

## ROQUETTE FRÈRES

### Statement from the French National Contact Point for the OECD Guidelines for Multinational Enterprises

26 June 2012

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On 15 February 2011, the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) referred a specific instance to the NCP's good offices concerning the application of the OECD Guidelines for Multinational Enterprises operating in the US. The referral concerned Roquette America, a subsidiary of the French group Roquette Frères.

The NCP specific instance refers to Chapter V of the Guidelines on Employment and Industrial Relations (formerly Chapter IV) regarding freedom of association, which stipulates that : *“Enterprises should, within the framework of applicable law, regulations and prevailing labour relations and employment practices :*

- 1. a) Respect the right of their employees to be represented by trade unions and other bona fide representatives of employees, and engage in constructive negotiations, either individually or through employers' associations, with such representatives with a view to reaching agreements on employment conditions.*
- 2. c) Promote consultation and co-operation between employers and employees and their representatives on matters of mutual concern.*
- 3. Provide information to employees and their representatives which enables them to obtain a true and fair view of the performance of the entity or, where appropriate, the enterprise as a whole.*

The referral also focuses on the Disclosure chapter.

This referral is based on a specific instance submitted to the US NCP on 6 January 2011 by the US Union organisations AFL-CIO<sup>1</sup>, ICEM<sup>2</sup> and IUF<sup>3</sup> concerning Roquette America. The US NCP led the examination of this specific instance and the French NCP cooperated by consulting the appropriate parties.

Following consultations carried out by all of the stakeholders, an agreement was reached between Roquette America and the US trade unions, bringing an end to the lockout at the company's plant located in Keokuk, Iowa. The IUF confirmed that an agreement had been signed and that the conflict with Roquette America had been resolved.

The NCP is delighted that an agreement has been reached, bringing to a close the specific instance. The NCP also welcomes the measures taken by Roquette Frères to manage all of its sites in a responsible manner.

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<sup>1</sup> American Federation of Labor – Congress of Industrial Organizations

<sup>2</sup> International Federation of Chemical, Energy, Mine and General Workers' Unions

<sup>3</sup> International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association