



**International Dockworkers Council (IDC)  
European Transport Federation (ETF)**

6 March 2014

**Mr. John Uggl**  
Managing director

**Mr. Kim Feijfer**  
Chief Executive Officer

**APM-Terminals – Cargo Service A/S Aarhus**  
Østhavnsvej 43  
Box 165 DK 8100  
Aarhus C Denmark

Dear Sirs,

The IDC (International Dockworkers Council) and the ETF (European Transport Workers' Federation), organisations representing dockworkers in all European ports, have been monitoring the development of the pre-negotiations and talks for the collective bargaining agreement at the port of Aarhus over the last few months, paying special attention to the general terms and conditions offered to the union members.

Both organisations are deeply concerned that the flexibility shown by the local union in Aarhus to adapt to the financial needs of the company due to the recession period, have been taken advantage to raise the company profits with no return to the workers so far. We are aware that while the profits of the company have more than doubled five times since 2009, the workers' real wages have been reduced if we take into consideration the inflation rates over this period.

In the light that workers should be adapting to the times of crisis, so the labour force is entitled to share the net profits which the company has been raising from new productivity rates rather than paying for an increasing profit out of diminishing workers' wages.

It has also come to our attention that while the company has promised the union members on two occasions that their salaries will get back to normal once the recession period is over, now that this time has come – as noticed by the net profits the last four years, the company seems to be denying this pay rise according to the recent pre-negotiations and informal talks.



Consequently, the IDC and the ETF urge APM-Terminals – Cargo Service A/S Aarhus to enter a meaningful dialogue with the local union in Aarhus concerning economic terms and conditions for the current year. We would like to recall the other recent disputes which have been actively supported by other European ports – the most recent case being Rotterdam, and we will with no hesitation coordinate all lawful measures of solidarity amongst European dockworkers in support of the rightful demands of the Danish dockworkers unless this situation is resolved in a satisfactory manner. We believe that through social dialogue and negotiation in good faith there will certainly be a better outcome to this dispute for both parties.

We remain at your disposal for any further information you may need.

Yours sincerely,

A handwritten signature in blue ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

**Anthony Tétard**  
IDC European Zone Coordinator

A handwritten signature in blue ink, featuring a cursive style with a prominent loop at the beginning and a long horizontal stroke at the end.

**Terje Samuelsen**  
ETF Dockers' Section Chair