



FOBTOB

Bulletin

Monthly Newsletter

July 2024

• Issue No. 25

AWARDS

Comrade Jimoh Oyibo Receives An Outstanding Achievement Award at Fan Milk Nigeria Plc Ceremony.

Comrade Jimoh Oyibo, the National President, was recently honoured with an Outstanding Achievement Award at an awards ceremony hosted by Fan Milk Nigeria PLC (Danone) at their Headquarters in Ibadan on the 16th of July, 2024. The prestigious award was presented in recognition of Comrade Oyibo's exceptional excellence in vision and strategic leadership, which inspired FOBTOB members to make significant contributions to the company's success and development. The Managing Director of Fan Milk Plc, Mr. Kayode Adebisi, also received the *Leadership Impact Award*.

The ceremony was attended by some members of the Central Working Committee and was a momentous occasion celebrating Comrade Oyibo's remarkable accomplishments and dedication to his role. This recognition highlights Comrade Oyibo's outstanding impactful leadership as it affects the food, beverage and tobacco industry.



VICTORY FOR WORKERS' RIGHTS AS GRAND CEREALS LIMITED RESUSCITATED.

In a significant turn of events, Grand Cereal Limited, a prominent company in the city of Jos, has been successfully revived, marking a crucial moment for both the company and the Food, Beverage and Tobacco Senior Staff Association (FOBTOB). The resurgence of Grand Cereal Limited came after a long struggle for workers' rights. The company, along with its subsidiary Spring Waters Nigeria Limited,

both under the umbrella of UAC Nigeria Plc, was embroiled in a protracted struggle involving union recognition and worker dismissals.

Following the management's aversion to unionisation and their attempts to thwart workers' rights, the union swiftly intervened to defend the workers' constitutional rights. This led to a trade dispute being declared and ultimately culminated in a judgment in favour of the workers at the National Industrial Court on 22nd March 2018. The court ordered the reinstatement of all the affected workers, safeguarding their seniority, salaries, and other benefits, while also mandating the remittance of check-off dues to the union.

The management's unwillingness to agree to the NIC judgment later took the case to the Appeal Court in Abuja, and thus prolonged the legal tussle. However, the workers' unwavering determination sent a clear message to the management. This ultimately led to an out-of-court settlement, resulting in compensation for the affected workers and securing the rights of unionisation for the union. The recent gallant entrance and recognition of FOBTOB by the Grand Cereal Limited stands as a significant victory for the workers and the union.

In the same vein, the resuscitation of Grand Cereal Limited serves as a testament to the resilience and determination of the workers, who have remained steadfast in demanding the recognition of their fundamental rights to union membership. This development is undoubtedly a cause for celebration and optimism within the FOBTOB Family and the comity of trade unions.



National President addressing the Members



The National Officers in a pose with the Branch Executives



FOBTOB

Bulletin

Monthly Newsletter

July 2024

• Issue No. 25

IUF INTERACTIVE SESSION

NUFBTE Secretariat Hosts Interactive Session with IUF Geneva Delegates and Nigeria Affiliates.

The National Union of Food, Beverage and Tobacco Employees (NUFBTE) Secretariat hosted an interactive session on Tuesday, July 9th, 2024, which brought together IUF Geneva Delegates and the Nigeria Affiliates, including FOBTOB representatives. The purpose for the visit of IUF Global was to address the non-unionisation of workers at The Moorhouse Hotel in Lagos. This session was part of the IUF Delegates' activities in Nigeria from the 6th to the 10th of July 2024.

Comrade Leke Success, the IUF Nigeria Chairman, opened the session with a speech introducing the visitors and acknowledging all attendees. He appreciated the IUF-Africa Regional Secretary for his efforts in recruiting new affiliates. The President of NUFBTE also extended a warm welcome and reaffirmed the union's commitment to IUF Global.

Comrade Jumoke Oladimeji, representing FOBTOB, expressed gratitude to the IUF for its impactful work in Nigeria and highlighted FOBTOB's concentrated membership drive in the Northern region. Additionally, Comrade Gabriel Babalola, immediate past IUF-Africa Regional Secretary, expressed appreciation for the meeting and urged the IUF to recognise Nigeria as a peaceful location amid narratives of terrorism.

Brother Simeon Dossou, the IUF-Africa Regional Secretary, commended the former Regional Secretary, Comrade Gabriel Babalola, for his interpersonal skills and the strength he brought to the African Region. He also outlined several upcoming projects in Nigeria, including those related to the Palm Oil and Beverage sectors, as well as a Women's Project.

Wrapping up the session, Brother Jeffery Boyd, accompanied by the IUF Global Delegates, conveyed greetings from IUF and lauded the commendable work being done in Nigeria. The

General Secretary of NUFBTE, Comrade Mike Olanrewaju concluded with a vote of thanks.



Participants Interacting



Participants at the Meeting

IUF WOMEN'S PROJECT

IUF Nigeria Women's Project Empowers Women in Addressing Occupational Health and Safety Issues in the Workplace.

On Tuesday, July 30th, 2024, the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Worker's Association (IUF) Nigeria Women's Project organised an impactful workshop titled "Enhancing Women's Visibility in Occupational Health and Safety." The event was held at the Food Union Hotel and Suites Limited in Lagos State. Attendees engaged in discussions aimed at addressing the critical issue of women's visibility in the context of occupational health and safety (OHS).

The workshop shed light on the often overlooked health and safety needs of women working in male-dominated environments, leading to unique occupational hazards related to reproductive health, musculoskeletal disorders, gender-based violence, and bias. Key strategies discussed to enhance women's visibility in OHS included the collection and analysis of sex-disaggregated data to better understand women's distinct health and safety needs, involving women in decision-making processes, addressing gender-based violence and harassment, providing gender-sensitive training and resources, and promoting women's active engagement in OHS initiatives to enhance their health and safety.

The primary objective of the workshop was to ensure that the specific health and safety needs of women are not only acknowledged but also prioritised in the workplace. The workshop



FOBTOB

Bulletin

Monthly Newsletter

July 2024

• Issue No. 25

emphasised the importance of recognizing and addressing the distinct occupational health and safety requirements of women in both workplaces and residences, highlighting the significance of maintaining vigilance about personal and collective well-being to foster a safer environment.

The workshop also underscored the necessity of consistently observing ergonomics to prevent workplace injuries and musculoskeletal issues. Comrades Blessing Momodu, Ezeugwu Paschaline, Fasipe Olagoke, and Ikediashi Francisca were among the active participants who benefited from the programme.

To conclude the workshop, a resounding message rang out: "See something! Say something! Do something!"

The IUF Nigeria Women's Project's workshop brought to the fore the crucial work needed to empower and protect women in the realm of occupational health and safety, an issue that demands continuous attention and action from all stakeholders involved.

platform on 31st July 2024, fostering widespread engagement among members from various locations. Using the virtual platform allowed for seamless and efficient voting processes, guaranteeing a fair and inclusive election experience. This election was used to test the amendment to the Association's Constitution and Rules which provides for a virtual Branch Congress and online voting.



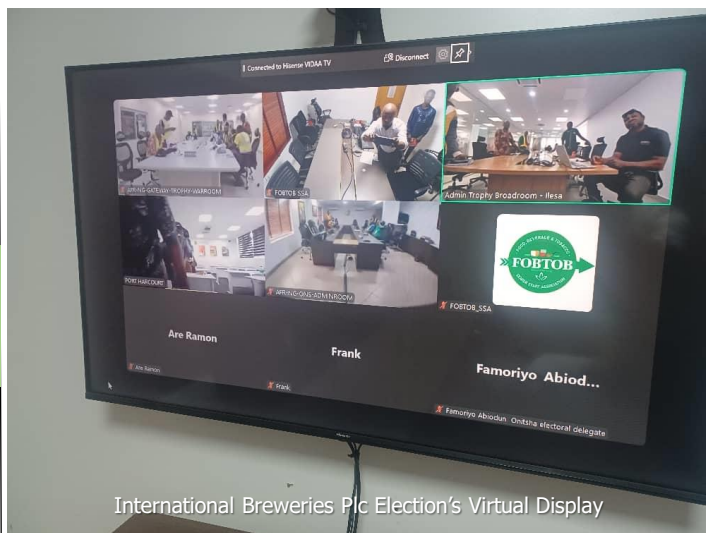
Participants at NBC Election



Participants during the Session



Group Photograph



International Breweries Plc Election's Virtual Display

INTERNATIONAL BREWERIES PLC AND NIGERIAN BOTTLING COMPANY LIMITED HOLD BRANCH ELECTIONS

The Branch election for the Nigerian Bottling Company Limited was held on Tuesday, 23rd July 2024 at the elegant Park-Inn Hotels & Resorts in Kuto, Abeokuta, Ogun State. The election witnessed robust participation from all Branch and Unit executives, demonstrating a strong commitment to upholding the FOBTOB's constitutional provision. The event was enriched with informative lectures and a diverse range of activities, creating an interactive and enjoyable atmosphere for all participants. Additionally, the branch election for International Breweries Limited was conducted online via Zoom

HDBITS

No agreement has been reached between AFBTE and FOBTOB on the stoppage of Gratuity!

BE GUIDED!