

TNC INFO #11

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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.

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AGRICULTURE

Chiquita

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A new **agreement on sexual harassment** was signed in March 2013 by IUF, COLSIBA and Chiquita and appended to the regional framework agreement. This annex, “*joint understanding on sexual harassment*”, commits Chiquita to “continue fostering a safe environment for women workers so they can carry out their work in a space free from all forms of harassment, bullying or discrimination”.

There is also a commitment to joint work on training strategies and sharing of examples of good practice for the prevention of sexual harassment.

The new annex also includes a sample text from the *ILO Code of practice - Safety and health in agriculture* that could serve as a guide for CBA text on sexual harassment.

The next meeting of the **IUF/COLSIBA and Chiquita review committee** (June 2013) will look at proposals for a new procedure to protect union leaders who are not covered by collective bargaining agreements in their workplace.

Tata/APPL

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The IUF has given its support to a complaint to the **World Bank's International Finance Corporation (IFC)** made by workers at **Amalgamated Plantations Private Ltd (APPL) in Assam, India**. The workers are complaining about poor working and living conditions including lack of freedom of association, starvation level wages, poor OHS, lack of drinking water and child labour.

The IFC invested in APPL along with Tata Global Beverages Ltd when Tata Tea India started to divest from the plantation business. The investment was supposed to lead to a new model of plantation ownership in which workers would be share-holders and would have decent working conditions but the workers on several estates say this is far from the truth and to add insult to their injury they have been forced to buy shares in

APPL. The complaint should now be investigated by the Compliance Advisor Ombudsman of the IFC.

Illovo Sugar

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The **IUF Global Sugar Programme** is supporting unions in Illovo's operations in Africa as they start 2013 pay negotiations. About 65,000 workers are directly covered by these negotiations conducted by IUF affiliates in **Malawi, Mozambique, South Africa, Swaziland, Tanzania and Zambia** and the sugar programme coordinator sends regular information on developments in the negotiations to involved unions.

NUPAAW, Zambia was the first union to reach a wage agreement, achieving a wage increase of 15 per cent for permanent workers (lowest wage went up from USD 295.77 up to \$340.13) and a 10 per cent for seasonal workers (lowest wage went up from USD 160.19 to \$176.21). Zambia Sugar has 1,848 permanent employees, and 3,530 seasonal agricultural workers.

Bargaining is also underway in **South Africa** lead by **FAWU**, while in **Mozambique SINTIA** is preparing for joint negotiations at national level to be followed by estate-level agreements, including for Maragra Sugar, an Illovo subsidiary.

Other affiliates in negotiations are **Tanzania's TPAWU** at Kilombero Sugar; **Swaziland's SAPAWU** at Ubombo Sugar, and **Malawi's SPAWUM** with Illovo Sugar Malawi Ltd.

Illovo Sugar is owned by the UK-based **Associated British Foods**.

Further information on the IUF Sugar Workers Network is available at: <http://www.iuf.org/sugarworkers/>

BEVERAGES/BREWERIES

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Coca-Cola

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Supported by the IUF's Coca-Cola Workers Alliance unions organised at **Coca-Cola Bottlers Philippines (CCBPL)** have been fighting against the imposition of a performance-base wage scheme (P3) for more than two years. A first collective agreement excluding P3 was finally signed by SACORU a member of IUF-affiliated ACCUP. This provides a platform to expand bargaining successes around this issue.

Thousands of workers from **Germany's** largest beverage company, Coca-Cola (CCE AG)

organized by **IUF affiliated NGG** staged **2 weeks of nationwide warning strikes** at about 60 Coca-Cola sites in opposition to the company's plan over restructuring, job cuts and more flexible working hours. On April 9 the NGG secured an agreement with a significant increase in wages and continued job security for German Coca-Cola workers.

A new union was organized in the **Coca-Cola Islamabad distribution centre** for the first time. Early attempts at union-busting were stopped following a meeting between the IUF CCP regional coordinator, the IUF Pakistan Outreach Office and the HR management of Coca-Cola Pakistan and its owner Coca-Cola İçecek.

After raising the concerns of IUF affiliate in **Hong Kong** about **Swire Coca-Cola's** attempt to outsource crucial jobs done by union members in detail at the last biannual IUF/TCCC global meeting, the company's plans to outsource were stopped on 3 December and negotiations were held with the union.

Following the IUF meeting of **North African affiliates** held in Hammamet Tunisia January 28-29, the IUF raised with the Coca-Cola Company the case of **UMT (Morocco)** union militant Ahmed Elghaddaoui, who for his union activity had been forced to work far from his family in Casablanca for 5 years and was therefore living in his car. As a result of this intervention he has been transferred to a bottling operation in Casablanca.

In **Guatemala** thanks to efforts by the IUF and FESTRAS representatives who negotiated directly with TCCC management, the company agreed to recognize one of their two newly acquired plants' existing unions (SITRACOPROVOL). Union membership doubled as a result of the organizing work of FESTRAS and SITRACOPROVOL. The unions in both plants still face pressure largely from "Solidarista" (pro-management structures) and the IUF is engaging The Coca-Cola Company to reduce and eliminate this threat to union organizing.

The next meeting of the **IUF/TCCC Engagement Teams** will take place in November in Atlanta.

Coca-Cola Workers' Alliance

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With the support of IUF and FELATRAC (the IUF's Latin American Coca-Cola Workers Federation), the **Union of Coca-Cola Uruguay Workers (STCC)** succeeded and got 200 outsourced workers hired on permanent contracts. These workers had been hired on a temporary basis and

had been working for more than 10 months under that scheme, thus exceeding the term stipulated by Uruguayan law for temporary contracts. STCC membership currently includes both direct workers of the Montevideo Refrescos Company as well as distribution and warehouse workers and truck drivers.

During the 8th Regional Meeting of Beverage Unions, organized in **Managua, Nicaragua**, with the support of 3F and Rel-UITA (IUF Latin America), the General Confederation of Factory Workers of Bolivia (CGTFB), an organization that includes the Mixed Union of Workers of Embotelladoras Bolivianas Unidas SA (Embol - Coca-Cola) decided to establish a National Inter-Union Body and become IUF affiliates as a result of their need to improve communications and solidarity among the unions organized in the beverages sector and particularly Coca-Cola.

Effective from January 1, 2013, the company will re-organize its operating structures to three, Coca-Cola International, Coca-Cola Americas and Bottling Investments Group (BIG). TCCC announced on March 21 that they will lay off 750 people in the United States which is about 1 per cent of the company's workforce of 75,000 in North America. About one-quarter of these cuts will be in Coke's home city of Atlanta.

Affiliates are urged to inform the IUF Secretariat (burcu.ayan@iuf.org) of any changes or effects on the employment or unions' positions caused by this re-structuring operation.

Some affiliates have reported problems after their respective Coca-Cola bottlers outsourced the distribution services. Please [click here to fill in the short ``Route to Market`` survey](#) and also find [here the preliminary results](#) of the IUF survey for Coca-Cola system. There is currently a major exercise in several countries to re-structure their distribution systems.

Pepsico

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IUF-affiliated **Tekgıda-Is** completed recruitment at PepsiCo Frito-Lay's 2 factories in **Turkey** and was recently recognized as the official bargaining unit for its members. The union used its leverage of being organized at the beverage (Fruko) company of PepsiCo and reaching out successful agreements for long years in order to establish relations with lead workers and building mutual confidence to complete the membership in snack factories.

BREWERIES

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The IUF Secretariat is updating its databases and mapping of breweries companies and the [survey you can find here](#) will allow us to identify the concrete issues confronting affiliates, understand how affiliates have responded and help us develop organizing and bargaining strategies for brewery sector.

Visit <http://www.beerworkers.org/> for more news.

AB-Inbev

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The IUF contacted the AB InBev CEO urging the company to use its influence on **Grupo Modelo/Corona Beer** to ensure that the **Mexican** glass-maker, VIDRIERA, as a business partner/supplier, commits itself to comply with internationally recognized Labour Standards and to reinstate dismissed workers with their full rights restored. The IUF also asked its brewery affiliates and particularly those at AB InBev to contact international and local AB InBev managements about this case.

A recent fatality in a Grupo Modelo brewery plant in **Mexico** will lead to action by the IUF and other affiliates in the sector.

Canadian St. John's Newfoundland Labatt (AB-InBev) plant workers went on strike on March 25 as a result of no offer for the wage increase from the company.

Brahma, a **Venezuelan division of Latin American brewing giant Ambev**, is closing its operations in the South American nation following a prolonged slide in sales. Plant workers told local media that the company's financial problems worsened when Ambev sold the Zulia brand of beer, which was produced and marketed alongside Brahma, to another local beer maker.

The IUF will organize an **AB InBev International Union Meeting** to improve union coordination and mutual support. The meeting will also help unions communicate concrete facts about company behaviour in their respective countries. This AB InBev International Union Meeting is scheduled for May 14-15, 2013 in Leuven- Belgium.

Affiliates interested in participating are asked to contact the IUF secretariat as soon as possible at events@iuf.org with cc to burcu.ayan@iuf.org.

Carlsberg

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The IUF will organize a **Carlsberg International Union Meeting** to develop a strategy amongst IUF affiliates to better map our membership in the company, determine a plan to strengthen union membership and advance the IUF's strategy aimed at building a strong trade union rights and union bargaining base for IUF affiliates within Carlsberg. The meeting will take place in Vilnius, Lithuania on June 4-5, 2013. Please contact [Burcu Ayan](mailto:BurcuAyan@iuf.org) if your union is interested in participating.

Heineken

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In **Cambodia**, 24 beer promoting women who promoted the Heineken brand and were dismissed in 2012 received their full compensation as well as annual leave payments after the IUF secretariat working closely with IUF-affiliated FNV Bondgenoten approached Heineken management. Heineken has agreed to fulfil all its obligations for a further 19 beer promoting women who were laid off at the end of 2011 and the beginning of 2012.

Molson Coors

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The Molson Coors Brewing Company plans to cut the wages of 184 brewery technicians at the **Molson Coors' Burton-on-Trent (UK)** plant by up to £9,000-a-year. The IUF affiliated Unite the Union will strongly resist the pay cuts and will ballot for action midway through the 90-day consultation process for strike action if there is not a satisfactory resolution. The IUF will closely monitor the developments and support Unite the Union by calling affiliates to join an urgent campaign.

CATERING

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Compass

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In December 2012, Compass (Eurest) proposed to contract out their security guards in **Algeria**. The security guards were the key workers organizing a union and after an IUF intervention Compass modified their proposal to keep the security guards employed.

There is now established a Compass General Workers Union in Algeria which has filed for recognition with the Labour department. It is part of a new federation of independent private sector unions in Algeria.

Sodexo

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The **2nd IUF/Sodexo meeting** was held on 15 February 2013. The year-old Sodexo Framework Agreement was the focus of discussion over implementation and practical impact. The IUF team made it clear that it wished to see progress on the recognition of workers' rights in India and there will be follow up work on the sub-continent.

In March IUF-affiliated **FNV Bondgenoten** embarked on a series of actions following a breakdown in negotiations to secure decent transfer conditions for **Unilever** workers in **the Netherlands** scheduled to be outsourced to the catering/services giant **Sodexo**.

Under the terms of a Unilever/Sodexo deal struck in 2012, all Unilever 'facility management services' employees in the Netherlands, Belgium, Luxemburg, Germany, Austria, Switzerland, France, Italy, the Nordic countries, the UK, Ireland and Poland still directly employed by Unilever or already outsourced to a service provider will be transferred to Sodexo. These include cleaners, catering workers, security, receptionists etc.

Under EU legislation on employment transfers, some but not all employment conditions are guaranteed after the transfer. The transfer takes effect on May 1 - from which date former Unilever employees will be doing the same work for Unilever as Sodexo employees under inferior conditions.

Unilever has rejected the union's demands, and the union launched a series of rolling actions beginning February 28. Catering workers, security guards and receptionists at Unilever in Vlaardingen walked off their jobs on March 5 together with their fellow workers at the other Unilever sites, widening the action. On April 11 an agreement was reached with Unilever that secured some improvements in Unilever's original offer – a significant achievement by the union and its members in the most difficult of circumstances

In **Colombia**, Sodexo and the IUF affiliated union SICO signed their first collective agreement on March 13. With the guarantees provided by the Sodexo/IUF Agreement underpinning the negotiations, the union was able to secure union recognition and union rights as well as a good wage increase.

IUF DAIRY DIVISION

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ARLA

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Germany affiliate NGG has reported that ARLA bought several dairy companies in Germany over the past two years. ARLA now is the employer of almost 2000 workers and has become the third largest dairy employer in Germany. The NGG is working with other unions in Europe to establish a dairy network within the IUF's European region EFFAT.

Danone

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A meeting for European members of the **Danone Committee for Information and Consultation (CIC)** took place on 19 February 2013 with some 40 trade union delegates representing Danone workers from 13 European countries. The meeting was called in reaction to the company's announcement of a proposed cost-cutting plan affecting mainly administrative staff employment in Europe. [Read more here](#) about the outcome of IUF/Danone Extraordinary Meeting for information and consultation for European members.

The IUF and Danone agreed on a set of provisions to follow in relation to the information/consultation procedure. The agreement will be valid for a limited period of time. It will automatically lapse when the parties mutually agree the restructuring plan is complete, or on the 31.03.2015 at the latest. Please write to [Burcu Ayan](#) for the English, French and Spanish versions of the agreement.

A second **European level IUF/Danone Extraordinary** meeting for information and consultation regarding Danone's cost-cutting plans in Europe will take place on May 23 in ILO Geneva.

The IUF/Danone engagement team made up of a smaller group of IUF Danone affiliates from the Americas, Europe and Asia will hold its second meeting on June 20-21 in Paris. The main agenda items will be monitoring of the implementation of all IUF/Danone international agreements as well as an initial assessment of precarious and insecure employment throughout Danone's international operations.

The next full **Danone International CIC meeting** will be organized in Geneva on 14-16 October 2013.

IUF/Danone Agreements monitoring

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The joint **IUF/Danone agreements monitoring project** continues with a new IUF representative, Jacqueline Baroncini, following the retirement of Patrick Dalban Moreynas, who had been responsible for this work for the past 4 years. Fully occupied with the European restructuring (see above) the company has indicated it would not be possible to pursue this work until the second half of 2013. The IUF, however, will continue to evaluate the impact of IUF/Danone agreements in this period and has already made an initial March visit to investigating the situation at the newly-acquired Danone business in **Morocco**. IUF-affiliated UMT and union representatives from the Danone facilities played a major part in this local review.

Fonterra

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In **New Zealand**, the **Dairy Workers Union (NZDWU)** has as organizing targets a number of Chinese dairy companies entering the NZ market. Recently the NZDWU successfully fought a contracting out proposal at Fonterra Brands.

Fromageries Bel

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Current North American organizing initiatives in the sector have included the French TNC **Fromageries Bel (UFCW)**. Bel US management has told workers they do not wish them to exercise their right to join a union. The IUF asked its French affiliates to collectively contact Bel corporate management in France stressing that this is a denial of these workers' right to freely choose a union without interference or discrimination or fear of retaliation.

Lactalis

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In **Australia**, the **National Union of Workers (NUW)** now has members employed by **Lactalis** after the French company purchased a firm in Australia. The NUW is working at consolidating its organization at this plant. NUW members at a Lion (Kirin) plant in Queensland won protections for casual workers.

Dairy Division Leadership Meeting

The Dairy Division Leadership Group held an international conference call on 12 February to

discuss the branding and publicity for a global organizing initiative '**A Fair Deal For Dairy Workers**'. [Read more here](#).

FISHERIES

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The pilot project being carried out in **Papua New Guinea** has resulted in significant membership gains and activity in the **Maritime and Transport Workers Union (MTWU)**. The Union's investment has been considerable including a full membership ballot to expand the constitutional coverage of the union and reallocation of resources to meet the project's organizing objectives. The activity has led to discussions with employers including **Frabelle PNG Ltd, RD Tuna and South Seas Tuna** around union representation and collective bargaining agreements.

The biggest fishing company in Spain, **Pescanova**, filed for bankruptcy at the beginning of March and this is going to have a huge impact on the industry domestically and internationally. The **Chile** operations of the company have been put up for sale and 800 workers of whom half are organized by IUF affiliated Confederation of Fisheries workers of Chile (**CONTRAPECH**) now see their employment in jeopardy. Please read more [here](#).

European and Latin American fisheries union leaders gathered in **Argentina** on March 7 and 8 for the first bilateral meeting since the start of the **joint ITF/IUF Fisheries Sector Organizing Project**. Workshop discussions focused on understanding the industry's priorities in the countries represented as well as the skills, knowledge and experience amongst unions needed to develop and run organizing campaigns in fisheries. IUF affiliates from **Peru, Chile, Argentina and Spain** joined the meeting.

FOOD PROCESSING

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Mondelez (ex-Kraft)

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The IUF has launched "**Screamdelez**", a major campaign on behalf of workers in **Egypt** and **Tunisia**, dismissed as a result of their union activities by Mondelez, the global snacks company formerly known as Kraft. Visit the campaign website at www.screamdelez.org and join the action.

We ask affiliates to inform their members about the campaign and specifically we are asking affiliates with members in Mondelez to inform those members of the abuse of workers' rights by this company with a view to those members taking action to bring the issue to the attention of their local management.

Current and future campaign actions include a visit by dismissed union leaders to meet workers in the UK, Sweden and Norway and to attend the IUF executive meeting in May. Solidarity support is being rallied at affiliate conferences and investors are being targeted to put pressure on Mondelez to enter dialogue with the IUF concerning these abuses of human rights. The campaign will continue for as long as it takes and we need our affiliates to get actively involved to help these persecuted union workers and their families get justice sooner rather than later.

Controversy continues to surround management at Mondelez with recent accusations of **tax fraud in India** and share buy backs to enrich company executives.

Up to USD 1.2 billion will be spent on buying back Mondelez shares over the next 3 years. This is necessary because the company is issuing stock as part of executive compensation like the recent USD 10 million special award to Mondelez CEO Irene Rosenfeld. To reduce the number of shares available on the market Mondelez has to spend this sum to buy back available shares. This is the purpose of the current share buyback program, which could last up to 3 years, at which point it may be renewed or expanded.

Affiliates faced with downsizing, closures or restructuring will no doubt ask tough questions about the purpose of share buy backs while their members are faced with losing their jobs.

Nestlé

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Following the successful reinstatement of the 53 Nestle workers in **Panjang, Indonesia**, the IUF affiliated SBNIP, was locked in negotiations to renew the collective bargaining agreement. The tough negotiations were finally ended with significant gains in terms of wages and a negotiated new wage scale. This represents a major achievement by SBNIP the union that fought for over two years to secure reinstatement of its dismissed members and its full bargaining rights.

At the Nestle factory in **Perm, Russia** an agreement was signed on 14 March after a lengthy

dispute over the right of union members to access new permanent jobs. The Perm Nestle Workers Union fought to maximize the number of union members who would fill the vacancies. The Agreement signals a significant shift away from Agency work and provides for the employment of 87 permanent workers and 69 long term directly employed Nestlé (as opposed to a temp agency) temporary workers drawn from the Union's list of members. Temporary workers who belong to the union will get one month's notice of the end of their contract and priority for any permanent vacancies which arise.

The next **Global IUF Nestle** engagement meeting between a team of IUF affiliates from major Nestlé markets and corporate management will be held in Vevey on 24 May. This meeting will confirm the establishment and composition of two working groups: one on gender equality for non-managerial staff and one on the forms of employment within Nestle operations. The meeting will also consider the 'operating principles' of the formal IUF/ Nestle dialogue and further discuss issues around our perception of performance pay and the threat it poses to collective bargaining as well health and safety approaches within the company.

Like a number of companies in food processing and in the retail sector Nestle was caught up in the horsemeat scandal – refer to the **Meat** section below.

Unilever

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Union recognition and respect for trade union rights at the **Doom Dooma factory in Assam** have been finally secured with the re-establishment of the dues check-off for our members in late January this year following the negotiation of a CBA last October. The IUF made use of a **new review procedure** for evaluating the implementation of agreements signed under the auspices of the **UK National Contact Point** responsible for the **OECD Guidelines on Multinational Enterprises**. The IUF invoked this procedure due to Unilever's failure to implement the 2010 agreement on Doom Dooma.

Organizing in the plant and pressure exerted through IUF negotiations with corporate management secured, after a long struggle, permanent positions for more than 600 casual and contract workers at Unilever's Kecap Bango joint venture in **Subang, Indonesia**. For hundreds of workers employed through labour hire agencies for the past 10 years it is a life-changing breakthrough that brings an end to the insecurity, discrimination

and vulnerability that characterizes precarious employment.

On February 28 the IUF responded to the call for solidarity from the FNV Bondgenoten in their fight to secure decent transfer conditions for Unilever 'maintenance facility' workers scheduled to be transferred on inferior conditions to Sodexo on May 1 (see Sodexo above). Affiliates have responded with messages and support actions. This action is on-going

IUF/Unilever Engagement Process

At the bi-annual meeting with corporate management on March 5, the IUF presented the results of its **preliminary survey of the situation of women workers at the company**. These showed that women are concentrated in low-end, insecure, poorly paying jobs and that patterns of gender discrimination have become de facto entrenched. Unilever moreover has no global policy on **sexual harassment**. A joint working group will be set up with the aim of advancing gender equality in the workplace. This should assist affiliates' organizing and bargaining on these issues in the company.

The IUF raised at the meeting clear deficiencies in **Unilever's health and safety policies**. It was agreed to begin a joint examination of workplace health and safety policy and practice.

The IUF and Unilever continue the work on **precarious employment**, moving from the beverages sector to ice cream. The IUF has achieved a number of important successes in converting precarious to permanent positions at Unilever. The joint work on employment should strengthen our on-going organizing as these permanent workers always form or join unions once the employment status is confirmed.

At the meeting on March 5, the IUF also called on Unilever to examine its relationship with **DHL**, a company which is the target of an international campaign for trade union rights due to abuses in **Turkey** and other countries.

IUF/IndustriALL International Organizing meeting

Shop stewards and union officers representing Unilever workers in Argentina, Germany, India, Italy, Netherlands, Pakistan, Russia, South Africa, Spain, Sweden, Thailand, Turkey and the UK met in Eastbourne, UK for a two- day meeting convened by the IUF and IndustriALL to develop **international union organization** within the company. The meeting was hosted by UK affiliate

Unite at their Eastbourne Centre and supported financially by the **FNV Bondgenoten**.

Rolling back agency work was identified as a strategic priority, with the replacement of agency contracts through direct temporary contracts a possible transition stage. IUF successes in rolling back precarious work in the Asia/Pacific region and the joint work with the company examining precarious employment in beverages and ice cream could be the basis for advancing in this area.

The participants agreed to establish a small working group tasked with developing the information and communication tools to maintain momentum towards building international union organization inside the company coming out of the meeting. This group will work together with the IUF and IndustriAll to develop these tools, beginning with an interactive web site accessible to union activists.

HOTEL CHAINS

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Accor

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At the request of IUF European affiliates the secretariat drafted a document identifying **corporate responsibility and international rights standards in a franchised company** as Accor moves increasingly towards franchised operations. The secretariat will engage the company around this document and evaluate progress with relevant hotel worker affiliates.

Following two years of investigation into a complaint brought by the IUF on behalf of affiliates in **Canada** and **Benin**, the French government's National Contact Point for the OECD Guidelines on Multinational Enterprises has determined that Accor consistently violated the Guidelines and that in Canada "obstructions" must be overcome by Accor to be in compliance with the Guidelines. The statement also made it clear that Accor violated the Guidelines by having refused good faith negotiations with the recognized union SYNOVO at the Novotel Cotonou in Benin, whose members have been seeking a collective agreement for 12 years.

The determination by the NCP follows the recent decision of the Ontario Labor Relations Board highlighting Accor's "illegal activity", "threats" and "false information" deployed against union supporters at one of three Novotels in the province where UNITE HERE was attempting to organize.

After the ruling, IUF-affiliate UniteHere Local 75 last January reached an agreement with the local management about union recognition through card check at Novotel North York and Novotel Ottawa. The recognition process is currently on-going though our affiliate still faces active opposition from local management and has led to renewed charges being filed by Local 75.

Following the French NCP's conclusions continued failure on the part of the company to respect IUF members' rights will raise serious questions about Accor's willingness to respect the **IUF/Accor Trade Union Rights Agreement** and thus the value of the Agreement itself.

Accor global organizing project

In **Indonesia** the organizing project supported by UniteHere and the AFL-CIO's Solidarity Centre is producing positive results both in terms of increased members, recognition and seven new collective agreements.

Similar project activities are in the early stages in Accor hotels in **Morocco** involving UMT and in **Brazil** with CONTRACS, both IUF-affiliated.

ClubMed

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During a meeting held last December in Geneva with French affiliates' leaders and the EWC coordinator it was agreed to ask for a meeting with corporate management to discuss further improvements to the current IUF/Club Med Global Agreement. That meeting will take place in the first half of 2013.

Hilton

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The IUF and its affiliate in the **Maldives**, TEAM, continue the struggle to reinstate 22 workers unfairly dismissed at the Conrad Hilton. [Click here for more](#) and [watch the video here](#).

Hyatt

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The global campaign has started in support of our North American affiliate Unite Here, and endorsed by the IUF's HRCT Trade Broad group during its meeting held in Cyprus in November 2012. Travel industry organizations have been informed about the global campaign and the possible disruptions of service that may occur and information about issues in Hyatt world-wide is being collected through a global survey of IUF members.

Melià

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The negotiations for an International Framework Agreement with Spanish-based company Melià continue. A new draft of the agreement has been submitted to the corporate management, and IUF Spanish affiliates are urging the company to undertake good-faith negotiations that would lead to an agreement which meets the standards for International Framework Agreements set by the IUF's 25th Congress in 2007.

Rezidor

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As part of building an international organizing campaign, a meeting with Nordic Unions, EFFAT (IUF Europe), EWC union members, other unions within Rezidor is being organized and will take place at the end of May. Hotel members will receive more information after this meeting

Tour Operators/Hotels: All-inclusive holidays research

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In 2012 the IUF decided to develop project focused on the "all-inclusive" model of tourism, in cooperation with Tourism Concern, a London-based specialist NGO. The research will aim to better understand the effects of this model on the rights of hotel workers world-wide. The research is currently being carried out, and the outcome of the research will help us to address the travel industry around this issue in a more authoritative way. Initial research countries in 2013 are Barbados, Kenya and Spain.

MEAT

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Nestlé, Birds Eye, Comigel and **Findus** are some companies caught up in Europe's horsemeat scandal. Retailers Tesco, Ikea, Lidl, Aldi, Iceland, Morrisons and Dunes stores have been looking for someone to blame as have regulators throughout Europe. On February 19 **Nestlé** was forced to remove beef pasta products in Spain, France and Italy only days after senior management claimed Nestle was unaffected by the horsemeat crisis.

What does it say about the food supply chain when DNA testing is required to determine the species of meat which is being sold to consumers? The multiple retailers' relentless drive for cheap food comes at a price.

For more than two decades, the IUF has strongly advocated that food safety risk and the nature of employment are inextricably linked and that multiple layers of outsourcing and precarious employment are major risk factors. The price of cheap food is precarious employment and food safety risk. Workers with permanent decent work have a stake in their industry and are the frontline for day to day quality control and with union organization and backing feel comfortable in raising food safety issues. Unionized workers are more likely to blow the whistle on risky or criminal activity, be it pathogens or fraud. Click here to read an IUF view of the horsemeat scandal: <http://cms.iuf.org/sites/cms.iuf.org/files/TheScandalbehindthehorsemeatscandal.pdf>

TNC INFO

"**TNC INFO**" is a publication exclusively for IUF affiliates and governing bodies. It is not available to a broader audience.

"**TNC INFO**" is available to affiliates on the members-only **TNC INFO** section of the IUF's web site. Password is ch1213.

The publication regularly brings 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 helps to inform affiliates of the work in this specific area undertaken on their behalf and adds to our ability to build union strength inside these companies.

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

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