



St. Maarten Communication Union

Feb 13, 2021

To: The Management of Telem Group
Supervisory Board
Shareholder Representative

Dear Mr. Dupersoy,

Yesterday the board of the SMCU received your shockingly disrespectful letter dated February 12, 2021 with the subject: "cost cutting measures".

You have once again demonstrated by means of your autocratic letter that you are unwilling and/or incapable of negotiating in good faith with the SMCU. For the umpteenth we are forced to remind you that the SMCU is the legal representative of the employees of Telem. This means that you are obligated to speak to the Union pertaining to any and all matters pertaining to their labor conditions. This is even more so the case when it pertains to oppressive measures that are detrimental to these workers who represent the true backbone of Telem.

Government has not imposed any measures to reduce our labor conditions. The draft legislation was not sent to you with any instructions to reduce or cut any salaries and secondary benefits of the employees. Your wish to take such action at this time is unlawful.

The board of the SMCU remains willing to sit with you and discuss any and all measures when it becomes a law. Until then you have no jurisdictions or power to make any cuts from the employees' salaries or secondary benefits.

In closing we strongly urge you to adhere to the existing labor laws and refrain from bringing unrest among the employees by constantly threatening them with illegal deductions.

Sincerely,

L. Evers, President

S. Serastis, Secretary

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