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Dr. Frank Appel, DPWN.

CEO Deutsche Post AG

Zentrale

55250 Bonn

14 January 2013

By email

Dear Dr Appel,

Situation of DHL workers in Turkey dismissed for organising a trade union and active obstruction of efforts by union members to organise.

We write to you in our capacities as Presidents of the International Transport Workers Federation and UNI Global Union. We also both represent important unions in Australia as Mr Crumlin is the National Secretary of the Maritime Workers Union and Mr De Bruyn is President of the SDA (Shop, Distributive and Allied Employees Union).

As you are well aware, unions from across the world, coordinated by both the ITF and UNI Global Union are gravely concerned by evidence that DHL is guilty of a concerted punitive and unlawful campaign against Tumtis union members seeking to organise a union at DHL Supply Chain in Turkey, resulting in the dismissal of 23 union members from their jobs. The evidence of this is contained within the report by Professor John Logan *'Aggressive and Unlawful: A report into Deutsche Post DHL Operations in Turkey'*.

The ITF and UNI family of unions across the Postal, Logistics, Road, Rail, Aviation and Maritime sectors in more than 30 countries and in all regions across the world demonstrated their solidarity for DHL workers in Turkey on the 12th December 2012 with an international action day.

We are particularly concerned by the emergence of fresh evidence that at this very moment workers at DHL in Samsun, Istanbul and Ankara are indeed being forced to join a newly formed union, Tasima Is and are being threatened with dismissal. This represents nothing less than a further active effort by DHL to obstruct workers from joining a union of their own choice.

These actions of the company in Turkey are in direct contradiction to the company's stated policies and its commitments to the UN Global Compact and other international standards, including the OECD Guidelines on Multinational Enterprises. We have filed a case with the German appropriate office of the German government alleging that your conduct in Turkey and elsewhere around the world violates the Guidelines.

We strongly urge you to reinstate the 23 union members. In addition we request that meaningful dialogue is commenced with respect to Tümtis establishing union recognition and a Collective Bargaining Agreement at DHL Supply Chain in Turkey. We ask you to begin a meaningful dialogue translating into a Global Framework Agreement (GFA) on workers rights' across DHL's global operations, allowing us to promote DHL as an example of accountable and transparent corporate social responsibility in labour rights. Under the current circumstances this is not possible and places us in the position of making a far different comment on your policies in this area.

The ITF, UNI and our affiliates firmly back TüMTIS in their campaign to organise and represent workers at DHL and will continue to monitor the development of the situation carefully.

ITF and UNI and their affiliated unions are committed to good and fair industrial relations. We are also committed to helping create a climate of mutual respect and a stable industrial relations environment which we believe is of significant value to Deutsche Post DHL as well as DHL employees and members of ITF and UNI affiliated unions. In Turkey, clear proof of the value of this approach is seen in the case of UPS where a stable environment and mutual respect has been achieved to the benefit of the business and employees alike. We look forward to reaching similar understandings from you.

Ahead of the World Economic Forum in Davos, we will both be attending a Council of Global Unions meeting on January 21, 2013 during which there will be a discussion of the issues concerning Deutsche Post DHL. We would appreciate hearing from you prior to that meeting.

Yours sincerely,



Mr Paddy Crumlin
President
International Transport Workers' Federation



pp. Mr Joe De Bruyn
World President
UNI Global Union

cc. Ms Sharan Burrow, ITUC General Secretary sharan.burrow@ituc-csi.org

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