

STATEMENT

Huhtamaki Global Trade Union Network Meeting

The representatives of labour organisations participating in the Huhtamaki Global Trade Union Network meeting, underline the great importance of such meetings. Considering the huge impact of the changes in the Company in recent years, the violations of trade union rights and freedoms of employees, and the reluctance of the Company to engage in direct and sincere dialogue with trade unions in different countries, and based on the discussions of the meeting, we propose to take the following steps to improve conditions for Huhtamaki workers and establishing a dialogue with the management of Huhtamaki:

- The Huhtamaki Global Trade Union Network will seek an open, respectful and productive dialogue with the company, in coordination with the IndustriALL and UNI Global Unions.
- The Huhtamaki Global Trade Union Network will seek direct and open communication with the Huhtamaki European Works Council, in the belief that the actions of Huhtamaki at its facilities worldwide affect the conditions of its employees within the EU.
- Recalling the provision of the Huhtamaki Code of Conduct that “Huhtamaki supports the International Labor Organization (ILO) Principles promoting equal opportunities and including fundamental human rights for all employees, fair compensation, freedom of association and the right to bargain collectively in a lawful and peaceful manner,” we call on Huhtamaki management to clearly affirm that workers at its facilities have the right to freely organise and choose their representatives, that the company will remain neutral and not interfere with employees’ organizing efforts, and that it will recognise the representatives chosen by the employees by a majority showing of cards.
- Specifically, we call on Huhtamaki to end its practice of contracting anti-union consultants to attempt to persuade its employees not to support unionization.

- We call on Huhtamaki to engage in a direct dialogue with the elected worker committee at its Commerce, California plant and to publicly commit to take no reprisals against workers based on their union support. We will continue to support the workers at Commerce in their efforts to secure democratic representation.
- We are prepared to carry out solidarity actions in support of the workers in Turkey, at Commerce plant, California, and any other plant whose rights are being violated.
- The Huhtamaki Global Trade Union Network will assist national unions to realize organizing campaigns in their respective plants.

Helsinki, Finland

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