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الاتحاد الدولي لعمال النقل

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## XPO COVID-19 Global Demands

In this time of global crisis, we are writing to you as a global network of unions representing XPO workers on the frontline.

Our members, in both transport and logistics, are playing a critical role. In many countries, government-issued lockdowns require people to stay home, however our members continue to work, in order to keep the supply chain running and to ensure the delivery of essential goods. They do so at extreme personal risk.

In Europe, six XPO workers have already sadly lost their lives to coronavirus. As the number of global deaths continue to grow, the level of anxiety is enormously high. The challenge is not just to ensure the protection of frontline workers from the coronavirus but to also ensure they do not spread the virus to others.

At national level, unions are working hard to negotiate necessary protections and support for workers but a global crisis demands a global response. We write to you to invite you to urgently engage in dialogue at global level, to work together to apply best practice and protect lives.

In the past, you have declined our requests to meet at the global level, however this pandemic provides unique and pressing incentives to engage in meaningful collaboration as a priority. With physical meetings no longer possible, we write to ask that you join us for an emergency online discussion regarding XPO's COVID-19 global response. It is the sole wish of this network to help implement consistent best practice across all of XPO's operations to keep workers and their families safe.

We welcome the company statement that XPO is "[putting employee safety first during COVID-19](#)" but, in reality, the safety protocols are not being properly, effectively and consistently implemented across operations.

As a global company operating during a global crisis, XPO must ensure consistency in how it is responding. We are aware of inconsistencies not just in regards to implementing social distancing and issuing Personal Protective Equipment but also in regards to incentives offered to workers in some countries and not others. By treating workers differently, XPO is sending the message that it values some workers more than others.

Our ask is a simple one: work *with* us to help iron out inconsistencies. As unions, we are able to voice the concerns of workers on the frontline and ensure company policies on COVID-19 are implemented on the ground.

Workers have reported issues with the company's [response measures](#). As a global union network, we want to work with you to establish comprehensive measures covering health and safety, sick leave, carers' leave, job protection, pay incentives and other provisions.

#### **Global measures include:**

- XPO to establish a Global Occupational Health and Safety Forum with union representatives
- XPO to provide sufficient supplies of fit-for-purpose personal protective equipment to all workers including cleaning supplies
- XPO to ensure social distancing of 2 meters
- XPO to work with unions to identify Covid-19 risk levels for all operations and tasks.
- XPO to provide, or otherwise ensure, free testing for all workers in transport, delivery and logistics, the tracking and contact tracing of suspected or confirmed cases of worker infections, and the reporting of information (with due regard to the privacy of workers' personal information) to workers who may have been exposed as well as the relevant local union on site.
- XPO to provide up to date contact information for reporting contamination hazards and concerns, without fear of victimisation or ridicule, publicised to all workers.
- XPO to review and plan routes for drivers to take account of available washing facilities and work with business partners to ensure safe access to facilities.
- XPO to incorporate safe access to regular breaks for all workers (drivers and warehouse). The process should be inclusive and take account of transport workers' (both women and men) specific needs such as menstruation, pregnancy, disability, menopause and pre-existing health conditions. Consider staggering and/or extending breaks to take account of social distancing, additional sanitation requirements, and the added mental stresses of working in this context.
- XPO to undertake sufficient additional daily cleaning along with deep cleaning of facilities and vehicles on a nightly basis and dispose of potentially contaminated material in a secure way in accordance with the provisions of the ITF [guidance](#) on sanitation, transport workers and COVID-19.
- XPO to provide regular updates, information and training to all workers, including those who are furloughed, and undertake adaptations for new workers, especially women.
- XPO should not employ new agency drivers, warehouse staff, or other contractors while existing workers are furloughed; re-deployment should be an option for those who want to work, including transfer between sites in a similar locale, at the discretion of the worker.
- XPO to ensure adequate protections, including adjustment of work schedules, with no loss of earnings for vulnerable and at-risk workers or those with vulnerable and at-risk people in their households, including pregnant employees and new parents
- XPO to apply best practice in relation to paid leave entitlements, not forcing workers to take annual or unpaid leave in the event they themselves or member of their household develop COVID-19 symptoms
- XPO to ensure job retention and utilise Government schemes where these exist to access financial assistance aimed at safeguarding jobs, including those of contractors and temporary agency staff.
- XPO to pay a full wage to any workers furloughed during this crisis by topping up any wage subsidy provided by Government.
- XPO to be fair and consistent in paying workers bonuses for working during the crisis.

- XPO to recognise that women undertake a disproportionate share of unpaid care responsibilities. It is imperative to have sufficient income and leave provisions for workers to look after themselves and their families.

These measures must apply regardless of workers' contractual status and be responsive to different genders. They must be negotiated with representatives of workers and unions, including women, in the design, implementation and review of policies and procedures to respond to COVID-19.

In your recent correspondence to shareholders you quoted the need to '[collaborate for the common good](#)', we ask that you put that sentiment into practice now.

In order to agree a joint global response, please inform us of your availability for an online discussion with our global network representatives.

We look forward to hearing from you,

XPO Global Union Family

The XPO Global Union Family is currently made up of trade unions from France, the UK, Spain, Belgium, the USA and Italy. Their goal is to get XPO to engage in dialogue at a global level to achieve decent standards, including good industrial relations, in all countries of operations.

