

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



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## TELEFAX

**To: Irene B. Rosenfeld  
Chairman and CEO, Mondelez Inc.**

Date: 28 November 2012  
Ref: 2012/1143

**Fax: 001 847 646 6005**

Dear Ms. Rosenfeld

### **Re: Open letter regarding dismissals of Trade Union leaders**

The IUF wishes to bring to your attention serious violations of the human rights of employees of Mondelez.

The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers Associations (IUF) is an international federation of trade unions composed of 386 affiliates in 121 countries with a membership of 2.7 million workers. The vast majority of union employees at Mondelez are members of the IUF.

The human rights violations to which I refer involve the dismissal of union leaders in two plants in North Africa as workers exercised their rights as members of independent trade unions.

In Tunisia, during collective bargaining negotiations, the General Secretary of the local union was dismissed after calling a meeting of union members. A short time later the union's Deputy Secretary was also dismissed. The company resorted to authoritarian means to resolve an industrial dispute which should have been resolved through constructive negotiations.

In response to the IUF raising this issue, Mondelez informed the Business and Human Rights Resource Centre that it could not be held responsible for the dismissals as the local majority shareholder had authority for hiring and dismissing employees.

This failure of the company to assume responsibility for and to take corrective action in response to human rights violations is in breach of the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights which hold multinational companies to account for human rights abuses in their supply chain.

The invocation of a minority ownership share as a defense of this breach is not in accordance with the norms and obligations set out in these Guidelines.

In Egypt, an independent trade union was formed at the Alexandria Cadbury factory on 28 April and registered on 30 April 2012. In July a dispute arose over the payment of a Government decreed social allowance. As a result of this dispute Kraft, now Mondelez, dismissed 5 of the union's 9 Board members. These dismissals were clearly intended to silence the workers' wish to be represented by a trade union, a right set out in international human rights law.

We request that the good offices of the CEO of Mondelez urgently intervene to resolve these two disputes by immediately reinstating all dismissed union leaders to their former positions with Mondelez.

Thank you for your attention to this matter.

Please do not hesitate to contact me if you require clarification on any matter or I can provide any further information

Yours sincerely,

A handwritten signature in black ink, appearing to be 'R. Oswald', with a long horizontal line extending to the right.

Ron Oswald  
General Secretary