

Arancha Fernandez Igoa  
Europe Region Labor Relations Director  
UPS

8 June 2020

Dear Arancha

We are writing to you on behalf of UPS workers across Europe.

In many countries the respective union has requested that UPS demonstrate the gratitude of the company by giving a Recognition Award. Regrettably, unlike other employers in the sector, these requests have been dismissed and UPS has stated that they are not going to recognise the efforts of their workers during this global pandemic.

Throughout this crisis UPSers across Europe, have enabled UPS to continue to meet the demands asked of the company. On a daily basis individuals have demonstrated that they have gone over and beyond the usual requirement. All of this in the knowledge that they are continuing to work and potentially putting themselves and their loved ones at risk. To have our requests dismissed without what we believe is due consideration is disrespectful to all your hard working employees.

We have come together as one to request that UPS agree to meet with us and discuss meaningfully the issue of a recognition award for all workers who have continued work throughout this crisis. We believe that if the company refuse to enter into meaningful negotiation about an award it will have a detrimental effect on industrial relations in Europe.

Each union who is part of this global union family would look to come together to see what they could do to secure a recognition award. UPS needs to demonstrate that its gratitude for its workers is more than words. The outgoing CEO & Chairman, David Abney said recently:

*"I want to thank all 495,000 UPSers for their extraordinary efforts to leverage the full power of our global network in the fight against the coronavirus pandemic, keeping critical goods moving for businesses and consumers globally,"* said David Abney, UPS chairman and CEO. *"The world is counting on UPS more than ever before as we support the people on the front lines of this crisis and our customers with speed, ingenuity and reliability."*

Now is the time to show he meant those words.

We understand that with current restrictions a face to face meeting would not be practicable and we would suggest a Zoom call to discuss our concerns in more detail.

We look forward to hearing from you soon with proposed meeting dates.

Yours sincerely,

