

TNC INFO #12

07-2013



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.

Contents

Agriculture:

- Chiquita
- Illovo Sugar
- American Sugar Refining (ASR)
- Spanish sugar TNCs

Beverage/Breweries:

- The Coca-Cola Company
- PepsiCo
- AB-InBev
- Carlsberg
- Molson Coors

Catering:

- Compass
- Sodexo

Dairy Division:

- "A Fair Deal for Dairy Workers!"
- Arla
- Danone
- Fonterra
- GlaxoSmithKline (GSK)

Fast Food

- Domino's Pizza
- McDonalds

Fisheries:

- ITF/IUF "From Catcher to Counter"
- Sealord
- Pescanova

Food:

- H.J. Heinz
- Mondelez (ex-Kraft)
- Nestlé
- Unilever

Hotel Chains:

- Accor
- Club Med
- Hayatt
- Melià
- Rezidor

Meat:

- Danish Crown
- Vion
- Marfrig
- Smithfield

Tobacco:

- Japan Tobacco International (JTI)
- British American Tobacco (BAT)

AGRICULTURE

Chiquita

sue.longley@iuf.org

The regular meeting of the **IUF/COLSIBA-Chiquita review committee** was held in Panama City on June 5, 2013. The Committee discussed plans to launch a pilot project on equal employment opportunities in Chiquita's operations in Panama. The pilot will be monitored by the Review Committee's gender group.

Chiquita made detailed presentations on developments in the world banana market including the rapid increase in supermarket "own brands" sales.

IUF affiliates participating in the Review Committee raised issues of national concern that they had been unable to resolve in negotiations with local Chiquita managers. These included use of contractors, drinking water quality and lack of medical leave.

The union side raised particular concerns about the situation at Tres Hermanas, a Chiquita supplier in Honduras where the owner is refusing to deal with an independent union and has instead set up a yellow union and about the slow progress in implementing the agreement reached in April 2011 to eliminate use of 5.5 month contracts. Both of these issues will be kept under close review.

Work continues on developing a new procedure to protect union leaders who are not covered by collective bargaining agreements in their workplace.

It was agreed that the next meeting would be held in Honduras towards the end of 2013.

Illovo Sugar

sue.longley@iuf.org
jchullen@rogers.com

Five affiliates completed wage negotiations in the African operations of Illovo Sugar. While there is an estimate 65,000 directly employed workers, the impact of these negotiations may influence twice as many workers who are not under a permanent employment contract. During the negotiations, the IUF Global Sugar Program provided ongoing

information to the unions. Illovo Sugar is owned by the UK-based Associated British Foods.

American Sugar Refining (ASR Group)

sue.longley@iuf.org
jchullen@rogers.com

The Belize Workers' Union (BWU) is negotiating wages at the Belize Sugar Industries (BSI), where the ASR Group has a majority stake, after taking over the company in 2012. At the most recent round of negotiations in early July, the spread on the wage increase between the union's proposal and the company's offer stood at 2.25 percentage points. Meanwhile, the BWU won an important victory when a poll run by the labour board on July 18 gave an overwhelming majority (83 votes in favour out of 89 valid votes) for the union to represent the workers under contract in BSI operations. With a membership of 165, following several rounds of redundancies, the BWU will benefit greatly from this development.

The **BWU and the UK-based GMB signed a Memorandum of Understanding** to exchange of information and provide mutual solidarity, in a move that supports the IUF Global Sugar efforts to create a union network in the ASR Group, the world's largest refiner of sugar.

Spanish sugar TNCs

sue.longley@iuf.org
jchullen@rogers.com

IUF Spanish affiliates, Agroalimentaria-CCOO and FITAG-UGT, concluded negotiations for a sector-wide agreement for 2013-2014. There is an estimated of 1,600 employees in the Spanish sugar sector during harvest. Given the economic crisis in Spain it was important that the unions successfully fought one of the more aggressive aspects of the labour reforms, which proposes that if negotiations over 12 months do not reach an agreement, then the collective agreement is denounced and effectively disappears. Employers in this agreement include the operations of AB Azucarera, which is managed by the ABF sugar arm, AB Sugar. This is a direct link between the Spanish sugar workers and the African unions organising in Illovo Sugar.

Further information on the IUF Sugar Workers Network is available at: www.iuf.org/sugarworkers

BEVERAGES

burcu.ayan@iuf.org

Coca-Cola

burcu.ayan@iuf.org

The IUF secretariat with unions representing **Coca-Cola workers in Spain, Japan, Guatemala, Argentina and USA** met with senior labour relations management at Coca-Cola's headquarters in Atlanta for the first twice-yearly meetings of 2013. Implications arising from the merger of bottlers for the future of employment in Spain and Japan and union rights issues in Guatemala featured strongly in the IUF/ Coca-Cola April 2013, **Atlanta meeting**. [Read more of the meeting's conclusions here](#).

The next meeting of the **IUF/TCCC Engagement Teams** will take place in November 2013 in Atlanta.

In **Turkey** workers of **Crown Bevcan**, a key can supplier of the Coca-Cola Company (TCCC) and Coca-Cola Icecek (CCI-the Turkish Coca-Cola bottler), have been systematically denied their rights to freedom of association and collective bargaining over the past 8 months. Their union, **Birlesik Metal-Is (The United Metal Workers' Union of Turkey)** has been recognized as the official bargaining agent by the Labour Ministry of Turkey, Crown Bevcan has chosen to deny that right and cynically launched a 'justice delayed, justice denied' action through the courts to further frustrate its workers.

The Crown Bevcan case in Turkey raises serious doubts about both CCI and TCCC's good-faith implementation of their own supplier guidelines as well as their respect for their international responsibilities under the UN Guiding Principles for Business and Human Rights and the OECD Guidelines for Multinational Companies. [See the urgent action appeal here](#) to help insist that TCCC and CCI meet their obligation to intervene directly with this key can supplier to ensure that Crown Bevcan respects the human rights of its employees in Turkey, particularly those relating to freedom of association and collective bargaining.

Employees of Coca Cola in the greater **Cincinnati (USA)** area working in the Vending Service Department joined **Teamsters Local 1199**. The new members joined the other 220 employees working in production, maintenance, warehouse and fleet maintenance at Coca Cola.

In the **UK, Coca-Cola Enterprises (CCE)** proposes to cut up to 288 distribution jobs. Under

the plans declared on April 23, the current distribution service will end in the "latter part" of this year, by which time "alternative distribution arrangements" will be in place. IUF affiliated **Unite the Union** who represents the Coca-Cola workers rightly believes that Coca Cola Enterprises is a highly profitable and successful global company and the union will be doing everything in their power to protect jobs.

In addition CCE plans to open a new financial service centre in **Bulgaria**, leading to "some retained roles and some redundancies".

Coca-Cola Workers' Alliance

burcu.ayan@iuf.org

700 full-time workers and 100 temporary employees are walking a picket line at **Canada's largest Coca-Cola plant** in Brampton since June 27. Coca-Cola is asking for a large list of concessions from workers including attacks to their benefits, job security and work rules as well as their union, meanwhile its net profit for 2012 was \$9 billion.

Coca-Cola Workers' Alliance members have sent protest messages to Coca-Cola Canada management to support **Canadian Auto Workers (CAW) Local 973's** struggle for permanent, good-paying union jobs at Canada's largest Coca-Cola plant. To send a message to Coca Cola management protesting against the outsourcing decision [see the model message here](#).

The 4th **Coca-Cola Steering Committee** meeting will take place on September 19-20, 2013, in **Istanbul, Turkey**. Coca-Cola Steering Committee members are invited to discuss results and developments within the company and on-going work of the Alliance and future working priorities. For more details and to confirm Steering Committee members' participation please write to burcu.ayan@iuf.org

PepsiCo

burcu.ayan@iuf.org

In the **Dominican Republic** Almost two years after filing its proposal for a collective bargaining agreement, **the National Union of Frito-Lay Dominicana Workers (SINTRALAYDO)** is still fighting the company's refusal to engage in collective bargaining and dealing with its antiunion attitude. On May 26 Alexander Mosque, general secretary of the National Union of Frito Lay Dominicana (SINTRALAYDO) was **attacked and kidnapped** by three unknown people. Alexander Mosque reported that he was returning to his home after a long day of union activities when

three unknown persons came forward, pointed guns at him and forced him into a vehicle. Please [read more here](#)

Workers who are members of **Indian National Trade Union Congress (INTUC)** at West Bengal warehouses exclusively contracted by PepsiCo are fighting for fairness and justice in the face of mass dismissals as a result of exercising their right to join a union. 162 workers out of 170 have been brutally fired. [See the urgent action campaign here](#) to stop PepsiCo's brutal attack on fundamental human rights in India.

PepsiCo's aggressive union-busting at its Frito-Lays plant in West Bengal was brought to the attention of tens of thousands of Indian Premier League (IPL) cricket fans at Eden Garden Stadium on Sunday. PepsiCo, a major IPL sponsor, faces growing criticism for its role in the mass termination of workers in March and April. [Read more here](#).

A **PepsiCo International Union Network meeting** will be held in **Istanbul, Turkey** on September 18-19, 2013. This meeting would serve to develop a strategic approach to achieving global union recognition within the company as well as setting future working priorities for the network. Affiliates interested in participating are asked to contact the IUF secretariat as soon as possible at burcu.ayan@iuf.org

BREWERIES

burcu.ayan@iuf.org

The IUF Secretariat continues to update databases and mapping of breweries companies in part using [survey you can find here](#).

AB-Inbev

burcu.ayan@iuf.org

Canadian St. John's Newfoundland Labatt (AB-InBev) plant workers went on strike on March 25 as a result of no offer for the wage increase from the company. The IUF contacted the AB InBev CEO urging the company to use its influence on **its Canada Labatt factory management** to ensure that this dispute be quickly brought to a fair and decent conclusion to the satisfaction of both parties. The IUF also asked its brewery affiliates and particularly those at AB InBev to contact international and local AB InBev managements about this case. The IUF Secretariat supported the Labatt strike campaign of LabourStart and messages have more than tripled following the IUF mailing in English, French and Spanish. [Find the campaign page here](#).

The IUF organized an **AB InBev International Union Meeting in Leuven, Belgium on 14-15 May of 2013** to improve union coordination and mutual support. The meeting focused on creating an active network which targets to enhance communication, cooperation and solidarity among the unions. During the meeting representatives from AB InBev unions around the world affiliated to the IUF, have confirmed the alarming increase of pressure on our workplaces and on our trade union organizations. [Read the declaration of the meeting here.](#)

The IUF wrote a letter to the CEO of AB InBev and urged the company to intervene with its fully owned subsidiary company the **Grupo Modelo/Corona Beer** to ensure that the glass-maker, **VIDRIERA in Mexico**, commits itself to comply with internationally recognized labour standards and to reinstate the workers who were dismissed in 2008 in reaction to a legal union warning of strike action with their full rights restored.

Carlsberg

burcu.ayan@iuf.org

The IUF organized a **Carlsberg International Union Meeting** in Vilnius, Lithuania on June 4-5, 2013 to develop a strategy amongst IUF affiliates to better map our membership in the company, determine a plan to strengthen union membership and advance the IUF's strategy aimed at building a strong trade union rights and union bargaining base for IUF affiliates within Carlsberg.

The meeting resulted in a small working group to achieve the above mentioned strategy and to show solidarity with the on-going official recognition issue of Cambodian Food and Services Workers Federation as the representative union for beer promoting women employed by Carlsberg Cambodia.

Molson Coors

burcu.ayan@iuf.org

The IUF-affiliated **Unite the Union** and its members at **Molson Coors breweries in UK** are standing up against the company's proposals which include pay cuts for half of the union members, forced excessive shift hours and the unilateral tearing up of an agreement by the employer to be replaced by terms dictated solely by them. The IUF called its affiliates to join an urgent campaign to send a message to CEO Peter Swinburn demanding an end to these unjust proposals and calling on the company to respect

the existing agreement, workers' rights and working conditions in the UK.

Following intense negotiations of Unite the Union with the conciliator ACAS, an agreement has been reached with management that was overwhelmingly endorsed by a mass meeting. The settlement provides for some cost savings but does not include the massive pay cuts proposed by the company

Visit <http://www.beerworkers.org/> for more brewery sector news.

CATERING

james.ritchie@iuf.org

Compass

james.ritchie@iuf.org

The recently established **Syndicat National Autonome des Travailleurs d'Eurest Algérie (SNATEA) (national autonomous workers union Eurest Algeria)** has joined the IUF. SNATEA is the first independent union in the catering sector in Algeria and was built from the workers fight, supported over a long period by the IUF, for their rights in Compass Algeria.

NGG members employed by Compass in **Germany** are undertaking a series of strikes aimed at winning an improved collective agreement with the company.

Sodexo

james.ritchie@iuf.org

Following the acquisition of MacLellan by Sodexo in January 2013, the company has 1000 clients and 49,000 workers in **India**. The IUF/Sodexo International Framework Agreement (IFA) has created space for organizing in India and research and mapping is being undertaken in preparation for a targeted organizing campaign in what is now Sodexo's second largest market.

In **Morocco** an IUF team investigated credible allegations by the **ODT** union about union harassment and anti-union action by local Sodexo management. The outcome of this investigation has been brought to Sodexo corporate management and will be pursued under the auspices of the IUF/Sodexo IFA.

In **Australia**, 50 members from IUF affiliate **United Voice** employed at Defence sites across Canberra picketed the Australian Defence contractor, Serco Sodexo Defence Services management, and held signs claiming the company put profits before people. Sodexo and Serco are joint owners of the company.

Cleaners, chefs and security guards waved their United Voice union flags and were supported by Construction Forestry Mining and Energy Union members.

United Voice alleges Serco Sodexo Defence Services - which has held the local Defence services contract since 2006 - breached national employment standards by failing to provide all shift workers a fifth week of annual leave.

In the **United States** in March, 70 Sodexo workers at **Saint Mary's College, Moraga, California** informed management that they wished to join Local 2850 of the **IUF affiliate Unite Here**. The company recognized the union within two days. There was strong support from students, staff and community for the organizing initiative.

As part of Unite Here's Real Food Real Jobs campaign, workers at **Howard University D.C.**, who had been fighting for greater access to fresh healthy food and good sustainable jobs, celebrated voting for a new contract with their employer Sodexo. The contract provided for better wages, affordable health care, hours of work protection plus a sustainability oversight committee and worker training.

IUF DAIRY DIVISION

burcu.ayan@iuf.org
james.ritchie@iuf.org

A Fair Deal For Dairy Workers!

The Dairy Division publicity for its global "**A Fair Deal For Dairy Workers**" campaign was endorsed at the 2013 IUF Executive Committee.

The material is being widely distributed to affiliates to use as part of ongoing work with dairy sector members.

The publicity and organizing initiative has a dual purpose, firstly as a statement of rights we have and rights we will defend in organized workplaces and secondly as a recruiting and organizing tool to invite workers to become part of a global network of dairy workers who fight for their rights.

Dairy Division Leadership Meeting

The Dairy Division Leadership Group held an international conference call on 6 June to discuss how best to utilize the branding and publicity for a global organizing initiative '**A Fair Deal For Dairy Workers**' as well as affiliate updates on organizing target companies. The next dairy Division Leadership Group meeting is confirmed to be held in San Francisco, California on October 3&4 2013 and the global IUF Dairy Conference will be

organized at Sunchales Argentina in March 2014. (Precise dates to be confirmed).

Members of dairy unions affiliated to the **Dairy Employees Federation of India (DEFOI)** met in Bangalore to plan for the National DEFOI meeting in May. The global organizing initiative 'A Fair Deal For Dairy Workers' was endorsed and the workers issues were discussed in the context of the demands of all dairy workers around the world for decent jobs.

ARLA

burcu.ayan@iuf.org
james.ritchie@iuf.org

Germany affiliate NGG has reported that ARLA bought several dairy companies in Germany over the past two years. ARLA now is the employer of almost 2000 workers and has become the third largest dairy employer in Germany. The NGG is working with other unions in Europe to establish a dairy network within the IUF's European region EFFAT.

Danone

burcu.ayan@iuf.org

A second **European level IUF/Danone Extraordinary meeting for information and consultation** regarding Danone's cost-cutting plans in Europe took place on May 23 at the ILO in Geneva. During the plenary session an independent analysis of the plan was presented, looking in particular at the economic interest of the plan for Danone's future financial independence, the real cost of implementing the plan and its potential effects on employment and working conditions in the affected departments.

IUF members shared their objections to the plan pointing out that it is primarily a response to pressure from financial markets; will lead to a deterioration of working conditions and increased psychosocial risks and does not guarantee employees against the risk of new plans for job cuts in the coming two years in the current economic climate.

The next full **Danone International CIC meeting** will be organized in Geneva on 14-16 October 2013.

The recently created **IUF/Danone engagement team** made up of a smaller group of IUF Danone affiliates from the Americas, Europe and Asia held its second meeting on June 20-21 in Paris.

In opening the process of negotiations around the use of "**precarious employment**" Danone presented its practices and definitions of various

types of employment. The IUF and Danone agreed to review all forms of employment in Danone, in particular the use of non-permanent Danone workers and agency workers and the issues arising from that use.

A small working group will be formed consisting of the IUF and Danone representatives to identify the possible tools and mechanisms to most effectively analyse employment issues and drive abusive forms of precarious and insecure employment out of Danone's international operations.

IUF/Danone Agreements monitoring

jacqueline.baroncini@iuf.org

The next visits in the framework of the **joint IUF/Danone agreements monitoring project** have now been tentatively scheduled. A joint introduction to the IUF/Danone agreements will be provided to management, workers and union representatives at Danone's newly-acquired dairy business in **Morocco** in October. An evaluation of the impact of IUF/Danone agreements at the baby and medical and the water businesses in **Indonesia** will take place later this year.

Fonterra

burcu.ayan@iuf.org
james.ritchie@iuf.org

In **Australia** the **National Union of Workers (NUW)** reported on activity at Fonterra Bayswater. After months of organizing there will be a strike ballot to break an impasse in collective bargaining and progress has been made with establishing standards for labour hire temporary workers. The NUW expressed appreciation for the support received from the NZDWU in New Zealand with regard to this campaign.

GlaxoSmithKline (GSK)

burcu.ayan@iuf.org
james.ritchie@iuf.org

After 62 days of continuous protests the IUF-affiliated **Milk Food Factory Workers Union** in **Punjab, India**, won a crucial victory against union-busting and the erosion of working conditions by profit hungry **GlaxoSmithKline (GSK) Consumer Healthcare**.

In an agreement reached on April 23 all suspensions were withdrawn and union members returned to work the next day. The arbitrary wage cuts imposed in February and March as punishment for union activities were also reversed and will be repaid in full.

This paved the way for a new collective agreement retroactive to October 1, 2012 that substantially

improves the wages and benefits of the union's 1,600 members and addresses the deteriorating working conditions that led to the dispute.

FAST FOOD

massimo.frattini@iuf.org

Domino's Pizza

massimo.frattini@iuf.org

On March 31, IUF's Swiss affiliate UNIA signed the first agreement in the Swiss hospitality industry establishing the union's right to workplace access and to information.

The agreement is a milestone because it does not apply only to directly employed workers, but also to franchised restaurants as well, affirming the obligations of a parent company towards employees working for franchisees using their brand.

McDonald's

massimo.frattini@iuf.org

IUF-affiliated unions and McDonald's workers from over 30 countries joined in a June 6 **International Day of Action** to protest against the poor working conditions of numerous migrant workers at the franchised giant's restaurant in Pennsylvania, USA.

Protests were held in front of McDonald's restaurants, leaflets were distributed to guests, and in some cases union leaders met local management urging the company to a better behaviour and to engage in discussion with unions. For more information click [here](#).

FISHERIES

burcu.ayan@iuf.org
Blackshaw_Liz@itf.org.uk

ITF/IUF Joint Fisheries Project "From Catcher to Counter"

In **Papua New Guinea**, 23 additional representatives across **Frabelle PNG Ltd, Sealord, RD Tuna and South Seas Tuna** received training in using the law, representation and communication to help develop the workplace committees. Two company unions have been legally dissolved following ballots of workers and membership is transferring over to new IUF affiliate **PNG Papua New Guinea Maritime and Transport Workers Union (MTWIU)**.

In **The Philippines**, the project is following political developments in the country around the sector and

a recent audit conducted by the Department of Labour and Employment (DOLE) that identified over 53m pesos outstanding in workers' wages and 2 TNCs whose names were not disclosed by the Department of Labour could face criminal charges for labour violations.

In **Thailand** research is to start on the second largest fisheries company in the world, **Thai Union**, to establish locations, workforces, export markets and companies involved in its supply chain.

In **Chile** unions agreed at a recent meeting to work together possibly as a federation of unions to progress legislation in the industry regarding both licensing laws and allocations. Unions are also looking at pursuing pay parity across the industry. Companies involved in the industry in Chile include **Austevoll** and **Pescanova** subsidiaries.

In **Peru** unions discussed forming a new national union which will unify workers in the industry. This will also allow for an audit of all existing collective bargaining agreements in all processing and fishing companies with the intention of improving terms and conditions across the industry. There is currently a conflict between **The China Fishing Co** and **Marine Harvest**, an **Austevoll** subsidiary, over the acquisition of **Pescanova** subsidiaries. These companies do not have union membership at present and as such may be organizing targets for future activities.

In **Indonesia** ITF are arranging for the representation of 259 fishing workers who were contracted by companies based in both New Zealand and Korea but who were not paid in accordance with labour laws. ITF's legal analysis favours a recovery of up to NZD\$5m. In addition, research is to start in Lampung to identify the major companies operating there for future union organizing activity

Sealord Group

burcu.ayan@iuf.org
Blackshaw_Liz@itf.org.uk

The IUF general secretary and Asia/Pacific regional secretary together with the **New Zealand Service and Food Workers Union (SFWU)** held discussions with the CEO of the Sealord Group which has operations around the world including a fleet of vessels. The discussions centred around union rights issues and Sealord's broader future.

Outcomes included agreement from Sealord not to use exploitative youth wages rates recently introduced by New Zealand's conservative government, agreement that they and the union

will explore phasing out agency labour and also a commitment on the use of properly employed and registered crews on Sealord vessels.

Sealord's joint owner, Tokyo-based **Nippon Suisan Kaisha**, also known as **Nissui**, is apparently trying to exit Sealord. It has already taken over the most lucrative part of the Sealord business, its European marketing arm. Sealord already closed its business in **Argentina** and will shift its point of focus to New Zealand and Australia.

A joint Asia/Pacific fisheries workshop with ITF will be held later this year or early next year to progress recognition with the Sealord Group and other companies in the sector in line with the **ITF-IUF fisheries programme**.

Pescanova

burcu.ayan@iuf.org
Blackshaw_Liz@itf.org.uk

IUF and ITF secretariats organised a meeting with CCOO and UGT in Madrid in April to evaluate the fisheries work focused on Spanish companies operating in **Spain, Chile and Peru**. As a result it was agreed we investigate and report in more detail around Pescanova's bankruptcy, plans, downsizing, factory closures, possible dismissals as well as actions and mobilizations possible amongst affiliates.

As Pescanova was and possibly still is a key member of the Spanish fisheries employers' association ANFACO, information will be sought from the company and from ANFACO under the **IUF/ANFACO Joint Statement** signed in 2011.

FOOD PROCESSING

jacqueline.baroncini@iuf.org
kirill.buketov@iuf.org

H.J.Heinz

kirill.buketov@iuf.org

The recent takeover of the company by two financial institutions - 3G and Berkshire Hathaway - raised serious concerns among affiliates with membership at H.J.Heinz. Several affiliates approached their national managements asking that information be provided on future plans with regard to employment stability.

The company did not respond adequately and the IUF secretariat has since coordinated a teleconference to discuss the situation with the participation of key affiliates representing workers from **the UK, New Zealand, Australia, Belgium, Netherlands, the USA and South Africa** on July 13/14, 2013.

Teleconference participants mandated the IUF to approach Heinz management with a proposal for a meeting at international level, as well as a mandate to strengthen coordination of action at the regional and cross-regional levels and to build a collective international union response.

Heinz has already announced plans to axe 45 jobs from its **Kendal, UK factory** by transferring production of some of its infant milk products to New Zealand.

The company makes baby food which is then shipped to China and Europe.

Heinz is transferring production of items destined for Asia to **Fonterra**, a New Zealand-based company which would co-pack the specialist milks.

The IUF has contacted **Unite in the UK** and the **NZDWU** in New Zealand concerning the transfer of production in order that the two unions can work to prevent social dumping and reduction of workers' rights in the process.

Mondelez (ex-Kraft)

jacqueline.baroncini@iuf.org

james.ritchie@iuf.org

The layers of human rights abuse by the debt ridden global snacks powerhouse are compounding as Mondelez strives to increase its cash flow to pay interest and repay debt, reward its executives, and to buy back shares to keep the share price artificially inflated.

In addition to the human rights abuses in **Tunisia and Egypt** which kicked off the campaign, the IUF has uncovered violations in Pakistan and Lebanon.

This year collective agreement negotiations at **Mondelēz Cadbury Pakistan** reached an impasse when the company refused a claim which would have converted some contract workers into permanent workers.

At **Hub, Baluchistan, also in Pakistan**, a 19 year old contract worker in the Mondelēz 'Tang' factory died after he was run over by a reversing transport van. Contrary to local law, Mohammad Zohaib had not been provided with medical insurance causing delays in his treatment. The accident occurred after he had just completed two consecutive 12 hour shifts.

In May this year in **Lebanon**, Mondelēz announced they were closing a 50-year-old profitable chewing gum factory putting over 100 workers out of work. After deceiving the workers' union for six months about the future of the plant, one month's notice of closure was provided and

the announcement was made in the presence of armed civilian guards. The stated reason for the closure was the transfer of production to Egypt where energy and labour costs were lower. Egypt is where the company last year smashed the union by firing five of its leaders.

In the **United States and Canada**, biscuit factories with union contracts have closed with the jobs shipped to **Mexico**. Mondelez recently announced plans to invest in a new manufacturing facility in Salinas Victoria, Mexico. When the facility opens its doors in the second half of 2014, the company reports it will have five (5) biscuit manufacturing lines to support growth of the business in the Americas. Jobs will be transferred south to Mexico to reduce labor costs and biscuits will be transferred north to the wealthy consumer markets of the U.S. and Canada

The IUF has launched urgent action campaigns, established a website www.screamdelez.org, lodged a complaint under the OECD guidelines, asked questions at the company AGM, updated investors, facilitated 'twinning' arrangements and visits with affiliates in the **UK, France, Sweden and Norway**, reported on membership activity in support of the campaign in these countries and in **Belgium, New Zealand and Australia**, hosted leaders of the **Egypt Cadbury Union** at its Executive Committee and hosted a media conference and encouraged affiliates to conduct actions on Mondelēz worksites. These activities have been reported on our website and campaign site.

The IUF requests affiliates to increase actions targeting the company and to demand Mondelez discuss the serious allegations of human rights abuses with the IUF. **For more information please visit the campaign website www.screamdelez.org and support the campaign with concrete actions.**

Nestlé

jacqueline.baroncini@iuf.org

james.ritchie@iuf.org

The 3rd IUF-Nestlé Global Meeting took place on 23-24 May.

The IUF shared the results of its survey amongst affiliates into **Nestlé's behaviour-based safety** programme. The survey showed that IUF members in the worksites felt, with few exceptions, that there was too much emphasis on behaviour and that this deflected from the responsibility to provide safe workplaces.

Our survey into **performance-related pay** showed that IUF affiliates were concerned over arbitrary and subjective evaluations as the basis for performance bonuses and the effect it had on social cohesion in the workplace. We repeated our concern that Nestlé's remuneration policy favoured the substitution of performance-related pay for negotiated increases which presented a threat to collective bargaining.

Joint working groups have been set up to examine **types of employment and gender equality amongst non-managerial staff**. A first informal meeting of all participants took place on May 2 and terms of reference for the groups have been agreed.

The IUF and Nestlé agreed on **Joint Operating Principles** governing "a constructive and ongoing engagement on global labour topics". The document was signed by Peter Vogt, Nestlé Executive Vice President, Human Resources, and Ron Oswald, IUF General Secretary.

Unilever

peter.rossman@iuf.org

In **The Netherlands** the IUF organized significant international support amongst affiliates for **FNV Bondgenoten** members scheduled to be outsourced to **Sodexo** on May 1. The union ended the 6-week strike on April 9, the same day as support action by **South African IUF members** was taking place at **Unilever Food Services Pietermaritzburg**. A settlement negotiated and ratified 3 days later brought improved pension compensation for pension losses for transferred employees for up to ten years with Sodexo, guaranteed employment for three years and other workplace guarantees including no split shifts.

The secretariat has organized international support for the **IUF-affiliated Lever Brothers (Unilever) Trade Union in Thailand**, who are mobilizing against a new job classification system that was unilaterally imposed by management in April. Under the new system, the former 'job categories' are replaced with 'job levels'. The new job levels combine positions with different wage rates, reducing the wages and the seniority of experienced workers with skilled positions under the previous system.

IUF/Unilever Engagement Process

The secretariat is working with affiliates to document the extent and the legitimacy of **agency and temporary labour in ice cream production** within the framework of the joint working group on sustainable employment.

HOTEL CHAINS

massimo.frattini@iuf.org

Accor

massimo.frattini@iuf.org

In **Canada**, the agreement between Accor and **IUF-affiliate Unite-Here Local 75** has been breached again by French hotel operator as local management stands accused of unfair labour practices on the basis of new charges filed with the Ontario Labour Relations Board. On May 30, Novotel workers and union representatives visited the French embassy in Ottawa, seeking the assistance of the French ambassador in their conflict with Accor.

In **Benin**, IUF-affiliated **Synovo** is still facing management's opposition to a good faith negotiation for a collective agreement, this in spite of French NCP's determination of having found Accor disrespectful of the OECD Guidelines, and its suggestion "to pursue the resumption of dialogue within the Guidelines."

On June 16, the IUF launched an Urgent Action campaign asking its affiliates to protest to Accor urging the company to respect the human rights of its employees and to respect the agreement it puts its signature to. [Click here for more](#).

This situation is leading to a serious discussion about the value for IUF affiliates of maintaining the **IUF/Accor Trade Union Rights Agreement**.

ClubMed

massimo.frattini@iuf.org

Following the discussion with concerned members and the mandate to engage the company, on June 5, IUF representatives and French unions met Corporate Management. During the meeting the IUF stressed the need to improve past agreements, and also what needed be done in order to apply what had already been agreed.

A draft proposal is being circulated now among affiliates with members in ClubMed, and will be submitted to the company later on this year.

Hyatt

massimo.frattini@iuf.org

The results of the survey carried out during first months this year were distributed at the **Hotel Chains Steering Group**, held in Geneva on May 23. Ongoing campaign action will be decided shortly with **US-affiliate Unite Here!**

Melià

massimo.frattini@iuf.org
emilio.ferrero@iuf.org

Negotiations for an **International Framework Agreement** with Spanish-based company Melià continue to advance. A critical next meeting will be held most likely in August with the company to establish whether a successful conclusion can be reached in these negotiations

Rezidor

massimo.frattini@iuf.org

The **Carlson Rezidor Global Organizing meeting**, originally planned for May 22, was postponed to later in the year. It was decided to organize the meeting the day before the HRCT Trade Board Meeting on September 4 in order to allow more people to attend.

MEAT

james.ritchie@iuf.org

In an open letter to the **Standing Committee of the People's National Congress of China**, the **Hong Kong Council of Trade Unions (HKCTU)** demanded an independent investigation into the explosion and fire at the **Baoyuanfeng Poultry Plant, Dehui City, Jilin province** which killed 121 workers on June 3. This most recent in a series of fatal fires in Chinese factories once again revealed the murderous practice of locking fire exits as well as the lack of safety procedures and training. The HKCTU has called for an open investigation into the tragedy which would include participation by workers representatives and representatives of the victim's families.

In **Germany** the **NGG** continue their fight against "**wage dumping**" in the meat industry. Compensation of Euro 500,000 was won for 60 workers scandalously terminated by labour agencies contracted to Dutch TNC **Vion** in **Waldkraiburg, Bavaria**. Through declarations of insolvency Agency contractor **Global** and its successor on the site **CSS**, attempted to walk away without paying severance pay, a notice period or correcting underpayment of wages.

In June the NGG reported growing awareness by the public of the **modern day slavery** occurring in Germany's meat plants. Workers who work on contract for subcontractors to the host company are being mercilessly exploited by criminals. Many of these workers are migrants who are intimidated and afraid to join unions. The NGG points the finger directly at Denmark based **Danish Crown** and Netherlands based **Vion**.

Marfrig

james.ritchie@iuf.org

After paralyzing the two meat packing plants in **Promissão, Brazil**, the **Araçatuba Union of Food Workers** reached a wage agreement with the meat TNC **Marfrig**, subject to agreement on some health and safety clauses to be discussed during July.

Smithfield

james.ritchie@iuf.org

In the wake of the Chinese company **Shuangui** takeover of **Smithfield**, members of UFCW Local 440 in **Denison, Iowa**, sat down with **USA Today** and talked about what it's like to work in a pork processing plant. They say that the work in the plant is demanding but workers are able to earn good wages and make a decent living for themselves and their families. Many of them talk about how having a job at Smithfield has meant they've been able to put their children through school, live in good communities, and earn good wages along with opportunities for advancement.

The kind of wages and benefits they're describing are thanks to their union contract.

Both Smithfield and Shuangui announced that they plan to continue to honor union contracts.

16,000 workers across 14 different States work for **Smithfield** with the benefits of a UFCW union contract.

TOBACCO

Jacqueline.baroncini@iuf.org

Japan Tobacco International (JTI)

Jacqueline.baroncini@iuf.org

IUF affiliates representing workers at **Japan Tobacco International** met in Geneva on May 30 following a meeting of IUF affiliates in the tobacco sector. The JTI workers unions agreed on a modus to exchange information and pledged support to unions in Russia (Moscow), fighting management attempts to smash the union, and in South Africa, fighting for wage bargaining rights.

British American Tobacco (BAT)

Jacqueline.baroncini@iuf.org

The IUF continues to engage British American Tobacco on behalf of our affiliate, the Farm Labor Organizing Committee **FLOC** with the aim of putting pressure on **Reynolds American** to assume responsibility for the appalling conditions on tobacco farms in the United States. Very little progress has been made within the framework of talks on an industry-wide initiative to ensure rights and decent working and living conditions for migrant tobacco workers in the US.

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

Facebook: <http://www.facebook.com/IUFglobal>

Twitter: <https://twitter.com/IUFglobal>

YouTube Channel:

<http://www.youtube.com/user/IUFglobal>