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UNI post & logistics
global union

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UNI and ITF were present at the AGM of Deutsche Post DHL to demand respect for employees all over the world and to question the management about their behaviour in respect of workers rights. Representatives from UNI Post & Logistics and ITF met with Unionists from the local Verdi branch and distributed to the shareholders 500 DVDs with the UNI ITF "Respect" video (http://www.youtube.com/watch?v=tnOyql_iXlg).

This year the Unions shared the place in front of the "Jahrhunderthalle" in Frankfurt with pacifist organisations who demonstrated against the involvement of Deutsche Post DHL in Afghanistan and Iraq as the logistics company for the German army. The representation of the global Trade Unions was stronger this year as 3 UNI and ITF speakers had the chance to ask the management questions about their 2009 financial report. Ivonne Jackelen, UNI Post & Logistics project coordinator in Costa Rica, asked Mr. Appel if he is aware of the company's behaviour in Latin America giving the example of DHL Panama using lie detectors to interrogate employees. He had to admit in his answer to have no information about these activities of Deutsche Post DHL in Latin

America. But he made clear that Deutsche Post DHL doesn't tolerate the use of lie-detectors. Cornelia Berger, UNI Post & Logistics representative in Europe asked questions about the relocation of the EUHQ to Bonn, Leipzig and Prague and what were the financial advantages this step would bring to the company. Ingo Marowsky, ITF representative thanked the management for the improvements in the negotiations with the unions and for improved dialogue since the last AGM with the Global Union Federations, UNI and ITF. He asked about the CSR report as well as about an overall HR strategy in the different parts of company which Dr. Appel had to admit does not yet exist. Also Mr. Marowsky criticized the fact that not a single woman is part of the management.



The AGM showed very clearly once more the need for a global agreement with Deutsche Post DHL as the reports presented in the AGM were very focused on Germany and only included the rest of the operations in a rudimentary way. A global agreement would create a global responsibility and force the management to look outside of the borders of Germany.

Postal Cup: a ball uniting workers

The Postal Cup, a sportive opportunity to strengthen ties amongst postal workers in Correos de Costa Rica, DHL, the Public Service Company of Heredia E.S.P.H. and the 119 service of Instituto Costarricense de Electricidad was started with a kickoff by Ivonne Jackelen, of UNI Global Union, to whom the football day was devoted. During the day camaraderie, solidarity and fair competition were part of the football game, but it also created a perfect environment for personal satisfaction and workers being unified by common goals. At the end of the football day, workers received a snack at the SITET Recreation centre.

Friends and families were granted access to enjoy the facilities and had a small karaoke in which several men and women showed their singing qualities. Getting late in the afternoon, divisions between workers were even more blurred and it became even more evident that a union is not aware of companies or institutions. SITET, with the support from UNI global union, is proud to once again having been served as a means to promote space like this amongst workers.



DHL Panama - collective bargaining progresses

The National Union of Workers in Civil Aviation Industry and Allied Workers of the Republic of Panama (SIELAS) has signed around 52 collective bargaining clauses with DHL on rights, enforcement, treatment of workers, union representation, ways and days of wage payments, uniforms, individual lockers, water fountains, HIV, extraordinary days and rotating shifts.



Worldwide problems at global delivery firm heard by DHL executive

Unionists from around the world aired their concerns about poor practices in global delivery firm Deutsche Post DHL in front of a top executive from the company this week. The 72 activists representing 41 unions from 29 countries met at the UNI ITF global delivery network meeting in London, UK. There they listened to a presentation from Ria Hendrikx, Deutsche Post DHL executive vice president of human resources guidelines, personnel and labour management, who outlined the difficulties of integrat-



ing the more than 100 companies around the world and 500,000 staff that make up Deutsche Post DHL. She said: "In Europe it's normal to work with social partners. But in other parts of the world it's not yet very common to have a constructive dialogue with social partners, which doesn't always make it easy to convince them of the benefits." Following her presentation, several unionists highlighted the problems their members were facing. Hendrikx explained that the company had implemented a code of conduct, but reiterated the fact that it was difficult to control whether or not all 500,000 staff around the world complied with this code. A global agreement would be a key way forward, stated Neil Anderson, UNI head of Post and Logistics.

Turkish UPS workers still being fired for joining the union

Participants at the UNI ITF Global Delivery meeting also passed a resolution pledging solidarity with UPS workers in Turkey who have been under attack for attempting to join the ITF-affiliated union Türkiye Motorlu Tasit İşçileri Sendikası (TUMTİS). Also the UNI Europa Post & Logistics committee held later in the month passed a message of solidarity and agreed to send a UNI mission to meet with and support the fired workers when UNI Europa

P&L attends the European Social Forum to be held in Istanbul in June 2010.

Switzerland: rejection of total liberalisation of postal market

Important victory for the Syndicat de la Communication

Under the pressure of the union's initiative "For a Strong Post" that will be submitted soon, the Commission on Transport and Telecommunication of the National Council (CTT-N) has renounced to the total liberalisation of the postal market. By doing so, the Commission has gone along with the Syndicat's arguments, i.e. that a quality universal postal service can only be maintained through a reserved area. This is an important middle-term victory for the Syndicat de la Communication. Indeed, the plenary of the National Council still has to confirm the vote of the Commission. Secondly, other points of the future postal law still need to be improved. These include the fact that postal agencies will be put on the same level as postal offices, which will reinforce the dismantling of the postal network; as well as the fact that Postfinance (the Postbank) should not be privatised. This victory is a follow-up to the hugely successful initiative of the Union of Communication workers, which gathered 120,000 signatures in five months. The initiative will soon be formally submitted.

Logistics Union Seminar in New Zealand

The "in house" DCs represented were those from the major retail

chains in New Zealand. The third party logistic companies included the MNCs DHL, Linfox, DB Schenker, Fliway (in association with UPS) and Toll. There were also delegates from major courier companies. The seminar included a presentation from the DHL Divisional Operations Manager and union presentations from Robert Reid, NDU General Secretary, Karl Andersen, NDU Transport Secretary and Joe Hendren, NDU Researcher. The seminar looked at the background to the growth of the global logistics industry, the logistics industry in NZ, comparative wages and conditions in the NZ industry, labour hire / agency workers in the sector and the role of the global union federations (ITF and UNI) in logistics with an example of the recent global DHL campaign. The delegates present established a new "Logistics Council" in the union and Eric Hokia from DHL was elected its first convenor.

UNI tells UPU forum in China say no to liberalization

At the UPU Forum on Regulation being held in Huangzhou, China, Head of UNI Post & Logistics, Neil Anderson, in his address on the financing of the Universal Postal Service, told delegates the only way to guarantee proper financing of the universal postal service without having to resort to government subsidies was not to liberalise the letter mail market and to retain a reserved area in processing and delivery of mail. Several speakers, including Professor Helmut Dietl, from the University of Zurich, told of the dangers in going to a fully liberalised market and how this could end up being "destructive competition". The forum, which was attended by nearly 100 participants from

every continent, was the first time the UPU had held such an event outside of their Bern Headquarters and it was supported by the State Postal Department of China. UNI's presentation was widely warmly received and many of UNI's views were widely accepted. In his presentation Neil Anderson told delegates that any universal postal service needed to make sure that it delivered Secure postal services; respecting privacy and protection of data; that there was Universal access to collection & delivery and that this was an affordable, quality service giving universal access to letter mail, express mail, parcel delivery, registered mail, postal counter services. All this needed to be delivered with proper Customers rights. In UNI's view looking at all the evidence and studies that were available, that this could only be achieved in a market hit by falling mail volumes from e-substitution and the financial crisis by maintaining a reserved area (a de-facto monopoly) in mail processing and delivery

A full copy of the UNI presentation can be downloaded from here:

<http://www.uniglobalunion.org/Apps/portal.nsf/pages/homepageEn?OpenDocument&exURL=http://www.uniglobalunion.org/Apps/UNIN-ews.nsf/0/81E6E3532D453154C1257731005A0677>



Next Events:

World Mail & Expo
14-17 June Copenhagen

**UNI Mission to Latin America and
UNI P&L Americas Committee
Meeting**
7-13 July, Brazil and Argentina

UPU Strategy Conference
22 – 24 September, Nairobi, Kenya

PSD Plenary
28 September, Brussels

Post Expo
6-8 October, Copenhagen

**Quality Public Services (QPS)
Conference**
12-14 October, Geneva

UNI P&L World Meeting
15 October, Nyon

UPU Council of Administration
25 October-12 November, Bern

UNI World Congress
8-12 November, Nagasaki

**UNI europa P&L Committee Meet-
ing**
29-30 November, Luxembourg

UNI Apro Committee meeting
9-10 December, Nepal

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