



TNC INFO #5

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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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Workers from this West Bengal tea plantation who participated in a protest last year against the abusive treatment of Arti Oraon a 22 year-old tea garden worker and pregnant at the time could face prison sentences of up to 7 years. In late April police visited the plantation to announce that arrest warrants had been sworn out for Arti Oraon and 11 other worker activists, including the 8 already suspended workers, on charges, including theft, grievous bodily harm, unlawful assembly, criminal intimidation and unlawful confinement. These charges can carry prison terms of seven years and more. In early May workers had to apply for anticipatory bail to avoid immediate arrest and jail.

Workers Action Committee members and the majority of Nowera Nuddy workers are now members of the Progressive Tea Workers Union, a new legally registered trade union in West Bengal. The Progressive Tea Workers Union is recognized by the government of West Bengal. Despite the entirely peaceful and legal methods adopted by the workers to seek representation through a trade union and to resolve issues through direct negotiation, Tata's management at Nowera Nuddy have refused all avenues to resolve the dispute. Instead they set up their own 'domestic enquiry' which they claim proves "beyond any shadow of doubt" that the charge-sheeted workers are guilty". At no point in the proceedings, which lasted a mere day, were the workers directly interrogated or allowed to give testimony; nor were they allowed to question witnesses.

In June IUF again wrote to Tata (UK and India) and Tetley (UK) to call on Tata to drop the complaints behind the criminal charges, cancel all suspensions, provide compensation for the 4-month lockout and start negotiations with the Nowera Nuddy Workers' Action Committee/Progressive Tea Workers Union to address the appalling conditions on their estate.

AGRICULTURE

Tata/Tetley

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Tata/Tetley may have just rebranded itself as Tata Global Beverages but nothing has changed when it comes to respecting workers' rights on the Nuwera Nuddy Tea Estate, which is owned by Amalgamated Plantations Private Limited, a company 49.98% owned by Tata Tea.

Ty-Phoo/Apeejay

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Under the auspices of the agreement reached with Ty-Phoo/Apeejay (see TNC Info #4) discussions have started on remedial action on the Talup plantation. The company has already implemented some improvements in housing, toilets and provision of water supplies and is committed to further improvements within an agreed timeframe. A joint IUF-Ty-Phoo/Apeejay study on minimum wage versus living wage will be conducted and plans are also underway to investigate the nutrition situation of tea workers. IUF believes that malnutrition amongst tea workers is widespread and is clearly linked to low earnings.

BEVERAGE/BREWERIES

Coca-Cola:

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The IUF has started a public campaign demanding respect of trade union rights at **Coca-Cola Multan (Pakistan)**. Intense negotiations on this conflict with The Coca-Cola Company, its Turkish bottler Coca-Cola Icecek and their Pakistani subsidiary CCBPL as well as clearly formulated demands from Coca-Cola Alliance members have so far not resulted in satisfactory resolution; severe trade union rights violations continue.

The Multan workers need **your** support in raising our voices louder!

Send a message to World Cup Sponsor Coca-Cola to demand justice for the Coca-Cola Multan workers: http://www.iuf.org/cgi-bin/campaigns/show_campaign.cgi?c=514

The IUF asks the Coca-Cola Alliance affiliates to organize solidarity actions.

You can find more background information at <http://cms.iuf.org/?q=node/415>

Breweries

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June 9-11, 2010 saw over 120 trade unionists working for and/or representing employees of the four largest world brewers (AB InBev, SABMiller, Heineken and Carlsberg) meet in Blankeberge (Belgium). Delegates came from Africa, Europe, Asia Latin and North America to take part in the **EFFAT/IUF "Big Beer" Conference 2010**.

Following an overview of market developments and corporate strategies, participants took part in multilingual workshops by company where they identified priority challenges such as defending jobs, employment conditions and work/life balance in the face of outsourcing, cost cutting measures

and the use of precarious/agency labour and developed collective plans to tackle them.

Delegates agreed to communicate proactively and appointed contact points to do so and resolved to use and promote the Beerworkers.org website, launched at the conference to facilitate multi-language and multi-continent interaction among beer trade unions.

CATERING

Compass

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The UK National Contact Point for the OECD has produced their initial assessment of our complaint about violations of freedom of association, recommending mediation of the case in **Algeria**. Compass has agreed to mediation, and we will hold a first mediation meeting will be held under the auspices of the UK government NCP on September 24.

We have also been working with TEKGIDA-IS in **Turkey** to address issues raised by workers employed by Compass in Turkey which operates in the country as a joint venture with Sofra Group. These issues relate to dismissals for trade union activity.

Sodexo

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The company has made initial comments to our proposal for an international framework agreement and we are in consultation with unions in the sector about the next steps in this process.

At the European Works Council meeting in May, the company reiterated their commitment to reaching an agreement with the IUF.

The company has now temporarily suspended negotiations claiming a range of factors in doing so. It is hoped negotiations can resume after the European summer break based on a revised draft agreement which was sent to the company in July.

CONFECTIONERY

Cadbury/Kraft

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With the completion of the Kraft purchase of Cadbury former Cadbury unions are joining up with Kraft unions in an international network under the auspices of the IUF.

A regular **international conference call** of unions organizing Kraft workers is being organized by the secretariat on a monthly basis.

FOOD

Danone

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The next meeting of the **Danone Information and Consultation Council (CIC)** will take place at the ILO in Geneva from October 4 to 7, 2010. Similar to the experimental format set up last year the CIC will be composed of union representatives from all Danone activities around the world. Invitations have been sent to IUF affiliates concerned.

On October 4, meetings of the Danone business divisions (waters, dairy products) will take place while the baby food and medical nutrition division will organize the last meeting of the former Numico European Works' Council simultaneously. At these meetings Danone workers will have an opportunity to raise issues relating specifically to the business activities with the global business managers.

As in the past research and analysis will be carried out by the French consultant firm Axia. A meeting to identify issues to be dealt with in the 2010 Axia report took place in Paris on June 23.

At a meeting of the Steering Committee (composed of representatives of Danone corporate HR management and the IUF) in Louvain (Belgium) on May 20, it was agreed that employment would be one of the main topics to be discussed at the CIC. The discussion on safety at work, stress and working conditions initiated at the 2009 CIC will be followed up and an up-date on developments in this area will be given. A review of the implementation of IUF/Danone agreements based on joint IUF/HR Danone visits in various countries will also be presented.

Agreements review

The joint IUF/Danone team met during their visit in Italy trade union representatives and management of the baby food activity in Milan on May 4 and the dairy plant in Casale Cremasco on May 5. It was generally agreed that good current industrial relations helped to deal with concerns and problems. A large part of the agreements were implemented. Nevertheless it was felt that more efforts had to be done in the field of diversity, especially focussing on promotion of women. Working conditions were also discussed especially in terms of work/life balance, and safety at work was recognized as a priority. Management at Casale Cremasco also presented an interesting project (Danone for Haiti) to assist Haitian children.

A joint visit to the Belgian dairy site in Rotselaar took place on May 21. It gave an opportunity to all

unions to raise questions on the future of the group in Belgium and to discuss ways to improve industrial relations. Safety at work in connection with the employment of non-permanent workers was also a topic that generated some debate.

A three-day visit in Turkey is planned at the beginning of July.

Agreements – negotiation

The Negotiating Committee (known by its acronym in French, "Coneg") met on June 15 in Paris. Management submitted a draft paper based on the list of principles in terms of safety at work, health, stress and working conditions and implementation measures previously submitted by the IUF. The Coneg members representing the IUF are now working on this proposal together with our original list to try to build a concrete proposal by the end of summer.

Nestlé

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As the conflict over trade union rights at the Nescafé factory in Indonesia continues, new information about discriminatory practices against the IUF's affiliate has been brought to the attention of the Swiss NCP which is considering the complaint against Nestlé under the OECD Guidelines.

The June 2010 meeting of the Nestlé **European Works Council** began with the handing over of a letter addressed to Nestlé CEO Paul Bulcke and signed by the union representatives of the EWC. In the letter, the EWC representatives express their anger over the continued violation of wage bargaining rights at the Nescafé factory in Indonesia and call on the company to halt attempts to weaken the IUF's affiliate in the factory and to enter into the wage bargaining talks the union has been demanding for 3 years.

In relation to Nestlé's wage policy (denial of bargaining rights, pay freezes, move toward performance-linked remuneration), the EWC agreed to collect information about wage rates and working conditions in Europe to be presented to the company at the meeting in October.

Unilever

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Unilever Doom Dooma (Assam, India) conflict

A mediation session took place in London on July 7 2010 under the auspices of the UK government OECD national Contact Point. Progress was made to resolve this long-standing conflict over union recognition and rights and further meetings will

take place between the IUF and Unilever to finalize a binding agreement for our members at Doom Dooma.

Unilever/IUF Global Exchange

A team of affiliates made up of AMWU, (Australia), FAWU (South Africa), FTIA (Argentina), UFCW (North America), NGG (Germany), FNV-Bondgenoten (Netherlands) and UNITE, USDAW and GMB (UK & Ireland) led by IUF general secretary Ron Oswald will again meet with senior Unilever corporate management in London on November 15 and 16, 2010. Unilever CEO Paul Polman will join this meeting

Agenda items will be drafted after consulting with affiliates representing Unilever workers and the team will be joined a representative of our sister Global Union Federation ICEM.

HOTEL CHAINS

Accor

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We have been supporting UniteHere in their ongoing struggle to organise Accor Hotels in Canada in the face of management attacks and intimidation of workers seeking to unionize. Affiliates sent over 2000 messages other CEO demanding that he intervene to ensure that workers could join and be represented by the unions without fear of reprisals. Recently, workers at the Novotel Toronto went on strike after negotiations with the company over conditions broke down.

On 29th June the Accor shareholders meeting voted to demerge the Hotels and [Voucher] Services side of the business. Unions raised significant concerns about this proposal, and we published a critique of the move and the potential impact of the split on workers. which can be viewed at http://www.iufdocuments.org/buyoutwatch/2010/05/demerging_accor_less_than_the.html#more

International Framework agreement (IFA)-The HRCT trade group board meeting in Istanbul passed a resolution calling on the company to renegotiate the Trade Union Rights Agreement, first signed with the IUF in 1995. Increasingly, Accor is selling their buildings and operating hotels under franchise or management contract arrangements. Unions have consistently expressed concern about this strategy, which can lead to the erosion of working conditions and representation. We want to strengthen the IFA to ensure it applies to all hotels operating under the Accor band, regardless of ownership status.

Fair hotels, Ireland

We attended the launch in Dublin of new website developed by SIPTU to encourage consumers to make ethical choices when choosing hotel accommodation in Ireland.

www.fairhotels.ie lists all the hotels in Ireland which are covered by a union collective agreement, and enables customers to book a room online. Our Swedish affiliate HRF launched a similar initiative earlier this year, where you can search for hotels and restaurants across the country which are covered by a collective agreement. <http://www.schystavillkor.se/>

MEAT

Danish Crown

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Unions with membership in Danish Crown were asked to review and comment on a draft text for an international framework agreement that has now been sent to the company ahead of negotiations which will begin in September 2010

OECD Guidelines for Multinational Enterprises

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The IUF continues to play an active role in the ongoing efforts to enhance the effectiveness of the OECD Guidelines on Multinational Enterprises as a tool in organizing and campaigning within TNCs in our sectors.

As part of the 2010-2011 OECD process of 'upgrading'/revising the Guidelines, the IUF played a particularly active role as part of the TUAC in a series of meetings at the OECD in Paris June 28-30 on Guidelines revision. If successful, the revision will facilitate the scope and effectiveness of the Guidelines complaints procedure

TNC Info

You can find past editions (numbers 1-4) under the **members-only** section on the left side of the IUF web site (members' password required):

www.iuf.org