

Mondelēz Union Network

January 17, 2014



IUF Affiliates meet in Eastbourne, UK to build company-wide strategy/action

The meeting resolved to strengthen our global cooperation and organization and to campaign until dismissed union leaders in Egypt and Tunisia obtain justice, the company recognizes the right of the Cadbury union in Pakistan to negotiate on behalf of precarious workers seeking regular permanent employment and Mondelez talks to the IUF with the intention of resolving outstanding human rights issues.



The meeting, which was hosted by UK Unite on December 4-5, 2013, committed to building our mailing lists so if you have names and email addresses (preferably private email) from your union to add to the mailing list please let us know at iuf@iuf.org

Delegates also committed to increasing their efforts to distribute IUF material about Mondelez so please remember to circulate this newsletter widely to members working for Mondelez. It was agreed IUF campaigns would be placed on the agenda at shop steward and membership meetings and local management will be regularly asked to explain why union leaders were dismissed in Egypt and Tunisia, why the company will not negotiate with the union about precarious work in Pakistan and why the company will not talk to the IUF. A concerted effort will be made in 2014 to coordinate a global petition demanding the company formally meet with the IUF.

Many concerns were raised about the company implementation of the six sigma productivity program, without any negotiation with the union whose members' working conditions may be affected by its introduction and where there may be a reduction in employment. Delegates called for a response in which the union at the workplace demands to talk about IUF allegations of human rights abuses when the company wishes to talk about the six sigma program.

Participants at the meeting agreed to work within their local and national union structures to plan other membership activities to support the IUF campaign and to engage with public opinion in their home countries.

The IUF will monitor the political situation in Egypt, encourage protests to the Ministry of Manpower about the actions of Mondelez and look for opportunities for affiliates to visit Egypt to provide practical assistance to the Cadbury union in Alexandria.

New Year's message to CEO

A decision was made at the global meeting to distribute, collect and send holiday season postcards to Mondelez CEO Irene Rosenfeld calling on her to talk to the IUF.

In Pakistan, 1000 cards were signed and sent to Mondelez HO.



The unions at the Mondelez plant in Mechelen in Belgium and the Norwegian Food Workers also also sent postcard messages to CEO Irene Rosenfeld. In the U.S. the BCTGM distributed postcards to all their plants, encouraging members to send them directly to Mondelez Global HQ.

In France the CFDT contributed an additional message (at left)

Members of BCTGM Local 42 in Atlanta, Georgia with postcards ready to send to Mondelez CEO Irene Rosenfeld



Mondelez reacts to BCTGM actions in support of IUF campaign by harassing union representatives

During December the BCTGM distributed over three thousand IUF handbills publicising the negative impacts for workers of the company's first year, at five locations throughout the United States. Some were placed in break and locker rooms and at other locations local officers stood outside the plant and handed them to members working at these locations.

At Local 300 in Chicago, Principal Officer Edward Burpo met workers in the cafeteria with boxes of these handbills and gave bundles to shop stewards to take to their break and locker rooms for further distribution. Local Mondelez management made threats to Mr Burpo to stop handing out literature or he would be removed from the plant. This was followed by threats, first to call security and then to call the police. When Mr Burpo then toured the plant to speak to members he was followed and escorted by management and security guards. The next day Edward Burpo received a letter from Mondelez restricting his access for future visits to the plant.



Local 300 Chicago representative Ed Burpo with two board members. Ed and the local members did a fantastic job with both the leaflet and over 1000 signed postcards.

Mondelez are attempting to restrict the union's ability to inform members of rights violations by the company and in their attempts to do so are committing a further rights violation by restricting workers access to advice from their union! BCTGM Local 300 will vigorously defend their rights and are in discussion with their legal attorneys in preparation to file charges against Mondelez.

At Local 358 in Richmond , Virginia, access to the company' operations was also restricted and the local officer, Ted Constable, distributed hand bills to every shift outside the entrance to the plant.

The fight for permanent jobs in Pakistan continues

The National Conference of IUF affiliates in Pakistan, held on 23-24 December in Islamabad, extended its full support to the Cadbury Pakistan Union's fight to make

precarious jobs permanent and to continue nationwide protest actions in solidarity with Mondelez workers in Pakistan, Egypt and Tunisia. The Pakistan Food Workers Federation will escalate the campaign.

The Cadbury (Mondelez) union, an affiliate of the Pakistan Food Workers Federation, has been trying to re-negotiate their collective agreement for the past 20 months. At stake is the union's determination to win permanent jobs for precarious workers and the company's refusal to negotiate over this issue. While meetings between the union and Mondelez management were held in December last year, the company refused to talk about the status of contract workers, refused to sign minutes of the meetings and withheld information crucial for negotiation.

In the last Mondelez Union Network, the IUF reported that Mondelez had refused the offer of mediation by the United States National Contact Point (NCP) for the OECD guidelines. The events in Pakistan have prompted the IUF to file a further complaint to the U.S. NCP alleging that Mondelez has breached the OECD Guidelines in Pakistan.



In the latest protest at the factory gate on January 13 the union's officers and members demonstrated their commitment to continue the struggle on behalf of contract workers.

Mondelez lawyers in Egypt working to obstruct and delay reinstatement of dismissed union leaders

In Egypt Mondelez continues to seek to delay a favorable court decision in their efforts to prevent union leaders from returning to their jobs.

On December 28, 2013 the company's lawyer requested yet another postponement of the hearing of Hussein Ahmed Hussein until March 29, 2014 on the grounds that the name of the Company on the court documents must be changed from Cadbury Food Industries to Kraft.

Kraft is no longer the name of the company, so will Mondelez seek another three month adjournment in March to have the name changed to Mondelez?

On June 26, the Alexandria court decisively rejected the company's request to dismiss Cadbury Union officer Mohamed Hassan Ahmed, because there was no evidence that he had incited his colleagues to take strike action, as the company alleged. Even

witnesses for the company testified in favor of the union. Nonetheless, the company immediately appealed. While Mondelez publicly defends itself against accusations of human rights abuses by stating that it is following the process of Egyptian law, the company has consistently sought to prevent the courts from ordering reinstatement of the dismissed union officials through these kinds of delaying tactics.

Meanwhile the dismissed union leaders have approached the National Council of Human Rights in Egypt and held a media conference to publicize the actions of the company. The Cadbury Alexandria union is forging strong links with other independent unions and is building a workers' network in Alexandria.

In light of the ongoing denials and delaying tactics of Mondelez in Egypt, together with the ongoing refusal to bargain with the union in Pakistan over the status of the huge number of casual workers and restrictions on union access in the US, *it is essential that we continue to demand that Mondelez explain its ongoing actions in denying justice for dismissed union leaders, refusing to bargain with the Pakistan union, maintaining silence on the impacts of its global restructuring plans and refusing to enter into dialogue with the IUF.*

You can keep updated about the campaign on the IUF website and at the campaign website www.screamdelez.org



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