

# TNC INFO #13

## 10-2013



*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**

#### **Beverage/Breweries:**

- The Coca-Cola Company
- PepsiCo
- AB-InBev
- Heineken
- MillerCoors
- SABMiller

#### **Catering:**

- Compass
- Sodexo

#### **Dairy Division:**

- Dairy Division Leadership Group
- Arla
- Danone
- Fonterra

#### **Fast Food**

- McDonalds
- KFC
- Pizza Hut

#### **Fisheries:**

- ITF/IUF "From Catcher to Counter"

#### **Food:**

- H.J. Heinz
- Mondelez (ex-Kraft)
- Nestlé
- Unilever

#### **Hotel Chains:**

- Accor
- Carlson Rezidor
- Club Med
- Hyatt
- Melià
- "Make Up My Workplace" campaign

#### **Meat:**

- Meat sector work

## **BEVERAGES**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

### **Coca-Cola**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

Significant struggles in **India, Morocco, Uruguay, Guatemala** and other countries continue to convert precarious jobs into permanent positions and secure better working conditions.

Following the success of the **South India Coca-Cola Union Forum in 2011**, a second regional forum covering **North and Western India** was launched on July 28 in consultation with IUF's Asia Pacific regional secretary and the IUF coordinator in India. Unions from eight Hindustan Coca-Cola Beverages (HCCB) bottling plants in Nashik, Khurda, Jaipur, Jammu, Dasna, Nazimabad, Varanasi and Bhopal will focus on tackling precarious employment, with up to 75% of workers employed under precarious arrangements (fixed-term contract and labour hire agencies) in some plants.

**The French unit of Coca Cola Enterprises (CCE)** has confirmed it is significantly cutting the size of its commercial division, but stressed there will be "no compulsory redundancies" after an agreement with employee representatives; **CFE CGC** (French confederation of management-General Confederation of Executives) was reached. A total of 171 sales and marketing posts are being axed as part of a restructuring move.

For 28 months members in the Ilagan Coca-Cola Plant & Sales Offices and Sales Force Union (ICCPSSOSFU) in **the Philippines** have been denied any possibility of securing a new collective agreement due to their refusal to agree to the compulsory inclusion of "P3" performance-based pay. TCCC claims it is not responsible for the long-running deadlock and that it is a matter for FEMSA, the new owners of Coca-Cola Philippines. This is despite the fact that TCCC introduced P3 and FEMSA inherited the problem. You can read more [here](#).

In Turkey workers at **Crown Bevcan**, a key can supplier of the Coca-Cola Company (**TCCC**) and **Coca-Cola Icecek (CCI-the Turkish Coca-Cola bottler)**, have been systematically denied their rights to freedom of association and collective bargaining over the past year. Their union, **Birlesik Metal-Is (The United Metal Workers' Union of Turkey)** has been recognized as the official bargaining agent by the Labour Ministry of Turkey, Crown Bevcan has chosen to deny that right and cynically launched a 'justice delayed, justice denied' action through the courts to further frustrate these workers' human rights. The IUF launched **an urgent action campaign** and more than **7000 e-mails were sent to TCCC and CCI**. The IUF is supporting both United Steelworkers USW and Birleşik Metal-İş unions that are affiliates of IndustriALL in their campaigns to stop Crown Holding's attacks against workers and union rights. Read more [here](#).

Recently Coca-Cola workers in [Philippines](#), [Hong Kong](#) and [Belgium](#) went on strike.

Coca-Cola Philippines (51% owned by FEMSA and 49% owned by the Coca-Cola Company) arbitrarily determines who should have the right to join the union despite this being an internationally recognized human right for all workers. The company says that half the workers have no right to join a union even before the union certification election! Read more [here](#).

These issues will be subject to direct discussions between the IUF and TCCC at the next meeting between a team of IUF affiliates and TCCC corporate management meeting on November 6 under the auspices of the **"Atlanta Process"**.

## **Coca-Cola Workers' Alliance**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

After difficult negotiations, the Union of Workers in the Food Industry Limeira (**STILAL**) representing the factory workers of Cosmopolis in **Brazil** reached a new agreement with Coca-Cola FEMSA for the period of 2013-2014. The new agreement achieved in consultation with the **IUF's Latin American Federation of Coca Cola (FELATRAC)** provided a wage increase of 8%, a package of 150 Reais (\$67) and a Profit Sharing and Results (PLR) of 750 Reais (\$335) or 60% of salary (whichever is more beneficial to the worker).

Alliance members supported **Canadian Auto Workers (CAW) Local 973's** struggle for permanent, good-paying union jobs at Canada's largest Coca-Cola plant in Brampton! Unions and Coca-Cola workers from Germany, Turkey, Poland, Mozambique, Guatemala, Serbia, Belgium, and Sweden sent many e-mail messages

to Coca Cola management protesting against the outsourcing decision and stressing that workers will not tolerate this sort of irresponsible corporate behaviour. After a 3-week long strike, 83% of workers at Coca-Cola bottling in Brampton, Ontario have approved a new three-year deal. The new deal includes wage increases in the second and third year and an agreement that would end demands to outsource existing work.

**Tanzania Union of Industrial and Commercial Workers (TUICO)** leaders at Coca-Cola and PepsiCo received training from the IUF which helped them understand employment standards in order to improve their collective agreements. Union officers in **Malawi and Zambia** were also trained to enhance their negotiation skills for collective bargaining as well as to mobilize their members to support collective bargaining goals.

**In Morocco** a training was organized by the IUF to strengthen the capacity of local union leaders in order to bargain and improve rights and conditions via collective bargaining as well as mobilization of workers.

The **4<sup>th</sup> Coca-Cola Workers' Alliance Steering Committee** meeting took place on September 19-20, 2013, in Istanbul-Turkey. Coca-Cola Steering Committee members discussed results and developments within the company and the on-going work of the Alliance, future working priorities, and proposals for how to move a draft International Framework Agreement discussion with TCCC. See the full report [here](#).

## **PepsiCo**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

Workers who are members of **Indian National Trade Union Congress (INTUC)** at West Bengal warehouses exclusively contracted by PepsiCo are fighting for fairness and justice in the face of mass dismissals as a result of exercising their right to join a union. 162 workers out of 170 have been brutally fired. The urgent action campaign to stop PepsiCo's brutal attack on fundamental human rights in India is supported by over 10,000 activist messages.

Despite threats, harassment and home visits by management 28 unfairly dismissed workers refused to surrender their rights. Instead, they formed the PepsiCo (Frito-Lays) Workers Action Committee on August 15 and escalated the campaign. The PepsiCo (Frito-Lays) Workers Action Committee is demanding that all of its members are reinstated unconditionally on the same day with full back pay and with full recognition of their trade union rights. Read more [here](#).

In June 2013, **PepsiCo Russia** workers from warehouse, logistics and sales centre in Domodedovo (Moscow region) decided to unite and create a union to defend their rights and fight for fair conditions. The union joined the IUF-affiliated NOVOPROF and represents sales agents, merchandisers, truck drivers and forklift truck drivers. The IUF affiliates organized at PepsiCo were asked to send their welcoming and solidarity messages for this newly formed union in Russia. UFCW-RWDSU and Teamsters from USA, CSC Food and Services union in Belgium, LIVS from Sweden, UMT from Morocco, and SYNTEB from Togo showed solidarity with Russian union. Please send your welcome and solidarity messages for this newly formed union at [stepanyuk.dmytro@gmail.com](mailto:stepanyuk.dmytro@gmail.com) (cc [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org))

A core group of IUF affiliates met for the third global **PepsiCo and Frito-Lay Unions Network** strategy meeting in Istanbul on September 18 and 19, 2013. Union representatives discussed developments within PepsiCo, now the world's second largest food and beverage company in terms of food sales after Nestlè generating 65,492 (million USD) revenue in 2012. Read more [here](#).

Faced with often hostile human rights actions by PepsiCo/Frito Lay management around the world affiliates also discussed international and domestic support and solidarity actions and activities to strengthen IUF affiliates' organizing within the PepsiCo/Frito Lay company.

## BREWERIES

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

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.

**German Beer companies** are being investigated for price fixing. At first it was only suspected of happening for two years. Now they think it could have been going on for decades. If they are found guilty, fines could range in the millions. Please read more [here](#).

Upon the request of KCTWU OB Union Chapter organizing brewery workers in **Korea** the IUF asked its affiliates for information about the implementation of working hours and practices on operation of the workforce during peak season for breweries. CAW and SEIU from Canada, Teamsters from USA, DeUnie from Netherlands,

Agro-Industrial Workers' Union of Ukraine (AIWU) from Ukraine and NGG from Germany replied and helped the Korean union understand practices in other countries and how to approach the change in Korea in the best way possible.

## AB-Inbev

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

**Canadian St. John's Newfoundland Labatt (AB-InBev)** plant workers strike which started on March 25 as a result of no offer of a wage increase from the company goes on. As the strike by nearly 50 Labatt workers in St. John's drags into its seventh month, the Canadian Labour Congress (CLC) is calling on its 3.3 million members to boycott the beers imported into Canada to support the Labatt workers who are striking for a fair collective agreement while the AB-Inbev is looking for big concessions. [Find the campaign page here](#) and check the updates of campaign of the Newfoundland and Labrador Association of Public and Private Employees (NAPE) [here](#).

Affiliates organized at AB-Inbev operations in different countries are being asked to hold meetings with their members to explain what is happening in Canada and show their solidarity with Labatt workers. Messages together with photos and solidarity letters can be sent to [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org). You can also shoot a video in solidarity with striking workers like [National Union of Public and General Employees \(NUPGE\)](#) did. Union officers and shop stewards in Europe are also invited to talk to their managers asking why AB InBev Canada doesn't reach a fair deal for these 50 workers striking for months.

ABI is planning to cut around 10% of the workforce at its biggest production plant in **Germany** as it claims to struggle in the country's declining beer market. The brewer's German unit confirmed that 151 jobs are under threat at the Bremen facility as part of a re-organization. Please send your solidarity messages for the affected workers at [hv.getraenke@ngg.net](mailto:hv.getraenke@ngg.net) (cc [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)).

## Heineken

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

After three months of tough negotiations, in August the Union of Workers of drinks Ponta Grossa in **Brazil** signed an agreement that substantially improved various clauses of the collective agreement with Heineken. They won a considerable 16% advance in the minimum wage, an average of 9% increase in benefits and an increase of 60%, for their participation in the negotiated profit sharing scheme.

## **MillerCoors**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

In response to a request from the **Teamsters (North America)**, the IUF called on its members organized at SABMiller and MolsonCoors to support the on-going Teamster organizing campaign by making short YouTube type video clips from MillerCoors workers encouraging the Elkton Virginia workers to join the Teamsters. The election at the Elkton Coors plant will be held on November 7-8. Please check [here](#) to watch the video clips sent by the IUF affiliates. More videos have been sent by Sindicato Nacional de Obreros de UCP Backus y Johnston S.A.A. in Peru, International Trade Union Project Office Zagreb on behalf of affiliates in Montenegro, Serbia, Croatia and the CGIL food workers' federation from Italy.

**MillerCoors and the United Auto Workers**, representing Milwaukee Brewery employees, have successfully reached an agreement in principle on the major provisions of a new labour contract with the Union. Employees were in the middle of a contract negotiation and a work stoppage was possible if a deal wasn't reached.

## **SABMiller**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

More than 2,000 workers at the South African subsidiary of brewer SABMiller went on strike on September 30, demanding a 9.5 percent pay increase.

Find the memorandum of Food and Allied workers union of South Africa (FAWU) about the strike action [here](#).

The IUF wrote to the Chairman of SABMiller Beverages South Africa and CEO of SABMiller urging the company representatives to review their position and its approach in negotiations with IUF affiliated South African affiliate, the Food and Allied Workers Union. The IUF also wrote to its affiliates organized in breweries seeking their immediate assistance to apply pressure on the company to break its intransigence, resume negotiations in good faith and accept the union's proposal. Teamsters, the BCTGM and International Association of Machinists and Aerospace workers (IAM) from USA, Solidarnosc from Poland all sent solidarity messages to FAWU.

## **CATERING**

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

### **Compass**

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

The recently established IUF-affiliate in **Algeria**, SNATEA has raised concerns about the future of

Compass operations in that country in a tough business environment.

The IUF successfully intervened to establish dialogue between Compass and SNATEA concerning operations and particularly any changes which may affect the jobs of its members.

### **Sodexo**

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

Under the auspices of the **IUF/Sodexo International Framework Agreement (IFA)** the IUF has contacted Sodexo demanding action by the company to address the allegations of union harassment and anti-union action against the **ODT** in **Morocco**. The IUF urges Sodexo to commence dialogue with ODT to resolve a list of outstanding grievances and to set up the structures for regular dialogue and to accord union rights and recognition to the ODT.

The union of Sodexo MacLellan workers at the GM plant in **Pune, India** has an unresolved dispute over holiday entitlements and payments. In the midst of the discussions the union president was suspended and informed that he would have to resign from the union as a condition of his return to work. Sodexo deny the threat was made but under the auspices of the **IUF/Sodexo IFA** the IUF have demanded an immediate assurance to the union president that the company respects his rights to belong to a union, the immediate lifting of the employment suspension and a resolution of the outstanding holidays dispute.

## **IUF DAIRY DIVISION**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

The **Dairy Division Leadership Group** met in San Francisco, California on October 3&4.

The **Fair Deal for Dairy Workers** initiative was discussed and the IUF Secretariat will develop a checklist template to send to affiliates to measure the successful achievement of the initiative's objectives worksite by worksite and company by company. Affiliates are encouraged to report organizing successes to the IUF Secretariat and the Secretariat will publicize this information to other affiliates.

Global companies targeted for priority organizing within the **"Fair Deal For Dairy Workers"** initiative are **Danone** and **Lactalis/Parmalat**. Regional companies targeted for priority organizing are **Saputo, Arla, Friesland/Campina** and **Fonterra** (including joint ventures, DPA and Dairiconcepts).

The 3<sup>rd</sup> IUF Global Dairy Conference will be held the week of 17-21 March, 2014, in Sunchales, Argentina.

## **Arla**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)  
[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

Dairy giant Arla has announced major restructuring in **Sweden** which could see the loss of between 400 and 500 jobs while investment planned by the company will create just over 100 new jobs. Swedish affiliate LIVS is engaged in negotiations with Arla concerning the restructuring and will be working to save jobs and secure redeployment options. IUF Dairy Division members will be called upon to support Livs if the union calls for such support.

## **Danone**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

The Danone International Consultation and Information Committee (CIC) was held in Geneva on 14-16 October 2013.

Danone CEO Franck Riboud presented the group's results, commented on perspectives. He answered questions from trade union representatives and responded to interventions from the floor

**The IUF/Danone engagement meeting** bringing together a smaller group of IUF Danone affiliates from the Americas, Europe and Asia and corporate Danone leadership will hold its third meeting on February 3-4 in Paris.

A small working group consisting of the IUF and Danone representatives will meet to identify the possible tools and mechanisms to most effectively assess precarious and insecure employment throughout Danone's international operations before the end of 2013 in preparation for the February meeting.

## **IUF/Danone Agreements Monitoring**

[jacqueline.baroncini@iuf.org](mailto:jacqueline.baroncini@iuf.org)

The next visits in the framework of the **joint IUF/Danone agreements monitoring project** have now been confirmed. A joint introduction to the IUF/Danone agreements will be provided to management, workers and union representatives at Danone's newly-acquired dairy business in **Morocco** on 13-14 November. Included will be a visit to one of the business's 4 factories. An evaluation of the impact of IUF/Danone agreements at the baby and medical and the water businesses in **Indonesia** will take place in December.

## **Fonterra**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)  
[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

Under the auspices of the **IUF/Fonterra International Agreement** the IUF ensured that local Fonterra management allowed the facilities for workers at **Fonterra Malaysia** to meet with officials of the IUF-affiliated Food Industry Employees Union (FIEU). Workers now have the opportunity to become members of the IUF's Malaysian affiliate. The FIEU is confident it will soon be bargaining its first collective agreement with Fonterra Malaysia.

## **Warning Strikes set for German Dairy Industry**

Workers from Germany's Bavarian dairy industry, organized by IUF affiliated **NGG** are staging warning strikes at many dairy companies against the company's refusal to offer any wage increase. Workers at Goldsteig in Cham walked off the job on October 2. The warning strikes aim to put pressure on dairy companies ahead of the next CBA negotiation round with the union.

## **FAST FOOD**

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)

The **International Day of Action Against McDonald's** (read more [here](#)) held on June 6 contributed to again raising the profile of this sector with some IUF affiliates proposing that every June 6 becomes **Fast Food Workers' Day**.

On September 15 in **Manila, Philippines** some 60 organizers from 5 different countries working at **McDonald's, KFC, and Pizza Hut** attended IUF Asia/Pacific's first ever fast food workers meeting under the slogan "**FAST FOOD, FURIOUS WORKERS!**". They presented their experiences, challenges and successes in their respective countries and discussed how to better organize fast food workers and a proposal that the IUF build an international network for future activities.

## **FISHERIES**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)  
[kirill.buketov@iuf.org](mailto:kirill.buketov@iuf.org)  
[Blackshaw\\_Liz@itf.org.uk](mailto:Blackshaw_Liz@itf.org.uk)

## **ITF/IUF Joint Fisheries Project "From Catcher to Counter"**

IUF and ITF affiliates from the **Asia/Pacific** met in Auckland on October 15-16. As part of developing the joint project in the region plans were drawn up for organizing initiatives in **Fiji, Indonesia** and **New Zealand** with company mapping in

preparation for organizing activity planned in a number of other countries.

Agreement was also reached to target one major Asian fisheries company (possibly one based in Thailand) to open space for organizing in that company and others in the future.

## FOOD PROCESSING

[jacqueline.baroncini@iuf.org](mailto:jacqueline.baroncini@iuf.org)

[kirill.buketov@iuf.org](mailto:kirill.buketov@iuf.org)

### H.J.Heinz

[kirill.buketov@iuf.org](mailto:kirill.buketov@iuf.org)

*"In less than 3 months after the acquisition of Heinz by Berkshire Hathaway and 3G Capital, our worst fears have come dramatically true"*- this is how the Italian unions commented on the announcement of restructuring at Heinz. Restructuring will affect thousands of jobs in Europe, North America, and Australia.

Following up on the decisions of an IUF teleconference, which was held on July 13-14, 2013, the IUF secretariat called on the new CEO of the company Bernardo Hees to meet with IUF affiliates, at an international level to discuss the wider impact of restructuring on employment.

The proposal was rejected by the company stating it would limit its engagement with unions to the national level (with exception of Europe, where it is obliged to consult with the European Works Council, which was done formally at the EWC meeting in London on September 25-26).

IUF affiliates report that at all levels, information is presented to them at the last minute more in the form of an ultimatum than a consultation or negotiation.

**Unite the Union in the UK and the Republic of Ireland**, which is recognised across Heinz's sites, only found out about restructuring plans that will devastate the lives of hundreds of its members through public media channels.

In Italy, where the company announced more than 200 job cuts across 3 sites and refused negotiations over alternatives, unions responded with a 4-hours warning strike on September 24 and a permanent ban of the overtime work. Actions are planned to continue at the plants in Parma and Rome and at the head office in Milan. IUF affiliates have announced they will take all necessary and appropriate actions to avoid this "**massacre of human capital.**"

An **International Heinz Workers Network** is being constructed by the secretariat with the support of UNITE, USDAW (UK), FLAI, UILA (Italy), NUW, AMWU (Australia), UFCW (USA and

Canada), RWDSU, Teamsters (USA), NGG (Germany) and in close coordination with the IUF's regional organisations. It will formally be launched at an international meeting in the first quarter of 2014. To receive more details write to [kirill.buketov@iuf.org](mailto:kirill.buketov@iuf.org) or check the "**Heinz Unions United Worldwide**" Group in Facebook: <https://www.facebook.com/groups/heinz.unions>

### Mondelez (ex-Kraft)

[jacqueline.baroncini@iuf.org](mailto:jacqueline.baroncini@iuf.org)

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

The campaign for justice for the victims of human rights abuses by Mondelez in **Egypt** and **Tunisia** continues and a new phase of the Mondelez campaign opens up in **Pakistan**.

Affiliates activities in support of the campaign continue most recently with affiliates in Germany and Belgium meeting with one of the dismissed union leaders from Egypt and pledging their support.

The IUF is expecting a formal response soon from the United States National Contact Point (NCP) to its complaint under the OECD guidelines and will inform affiliates of the outcome.

Mondelez still refuses to discuss with the IUF these allegations of human rights abuses.

In **Pakistan**, management continues to threaten, penalize and harass the workers who make the company's products for demanding... the right to work for Mondelez!

On September 13 the Mondelez union and the national food workers' federation launched a national protest campaign in support of their demands to make the many hundreds of precarious workers at the Karachi factory permanent, beginning with a demonstration at the company's head office in Karachi and alternating with protest actions at the factory and in cities across the country.

You can support the union struggle against disposable jobs.

**[CLICK HERE TO SEND A MESSAGE TO MONDELEZ.](#)**

On December 4-5, UK affiliated Unite, will host a **global conference** of IUF affiliates with members in Mondelez. At this conference affiliates will discuss how to coordinate a global response to Mondelez restructuring plans which threaten thousands of jobs as well as the next steps in the campaign for the company to respect the universal human rights of its directly and indirectly hired employees.

The IUF requests affiliates to increase actions targeting the company and to demand Mondelez discuss the serious allegations of human rights abuses with the IUF. **For more information please visit the campaign website [www.screamdelez.org](http://www.screamdelez.org) and support the campaign with concrete actions.**

## **Nestlé**

[jacqueline.baroncini@iuf.org](mailto:jacqueline.baroncini@iuf.org)

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

The **4<sup>th</sup> IUF-Nestlé Meeting** took place on 23-24 October under the auspices of the recognition and operating principles statement recently signed by Nestlé and the IUF.

The meeting featured a discussion on occupational health and safety and a session with Nestlé CEO Paul Bulcke. The Bulcke session amongst other things confirmed that the joint discussions about forms of employment in Nestlé (permanent versus other forms of employment) related to both human rights issues and issues linked to general risk issues including food safety concerns.

At the meeting the IUF raised on-going concerns about the **behaviour-based approach to safety and health** and its effect on management behaviour and a lack of focus on occupational health, evidenced by incidences of repetitive strain injuries, particularly in Brazil. As a result it was agreed that Nestlé would report to a future meeting specifically about RSIs in Brazil and that health and safety policies and issues would remain a permanent issue in these IUF/Nestlé meetings.

Against the background of concerns expressed by the IUF about possible excessive use of precarious employment and concerns about gender equality in shop-floor jobs two working groups were set up earlier this year to focus on these issues. The two groups focussing on **forms of employment** and **gender equality amongst non-managerial staff** have both begun their work initially collecting data following earlier agreement on definitions and format and the countries to be initially surveyed. Progress at these working groups will be reported on an on-going basis to IUF affiliates representing Nestlé workers.

## **Unilever**

[peter.rossman@iuf.org](mailto:peter.rossman@iuf.org)

IUF-affiliated UFCW members at Unilever's ice cream plant in **Simcoe, Ontario** voted overwhelmingly to take strike action on September 1 in response to management proposals for extensive concessions that particularly impacted women workers. While all workers were asked to

accept a wage freeze, an additional management proposal demanded a more than 20% wage reduction for workers in a job category filled almost entirely by women.

The IUF, working with UFCW, raised this bargaining position as a rights and equality issue within the framework of the **IUF-Unilever engagement process**. As a result, there was significant progress in the negotiations and the conflict has now been settled. The rights and equality abuse issues were removed by the company from their bargaining proposals.

## **IUF/Unilever Engagement Process**

Following an initial discussion on **“behavior-based safety” programmes** at the IUF-Unilever meeting in March this year, the IUF and IndustriAll are surveying their members to determine the extent and scope of such programmes, and their possible impact on both workplace health and safety and trade union rights. The issue should feature on the agenda of the forthcoming meeting in January 2014.

The joint **Working Group on Sustainable Employment** continues its investigation into precarious employment contracts in Unilever's ice cream manufacturing.

A joint **Gender Equality Working Group** made up on the union side of representatives of the IUF secretariat, IndustriAll and IUF affiliates will investigate the status of women workers at Unilever and propose action to further gender equality. The group has now finalized the terms of reference for the work ahead.

## **HOTEL CHAINS**

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)

### **Accor**

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)

Accor continues to violate the **IUF/Accor International Trade Union Rights Agreement (ITURA)** in **Benin** and **Canada**. Based upon the decision taken during the 2012 HRCT Board meeting, on August the secretariat asked members to support a public denouncing of the ITURA. Almost immediately after this Accor's newly appointed Global Human Resource corporate management requested a meeting with the IUF to discuss the agreement. HRCT members have approved re-negotiation of the ITURA in line with IUF policies and if no progress is made, mandated the IUF General Secretary to publicly denounce the Agreement. Two meetings took place in September, in which Accor management

was clearly told the requirements needed to avoid the IUF publicly walking away from the agreement. The long-running conflicts in Benin and Canada have to be settled fairly and a new ITURA negotiated.

In June this year, an “Urgent Action” campaign was launched to urge Accor to respect the human rights of its employees and the TURA and specifically to stop opposing efforts by workers to form a union in Canada and to negotiate in good faith with SYNOVO at the Novotel in Cotonou, Benin.

The secretariat will report progress in the ongoing negotiations with Accor to HRCT members.

### **Carlson Rezidor**

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)

The first **Carlson Rezidor global organizing meeting** was held on September 4 in Copenhagen hosted by the Nordic HRCT Union. The outcomes of the meeting will be used to draft a global organizing project with a focus on building our membership in the chain and possibly negotiating an **International Framework Agreement**.

### **ClubMed**

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)

Following the meeting with Corporate Management on June 5, in which the IUF stressed the need to improve past agreements, the Secretariat has now circulated a draft proposal to concerned affiliates and subsequently submitted a final draft to the company. Affiliates will be kept informed of progress in these negotiations.

### **Hyatt**

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)

At the beginning of July, **US-affiliate UNITE HERE** won a significant victory in signing an US-wide agreement with the company that would settle its longstanding conflict with Hyatt. UNITE HERE credited the IUF and its members for their support during the global campaign. However the IUF’s **“global boycott”** of Hyatt remains in place until collective bargaining agreements have been ratified and signed in the eight North American cities where bargaining continues.

### **Melià**

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)

[emilio.ferrero@iuf.org](mailto:emilio.ferrero@iuf.org)

At the end of September 2103 Melià corporate management informed the IUF secretariat that the company had agreed to the final version of text discussed during negotiations of an **IUF/Melià International Framework Agreement**. Formal

signature of the agreement should take place in December.

### **“Make up my workplace” Campaign Launched!**

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)

[emilio.ferrero@iuf.org](mailto:emilio.ferrero@iuf.org)

The HRCT publicity to support its global **“Make up my workplace – Dignity for hotel housekeepers!”** campaign was welcomed and strongly endorsed at the 2013 IUF Executive Committee.

A press release was sent out to media, material is being distributed amongst affiliates as part of ongoing campaign work with members in the sector, and a website will soon be launched.

Used as an organizing tool the campaign’s aims are to improve working conditions for housekeepers/room attendants through organizing more union members and building support to end the abuse of these workers’ as a result of the onerous work they are too often called upon to do.

As part of the campaign the IUF will engage major hotel chains and institutions in developing new policies to prevent workers being physically and psychologically injured.

### **MEAT**

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

**German affiliate NGG** has long demanded a **legal minimum wage of EUR 8.50/hour** in its campaign to end wage dumping. Meat packing companies, exploit the absence of a legal minimum wage by hiring workers from Eastern Europe through agencies which pay poverty wages. In response to the NGG’s campaign and growing media exposure of abusive practices, the governments of 4 cities in the State of Lower Saxony signed an agreement with meat-packing companies and their labour contractors establishing a minimum wage of EUR 8.50/hour - with a catch. The deal allows the agencies to deduct from wages travel costs, rent and transport!

The NGG describes the city governments’ actions as a step in the right direction, but insists that transport, tools, and clothing must be paid for by employers, and will continue the struggle against abusive practices.

Then, again under pressure from the NGG, the four largest meat companies in Germany agreed to start negotiations on October 22 for a minimum wage.

**Tonnies, Vion, Westfleisch** and **Danish Crown** slaughter about 60 percent of all the pigs in

Germany. This means that they probably employ more than half of the workers in this sector. The combined market share of these four companies is large enough to ensure that the Ministry of Labour could enforce the minimum wage throughout the whole sector.

In **Brazil**, after a 15 year fight by meat unions, the Government set up a tripartite commission to investigate the appalling lack of health and safety in Brazil's meat industry. This process resulted in the passing of comprehensive regulations which have the potential to benefit 1 million workers. Brazil's Government has set a two year timeframe for implementation of **Regulatory Standard Number 36** and IUF affiliates have commenced an education campaign for members on these transformational changes to safety standards for the sector. Brazil is home to many of the world's biggest meat companies including **JBS** and **Marfrig**.

# 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. They should be sent to [iuf@iuf.org](mailto:iuf@iuf.org)

Facebook: <http://www.facebook.com/IUFglobal>

Twitter: <https://twitter.com/IUFglobal>

YouTube Channel:

<http://www.youtube.com/user/IUFglobal>