

pepsi CRUSH



PepsiCo Stop Crushing Human Rights!

There is a consistent pattern of human rights violations at PepsiCo, the global drinks and snack foods corporation.

The company claims to be dedicated to human rights standards but consistently violates the right of workers to form trade unions and to bargain collectively – a basic human right.

PepsiCo management at the company's Frito-Lay plant in Lahore, Pakistan responded to the formation and official registration of a trade union with 650 members in July 2016 by harassing and transferring union officers and seeking to violate the union's collective bargaining rights by creating a bogus union. Union officers have been targeted for disciplinary procedures on false charges and the union president has been transferred out of the plant to prevent contact with members. Union members are pressured by management to leave the union.

The template for the attack on rights in Pakistan was previously put to the test in Guatemala. On April 28, 2015, workers at the PepsiCo snack foods plant in Guatemala City legally registered their union, SITRAFRITOLAY, with nearly 900 members out of the factory's 1300 workers. In June 2015, the company violated their collective bargaining rights by signing a 3-year collective agreement with a small management-supported organization. Management and the company union offer workers financial inducements to sign off on their membership in SITRAFRITOLAY.

Since 2013, IUF members have been supporting a courageous group of warehouse workers in West Bengal, India who are unemployed as a consequence of insisting on their right to form a trade union. The company which dismissed them - Radhakrishna Foodland Pvt. Ltd (RKFL) – operates a warehouse contracted exclusively to PepsiCo. The 28 workers formed an Action Committee to fight for reinstatement with guarantees that their rights will be fully respected in future.



In Guatemala and Pakistan, PepsiCo management is crushing human rights. PepsiCo's refusal to recognize and to remedy ongoing human rights violations at their West Bengal warehouse supplier makes the company complicit in human rights abuses.





“ Lahore FritoLay union member **Samina Mehboob**: “I have been working for 11 years as a packer at PepsiCo FritoLay. In 2008, I fell from the machine I was cleaning and was knocked unconscious. I lay on the floor for almost two hours before I was brought to the hospital. I needed 10 stitches in my head. The company did not pay any of my medical costs so I had to spend all of my money on the treatments and medicines. After four days I had to go back to work again because I didn't want to lose my daily wage. I want PepsiCo to provide workers with medical coverage.” ”

“ West Bengal Action Committee member **Gautam Sardar** supports a 7-member household but has had no regular work since being fired from the warehouse. His father needs eye surgery. Gautam has become heavily indebted to the village moneylender but insists: “They must give us our jobs back and let us enter the warehouse not only as workers but as union members as well.” ”

“ Lahore FritoLay union member **Anwar Bibi**: “I have been working at PepsiCo FritoLay Factory in Lahore for five years under the no work, no pay system. I always arrived at the factory at 5:00 AM and if I am late only a few minutes I will not get the work because my position is already filled by another woman contract worker that arrived earlier than me. Together with the other women contract workers, we gather in front of the factory gate every day wondering if we can get work. If I don't get the job, I wasted my time and have to pay my transport back home. The company says this is not their problem.” ”



STOP PEPSICRUSH

is the international union campaign in support of trade union rights for PepsiCo workers in Guatemala and Pakistan and workers at the RKFL warehouse in India.

What you can do:

- visit www.pepsicrush.org to send a message to PepsiCo
- deliver a message to PepsiCo in your city to express concern about the company's ongoing violations of basic rights
- join us on Facebook: [PepsiCo-Workers-Rights](https://www.facebook.com/PepsiCo-Workers-Rights)
- contact us to learn more about how you can help: iuf@iuf.org

