

Congress of the United States
Washington, DC 20515

June 29, 2015

Mr. Timotheus Hoettges
Member, Management Board
Deutsche Telekom AG
Friedrich-Ebert-Allee
53262 Bonn, Germany

Dear Mr. Hoettges:

We write with heightened concern regarding how your US subsidiary, T-Mobile, is treating its US workforce. We respectfully insist that you undertake immediate action to ensure your US employees' rights are fully respected.

For years, T-Mobile employees have told members of the US Congress that they work in a climate of fear. Workers have complained of unlawful firings, intimidation, and other interference when they have attempted to join together and form a union at T-Mobile. This is unacceptable.

And for just as long, Deutsche Telekom has dismissed these concerns. Members of Congress, labor leaders, and others have appealed to Deutsche Telekom to live up to its social responsibility commitments. But Deutsche Telekom's response was always the same: we comply with US labor law; we have never been found to have violated US labor law after a full hearing on the facts.

That talking point is no longer operable. In mid-March, an Administrative Law Judge at the National Labor Relations Board found that T-Mobile has, in fact, violated US labor law.

Disturbingly, T-Mobile has downplayed the judge's ruling, calling these violations merely technical in nature. However, what was at stake in this case were T-Mobile's nationwide corporate policies. These are not the wayward one-off actions of some overzealous managers. The policies of the company – which establish the culture in every T-Mobile workplace in the United States – are illegal. The judge found provision after provision in T-Mobile's employee handbook to interfere with workers' fundamental rights. T-Mobile's corporate policies "chill" the exercise of its own employees' right to organize, to engage in concerted activity, to seek out assistance from each other and outside entities, to speak out about workplace issues, to simply talk about their wages and working conditions.

The judge's findings make it abundantly apparent why US workers have complained for years about their treatment by Deutsche Telekom. They also explain why additional charges by employees and complaints by the US Government of further labor law violations are now pending at T-Mobile locations from Maine to New Mexico.

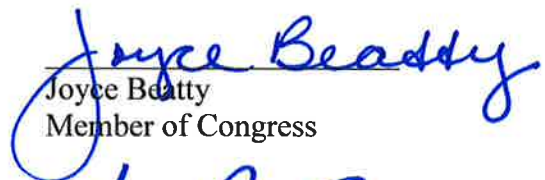
It is incumbent upon Deutsche Telekom to rectify its US management's reprehensible behavior. Per the judge's order, these unlawful policies must be rescinded. Notices to employees must be posted.

But more importantly, the behavior and the culture among T-Mobile management must change. Altering the words on paper is not enough. Workers' rights must be concretely and meaningfully respected at your company, and as such, we demand that you take swift and immediate action to come into compliance with US law. We look forward to your prompt reply in which explain how you will go about changing the culture at T-Mobile to ensure US workers fully enjoy the same fundamental human rights that your German workers enjoy.

Sincerely,



Mark Pocan
Member of Congress



Joyce Beatty
Member of Congress



Joe Courtney
Member of Congress



Susan A. Davis
Member of Congress



Rosa L. DeLauro
Member of Congress



Mark DeSaulnier
Member of Congress



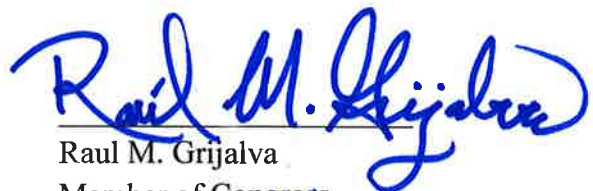
Keith Ellison
Member of Congress



Marcia L. Fudge
Member of Congress



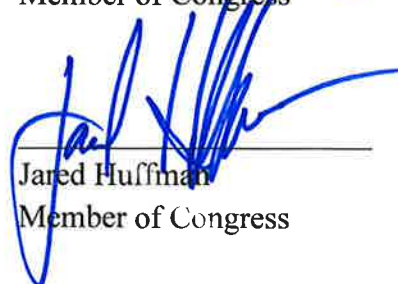
Gene Green
Member of Congress



Raul M. Grijalva
Member of Congress



Michael M. Honda
Member of Congress



Jared Huffman
Member of Congress

Marcy Kaptur

Marcy Kaptur
Member of Congress

Alan Lowenthal

Alan Lowenthal
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James P. McGovern

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Mark Takano

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Ted Lieu

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Jim McDermott

Jim McDermott
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Gwen S. Moore

Gwen S. Moore
Member of Congress

Eleanor Holmes Norton

Eleanor Holmes Norton
Member of Congress

Janice D. Schakowsky

Janice D. Schakowsky
Member of Congress