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2011-06-20  
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Mr. Joachim Rücker, Ambassador  
Embassy of the Federal Republic of  
Germany  
P O Box 27832  
115 93 STOCKHOLM

## **U.S. T-Mobile Workers should not be pressured to renounce their workplace right to participate in a trade union**

### **End Deutsche Telekom`s Opposition to Bargaining Rights for T-Mobile USA Workers**

Dear Mr. Ambassador,

I am writing on behalf of the Swedish Trade Union Confederation (LO) representing 1.5 million workers in our country. I want to express our support for the We Expect Better Campaign currently being carried out by the global trade union movement. UNI Global Union and its affiliates, ver.di and the Communications Workers of America, have worked alongside the International Trade Union Confederation, the AFL-CIO of the United States, and the DGB of Germany to support the fundamental labour rights of workers employed at Deutsche Telekom and DT-owned subsidiaries around the world.

I am aware that Deutsche Telekom has a long-standing relationship of collective bargaining and social dialogue with its German trade union counterpart, ver.di, which has fostered a productive and prosperous company, an economically stable workforce, and a stronger national democracy. The German government is the largest shareholder in Deutsche Telekom and thus holds a particular responsibility for the behavior of the corporation, both in Germany and around the world. I am asking you as representatives of the German government in Sweden to pass on this message to the Minister of Finance as the government representative on the Deutsche Telekom supervisory board.

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**The Swedish Trade Union Confederation**

Outside of Germany, management at DT-owned subsidiaries often abandons the practices of its home country and adopts the worst practices of the host countries: disrespect for workers, fear and intimidation for workers who speak up, and reprisals when they seek to join a union. At T-Systems in Mexico workers report fear of reprisals from the employer and from employer-controlled fraudulent unions, should they speak up about their concerns on the job or seek legitimate worker-led union representation. In the United States workers face anti-union behavior by Deutsche Telekom's subsidiary T-Mobile USA that includes fear and intimidation as well as management surveillance of union activities.

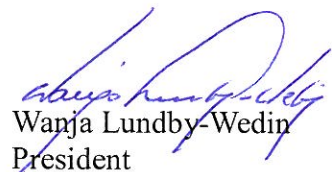
In early June T-Mobile USA workers reported that the company had undertaken an active campaign to oppose their efforts to organize unions at their workplaces. When workers in Connecticut and in two New York locations sought to establish union representation through a Labor Board supervised election procedure, the company began a campaign to undermine the will of the workers and dissuade them from exercising their right to join a union. In one location T-Mobile USA has taken legal measures which will delay the union election and allow the company time to carry out intensive pressure on the workers to abandon their decision to form a union at their workplace.

In the United States AT&T recently entered into an acquisition agreement to purchase T-Mobile USA's operations and that CWA and its allies have actively supported and advocated for the approval of the deal by U.S. regulators and government officials. When the acquisition is complete, current T-Mobile USA workers will be able to organize into unions without opposition from management under an existing CWA agreement with AT&T. I believe, however, that T-Mobile USA workers should not have to wait to exercise their basic right to join a union. They should be able to organize now, free from fear. They should be able to gain a voice now that will carry through the transition and into their new employment situation once the acquisition is complete.

I expect better from a company that has a demonstrated track-record in Germany of respect for labor rights. We respectfully request that the German government, as a major shareholder in Deutsche Telekom, take the necessary steps to ensure that the company demonstrates respect for the rights of its workers in the United States. Deutsche Telekom and T-Mobile USA must end the campaign of fear and pressure to undermine the will of the workers to join and participate in the union and must also implement a policy in which management agrees not to oppose the organizing efforts of T-Mobile USA workers and allows workers the freedom to participate in union activities without fear of reprisals or job loss. T-Mobile USA workers deserve to be afforded the same rights as their German counterparts as they work with the company through the acquisition process and beyond.

I further call upon Deutsche Telekom to reach agreement with UNI Global Union on a global framework agreement, to ensure respect for fundamental workers' rights throughout its global operations.

Sincerely,  
THE SWEDISH TRADE UNION CONFEDERATION (LO)



Wanja Lundby-Wedin  
President