

TNC INFO #3

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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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look in more detail at the OHS concerns raised in the main Review Committee as well as taking a proactive approach to promotion of good OHS. The IUF is proposing to expand the scope of current discussions beyond the current regional IUF/COLSIBA/Chiquita agreement to Chiquita operations globally. A proposal will be put to the company by the IUF shortly.

Tetley/Tata

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The IUF had to intervene again to protect workers and Action Committee members at the Nowera Nuddy tea estate in North Bengal, India. Despite claims from both the owners Amalgamated Plantations and Tetley/Tata in mid-December, 2009 that there had been an "honourable settlement" by the end of February workers still had not been paid either the wages or rations that they were deprived of during the 3-month lockout in 2009, 8 workers were still suspended and there had been no full disclosure of the terms under which the estate was reopened.

In mid-February, workers were again subject to threats and harassment – they were told that unless the Action Committee stopped putting up posters the garden would again be closed. IUF immediately protest to Tata/Tetley and Amalgamated and called on them to ensure that local management entered into real negotiations with the Action Committee to resolve the outstanding issues.

Ty-Phoo/Apejay

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A first informal meeting between an IUF team led by the general secretary and a Ty-Phoo team led by their CEO Keith Packer took place in London on March 16 at the offices of The Ethical Trading Initiative (ETI). The two side agreed in principle to sign an "access agreement" allowing the IUF and IUF affiliates access initially to the Talup plantation which had been the subject of a major

AGRICULTURE

Chiquita

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Work is underway to establish an occupational health and safety (OHS) subcommittee which will

investigation of workers conditions by the IUF in 2009 [<http://cms.iuf.org/?q=node/40>].

BEVERAGE/BREWERIES

The Coca-Cola Company

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IUF affiliates met with Coca-Cola Company senior management on 24 March 2010 at the company's headquarters in Atlanta. Key issues included precarious employment in India and South Africa, union rights in Pakistan and the USA, implications of recent structural and ownership changes in the Coca-Cola Enterprise bottler for European and North American affiliates, follow-up to the ILO 2008 Report on Coca-Cola's bottlers' operations in Colombia and ongoing negotiations towards an international worker rights agreement between the IUF and TCCC. The consultation was preceded by a union-side preparatory meeting on 23 March. IUF Coca-Cola affiliates will receive a more detailed report of the outcome on these and other points.

The Coca-Cola Workers' Alliance

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The Alliance Steering Committee met on February 4th and 5th discussing, among other issues the ABI strike in South Africa (settled February 9), and a likely industrial dispute at Coca-Cola Germany.

The continued fight against casualisation, organising initiatives in the framework of the IUF's Coca-Cola and Pepsi project as well as prospects for a future International Framework Agreement with the Coca-Cola Company were on the agenda.

The meeting also discussed the need for a sustainable affiliate-led resource basis for the Alliance.

PepsiCo

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The IUF Pepsi "network" is going live - Pepsico unions from all over the world are starting to contact each other through the Pepsico workers' web site [www.iuf.org/pepsico-workers].

We are also making progress with our Pepsico mapping project, tracing already more than 1000 production and distribution locations world-wide thanks to the work of our current Global Labour University intern, Ely Fair. Affiliates are invited to share available information about Pepsico in their country.

An initial informal contact between the IUF and PepsiCo corporate headquarters in late 2009 has yet to be followed up by PepsiCo.

CATERING

Compass

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The deadline for a response from the company to our OECD complaint under the OECD Guidelines for Multinational Enterprises regarding trade union rights violations in **Algeria** is approaching.

We would hope that the UK National Contact Point will offer to mediate this conflict with the company to resolve longstanding union rights violations in Algeria. In the meantime we are working to expand our research and knowledge of Compass operations in Algeria, and other multinational companies operating in the region.

Sodexo

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The IUF will launch a global declaration for workers and union representatives to sign in support of a recent statement by Sodexo management that they are willing to enter into discussions with the IUF about a global framework agreement.

We are also expanding our research into Sodexo operations in a number of countries. We will shortly be re-launching our global "**CAFÉ**" web site [www.foodserviceworkers.org] for catering workers. This is an online forum for workers to share their experience of the sector and we will be encouraging affiliates to generate content for this site.

CONFECTIONERY

Cadbury/Kraft

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

The scandalous actions of Kraft in relation of the **Somerdale** Cadbury plant in the UK has been highlighted by UK affiliates in parliamentary hearings in the UK. Kraft in a cynical move to sway workers' opinions during the acquisition fight had suggested that Cadbury's decision to close the plant might be reviewed by Kraft. Once the deal was done Kraft wasted little time in crushing those workers' hopes. Kraft/Cadbury affiliates and the IUF more widely will not forget one of the most outrageous examples of "corporate immorality".

The UK parliamentary process can be seen in more detail at the following link: <http://www.publications.parliament.uk/pa/cm/cmbis.htm#uncorr>

FOOD

Danone

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Further to the agreement reached at the CIC meeting in October 2009, negotiations for an international agreement on health, safety, working conditions and stress began on February 12.

The union delegation including union representatives within Danone and full-time officers discussed the scope, suggested possible topics to be negotiated and raised concerns about Danone policy and practice in relation to the implementation of the WISE (safety at work) program.

The next negotiation meeting is planned on March 31 while a visit to the Argentinean Danone facilities at the end of April will allow the negotiating team to better see and understand how safety issues are dealt with in specific activities.

It is hoped that the negotiation can be concluded in the course of the current year. A network of trade unionists in charge of coordinating the international work on Danone in their respective countries has been functioning for a number of years.

This **Danone trade union coordinating council** meets in principle every year to discuss union policy based on an up-date of recent developments by the international coordinator Bruno Vannoni and by the IUF.

The next meeting of the council is scheduled for May 18-19 in Belgium. There will be a first assessment of the negotiations on health and working conditions and a discussion of the unions' input in the next Information and Consultation Council (CIC) due to meet in October.

Kraft

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With Kraft becoming less and less willing to engage its unionized workforce in any meaningful way the IUF has offered the company an opportunity to meet at the global level to talk about growing concerns about broad worker and employment rights amongst Kraft unions. The proposal was met with a clear refusal by Kraft.

The IUF is now building a permanent network of unions globally within Kraft to maintain constant pressure on the company to change what is increasingly seen as a hostile corporate approach to unions at all levels. This network is being initially

built around a series of **global conference calls** of Kraft unions coordinated by the IUF.

Nestlé

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International actions continue in support of the **Nespressure** Campaign [www.nespressure.org] currently focused on Indonesia but increasingly spreading to other Nestlé operations.

The creation of a new management position in Nestlé responsible for global human resource issues had led to some tentative engagement by the secretariat. However following a serious act of bad faith on the part of the company in relation to the Indonesian conflict the secretariat has broken off all dialogue. We will now focus on the **Nespressure** campaign as ongoing confrontation is apparently the only language likely to get Nestlé's attention.

Unilever

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"A historic first meeting" was how senior Unilever corporate management described the March 18 meeting of a team of IUF affiliates from around the world an Unilever corporate management at Unilever's London headquarters.

Management went on to say they had come to the meeting "painfully" following the long-running IUF CasualT campaign in support of workers in Pakistan and India. More than 20 years of formal corporate policy was set aside as Unilever recognised a tea of affiliates made up of AMWU, (Australia), FAWU (South Africa), FTIA (Argentina), UFCW (North America), NGG (Germany), FNV-Bondgenoten (Netherlands) and UNITE, USDAW and GMB (UK & Ireland).

Agenda items at this first meeting included union concerns about precarious employment throughout the Unilever company and specific ongoing rights issues in South Asia.

The meeting ended with agreement that a second meeting would be held in the latter part of the year.

HOTEL CHAINS

Accor

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We have been in communication with Accor about a situation **Benin**, where Health and Safety representatives have been unable to access training to assist them in their roles, particularly in the establishment of a health and safety committee. The representatives are involved in an IUF Health and Safety training project in the region.

We are also working with affiliates to prepare a response to the planned **demerger of the Accor business**. The company plans to create separate services/voucher and hospitality companies. Union representatives (including the European Works Council) have expressed concern over this move, particularly as it relates to the operation of hotels. The plan will accelerate the company's strategy of selling hotel properties and moving towards more franchising arrangements, meaning less and less workers will be directly employed by Accor.

Issues around union rights are arising in Canada which will likely be the focus of discussions with the company under the auspices of the **IUF/Accor Union Rights Agreement**.

Hotel Chains – the IUF Steering Group

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The HRCT Board meeting in 2008 agreed that the secretariat could "disaggregate" the work of the Board into three specific areas to be directed by three "steering groups" (Hotel Chains, Catering and Tourism). These steering groups are open to any affiliates who have a particular interest in organising workers in these sectors.

The advantage has been a more flexible approach including a more responsive development of strategy and objectives, particularly in relation to multinational Hotel chains and catering companies. The **hotel chains group** is currently focused on developing strategies for Accor, Rezidor and Hilton hotels. The catering group is concentrating its work on the three largest catering companies globally, Compass, Aramark and Sodexo. The work of the steering groups to date will be reviewed at the next **HRCT Trade Group Board** meeting on May 17 and 18 in Istanbul. The next meetings of the steering groups are planned for October 4th (Tourism), October 5th (Hotels) and October 6th (catering) at the IUF secretariat in Geneva.

Due to growing concern amongst our affiliates about the **Health and Safety implications for workers of so-called 'Branded Beds' in Hotels**, the IUF hotels Steering Group agreed last year to conduct a survey of Housekeeping workers in Hotels, focussing particularly on workers in the Accor, Hilton and Rezidor chains.

To date we have collected results from over 150 members around the world, with responses coming from Japan, the UK, Turkey, Italy, Spain, South Africa and a number of other countries.

In Africa, representatives involved in IUF health and safety training projects have been able to establish 6 new health and safety committees in

Hotels as a result of interviewing workers using the survey. We are now in the process of collating the results of this work with the help of a student from the Global Labour University, Shay Weinblum. Shay is also working with a number of affiliates to document the stories of housekeeping workers.

We aim to publish a report of these findings later this year.

MEAT

Danish Crown

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NNF, Livs and the IUF is working on a draft International Framework Agreement with Danish Crown. A first draft will be circulated to the IUF Danish Crown union network in March prior to any approach to the company.

OECD Guidelines for Multinational Enterprises

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The IUF is playing an active role in the preparations around the revision of the OECD Guidelines on Multinational Enterprises, the use of which has played an important role in IUF campaigns for union rights, most recently in the case of Nestlé and Unilever.

The **periodic revisions** of the Guidelines offer an opportunity for increasing the effectiveness of this important tool.

The Guidelines are being revised in 2010-2011 in part in the light of the work of the United Nations' Special Representative on Business and Human Rights. The IUF has also been working with this team on some key union issues including the role of private equity and other investment funds as transnational employers.

In this context the IUF has made a formal submission to the Special Representative on precarious work as a tool for undermining human rights: the right of workers to organise and to have a collective bargaining relationship with the companies which subcontract their employment to intermediaries like temporary work agencies.

The submission is available on the web port of the UN Special Representative (in English only): <http://www.reports-and-materials.org/IUF-submission-to-Ruggie-re-precarious-employment-Mar-2010.pdf>