II Annual Meeting Chiquita-IUF-COLSIBA November 5th, 2009 San José, Costa Rica

This document contains three parts: Participants, Agenda and Agreements.

A. Participants:

<u>CHIQUITA:</u> Jorge Solergibert-JS, José Luis Valverde-JLV, José Ferrer, Jorge Madrid-JMadrid, Napoleón Rodríguez, Marco Latouche-ML, Jorge Moya-JMoya, Irene Sandoval

<u>IUF:</u> Ron Oswald-RO, Luis Pedraza-LPedraza

<u>COLSIBA:</u> Leonel Perez Lara-LPerez Guatemala-UNSTRAGUA, Iris Munguia Figueroa-IMunguia Honduras-COSIBAH, Gregorio Agustín Potosme-GP ATC y FETRABACH, Chinandega, Mauricio Meza-MM Nicaragua ATC y FETRABACH, Chinandega, René García-RG Costa Rica, COLSIBA-CR, Gilbert Bermúdez-GB COLSIBA.

B. Agenda:

November 4th

- -Arrival of IUF and COLSIBA members
- -Lunch and IUF and COLSIBA meeting. Hotel Quality Inn.
- -Group dinner: Los Cebollines Restaurant, Santa Ana.

November 5th

Group Meeting (IUF, Chiquita and COLSIBA)

-Welcome

- 1. Presentation: Chiquita Policies to guarantee respect in the workplace and an environment free of sexual harassment
- 2. Presentation: Actions by Chiquita regarding cases of policy violations. Training on Chiquita's policies.
- 3. Chiquita's proposal to incorporate an addendum about sexual harassment and respect in the workplace into the IUF-Chiquita-COLSIBA Regional Agreement
- 4. IUF's proposal to incorporate an addendum about sexual harassment and respect in the workplace into the IUF-Chiquita-COLSIBA Regional Agreement
- -Conclusions on presented topics and space for questions

- 5. Health and Safety Project Update
- 6. Summary per country
- 7. Regional agreement management review
- Farewell

Agreements:

No.	Content of the Agreement	Responsible	Status
1.	Sexual Harassment Addendum for Regional Agreement:	GB y RO	<u>Pending</u>
	1.1 IUF and COLSIBA will send on Nov. 27th a sexual harassment addendum proposal to be eventually included in the Regional Agreement. 1.2 Chiquita will reply on Dec. 11th.	MLatouche y JS	
	1.3 A working group will be settled to design a joint proposal: IUF : Sue Longley y Barbro Budin, COLSIBA : Iris Munguía y Gregorio Potosme, Chiquita : Marco Latouche		
	1.4 This group will maintain calls and emails so they can present a final proposal on Feb. 2010.1.5		
2.	Healt and Safety Project	JS y GB	<u>Pending</u>
	2.1. GB will send JS a copy of the email he sent to GJ. JS will forward this mail to GJ in order to obtain his reply.		
	2.2. RO will insist on Gerardo Iglesias's attention on this matter in order to obtain a reply.	RO y LuisPedraza	
3	Comission to analize Guatemala's full package of topics (in double way: union to company, company to union). Representantives from IUF and Chiquita will participate.	JMoya-JMadrid, JLV, GB.	Pending
	3.1 COLSIBA will send agenda on Dec 4th.		
	3.2. GB will inform who will participate from COLSIBA on Nov 19. Chiquita representatives will be JMoya, JMadrid and JLV.		

		LeonelPerez	
	3.3. Guatemala Comission meeting will be held in Guatemala on January 14th, 2010.	Leonerez	
	3.4. LeonelPerez will send on Nov 19th an email to COLSIBA, Chiquita and IUF explaining the way in which the Comission will be composed, stated that there will be one representative per union.		
4	Costa Rica agenda points:	MLatouche, RGarcía y	Pending
	4.1. Chiquita Costa Rica Management will send a reply to Rene Garcia within the next 15 days, as a reply on topics presented during the meeting of Nov 5th.	RBarrantes	
	4.2. COBAL will have a meeting with Ramon Barrantes: Nov 14th.		
	4.3. CLC meeting with Rene Garcia: Nov 19th.		
	4.4. Property issues in Costa Rica: Consult with Lic. Cedeño in Panama to learn which are the documents that workers can present. Answer will be ready on Nov 19th.		
5	"APL" cases in Honduras:	IMungía, JMadrid	Pending
	A meeting will be held in Honduras to analyze the claims by SITATERCO. Meeting is already in the local agenda: Nov. 18th.		
6	Nicaragua	GPotosme, MMeza	Pending
	ATC y FETRABACH will present new meeting request in Nicaragua (with producers, Chiquita, IUF and COLSIBA). They will send copy of this request to IUF, COLSIBA and Chiquita. Marcelino García y Roberto Ruiz will sign the request.	WWW.	
7	Follow up call: JLV, MR, GB y JS to analyze progress made on agreements above: December 7th, 10 am Costa Rica time.	JS, MR, JLV, RO, GB	Pending
8	ISandoval will send agreements chart on Nov 9th.	IS	Pending
	The next meeting will be held on April 27 and 20th in Con Joe		l

- The next meeting will be held on April 27 and 28th in San Jose, Costa Rica.
- NOTE: The April 27 and 28th meeting will be mainly over topical subjects, rather than geographical. The agenda must be ready and shared between the parts on March 26th, 2010 at the latest, 4 weeks prior to the meeting. In this meeting will participate the small committee.