

TNC INFO #14

11-2013



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.

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Sugar:

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American Sugar Refining (ASR)

American Sugar Refining (ASR) network-GMB (UK) and the Belize Workers' Union provided support for the launching of an American Sugar Refining (ASR) network. Contacts were established with the local the Redpath refinery in Toronto, which will be integrated in the network.

Illovo

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Updates on pay and conditions bargaining and gains were provided to unions in Illovo's African operations (six countries) during their negotiations in the first half of 2013. IUF affiliates in the UK and Spain representing ABF (Illovo's parent company) were also kept informed of developments.

Tea:

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In the Asia/Pacific region, IUF is building an organizing campaign in Assam that will target the supply chain of a number of major tea producing TNCs.

BEVERAGES

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Coca-Cola

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A team of IUF affiliates and TCCC corporate management met on November 6 under the auspices of the "Atlanta Process" to discuss ongoing rights issues in different countries such as Guatemala, India, the Philippines, Hong Kong, Swaziland as well as issues around supply chain. Facts around issues were presented by affiliates and the IUF Secretariat and a follow-up process on resolving them was agreed by TCCC corporate management.

As part of the supply chain issues, as a result of 225,000 petitions sent to big food and beverage companies to respect community land rights, TCCC pledged to perform social and environmental assessments across its supply

AGRICULTURE

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Bananas:

Compagnie Fruitière

A recent banana workers' workshop identified a Marseille-based company, Compagnie Fruitière, the main exporter from West Africa (in which Dolehasa 40% shareholder), as a potential target for building a union network. The workshop also requested the IUF to consider establishing a network of unions in Africa representing banana workers.

chain starting in critical sourcing regions like Colombia, Guatemala, Brazil, India, South Africa and Thailand and also publicly reveal its biggest sugarcane suppliers. Read more [here](#).

PepsiCo

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Earlier this year, 162 workers out of 170 employed in three warehouses exclusively contracted by PepsiCo in West Bengal organized a union and submitted their demands. They were harassed and assaulted by company goons and then brutally fired. In May 2013, they were allowed to return to work, but under conditions that strip them of their human rights.

Despite threats, harassment and home visits by management, 28 of these unfairly dismissed workers have refused to surrender their rights. In August they formed the PepsiCo (Frito-Lays) Workers Action Committee and escalated the campaign.

US-based multinational food and Beverage Company PepsiCo has refused to meet and discuss with the IUF these well documented company abuses. The IUF has therefore filed a formal complaint against the company for violation of the OECD Guidelines with the US government's National Contact Point for ensuring respect for the Guidelines and will launch a global campaign in defence of its members at PepsiCo in India.

BREWERIES

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The IUF Secretariat continues to update 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.

CATERING

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Compass

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The IUF approached Compass to encourage regular engagement with our new affiliate **SNATEA** in **Algeria** following worker concerns about the lessening of business activities by Compass in Algeria. Senior Algerian

management of Compass met with SNATEA officials in early November and the parties are working on issues of company social contributions, voluntary redundancy and employment security.

Sodexo

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The IUF intervened to assist the **MacLellan Sodexo** Union in Pune India when their local President was harassed and suspended by Sodexo as a result of his union activities in attempting to resolve some holiday and payment issues. Sodexo global HR was provided with a documented list of events including a demand from the local company management that the President must resign from the union as a condition of his suspension being lifted. The company has since lifted the suspension with no pre-conditions, provided written assurances that it will not discriminate as a result of union activities and the President has resumed his position and his union duties. However, a dispute about salary payment for the union President for the month of October requires resolution before settlement is reached.

Sodexo has also been provided by the IUF with a list of actions to pursue in **Morocco** following allegations of discrimination against one union, the **ODT**. Sodexo has responded by putting in place some consultative mechanisms and the IUF will monitor progress in resolving outstanding issues. The dismissal of the ODT Sodexo General Secretary for allegedly making disparaging remarks on Facebook is one major outstanding matter.

The India and Morocco events will be agenda items for the Sodexo global meeting on January 31, 2014.

DAIRY DIVISION

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The next **Global Conference for the IUF Dairy Division** is to be held the week of 17-21 March, 2014, in Sunchales, Argentina.

Danone

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Danone Rotselaar employees organised by ACV in Belgium organized an 8 day strike following the company's restructuring decision and the cutting of 75 jobs (63 production workers and 12 white collar workers). As a result of the strike and negotiations job losses at the factory level were reduced to 48. At the request of the trade unions, measures were included in the agreement to

ensure that the work load remains within acceptable limits once the restructuring plans are implemented. These measures include the employment of additional staff during peak production periods and recruitment of replacement staff during absences. Read more [here](#).

Monitoring IUF/Danone Agreements

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A joint introduction to the IUF/Danone agreements took place at Danone's newly-acquired dairy business in **Morocco** on 13-14 November. The joint Danone / IUF delegation met members of HR management as well as delegates from the joint union committee (3 unions) at headquarters in Casablanca on 13 November. The following day, the delegation visited the yoghurt factory in Salé, and met with management and the union committee. IUF representative Jacqueline Baroncini also met with officials and food-industry delegates from our affiliate, UMT, to brief them on IUF activities with Danone and the meetings in Morocco.

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.

FAST FOOD

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McDonald's

On October 30, the IUF launched an urgent campaign to urge McDonald's to reinstate Sean Bailey, New Zealand union activist dismissed for having exposed company's failures before a parliamentary committee, read more [here](#). New Zealand union Unite has written a letter to NZ speaker of Parliament exposing the case. To date over 10,700 emails have been sent to McDonald's asking Sean's reinstatement.

FOOD PROCESSING

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Kellogg's

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Kellogg's locked out workers represented by the **Bakery, Confectionery, Tobacco Workers and Grain Millers** on 22 October at the company's Memphis cereal facility to bully them into agreeing to company plans to increase casualization in the plant.

As the lock-out continues, and to build solidarity, the IUF has contacted unions with membership at Kellogg's in Australia, Brazil, Germany, Korea and Spain, informing them of the lock-out, and requesting that they raise this with their membership and local management and send solidarity messages.

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.

Mondelez (ex-Kraft)

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Following the IUF complaint under the OECD Guidelines regarding alleged abuses of human rights by **Mondelez** in Egypt and Tunisia, the **U.S. Government National Contact Point (NCP)** offered its good offices to facilitate mediation between the Parties. While being careful not to assert a judgement on whether or not there had been a breach of human rights, the NCP considered that the IUF complaint was well evidenced, researched and substantive enough to warrant an offer of mediation.

The IUF accepted this offer but Mondelez have refused to mediate, despite the voluntary nature of the process and the lack of a binding outcome.

Meanwhile, Pennsylvania Congressmen Brendan Boyle and Kevin Boyle have publicly [called on Mondelez](#) to meet with them together with workers and community representatives to discuss the future of the threatened Philadelphia biscuit factory. Workers at the factory were called to a surprise meeting on November 6 and essentially told to [prepare for closure](#), with the loss of up to 375 jobs.

The union at **Mondelez Pakistan's Cadbury factory** continues its mobilization in support of demands for collective bargaining negotiations on the status of the growing number of casual workers by holding two protests a week. Management adamantly refuses to address the abusive status of these workers, which it calls "outsiders", through negotiation and bargaining.

The branch union of the **FGAT-UGTT** at the Mondelez SOTUBI joint-venture biscuit factory in Tunis, reaffirmed their commitment to struggle for the rights of all Mondelez/SOTUBI workers at an extraordinary congress on October 27 convened at the request of the workers. Congress elected a 7-member leadership team which includes 4 members of the executive which was [dissolved under management pressure](#) in 2012 following the suspension of a workplace representative

and the Assistant General Secretary and the dismissal of General Secretary Zied Nalouf.

The ‘**Cadbury 5**’ dismissed union leaders from the Mondelez Alexandria plant split into two groups in the third week of November to enable attendance at both the IUF Middle East North Africa (MENA) meeting in Tunis and to tour Switzerland to meet with representatives of IUF affiliate **UNIA** and worker representatives from the **Mondelez European Works Council (EWC)**. Both events resulted in strong support from affiliates and a determination to fight on until the dismissed workers obtain justice.

In Zurich, members of European affiliates represented on the EWC, joined three of the dismissed union leaders in a **protest** outside the Mondelez European headquarters where participants made it known the Cadbury 5 had their full support in a noisy protest in the snow.

Nestlé

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Oscar López Triviño was **murdered** on November 9 in the Colombian city of Bugalagrande a day after he and other members of his union, **SINALTRAINAL**, received death threats from paramilitaries. The union had been on hunger strike at Nestlé beginning November 5.

The IUF initiated an **urgent action campaign** to demand Colombian authorities act to bring the perpetrators of this crime to justice and to act to protect the security of union activists. The IUF has also written to **Nestlé** requesting the following actions:

1. Press the Colombian authorities to investigate fully and bring those responsible to justice.
2. Discuss with SINALTRAINAL and CUT, security arrangements for union members and leaders
3. Engage in good-faith bargaining to resolve issues central to the labour conflict to reduce the pressure and thus the exposure of those involved in the bargaining.
4. Issue a public statement, to be circulated in all Nestlé Colombia workplaces and announced by the company publicly on their main website, that it absolutely respects the exercise of trade union rights in Colombia and elsewhere.

HOTEL CHAINS

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Accor

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In spite of its commitments, no progress is currently being made by Accor in solving ongoing disputes in **Canada** and **Benin**. In Canada UNITE HERE Local 75 has met North American and corporate management on two different occasions without being able to settle the dispute as a result of management’s intransigence. In Benin, Synovo is still facing company’s opposition in signing hotel agreement after over 12 years of negotiations. In addition to this, Indonesian FSPM is being denied union recognition and is being continuously threatened in contradiction to the spirit of ITURA.

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, they have 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 ITURA 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.

TOURISM

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Turkish Airlines

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On October, 2012 the IUF launched an urgent campaign in support of 305 Turkish Airlines (THY) workers unfairly dismissed on May 2012, in cooperation with its sister international union federation the International Transport Workers' Federation (ITF).

Over 8,000 were sent to THY management and to the Turkish Minister of Labour to urge them to enter into good faith negotiation with Hava-Is union, read more [here](#).

On November 8, IUF New York affiliates, the New York Hotel Trades Council, Unite Here and RWDSU/UFCW expressed their anger at the brutal actions of Turkish Airlines at a noisy protest outside their office at the Empire State Building. A protest leaflet was delivered to the Turkish Airlines office inside the Empire State Building, read [here](#) for more.

MEAT

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The US Department of Agriculture is pressing ahead with plans to reduce independent inspection and increase line speeds in poultry and hog processing plants despite widespread opposition from the **UFCW/RWDSU** and food safety groups and specialists in occupational health and safety. Independent meat inspection is under threat also in Canada, Australia and New Zealand and is part of the deregulation, trade and investment agenda championed by the Trans Pacific Partnership Agreement (**TPPA**).

Surveys and other research show that repetitive strain injuries, particularly carpal tunnel syndrome are endemic throughout the poultry processing industry, as is food safety risk due to poor hygiene and excessive line speeds. The IUF is sharing information and commencing work on coordinating affiliates on fighting for safer workplaces and safer food in the sector.

Discussions are under way with a number of affiliates with significant membership in the meat sector to establish an **IUF Meat Division** along similar lines to the already established Dairy Division. It is likely that one key global campaign in this sector would be focused on poultry for several reasons including those mentioned above.

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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