Italy)  
Communication workers Union of Malawi  
General Workers’ Union of Malta  
Malawi Congress of Trade Unions  
Abvakabo FNV (the Netherlands)



FNV Bondgenoten (the Netherlands)  
Rail And Maritime Transport Union (New Zealand)  
Sindicato Nacional de Correos de Nicaragua  
Norsk Transportarbeiderforbund (Norway)  
Federacion de Conductores Interprovinciales y Afines Del Perú  
Communication Workers' Union of Ireland (Republic of Ireland)  
Federación de Servicios a la Ciudadanía de CCOO (Spain)  
Türkiye Motorlu Tasit İşçileri Sendikası (Turkey)  
International Brotherhood of Teamsters (USA)  
Transport Workers' Union of America, AFL-CIO

As well as: -

European Transport Workers' Federation (Belgium)  
International Transport Workers' Federation (Great Britain)  
UNI Global Union (Switzerland)

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