



TNC INFO #1

10-2009



A regular update of IUF TNC activity exclusively for IUF affiliates. More detail can be requested from the individual IUF staff person identified with each entry.

Contents

Secretariat activity, actions & campaigns:

Agriculture:

- Chiquita
- Dole

Beverage/breweries:

- Carlsberg
- Diageo
- INBEV AB
- PepsiCo
- The Coca-Cola Company

Catering:

- Compass

Confectionery:

- Cadbury

Fisheries:

- Sealord

Food:

- Danone
- Kraft
- Nestlé
- Unilever

Meat:

- Danish Crown

The June Review Committee meeting was filmed in its entirety for inclusion in a forthcoming US-based documentary about the banana industry.

Dole

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Endorsed second report on Dole - Behind the smokescreen - what's new since 2006. The report will be available from the IUF web site and hard copies can be ordered from the secretariat. The report is preparation for a global campaign attacking Dole's position on trade union rights.

The IUF will convene a meeting later this year of unions representing or interested to represent Dole workers.

Carlsberg

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Strategy facilitation and communication between extra-EU Carlsberg affiliates and Carlsberg EWC members (jointly with EFFAT) and engagement with Carlsberg corporate management to assist **Russian** Carlsberg workers facing difficulties with Baltika management.

Diageo

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Support to UNITE (UK) in their fight against a brewery closure.

Diageo union membership mapping has been started.

InBev AB

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Briefing, information and advice to Eastern European affiliates with membership in AB-InBev of the possible sale of 11 AB-InBev breweries. Engagement of AB-InBev management on this issue (with EFFAT and IUF/ICEM Zagreb Office).

PepsiCo

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Development of a strategic sector-wide approach to soft drinks following up the global research report on PepsiCo (2007).

Chiquita

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Review committee in Costa Rica on 16-06-09 identified issues for further negotiation including sexual harassment allegations in Honduras, ongoing union rights issues in Costa Rica and joint health and safety work. Followed up by IUF/COLSIBA/Chiquita leadership conference call on 03-09-09. Next Review Committee in Costa Rica November 4-5, 2009.

PepsiCo

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Mapping of PepsiCo facilities worldwide has started with a view to mounting a global effort to build union organization within PepsiCo.

A Pepsi Workers network (web site and email list) is about to be set up. Unions with membership in Pepsi should contact to get involved.

A first contact with PepsiCo corporate management in the US is possible in November 2009.

The Coca-Cola Company

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The 9th IUF/Coca-Cola Company meeting to discuss and resolve workplace issues and restart negotiate for International Framework Agreement will take place on 9-12 November 2009, in Atlanta, USA. The IUF team includes affiliates from North America, Latin America, Japan and Asia/Pacific, Africa, Russia and Europe.

The Coca-Cola Alliance

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The Coca-Cola Alliance has been supporting SIPTU in a strike against casualisation since late August through publications and solidarity messages (see <http://www.iuf.org/ccww>).

The issue of casualisation has also been key in the discussions of the Canadian Soft Drinks Workers Council meeting uniting both Pepsi and Coca-Cola workers at its recent meeting, attended by the Coca-Cola Alliance coordinator. Supporting organising drives in Coca-Cola operations is becoming a second main issue for the Alliances, and preparatory work for such initiatives is under way in a number of countries. It was the focus of a regional Coca-Cola workers seminar in Kladovo, Serbia, in August.

Compass

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In **Algeria** we are investigating freedom of association violations by Compass Group, which operates as Eurest in Algeria. A number of workers have been dismissed and suspended in the last three years after forming a union to improve their working conditions. The Compass Group subsidiary employs 1.900 workers in Algeria. As elsewhere in the world, they are amongst the worst paid and the least considered. The average wage is 18.000 dinars per month (approximately 185 €) Shifts last 6 weeks with no day off. Workers are forced to live in substandard accommodation whilst working at remote sites. All attempts to raise concerns about this and other issues have been dismissed by the company. Despite the ITUC highlighting the plight of these

workers in their 2008 Annual survey of violations of trade union rights the company has failed to act, choosing instead to harass and intimidate union activists through court actions and dismissal.

Cadbury

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Gathering information about the published news of a pending improved Kraft bid for Cadbury and related news.

Circulation of briefings for affiliates affected by this proposed acquisition.

Sealord

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Support to the New Zealand SFWU in their fight against casualisation at Sealord's Nelson plant. Ongoing discussions with affiliates about potential organizing activity in Australia and in the UK

Citterio

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Sustained assistance in collective bargaining and OSH issues in the through communication, relationship building and strategy facilitation (USA/Italy).

Danish Crown

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Research, strategy development and meeting preparation of October 29 Danish Crown union meeting in Copenhagen hosted by NNF.

Danone

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Monitoring the implementation of IUF/Danone agreements. This has included recent visits to Danone facilities in Spain in November 2008, in Czech Republic in February 2009, in the United States in April 2009, in Poland in April 2009, in Germany in May 2009 and in Russia in September 2009. The Danone facilities in Argentina are to be visited at the end of October.

In all cases the IUF representative met the union leaders and members and discussed the nature and level industrial relations. The team formed by the IUF and the Danone global HR people presented the IUF/Danone agreements and discussed their degree of implementation in the various facilities.

Advising on framing of future IUF/Danone agreements in new areas (e.g. precarious work and health and safety).

Worked with **BCTGM (USA)** to ensure management neutrality at Danone Utah plant and bring support to the union from other Danone unions worldwide. **Election recently won by BCTGM.**

Danone

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Preparing first **global** Danone union meeting with Danone corporate management and CEO Frank Riboud (October 12-14). Union representatives from all regions will meet together first and then meet with Danone corporate leadership.

Kraft

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Updating affiliates in relation to Kraft around the Cadbury bid and assessing opportunities for increasing union density in Kraft

Working

Nestlé

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International actions in support of Nespressure Campaign - currently focused on Indonesia, preparing for protracted conflict over collective bargaining rights in India also involving OECD submission

www.nespressure.org

Pursue pressure on Nestlé through the Swiss National Contact Point (NCP) in support of our submission at the OECD concerning violation of basic union rights in Indonesia (Nescafé Panjang)

Joint pressure with Norwegian affiliates and LO Norway on Norway's State Pension Fund (2nd largest Nestlé shareholder), approaches to other investors and rating agencies.

Organise (together with our affiliate UNIA) events during the week of October 12-16, when the president of the Nestlé-Panjang union will be in Geneva to attend an ILO symposium on collective bargaining.

Nestlé

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At the Nestlé EWC meeting in June 2009, union delegates criticised management, strongly contesting the company's record on health and safety in the workplace and the statistics it uses. The pressure to meet "zero accident" targets means that management discourages transparent reporting, as such targets are linked to management bonuses. The focus on "behaviour-based safety" puts the onus on workers to avoid accidents rather than on the company to provide a safe workplace.

Another contentious issue is the outsourcing of payroll functions, which Nestlé has implemented in 8 European countries. The union delegates unanimously supported the demand that payroll be returned to the countries. An ad-hoc EWC meeting took place in August.

Unilever

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Continued **CasualT** **campaign** (<http://www.casualtea.org>) on behalf of Pakistan members' fight for permanent jobs at Khanewal.

Work towards a global Unilever union meeting in December in the Netherlands.

OECD UK government sponsored Khanewal mediation meeting between IUF and Unilever Corporate management in London scheduled for October 15.

Continued dialogue with corporate management regarding SEWRI (India) conflict. OECD UK government sponsored Sewri mediation meeting between IUF and Unilever Corporate management in London scheduled for October 16.

Ongoing discussions with corporate management over Doom Dooma plant conflict in Assam, India

TNC INFO

"TNC INFO" is a publication exclusively for IUF affiliates and governing bodies. It will not be published to a broader audience.

"TNC INFO" will be made available to affiliates on the members-only section of the IUF's web site (<http://www.iuf.org/tnc>).

The publication will regularly bring brief reports of IUF Secretariat activities in relation to the major TNCs which feature in the Secretariat's work. More detail can be obtained from the respective IUF staff person identified for each company.

The secretariat hopes this publication will help to inform affiliates of the work in this specific area undertaken on their behalf and will add to our ability to build union strength inside these companies.

In future it is hoped that the substantial work undertaken in IUF regional organizations can be added

Comments and suggestions about this from affiliates are welcome. They should be sent to iuf@iuf.org