



Donald Tusk
Prime Minister of the Republic of Poland

Dariusz Klimczak
Minister of Infrastructure

Alan Beroud
CEO, PKP S.A.

Marcin Wojewódka
Acting Chairman of the Board of Directors, PKP Cargo S.A.

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Dear Prime Minister Tusk, Minister Klimczak, Mr. Beroud, and Mr. Wojewódka,

Unfair dismissals at PKP Cargo

I am writing to you on behalf of the European Transport Workers' Federation (ETF), which represents over 5 million transport workers across Europe, in support of our Polish colleagues from NSZZ Solidarność. We were deeply alarmed to learn that, following the ongoing conflict between the trade union and PKP Cargo management several representatives in both national and company-level structures of the National Railway Section of NSZZ Solidarność, are facing termination from PKP Cargo.

Their dismissals raise several concerns that must be urgently addressed: they are protected by law as trade union officials and in most cases also due to their age, as they are within five years of retirement. The grounds for their termination, reportedly due to a "loss of traffic volume" and his selection based on "not performing his work for a long period of time," appear both unjust and discriminatory. It must be emphasized that they have been seconded to work with the trade union, which inherently limits their physical presence within PKP Cargo operations.

Furthermore, as an employee-elected member of the PKP Cargo Supervisory Board, Mr. Grymel represents the interests of the workforce at the highest level of the company's governance. His dismissal not only undermines workers' rights but also jeopardizes the voice of employees in the company's decision-making processes.

At the same time, the company dismissed pregnant women, single parents (including those caring for disabled children), sole breadwinners, and workers with pre-retirement protection. Such actions not only violate the core principles of social responsibility but also represent an inhumane and illegal attack on the most vulnerable and protected groups in society.

The ETF stands firmly with NSZZ Solidarność, and we believe that PKP Cargo's decision to dismiss their

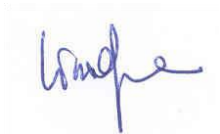
trade union leaders constitutes a direct attack on trade union freedoms and workers' rights. Such measures erode the foundations of social dialogue, which is essential for resolving labour conflicts and ensuring fair treatment for workers.

We strongly urge the Polish government and the management of PKP Cargo to reconsider this decision and to engage in constructive dialogue with the unions. The recent escalation of tensions within PKP Cargo threatens not only the livelihoods of the workers involved but also the future stability of the Polish railway sector. It is imperative that a socially just and legally sound resolution be found.

We call on the Ministry of Infrastructure, PKP Cargo, and the broader PKP Group to uphold the principles of dialogue and negotiation. The ETF remains available to assist in any efforts to resolve this conflict and to safeguard the rights of all workers within the Polish rail industry.

We look forward to your prompt response and stand ready to support our Polish colleagues in their fight for justice.

Yours sincerely,



Livia Spera
General Secretary
European Transport Workers' Federation