

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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General President

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C. THOMAS KEEGEL  
General Secretary-Treasurer

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May 18, 2011

Mr. Alf Goransson  
Chairman of the Board of Directors  
Loomis AB and  
CEO & Member of the Board of Directors  
Securitas AB  
Lindhagensplan 70  
Box 12307  
SE-102 28 Stockholm  
Sweden

Mr. Lars Blecko  
President and CEO  
Loomis AB  
Vallgatan 11 4<sup>th</sup> Floor  
P.O. Box 902  
SE-170 09 Solna  
Sweden

Dear Msrs. Goransson and Blecko:

I appreciated the opportunity to meet you and address the Loomis shareholders at last week's meeting in Stockholm. As I described, the Company's decision to abandon its responsibility to collectively bargain with the Teamster Union after 58 years of representation has been devastating to hundreds of Loomis workers in California and their families.

I formally request a meeting with you or your authorized corporate representatives prior to June 15<sup>th</sup> to address the future relationship between Loomis and the Teamsters Union in California. We believe that meaningful dialogue and negotiation will be more productive than an escalated dispute, which ultimately only hurts the company, its shareholders and its workers.

Loomis' decision to abandon the workers' union recognition not only violates United States labor law, it also violates internationally recognized labor standards established by the ILO, the United Nations and the OECD. Importantly, the Company's actions are also in blatant violation of the "*Agreement on the Development of Good Working Relations in the Securitas Group*" that Securitas AB signed with Union Network International and the Swedish Transport Workers' Union. This agreement, to be respected and applied throughout the Securitas Group, also applies within the Securitas sphere of influence, by all those with whom Securitas does business. Certainly this agreement applies to Loomis. According to the agreement:

**“The Company shall recognize the union as the representative of the employees so long as the union satisfies the minimum legal requirements for recognition under applicable law. Upon recognition, the local parties will agree on the principles for the continuous cooperation and after recognition the ongoing mechanism for union access to employees.”**

In the United States, I believe Loomis management is relying on flawed, high priced advice from one of our Country’s most notorious “union busting” law firms. The law firm, which on its own website touts its expertise in helping employers remain union free, is counseling your Company to walk away from the Teamsters because we are not a “guard-only” union despite the fact that the Company has recognized the Teamsters as the sole bargaining representative of these employees for more than 50 years.

Though Loomis may have collective bargaining relationships with a guards-only union in areas of the United States where workers have chosen that union to represent them—it is not the Company’s choice to select the union for its workers. You have a moral and a legal responsibility to collectively bargain a contract with the Teamsters Union, the sole bargaining representative chosen by these California employees and recognized by the Company for more than 50 years.

As you are well aware, the General Counsel of the National Labor Relations Board (NLRB), the federal agency responsible for enforcing United States labor law, has issued a complaint alleging that Loomis violated the law by withdrawing recognition from the Teamsters. We are confident the Board will uphold the rights of Loomis employees to maintain their Teamster representation when the full Board has the opportunity to decide this case.

However, Loomis workers cannot wait for the slow bureaucracy of our labor board to protect them. Nor can they wait as your United States law firm employs the types of delay tactics for which they have become notorious.

As I described to you in Stockholm, the impact of losing Teamster representation for Loomis workers in California has been devastating to the workers and their families. The Company has taken away their pensions and has made health care so expensive (up to \$1,000 a month) that some can no longer afford it leaving their families with absolutely no health care coverage at all. The jobs, which already are among the top ten most dangerous in the United States -- are now made more dangerous by severe cutbacks in staffing, training and equipment. Though workers are required to carry fire arms, the Company no longer provides them for workers nor pays for the required training and licensing.

Your stated position that these working conditions are common practice in the industry and throughout the rest of Loomis in the United States just reinforces why these workers have chosen to have strong union representation. Under the Teamster contracts, these conditions were not the standard at all. Workers had affordable health care, real retirement security and much safer working conditions.

As I announced at the shareholder meeting, we have held off filing a formal complaint with the OECD, or engaging Loomis' customers in a public education effort, but absent any meaningful dialogue and negotiation, we will be left no choice. Americans do not want to support companies that abuse workers anymore than Swedes would tolerate similar abuses in Sweden. This particular mistreatment of American workers by Loomis is so horrendous that we hold little doubt the Swedish public will also give their support to the struggle of United States workers defending their fundamental human rights at Loomis.

I have enclosed, a page from the website of Littler Mendelson, the law firm that Loomis has employed to thwart workers rights in the United States, which advertizes the firm's expertise in helping companies "maintain a union-free workplace." I hope this puts to rest any doubt or confusion about their practice or reputation. Also enclosed, is the law firm's biography of Loomis's attorney, Theodora Lee, which highlights her emphasis on "union avoidance." If you require any additional information about the law firm or its long established reputation in "union busting" I would be happy to provide it.

I hope you will agree to a meeting so that we can swiftly resolve this dispute in a way that most productively supports the best interest of Loomis and Loomis employees.

Sincerely,

A handwritten signature in black ink, appearing to read "Rome Aloise".

Rome Aloise  
International Vice President

RA/cz  
Enclosures

cc: Mr. Gustaf Douglas, Chairman, Investment AB Latour  
Mr. Melker Schörling, Chairman, Melker Schörling AB  
Mr. James P. Hoffa, General President, International Brotherhood of Teamsters  
Mr. Lars Lindgren, President of Swedish Transport Workers Union  
Mr. Jarl Dahlfors, President and CEO, Loomis, United States