



TNC INFO #9

10-2012



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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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meet on a regular basis through teleconferences. At the next meeting of the Review Committee (due before the end of 2012), the group will present both its agreed proposal for an annex on sexual harassment to be added to the main agreement and for a pilot project in **Panama** to examine women's employment in the banana sector.

Dole

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The Dole Food company has long hidden behind social and environmental certifications rather than engage in mature industrial relations with trade unions. However IUF affiliated Latin American banana workers' unions have refused to accept this and have started to make significant breakthroughs. In July last year FENACLE, **Ecuador** signed their first CBA with Dole's Ecuadorian subsidiary Ubesa. The agreement covers 487 workers employed at Dole's Hacienda Megabanana in the province of Los Rios.

And in July this year, SITAGH, part of the **Costa Rican** banana coordination, COSIBA won a four year legal battle for the reinstatement of 6 of its members who were fired by Dole. The court ordered the reinstatement of the workers on the same conditions they had had previously and the payment of their wages. The assistant general secretary of SITAGH was amongst those who won reinstatement.

Tata/Tetley

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Following on from the agreement in May 2011 to resolve the [long dispute](#) at the Nowera Nuddy tea garden in **North Bengal, India** (see TNC Info #7) the tea workers' union has once again with IUF support won further important gains. Union members raised with management concerns over appalling conditions of houses on the tea estate and also demanded a new school bus. With the nearest school 20 kilometres away and with buses regularly breaking down or having to be sent for

AGRICULTURE

Chiquita

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The **joint gender working group** established in April 2011 (see TNC Info # 7) has continued to

repair, children were unable to attend school. The outcome was extensive house repairs and the purchase of a new school bus.

Typhoo/Apeejay

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Work continues with Typhoo Tea Ltd, UK & Apeejay Surrendra on improving workers' welfare on the tea estates in **Assam, India**. Since 2010 there is a joint agreement (see TNC Info # 4 & 6) which included giving IUF staff free access to gardens based on prior notification. The IUF has conducted a number of visits to Apeejay's Talup tea garden and the company has implemented a number of our recommendations on improvements to housing, water, crèche facilities and schools. This year the company has stepped up its occupational health and safety training for managers and pesticide users and has incorporated IUF/ILO material to its training presentations.

BEVERAGES/BREWERIES

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BEVERAGES

Coca-Cola

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SINATREL and SITRACORLINSA, two unions representing Coca-Cola workers in **Peru** were on strike at Coca-Cola and Inca Kola in late 2011 after negotiations came to a deadlock. Read the full interview on the [Rel-UITA website](#) (in English).

Coca-Cola and **PepsiCo** union representatives from Kenya, South Africa, Ghana, Malawi, Mozambique, Benin, Niger, Nigeria, Zambia, Togo, Tanzania, Tunisia, and Morocco met December 8-9 in **Accra, Ghana**, to discuss their present situation organizing in both TNCs and exchange experiences, successes and future plans of trade union work in these giant beverage companies operating in Africa.

October 4-5, 2011 worker representatives at Coca-Cola Enterprises and CCEAG **Germany** together with EFFAT and IUF representatives discussed the "The Future of Cross-border Trade Union Cooperation in CCE and CCE AG". The General Works Council of CCEAG had initiated the meeting because of the possible takeover of CCEAG by CCE. Participants agreed on a number of steps:

- establish an "early warning network" amongst European Coca-Cola representatives;
- act in solidarity in labour disputes starting by sharing information but including possible solidarity actions;

- prepare joint principles and guidelines on issues of precarious employment, outsourcing, and job security;
- set up a working group on these issues.

The first working group meeting took place in Brussels on January 24, 2012 to map collective bargaining arrangements that exist in CCE (Coca-Cola Enterprises) and Coca-Cola AG (the German Coca Cola Bottler). Participants from **Germany, Norway, and Spain** gave a detailed overview of the CCE collective bargaining arrangements and negotiation timetables in their country. Action points for the follow-up were agreed.

Coca-Cola Workers' Alliance

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The Coca-Cola Global Workers Alliance now numbers 43 unions with about 49,000 union members in the Coca-Cola system.

Some affiliates have reported problems after their respective Coca-Cola bottlers outsourced payroll departments, sometimes transferring that function to other countries. Please [send an email](#) to find out how to fill in the short Alliance survey.

IUF Affiliates supported FAWU, **South Africa** in their campaign to stop outsourcing and continue creating permanent jobs in the South African bottler. FAWU embarked on strike action on Nov. 11, 2011. Read more on [FAWU's website](#).

On 26 November 2011, 39 long-term casual workers received their permanent appointment letters at the Coca-Cola bottling plant in **Lahore, Pakistan**.

In **Poland** On January 24, 2012, around 200 protestors gathered for a picket in front of "Narodowy" stadium, among them trade unionists from Lodz and Mazowsze regions and workers from the Coca-Cola factory in Lodz which is threatened by closure. Protesters demanded Coca-Cola management reverse the decision for closure and save jobs. However the movement failed and shortly after Solidarnosc representatives signed an agreement with Coca-Cola Hellenic Polska establishing levels of compensation for workers made redundant at Lodz.

On February 10, Coca-Cola Enterprises (CCE) announced that they no longer would use recycling systems for their plastic bottles but would use disposable bottles for bottling Coca-Cola products in **Norway**. The decision made in Atlanta led to almost 500 unionized job cuts. Coca-Cola Alliance members showed their solidarity by sending solidarity messages to the workforce of Coca-Cola Norway via NNN.

Accompanied by the Trade Union Federation of Food, Agribusiness and Allied workers (FESTRAS) and the **Latin American Federation of Coca Cola (FELATRAC)**, the Union of Central Bottling SA (STECOSA) and the Union of Coffee Industry Workers SA (SITINCA) met in March as part of the process of coordination and the strategic program initiated in 2008 between the two organizations under the auspices of the REL-UITA.

In the **Philippines** the company refuses to collectively bargain with its workers for a wage increase and other benefits. Watch [this video](#) and find out what you can do to support Filipino Coca-Cola workers.

The Alliance of Coca-Cola Unions Philippines (ACCUP) launched protest actions on April 25 which will continue until October 31 against the "Lies of Coke". The "Open Misery" campaign escalated with a picket protest and rally in Makati City in front of Coca-Cola Bottlers Philippines, Inc. (CCBPI) main office on June 1. The Alliance of Coca-Cola Unions Philippines opposes Coke's evaluation scheme which will lead to the loss of the security of tenure for workers. Interference in union affairs was taken to a new level at the Coca-Cola bottling plant in General Santos when national HR management instructed the union on which national federation it should be affiliated to. Protest actions against the loss of wage bargaining rights and job security continue across the Philippines and will soon be escalated internationally by the IUF.

Coca-Cola Alliance members supported sacked Coca-Cola **Morocco** workers.

Pepsico

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Job category mapping by IUF affiliates in **India**, indicating permanent and precarious workers by job position in the plant, was completed for Pepsico Dharwad in Karnataka and is in progress at SMV Beverages and Steel City Beverages in Jamshedpur, Jharkhand. At the latter, the existing union is facing union busting from both a fake and illegal yellow union and the massive use of contract workers.

While Pepsico reaps millions from the popularity of the tv show, **The X Factor**, over 550 workers producing Pepsico beverages at the SMV Beverages and Steel City Beverages bottling plants in Jamshedpur, northeastern India, experience **The Fear Factor**. [Full story is here](#).

Dominican Republic Fritolay, owned by PepsiCo Snacks, is pursuing a total union-busting policy. The company openly threatens and harasses

workers who dare to approach the union. Read more on the [Rel-UITA website](#) (in English).

The National Union of Workers of Frito Lay Dominicana (SINTRALAYDO) with support from the IUF Latin America (REL-UITA) held a collective bargaining workshop on January. Read the full article on the [REL-UITA website](#) (in Spanish) and on [IUF Pepsico Union website](#) (in English).

BREWERIES

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AB-Inbev

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Management and the trade unions in **Belgium** at the Leuven-based drinks company AB InBev have reached agreement on a new collective labour agreement for the company's blue collar workers. [Read here for more](#).

Carlsberg

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Brewery transnational Carlsberg is attacking trade union rights in **Lithuania** with the support of the country's legal system, which declared beer production an "essential service" and thus strikes illegal. IUF launched an urgent action which received substantial support. [Click here for more](#).

January 24, unions of Carlsberg's "Baltika" breweries in **Russia** held demonstrations at factory gates to say "no" to the ongoing destruction of permanent jobs and the pressure management puts on union activists. [Read the full story here](#).

Instead of leading the company to greater heights, executive management at Carlsberg **Malawi** Limited are busy brewing, not beer but, trouble with their employees' pension benefits. [Read more here](#).

Carlsberg has confirmed that it is likely to cut 100 jobs at its packaging operations in **Denmark** and replace the jobs with a more automated system. Separately, in December last year, Carlsberg announced it would cut between 130 and 150 headquarter positions across its operations in its European beer business. The same period Carlsberg announced job cuts also at its Copenhagen headquarters.

The IUF has joined a group of unions and NGO allies to support the fight for union recognition and respect for women working as "beer promoters" for a number of TNCs (amongst them Carlsberg and Heineken) at bars and restaurant in **Cambodia**. This work saw an international union delegation visit Cambodia in September 2012. Those

involved are finalizing an action and campaign plan to support these workers and their union. An update of this work will feature in the TNC INFO #10.

Heineken

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Heineken **St. Petersburg** workers held a picket in front of brewery gates and started a hunger strike in a tent despite sub-zero temperatures on January 12 for four days. The hunger strike was suspended after 4 days when management agreed to meet the chairs of the St. Petersburg Regional Union Federation and city branch of IUF-affiliated AIWU. The talks have not yet been successful but gave workers hope of some meaningful bargaining and a possible fair outcome to the dispute. [Read the full story here.](#)

A joint commission consisting of the city branch of Agro-Industrial Workers' Union (AIWU), St. Petersburg Regional Union Federation, the State Labour Inspection and the district prosecutor's office found that the prosecution of Heineken workers who went on a one-day warning strike on 15 December 2011 was illegal. [Read more here.](#)

On December 21 in the **United Kingdom** Unite The Union welcomed an investigation, based on a complaint against Heineken by a group of pensioners who worked for Scottish & Newcastle (S&N). [Click here for more.](#)

CATERING

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Compass

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Progress has been made in the long running dispute with **Eurest Algeria** following the formation of a union in 2006 and subsequent refusal by the company to recognize the union, followed by worker suspensions and violations of workers' rights by the company.

In December 2011, after a dispute lasting more than three years, an agreement was reached between the IUF and Eurest Algeria and its UK-based parent company Compass, with the assistance of a mediator provided by the UK contact point for the OECD Guidelines on Multinational Enterprises.

The settlement reinforced ongoing guarantees that workers in Eurest Algeria would be able to exercise their rights to freedom of association in line with Algerian law and applicable internationally-recognized labour standards. A process was put in place whereby former named

employees of Eurest could apply for suitable re-employment with Eurest Algeria.

The implementation of this Agreement has been slow and difficult as local management frustrated efforts to re-employ the named workers. Union leader and former employee Yacine Zaïd has been the IUF contact point in Algeria and advocated on behalf of the workers seeking employment.

Following the appointment of a new Managing Director for Eurest Algeria in September 2012 a breakthrough was made in the implementation of the agreement with the re-employment of a key union leader to a suitable position in his home town.

Five other workers are seeking employment again with Eurest Algeria and the IUF is in regular contact with Compass to ensure the Agreement is implemented as soon as possible.

Sodexo

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The IUF signed an International Framework Agreement (IFA) with Sodexo in December 2011. This agreement does more than acknowledge universal human rights at work such as the right to join a union and to benefit from collective bargaining, it also commits the parties to regularly meet and agree on implementing the agreement and specifically on how workers can access their rights. This makes the Agreement a solid platform for organizing. The IUF will develop organizing plans in key Sodexo markets in conjunction with affiliates to make the most of the opportunities created by the IFA.

Click here for the [Sodexo/ IUF Agreement](#).

IUF DAIRY DIVISION

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Two meetings of the **Dairy Division Leadership Group** were held in November 2011 and October 2012. Reports of these meetings can be obtained from the IUF secretariat. At the October 2012 meeting the Dairy Division leadership launched the "**Fair Deal for Dairy Workers**" global campaign to raise standards and build greater union membership throughout the dairy sector, notably in the principal TNCs in the sector.

Danone

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Successful Teamsters (**USA**) union organizing campaigns, assisted through the IUF, secured guarantees of Danone management neutrality, and saw workers win union recognition at two

Danone plants in California and Oregon in May and July.

The IUF/Danone monitoring project in various Danone facilities around the world examines on the ground the level of implementation of eight IUF/Danone agreements negotiated at international level. In 2012 to date it has included visits by a joint IUF/Danone team to Danone factories in **France, Canada, United States, Ukraine** and **South Africa**.

In general agreements were known about and understood and had largely been respected (more detail can be obtained by [email from the IUF secretariat](#)). Cases where this was not the case will be examined in more detailed in a new **IUF/Danone engagement process** involving a small group of representative IUF Danone affiliates from the Americas, Europe and Asia meeting with senior corporate management twice-yearly. The first such meeting took place in Paris on September 6, 2012.

Fonterra

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Almost since the inception of the Framework Agreement with Fonterra in 2002, the IUF and its affiliate the NZ Dairy Workers Union (NZDWU) have been at loggerheads with the company over worker access to the rights the Agreement guarantees.

The core practical issue has been the refusal by Fonterra in **Sri Lanka** and **Malaysia** to grant access to local unions to offer union membership to workers in the plants. Workers' rights cannot be said to be guaranteed unless workers can access those rights in a neutral and safe environment.

For the past three years, the IUF affiliate FIEU in Malaysia has been seeking access to Fonterra's Malaysia plant to offer membership and gain recognition by the company. This year the NZDWU wrote a letter of support to the FIEU to give to workers to encourage them to join the union and link up with unionized Fonterra workers in NZ, Australia and Chile. In mid-2012 members in NZ voted at meetings to support the FIEU in their efforts to represent Malaysian workers employed by Fonterra. The Malaysian Industrial Relations Department after discussions with FIEU resolved to hold a ballot of the workers to determine union representation. Prior to the ballot, Fonterra agreed to accept representation by FIEU and elections will soon be held to establish workplace structures and this will be followed by collective bargaining.

This great result is due to a long and persistent campaign by the IUF and its affiliates in Malaysia and New Zealand.

FOOD PROCESSING

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Kraft

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Through our [Kraft Workers News](#) webpage, the IUF has been keeping affiliates informed with analysis of company developments (particularly the splitting of the company) and with updates on union action. Through the IUF, affiliates have provided mutual solidarity and support in the cases of two recent conflicts: in the **United States**, where Kraft has now revoked its decision to close a union-organized distribution centre, and in **Belgium**, where unions fighting a production transfer received solidarity in the form of signed petitions from IUF affiliates on 5 continents.

In September 2012 the IUF launched two urgent action campaigns in support of workers and their unions in conflict with Kraft in **Tunisia** and in **Egypt**. These cases have been reported on the website of the Business and Human Rights Resource Centre, which monitors companies' human rights impact. Kraft Foods has submitted a statement in response to the IUF's support for these unions. The IUF has issued a rebuttal. These can be found here: <http://www.business-humanrights.org/Home>

Nestlé

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The first ever global meeting with Nestlé corporate management took place on February 23, 2012. This came on the back of a number of successful struggles with Nestlé, resulting in the company finally conceding global recognition to the IUF having succeeded in limiting that recognition to Europe for more than 20 years. The focus of the first meeting was on on-going conflicts particularly in Indonesia and Pakistan.

The IUF re-launched the "Stop Nespressure" campaign in November 2011 following the brutal and arbitrary dismissal of union members in **Indonesia** and the mass dismissal of contract workers who had claimed their right to permanent status in **Pakistan**.

Throughout the entire dispute, dialogue was maintained with Nestlé at both corporate and regional level; however any progress made proved to be tenuous. Finally, following the launch of the "We are the 53" campaign (in reference to the 53

arbitrarily and unjustly dismissed union members in Indonesia) at the IUF Congress, the disputes ended in late May with Nestlé offering reinstatement to the 53 in Indonesia and permanent employment to over 200 contract workers in Pakistan.

Within the Nestlé **European Works Council**, union representatives continue to critically raise major corporate initiatives which pose threats to trade union work and trade union rights. The individual “Performance Evaluation” and performance-linked remuneration are an attack on collective bargaining and a threat to solidarity, social cohesion and trade union organization in the workplace. “Behaviour-based safety” involves a system of reporting safety infractions which amounts to informing on fellow workers. Unions are countering these initiatives at local and national level and are carrying the fight to the European level by calling for agreement on issues of principle.

Unilever

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In June 2012, the IUF filed a new complaint with the UK government over non-implementation of the 2010 agreement on union rights and representation at the Doom Dooma factory in **Assam, India**. Unilever’s ongoing failure to take definitive steps according to an agreed time-table, as agreed at the IUF/Unilever meeting in September 2011, led the IUF to launch a new public campaign attacking the company for not making good on a signed agreement. A verification finally took place on September 19, 2012: 75% of the workers designated the IUF affiliate as their collective bargaining representative, vs. 12% for the company-supported organization. The OECD complaint will remain active, and the IUF will remain on campaign alert, until this convincing verification result leads to a collective bargaining agreement with the IUF’s affiliate.

Unilever/IUF Global Engagement

The engagement process with Unilever on trade union rights and key related issues continued with a meeting in May 2012. IUF general secretary Ron Oswald, a representative group of IUF affiliates from the IUF regions, staff of the general and regional secretariats (the representative of ICEM, now IndustriAll, was unable to attend) met with corporate and regional management to continue the dialogue on trade union rights and related key issues. The positive results of this process since the meeting of September 2011 have notably included:

- Successful negotiation of an agreement establishing direct, permanent employment for

the vast majority of 184 fixed-term contract workers working at Unilever’s Lipton tea factory in **Pune, India**. The contract workers, many employed at the factory for more than 10 years, were working in the same jobs as permanent workers but paid less than half the wages of permanent workers. The result was achieved through strong union mobilization supported by the IUF locally and regionally, integrated with forcefully raising the union demands through the global meetings with the company.

- The engagement process with Unilever gave support to women workers packing ice cream at the non-union factory in **Omsk, Russia**, won union recognition and a return to direct employment with the support of the IUF internationally and regionally and engagement with the company. The women on the packing lines were transferred to an agency in 2010-2011 but continued to perform the same work at inferior pay and conditions. Their union is affiliated to the IUF and is now negotiating a first collective agreement at the plant.

From December 2011 to March 2012, the IUF organized international solidarity with UK affiliates at Unilever fighting cuts to their pension schemes, culminating in a European-wide demonstration in Rotterdam. Our affiliates won improvements to the proposals initially on offer from Unilever.

The IUF has organized solidarity and support for the chemical union at the company’s Boksburg, South Africa plant, where local management is promoting a yellow union.

The joint **IUF/Unilever Working Group on Sustainable Employment** concluded its examination of employment relations in Unilever’s beverages division and has begun work on ice cream plants. This process, when completed, should assist affiliates secure more permanent jobs in bargaining over precarious employment.

The secretariat is proceeding with plans to convene an international meeting of Unilever shop stewards and union officers with the goal of building a strong, active union network in the company. The meeting is tentatively planned for March 2013.

Gender/Equality in Unilever

The IUF has begun carrying out the first-ever survey of the situation of women workers at Unilever. The results should assist unions organizing around equality, precarious work and union rights and strengthen affiliates’ organizing and bargaining.

HOTEL CHAINS

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Accor

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In **Canada**, UniteHere Local 75 filed different charges at the Ontario Labour Relations Board for unfair labour practices which occurred in three different Accor hotels in Ottawa, Mississauga and North York. The court ruling on the Mississauga case has pointed to serious breaches of law by local management and instructed the hotel to recognize the union and begin collective bargaining (an exceptionally tough ruling by the board normally reserved for less than respectable companies largely in the construction industry). Other cases are pending and the secretariat is pressurizing Accor to reach a voluntary settlement with UniteHere rather than lose case after case at the Labour Board.

In **Benin**, management at the Novotel in Cotonou and Synovo have finally started to negotiate a collective agreement for the hotel following pressure locally and an OECD complaint filed by the IUF. Currently the complaint is still active despite negotiations having started largely because management has acted in bad faith for a long time in this case and cannot be trusted to deliver on their commitments.

In October 2011 the IUF intervened with Accor corporate management in a conflict involving violations of trade union rights at an Ibis hotel in **Indonesia**, where our affiliate FSPM was organizing. The result was successfully resolved and the union registered, giving strong impetus to new organizing at Accor in that country.

Accor global organizing project

The organizing project supported by UniteHere and the AFL-CIO's Solidarity Centre has started in Indonesia and has led to new membership and strong local leaderships in 10 hotels and the union is now targeting a total of 20 Accor hotels.

Similar project activities are in the early stages in Accor hotels in **Morocco** and UniteHere is in discussions with a sister union in **Brazil**.

Hilton

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The IUF and its affiliate in the **Maldives**, TEAM, have launched an international solidarity campaign to reinstate 22 workers unfairly dismissed at the Conrad Hilton. Last February the labour court ruled that the mass firings were unfair, and ordered the management to reinstate the workers with full back pay. Management refused to comply

with the court decision, and the workers are still waiting. [Click here for more](#) and [watch the video here](#).

Rezidor

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Following research conducted with the support of our Danish affiliate, 3F, focus continues on the **Radisson** brand of hotels. The IUF's Hotels Chains Steering Group met in Geneva on September 24th 2012 and endorsed an organizing proposal submitted by the IUF secretariat. A meeting with IUF, Nordic Unions, EFFAT (IUF Europe), the EWC and all the unions with Rezidor hotels will be convened to develop an international organizing campaign.

In support of this plan, in early 2012, the Nordic Unions, in cooperation with Baltic Organising Academy, launched an organizing project in the Baltic countries. A main goal is to unionize Rezidor hotel workers, identify leaders, and start collective bargaining.

Sol Melià

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The IUF, working with Spanish affiliates and IUF HRCT president Norberto Latorre, has opened negotiations for an International Framework Agreement with Spanish-based company Sol Melià, which owns some 400 hotels in 26 countries. The negotiations are at the very early and difficult stage with the company not yet willing to agree to standards set by our 2007 Congress for IFA's.

MEAT

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An IUF **Global Meat Conference** took place in Omaha (USA), November 1-2, 2011. Hosted by the United Food and Commercial Workers Union, it welcomed some 160 delegates from UFCW local organizations in the US and Canada and 29 delegates from 13 countries outside North America. The Conference proposed the creation of an IUF Meat Division. [Click here for the report of the meeting](#).

At an informal meeting in Geneva on February 24, 2012, affiliates in the meat sector agreed on a preliminary work programme of research and mapping focusing on the key companies identified by affiliates: **JBS, BRF, Marfrig, Danish Crown, Vion, Tyson, Cargill, Smithfield/Campofrio**. This work is ongoing.

Vion

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Since the announcement in June 2012 of major restructuring throughout its business in the Netherlands, Germany and the UK, IUF affiliates in these countries have been fighting job cuts and plant closures, notably in **Scotland**, where USDAW is working as part of a task force to keep a factory, slated for closure, in operation. Earlier this year, a heated collective bargaining dispute broke out between UNITE and Vion at another factory in Scotland.

TOBACCO

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British American Tobacco

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The IUF, together with our affiliate FLOC, attended the BAT annual shareholders meeting in London in April 2012, to remind BAT of their commitment to meet FLOC and support an industry-wide initiative to ensure rights and decent working conditions for migrant tobacco workers in the **United States**. Progress has been slow, but an initial meeting with Reynolds American has now taken place and BAT, PMI and JTI have indicated their support for the initiative.

JTI

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Pressure against the union at the Moscow factory – which began with the arrival of new management in 2010 – has recently taken a sinister turn with the dismissal of union activists. The JTI Moscow union and its federation, IUF-affiliated Solidarnost, have been conducting actions against these dismissals and the anti-union behavior of the company. They organized leafleting on August 23 and a picket line in front of the factory on October 3.

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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