



St. Maarten Communication Union

Tuesday, June 2, 2020

Dear Mr. Dupersoy,

The SMCU considers your letter dated June 1, 2020 with the subject: "cost cutting measures", to be very disrespectful and threatening towards the employees of the St. Maarten Telecommunication Operating Company (SMTOC). In other words, your letter can be labeled as an "indecent proposal" to the employees.

The members of SMCU do not agree with any cost cutting measures proposed by SMTOC Management that would have a direct negative financial impact on the employees.

They believe that the Management Team that attended the meeting with the Prime minister must have misinterpreted what she said in that meeting. The members also find it hard to believe that the Supervisor Board would agree to such an outrageous proposal. So, in order to clear up any misunderstanding and/or confusion, please provide us with the written cost cutting instructions of the Prime Minister.

Before the SMCU can have a discussion with Management, we request the following:

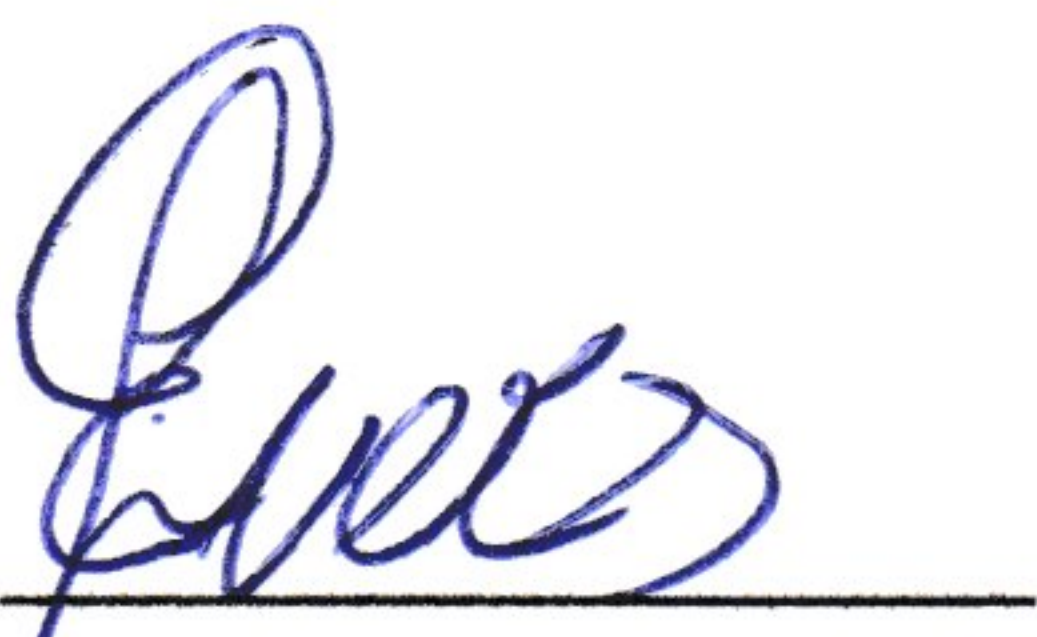
1. Management must provide the number of consultants and companies working for/with SMTOC and the divisions where they are active, either on- or offsite. Management must provide the length of time each consultant/company has been working for SMTOC. Management must justify the reason for having every single consultant/company. Management must provide the total financial cost of all these consultants/companies. The cost of consultants should also include the cost of their travel, stay, car rentals and allowances. The SMCU does not expect that the request for the cost of consultants will pose any problems, seeing that management routinely shows how much the employees cost the SMTOC.
2. Management must provide the monthly/yearly cost of SMTOC caterers and building/grounds maintenance contracts.
3. Management must indicate as to how many legal firms SMTOC has on retainer and what the monthly cost is to the SMTOC.
4. Management must provide a list of all government departments and companies that have outstanding bills older than 3 months.
5. Management must provide a list of any and all companies and individuals receiving free services from SMTOC.
6. Management must indicate to the Union if any or all managers are receiving any additional allowance(s) beside the ones stipulated in the CLA. If this is the case, management must provide us with the total amount of these allowances.

7. Management must provide the total travel expenditures of employees, Telem Management and the Supervisory board for the last 5 years, these expenditures must include ticket, hotel, rentals and daily allowances.
8. Management must provide the cost and (projected) revenues of all investment made for the past five years (including FTTH, Cable TV purchase, IPTV, Billing system(s), Smitcoms Dominicana).
9. Management must provide SMTOC's structure and formation plan for both 2012 and 2020. This is needed in order to see how many employees the company had in 2012 and now.
10. . Management must provide the Business Plan(s) for the past five years.
11. Management must provide all audit and financial reports for the past five years.
12. The Union would like for all the financial information provided by SMTOC to be signed and certified by the managers of the authors of any and all reports.

The SMCU put in a maximum effort in replying to your letter as quickly as possible, considering that you gave the SMCU only two days to reply to such a seriously detrimental matter to the employees. We also did this, because you stated in your letter that you needed to have an answer for the government by June 5, 2020.

So now the SMCU will be awaiting your prompt written response to all the above requests so that we can peruse the requested documents, before having a discussion with management.

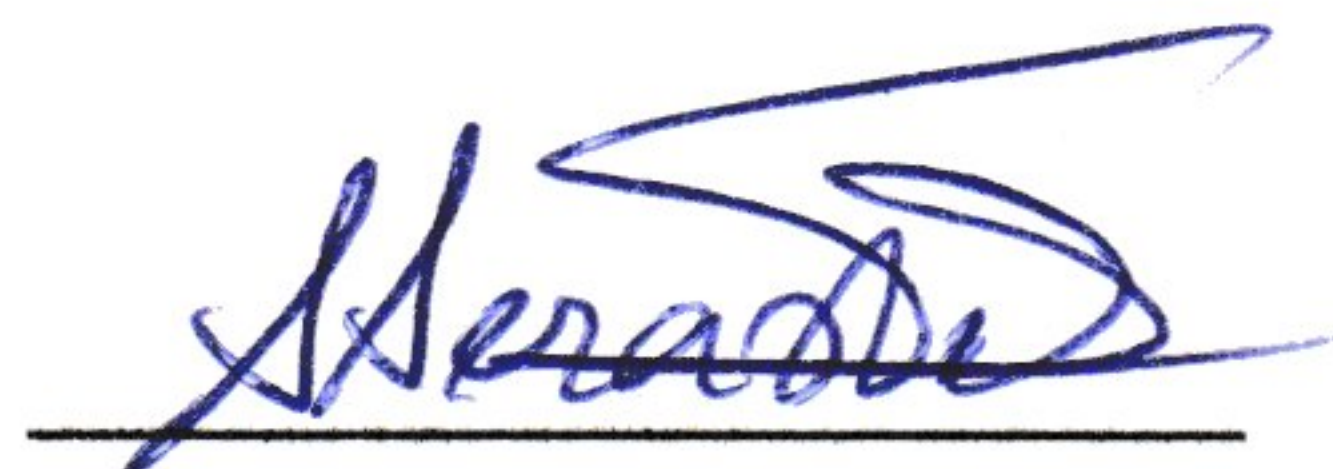
Awaiting your prompt reply,



Mr. Ludson Evers

President

522-6921



Mr. Sherman Serastis

General Secretary

522-3200

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