



# TNC INFO #8

## 10-2011



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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.*  
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finalise text for an agreement on sexual harassment and discrimination and for plans to develop a practical work plan around these issues.

Proposals were tabled for the Memorandum of Understanding (MoU) on protection of union leaders and a small working group was established to complete the text of the MoU by early October.

Chiquita confirmed that 5.5 month contracts are not now in use in 18 of its 28 Costa Rican plantations and gave an update on the legal process that it has started to end use of these precarious employment contracts on its 10 other plantations.

## BEVERAGES/BREWERIES

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### BEVERAGES

#### **Coca-Cola**

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The next meeting of the IUF/TCCC consultation will take place on October 27, 2011 in Atlanta. Union representatives from the contact group of countries will have the opportunity to raise issues directly with global corporate management.

General Confederation of Factory Workers of **Bolivia** (CGTFB), an organization that includes the Union of Coca-Cola Workers among its members will join the Latin American Federation of Coca-Cola Workers (FELATRAC) and the IUF because of the need to expand support, information sharing and exchanges particularly on beverage and dairy industries. The General Confederation of Factory Workers of Bolivia will be welcomed both to FELATRAC and IUF. For more [click here](#)

Under the auspices of the IUF, trade union representatives of **Guatemala's** Union of Workers of Embotelladora Central SA (STECSA) and the **Honduras** Union of Beverage and Related Industry Workers (STIBYS) met in Guatemala to exchange information, strengthen ties and step up

## AGRICULTURE

### Chiquita

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The latest twice yearly meeting between Chiquita, COLSIBA and the IUF was held in San José, Costa Rica on September 20th, 2011. The gender working group (establish earlier this year - see TNC INFO #6) reported on on-going work to

mutual support between the two labour organizations, in the context of their collective bargaining processes with Coca-Cola. [Click here for a fuller report.](#)

With ongoing IUF support workers at the Coca-Cola factory in Mégrine, **Tunisia**, went on strike for two half days July 26 and 27 and won important improvements in the area of health and safety, as well as in remuneration. The union organisation at this plant had been on the forefront in January [when they fought successfully to abolish agency work at Coca-Cola in Tunisia](#) (see TNC Update #7). All workers in the company are now directly employed by Coca-Cola bottler SFBT.

### **Coca-Cola Workers' Alliance**

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An IUF-supported organizing initiative in the main bottling plant in Radzymin, **Poland**, resulted in the formation of new union local which elected its leadership September 14.

In **Pakistan**, after successfully organizing all plants in the country, the six Coca-Cola unions jointly negotiated their plant-level Collective Bargaining Agreements with Coca-Cola Pakistan Beverages Limited (CCBPL) through national bargaining for the first time ever. [Full story is here.](#)

Several unions reported progress in the fight against casualisation: In **Morocco**, the UMT union local at the Casablanca plant reports that 41 long-term temporary workers have been regularised in the last 3 months as a result of [a fierce union campaign](#). And in **Guatemala**, outsourcing has been rolled back in [Embotelladora Central](#)

### **Pepsico**

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The Frito Lay union in the **Dominican Republic**, which joined the IUF recently, held a picket September 15th in front of the factory in Santo Domingo, Dominican Republic in [protest](#) against anti-union harassment, unfair dismissals, and breaches of the collective agreement.

**The PepsiCo Network** is now on Facebook! Our page is called "PepsiCo Workers Rights" – join us and share your news!

### **BREWERIES**

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#### **Carlsberg**

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On June 10, 2011 more than half of the workers of IUF-affiliated UAB union "Svyturys-Utenos alus", voted in favour of strike action at the Carlsberg

brewery in **Lithuania** in support of their demand for a decent company level collective agreement. The IUF [contacted the company](#) at corporate level demanding that Lithuania Carlsberg management fully implement the provisions of the collective labour agreement and meet the legitimate demands of the workers through their trade union. This conflict in Lithuania is ongoing and is likely to be escalated by the IUF following dubious court decisions that beer is an "essential service" thus denying the workers their right to strike.

In **Cambodia** the Cambodian Food and Service Workers' Federation (CFSWF) informed IUF about the non-compliance of Carlsberg Cambodia with an official Arbitration Council's ruling on overtime payment which found in favour of the union. The IUF urged the Carlsberg management to intervene with its Cambodian CAMBREW management so that a fair and formal agreement can be reached between the company and the union locally clarifying the payment date and related issues. To date Carlsberg has done little more than treat the issues as a public relations exercise in the Danish and Cambodian presses.

### **SABMiller**

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Foster's workers are worried about their job security after finding out through the media that the iconic Australian company likely will be taken over by British-based brewer SABMiller. The IUF secretariat is in touch with the local union in **Australia** assessing the consequences for employment of Foster's takeover by SABMILLER. [For more read here.](#)

### **CATERING**

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#### **Compass**

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The secretariat continues to work towards a settlement of our complaint under the OECD guidelines regarding the dismissal of workers in **Algeria** for forming a union, including the General Secretary Yacine Zaïd (see TNC INFO #7). We have reached an agreement in principle which will be finalized with the first reinstatement.

### **Sodexo**

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A framework agreement has been signed in the **UK** between three IUF affiliated unions (GMB, Unison and Unite) and Sodexo which relates to union access and union rights in the company's UK operations. An agreement has also been reached in the long-running conflict between IUF-

affiliated SEIU and Sodexo in **North America**. The terms of this agreement remain confidential.

IUF and Sodexo relations will be discussed and advanced in a meeting between a team of IUF affiliates and Sodexo corporate management currently scheduled for December 1 in Paris.

## **IUF DAIRY DIVISION**

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The next meeting of the **IUF Dairy Division** leadership meeting group will take place in Hamilton, New Zealand on November 16-17, 2011 to strengthen the recently established Dairy Division's work, **IUF Dairy Division research**, including country and company reports, is being finalized for presentation to this group and subsequently the entire Dairy Division membership.

### **Danone**

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#### ***IUF and Danone have signed a Global Health, Safety and Stress Agreement***

The new IUF/Danone agreement on Health, Safety, Working Conditions and Stress was signed in Paris by Danone CEO Franck Riboud and IUF General Secretary Ron Oswald on September 29, 2011.

The agreement will have direct, positive and concrete impact on the ground in workplaces where any such agreement is ultimately tested.

The active involvement of union members and their representatives in the processes outlined in the agreement represents an essential counterpart to management in the implementation of this agreement. The IUF has welcomed Danone's ongoing commitment to ensure that workers and their unions are provided every right and opportunity to play an active role in its practical application in Danone workplaces world-wide.

## **FISHERIES**

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The IUF and ITF have set up a joint [web-site of the ITF/IUF Fisheries Programme](#). The site is now live on both global union federations' main pages. You can access the joint site through the "Fisheries" section under the work areas & sectors on the right column of the front page of the IUF site. The joint fisheries web-site is a very good example of two Global Union Federations working together to achieve common objectives in fisheries industry defined as "from catcher to counter". A key part of this unprecedented trans-industry initiative is a **quick survey** that we kindly request

all ITF/IUF affiliates in the fishing industry complete.

You can visit the joint web-site by clicking [here](#) (<http://www.itfglobal.org/fish/index.cfm>) and fill out the survey [here](#).

## **FOOD PROCESSING**

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### **Heinz**

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In conjunction with the announcement of record full-year results, Heinz announced, on 26 May, the closure of 5 plants – without specifying where. We now know that, so far, the closures involve a plant in the US state of Pennsylvania, one Poland and the Gargarre plant in Australia. In addition, there will be job cuts at 2 further plants in Australia. The IUF has pledged its full support to members affected by these savage job cuts dictated solely by short-term financial targets.

### **Hershey**

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The IUF has launched a campaign in support of the return to direct-hire, permanent jobs at Hershey's chocolate packing plant in Palmyra in the US state of Pennsylvania. The campaign is also in support of the demands of foreign student workers currently working in the plant under extremely exploitative conditions, victims of an outsourcing scam involving 4 layers of sub-contractors headed up by Hershey.

### **Kraft**

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In the previous TNC Update, we noted that Kraft was "no longer primarily a North American company with European and emerging market operations, [but] has become, in the company's words, a "global snacks powerhouse". The company has since taken a leap forward in its transformation through its announcement, in early August, of the intention to split into two separate companies: a low-volume, high-margin grocery business in North America; and a high-growth global snacks business.

Coordination and cooperation amongst IUF affiliates with membership at Kraft have been focused around two disputes. In Belgium, 4 trade unions representing workers at the Kraft chocolate factory are protesting proposed production transfers and the elimination of 100 jobs, with IUF affiliates at Kraft world-wide collecting signatures on petitions supporting the Belgian unions' demands. In the US, Kraft has announced the closure of a warehouse in the state of Georgia

(whose workers are represented by BCTGM) and the transfer of jobs to a non-union, third-party-operated warehouse. Kraft is exploiting the situation of the workers who will soon be without representation to blackmail the union into conceding on the company's collective bargaining demands.

## **Nestlé**

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Since the agreement on trade union rights and recognition signed between the SBNIP and Nestlé **Indonesia** management in March, little progress has been made in collective bargaining at Nestlé's Panjang factory. Negotiations are currently at a deadlock and the SBNIP membership has taken industrial action. As a result at time of publishing Nestlé has dismissed the entire active membership of IUF-affiliated SBNIP. Failure to reverse this will lead the IUF into a renewed global **Nespressure** campaign aimed at Nestlé.

In September, the IUF was again invited by IUF affiliate FGA-CFDT to participate in their Nestlé delegates' coordination meeting. Major items on the agenda were the outcomes of an independent survey of psycho-social diseases at Nestlé in **France**, and an analysis of remuneration policy and wage bargaining. In France and throughout Europe, unions are raising awareness of the insidiousness of Performance Evaluations and particularly the threat to collective bargaining, social cohesion and solidarity posed by performance-linked bonuses. IUF unions in **Chile** and **Ghana** have also been confronted with this attack on rights and are coordinating strategies.

## **Roquette Frères**

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Members of the BCTGM Local 48G at the **Keokuk, Iowa** Roquette facility voted on July 23 to agree a settlement in the conflict, resuming work shortly thereafter. Over the ten-month lockout the IUF worked with the BCTGM, AFL-CIO and ICEM in pursuing complaints with the Global Compact and to the US and French National Contact Points responsible for the OECD guidelines, as well as pursuing other channels of pressure and communication which contributed to pressuring Roquette to return to negotiations. The union has thanked the IUF for its strong support during this conflict.

## **Unilever**

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The secretariat continues to struggle to have Unilever implement the solution to the long-running conflict at the company's personal

products factory in Assam, India agreed to between the IUF and Unilever at the OECD last year. The procedure for determining union representation has not yet been implemented, and the IUF is prepared to campaign publicly should this situation to continue.

## **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 September 14-15 to continue their dialogue on key issues including employment policy and trade union rights. Unilever agreed to take definitive steps according to a strict time-table to end the long-running conflict over union representation at its factory in Doom Dooma, Assam, India. The meeting also examined union rights issues in Europe and Africa as well as other countries in the A/P region.

A second and third meeting of the **IUF/Unilever Working Group on Sustainable Employment** continued the work begun by examining employment relations in Unilever's beverages division, and will next proceed to examining ice cream. The work proceeds methodically and it is clear that Unilever is itself beginning to demand, for the first time, detailed figures on the extent and the nature of precarious employment contracts in these sectors. The investigation when completed should assist affiliates bargaining over precarious employment

The secretariat hopes to convene an international meeting of Unilever unions in 2012 as part of the ongoing work of building an effective global union alliance in the company

## **Vitasoy**

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At time of writing an agreement has been reached between IUF-affiliated NUW in **Australia** and Vitasoy (see TNC INFO #7 for background). More details will appear in the next TNC Update.

## **MEAT**

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IUF affiliates will join IUF North American affiliate UFCW for a **Global Meat Conference** in Omaha (USA) November 1-3. Affiliates with membership in the meat sector have been invited and a wide international group of union representatives from the Americas, Europe and Asia/Pacific will determine IUF action and strategy for the sector in the coming years.

## TOBACCO

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### **Reynolds America & British American Tobacco**

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Further to BAT's 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**, little progress has been made. The IUF and FLOC have, however, have been engaging **Philip Morris International** and **Japan Tobacco International** as part of the effort to bring about positive change on US tobacco farms.

Through their unions BCTGM and IAM workers at **Reynolds American** are again fighting off an anti-union attack in a renewed effort to obtain union recognition. It will be recalled that in 2006, the BCTGM lost the bid for recognition at Reynolds American following a vicious anti-union attack from company management.

## TNC INFO

**"TNC INFO"** is a publication exclusively for IUF affiliates and governing bodies. It is not be published to a broader audience.

**"TNC INFO"** is available to affiliates on the members-only section of the IUF's web site (<http://www.iuf.org/tnc>).

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](mailto:iuf@iuf.org)