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Nyon, 07 June 2011

### **Continued Opposition to T-Mobile USA Union Recognition**

Dear Mr. Obermann,

We write to express extreme disappointment over the recent turn of events involving Deutsche Telekom's subsidiary in the US, T-Mobile USA. After a long record of opposing unionisation at every turn, we believed that T-Mobile USA would change its behaviour after the announcement that ATT had made a bid for its purchase. But, in yesterday's hearing to decide the terms of an election regarding unionisation, T-Mobile USA embraced the classic anti-union tactics of the "union avoidance" industry in the US.

As we are sure you are aware, in the United States workers win the right to engage in collective bargaining only when a majority of workers in their "bargaining unit" choose union representation. An employer could voluntarily recognize the union after some proof, such as a signed authorization that the majority of workers in a unit wish to have a union. The notion of "bargaining unit" is very fluid and more than one arrangement could be chosen for any particular group of workers.

The CWA recently requested recognition for a unit of workers in Connecticut. T-Mobile USA refused voluntary recognition. Yesterday, in the hearing to set the terms of an election, it also frivolously proposed that professional workers be added to the bargaining unit, in a transparent move to dilute the union's majority and stall the proceedings.

It is an outrage that Deutsche Telekom would resort to classic anti-union tactics such as these in any circumstance, let alone when it hopes to become part of a union friendly corporation in the near future. Adding insult to injury, the workers in the United States are aware that DT has respectful industrial relations with its union counterpart, ver.di, in Germany.

It has become increasingly clear to anyone who would believe otherwise that T-Mobile USA will not change its aggressive anti-union behaviour unless DT intervenes. And DT has a responsibility to do so. It is no longer appropriate to defer to a "local management" which continuously acts to deprive its employees of the fundamental rights of freedom of association and collective bargaining. We have both met the leaders of this campaign-honest hard working T-Mobile USA employees who want a measure of dignity that comes

with a collective agreement. It is hard for us to imagine how you can ignore these events or explain them away with a good conscience.

We urge you to immediately intervene to demand a different outcome. T-Mobile USA should recognize the union where there is majority support, without delay. We expect better from Deutsche Telekom.

We are both speaking at the International Labour Organization's annual conference this week. Philip will speak on Wednesday. We ask for an urgent response to this letter so that we may advise our colleagues accordingly.

Yours sincerely,



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