



Utrecht, October 10 2016

Dear XPO Drivers in Aurora and XPO Warehouse workers in North Haven,

We received a message through our international union network that you and your colleagues are to vote on forming a union. That is great news. We are aware of the fact that you not only will form a union but also have to name a representative for your collective bargaining. We know that in your part of the world the Teamsters are THE active union and we recommend that you will vote for them.

As often happens in your situation, companies get a bit afraid. Organised workers have power and workers with power are considered a threat. Where normal adults would talk about their fears and find an adult solution, companies are unable to do so. They act more like infants and start screaming and kicking around. So that is what you are experiencing right now: you are facing a lot of pressure, threats and other undesirable behaviour of your employer. However, your goal is well worth all the trouble you are going through. So don't back off and stand united.

Our international union family is strong, we stand together and together we will change our world bit by bit. Together we will raise wages, create better labour conditions and all the other things we need to change to improve life of the XPO workers. So hang in there and be sure to vote wisely.

We, all your colleagues from XPO the Netherlands, members of our union (FNV), know that you will succeed and create a better world for your families together with The Teamsters.

Wishing you and your colleagues all the best!

i/o
K.Y. Reus
FNV union official

A handwritten signature in black ink, appearing to be 'K.Y. Reus', written over a faint, larger version of the signature.

**FNV members XPO
The Netherlands**



Message from French XPO worker to Connecticut XPO workers

Dear Companions hello,

I am Thierry, an employee of the Group XPO Logistics in France and I wished to send you this small message of encouragement for this exceptional day with the consultation at XPO to the North Haven.

I hope of any heart that this day is going to end in a victory for Teamsters Local 443.

It is the set (group) of TRANSPORT CGT at XPO Logistics who joins (contacts) to me to encourage you and bring you our support.

Labor-union friendships

Thierry

...

Chers Camarades bonjour,

Je suis Thierry, salarié du Groupe XPO Logistics en France et je souhaitais vous adresser ce petit message d'encouragement pour cette journée exceptionnelle avec la consultation chez XPO à Nord Haven.

J'espère de tout cœur que cette journée va se solder par une victoire pour les Teamsters Local 443.

C'est l'ensemble de la CGT Transports chez XPO Logistics qui se joint à moi pour vous encourager et vous apporter notre soutien.

Amitiés syndicales

Thierry

Message from Dutch XPO Worker to the workers in North Haven...

Wijchen 11 oktober 2016

Dear XPO Drivers in Aurora and XPO Warehouse workers in North Haven,

We received a message through our international union network that you and your colleagues are to vote on forming a union. That is great news. We are aware of the fact that you not only will form a union but also have to name a representative for your collective bargaining. We know that in your part of the world the Teamsters are THE active union and we recommend that you will vote for them.

As often happens in your situation, companies get a bit afraid. Organised workers have power and workers with power are considered a threat. Where normal adults would talk about their fears and find an adult solution, companies are unable to do so. They act more like infants and start screaming and kicking around. So that is what you are experiencing right now: you are facing a lot of pressure, threats and other undesirable behaviour of your employer. However, your goal is well worth all the trouble you are going through. So don't back off and stand united.

Our international union family is strong, we stand together and together we will change our world bit by bit. Together we will raise wages, create better labour conditions and all the other things we need to change to improve life of the XPO workers. So hang in there and be sure to vote wisely.

All your colleagues from XPO/FNV the Netherlands, know that you will succeed and make a better world together with The Teamsters.

Regards.

Eric Reijnen

To all workers at XPO Aurora, IL and North Haven, Connecticut,

We support you in your struggle at XPO and encourage you to choose your union, the Teamsters.

You have the full support of the workers of XPO in Belgium, who are already union. It is our opinion that a Union is essential for the protection and better conditions of employment in any company, but especially XPO. Your Teamsters are a meaningful organization that will be an added value and be of great assistance to you.

Kind Regards,

CSC Transcom Zellik, Belgium

From Turkey...

On behalf of 9,000 transport workers that the All Transport Workers' Union (TÜMTİS) represent in Turkey, sending this message of solidarity to our brothers and sisters at the XPO Warehouse in Connecticut USA and Aurora, Illinois USA.

We support you and your union's efforts to improve conditions at XPO Logistics through social dialogue and organizing. We also share your concerns over the company's aggressive merger and acquisitions, which will lead to the loss of employment, lowered pay and benefits, social dumping, wage theft and degradation in safety standards alongside anti-union behavior and the denial of workplace rights. Please convey this message of solidarity to the Connecticut members and let it be made clear that the TÜMTİS and its members are firmly behind you and your members to protect standards for workers and ensure respect for labor rights and better working conditions.

Yours in solidarity

Kenan Ozturk, President, Tümtis

From May 2016...

Workers, Unions United in Fight for Justice at XPO Logistics

On this day in Greenwich, Connecticut, U.S.A. Workers and Unions alike from around the globe, who all have a vested interest in XPO Logistics, come together and pledge our commitment and cooperation to stand shoulder to shoulder with all workers at XPO Logistics.

We pledge to work in solidarity to achieve justice, respect, dignity and a strong voice in our collective futures.

We will confront head-on XPO Logistics' global greed, anti-worker, anti-union tactics and help all XPO Logistics workers achieve a brighter and more secure future.

In Solidarity

Belgische TransportBond (BTB), Belgium

ACV – Transcom, Belgium

Fédération Nationale des Syndicats de
Transports CGT, France

Fédération Générale des Transports et de
l'Environnement – CFDT, France

Fédération Nationale des Transports et de
la Logistique Force Ouvrière, France

Fédération Générale des Transports
(CFTC), France

Federazione Italiana Lavoratori Trasporti
FILT-CGIL, Italy

FNV, Netherlands

Federación de Servicios para la Movilidad
y el Consumo (SMC UGT), Spain

Federación de Servicios a la Ciudadanía
de CCOO, Spain

Unite the Union, UK

International Brotherhood of Teamsters
(IBT), US