

The IUF PepsiCo Union network

IUF affiliates in PepsiCo, the second largest food and beverage company in the world, have formed the IUF PepsiCo Union network in December 2010.

The network is built upon the principle of mutual solidarity and building collective workers power in PepsiCo.

Its objectives are to

- ▶▶ Support local and national organizing efforts and organizing global solidarity in case of trade union rights violations
- ▶▶ Advance workers rights in PepsiCo
- ▶▶ Constitute a platform to develop joint positions and design, follow-up, and review strategies for building collective power in PepsiCo
- ▶▶ Combine union strength and build global union organization in PepsiCo in order to build and improve our global bargaining position towards the company
- ▶▶ Reach global recognition with PepsiCo corporate management and tangible results for workers through negotiations at global level

All IUF affiliates are invited to join the network and actively contribute to it.

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How can you get involved with the network?

- ▶▶ Check our website at www.iuf.org/pepsico
- ▶▶ Join the network today!
- ▶▶ Share information about the situation of your union at PepsiCo with other unions
- ▶▶ Join our mailing list and get updates about company and union news
- ▶▶ Support unions in struggle and get solidarity support yourself
- ▶▶ Reach out to PepsiCo workers yet unorganised and support them to organise
- ▶▶ Demand respect for decent labour standards at PepsiCo together with unions from all over the world.



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**United for our rights at
Pepsico!**

www.iuf.org/pepsico

We are PepsiCo workers' unions

PepsiCo is a company with operations in over 100 countries.

Workers in many of those countries in PepsiCo have united into trade unions. And we have united into a global network.

PepsiCo must ensure workers rights are respected!

PepsiCo, as the world's 2nd biggest food and beverage company, has a particular responsibility to adhere to good standards in labour relations and provide decent work to its employees.

Those standards must equally be adhered to in companies producing PepsiCo branded products under license, franchise, or other agreements.

PepsiCo is responsible for enforcing such standards throughout operations: manufacturing, storing, distributing and selling its branded products to customers, including the supply chain. Such standards must include, but do not stop with core labour standards as defined by the ILO. In particular, PepsiCo must grant the right to organize into trade unions to all workers in its operations, and must refrain from any form of coercion, intimidation or threats against workers engaged in organizing unions.

As a global employer, PepsiCo should enter into global negotiations with trade unions on recognizing and implementing such rights.

PepsiCo denies responsibility

However, to date, PepsiCo is not negotiating and implementing such standards at global level, and has failed to respond to the IUF as the representative trade union federation organizing the companies employees at global level.

The company uses its CSR policy to claim it follows global standards of social responsibility. However this unilateral policy falls short of recognizing basic human rights in the sphere of labour relations.

In many countries, PepsiCo is notorious for violating workers rights at plant and national level.

A network to press for rights and recognition

Trade unions must be united internationally in their demands towards PepsiCo as a global employer.

Therefore, the global IUF PepsiCo Union network will strengthen cooperation among trade unions in PepsiCo.

We will stand together in solidarity against any attack on workers rights in PepsiCo, and work towards achieving global recognition for workers in PepsiCo.

The IUF - Uniting Food, Farm and Hotel Workers World-Wide

The IUF is an international federation of trade unions representing workers employed in the preparation and manufacture of food and beverages, hotels, restaurants and catering services, all stages of tobacco processing, agriculture and plantations.

You can find more information about the IUF at www.iuf.org



We manufacture the products....

According to PepsiCo, around 285 000 workers work for the company. Many more are toiling as contract workers or in outsourced operations, They produce much more than just soft drinks under the Pepsi brand. Here are some of the most important brands the company produces, markets and sells:



With all the variety of brands. we all have a common employer. We have joint demands too: PepsiCo workers have the right to organise into unions, the right to decent employment, and the right to fair wages and safe workplaces. Together, we can get PepsiCo to respect these

...we demand respect for our rights!