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April 30, 2010

**VIA EMAIL**

Mr. René Obermann  
CEO  
Deutsche Telekom AG  
Postfach 2000  
53105 Bonn  
GERMANY

Dear Mr. Obermann:

We are writing to express our deep concern about reports that your company practices a double standard toward American workers when it comes to respecting their labor rights, including those actions detailed in a recent report by American Rights at Work entitled *Lowering the Bar or Setting the Standard? Deutsche Telekom's U.S. Labor Practices*. The rights to organize and bargain collectively are fundamental human rights. These rights are enshrined in U.S. federal law. Respecting those rights is also key to ensuring that our economic recovery is fair and sustainable.

Deutsche Telekom (DT) "recognizes the fundamental right to the freedom of association and the right to collective bargaining" in its own Social Charter.<sup>1</sup> At home, DT appears to abide by its own policies: workers are freely permitted to join unions in your German facilities, and you have union representatives on the Supervisory Board. Indeed, Chief Human Resources Officer Thomas Satelberger has stated: "Close and good cooperation with the trade unions is one of the pillars of successful employer policy."

Unfortunately, it appears that Deutsche Telekom may have a different definition of "success" for its American employees than for those in its home country – one that does not place an equal value on cooperative labor-management relations or full respect for workers' freedom to decide for themselves whether to organize and collectively bargain.

We have received a number of troubling reports regarding DT's subsidiary, T-Mobile USA. The American Rights at Work report details many of them. According to the report:

<sup>1</sup><http://www.deutschetelekom.com/dtag/cms/contentblob/dt/en/28906/blobBinary/Social%20charter%20%2528140%20KB%2529.pdf;jsessionid=2C700B757887CC6982283DF70DDB41D2> .

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- T-Mobile commissioned a 2003 manual that depicts how to resist a union and how to recognize and counter “early warning signals of unionizing activity.” While it advises managers that they will be held responsible for conveying the company’s anti-union message to employees, it also assures them that they “do not have individual liability for violations of [labor law] principles.”
- While T-Mobile claims to no longer use the 2003 manual, it distributed a 2008 memo to managers with much of the same material, directing them on how to stop workers from organizing.
- Management has required employees to report union activity to their managers and has utilized private security guards to interfere with workers’ attempts to organize.
- T-Mobile’s activities have put the company repeatedly before the National Labor Relations Board where it often settles with promises to stop the activity.

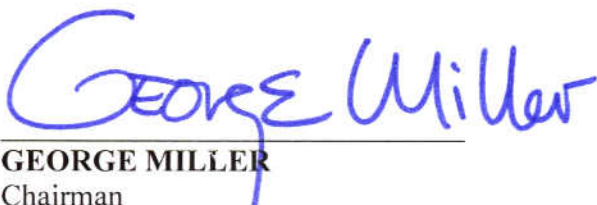
Taken together, these reports paint a troubling picture of a company that appears far out of synch with Deutsche Telekom’s stated commitment to respect workers’ rights.

Americans find double standards fundamentally wrong. Throughout our history, American citizens have consistently sought level playing fields within our borders and cross-nationally.

As Members of Congress, we urge you to implement parity in labor relations between Deutsche Telekom Germany and T-Mobile USA. DT should make certain that it is no more difficult for its American workers to join a union than it is for its German workers. Indeed, if the American and global recoveries from the current financial crisis are to be sustainable, they must be recoveries built on fairness. Workers must be permitted, without interference, to exercise their rights to organize and to bargain for a fair share in the economic growth their productivity makes possible. When this freedom is curtailed, our economy suffers.

Please let us know at your earliest convenience whether you are taking any steps to ensure that the freedoms of association and collective bargaining of your American workforce are fully protected and respected.

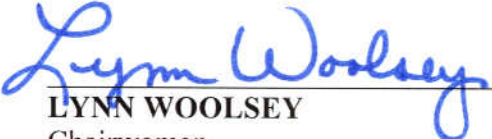
Sincerely,




**GEORGE MILLER**  
Chairman  
Committee on Education and Labor

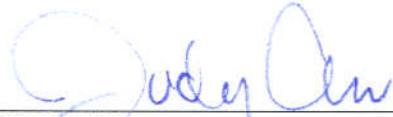


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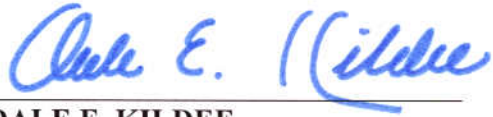
  
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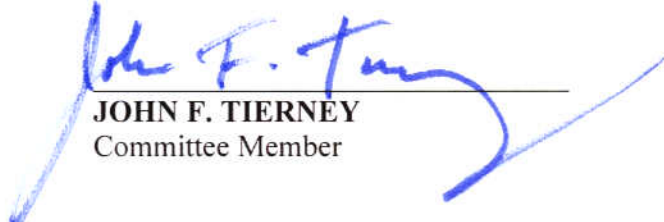
  
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