

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



*Rampe du Pont-Rouge, 8
CH-1213 Petit-Lancy (Switzerland)*

TEL: + 41 22 793 22 33
FAX + 41 22 793 22 38

TELEFAX

**To: Jean-Marc Duvoisin
Senior Vice President Human Resources
Nestlé S.A.**

Date: 13 November 2008
Ref: ro/jb/929

Fax: 021 924 45 04

Concerns: Conflict at Nestlé Peru

Dear Mr. Duvoisin,

SUNTRANEP, an IUF affiliate in Peru, has been seeking to re-negotiate the collective agreement covering its membership at the Lima factory and the Chiclayo distribution centre since February of this year. After initially seeking a wage increase commensurate with the productivity increases and excellent financial results achieved at Nestlé Peru over the past 5 years, the union's main demand in the face of management's refusal to accord a real wage increase is now an increase to cover inflation - which Nestlé Peru nevertheless refuses. Furthermore, the company intends to introduce new wage categories without negotiation, indicating that this has been imposed by Nestlé headquarters in Switzerland.

In September, management took the outrageous step of shifting the labour conflict into the private sphere and by-passing proper labour-management procedures by writing to the workers at home, urging them to accept the company's offer.

Following numerous negotiating sessions, conciliation meetings and meetings under the auspices of the Ministry of Labour, a deadlock has been reached and the union is on strike.

The IUF-Peru Union Coordination Council and the IUF Latin American Regional Secretariat have addressed letters to the Nestlé Peru country manager, copies of which are appended to this letter. I urge you to ensure that Nestlé management in Peru refrains from further coercive measures against union members and engages in bona-fide, constructive negotiations with SUNTRAPEP with a view to reaching a

mutually acceptable agreement on wages and to resolving all other issues under contention.

Yours sincerely,

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

Ron Oswald
General Secretary

cc: James Ryan, Assistant Vice President, Human Resources, Zone Americas

Attachments:

Letter from IUF-Peru Union Co-ordination Council
Letter from IUF Latin American Regional Office