



THE PERMANENT MISSION
OF THE
UNITED STATES OF AMERICA
TO THE
UNITED NATIONS AND OTHER INTERNATIONAL ORGANIZATIONS
IN GENEVA

June 09, 2021

Clement Nyaletsossi Voule
Special Rapporteur on the rights to freedom of peaceful assembly
and of association,
Geneva, Switzerland

Dante Pesce
Chair-Rapporteur of the Working Group on the issue of human rights
and transnational corporations and other business enterprises,
Geneva, Switzerland

Dear Special Procedures Mandate Holders,

Thank you for your correspondence dated January 27, 2021. Please find enclosed the U.S. response.

Sincerely,

A handwritten signature in blue ink, appearing to read "Daniel A. Kronenfeld".

Daniel A. Kronenfeld
Human Rights Counselor

U.S. Response to UN Joint Communication Regarding Allegations of Anti-Union Dismissals of Cargill Production Workers

Thank you for your letter dated January 27, 2021. We are grateful for the work you do across the globe to promote respect for human rights, and for the opportunity to provide the below information concerning U.S. law, policy, and practice.

The United States reaffirms its obligations and commitments to promote human rights and fundamental freedoms, including freedoms of expression and association and the right to peaceful assembly. We also affirm our commitment to the Fundamental Principles and Rights at Work, including freedom of association and effective recognition of the right to collective bargaining. The United States has a duty to protect human rights, and business has a responsibility to respect human rights in line with the UN Guiding Principles on Business and Human Rights. When maintaining operations overseas, American companies should adhere to local laws as well as international labor standards in the country where they are doing business. In the case presented, Turkey has obligations under ILO Conventions regarding freedom of association and the right to organize, as well as the right to collectively bargain. As represented in your letter, the laws in Turkey require that employers either reinstate a fired worker or pay a fine. In this case, it appears that Cargill chose the latter and paid the necessary fine.

Thank you once more for your correspondence.