



TNC INFO #6

02-2011



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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.

Contents

Agriculture:

- Tetley/Tata
- Ty-Phoo/Apeejay

Beverage/breweries:

- The Coca-Cola Company
- Dr Pepper Snapple
- PepsiCo
- Breweries –Carlsberg, Heineken

Catering:

- Compass
- Sodexo

Fisheries:

- Joint ITF/IUF Fisheries Project

Food:

- Danone
- Kraft
- Nestlé
- Roquete
- Unilever

Hotel Chains:

- Accor
- Rezidor

Meat

- Danish Crown

OECD Guidelines for Multinational Enterprises

IUF Conference, “Building Union Membership”

at the Nuwera Nuddy tea estate (see TNC # 5), the IUF has filed a complaint at the International Finance Corporation (IFC), the private lending wing of the World Bank. Tata has an investment project with the IFC and under the rules of the loan is supposed to respect certain social conditions. The IUF believes Tata is in breach of these conditions.

Meanwhile workers on Nuwera Nuddy continue to demand their rights with a series of poster protests and rallies including a demo outside the Indian headquarters of Tata Global Beverages. Their demands are:

- **Payment of full wages and rations to all workers for the period the plantation was closed from mid-September through mid-December 2009;**
- **Reinstatement of the two workers terminated for their alleged roles in the protest surrounding the mistreatment of the pregnant Mrs. Oraon;**
- **Withdrawal in writing of the management police complaints which led to the criminal charges against the 12 workers;**
- **A letter of apology and compensation to Mrs Oraon.**

Tata's shocking disregard not just for rights but also for the lives of its workers is not confined to West Bengal. A report from IUF Asia/Pacific, *In Cold Blood: Death By Poison, Death By Bullets*, exposes the situation in Powai Tea estate where on May 28, 2010 Gopal Tanti died from pesticide poisoning. He was denied medical treatment and left to die in the field.

When workers on the plantation spontaneously gathered to protest Tanti's death, police opened fire without warning, killing 2 persons (both the sons of Powai Tea Estate workers) and seriously injuring at least 15. One of the victims, Ranjit

AGRICULTURE

Tata/Tetley

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After months of refusal by Tata/Tetley to negotiate or engage in any meaningful way to resolve issues

Paharia, died from blood loss, the other, Deep Sona, died of a gunshot to the back.

The report finds that workers on this estate habitually spray and handle highly toxic chemicals without minimal protective clothing and that even after Gopal Tanti's death, this practice continues.

Powai estate has one of the world's largest tea-processing factories and employs some 1,800 permanent and 1,200 temporary workers. The estate is owned by Amalgamated Plantations Private Limited, a company controlled by Tata Global Beverages. Tata Global Beverages are owners of the Tetley brand, one of the world's highest selling teas and market leaders in the UK, Australia, New Zealand and North America.

The report can be downloaded at:

<http://asianfoodworker.net/incoldblood/incoldblood.pdf>

Ty-Phoo/Apeejay

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Work continues with Ty-phoo/Apeejay (see TNC info # 4) to improve conditions on the Talup tea plantation. The company has developed OHS training material based on IUF own manual and is now rolling out the training. The IUF will send a second monitoring team to the plantation in the first half of 2011 to check progress in other areas in particular housing, access to water and sanitary facilities plus wages and nutrition levels.

BEVERAGES/BREWERIES

Coca-Cola

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Workers at Coca-Cola Multan in Pakistan achieved an extraordinary victory in the fight for regular employment and union recognition. After tremendous support through an international solidarity campaign and intensive negotiations between the IUF, Coca-Cola Company and Coca-Cola Icecek, a comprehensive agreement was signed July 25 2010 in Geneva, creating 187 permanent, directly employed positions in Multan and a second city, Gujranwala and reinstating all workers that had been unfairly dismissed during the conflict. All six bottling plants in Pakistan are now unionized and represented by The National Federation of Food, Beverage and Tobacco Workers. See more on

<http://cms.iuf.org/?q=node/465>,

Or on the Coca-Cola Workers' Alliance site here: (<http://www.iuf.org/drupal/?q=node/345>)

A conference of **Coca-Cola Hellenic** unions took place Nov. 8/9 in Belgrade, Serbia, creating closer

links between unions in this important Coca-Cola bottler.

In **Tunisia**, Coca-Cola workers have seized the opportunity of the social revolt to achieve justice for casual workers. FGAT-UGTT has won an agreement with bottler SFBT to transfer about 1000 agency workers to permanent work and transfer another 1000 from agency work to temporary contracts with SFBT, to be covered by the CBA (See <http://cms.iuf.org/?q=node/724>)

Dr. Pepper Snapple

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Workers on strike at New York state juice and sauce maker Mott's ended their nearly four-month strike by voting to approve a contract on September 13 that preserves their threatened pay and pension plans. The 300 members of RWDSU Local 220 walked off the job when the company, swimming in record profits and CEO compensation, demanded across-the-board wage cuts amounting to some USD 3,000 annually, substantial cuts in benefits and the winding up of the company pension plan. The conflict, widely perceived as a savage expression of corporate greed at a time of economic hardship across the US, attracted significant trade union and political support and generated important media coverage in the US and neighbouring Canada.

During the conflict IUF helped to spread the information, organise international solidarity campaign and establish hardship fund. Many IUF affiliates as well as rank-and file members expressed their support directly or via social networks, which helped to maintain good spirit among the striking workers. RWDSU President Stuart Appelbaum, commenting on the strike settlement, stated "*Not a day went by without people stopping by to drop off a financial or food donation for the strike fund. The International, national and local community supported us thoroughly, and the RWDSU and Local 220 members want to share their thanks.*"

Pepsico

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A first **strategic meeting of unions organizing Pepsico workers** took place Nov.30/Dec.1, 2010, in Geneva, setting up a Pepsico Union network. All information on the network and Pepsico Union news can be found now at www.iuf.org/pepsico.

The training and organizing programme for **Simba, a South African subsidiary of Pepsico** has been continued. Workers are raising the demand to abolish the labour broker (labour agency) system

in Simba in favour of permanent employment ([read more here](#))

BREWERIES

Carlsberg

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An international union meeting in **Yaroslavl, Russia** on September 22-23, 2010, was held to develop action plan against union busting tactics, which are used by Baltika management – the largest part of Carlsberg group.

Heineken

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The union of workers at the Heineken brewery in **St-Petersburg, Russia** held a picket at the plant's gates on October 18 to highlight their call for negotiations to reverse the creeping expansion of agency labour at the plant. The union has received support for their struggle from the Heineken European Works Council and the Dutch FNV, in addition to local support from the IUF. See more on: <http://cms.iuf.org/?q=node/586>

CATERING

Compass

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Mediation through the UK OECD NCP to resolve the issues in **Algeria** relating to the dismissal of union activists including the union General Secretary is ongoing.

We have filed a second complaint under the OECD guidelines against Compass in response to the firing of two union activists in **Turkey**. In Turkey, Compass workers belonging to the IUF's affiliate TEKGIDA-İŞ. report long working hours, poor working conditions and incorrect payment of overtime. When Compass discovered that workers were organising at a number of sites in response to these problems, they convened a meeting of local managers at their Istanbul headquarters with the goal of stopping unionization: managers were instructed to fire workers if they joined the union or became involved in union activities.

Sodexo

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A draft **International Framework Agreement** proposed by Sodexo did not get sufficient approval from IUF affiliates at a meeting of affiliates in London on February 1, 2011.

Negotiations therefore continue with the company to further improve the text of the agreement so that it can be agreed by a sufficiently large majority of IUF affiliates.

FISHERIES

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The Steering Committee meeting of **ITF/IUF Fisheries Joint Organising Programme** took place in London on February 8, 2011. Both ITF and IUF affiliates decided to develop targets amongst transnational companies operating in the fisheries industry and initiate organizing activities on joint key targets where both Global Union Federations have capacity on developing an organising strategy.

A global project leader, Liz Blackshaw (blackshaw_liz@itf.org.uk) joined the project in January 2011 and will work under the joint guidance of the ITF and IUF through the project steering committee.

FOOD

Danone

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Following Danone's acquisition of the Russian dairy company **Unimilk**, the IUF provided support to a Unimilk trade union meeting in Russia which took place on September 8-9, 2010. The meeting, organised by the Agro-Industrial Workers Union, provided the opportunity for a first-ever discussion between union and management in this leading Russian dairy company

International Information and Consultation Council (CIC)

The Danone international CIC met in Geneva on 5-6 October with 55 participants from 19 countries.

Danone CEO Franck Riboud presented the group's results, commented on perspectives and provided answers to questions submitted in advance by the trade unions and responded to interventions from the floor.

Executive Vice-President for Human Resources, Muriel Pénicaud, gave a presentation on the programmes focussed on employee welfare and development. A joint presentation on safety in the workplace was made by the plant manager and a trade union delegate from the yoghurt plant in Aldaya, Spain.

Health and Safety Agreement – negotiations update

At the September 10 meeting of the joint committee negotiating an agreement on Health, Safety, Working Conditions and Stress, the IUF presented a detailed draft agreement. On 3 December, the joint committee agreed on a draft text which is to serve as the basis for the

continuing negotiations. The negotiating committee is due to meet again on 22 March.

Current agreements review

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In **Turkey**, the joint management/IUF team visited in July 2010 the dairy facility in Lüleburgaz, the water factory located in Hendek and the Baby Food and Medical Nutrition offices in Istanbul. The latter employs around 200 unorganized sales force and head office staff. Main task there was to get information on business and give a presentation of agreements.

At Hendek factory the joint team met with management and works council members. A discussion took place on the role of trade unions and the limitations of works councils but works council members showed reluctance in seeing trade unions interfering in the on-going workers' representation system. Representatives of the TEKGIDA-IS union who joined the team had an opportunity to discuss with the HR waters manager and make plans for organizing.

Generally speaking it was felt that agreements were duly implemented but concerns were expressed by the union regarding working conditions.

In October, an extended team composed with two Danone representatives and two IUF delegates (Kris Vanautgaerden and Patrick) visited **Brazilian** factories.

The visit of the Poços de Caldas (Minas Gerais) plant was very instructive: presentation of business expanding in favourable environment, safety and health policy and conditions very good, working conditions and wages above average. Implementation of agreements satisfactory but main problem to solve is contracting out of activities.

A short meeting took place with Baby Food and Medical Nutrition managers to introduce the agreements.

A visit of the Budapest, **Hungary**, dairy factory took place on November 15-16, 2010. A detailed review of the agreements showed that they were well known and enforced but that improvements were nevertheless needed in the field of training, diversity and dissemination of social principles to subcontractors.

Kraft

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A **global meeting for union organizing Kraft workers** will be hosted in Sweden by IUF affiliated Swedish Food Workers (Livs) on May 10 and 11, 2011.

Nestlé

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A Nestlé **South Africa** shop stewards' meeting was organised at the end of August 2010. Trade union leaders from Nestlé plants, organised by the Food and Allied Workers Union (FAWU), expressed their support and solidarity with Nescafé workers in Indonesia and held an action at the gates of Nestlé's Longmeadow Distribution Centre in Johannesburg.

In January, the IUF was invited by **French affiliate FGA-CFDT** to participate in their Nestlé delegates coordination meeting. Support for IUF campaigns and collective bargaining at Nestlé were major items on the agenda.

Following contentious discussions on **wage policy** (denial of bargaining rights, pay freezes, move toward performance-linked remuneration) at recent Nestlé **European Works Council** meetings, the company made a presentation on its remuneration policy at the EWC meeting in October. The union delegates have been collecting information about wage rates and working conditions in preparation for further discussion at EWC meetings this year.

Nespressure campaign

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In the course of the **Stop Nespressure campaign** the IUF assisted the Union of Nestlé Waters Workers in Russia to obtain the re-instatement of Sergei Strykov, Vice-Chair of the union, who was fired on January 27, 2010. Strykov's dismissal was part of a series of harsh anti-union measures inflicted by Nestlé management in an attempt to stop the union from developing.

The international solidarity campaign continues in support of the **Nestlé Panjang Workers Union**, who are still struggling against trade union rights violations. Protest actions have taken place at Nespresso boutiques in Sydney, New York and Geneva. The Sydney action, at which representatives from numerous Australian and New Zealand unions took part, led to the temporary closure of the Nespresso boutique. Two separate actions in front of two different Nespresso shops took place in New York City organized with the assistance of UNITEHERE and RWDSU/UFCW respectively. On 7 October, simultaneous actions took place in Geneva – at an action organized by the Swiss union UNIA - and Panjang, where some 200 workers and their families wore UNIA caps. Further actions took place in Moscow, Poland and in London.

The IUF continues to work with ethical investment advisors, providing information on Nestlé's

employment practices and trade union rights violations.

Roquette

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The IUF has been building support for the **Bakery, Confectionery, Tobacco, Grain Millers (BCTGM)** local locked out at the **Keokuk, Iowa** starch facility owned by French-based TNC Roquette Frères since September 28, 2010. The IUF has worked with the BCTGM, AFL-CIO and ICEM in complaints with the Global Compact and to the US and French National Contact Points responsible for the OECD guidelines, as well pursuing other avenues to pressure Roquette to end the lockout and return to negotiations.

Unilever

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Unilever/IUF Global Engagement

IUF general secretary Ron Oswald, a representative group of IUF affiliates from the IUF regions, staff of the general and regional secretariats and a representative of ICEM met with corporate and regional level management (including CEO Paul Polman) of Unilever in London November 15-16 to continue their dialogue on key issues including employment policy and trade union rights.

The IUF met with Unilever in London January 6 for a first meeting of a planned **IUF/Unilever Working Group on Employment**, whose goal is to jointly develop a company policy on the legitimate uses which can be made of non-permanent employment.

HOTEL CHAINS

Accor

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In January, we held a joint press conference in Paris with the CGT, CFDT and FO to publicise the OECD complaint we submitted to the French NCP in late 2010. The complaint sets out violations of the OECD guidelines by the company in **Canada and Benin**.

Since 2008 workers at three Accor hotels in Canada, have been organizing to win union recognition and collective bargaining rights in the face of fierce opposition from management. Several workers have been fired or punished with reduced shifts or hours after becoming public union supporters. Management has repeatedly pressured workers to vote 'no' in union elections.

In Benin, management at the Novotel in Cotonou has refused to negotiate a collective agreement for the hotel for the last 10 years.

Rezidor

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Carsten Lundsgaard Larsen, a Shop Steward and representative from 3F, the Hotel union in Denmark has been working at the IUF secretariat office on researching and mapping the company and reaching out to unions in countries where there are Rezidor hotels to determine levels of union membership, processes for collective bargaining with the company and issues or problems faced by the workers. This work will help form the basis of establishing an international network of unions within Rezidor.

MEAT

Danish Crown

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A meeting of Danish Crown affiliates on October 25, 2010 in Copenhagen drew up the following three point action plan:

1. Prepare a dossier of abuses notably in the US and the UK to present to the company in the event they reject a satisfactory global agreement on trade union rights. This would be one element in a communication strategy to encompass the media and an approach to the retail sector, consumers and politicians.
2. Update the Danish Crown mapping in preparation for an organizing strategy if the signs an agreement.
3. Identify research capacity within the affiliates

TOBACCO

Reynolds America & British American Tobacco

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IUF affiliate the **Farm Labor Organizing Committee (FLOC)** and IUF are working to secure rights and decent working conditions for tobacco farm workers in the US. FLOC and IUF have been seeking a meeting with Reynolds America (RAI) and BAT which owns 42% of RAI to discuss the living and working conditions of field workers in Reynolds' home state of North Carolina. The company refuses to meet, claiming they have no responsibility for these workers.

See more on: <http://cms.iuf.org/?q=node/440>

FLOC and IUF are preparing for a demonstration during the BAT shareholders meeting to take place

on April 28, in London. Before the demonstration unions organised in BAT in several European countries will be visited and activities such as press conferences, meeting with BAT/tobacco/agricultural workers will be carried out.

OECD Guidelines Revision and Ruggie Principles

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The IUF continues to play a central role in the ongoing revision of the OECD Guidelines for Multinational Enterprises (which is planned to be completed by May this year). The IUF, together with other GUFs the ITUC and TUAC, has played a lead role in developing a trade union response to the Draft Guiding Principles on Business and Human Rights being developed by the special Representative to the UN Secretary-General, Professor John Ruggie.

Coca-Cola/PepsiCo and Nestlé/Unilever Global Projects

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The IUF project work in support of a significant part of the TNV work described above continues.

Global Project coordinators from five continents held their annual meeting July 27-29 in Berlin, Germany.

They discussed and developed plans for fresh strategies to support affiliates building their membership organizing capacities and to strengthen the IUF's capacity to support affiliates.

"Building Union Membership"

IUF Conference: March 31 - April 1, 2011

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The theme of the 2007 IUF Congress "*Power through organising*" recognised the growing role of the IUF in supporting affiliated unions in their efforts to unite the unorganised and increase collective strength.

In the face of the global economic crisis and its aftermaths, as big capital and governments are preparing new assaults on the rights and well-being of workers throughout the world, strong unions with active membership are more needed than ever.

However union membership, activism and density is declining in many countries. In other countries, where union membership is stable

or on the rise, still there are large groups of workers that have yet to join our ranks.

Unions have developed many different approaches in their efforts to unite the unorganised and increase collective strength. In growing number of countries this work is summarised as Organising.

In order to support the work of affiliates in this area, the Executive Committee has decided to hold a two-day Conference on Building Union Membership at the conclusion of the AC and EC meetings taking place March 29-30, 2011.

Over the last few months we have been interviewing affiliates about their experiences of organising and expectations of the conference. The conference agenda will largely be based on the feedback from these interviews.

Preliminary topics for discussion have been identified as:

- ***Experiences of organising and best practice***
- ***Identifying common targets for organising work within transnational companies***
- ***The role of the IUF in supporting affiliates to build union membership***
- ***Overcoming barriers to organising***

A detailed agenda will be circulated in the coming weeks, and preparatory materials will be made available before the conference.

This will be an exciting opportunity for both union leaders and organising practitioners to share experiences and ideas for future work, and contribute to shaping the future work of the IUF in this area.

TNC Info

You can find past editions (numbers 1-5) under the ***members-only*** section on the left side of the IUF web site (members' password required):

www.iuf.org