



*June 14, 2025*

**The Right Honourable Mark Carney**  
**Prime Minister of Canada**

**The Honourable Patty Hajdu**  
**Minister of Jobs and Families**

**Office of the Prime Minister**  
**80 Wellington Street**  
**Ottawa, ON**  
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Dear Prime Minister and Minister Hajdu,

We are writing to bring to your attention the critical situation DHL Express Canada is facing, as we have been in a lockout and strike position with our representative union since June 8, 2025. This predicament arises after a year of negotiations with Unifor, during which we believe the union has intentionally stalled discussions to coincide with the impending implementation of Bill C-58 on June 20, 2025.

As you are aware, Bill C-58 prohibits the use of replacement workers during strikes. While the intention of this legislation is to safeguard workers' rights, it poses significant risks to Canada's supply chain, particularly for essential services such as DHL Express. While some organizations may be able to temporarily shift production during a work stoppage, as a service provider we are either open or we are closed.

DHL Express plays a pivotal role in the logistics sector, providing international shipping services that are indispensable for thousands of Canadians and countless businesses across the country. We manage over 50,000 crucial international shipments daily, encompassing a diverse array of industries—from life-saving pharmaceutical deliveries to the products of small Canadian eCommerce enterprises. Our operations not only facilitate trade and bolster local economies but also ensure that essential goods are delivered efficiently and reliably. However, the ban on replacement workers during strikes threatens to severely undermine our operational capabilities, forcing us to halt operations and communicate to our global network that Canada is effectively closed for trade. This is a very difficult position for any organization and especially one such as DHL Express, that just a few years back was deemed an essential service during the pandemic.

Despite our year-long negotiations with Unifor, the union's demands remain exorbitantly high, featuring a proposed 22% cost increase for hourly employees and a staggering 42% cost increase for owner-operators over a three year term. While we are committed to fair compensation for our employees, such demands jeopardize our operational viability. The cessation of our operations would result in the loss of approximately 2,800 well-paying jobs in Canada—positions held by dedicated team members who have contributed significantly to making DHL a certified Great Place to Work. The ramifications of losing these

jobs would extend far beyond our company, impacting families, communities, and the numerous businesses that depend on our services.

We are now less than a week away from making an untenable decision, the potential consequences of which are alarming, particularly in the current economic climate. With supply chains already strained and businesses grappling with rising costs and uncertainties, the introduction of additional obstacles could push many companies to the brink. The ripple effects of such a decision could lead to increased consumer prices, reduced availability of goods, and further job losses across the economy.

We are dedicated to finding a resolution that honors the rights of workers while ensuring the sustainability of our operations.

Therefore, we respectfully request the Minister of Jobs and the Government's intervention under section 107 of the Canada Labour Code to allow DHL Express to continue operating while we negotiate in good faith with the union. We have witnessed similar interventions during the ongoing strike at Canada Post, and we believe such action is warranted in our case, given that we provide essential logistics services to Canadians. This intervention is critical not only for the survival of DHL Express in Canada but also for the thousands of Canadians and businesses that rely on our services. Our commitment is to continuing bargaining in good faith, and we are confident that a balanced approach to labor relations can be achieved without resorting to measures that could jeopardize the livelihoods of many.

Thank you for your attention to this urgent matter. We look forward to your prompt response.

Sincerely,



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The Honourable Maninder Sidhu  
Minister of International Trade