



Mr. Timotheus Höttges, CEO DT AG, timotheus.hoettges@telekom.de

Bucharest, 12 April 2017

Ref. No. 312/12.04.2017

Dear Mr. Höttges,

The National Trade Union Bloc (BNS) - a trade union confederation representative at national level, affiliated to the European Trade Union Confederation (ETUC) and the International Confederation of Labour (CIS) – wishes to submit to your attention a number of repeated violations of core labour rights and trade union rights, and the lack of fair and sustainable social dialogue between the Romanian management and the representative trade union. We have been informed about this situation by our affiliate, SN Telecomunicatii Mobile.

Therefore, we request a meeting in Bucharest as soon as possible, with representatives of the Deutsche Telekom management and the German Embassy in Bucharest on the one hand, and the aforementioned union representatives and our Confederation, on the other hand.

Telekom is a company with a solid international reputation and for this reason we want to find an amicable solution to restore the legal framework and harmonious labour relations in the company.

Below we describe briefly some of the issues that were raised by our colleagues in the union SN Telecomunicatii Mobile, a representative union in three of the DT subsidiaries in Romania.

- Illegal work;
- Unpaid overtime;
- Failure to comply with the applicable law and collective agreement;
- Failure to comply with the legal provisions on working time;
- Unilateral amendment of the employment contract, etc. , by the employer;
- Lack of workload regulations;
- Incorrect clocking of working hours to avoid paying bonuses and overtime;
- Not making available to the trade unions / employees the requested documents;
- Discrimination in various forms of employees who perform the same work;
- Opaque and discriminatory professional evaluation;
- Lack of transparency regarding the future situation of the company in the relationship with the union.



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Afiata internationala la C.S.I si C.E.S.



Therefore, given the serious situation described above, and the company reputation, we want to avoid bringing damage to the company image and we also want to develop a genuine dialogue and solve all problems amicably.

Unfortunately, this dialogue did not work well enough and there is a real risk of deepening this dispute with consequences that no one wants.

Obviously, we are available for any further information you might deem necessary.

We hope that by this approach we will be able to establish a viable dialogue between social partners.

Looking forward for your soon reply.

Yours sincerely,

Dumitru COSTIN

President



cc:

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