

Can You Hear Us Now?

How the Death of a Co-Worker Led to a Movement at XPO Memphis

Each day, hundreds of workers—mostly women—enter the warehouse doors at XPO Logistics in Memphis, Tenn. to begin an endless and tiring workday of packaging and distributing Verizon products. XPO has ignored these hardworking women, viewing them as expendable and treating them as objects, until one day when it cost one worker her life.

On Oct. 17, 2017, Linda Neal went to XPO supervisors multiple times requesting medical attention as she didn't feel well. Her supervisor denied her requests and forced her back on the line. Neal died on the warehouse floor shortly after, and her co-workers were forced to continue to work around her body while the supervisors decided whether to call 911. An hour later, they called—but it was too late.

That was the turning point. The women had enough and decided to take action. With little hope for change and not sure where to turn, but wanting justice for Neal and her family, XPO worker Tasha Murrell took the brave step of calling the Teamsters for help.

"I had to tell somebody," Murrell said. "So I reached out to the Teamsters, and I thank them for believing me. For letting me tell my story, my nightmare and my journey as a worker for XPO."

Murrell's brave decision to come forward and tell her story of XPO's constant abuse and oppression empowered women like Lakeisha Nelson, Elizabeth Howley and numerous others to come forward to tell their stories. At that point, the women of XPO could not be ignored any longer.

"In the beginning, I truly didn't think things would happen like this or this fast," Nelson said. "Knowing we have changed so much in such little time is amazing."

In May, Murrell and Nelson attended Verizon's shareholder meeting in Seattle. It was at the shareholder meeting where they addressed Verizon's CEO and executive board with one ask—a pledge



that they would conduct a transparent and independent investigation into XPO's practices and demand better policies.

Verizon heeded the demands of the women and immediately wrote a letter to XPO stating, "We will be monitoring XPO's actions in response to this matter closely, and it will inform the basis of any decisions Verizon makes regarding the future of our contractual relationship with XPO."

Eleven months have passed since Murrell's phone call to the Teamsters. And in those 11 months, over 13 women filed sexual harassment charges with the federal government against XPO Logistics. Neal's family has filed a wrongful death suit against the company, and the women who walk through those warehouse doors day in and day out are finally starting to feel a change coming.

"I told my story, and I will continue to tell my story without any regrets," Murrell said.

XPO Logistics – Top Officials Abruptly Quit

Multiple Top Officials Leave Without Replacement

President of Less-Than-Truckload (LTL) at XPO Logistics, Tony Brooks, abruptly departed in July 2018, via an announcement made that there's a new (interim) president in charge and his name is Kenny Wagers. No interview, no statement from Brooks, just that Brooks "has left the company." Then just barely a month later and the day after touting on a shareholder call how wonderful the

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irresponsible behavior by other XPO officials, not just in Memphis but around the globe.

Dean Turner, the son of Linda Neal, stated, "As I spoke about the matters surrounding my mother's death, Bradley Jacobs did not even have the decency to turn around and at least show that he was listening to me, the son of the woman that died at one of his warehouses. Any civilized human, even if they believed they were not at fault surrounding my mother's death, would have shown empathy. But they couldn't even do that. I felt so disrespected by his [Jacobs'] actions that I couldn't think straight. It hurt."

company is doing, XPO abruptly announced the departure CFO John Hardig; the only explanation, "to spend more time with family."

That is the head of LTL and the Chief Financial Officer both gone within a month, which seems pretty peculiar for a company that is supposed to be growing by leaps and bounds. What is up at XPO?

Managers throughout the company left in droves over the past year, and now two of the top officials quit with little notice and no explanation. What does this mean?

No one leaves a winning team! Workers are pushing back and winning at XPO. The company is spending tons of money yet still massively in debt. XPO says it wants to buy more companies.

Jacobs and his board were asked multiple times to conduct a transparent investigation into the robust and alarming issues throughout XPO. But Jacobs stayed silent with his head down and back turned to shareholders and XPO workers during the entire Q&A session.

The delegation brought to light XPO's numerous problems with their workers around the globe one by one, but the board members showed little concern, accepted no responsibility and showed zero respect for those who make the money the company and the board benefits from. The global guests agreed, "We brought real concerns to this board and have now seen the disrespect by Bradley Jacobs and his board with our own eyes and will take this message back to our co-workers. We will expose XPO."



The Teamster Times

XPO Workers Stand United, Win Major Battles in Fight for Justice

Federal Government Orders XPO to Reinstate Illegally Fired Workers

In February 2018, XPO illegally fired drivers Ryan Janota and Jose Ramirez for exercising their federally protected right to organize at XPO in Aurora, Ill. Since then, the two stood strong and fought for justice and battled against XPO's systemic mistreatment of workers. And they won!

With the help of the Teamsters, Janota and Ramirez filed charges with Region 13 of the National Labor Relations Board. On May 30, 2018, following a thorough investigation, Region 13 found merit to the charges and notified XPO management that unless XPO immediately puts Janota and Ramirez back to work, it will issue a complaint alleging the company violated the law and demand that XPO reinstates them with full back pay.

XPO has refused to comply with yet another federal government finding and once again finds itself headed to court over its choice to break the law.

Both Ramirez and Janota are still aiding their co-workers in organizing their union at XPO. Once again, workers win and XPO loses.

Enough is enough! Stand strong, fight back and win respect with the Teamsters!

Meanwhile, after the company was found breaking federal law



and attempting over and over to delay negotiations, Teamsters Local 179 and XPO have scheduled their first date for contract negotiations for freight workers in Aurora. The negotiations began on August 23! This has been a long road for the Aurora workforce, but they have stood strong and held XPO accountable. The Aurora XPO Teamsters have remained united and determined to win a more secure future at XPO through organizing their union. Local 179 will hold a meeting soon to get the workers' input on what they want to see addressed in negotiations. Once again: Workers win and XPO loses! Stop breaking the law, XPO! The Teamster membership continues to stand with the workers in Aurora!

European Workers at XPO, U.S. Allies Fight Back!

Teamsters Join Forces With European Unions in France to Fight Back Against XPO



(LYON, France) – At XPO's European annual general meeting (AGM) in Lyon in mid-June, a former Memphis-based XPO worker addressed the board of directors and shareholders about sexual harassment, gender discrimination and dangerous conditions in the workplace. She was joined by workers from Spain and leaders from unions throughout Europe and the Teamsters Union who raised concerns about the abuses and called for management to start resolving the issues. This came as XPO workers from warehouses across France went on strike to protest the company's unwillingness

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FOR MORE INFORMATION

For more information about our campaign to form our union with the Teamsters, call _____ at Teamsters Local Union _____ at _____.

Or visit our Facebook page: **XPO Exposed**.

Visit www.teamster.org/exposed for more information.

To receive text messages, text "IBTXPO" to **86466**.

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to deal with a gender pay gap and show solidarity with workers who've experienced harassment and discrimination in the U.S. and other countries.

XPO Logistics is a \$9-billion international company that packages and distributes products for Verizon, Disney, Nike, Home Depot and other major retailers across the world, including in France, Spain, Italy, Belgium, U.K. and the United States.

Eight workers from Memphis, Tenn. who work at an XPO warehouse that services Verizon recently filed federal charges of sexual harassment and gender discrimination with the EEOC. In the filings, workers reported supervisors groped them, grabbed them and relentlessly made unsolicited and cruel comments about their bodies. Workers also have the support of leading #TimesUp organizations who wrote a letter to Verizon and helped prompt the company to investigate conditions at its contracted XPO warehouses.

"I came here to call on XPO to be transparent and clean house of sexual harassment and discrimination in its U.S. and global warehouses. In my warehouse in Memphis, XPO must commit to bringing on an independent party to assess and report incidents, and it must stop covering up complaints raised by workers," said Tasha Murrell, a former Memphis XPO worker.

During the shareholder meeting, Murrell called on the board to personally visit with the women at the Memphis warehouse to hear about their grievances firsthand. She also asked the board if there was a system in place at XPO that communicated every sexual harassment complaint to them on a regular basis.

The workers handed the board and meeting attendees a report detailing systemic discrimination at XPO in Spain. The report, "Women's Wellbeing at XPO," describes gender bias at an XPO warehouse that handles an Amazon contract, including evidence that women are paid less than and not given the promotion opportunities of men, and find their skills and experiences ignored.

Veronica Silvera, a union representative for the Unión General de

Trabajadores (UGT) in Spain, told shareholders. "When experienced logistics workers enter XPO, there are conditions they've never seen before in their lives. The discrimination, precariousness and abuses XPO Logistics employees suffer are a strong enough reason to call for immediate measures to put in place decent conditions for workers of a 21st-century logistics company."

"This report shows a shocking record of discrimination at XPO. The company is paying women less than men for doing the same job. Women are hiding pregnancies because they fear dismissal," said Valerie Latron, a member of the International Transport Workers' Federation, CDFT (French Democratic Confederation of Labour) union member and a representative of the International Transport Workers' Federation women's committee. "XPO is undermining women's well-being, their finances, their rights and their dignity."

"We are proud to support a global effort by XPO employees who are speaking out about sexual harassment and standing up for women facing dangerous conditions on the job," said James P. Hoffa, Teamsters General President. "XPO's board and shareholders must look closely at XPO's global record on sexual harassment and its toxic culture and ask hard questions of the company's plans to resolve these issues. It is well past time for XPO's CEO and board to correct course and to do right by the workers that keep company warehouses running smoothly."

"The ITF is proud to support our brothers and sisters across the globe who are taking a stand against the shameful behavior by XPO," said Steve Cotton, General Secretary of the International Transport Workers' Federation. "The board must take what was shared with them by our delegation very seriously and take decisive action to change their corporate culture to one that supports and values its workforce."

XPO has been put on notice by numerous workers, organizations, unions and community groups to protect their workers and end the abuses the workforce endures.

The entire XPO workforce in France went on strike and withheld their labor to show XPO that they are serious and mad. Enough is enough, XPO!

International Unions Stand with U.S. Workers at Shareholder Meeting

Teamsters and International Unions Take on XPO in Rye, N.Y.

From Europe to the United States, union representatives affiliated with: the International Transport Workers' Federation, European Transport Workers' Federation Road Transport Section and XPO workers from France, United Kingdom, Spain and Belgium joined Teamsters at XPO's annual shareholder meeting to address the death of Memphis, Tenn. XPO warehouse worker Linda Neal. The group also stood united to fight for XPO workers who have faced rampant sexual harassment, discrimination and lack of respect. The meeting was held in Rye, N.Y. last May.

The delegation was met with silence from CEO Bradley Jacobs; denial, inaction, and an absolute refusal to acknowledge or take responsibility for XPO's reckless and

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"We brought real concerns to this board and have now seen the disrespect by Bradley Jacobs and his board with our own eyes and will take this message back to our co-workers. We will expose XPO."

Miami Workers Fight and Win!

Federal Government Finds XPO Guilty Again

Once again, the federal government found XPO Logistics guilty of violating federal law regarding employees organizing into a union. And once again, XPO refuses to take any type of accountability or responsibility for their actions. Instead, XPO denies any wrongdoing and continues to operate as if the law doesn't apply to them.

We're sure you've all heard the story by now that since Miami voted to unionize, XPO illegally retaliated against the workers by withholding their raises. The company also sent their union-busting team into the field to intimidate the workers, telling them that they won't receive raises nor will they ever get a contract. However, XPO's illegal and intimidating attempt to cheat their workers failed when the federal government found XPO guilty.

Despite the Miami workers enduring an extensive time period with no raises because the company deliberately ignored federal law, the Miami workforce had the last laugh! The workers are getting all their back pay, including overtime; the company has to make it all correct with the tax man even if penalties are incurred. Meanwhile, the Miami group members continue to negotiate to put all their raises in writing so XPO can never mess with their pay again. XPO is writing



checks to the Miami workforce amounting to nearly \$300,000. Unorganized locations cannot say the same. Protect yourselves, protect your futures and hold XPO accountable to you!

The next time Mike Esposito or one of his union-buster buddies tells you how Miami doesn't get raises, look them in the eye and tell them they are full of it! Miami showed the courage and strength to take on XPO and won. Dilly Dilly, Miami!

XPO Teamsters in King of Prussia Stand Together

Workers Fight Back After XPO Withholds Their Raises

Maybe some of you have heard about XPO denying Miami workers their raises after the workers organized, but did you hear about the similar situation King of Prussia, Pa.?

The King of Prussia workforce was subjected to the same illegal tactic as the Miami group. Yes, XPO once again used its doomed-to-fail tactic and attempted to withhold raises from the King of Prussia workers.

We are proud to say that the King of Prussia workforce, like a strong union does, fought back and held XPO accountable for their actions.

Federal charges were filed against XPO, and once again XPO comes up short. The King of Prussia workers now have all their raises and are currently negotiating their first contract with raises and other protections in writing. XPO has attempted to withhold raises at unionized facilities. But what it doesn't want to discuss is that once again XPO has lost, and workers have won!

XPO wrote checks to the King of Prussia Teamsters amounting to nearly \$100,000 to make the workers whole for any losses they were subjected to.

XPO is not your friend, XPO is your employer. An employer who attempts to skirt the law every way they can, and will to try and screw over its workforce whenever they can. It's time to wake up, fight back and organize!

XPO has been found time and again to be in violation of federal law when employees attempt to form their union. You do have a voice. You do have a partner in the Teamsters. Teamsters deliver, and we've got your back! Let's make positive changes at XPO and at least protect what we currently have and then move forward to gain what we used to enjoy!

Fired Workers in Trenton, New Jersey Win Back Pay

Teamsters Local 701 Settlement Ends in XPO Paying Drivers \$100,000

On July 10, 2018, Local 701 in Trenton, N.J. reached a settlement with XPO stemming from the company's illegal actions surrounding the workforce's campaign to become Teamsters.

A change in the performance and assignment of dock work initiated by the company to punish drivers for choosing the Teamsters ends in multiple drivers being paid a total of \$100,000 in back pay for overtime they lost while the company played their petty game. The company is obligated to negotiate over the dock work and seniority will prevail just like in a union contract. The company will offer employment to the most senior driver and then may force from the bottom.

Two drivers who were unjustly terminated by the company in retaliation for their union support will receive appropriate settlement compensation of back pay and damages and have chosen not to return to work at XPO. Both employees are now working as Teamsters at UPS and UPS Freight. They now enjoy the benefits of a Teamster contract. XPO will have to take care of any tax issues that might arise from the lump-sum payments to the unjustly discharged workers.

The bargaining unit is being certified, and negotiations toward a contract will begin soon. XPO's behavior has once again been held to account. Having representation at your workplace is priceless.

Don't let XPO run over you; hold XPO accountable to you. You make them the money; protect yourself with a Teamster contract!