



# Global Delivery Briefing



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## Summaries of previously circulated labour news

### 1. ITF/UNI Company meetings scheduled for 2014

The ITF and UNI Global Union will be holding separate individual company meetings for Trade Union Activists for DHL, UPS, TNT, FedEx and DPD/Geopost throughout 2014. These will take place at various, different locations.

More information will be relayed to potential participants and interested parties directly.

### **2. ITF/UNI OECD Complaint concludes against Deutsche Post DHL**

In November 2012, the ITF and UNI global union took made a series of complaints against Deutsche Post DHL direct to the German government. Our case was investigated by the OECD national contact point (NCP), which, in June 2013, asked us to commit to mediation.

The process has been most effective in Turkey, where over 1,600 workers at DHL Turkey Supply chain won the right to be represented by their union of choice, TUMTIS. The process has also led to mandatory assessment of DHL's industrial relations with our affiliated unions in India and Colombia, and made quarterly meetings with the ITF and UNI part of the company's due diligence process. Both of these requirements are fed back to the German government's NCP, which remains directly involved in monitoring progress. You can read more on this at: <http://www.bmwi.de/EN/Press/press-releases.did=623838.html>

### **3. Unifor agrees a National Agreement across Canada with DHL Express.**

Unifor reached a tentative deal on 5<sup>th</sup> December 2013 for a new contract for its members at DHL Express across Canada, two hours into a strike. Final details are to be worked out in the coming days, and ratifications votes set up in numerous locations.

"Deadline bargaining and continued solidarity made this deal possible," said Bob Orr, Unifor Assistant to the President, adding the bargaining committee is unanimously recommending that the deal be ratified.

Unifor represents more than 600 DHL workers across the country in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario and Nova Scotia. Members voted on average 98 per cent in favour of a strike if necessary. Only eight Toronto members ended up on strike before the deal was reached. Unifor members at DHL Express deliver and pick up packages across Canada, including international freight. Negotiations have been ongoing since May 2013.

Source: Unifor, <http://www.unifor.org/en/whats-new/news/unifor-reaches-deal-dhl-express-across-canada>

### **4. Heathrow cargo workers' 48-hour strike over pay.**

Unite members working for Menzies World Cargo at the DHL facility at Heathrow went on strike over pay on 21<sup>st</sup> November 2013.

They are angry that they earn up to 22% less than other workers at Menzies World Cargo who do a very similar job. The 48-hour strike comes following a breakdown in negotiations at ACAS where the union was working hard to reach a deal.

In June, during pay negotiations Menzies told its World Cargo staff based at Heathrow that their two-year pay freeze was justified on the basis that other workers at London Heathrow – including Unite members on the DHL contract – earn on average between 15 to 22% less than them for doing a very similar job.

These revelations infuriated workers on the same DHL contract when they heard about the claims made by the company and are now demanding action from their employers to close the pay gap.

Menzies made £35.6 million in underlying operating profits in 2012 from its aviation division, which

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was up by 16 per cent on 2011.

See more at: <http://union-news.co.uk/2013/11/heathrow-cargo-workers-begin-48-hour-strike-pay/#sthash.pjhptmAU.dpuf>

### **5. DHL initiates air freight service between Europe and USA for Life Sciences products.**

10<sup>th</sup> Feb 2014 – DHL announced in Miami, Florida that a new temperature controlled air freight service will operate between Brussels and Cincinnati using Boeing 747-400 Freighter aircraft. Brussels operations will be handled by its dedicated Life Science facility there.

Source: <http://theloadstar.co.uk/wp-content/uploads/dhlgf.pdf>

### **6. Deutsche Post DHL boosts earnings in the third quarter of 2013**

Deutsche Post DHL Chief Executive Officer Frank Appel praised his “highly qualified, dedicated workforce” and noted DHL’s “successful performance in a volatile environment” as Deutsche Post DHL boosted its earnings in the third quarter of 2013, with revenues of EUR 13.5 billion.

Dr. Appel stated that the driving forces of this growth were higher volumes and revenues in the parcel business in Germany, together with the underlying sales increase reflected strong growth in the international express business and Supply Chain division. He noted DHL's strong market position in the world's growth markets - particularly in Asia.

The Group's operating earnings increased by 7 percent to EUR 646 million in the third quarter of 2013. Likewise, consolidated net profit climbed by nearly 6 percent to EUR 399 million in the period between July and September 2013 compared with the previous year's level.

"With our successful performance in the still volatile environment...", said Frank Appel, "We have a highly qualified, dedicated workforce, an excellent market position in global growth markets and a unique global network."

The EXPRESS division continued to boost revenues and earnings in the third quarter. Reported revenues produced between July and September totalled EUR 3.1 billion, slightly below the previous year's level (2012: EUR 3.2 billion). Express revenues in the third quarter rose by more than 5 percent, following adjustment for a series of factors. The main factor fueling this gain was the division's international time-definite shipments.

Source: [http://www.dhl.com/en/press/releases/releases\\_2013/group/deutsche\\_post\\_dhl\\_financial\\_figures\\_q3\\_2013.html](http://www.dhl.com/en/press/releases/releases_2013/group/deutsche_post_dhl_financial_figures_q3_2013.html) (11<sup>th</sup> Dec 2013)

### **7. UPS and Independent Pilots' Association move to mediation**

5<sup>th</sup> February 2014 - UPS and the Independent Pilots' Association, which represents the approximately 2,600 pilots who fly for UPS, announce the following: In accordance with a process agreement signed last year, the company and union will request mediation by the National Mediation Board for their ongoing contract negotiations; this joint request reflects the desire of both parties to continue to progress toward an agreement that is good for UPS, its customers and employees; not only is board mediation a common part of the negotiations process, the board has successfully

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mediated every contract UPS has negotiated with the IPA; the parties have utilized their best efforts over the past two and a half years of negotiations, and have not yet reached agreement in the contract areas of scheduling, compensation, pension, scope and benefits; the parties remain committed to bargaining in good faith and working with the board to reach agreement in a timely manner.

Source: <http://www.theflyonthewall.com/permalinks/entry.php/UPSid1958427/UPS-UPS-Independent-Pilots-Association-move-to-mediation>

### **8. TNT Express wins exclusive contract with Gibson**

Amsterdam, 9 January 2014 – TNT Express has won an 18-month exclusive contract to provide express delivery services to Gibson Brand Inc. in Europe, the Middle East and Africa. This region is an increasingly important market for Gibson Brand Inc., who manufactures musical instruments and professional audio equipment.

The Loadstar: <http://theloadstar.co.uk/wp-content/uploads/TNT-Express-wins-exclusive-contract-with-Gibson.pdf>

### **9. TNT Express decides to retain its Domestic Brazil business**

TNT Express announced today it has terminated discussions with potential bidders for its domestic operations in Brazil (TNT Mercurio). TNT Express has judged it not possible to realise a transaction on acceptable terms.

In March 2013, TNT Express announced the start of preparations for the sale of its domestic operations in Brazil. The company carried out a comprehensive process to secure the best outcome for shareholders, customers and employees. There was interest in the business but ultimately not at an acceptable price or conditions.

Following this decision, TNT Express will continue improving its domestic operations in Brazil, focusing on customer satisfaction, service quality, revenue management and cost control. As a result of the turnaround measures already taken, the unit has achieved first-rate service performance, generated new revenues and sharply reduced losses. In 4Q13, performance continued to improve in line with the 3Q13 year-to-date trend. Domestic Brazil will be managed as a separate business unit within TNT Express.

Domestic Brazil will no longer be reported as a discontinued operation.

Source: TNT Express

### **10. DPD invests £2.4m in UK expansion**

DPD has invested £2.4 million in three new depots in Dagenham, Bridgwater, and Feltham, as well as a new purpose built replacement depot at Raunds in Northamptonshire, which are collectively expected to create up to 100 jobs.

The parcel firm said the expansion comes as a result of a significant increase in B2C parcel volumes, being generated by its one-hour timeslot service, Predict.

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Its new 33,500 sq ft Dagenham site will handle increased volumes of parcels East of London, servicing 20 new routes.

The 20,000 sq ft Bridgwater facility is located on the Dunball Industrial Estate, and will service 34 new routes across Somerset and surrounding areas.

Situated near Heathrow, the 30,000 sq ft Feltham depot will help manage parcel volumes in South London, while supporting existing sites in Southall and Croydon.

DPD's new 43,000 sq ft Raunds facility replaces its Rushden depot, which was more than 20 years old.

Source: <http://www.logisticsmanager.com/Articles/21685/DPD+invests+24m+in+UK+expansion.html>

### 11. And finally...mistakes do happen...

Cocaine cargo sent to German supermarket 'by mistake'

Berlin police's Stefan Redlich: "Somewhere in the world, someone is missing 140kg of cocaine" Police in Berlin have found 140kg (309lb) of cocaine hidden in banana boxes which were sent to a supermarket in an apparent mistake by traffickers.

Cocaine valued at 6m euros (£5m; \$8.2m) was found in fruit sent to five branches of Aldi-Nord in and around the German capital, police said.

The drugs are believed to have arrived by sea in Hamburg from Colombia, from where they were shipped by lorry.

Smugglers probably made a "logistical error", a police spokesman said.

It was Berlin's biggest cocaine haul in years, Olaf Schremm added.

Workers at five branches of Aldi in Berlin and one in Brandenburg uncovered the drugs while unpacking the boxes, the German news magazine Spiegel reports.

Aldi declined to comment, citing the continuing investigation.

Four years ago, workers at Spanish branches of another German budget supermarket chain, Lidl, found nearly 80kg of cocaine hidden in boxes of bananas imported from Ecuador.

Police said Lidl had had nothing to do with the smuggling operation and thanked the chain for its help in finding the drug, The Guardian newspaper reports.

Source: [http://www.bbc.co.uk/news/world-europe-25640485#story\\_continues\\_1](http://www.bbc.co.uk/news/world-europe-25640485#story_continues_1)

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### Summaries of previously circulated labour news

- DHL Bahrain Union holds an organizing seminar for Bahraini trade unions  
<http://www.itfglobal.org/dhlblog/?p=1531>
  - DHL Employees take to the streets in Delhi, India  
<https://www.itfglobal.org/dhlblog/?p=1511>
  - Fighting to stay strong  
[http://www.itfglobal.org/tnt\\_blog/?p=65](http://www.itfglobal.org/tnt_blog/?p=65)
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## Global Delivery Briefing

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- Sacked Unite Shop Steward reinstated and UPS Parcels to discuss unreasonable workloads and alleged bullying at Acas  
[http://www.itfglobal.org/ups\\_blog/?p=134](http://www.itfglobal.org/ups_blog/?p=134)
- TUMTIS signs new CBA with UPS in Turkey  
[http://www.itfglobal.org/ups\\_blog/?p=130](http://www.itfglobal.org/ups_blog/?p=130)
- UPS Cologne: Trade union power consolidated and enhanced  
[http://www.itfglobal.org/ups\\_blog/?p=120](http://www.itfglobal.org/ups_blog/?p=120)
- Unifor members at DHL Express across Canada vote to strike  
<https://www.itfglobal.org/dhlblog/?p=1494>
- Global Delivery workers fight back against alleged bullying  
[http://www.itfglobal.org/ups\\_blog/?p=114](http://www.itfglobal.org/ups_blog/?p=114)
- London parcel deliveries strike on cards by end of the month  
[http://www.itfglobal.org/ups\\_blog/?p=108](http://www.itfglobal.org/ups_blog/?p=108)

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The Global Delivery Newsletter is published online and emailed to those on its distribution list every 4-6 weeks. It contains news, information and notices that are of direct interest or relevance to the Global Delivery network. The Newsletter is compiled by Marshall Abrahams of Supply Chain and Logistics Organising Projects Team in the ITF. If you have any suggestions for items that could be included in future issues or would like to be added to or deleted from the mailing list, please contact [abrahams\\_marshall@itf.org.uk](mailto:abrahams_marshall@itf.org.uk)

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