



TNC INFO #2

02-2010



.....
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

Key areas of TNC work:

Agriculture:

- Chiquita
- Dole
- Tata/Tetley
- Ty-phoo/Apeeje

Beverage/breweries:

- INBEV AB
- PepsiCo
- The Coca-Cola Company
- SABMiller

Catering:

- Compass
- Fazer Amica
- Sodexo

Confectionery:

- Cadbury

Fast Food:

- McDonalds

Food:

- Danone
- Kraft
- Nestlé
- Unilever

Hotel Chains:

- Accor
- Hilton

Meat:

- Citterio
- Danish Crown
- JBS

Agriculture

Chiquita

ron.oswald@iuf.org

The IUF-COLSIBA-Chiquita Review Committee took place in Costa Rica on Nov 5, 2009. Key issues discussed were developing a procedure for dealing with sexual harassment, occupational health and safety and on-going rights issues in Nicaragua.

Dole

sue.longley@iuf.org

To support the development of plans and strategies for organizing in the Dole company the IUF secretariat is working on a profile of the company.

Unions with membership in Dole (bananas, other fresh fruits, vegetables and juices) should send details to the secretariat at the above email.

Tata/Tetley

sue.longley@iuf.org

The IUF is heavily involved in supporting workers on the Nowera Nuddy Tea Estate in West Bengal, India. Nowera Nuddy is owned by Amalgamated Plantations Private Limited, a company 49.98% owned by Tata Tea. Management locked out workers for three months.

On December 12 Amalgamated claimed an "honorable settlement" had been reached. No worker has ever seen the agreement. 8 workers remain suspended. The workers have not received any wages or rations owed them from the period of the lockout. The majority of workers have rejected the settlement and their fight goes on

Ty-phoo

sue.longley@iuf.org

As a result of a report published about Apeeje/Ty-phoo's Talup plantation Ty-phoo requested to meet with the IUF. This meeting took place in London on February 1, 2010 at which it was agreed we would jointly draw up plans for action to improve conditions in Ty-phoo plantations during 2010.

The Ty-phoo CEO, Keith Packer, will meet "informally" with IUF general secretary Ron Oswald

on March 17, 2010 to discuss the IUF/Ty-phoo relationship.

Beverage/breweries

InBev AB

daria.cibrario@iuf.org

The secretariat organized support and communication amongst AB Inbev unions for Belgian unions on strike fighting against a 10% staff retrenchment in Europe

PepsiCo

gisela.neunhoeffer@iuf.org

Starting January 1, the IUF Global TNC project expanded work into coordinating and supporting Pepsico Unions worldwide. In November, global TNC project coordinators were trained in organizing approaches. A number of affiliates have expressed interest in developing organizing and coordination work in both the food and beverage divisions of Pepsico. The network is developing its means of communication: The Pepsico Workers Blog at <http://www.iuf.org/pepsico-workers>, the Pepsico Unions email list and a Pepsico Workers Group on facebook. All affiliates with actual or potential membership in Pepsico and its subsidiaries are invited to join the network.

The Coca-Cola Company

daria.cibrario@iuf.org

Follow-up work was undertaken on issues that were dealt with in the last IUF/Coca-Cola meeting in Atlanta in November 2009.

Preparations are under way for the next meeting of a team of IUF affiliates from Germany/Europe, Japan, Latin America, Africa, Asia and North America with corporate management of Coca-Cola in Atlanta (the so-called "**Atlanta Process**"). The meeting is scheduled for March 23 and 24, 2010. Agenda items will likely include precarious work issues in India and South Africa, rights issues in Russia and Pakistan and jobs in general throughout the Coca-Cola system.

The Coca-Cola Alliance

gisela.neunhoeffer@iuf.org

SIPTU's industrial conflict with Coca-Cola HBC, widely supported by Coca-Cola Alliance members, was resolved end of October. SIPTU said "*The messages of support from our friends in Russia, Croatia, the U.K, Germany, Austria, Nigeria, The Philippines, Canada, and the USA all were read out to the Union Members on the picket lines around the Country during the strike. This sense of solidarity sustained Union Members and was a source of great pride*".

Since end of December, a solidarity campaign is being developed with South African Coca-Cola workers at a subsidiary of SAB Miller.

In a number of countries, preparations for strategic organising initiatives are continuing.

A survey is being conducted on terms and conditions in Coca-Cola locations across different countries. Results will be available at the beginning of February.

A leaflet on the Alliance is now available at http://www.iuf.org/drupal/?q=Alliance_leaflet.

SABMiller

daria.cibrario@iuf.org

To support FAWU (South Africa) in its struggle against SABMiller-owned ABI (a major Coca-Cola bottler) the secretariat organized support through the emerging SABMiller international union network jointly coordinated with the International Brotherhood of Teamsters (North America).

Catering

Compass

lisa.eldret@iuf.org

The IUF has lodged a formal submission to the UK government National Contact Point under the OECD Guidelines in relation to Compass's anti-union activity and repression in **Algeria**.

A draft statement outlining the global aspirations of workers and their unions in Compass has been circulated to IUF affiliates representing catering workers.

Fazer Amica

lisa.eldret@iuf.org

After a long organizing campaign in St. Petersburg supported by the IUF, workers have established a union for Fazer Amica catering workers in the city. Fazer Amica is a Finnish company, who currently provide catering services to a number of multinational companies in St. Petersburg including Toyota Motors and Kraft. The establishment of the union was supported by a number of other unions in St. Petersburg, as well as our Finnish and Swedish affiliates.

Fazer Amica has recognized the new union, and negotiations towards a collective agreement started in January.

Sodexo

lisa.eldret@iuf.org

The secretariat provided support to affiliates from France and North America during actions at and around the Sodexo shareholders meeting on January 25 in Paris where they raised concerns about union rights and employment standards inside this major global caterer. A statement similar to that proposed for Compass outlining the global aspirations of workers and their unions in Sodexo has been circulated to IUF affiliates representing catering workers.

Confectionery

Cadbury

jacqueline.baroncini@iuf.org

Gathering, processing and circulating information around the Cadbury takeover, including exchanges of information amongst unions representing Cadbury workers as well as those of the companies bidding or expected to bid: Kraft, Hershey and Ferrero. In the wake of the news of the now practically inevitable takeover by Kraft, we will continue to provide analysis of developments and support to affected affiliates.

Fast Food

McDonalds

lisa.eldret@iuf.org

We have been working with our Italian affiliate FILCAMS on developing a new website for McDonalds workers <http://www.mcjobs.org/>.

This will be a forum for workers and unions in McDonalds to share experiences and compare working conditions in McDonalds in different countries around the world.

To help establish the site, two McDonalds union representatives from FILCAMS spent a week at the IUF in December, talking to a variety of affiliates about unionization in McDonalds. We plan to launch the site publicly in Rome on March . LabourStart (<http://www.labourstart.org>) will also publicize the forum.

The first 200 people to sign up to the site mailing list will receive a free dvd, about the working conditions for Italian McDonalds workers.

Food

Danone

patrick.dalban-moreynas@iuf.org

In October a joint IUF/Danone team visited Danone facilities in Argentina, namely the Villa del Sur water plant in Chascomus, the logistics and dairy products facilities in General Rodriguez and the world's largest Danone dairy plant located in Longchamps. In all cases meetings were set up with management and separately between the IUF representative and the local union. The IUF/Danone agreements weren't always well known but no obvious breach in principles laid down in the agreements were identified. It was nevertheless agreed that the implementation of the agreement on diversity should be given some priority.

Further monitoring and training around the IUF/Danone agreements is planned in 2010 in Italy, Hungary, Turkey, Brazil, Belgium. A negotiation meeting on health, safety, stress and working conditions will be organized in Argentina at the end of April to help identifying on site efforts to make the workplace safer.

Danone

jacqueline.baroncini@iuf.org

60 participants from 20 countries representing Danone workers organized in 28 trade unions attended the meeting of the Danone Council for Information and Consultation (CIC) on 12-14 October 2009, marking the transformation of the Council from an essentially European structure into a truly international one. A further innovation was the organization of "business" meetings for workers at Danone dairy and Danone waters prior to the plenary session with Danone corporate management. This was in response to a long-standing demand of the IUF and its affiliates.

As a concrete outcome of the meeting, Danone management agreed to begin discussions with the IUF on an international framework agreement on stress in the workplace. Negotiations on the agreement on stress are planned to begin shortly.

Discussions are going forward within the Danone Steering Committee (composed of representatives of Danone corporate HR management and the IUF) concerning the enlargement of the Committee to include union delegates from the 3 Danone businesses (dairy, water, infant and medical nutrition) and to ensure a better geographic representation.

Kraft

kirill.buketov@iuf.org

Work with UNITE (UK & Ireland)) to help produce the union's shareholder briefing on the proposed hostile takeover of Cadbury by Kraft, as well as the union's presentation to the parliamentary Select Committee on Business and Innovation concerning the takeover.

A Kraft Union Network was re-launched as a tool of communication and discussion amongst IUF Kraft members (<http://www.iuf.org/kraft>). Members can obtain the username and password to enter this site from Kirill Buketov at the IUF secretariat.

Communication between Kraft and Cadbury workers established to build on common position over Kraft/Cadbury deal.

Kraft management has been approached with a proposal for a meeting between Kraft corporate management and the IUF.

Nestlé

peter.rossman@iuf.org

On January 24 workers of "Nestle Waters" Domodedovo plant picketed Nestle headquarter in Moscow with demands to stop discrimination of the union members and to pay fair wages. IUF action in support of Nestle Waters workers in Domodedovo/Moscow is pending subject to the response from Nestlé corporate management on this matter.

A Facebook group has been set up and 1200 people to date have joined it to support the IUF's general campaign called "Stop Nespressure":

Nestlé

jacqueline.baroncini@iuf.org

During his stay in Switzerland (invited by the ILO to attend a symposium on collective bargaining), 12-16 October, the president of the Nestlé Panjang Workers Union met with union activists and officials in Orbe, site of a Nescafé factory, and in Bern, where he joined a demonstration against "Nespressure" in front of a Nespresso shop. These events were organised with the assistance of our affiliate UNIA.

The "Stop Nespressure" campaign in support of the conflict over wage bargaining rights in Indonesia continues. The conflict over the same issues in India has been resolved with the signing in late December-early January of the first-ever CBAs at four Nestlé factories in India, all of which include wages.

The IUF is supporting the Nestlé Tunisia Workers Union in their struggle for negotiating rights in connection with the secret sale of the Nestlé ice cream factory in Carthage.

Unilever

kirill.buketov@iuf.org

In late October, the IUF and Unilever reached a highly favourable settlement through the OECD Guidelines procedure to the dispute over casual work at the Lipton factory in Khanewal, Pakistan. The successful outcome resulted from the dedicated struggle of the Khanewal workers, strong support from the IUF Pakistan Outreach Office and the region, and international support from the secretariat and affiliates. Though the over two-year-old conflict in Assam, India continues, 3 of the 4 disputes with Unilever which the IUF took to the OECD have been led to successful conclusions. This has meant a huge success for the IUF "CasualT Campaign" which concluded with further settlements on Khanewal, Pakistan (200 permanent jobs created, 177 contracts already signed for IUF members), and Sewri, India (compensations to 800 workers).

Following this campaign Unilever has now agreed to global recognition of the IUF and an agreement to establish an international structure in which IUF affiliates can engage Unilever corporate management. A first meeting between a team of IUF affiliates and Unilever global management will take place in London on March 18.

An international union meeting was held in Amsterdam on December 1 and 2 to develop strategy for building of a "**Unilever Union Alliance**" with support from the NGG (Germany), FNV Bondgenoten (Netherlands), CCOO Agroalimentaria (Spain), VDSZ (Hungary), Petrol-Is and Tekgida-Is (Turkey), FAWU and CEPPWAWU (South Africa), FTIA (Argentina) and UFCW (USA).

Accor

lisa.eldret@iuf.org

The secretariat has supported affiliates raising serious concerns about the split of the Accor Hotel and Voucher businesses and implications for workers in each. An emergency meeting of the Accor EWC took place on January 13 in Geneva at which Accor management were confronted with these concerns. The secretariat is coordinating action going forward.

A conflict in **Benin** over health and safety is being supported by the secretariat and will be raised with Accor corporate management.

Hilton

lisa.eldret@iuf.org

At the hotel chains steering group meeting in Geneva on February 3, 2010 it was decided to create a Hilton union network in response to growing concerns about pressure on Hilton workers arising from Hilton's financial pressures and management attitudes.

The Hilton union network would develop research about the company and plan for appropriate action and a strategy to approach the company.

Meat

Citterio

daria.cibrario@iuf.org

The secretariat worked with two affiliates, FLAI-CGIL (Italy) and UFCW (North America) to develop a strategy coordinate bargaining. This included a visit by CGIL representatives with Daria Cibrario to a Citterio plant in Freeland, Pennsylvania and follow-up to that meeting.

Danish Crown

daria.cibrario@iuf.org

Following the successful Danish Crown union meeting in Copenhagen in December 2009 IUF-affiliated NNF has worked with the IUF secretariat to build a network of unions inside Danish Crown to present a coordinated and united front to the company faced with some aggressive corporate attacks on the living standards of IUF members in Denmark and beyond. The Danish Crown international union network will be formally launched in 2010.

JBS-Swift

daria.cibrario@iuf.org

Support has been provided to two Italian affiliates (IULA-UIL and FLAI-CGIL) on strike at the Inalca-JBS slaughterhouse in Italy and to IUF affiliated UFCW (North America) for a JBS meeting in Brazil.