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International Transport Workers' Federation  
Federación Internacional de los Trabajadores del Transporte  
Fédération internationale des ouvriers du transport  
Internationella Transportarbetarefederationen  
Internationale Transportarbeiter-Föderation  
Международная федерация транспортников  
التنظيم عالمياً، النضال من أجل حقوقنا

Bradley S Jacobs  
Chairman and Chief Executive Officer  
XPO Logistics, Inc.  
Five Greenwich Office Park  
Greenwich, CT 06831  
USA

Via email: [Bradley.Jacobs@xpo.com](mailto:Bradley.Jacobs@xpo.com)

22 February 2018

Dear Mr Jacobs,

On behalf of the 19.7 million transport workers and 670 affiliated unions, including Unite the Union (UK) and the Teamsters (USA), that are part of the International Transport Workers' Federation (ITF), I am writing to you regarding developments this week in the United Kingdom and the United States.

While we are encouraged by the progress in the negotiations between Unite the Union and XPO, and optimistic that a positive resolution to an existing dispute will be achieved in short time, we are deeply troubled by news of the firing of two XPO employees in Aurora, Illinois. The two employees in Aurora, both of whom are union activists, were denied their Weingarten Rights and fired without just cause. This is not the first time XPO workers have been terminated for union activity. Less than a year ago, three long time XPO drivers with exemplary records, and also outspoken union activists, were terminated without cause in Trenton, New Jersey. These acts denying freedom of association and apparent retribution are completely unacceptable and will not be tolerated.

Equally as concerning are the increased reports of labour violations and anti-union activity by XPO, not limited to the United States, but also seen in Europe throughout XPO's supply chain, that have been reported by other ITF affiliates. The ITF's affiliates that represent XPO workers are working closely together to ensure that all XPO workers are treated justly and are not being exploited.

The ITF reiterates its call that XPO adhere to both international and national labour law, and the principles laid out in the UN Global Compact, which XPO Europe is a signatory to, including that companies respect freedom of association and recognise the right to collective bargaining.

To follow up on my letter to you from May 2017, the ITF and our affiliates that represent thousands of workers who are directly employed by XPO and many more employed in the XPO supply chain, request an urgent meeting with you to both address these concerns and establish labour protocols for XPO workers around the globe. Further, we are demanding that the XPO workers who were unjustly dismissed be immediately reinstated.

Please let us know as soon as possible whether you agree to our proposal.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Stephen" followed by a stylized flourish.

Stephen Cotton  
General Secretary

Cc: Troy Cooper, XPO Chief Operating Officer, [troy.cooper@xpo.com](mailto:troy.cooper@xpo.com)