

Congress of the United States
Washington, DC 20515

Supported by Communication Workers of America

November 23, 2015

Bundeskanzleramt
Bundeskanzlerin
Dr. Angela Merkel
Willy-Brandt-Straße 1
10557 Berlin
Federal Republic of Germany

Dear Chancellor Merkel:

We write to respectfully request that you call on Deutsche Telekom and its U.S. subsidiary, T-Mobile, to immediately rescind policies that restrict its U.S. employees' ability to take steps to address sexual harassment and to notify the employees of the rescission. The Federal Republic of Germany is a major shareholder in Deutsche Telekom, therefore your government has the ability to work to reform policies that are harming employees of T-Mobile.

Two different U.S. judges this year have now independently determined that T-Mobile maintains policies that unlawfully silence employees and thwarts their legal right to complain to government authorities regarding violations of antidiscrimination law and other critical employee protections. As one of these judges found T-Mobile's unlawful acts include attempting to silence employees who complain to T-Mobile of sexual harassment, thus restricting employees from communicating with each other about experiences of harassment. This attempt to silence employees can also be expected to prevent workers from pursuing their rights to bring legal complaints challenging harassment or other forms of discrimination.

In March 2015, in a decision affecting the entire U.S. operation of T-Mobile, an Administrative Law Judge found that eleven T-Mobile nationwide policies unlawfully interfered with employees' right under the *National Labor Relations Act* to engage in collective action for their own and each other's protection.

In August, a second judge found that at call centers in the U.S. states of Maine and South Carolina employees complaining to T-Mobile officials of sexual harassment were required to sign a non-disclosure agreement. This non-disclosure agreement prohibited employees from discussing their experiences with anyone other than T-Mobile officials or lawyers while the complaints were under internal investigation. The judge ordered T-Mobile to abandon its

reliance on non-disclosure agreements in these circumstances and to notify workers of this change of policy, as well as their rights to communicate with each other. Unfortunately, this order applies only to the T-Mobile call centers in Maine and South Carolina. However, the nondisclosure policy at issue is unlawful anywhere in the United States.

The rights of T-Mobile workers in states outside of Maine and South Carolina continue to be harmed by this nondisclosure policy. Wherever workers have been forced to sign non-disclosure agreements after complaining of harassment, discrimination, or other unlawful or abusive working conditions, they risk discipline by T-Mobile for speaking about the agreement or their complaints. A worker should not have to risk his or her job while enduring months of legal action to have unlawful policies repealed incrementally state-by-state. Workers should know that the non-disclosure agreement is void and that they are free to exercise their legally protected rights.

Chancellor Merkel, we respectfully request action by your government as a significant shareholder to call on Deutsche Telekom and T-Mobile to fully respect workers' rights in the U.S. These companies should immediately rescind the nondisclosure policies across the U.S. in every T-Mobile workplace, and inform all workers, especially victims of sexual harassment and other forms of discrimination, that they shall not be punished or fired for seeking assistance or speaking publically.

Thank you very much for your leadership on this important matter.

Sincerely,



Betty McCollum
Member of Congress



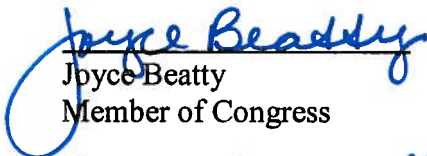
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Member of Congress



Debbie Dingell
Member of Congress



Bonnie Watson Coleman
Member of Congress



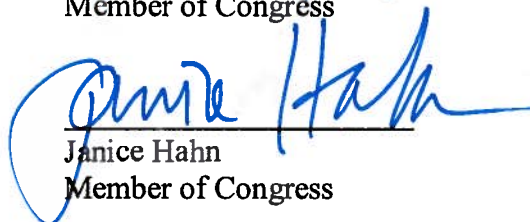
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