

Nyon, 15 September 2009



Our Ref : TEL/CPJ

Mr. Didier Lombard  
Chief Executive Officer  
France Telecom

BY FAX: +33 800 06 10 10

Marcus Courtney  
Head of UNI Telecom  
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### **Merger of France Telecom Orange and Deutsche Telekom T-Mobile in the United Kingdom**

Dear Mr. Lombard,

UNI Global Union is the global union for skills and services, representing 900 unions and 20 million workers in 150 countries worldwide. UNI ICTS represents 1.2 million information and communications technology workers in Europe, including tens of thousands of France Telecom and Deutsche Telekom workers.

200 union leaders from 23 European countries met last week in Dublin, Ireland, and had the opportunity to discuss the recent announcement of a merger of T-Mobile and Orange's operations in the United Kingdom.

France Telecom signed a global agreement with UNI Global Union in 2004, guaranteeing respect for the fundamental labour rights of all of its workers worldwide.

This merger will create the largest mobile telephone operator in the UK and will affect almost 20,000 workers employed by the two companies. UNI and its affiliates impress upon Deutsche Telekom and France Telecom's management the vital importance of ensuring compliance with existing collective agreements covering all workers affected by this merger, including the France Telecom global agreement.

We request a meeting between ver.di (Germany), the CGT and CFDT (France), and CWU and Connect (UK), and the management of both companies in order to discuss the transition process. In the meantime, we expect to be kept informed of any developments regarding the merger which have implications for workers.

We look forward to hearing from you.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Gerhard Rohde'.

Gerhard Rohde  
UNI ICTS Europa

A handwritten signature in black ink, appearing to be 'Marcus Courtney'.

Marcus Courtney  
UNI ICTS Europa

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