

September 19, 2013



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DHL Express

BARGAINING UPDATE

COMPANY WALKS AWAY FROM NATIONAL BARGAINING

Dear Brothers and Sisters:

Your elected Union Bargaining Committees and National Representatives from BC, Alberta, Manitoba/Saskatchewan, and Ontario met with DHL in Winnipeg on September 17, 18, and 19, 2013 to continue collective bargaining for all provinces including Nova Scotia. It had already been agreed to continue bargaining on September 20 and to move to Edmonton for September 23, 24, 25, 2013; two (2) Conciliators from the Federal Mediation and Conciliation Service (FMCS) were also present to assist the parties.

The Union pointed out that we had recently settled common language for a national agreement with Loomis after a long round of bargaining and we wanted to ensure that any national agreement would follow the same pattern on common language and be separately ratified in each province.

We also made it clear to the Company that our members were not prepared to take concessions and expected and deserved monetary improvements in any new agreement.

During these discussions, each Union Committee tabled a list of important non-monetary items that needed to be discussed for each province in conjunction with national template discussions. The Company indicated that it was not prepared to discuss any provincial issues at this table even though all of the representatives were present and ready to move forward on behalf of our members.

The Union insisted that our members at DHL deserved no less than the same common language that was agreed to with Loomis and that provincial issues could easily be dealt with in separate provincial appendixes in a national agreement.

The Company returned to the table around noon on September 19, 2013 and informed us that it was immediately cancelling any further discussions on a national agreement and walking away from the master bargaining table. The Company's position was that it would not meet us again as a group and would only deal with each Bargaining Committee in their home provinces. At the same time, the Company blamed the Federal Conciliators for communication issues between the parties.

Your Bargaining Committees advised the Company that we would continue to work together in solidarity and would ensure that any new agreement would include the same gains for all workers. Despite our best efforts, the Company then walked away from the bargaining table.

It is clear that the Company simply wants to divide and rule our members and continue to have some members in some provinces have less rights than other DHL workers.

We have set further dates for provincial negotiations in Alberta on September 24 and 25, 2013 and dates will be set up in other regions over the next few weeks.

We know we can count on our members all across Canada to stand firmly behind their Bargaining Committees as we continue to push for a fair deal that will be strongly ratified in each province. We will provide further updates as we move forward with negotiations.

In solidarity,

DHL Master Bargaining Committee