

# International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations



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## TELEFAX

**To:** the 320 workers involved in the  
organizing campaign at  
DANONE/Dannon Minster, Ohio/U.S.A.

Date: October 12, 2007  
Ref: ro/vs/jb/1081

### **Concerns: Statement of support from the Danone European Works Council**

The Danone Information and Consultation Committee, in plenary session taking place in Geneva on 3-4 October 2007, adopted the following statement:

Our trade union organizations, representing workers at Danone (the parent company of Dannon) facilities throughout Europe have been informed by the International Union of Food and Allied Workers (IUF), our international union based in Geneva, that Danone management is resisting efforts by BCTGM to be recognized as the bargaining agent for the Minster plant.

We are shocked by the attitude of the Minster management, all the more as they are part of the French-based Danone group which not only respects union representation rights in France but has committed itself to respecting these very rights worldwide though an agreement signed with the IUF in May 1994.

We understand that management at Minster is insisting on the recognition process being dependant on elections instead of accepting a card-check system. We want to convey to you our solidarity and support for a speedy and fair process of recognition of the union.

It is not true that Danone refuses to recognize and bargain with unions around the world unless there is an election. In our countries recognition does not depend on a vote but on the wish expressed by the worker to the union to become a member, with no interference whatsoever of the employer. The employer is then compelled to recognize the union and include them in the bargaining process even if the union is not representing a majority of the employees. This is the equivalent of a "card-check" in the United States.

Workers in our countries have not lost anything by bargaining collectively, they have instead gained. Danone has not fired anyone for their union sympathies or closed a facility because it chose to be represented by a trade union. Statements suggesting US workers would be in a worse position because they have organized into a trade union are misleading and do not represent the experience of Danone workers in our countries.

We are prepared to assist you to get proper union representation at Minster plant as is the case in a majority of Danone operations.

Danone workers in Europe are in solidarity with you.

List of signatures :

SIGNATURES OF ALL MEMBERS OF THE DANONE INFORMATION AND CONSULTATION COMMITTEE REPRESENTING THE FOLLOWINGS UNIONS :

Allemagne

GERMANY

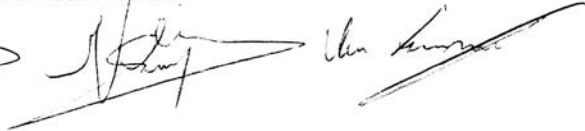
Gewerkschaft Nahrung-Genuss-Gaststätten



Belgique

BELGIUM

Centrale Alimentation-Horeca-Services FGTB



CSC Alimentation-Services

Bulgarie

BULGARIA

Federation of Independent Trade Unions in the Food Industry



Espagne

SPAIN

Federación Agroalimentaria de CC.OO

Federación Agroalimentaria UGT



Finlande

FINLAND

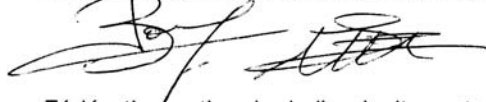
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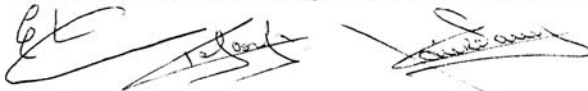
France

FRANCE

Fédération générale agroalimentaire CFDT



Fédération nationale de l'agriculture et des forêts CGT



Fédération nationale agroalimentaire CFE-CGC



**FRANCE**

Fédération générale des travailleurs de l'agriculture, de l'alimentation, des tabacs et  
allumettes et des services annexes Force Ouvrière

*[Handwritten signatures]*

**Hongrie**

**HUNGARY**

Elémezéipari Dolgozók Szakszervezeteinek Szövetsége

*[Handwritten signatures]*

**ITALY**

**Italie**

Federazione dei lavoratori dell'agroindustria CGIL

*[Handwritten signature]*

**POLAND**

**Pologne**

Sekretariat Przemysłu Spożywczego NSZZ « Solidarnosc »

*[Handwritten signatures]*

**RUSSIA**

**Russie**

Agroindustrial Workers' Union

*[Handwritten signature]*

**République tchèque**

**CZECH REPUBLIC**

NOS PPP

*[Handwritten signatures]*

**GENEVA, October 3, 2007**