

January 13, 2012

To: Andrew Ethell, General Manager, Corporate Affairs, Toll  
Joseph DeSaye, Chief Operating Officer, Toll  
Rich Nazzaro, Vice President for West Coast Operations, Toll

Via EMAIL and HAND DELIVERY

We didn't ask for anything extraordinary or unreasonable. A safe and humane workplace. A voice on the job. A fair day's pay for a hard day's work.

Instead, you wasted money on a union buster rather than investing in the hard-working drivers that have helped Toll Group grow and succeed in the U.S. You've put us through the ringer with harassment, intimidation and surveillance tactics. And when we made "too much noise," you claimed there was a sudden slow-down and kicked 26 of us to the curb before the busiest holiday shopping season.

Attacking your own loyal drivers has not amounted to anything positive for our company. On the contrary, the unjust actions have only meant bad headlines for our company and served as evidence in our favor with the government. The National Labor Relations Board has now unequivocally sided with us because you broke the law and violated our freedoms in the workplace.

While your actions have only reinforced our calls for justice and proven our resiliency – evident in the rehiring of 15 of the 26 drivers – Toll's credibility in the U.S. is extremely damaged, and the brand tarnished in Australia. But you still have the power to end this conflict, and reverse the wrongdoing.

We were not fooled when you changed company policy and informed the "laid off" drivers that if they were not called back within 90 days that they would not be called back at all. If the layoffs were in fact just a typical industry furlough, there would be no reason to suddenly put a time limit on returning. We have our letters from years past, including last Spring, that reflect a fair policy without the unnecessary time limits.

You've come out losing with every shenanigan pulled against us. Our strength and unity is stronger than ever.

We call on you to undo the bogus 90-day recall limit and make a public commitment to your 11 unemployed workers that when work picks up, they will be your first phone call. It serves Toll's customers best interest to re-hire experienced drivers that have already proven to provide excellent, just-in-time delivery of the retail merchandise. Our new CEO's vision of "One Toll" is not a revolving door. Toll's growth in the U.S. depends on its employees. Respect our legal rights and freedom here in the U.S, as you do with our brothers and sisters in Australia.

We are challenging Toll Group to abandon the low road and allow us to achieve the basic fairness, respect, and dignity we deserve. We will continue to speak loudly until our hard work is rewarded and valued.

Sincerely,

Port Truck Driver Committee for Respect and Dignity - Toll Group

Orlando Ayala	Xiomara Perez
Tomas Pena	Elias Cabrera
Luis Alay	Julio Ortega
Rene Perez	

*Edwards*

*See a day*

*John O. ...*

*John O. ...*

*Thomas ...*

*John O. ...*

*Thomas ...*

