

**II Annual Meeting Chiquita-IUF-COLSIBA**  
**November 5<sup>th</sup>, 2009**  
**San José, Costa Rica**

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This document contains three parts: Participants, Agenda and Agreements.

**A. Participants:**

CHIQUITA: Jorge Solergibert-JS, José Luis Valverde-JLV, José Ferrer, Jorge Madrid-JMadrid, Napoleón Rodríguez, Marco Latouche-ML, Jorge Moya-JMoya, Irene Sandoval

IUF: Ron Oswald-RO, Luis Pedraza-LPedraza

COLSIBA: Leonel Perez Lara-LPerez Guatemala-UNSTRAGUA, Iris Munguia Figueroa-IMunguia Honduras-COSIBAH, Gregorio Agustín Potosme-GP ATC y FETRABACH, Chinandega, Mauricio Meza-MM Nicaragua ATC y FETRABACH, Chinandega, René García-RG Costa Rica, COLSIBA-CR, Gilbert Bermúdez-GB COLSIBA.

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**B. Agenda:**

November 4th

- Arrival of IUF and COLSIBA members
- Lunch and IUF and COLSIBA meeting. Hotel Quality Inn.
- Group dinner: Los Cebollines Restaurant, Santa Ana.

November 5<sup>th</sup>

Group Meeting (IUF, Chiquita and COLSIBA)

-Welcome

1. Presentation: Chiquita Policies to guarantee respect in the workplace and an environment free of sexual harassment
  2. Presentation: Actions by Chiquita regarding cases of policy violations. Training on Chiquita's policies.
  3. Chiquita's proposal to incorporate an addendum about sexual harassment and respect in the workplace into the IUF-Chiquita-COLSIBA Regional Agreement
  4. IUF's proposal to incorporate an addendum about sexual harassment and respect in the workplace into the IUF-Chiquita-COLSIBA Regional Agreement
- Conclusions on presented topics and space for questions



	<p>3.3. Guatemala Commission meeting will be held in Guatemala on January 14th, 2010.</p> <p>3.4. LeonelPerez will send on Nov 19th an email to COLSIBA, Chiquita and IUF explaining the way in which the Commission will be composed, stated that there will be one representative per union.</p>	LeonelPerez	
4	<p><b>Costa Rica agenda points:</b></p> <p>4.1. Chiquita Costa Rica Management will send a reply to Rene Garcia within the next 15 days, as a reply on topics presented during the meeting of Nov 5th.</p> <p>4.2. COBAL will have a meeting with Ramon Barrantes: Nov 14th.</p> <p>4.3. CLC meeting with Rene Garcia: Nov 19th.</p> <p>4.4. Property issues in Costa Rica: Consult with Lic. Cedeño in Panama to learn which are the documents that workers can present. Answer will be ready on Nov 19th.</p>	MLatouche, RGarcía y RBarrantes	<b><u>Pending</u></b>
5	<p><b>“APL” cases in Honduras:</b></p> <p>A meeting will be held in Honduras to analyze the claims by SITATERCO. Meeting is already in the local agenda: Nov. 18th.</p>	IMungía, JMadrid	<b><u>Pending</u></b>
6	<p><b>Nicaragua</b></p> <p>ATC y FETRABACH will present new meeting request in Nicaragua (with producers, Chiquita, IUF and COLSIBA). They will send copy of this request to IUF, COLSIBA and Chiquita. Marcelino García y Roberto Ruiz will sign the request.</p>	GPotosme, MMeza	<b><u>Pending</u></b>
7	<p>Follow up call: JLV, MR, GB y JS to analyze progress made on agreements above: December 7th, 10 am Costa Rica time.</p>	JS, MR, JLV, RO, GB	<b><u>Pending</u></b>
8	<p>ISandoval will send agreements chart on Nov 9th.</p>	IS	<b><u>Pending</u></b>

- The next meeting will be held on April 27 and 28th in San Jose, Costa Rica.
- NOTE: The April 27 and 28th meeting will be mainly over topical subjects, rather than geographical. The agenda must be ready and shared between the parts on March 26th, 2010 at the latest, 4 weeks prior to the meeting. In this meeting will participate the small committee.