

# IUF/DANONE AGREEMENTS GUARANTEE YOUR RIGHTS!

## The IUF/Danone Agreement on trade union rights guarantees your right to:

- ▶ Join the trade union of your choice and to be represented and defended by them;
- ▶ Protection against discrimination stemming from trade union membership;
- ▶ Negotiate and conclude collective agreements.

## The IUF/Danone Agreement on sustainable employment and access to rights

- ▶ Protects and promotes direct, permanent jobs.
- ▶ Restricts casual or precarious employment through union/management negotiations.
- ▶ Limits temporary employment to work that is exclusively temporary and non-recurring.

## The IUF/Danone Agreement on employment and restructuring

- ▶ Applies in all situations where management decisions significantly affect working conditions or the nature of employment contracts.
- ▶ Guarantees your right to be informed and start negotiations at least 3 months before any proposed change.
- ▶ Ensures that resources will be provided to the union for research and the development of alternative proposals.

## The IUF/Danone Agreement on equality of men and women in the workplace guarantees your right to:

- ▶ Determine objectives for equality through union-management discussions and monitor progress.

## The IUF/Danone Agreement on diversity guarantees your right to:

- ▶ A discrimination-free workplace!
- ▶ Negotiate all aspects of workplace equality and non-discrimination.
- ▶ The Agreement promotes diversity in recruitment and professional development.

## The IUF/Danone Agreement on health, safety, working conditions and stress guarantees your right to:

- ▶ A healthy, safe and stress-free workplace!
- ▶ Define, through your trade union, together with management, ways to reach this goal;
- ▶ Negotiate measures aimed at ensuring that the workplace is healthy and safe.

## The IUF/Danone Agreement on skills training guarantees your right to:

- ▶ Determine, through your union, together with management, employees' skills training needs and define appropriate training programs.
- ▶ The Agreement stipulates that the least-qualified workers are given priority.

## The IUF/Danone Agreement on economic and social information guarantees your right to:

- ▶ Economic information about the Danone company and your workplace, including commercial and financial data;
- ▶ Information about jobs and the workforce, wages and social contributions, working hours, safety and training.



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