

November 1, 2007

#1: Following is a letter that has been sent to Danone by Kris Vanautgaerden who is a national officer of the Christian union in Belgium (CSC Alimentation et Services/Food and Service Union of the Christian national center). Vanautgaerden is the national coordinator for the Danone group in Belgium and the letter is written and sent on behalf of all Danone workers in Belgium.

“We have been informed by the IUF of the difficulties encountered by the North-American union organization BCTGM in securing recognition by the management of the Dannon factory in Minster.

The management of Minster refuses to recognize the union based on a card-check. This attitude appears to us in strong contradiction with the spirit of the agreements signed with the IUF, in particular that which relates to trade-union rights and the freedom of workers to unionize. Insofar as a union organization is able to prove that it has gathered the support of a sufficient number of employees, the parent company must accept and recognize that the union is the representative of the whole of the community of workers.

For the Belgian workers, this action of the management of the factory of Minster is in contradiction with the Danone culture, which is a culture of respect for the employees and their union representatives. We don't understand how the parent company's central management can support this approach!

We demand corporate management listen to the requests of the workers of Minster as expressed November 1 and of all workers and agree to recognize BCTGM and to negotiate in good faith with this trade union.”

**#2: From Alexandre Kojevnikov, National Danone coordinator for the food and agricultural workers union of Russia and Lika Cherchoukova
Coordinator of campaigns for IUF Eastern Europe/Central Asia office**

“We have been informed by the IUF of the difficulties encountered by the North American union organization BCTGM in securing recognition by the management of the Dannon factory in Minster., Ohio (the United States).

The management of the factory persists in its refusal to recognize the trade union based on a card-check system. According to our information, the management of the parent company supports without reservations this [intransigent] approach.

This attitude appears to us in strong contradiction with the spirit of the agreements signed with the IUF, in particular that which relates to trade-union rights and the freedom of workers to unionize. Insofar as a union organization is able to prove that it has gathered the support of a sufficient number of employees, the parent company must accept and recognize that the union is the representative of the whole of the community of workers.

The practice of recognition of a trade union formed in Russia (and other countries of our region) does not require votes. The declarations of three workers is all that is needed to create a trade union [at a facility]. For us it is indisputable that the trade union which organizes the majority of workers of the company has the right to conduct collective bargaining with the management without any additional vote.

We know that the secretariat of the IUF has endeavored to find a positive solution to the blocking of the situation caused by the intransigent attitude of your local management

We are concerned about the persistence of such an attitude at the local level as well as at the central level and concerned that it will generate increasingly important actions of protest likely to have an impact on the image of the company. We demand corporate management listen to the requests of workers of Minster as expressed November 1 and of all workers and agree to recognize BCTGM and to negotiate in good faith with this trade union.”