



#### The Statement of IUF-PepsiCo and Frito Lay Unions` Network Meeting

- The IUF PepsiCo and Frito Lay Union Network meeting was held on 18-19 September 2013 in Istanbul, Turkey.
- At the meeting, they reviewed the report on victimization at PepsiCo (Frito-lays) warehouses in Dhulagrah and Jangalpur, district Howrah (near Kolkata) where in December 2012 fixed term contract workers of Radhakrishna Foodland (Pvt) Limited, a contactor of PepsiCo; started organizing a union. In response to this, Radhakrishna management initially dismissed 11 workers in January 2013 and between February and end of April 2013, management fired a further 151 workers without any notice and recruited new workers as replacements. Workers started protest actions and approached the IUF to support their struggle. In May 2013 the IUF supported the press conference and protest actions of these workers. The management started calling individual workers asking them to sign a document stating “they will not join any trade unions”. 28 workers refused to sign this statement and formed PepsiCo (Frito-Lay) Workers Action Committee for their rights.
- The participants agreed this to be a brutal action by PepsiCo and its contractor who denied the basic rights of workers.
- The participants demand that PepsiCo should take immediate measures to re-employ these 28 workers with compensation for the period of illegal dismissal and recognize the basic rights of workers including the right to organize a union.
- The participants call upon the IUF affiliates to support the struggle of the action committee formed by 28 resisting workers.

Belgium (LBC-NVK),

Turkey (TEKGIDA-IS),

Canada (CAW),

Ukraine (Wimm Bill Dann),

Ghana (ICU),

United States (RWDSU-UFCW),

United States (IBT),

Spain (FITAG-UGT),

South Africa (FAWU),

Tunisia (FGAT-UGTT),

The IUF Coordinators in Benin, India, Pakistan, Russia, South Africa and Switzerland