



Executive Committee

Geneva, May 29-30, 2013

Item 3: 26th Congress: The Organize, Fight and Win mandates in practice

(e) Sectors and transnational company work

(i) Organizing ourselves within sectors and companies

IUF Agriculture & Plantations Sector

Work has continued in ***bananas, cut flowers, palm oil, sugar and tea***; although capacity to work in flowers in Africa has been reduced by the ending of the project supported by SASK

In ***sugar***, a new sugar project for Africa has been agreed with CAW and the IUF has put in own-funding to ensure that the global sugar coordination can continue. The global sugar coordinator will also assist with work in the palm oil sector.

The ***sugar worker website*** (<http://www.iuf.org/sugarworkers/>) continues to provide information and assist with coordination between unions representing workers in ABF/British Sugar/Illovo Sugar and in American Sugar Refining/Tate and Lyle. Work has also begun on the Chinese government-owned company Complant's holdings in Jamaica and West Africa.

For ***palm oil*** –the secretariat will convene a global palm oil conference stipulated in Congress resolution composite 4. Provisional plans have been made to hold the conference in Latin America end November/early December conjunction with the 2013 AWTG Board meeting.

New work on ***bananas*** has begun in West Africa – see the Africa regional report.

The IUF continues to be an active member of the ***World Banana Forum*** which ensures we are in regular contact with most of the companies in the sector.

Chiquita is still the only banana company to have a direct engagement with IUF. This year a **new clause on working together to end sexual harassment** (see text in Appendix 1), was added to the Framework Agreement and work is continuing on **a new clause on job security for local union leaders** who are not protected by collective bargaining agreements in their workplace.

In discussions with the company about scaling-up the agreement from regional to global, Chiquita seemed to indicate that it would be re-focussing on its core business of bananas from Latin America. It also appears to be pulling out of recent moves into the pre-packed fruit salad and juices business.

With the support of the AFL-CIO solidarity centre, an information office has been opened in Chisinau for **migrant workers** seeking work in IUF sectors. The center provides information on working conditions in host countries as well as contact details for IUF affiliates.

Work is also on-going on **land grabs, bio-fuels and the right to food** based on rights for workers in the food chain. In particular the IUF will try to strength the Responsible Investment in Agriculture global guidelines to ensure decent work and the rights of workers in the food chain are comprehensively covered.

In preparation for the **2013 Global Conference on Child Labour**, the International Partnership for Cooperation on Child Labour in Agriculture (<http://www.fao-ilo.org/?id=26041>), of which the IUF is a member, has written to the Brazilian Government to call for the issue of child labour in agriculture to be a specific agenda item. The IUF has made the same demand directly to the ILO which will assist with the organisation of the conference. IUF affiliate CONTAG is part of the organising committee in Brazil.

The dates for the conference have been confirmed – October 8-10, 2013 in Brasilia. The IUF will seek to ensure a strong participation from affiliates working on child labour. Registration of delegates will start in June. 193 countries will be invited to participate.

IUF Brewery Sector

The IUF's beer industry work is focused on the 4 big beer companies which are **Carlsberg, Heineken, SABMiller** and **AB InBev**. Research on each company has been updated and mapping of operations and union strength at brewery companies continues to build a comprehensive database for all four companies. A survey amongst brewery unions was conducted which helped to identify the existing and on-going problems of affiliates and also update contact points and e-mail addresses.

There is a need to build a functioning "**IUF Beer Division**". As part of moving towards this objective and also to build an active international network of unions organised in the beer industry we are organizing workshops for each "big beer" company to improve active communication and trade union coordination and support among unions organised in those companies. Workshops for the unions organised at AB InBev will take place May 14-15 in Leuven, Belgium and a Carlsberg union meeting will take place in Lithuania on June 4-5. Meetings for SABMiller and Heineken will be organised in cooperation with affiliates in the latter part of 2013.

The purpose of all four workshops is to develop a strategy amongst IUF affiliates to better map our membership in the brewery sector, determine a plan to strengthen union

membership and advance the IUF's strategy to build a strong trade union rights and union bargaining base for IUF affiliates within the global beer companies.

IUF Catering Sector

Sodexo

In February the IUF and a representative group of affiliates met with Sodexo in the annual review of the International Framework Agreement. The IUF has identified India as a target for organising for workers to access their rights and an annual plan with a budget has been developed. The IFA was the platform for members of SICO at La Loma, **Colombia** to win their first collective agreement with Sodexo.

The IUF is to visit **Morocco** in May to investigate alleged breaches of union rights by Sodexo in that country.

Compass

In **Algeria** long-standing issues were earlier resolved as a result of an agreement between the IUF and Compass. More recently on March 25 2013 a general assembly of Eurest workers formally established their union. **SNATEA, the Autonomous National Union of Workers at Compass Algeria** is the first-ever independent union of catering workers in Algeria and joins the growing number of independent private-sector unions in that country. The IUF has congratulated the founding union members and pledged its solidarity and concrete support to help increase union membership in Compass and in the catering sector more widely.

IUF Dairy Division

Following comprehensive mapping and research in the sector over the past two years the IUF Dairy Division proposes to launch a wide-ranging campaign under the banner "**A Fair Deal for Dairy Workers**". Material for this campaign is attached as Appendix 2 (English only) to this report.

The formal campaign launch will take place at the 2013 Executive Committee meeting.

The EC will receive a more detailed report of plans for this campaign at the meeting and the **Dairy Division Leadership Group** will meet in October to evaluate progress.

An **International Dairy Workers' Conference** bringing together the IUF's dairy sector membership will be convened in 2014 in Sunchales Argentina hosted by our dairy affiliate ATILRA.

Danone 100% union campaign

The secretariat has been running a 100% union membership campaign in manufacturing operations of the Danone Company.

A current mapping of the company indicates challenges in a number of countries (notably Russia, UK and Turkey).

Significant progress recently has occurred in the **USA** where from an initial one of six plants unionized five plants are now unionized. In **India** recent organizing successes have happened at the Nutricia baby nutrition plant in Lalru, Punjab. In **Indonesia** the affiliation

of the Sari Husada union marks an important step in this ambitious global organizing project.

Naturally this organizing plan does not include countries where independent and democratic unions are illegal which currently means **China, Iran, Saudi Arabia and Vietnam**.

The agreement between the IUF and Danone to resource joint **monitoring and enforcement** of eight international agreements which the IUF and Danone have signed continues in 2013. The December 2012 retirement of **Patrick Dalban-Moreynas** after close to 30 years of excellent work at the IUF, including the practical implementation of this monitoring/enforcement agreement, now sees this monitoring/enforcement work undertaken by **Jacqueline Baroncini** working closely with the IUF secretariat's global Danone coordinator **Burcu Ayan**.

The agreements monitored and enforced through this process are:

1. On **social and economic information** to be provided to workers and union representatives (1989)
2. On **equal opportunities** (1989)
3. On **skills training**, (1992)
4. On **trade union rights**, (1994)
5. On **employment and restructuring**, (1997)
6. On **social indicators** to be provided to IUF affiliates (2005)
7. On **diversity**, (2007)
8. On **health and safety, working conditions and stress**, (2011)

In addition to the annual meeting of the **Danone Consultation and Information Committee (CIC)** which next meets in Geneva on October 14 to 16 and the COPIL (the pilot group that services the CIC), the IUF established a small union-management process to allow more substantive, strategic and detailed IUF/Danone discussion of union rights, employment issues, corporate strategy and related IUF/Danone issues.

This framework provides for a small team of IUF affiliates to meet with global and regional management initially on a twice-yearly basis normally at Danone's head office in Paris. First global engagement meeting took place in September 2012. It was jointly agreed that definitions of various forms of employment contracts be discussed and hopefully adopted at the next meeting of this group which is planned for June 20 and 21 in Paris.

In addition to Danone a 100% union campaign is ongoing in **Fonterra**. Fonterra is strongly unionized in **NZ, Australia and Chile**. In **Malaysia** the union has been recognized but remains fragile and in North and Latin America further mapping is needed in the respective joint ventures **DairiConcepts**, a Dairy Farmers of America/Fonterra joint venture and **Dairy Partners of America (DPA)**, a Nestlé/Fonterra joint venture.

Privately owned **Lactalis** is a challenging new organizing target and the IUF Secretariat is trying to obtain information and data from affiliates to map plant locations and union strength as well as developing a strategy with the dairy membership to strengthen union organization in Lactalis. **The National Union of Workers (NUW)** recently organized a Lactalis plant in Australia.

The last year has seen significant expansion by **Arla** and **Friesland Campina** in Europe and **Saputo** in North America. This will be factored in to Dairy Division mapping and planning.

IUF Hotel, Restaurant and Tourism Sector

The HRT sector has additional **staff capacity** with the arrival of Emilio Ferrero from Spanish affiliate CHTJ-UGT working 40% of his time in the IUF secretariat for a period of 18 months. His work will initially focus on organizing Spanish hotel chains outside Spain and the Housekeepers Campaign. Resources have been provided by UTHGRA, Argentina as part of their extensive support to our HRT work.

Accor, the French transnational hotel operator, has been targeted as an organizing priority. Organizing projects are being run in **Indonesia**, **Brazil** and **Morocco** with the support of our North American affiliate UniteHere. A further organizing project is planned for **West Africa**.

Workers in hotel industry are facing serious challenges as more companies become “asset light”, selling hotels and then managing them through **franchising**. Consequences for workers are generally negative while TNCs mainly go “asset light” to increase their operating profits. Accor is moving increasingly towards full implementation of such a system, and at the request of IUF European affiliates the secretariat drafted a document identifying **corporate responsibility and international rights standards in a franchised company** (attached as Appendix 3).

An organizing project within **Carlson Rezidor**, the US-based transnational hotel chain, was to have been discussed at a meeting on May 22 (subsequently postponed to a later date).

Hyatt: Based on the decision taken during the Hotel Chains Steering Group and the HRCT Trade Board Group, the IUF is supporting a Hyatt global boycott on behalf of UniteHere and the secretariat is working jointly with the affiliates involved to develop a strategy to better organize the company.

In cooperation with Spanish affiliates, we have started negotiations for an IFA with Spanish-based company **Melià**. Three meetings have been held and throughout we have made clear the IUF’s IFA policies. A new draft which meets IUF standards has been recently proposed. We await the company’s reply to continue and to hopefully quickly finalize negotiations. **Melià** has operations mainly in Europe and Latin America with some developing plans in South-East Asia.

Station Casinos (Las Vegas): an Urgent Action campaign has been run in supporting workers’ efforts to form a union and reverse this union-busting employer’s behaviour. Station Casinos is partly owned by Deutsche Bank.

Fast Food

Fast food companies in the restaurant sectors are large international corporations with thousands of mainly franchised restaurants around the globe. They mainly, though increasingly not exclusively, employ young workers for relatively short periods of time which represents a challenge to IUF affiliates in relation to organizing efforts. Working conditions are generally poor with low wages, sometimes below legal minimum wages, and no job security. **McDonald’s**, which is probably the most known company in this sector, is no different. Stories of exploited workers are regularly posted both on IUF and

our **McJobs website** (<http://www.iuf.org/mcjobs>) but this clearly isn't enough. The IUF will contact affiliates and other organizations with members in this sector to review efforts and explore global goals and strategy.

IUF Tourism Policy

At the HRCT Trade Group Board meeting in Cyprus on November 7 & 8, 2012 Italian affiliate Filcams-Cgil proposed to strengthen the IUF Policy on Tourism by adding a section about Child Exploitation in Tourism and provided an amendment (see Appendix 4). The amendment was unopposed at the Board meeting and the EC is now requested to formally approve it.

United National World Tourism Organization (UNWTO)

Represented by its General Secretary, the IUF has for several years been a titular member of the **UNWTO World Committee for Tourism Ethics (WCTE)**. During recent meetings, workers' rights and precarious employment issues have been raised, recalling that basic human rights stated in the **UNIVERSAL DECLARATION OF HUMAN RIGHTS** are too often not respected in the sector. After consultation with the HRCT Trade Group president the IUF has recently nominated the IUF general secretary to a further term on the UNWTO's WCTE.

IUF Meat Sector

The focus for advancing organising work in the **red meat sector** will be on two companies: **Danish Crown** and **JBS**. The work will be coordinated with the EFFAT work on a roadmap to combat social dumping.

Workers in the **poultry industry** often face greater levels of exploitation than their counterparts in the red meat industry and therefore the poultry industry requires a global focus on organizing to lift rates of unionisation.

"The proposed **IUF meat division** built on a growing membership in the sector is also a vehicle to fight globally for union rights and recognition, increased union membership, safe working conditions and decent wages and against the abusive use of precarious workers."

So far this initiative, although attracting political support, has failed to get traction and there is no functioning organizing committee or leadership group.

We will bring affiliates together again when we have a more concrete plan of steps to be taken to achieve the Congress mandate.

The following trends and issues in the meat industry affect workers across national borders:

1. Industry reliance on a casual or precarious workforce, with a predominance of migrant and contract workers. The recent horsemeat scandal is an opportunity to highlight the issues around multiple layers of outsourcing and precarious jobs.
2. The hazardous nature of jobs in the meat packing industry.
3. Major retailers placing pressure on industry processors and packers to lower costs and the effect this has on wages and conditions.
4. The decline in the production and consumption of beef and the rise in the consumption of pork and most notably, poultry.

5. The lower wages and conditions in the poultry industry compared to the red meat industry.

The “Meat Plan”: June 2013 to May 2014

1. Finish mapping Danish Crown and JBS in preparation for focused organizing campaigns.
2. Work with EFFAT and key European affiliates around social dumping and precarious work within Danish Crown.
3. Map the major employers and union presence in poultry industry. Work towards a global poultry industry conference in 2014.
4. Work with the UFCW research department on how we might cooperate in the necessary preparatory research into the poultry industry in coordination with other major poultry affiliates.
5. After completing some research, mapping and further planning, convene a meeting of a Meat Sector organizing committee to build commitment and organization to support the work.

Transnational Companies

TNC Infos #9, #10 and #11 are attached as Appendix 5 to this report. They summarize much of the secretariat's and affiliates' work, activities and successes over the past year. All are available for IUF members only at (<http://cms.iuf.org/?q=node/2046>).

Access to the members-only parts of the IUF web site requires a username and a password. These are respectively iuf and ch1213 (both case-sensitive).

Significant organizing successes have been built on the major progress in securing permanent jobs in key transnational companies (see Item 3(a) The fight against precarious and insecure work - challenges and successes). These particularly include **Coca-Cola, Unilever and Nestlé**.

Building International Union Organization in Transnational Companies

Initiatives exist with various degrees of success in Coca-Cola, PepsiCo, Nestlé, Unilever, Danone and Heinz and the four major brewery companies AB InBev, Carlsberg, Heineken and SABMiller (see brewery sector report above).

The IUF Global Coca-Cola Workers Alliance is one of the strongest TNC networks of unions with a decade-long history of global struggles and growing global labour relations. The Alliance work is supported by the Coca-Cola/PepsiCo Global Project and regional project coordinators. With affiliates they supply information for Alliance members and identify the issues to be raised in the engagement process with Coca-Cola through the twice-yearly IUF/Coca-Cola meetings (the “Atlanta process”).

The Alliance also leads our organizing work and our fight back against outsourcing and/or other forms of casualization. The Alliance could contribute more effectively to increasing affiliate's bargaining power vis-à-vis the major challenges of re-structuring and casualization in major unionized Coca-Cola markets. Priorities for the Alliance work in 2013 will be support for a global union recognition drive, attempts to coordinate action in relation to restructuring in CCE/CCR, county-by-country support for organizing and the

struggle against casualization and an initiative against gender-based discrimination in hiring and at the workplace.

A **PepsiCo Union Network** was formed in December 2010. A relatively small and informal **PepsiCo workers' International Consultation meeting** was held on December 3 and 4 2012 at the IUF secretariat in Geneva.

PepsiCo network participants discussed union successes, challenges and developments within the company and how to strengthen the PepsiCo Union Network. Decisions on how to better communicate and coordinate the PepsiCo Union Network as well as organizing initiatives in 2013 were discussed and agreed.

A full meeting of the Coca-Cola Workers Alliance and PepsiCo Union Network is planned for mid-September 2013 in Istanbul, Turkey.

Heinz

In 2012 number of IUF affiliates indicated the need for international coordination of union action at **H.J.Heinz**. As a result the secretariat completed a union mapping of the company in mid-February, 2013.

Heinz announced that it agreed to be acquired by an investment group Berkshire Hathaway and private Brazilian investment firm 3G Capital to become a private company (<http://cms.iuf.org/?q=node/2260>).

In response the need for some coordination amongst affiliates became even more critical and we are taking the first steps towards building an international union network that will focus on a joint response to this acquisition and potential resistance to job cuts and restructuring.

Nestlé

After a long and difficult struggle for basic rights - fought by the entire IUF - the Nestlé Panjang Workers Union has now successfully negotiated a new CBA.

For the first time, union members have a fully-negotiated wage structure with an improved progression rate and seniority adjustments, bringing an effective end to merit-based increments.

A team of affiliates representing Nestlé workers in North and Latin America, Europe, Africa, Asia and the Pacific met with Nestlé global and regional human resources management on 6 December 2012.

This was the 2nd meeting of the two teams in the framework of a structured, global-level engagement initiated in the wake of the above mentioned conflict at the Nescafé factory in Panjang in Indonesia (2008-2012). It is the result of long-standing efforts by the IUF, with the support of affiliates, to gain recognition and engage with the company for the benefit of our global membership at Nestlé.

While the first IUF-Nestlé meeting (7 February 2012) focused on the conflicts in Indonesia and Pakistan (settled in May and June 2012 respectively), the agenda for the 2nd meeting included the following:

- Types of employment relationships
- Gender equality - non-managerial staff
- Performance-based pay
- Behaviour-based safety (BBS)

It was agreed that joint IUF/Nestlé working groups would be set up to focus on employment relationships and gender equality. These working groups, made up of IUF secretariat staff and Nestlé corporate HR staff, have had one meeting to discuss the scope of the work and the establishment of terms of reference.

The Secretariat has surveyed members to verify the degree of concern over the promotion of performance-based pay and behavior-based safety at Nestlé worksites. A number of affiliates have already expressed concern that Nestlé is using performance-based pay to undermine collective bargaining and that through BBS, the company is evading its responsibility to provide safe working conditions and instead, is shifting blame for accidents to the workers.

The third IUF/Nestlé meeting in the framework of a structured, global-level engagement was convened on 24 May.

Unilever

Union organization at Unilever took a step forward with a March 6-7 **international union representatives' meeting** organized in Eastbourne UK by the IUF with the participation of sister GUF IndustriAll. The meeting brought together shop stewards and union officers representing Unilever workers in Argentina, Germany, India, Italy, Netherlands, Pakistan, Russia, South Africa, Spain, Sweden, Thailand and Turkey to identify key organizing issues and tools for coordinating union work. The meeting was hosted by **Unite** at their Eastbourne Centre and supported financially by the **FNV Bondgenoten**.

Rolling back agency work was identified as a strategic priority, with the replacement of agency contracts through direct temporary contracts a possible transition stage. IUF successes in rolling back precarious work in the Asia/Pacific region and the joint work with the company examining precarious employment in beverages and ice cream could be the basis for advancing in this area.

The IUF is proceeding with the development of the information and communication tools identified by participants as necessary to maintain momentum towards building international union organization inside the company.

The IUF continues to expand the agenda of its regular meetings and communication with the company as part of the IUF/Unilever engagement process on fundamental rights. The agenda now includes gender equality and will explore workplace health and safety.

In February/March the IUF responded to the call for solidarity from **the FNV Bondgenoten** in their fight to secure decent transfer conditions for Unilever 'maintenance facility' workers scheduled to be transferred on inferior conditions to Sodexo on May 1. A six-week struggle by the union and much international solidarity and support from Unilever unions internationally helped the union secure many of the improved terms they had sought and helped build a spirit of solidarity among unions in the company.

**Appendix 1: Chiquita-IUF-COLSIBA –
Joint Understanding on Sexual harassment**



**APPENDIX TO THE IUF/COLSIBA AND CHIQUITA AGREEMENT
JOINT UNDERSTANDING ON SEXUAL HARASSMENT**

Chiquita operations will continue fostering a safe environment for women workers so they can carry out their work in a space free from all forms of harassment, bullying or discrimination due to their condition or gender.

Chiquita, IUF and COLSIBA agree to work on developing a joint understanding on sexual harassment, so that this kind of harassment will not be tolerated in the workplace. This joint work includes the creation by mutual agreement of training strategies and sharing of examples of good practice aimed at personnel, for the prevention of sexual harassment situations.

To that purpose, every workplace must take the necessary measures to ensure that man and women workers have access to information about their rights in the workplace. The measures must take into consideration the laws (and relevant particularities of each country where Chiquita operates). Laws usually constitute minimum and not maximum standards. Where the provisions of law and this agreement address the same subject, the standard which provides the best protection to workers should be applied.

A sample text that could serve as a guide for collective labor agreements can be found in Annex VII of "Code of practice - Safety and health in agriculture" ILO, 2011. A copy is attached.

On behalf of the parties, March 27, 2013:

Ron Oswald
General Secretary

Iris Munguia
COLSIBA

Manuel Rodriguez
Chiquita Brands
International Inc.

Appendix VII “Code of Practice - Safety and health in agriculture” ILO, 2011

(http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/normativeinstrument/wcms_160706.pdf)

Sample sexual harassment policy

1. Company X prohibits sexual harassment of its employees and applicants for employment by any employee, non-employee or applicant. Such conduct may result in disciplinary action up to and including dismissal.
2. This policy covers all employees. The company will not tolerate, condone or allow sexual harassment, whether engaged in by fellow employees, supervisors, or other non-employees who conduct business with the company.
3. Sexual harassment is any behaviour that includes unwelcome sexual advances and other verbal or physical conduct of a sexual nature when:
 - submission to, or rejection of, such conduct is used as the basis for promotions or other employment decisions;
 - the conduct unreasonably interferes with an individual’s job performance or creates an intimidating, hostile or offensive work environment.

Company X employees are entitled to work in an environment free from sexual harassment and a hostile or offensive working environment. We recognize sexual harassment as unlawful discrimination, as is conduct that belittles or demeans any individual on the basis of race, religion, national origin, sexual preference, age, disability, or other similar characteristics or circumstances.

No manager or supervisor shall threaten or imply that an employee’s refusal to submit to sexual advances will adversely affect that person’s employment, compensation, advancement, assigned duties, or any other term or condition of employment or career development. Sexual joking, lewd pictures and any conduct that tends to make employees of one gender sex objects are prohibited.

4. Employees who have complaints of sexual harassment should (and are encouraged to) report such complaints to their supervisor. If this person is the cause of the offending conduct, the employee may report this matter directly to [specify various officials (e.g. Director of Human Resources, designated contact manager, etc)]. Your complaint will be promptly and thoroughly investigated. Confidentiality of reports and investigations of sexual harassment will be maintained to the greatest extent possible.
5. Any manager, supervisor or employee who, after appropriate investigation, is found to have engaged in sexual harassment of another employee will be subject to disciplinary action, up to and including dismissal.
6. If any party directly involved in a sexual harassment investigation is dissatisfied with the outcome or resolution, that individual has the right to appeal the decision. The dissatisfied party should submit his or her written comments to [specify official (e.g. Gender Committee, contact manager)].

7. The Company will not in any way retaliate against any individual who makes a report of sexual harassment nor permit any employee to do so. Retaliation is a serious violation of this sexual harassment policy and should be reported immediately. Any person found to have retaliated against another individual for reporting sexual harassment will be subject to appropriate disciplinary action, up to and including dismissal.

Source: This guidance was developed by the Ethical Trading Initiative in consultation with its tripartite membership. It is extracted from a training manual for supervisors and managers which aims to assist employers and unions in tackling sexual harassment in agriculture. <http://www.ethicaltrade.org/in-action/projects/eti-supervisor-training-project>. These training materials can be accessed freely at www.ethicaltrade.org/resources/key-eti-resources/supervisor-training-programme-materials#downloads

Appendix 2: Dairy Division Campaign

Please see attached.

FAIR DEAL

for

dairy

WORKERS



DAIRY WORKERS

all around the world are uniting through their unions and under the umbrella of the IUF to demand that their rights as workers are respected.



In the dairy industry we want to stop employers abusing workers' rights and driving down wages and working conditions in a competitive race to the bottom.

On the other side of this page are listed **your rights as dairy workers**. Ensure they are present in your workplace and in your company's supply chain.



About the IUF



The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) is an international federation of trade unions representing workers employed in

- Agriculture and plantations
- The preparation and manufacture of food and beverages
- Hotels, restaurants and catering services
- All stages of tobacco processing

The IUF is currently composed of 390 trade unions in 120 countries representing 12 million workers.

YOUR RIGHTS AS DAIRY WORKERS

1. Every dairy worker has the right to join the union free from employer interference and to receive the benefits of collective bargaining.
2. Workers should be permanent workers and restrictions on the use of insecure work should be negotiated through collective bargaining.
3. All dairy workers are entitled to a fair wage and conditions of work including the provision of social benefits.
4. All dairy workers should be protected from discrimination at work of any kind.
5. Every worker has a right to a safe and healthy workplace and should have a say over workplace health and safety.
6. Workers' rights should not be abused in the company supply chain.

STAND UP FOR YOUR RIGHTS
JOIN YOUR UNION
TODAY



IUF E-mail: dairy@iuf.org
IUF Phone: + 41 22 793 22 33

IUF web-site: www.iuf.org
IUF Fax: + 41 22 793 22 38

Appendix 3: Corporate responsibility and international rights standards in a franchised company

Accor, franchising and international standards: the implications for trade union rights

Franchising occupies a large and growing proportion of Accor operations, revenue and strategic planning. In 2011, franchises and management contracts accounted for some 50% of all Accor-branded establishments, and the two accounted for 90% of the growth in Accor's business. The transition to "asset light" accelerates the growth of franchising as a key component of the Accor strategy.

Franchising of course depends on successful branding, and Accor, in its 2011 Annual Report, stresses the reciprocal nature of the relationship between the individual brands and Accor's own corporate identity. Accor, according to the Annual Report, is "an endorsement brand for the individual hotel brands that strengthens their credibility, the trust they inspire and the ties that link them with Accor."

Accor also recognizes the human resources link between the franchises and the corporation; the Accor brand is "a corporate brand that expresses the company's message in such areas as human resources, sustainable development and financial performance".

Accor imposes stringent requirements on its franchise holders and invests considerable financial and operational resources:

To support this deep-seated trend [i.e. franchising], Accor has reworked its organization and developed a toolbox designed to lead the network of franchisees and help them optimize their performance. This is the case in France, Accor's leading franchise market with 806 out of 1,489 hotels managed through franchise agreements.

Resources include:

- dedicated franchising units integrated into both brand operational management and development teams;*
- regular hotel inspections carried out by 16 franchise directors;*
- a partnership charter that presents the keys to a win-win relationship;*

- *meetings between the Group and franchisee associations as well as major*
- *events organized with and for franchisees*

(Accor 2011 Annual Report)

Yet Accor, having reiterated the centrality of franchising to its business model, and acknowledging that the brand name on which the franchising operations are based includes a human resources component, excludes those employed in franchised properties from its responsibility to ensure that the human rights of workers are respected in accordance with international standards. Accor, whose considerable investment in helping the franchisees to optimize their performance, including a team of inspectors, has no inspection or oversight mechanisms for ensuring respect for human rights at the workplace in these franchise operations. These gaps must be addressed.

Accor estimates at some 180,000 the number of those employed in Accor brand hotels, but limits its responsibility to the ca. 145,000 employees in owned, leased and managed hotels. The approximately 20% of the Accor employment universe employees working in “Units in which Accor holds an interest but is not responsible for managing teams as well as hotels operated under franchise agreements are not included. “ This is not the only exclusion: contingent workers and temporary workers are excluded as well. Accor does not provide an estimate of their numbers, but it can be assumed to be growing in line with the general trend towards increasingly precarious employment relations.

Accor’s Human Resource indicators exclude these workers, and provide less information in its reporting (e.g. number of collective agreements signed) for workers outside France, which receives specific treatment in its Annual Report. As defined by Accor (but not by international standards), responsibility for the human rights of employees is therefore diminishing in inverse proportion to the expansion of the business, which is taking place through franchises and internationally.

The ‘Employment pillar’ of Planet 21 contains no reference to the human rights of employees as workers, references no international standards, and describes no mechanism for ensuring compliance with these standards.

The relevant international standards are, at a minimum, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines on Multinational Enterprises and the international treaties which these specifically reference. These serve to clarify the responsibility of Accor, and of brand-holders more generally, to ensure respect for the human rights of those employed in franchise operations, including temporary and contingent workers in those franchise operations as well as of course in Accor’s owned and managed establishments and their supply chains.

The general framework is set out in Principle 11 of the UN Guiding Principles under “The corporate responsibility to respect human rights:

11. *Business enterprises should respect human rights. This means that they should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved.*

Commentary

Addressing adverse human rights impacts requires taking adequate measures for their prevention, mitigation and, where appropriate, remediation.

Business enterprises may undertake other commitments or activities to support and promote human rights, which may contribute to the enjoyment of rights. But this does not offset a failure to respect human rights throughout their operations.

While it has numerous inspectors etc. assisting franchisees in optimizing their performance, Accor has no mechanisms in place for the prevention, mitigation and remediation of abuses involving their employees, and specifically excludes these employees from their reporting as well as their responsibility.

12. *The responsibility of business enterprises to respect human rights refers to internationally recognized human rights – understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.*

The Universal Declaration of Human Rights and the international Covenants which make up the International Bill of Human rights all officially affirm the human rights of workers to form trade unions and to collectively bargain their conditions of employment. For these rights to be realized, it is necessary for employers to recognize, not merely rights as abstractions, but their concrete realization through the recognition of legitimate trade union organizations and good faith bargaining for the conclusion of collective agreements.

13. *The responsibility to respect human rights requires that business enterprises:*
 - a. *Avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur;*
 - b. *Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.*

Commentary

For the purpose of these Guiding Principles a business enterprise’s “activities” are understood to include both actions and omissions; and its “business relationships” are understood to include relationships with business partners, entities in its value chain, and any other non-State or State entity directly linked to its business operations, products or services.

This Principle clearly establishes Accor’s responsibility to concretely address adverse human rights impacts in its franchise operations.

The OECD Guidelines specifically identify franchises as belonging to the “supply chain” within which businesses must assume responsibility for adverse human rights impacts, real and potential:

*To avoid causing or contributing to adverse impacts on matters covered by the Guidelines through their own activities includes their activities in the supply chain. Relationships in the supply chain take a variety of forms including, for example, **franchising**, licensing or subcontracting.*

Commentary to the OECD Guidelines Chapter II ‘General Policies’

15. *In order to meet their responsibility to respect human rights, business enterprises should have in place policies and processes appropriate to their size and circumstances, including:*
 - a. *A policy commitment to meet their responsibility to respect human rights;*

- b. A human rights due-diligence process to identify, prevent, mitigate and account for how they address their impacts on human rights;*
- c. Processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute.*

Commentary

Business enterprises need to know and show that they respect human rights. They cannot do so unless they have certain policies and processes in place.

Accor has no due diligence process or mechanism to identify with and respond to human rights risks in its franchises. The Guiding Principles define human rights due diligence in these terms:

17. In order to identify, prevent, mitigate and account for how they address their adverse human rights impacts, business enterprises should carry out human rights due diligence. The process should include assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed. Human rights due diligence:

- a. Should cover adverse human rights impacts that the business enterprise may cause or contribute to through its own activities, or which may be directly linked to its operations, products or services by its business relationships;*
- b. Should be ongoing, recognizing that the human rights risks may change*
- c. over time as the business enterprise's operations and operating context evolve.*

Commentary

Human rights risks are understood to be the business enterprise's potential adverse human rights impacts. Potential impacts should be addressed through prevention or mitigation, while actual impacts – those that have already occurred – should be a subject for remediation (Principle 22).

*Human rights due diligence can be included within broader enterprise risk-management systems, provided that it goes beyond simply identifying and managing material risks to the company itself, **to include risks to rights-holders.***

Where business enterprises have large numbers of entities in their value chains it may be unreasonably difficult to conduct due diligence for adverse human rights impacts across them all. If so, business enterprises should identify general areas where the risk of adverse human rights impacts is most significant, whether due to certain suppliers' or clients' operating context, the particular operations, products or services involved, or other relevant considerations, and prioritize these for human rights due diligence.

The above Commentary to Principle 17 establishes that the absence of human rights due diligence safeguards, processes and mechanisms in Accor's franchise operations identify franchising as an area which presents potentially heightened human rights risks, and should therefore be given priority in this regard.

18 In order to gauge human rights risks, business enterprises should identify and assess any actual or potential adverse human rights impacts with which they may be involved either through their own activities or as a result of their business relationships. This process should:

- a. Draw on internal and/or independent external human rights expertise;*

- b. Involve meaningful consultation with potentially affected groups and other relevant stakeholders, as appropriate to the size of the business enterprise and the nature and context of the operation.*
3. *Seek ways to prevent or mitigate adverse human rights impacts that are directly linked to their business operations, products or services by a business relationship, even if they do not contribute to those impacts.*

Meeting the expectation in paragraph 3 would entail an enterprise, acting alone or in co-operation with other entities, as appropriate, to use its leverage to influence the entity causing the adverse human rights impact to prevent or mitigate that impact. 'Business relationships' include relationships with business partners, entities in its supply chain, and any other non-State or State entity directly linked to its business operations, products or services.

This Principle and its commentary establishes Accor's responsibility under the Guiding Principles to use its relationship with franchisees ('leverage') to identify, prevent and remediate real and/or potential human rights violations.

Conclusions and recommendations

By excluding franchise operations (and temporary and contingent workers in its own as well as franchise operations) from its self-defined sphere of responsibility as well as its reporting requirements, Accor is clearly not in compliance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines on Multinational Enterprises.

Recent events in Canada and in Bénin, where the French National Contact Point for Implementation of the OECD Guidelines has identified clear breaches of the Guidelines (and the Ontario labor Relations board found a systematic pattern of illegal activity) demonstrate the potential for adverse human rights in Accor-owned and/or managed hotels. Franchises are a key element in Accor's growth strategy, yet the company has no due diligence processes and mechanisms in place for addressing what is arguably an even greater degree of potential human rights risks in these operations when compared with its owned and managed hotels stemming from the company's limited self-definition of its responsibilities. This failure must be urgently addressed.

Potential measures to address these heightened risks would include:

- Amending the 1994 Trade Union Rights Agreement with the IUF to address this lacuna by extending the scope of the Agreement to specifically include franchises and management contracts;
- Amending the Trade Union Rights Agreement to establish conflict-resolution mechanisms as part of the human rights due diligence process;
- Establishing a specific position within Accor to carry out human rights due diligence within franchised operations as an integral part of the process of granting and maintaining the franchise. Specific procedures need to be established for remediating adverse human rights impacts in franchise operations if and when these are identified. Unions would be closely involved in this process;
- Expanding the workplace indicators in Accor's reporting to bring within its coverage meaningful indicators of the degree to which the human rights of Accor employees and those employed in its managed and franchised operations are respected when measured against the standards set out in the UN Guiding Principles and the OECD

Guidelines. The IUF, as a signatory to the 1994 Trade Union Rights Agreement, should have an integral role in this process and its ongoing implementation.

Appendix 4: IUF Tourism Policy on Child exploitation

Protection of children from sexual exploitation

IUF affiliates are called upon to adopt or improve policies to fight sexual exploitation of children:

- **Affiliates** should propose to adopt the Code of Conduct to Protect Children from Sexual Exploitation in Travel and Tourism
- **Affiliates** should sign agreements with enterprises based on the “Fight Against Prostitution – Model Agreement” (model agreement is attached and the title will be changed into “Fight Against Child Exploitation in Tourism)
- **Affiliates** should negotiate agreements with specific language to guarantee that the recruitment of minors in the HRCT sectors is to be limited to those departments and duties that are not at risk of sexual harassment, and in any case minors won't be employed into jobs or tasks involving contact with customers, except at the presence of an adult colleague.

FIGHT AGAINST CHILD EXPLOITATION IN TOURISM

MODEL AGREEMENT

For negotiation between employers and unions in the tourism sector

The company (or employers' association) and the union(s) hereby agrees as follows:

1. Hotels shall refuse to do business with travel agencies or tour operators identified as having connections with child prostitution;
2. Employees of tourism organizations are encouraged to report to their union any requests having to do with prostitution tourism. Unions shall examine, jointly with the management of said organizations, ways and means to discourage such requests.
3. Employees of transportation companies are encouraged to disseminate any available information concerning the fight against prostitution tourism.

4. Hospitality facilities (hotels, restaurants, bars, etc.) shall display and make available to their customers information concerning the fight against prostitution tourism.
5. Employees at hospitality facilities shall have the right and make it their duty to report to their union any customer request having to do with child prostitution. Unions shall inform management about those matters and examine ways to discourage this type of requests.
6. Employees shall have the right and make it their duty to refuse to respond to any request having to do with child prostitution. In the event thereof, management of hospitality facilities undertakes to support employees in any dispute with customers. No disciplinary measure whatsoever shall be taken against an employee having declined to act upon a request by a customer having to do with child prostitution.
7. No children may be employed in hospitality facilities, even on a voluntary basis. As a rule, young workers shall not work at night, in particular at jobs where they are in contact with customers.
8. Trade unions are encouraged to urge employees in the sector to report any suspicious situation, so that unions may act upon the matter with employers.
9. Employers' associations undertake to take steps - if necessary with respect to their own members - aimed at putting a stop to the sexual exploitation of children wherever it comes to their attention.

Appendix 5: TNC Infos #9, #10 and #11

Please see attached.



TNC INFO #9

10-2012



.....
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
- Dole
- Tata/Tetley
- Typhoo/Apeejay

Beverage/breweries:

- The Coca-Cola Company
- PepsiCo
- AB-InBev
- Carlsberg
- Heineken

Catering:

- Compass
- Sodexo

Dairy Division:

- Danone
- Fonterra

Food:

- Kraft
- Nestlé
- Unilever

Hotel Chains:

- Accor
- Hilton
- Rezidor
- Sol Melià

Tobacco:

- British American Tobacco
- Japan Tobacco International (JTI)

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

sue.longley@iuf.org

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

sue.longley@iuf.org

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

sue.longley@iuf.org

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

sue.longley@iuf.org

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

burcu.ayan@iuf.org

BEVERAGES

Coca-Cola

burcu.ayan@iuf.org

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

burcu.ayan@iuf.org

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 let 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

burcu.ayan@iuf.org

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

burcu.ayan@iuf.org

AB-Inbev

burcu.ayan@iuf.org

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

burcu.ayan@iuf.org

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

burcu.ayan@iuf.org

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

james.ritchie@iuf.org

Compass

james.ritchie@iuf.org

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

james.ritchie@iuf.org

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

burcu.ayan@iuf.org

james.ritchie@iuf.org

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

burcu.ayan@iuf.org

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

james.ritchie@iuf.org

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

jacqueline.baroncini@iuf.org

Kraft

jacqueline.baroncini@iuf.org

james.ritchie@iuf.org

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

jacqueline.baroncini@iuf.org

james.ritchie@iuf.org

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

peter.rossman@iuf.org

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

massimo.frattini@iuf.org

Accor

massimo.frattini@iuf.org

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

massimo.frattini@iuf.org

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

massimo.frattini@iuf.org

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

massimo.frattini@iuf.org

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

james.ritchie@iuf.org,

jacqueline.baroncini@iuf.org

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

james.ritchie@iuf.org,
jacqueline.baroncini@iuf.org

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

jacqueline.baroncini@iuf.org

British American Tobacco

jacqueline.baroncini@iuf.org

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

jacqueline.baroncini@iuf.org

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

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

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

YouTube Channel:

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



TNC INFO #10

12-2012



.....
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

Beverage/breweries:

- The Coca-Cola Company
- PepsiCo
- AB-InBev
- Carlsberg
- Heineken
- SABMiller

Catering:

- Compass

Dairy Division:

- Dairy Farmers of America

Fisheries:

- Calvo
- Frabelle
- Pescanova

Food:

- Kraft
- Nestlé
- Unilever

Hotel Chains:

- Accor
- Hilton

Meat:

- Pilgrim's Pride/JBS

examine women's employment in the banana sector. [For more information affiliates can click here to contact Sue Longley.](#)

BEVERAGES/BREWERIES

burcu.ayan@iuf.org

BEVERAGES

Coca-Cola

burcu.ayan@iuf.org

Dunkin' Donuts announced a major deal with Coca-Cola on April 2, 2012. It would serve Coca-Cola products in more than 9,400 restaurants in the United States after ending its PepsiCo tie-up. The employees of Coca-Cola Refreshments (Coca-Cola's North American bottling operation) organized in the **IUF affiliated Retail, Wholesale and Department Store Union (RWDSU-UFCW)** fought the deal together with the IUF calling on the company to respect their relationship with RDWSU, engage in good faith and avoid any loss of employment and members. Read more [here](#).

In the **Philippines**, Coca-Cola was the target of mass protest actions by young Filipinos on International Youth Day (August 12). [The Alliance of Progress Labor \(APL\)](#) deployed hundreds of youth activists across the country to organize public meetings and protest actions denouncing the destruction of regular jobs by Coca-Cola.

Following unsuccessful negotiations at global level the IUF started an [urgent action campaign](#) on the 22nd of October asking members and activists to support and help CCBPI workers stand for their rights on wage bargaining, job and union security by sending protest messages. The campaign calls on the company to respect workers' rights in the Philippines by halting the attack on collective bargaining rights and engaging in meaningful negotiations with the unions concerned. Over 7000 protest messages were sent to the company and more international actions are planned in 2013.

AGRICULTURE

Chiquita

sue.longley@iuf.org

The **joint gender working group** established in April 2011 (see TNC Info # 7) has reached an agreement on a proposal for an annex on sexual harassment to be added to the main IUF/Chiquita agreement and for a pilot project in **Panama** to

The Alliance of Sugar Farmers and Sugar Workers in the Philippines declared support for the nation-wide campaign calling on Coca-Cola to respect workers' rights. At the same time the Alliance is seeking restitution for lost income resulting from Coca-Cola Philippines smuggling sugar into the country deliberately mis-labelled as "pre-mix" to escape a 38% tariff.

[For more background please click here to read an online news story.](#)

Precarious work, corporate restructuring, and access to organizing and collective bargaining rights dominated the **IUF/Coca-Cola Atlanta meeting which took place on November 1, 2012**. The meeting focussed on outstanding issues notably in the Philippines and Guatemala. IUF affiliates only can [click here for a fuller report on the meeting](#). Affiliates can request a password to access all Alliance material and web links [from Burcu Ayan \(burcu.ayan@iuf.org\)](#)

The next IUF/TCCC meeting will take place on April 10, 2013 in Atlanta.

Coca-Cola Workers' Alliance

burcu.ayan@iuf.org

Alliance members recently discussed changes in TCCC's structure. In July 2012, the Coca-Cola Company announced plans to streamline its operating structure and make certain management changes. Effective from January 1, 2013, the company will reduce its operating segments to three, namely Coca-Cola International, Coca-Cola Americas and Bottling Investments Group (BIG).

Affiliates are urged to inform the IUF Secretariat at burcu.ayan@iuf.org of any changes or effects on the employment or unions' positions caused by this re-structuring operation.

Some affiliates have reported problems after their respective Coca-Cola bottlers outsourced the distribution services. Affiliates can [click here to fill in the short "Route to Market" survey](#) and also find [here the preliminary results](#) of the IUF survey for the Coca-Cola system. Affiliates with members in the Coca-Cola system can request a password to access all Alliance material and web links from [**Burcu Ayan \(burcu.ayan@iuf.org\)**](mailto:Burcu Ayan (burcu.ayan@iuf.org))

Affiliates can find recent Coca-Cola global developments for the period of March-October 2012 [here](#).

Coca-Cola Alliance Steering Committee Meeting, Geneva, December 4-5, 2012

Coca-Cola Alliance Steering Committee members from USA, Tunisia, Spain, Guatemala and South Africa and unions organized in Coca-Cola operations in Turkey and Brazil came together on

December 4 and 5 to discuss the ongoing work of the Alliance, future working priorities, and proposals for a draft International Framework Agreement. The meeting concluded with strategies to enhance the cooperation between affiliates and planned strategic options and concrete objectives for the Alliance in future.

It is hoped a full meeting of Alliance members can be organized in 2013.

Pepsico

burcu.ayan@iuf.org

In USA, RWDSU/UFCW's Local 110 Quaker Oats (PepsiCo) members recently and overwhelmingly approved a four-year deal that increased wages above the inflation rate and added a \$650 lump sum bonus in the first and second year. [Read more here](#).

Members of the IUF-affiliated **Service & Food Workers Union (SFWU)** at PepsiCo's Bluebird Foods plant in Auckland, **New Zealand**, voted against company proposals on reduced overtime pay rates that would threaten unionized jobs in Australia. [Read the full story here](#).

PepsiCo Union Network

burcu.ayan@iuf.org

IUF affiliates organized in PepsiCo operations came together and held a **PepsiCo workers' International Consultation** meeting on December 3 and 4 at the IUF in Geneva.

PepsiCo network participants discussed union successes, challenges and developments within the company and how to strengthen the union network following the first Global Strategic PepsiCo meeting in December 2010. The meeting set out a strategic approach to winning global union recognition within the company.

Decisions on how to better communicate and coordinate the PepsiCo Union Network as well as organizing initiatives in 2013 were discussed and agreed. A full meeting of the PepsiCo Union Network was agreed for 2013.

BREWERIES

burcu.ayan@iuf.org

The IUF Secretariat is updating its databases and mapping of breweries companies using a [survey you can find here](#). This will allow us to identify concrete issues confronting affiliates, see how affiliates have responded and help us develop organizing and bargaining strategies for the sector.

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

AB-Inbev

burcu.ayan@iuf.org

In the **USA**, striking workers at Anheuser-Busch's distribution center in Riverside voted to accept the brewing company's final offer and returned to their jobs in August. [Read more here](#).

The Brazilian transnational corporation AmBev owned by AB-Inbev could be penalized for harassing workers members of the **National Union of Sales Workers of Compañía Cervecería AmBev Perú SAC (SITRAMBEVSAC)**. On July 2, management suspended nine union members and four leaders and has yet to back this action with the evidence called for by the Labor Ministry. [Read here for more](#).

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

burcu.ayan@iuf.org

The **Carlsberg Bulgaria** brewery in the northeastern city of Shumen will be shut down for two months due to the low consumption of beer in winter. It is still unclear whether the workers will receive salaries for January and February or if they will have to take unpaid leave.

In **Cambodia** NGO allies, ITUC, the IUF and the IUF affiliated unions FNV Bondgenoten from Netherlands, 3F from Denmark, ACV-CSC from Belgium set up a working group to help resolve the working condition and union representation issues around beer promotion women.

This group is organizing regular conference calls and discussing actions to ensure that the beer companies operating in Cambodia respect worker and union rights. The legitimate union, Cambodia Food and Services Workers' Federation (CFSWF) organized in Carlsberg and Heineken is currently not recognized by those companies. The joint working group has sent a letter to all brands calling on them to make sure subsidiaries/suppliers recognize CFSWF.

Heineken

burcu.ayan@iuf.org

In March 2012, the IUF Secretariat contacted Heineken corporate management expressing its concern about the strike of members of the IUF-affiliated **FGAT-UGTT in Tunisia**. The FGAT-UGTT launched an indefinite strike on March 21 after fruitless negotiations with Heineken Tunisian management to improve the conditions of

contracted agency workers as well as the health and safety conditions and measures at the Grombalia plant. Following the IUF's approach and in the week following the strike Heineken management from corporate headquarters visited Tunisia and the issues were resolved through an agreement with the union to convert precarious workers to permanent workers in an agreed time frame.

In **Cambodia**, in August and September 2012, Heineken dismissed beer promoting women who promote the Heineken brand. The dismissed workers did not receive the full compensation they were entitled to as well as their annual leave payments. The IUF Secretariat shared a report of compensation calculations and the unpaid amounts with IUF-affiliated FNV Bondgenoten and the union officers of IUF's Dutch affiliate shared the details with Heineken management.

Heineken management agreed that the dismissal procedure has not been in conformity with Cambodian labour law, and agreed to fulfill all their obligations by the end of the year.

SABMiller

burcu.ayan@iuf.org

In **Latin America** IUF affiliates are clear that SABMiller works with a model built on "**the harsher the union repression the greater the profit**".

SABMiller-Bavaria consistently represses attempts by its workers to organize in independent trade unions and often promotes the creation of yellow (pro-management) organizations. However workers at the brewing giant in **Colombia** were finally able to unionize in February 2012, within IUF-affiliated SINALTRAINBEC, a union that groups food and beverage industry workers. [Read the full story here](#).

CATERING

james.ritchie@iuf.org

Compass

james.ritchie@iuf.org

Italian union members employed by Compass, the UK based catering, cleaning and facilities management company participated in a successful strike on Friday 1 December to protest the Company plans to lay off 824 workers in Italy.

Italian federations CGIL, CISL and UIL cooperated in a campaign to have Compass withdraw their notice of dismissals and they reported high levels of participation in the strike action. The company is awash with cash and has spent £500m this year and plans a further £400m next year in share buy backs to deliver even more money into

shareholders pockets after delivering a 10% increase in dividend this year.

The IUF is giving full support to its Italian affiliates in their demand to have Compass put working families ahead of greater profits. Following the strike a meeting between Compass and our Italian affiliates assisted by the Ministry of Labor, resulted in a withdrawal of the dismissal notices and the start of a negotiation between the Parties.

IUF DAIRY DIVISION

burcu.ayan@iuf.org

james.ritchie@iuf.org

On February 3, workers at **Dairy Farmers of America**, a milk processing plant in Adrian, voted for representation with the **United Food and Commercial Workers (UFCW)** to protect job security and give them a voice on the job.

The **National Union of Workers (NUW)** in Australia and the **New Zealand Dairy Workers Union (NZDWU)** both represent dairy workers and both are active participants in the dairy division of the International Union of Food Workers (IUF). The NUW and NZDWU have developed a relationship over the last decade and on Monday 6 February the two unions formally entered into a Cooperation Agreement. [Read more here.](#)

Supported by the IUF, Aldo Lezana, president of the **National Federation of Dairy Sector in Chile (FENATRAL)**, travelled to New Zealand and met with leaders of Fonterra to whom he explained the situation of workers in Chile Soprole. [Read the interview with Aldo Contreras Lezana here.](#)

Over 1,000 workers lost their jobs when nine dairy cooperatives in **Uttar Pradesh** - India's biggest milk producing state - closed in early 2010. After a tough two-year fight the dairies are being forced to re-open. The **PCDF Trade Union**, a member of the **IUF-affiliated Dairy Employees Federation of India (DEFOI)**, represents 2,200 members in 39 small and medium dairies, including the nine that were closed in 2010 without any warning or any prior negotiations. [Read the full story here.](#)

On July 2012, **women dairy workers** in cooperative dairies in the southern state of **Karnataka, India**, won improved maternity protection, including increased paid maternity leave from 135 to 180 days.

IUF affiliated **ATILRA in Argentina** worked with the IUF's **Latin American region's Dairy Department** to produce a detailed analysis of Argentina's dairy industry. [You can read the report \(in English here\).](#)

On October 17, 2012 the **IUF-affiliated Milk Food Factory Workers Union** stepped up its demand for improved working conditions at the

GlaxoSmithKline (GSK) Horlicks factory in Nabha in Punjab state in northwest **India**. The union, representing 1,650 members, and supported by the IUF regionally and internationally is demanding 105 new permanent positions be created to reduce excessive workloads in manufacturing and milk collection. [Read more here.](#)

FISHERIES

burcu.ayan@iuf.org

Blackshaw_Liz@itf.org.uk

The joint project with the ITF continues. During the ITF Fisheries Conference in February 2012, the programme was extended to 2014.

Initial impacts are expected in Papua New Guinea (PNG) and in the Philippines. The IUF allocated some funding for the PNG Project and training to support the organizing plans of the Papua New Guinea Maritime Workers Industrial Union at **Frabelle, Majestic Seafood Corporation, International Food Corporation, RD Tuna Cannery and Fisheries and South Seas Tuna**. Just fewer than 5000 workers have signed petitions for union membership and collective bargaining in PNG.

In a national workshop held in Norway with participation of both ITF and IUF members, industry mapping started and participants agreed to continue developing knowledge of the wider industry and this base-line mapping. They also agreed to support work in Latin America and domestically on Austevoll.

In June and November 2012, 2 national workshops were organized in Madrid that brought together ITF and IUF Spanish members to map the Spanish industry working particularly with Latin America on **Calvo and Pescanova** organizing.

National workshops in Chile & Peru began mapping the industry and agreed to cooperate fully across companies & unions and to participate fully in the programme.

Further meetings for Spain, Norway, Argentina and PNG are being planned to provide updates and ongoing plans for the next phase. On March 7 and 8, a workshop in Buenos Aires with the participation of IUF and ITF affiliates from Norway, Spain, Chile and Peru will focus on agreement in principle for joint/ cross national working arrangements for organizing fisheries companies in Peru and Chile.

FOOD PROCESSING

jacqueline.baroncini@iuf.org

Kraft

jacqueline.baroncini@iuf.org

james.ritchie@iuf.org

On 11 November, the IUF General Secretary met in Cairo with representatives of **the Egyptian Democratic Labour Congress (EDLC)** and of the local Kraft union to discuss the ongoing conflict and support to the unjustly suspended union officials. Practical support has now been organized to support the families of these dismissed union leaders in Alexandria and also for those union leaders dismissed by Mondelez in Tunisia. [For more read here.](#)

The IUF has written an open letter to the CEO of Mondelez demanding action on the company's rights violations in Tunisia and Egypt. After an initial web-based action calling for these workers' rights at Mondelez to be respected a more sustained and long-term campaign is being developed and will be launched shortly.

In November, the IUF was invited to make a presentation at the evaluation meeting of workers' representatives following the meeting of the **Kraft European Works Council**. The presentation focused on an analysis of the consequences of the corporate split for workers and on the rights violations by Kraft/Mondelez in Tunisia and Egypt.

Kraft/Mondelez split

*"As expected, its workers who are paying the price of the Kraft Foods split", IUF affiliate PRO-GE said in response to Mondelez' announcement, on 30 October, that the Jacobs coffee roasting facility in **Vienna (Austria)** would be closed. "Mondelez is simply continuing what has long been common practice at Kraft Foods: abandoning sustainable corporate policy in favor of short-term stock market gains."*

Then, on November 1st Mondelez announced that **the Mr. Christie's Bakery in Etobicoke, near Toronto (Canada)** would be closed, leaving 550 people out of work.

The company cites "changes in consumer behaviour as well as the current competitive situation and the difficult economic environment" as reasons for the Vienna closure. But the true background is the fact that [Kraft Foods' enormous debt from the acquisition of Danone's biscuit division in 2007 and of Cadbury in 2010, remains, contrary to previous announcements, almost entirely with Mondelez.](#) And this debt will have to be paid off.

In Canada **IUF affiliate BCTGM** voiced concern that most of the production will be transferred to non-union third-party manufacturers and to Mexico, with very little to be transferred to the BCTGM-organized facility in Montreal.

Nestlé

jacqueline.baroncini@iuf.org

james.ritchie@iuf.org

The second global meeting between a team of IUF affiliates and Nestlé corporate management took place on December 6, 2012. It focused on 4 issues identified previously by both the IUF and Nestlé: precarious employment, health & safety, performance pay and threats to collective bargaining and gender balance in shop floor employment.

It was agreed that union/company working groups would initially establish an accurate picture in Nestlé's operations on the use of precarious forms of employment and gender balance in employment practices across Nestlé. Significant differences in position on the remaining two issues (health and safety and performance pay) led each party to express a need to consult further internally with their respective constituencies.

On December 13, a special meeting on **Nestlé's high performance work system, NCE**, took place within the context of the Nestlé European Works Council. The meeting focused on threats to workers' health and other issues arising from the imposition of NCE which had been catalogued by the IUF secretariat.

At the request of the NGG and its Rhein-Main regional office, the IUF launched a call for solidarity messages following Nestlé's announcement of job cuts at the Neuselters water bottling plant [\(read more here\)](#).

Unilever

peter.rossman@iuf.org

Following the decisive membership vote at the **Doom Dooma factory in India** on September 19, 2012, in which 75% of the workers chose the IUF affiliate as their collective bargaining representative vs. 12% for the company-supported organization, a Long Term Settlement (CBA) was signed by the IUF affiliate on October 27. After an initial proposal for a possible second verification the company has now assured the IUF it accepts the clear result of the first verification and will work hard to ensure no further verification is proposed.

The **UK National Contact Point (NCP)** responsible for monitoring compliance with the OECD Guidelines for Multinational Enterprises, has been monitoring compliance with the 2010 agreement between the IUF and Unilever which

should have resolved this dispute over union rights and recognition. That process is ongoing.

The IUF is proceeding with the preparations for a **global shop stewards meeting** to be held in Eastbourne, UK March 6-7. This meeting should contribute to the practical work of building a strong, active international union organization in the company.

As part of this process, a successful meeting of **South African Unilever** union officers and shop stewards was held in Johannesburg on November 26 with the participation of the IUF-affiliated FAWU and the chemical workers' union CEPPWAWU affiliated to IndustriALL.

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

massimo.frattini@iuf.org

Accor

massimo.frattini@iuf.org

The IUF continues to work very closely with Unite Here and SYNOVO, affiliates involved in rights and recognition disputes at Accor Novotel establishments in Ontario, Canada and Cotonou, Bénin. The secretariat is building support for their actions and pressing for a resolution of the complaint lodged with the French National Contact Point for the OECD Guidelines in 2010.

On October 24, the IUF raised directly in a meeting with the Labour Minister of Bénin Accor's violations of national law and the international Guidelines and pressed for direct intervention by the government, which has launched an investigation into the situation.

Hilton

massimo.frattini@iuf.org

The IUF's international solidarity campaign to reinstate 22 workers unfairly dismissed at the **Conrad Hilton** in the **Maldives** takes place against the backdrop of a recent senior management change at the hotel. Following this change the IUF continues its campaign and also its engagement with Hilton International to ensure the reinstatement of all 22 dismissed union members

MEAT

james.ritchie@iuf.org

On June 7-8, 2012, 1,200 poultry workers at **Pilgrim's Pride in Russellville, in the US state of Alabama** voted **overwhelmingly** to join the Retail, Wholesale and Department Store Union (RWDSU).

This important organizing win came about despite major efforts by the company to undermine the workers' support for union representation. These included boycott threats to local businesses which were providing meeting rooms to RWDSU organizers and efforts to have organisers removed from their accommodation.

For workers, the key issues were the lack of any grievance mechanism and the ability to participate in decisions affecting working conditions. With union representation, they will now be able to change their workplaces - and their lives - for the better.

Pilgrim's Pride is the US poultry division of Brazilian beef and poultry giant JBS and is the largest chicken producer in the United States.

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>

TNC INFO #11

04-2013



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
- Tata/APPL
- Illovo Sugar

Beverage/breweries:

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

Catering:

- Compass
- Sodexo

Dairy Division:

- Arla
- Danone
- Fonterra
- Fromagerie Bel
- Lactalis

Fisheries:

- Calvo
- Frabelle
- Pescanova

Food:

- Mondelez (ex-Kraft)
- Nestlé
- Unilever

Hotel Chains:

- Accor
- Club Med
- Hilton
- Hyatt
- Melià
- Rezidor
- Tour Operators/Hotels: All-inclusive Holidays Research

Meat:

- Nestlé
- Birds Aya
- Comigel
- Findus

AGRICULTURE

Chiquita

sue.longley@iuf.org

A new **agreement on sexual harassment** was signed in March 2013 by IUF, COLSIBA and Chiquita and appended to the regional framework agreement. This annex, “*joint understanding on sexual harassment*”, commits Chiquita to “continue fostering a safe environment for women workers so they can carry out their work in a space free from all forms of harassment, bullying or discrimination”.

There is also a commitment to joint work on training strategies and sharing of examples of good practice for the prevention of sexual harassment.

The new annex also includes a sample text from the *ILO Code of practice - Safety and health in agriculture* that could serve as a guide for CBA text on sexual harassment.

The next meeting of the **IUF/COLSIBA and Chiquita review committee** (June 2013) will look at proposals for a new procedure to protect union leaders who are not covered by collective bargaining agreements in their workplace.

Tata/APPL

sue.longley@iuf.org

The IUF has given its support to a complaint to the **World Bank's International Finance Corporation (IFC)** made by workers at **Amalgamated Plantations Private Ltd (APPL) in Assam, India**. The workers are complaining about poor working and living conditions including lack of freedom of association, starvation level wages, poor OHS, lack of drinking water and child labour.

The IFC invested in APPL along with Tata Global Beverages Ltd when Tata Tea India started to divest from the plantation business. The investment was supposed to lead to a new model of plantation ownership in which workers would be share-holders and would have decent working conditions but the workers on several estates say this is far from the truth and to add insult to their injury they have been forced to buy shares in

APPL. The complaint should now be investigated by the Compliance Advisor Ombudsman of the IFC.

Illovo Sugar

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

The **IUF Global Sugar Programme** is supporting unions in Illovo's operations in Africa as they start 2013 pay negotiations. About 65,000 workers are directly covered by these negotiations conducted by IUF affiliates in **Malawi, Mozambique, South Africa, Swaziland, Tanzania and Zambia** and the sugar programme coordinator sends regular information on developments in the negotiations to involved unions.

NUPAAW, Zambia was the first union to reach a wage agreement, achieving a wage increase of 15 per cent for permanent workers (lowest wage went up from USD 295.77 up to \$340.13) and a 10 per cent for seasonal workers (lowest wage went up from USD 160.19 to \$176.21). Zambia Sugar has 1,848 permanent employees, and 3,530 seasonal agricultural workers.

Bargaining is also underway in **South Africa** lead by **FAWU**, while in **Mozambique SINTIA** is preparing for joint negotiations at national level to be followed by estate-level agreements, including for Maragra Sugar, an Illovo subsidiary.

Other affiliates in negotiations are **Tanzania's TPAWU** at Kilombero Sugar; **Swaziland's SAPAWU** at Ubombo Sugar, and **Malawi's SPAWUM** with Illovo Sugar Malawi Ltd.

Illovo Sugar is owned by the UK-based **Associated British Foods**.

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

BEVERAGES/BREWERIES

burcu.ayan@iuf.org

Coca-Cola

burcu.ayan@iuf.org

Supported by the IUF's Coca-Cola Workers Alliance unions organised at **Coca-Cola Bottlers Philippines (CCBPL)** have been fighting against the imposition of a performance-base wage scheme (P3) for more than two years. A first collective agreement excluding P3 was finally signed by SACORU a member of IUF-affiliated ACCUP. This provides a platform to expand bargaining successes around this issue.

Thousands of workers from **Germany's** largest beverage company, Coca-Cola (CCE AG)

organized by **IUF affiliated NGG** staged **2 weeks of nationwide warning strikes** at about 60 Coca-Cola sites in opposition to the company's plan over restructuring, job cuts and more flexible working hours. On April 9 the NGG secured an agreement with a significant increase in wages and continued job security for German Coca-Cola workers.

A new union was organized in the **Coca-Cola Islamabad distribution centre** for the first time. Early attempts at union-busting were stopped following a meeting between the IUF CCP regional coordinator, the IUF Pakistan Outreach Office and the HR management of Coca-Cola Pakistan and its owner Coca-Cola İçecek.

After raising the concerns of IUF affiliate in **Hong Kong** about **Swire Coca-Cola's** attempt to outsource crucial jobs done by union members in detail at the last biannual IUF/TCCC global meeting, the company's plans to outsource were stopped on 3 December and negotiations were held with the union.

Following the IUF meeting of **North African affiliates** held in Hammamet Tunisia January 28-29, the IUF raised with the Coca-Cola Company the case of **UMT (Morocco)** union militant Ahmed Elghaddaoui, who for his union activity had been forced to work far from his family in Casablanca for 5 years and was therefore living in his car. As a result of this intervention he has been transferred to a bottling operation in Casablanca.

In **Guatemala** thanks to efforts by the IUF and FESTRAS representatives who negotiated directly with TCCC management, the company agreed to recognize one of their two newly acquired plants' existing unions (SITRACOPROVOL). Union membership doubled as a result of the organizing work of FESTRAS and SITRACOPROVOL. The unions in both plants still face pressure largely from "Solidarista" (pro-management structures) and the IUF is engaging The Coca-Cola Company to reduce and eliminate this threat to union organizing.

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

Coca-Cola Workers' Alliance

burcu.ayan@iuf.org

With the support of IUF and FELATRAC (the IUF's Latin American Coca-Cola Workers Federation), the **Union of Coca-Cola Uruguay Workers (STCC)** succeeded and got 200 outsourced workers hired on permanent contracts. These workers had been hired on a temporary basis and

had been working for more than 10 months under that scheme, thus exceeding the term stipulated by Uruguayan law for temporary contracts. STCC membership currently includes both direct workers of the Montevideo Refrescos Company as well as distribution and warehouse workers and truck drivers.

During the 8th Regional Meeting of Beverage Unions, organized in **Managua, Nicaragua**, with the support of 3F and Rel-UITA (IUF Latin America), the General Confederation of Factory Workers of Bolivia (CGTFB), an organization that includes the Mixed Union of Workers of Embotelladoras Bolivianas Unidas SA (Embol - Coca-Cola) decided to establish a National Inter-Union Body and become IUF affiliates as a result of their need to improve communications and solidarity among the unions organized in the beverages sector and particularly Coca-Cola.

Effective from January 1, 2013, the company will re-organize its operating structures to three, Coca-Cola International, Coca-Cola Americas and Bottling Investments Group (BIG). TCCC announced on March 21 that they will lay off 750 people in the United States which is about 1 per cent of the company's workforce of 75,000 in North America. About one-quarter of these cuts will be in Coke's home city of Atlanta.

Affiliates are urged to inform the IUF Secretariat (burcu.ayan@iuf.org) of any changes or effects on the employment or unions' positions caused by this re-structuring operation.

Some affiliates have reported problems after their respective Coca-Cola bottlers outsourced the distribution services. Please [click here to fill in the short ``Route to Market`` survey](#) and also find [here the preliminary results](#) of the IUF survey for Coca-Cola system. There is currently a major exercise in several countries to re-structure their distribution systems.

Pepsico

burcu.ayan@iuf.org

IUF-affiliated **Tekgıda-Is** completed recruitment at PepsiCo Frito-Lay's 2 factories in **Turkey** and was recently recognized as the official bargaining unit for its members. The union used its leverage of being organized at the beverage (Fruko) company of PepsiCo and reaching out successful agreements for long years in order to establish relations with lead workers and building mutual confidence to complete the membership in snack factories.

BREWERIES

burcu.ayan@iuf.org

The IUF Secretariat is updating its databases and mapping of breweries companies and the [survey you can find here](#) will allow us to identify the concrete issues confronting affiliates, understand how affiliates have responded and help us develop organizing and bargaining strategies for brewery sector.

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

AB-Inbev

burcu.ayan@iuf.org

The IUF contacted the AB InBev CEO urging the company to use its influence on **Grupo Modelo/Corona Beer** to ensure that the **Mexican** glass-maker, VIDRIERA, as a business partner/supplier, commits itself to comply with internationally recognized Labour Standards and to reinstate dismissed workers with their full rights restored. The IUF also asked its brewery affiliates and particularly those at AB InBev to contact international and local AB InBev managements about this case.

A recent fatality in a Grupo Modelo brewery plant in **Mexico** will lead to action by the IUF and other affiliates in the sector.

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.

Brahma, a **Venezuelan division of Latin American brewing giant Ambev**, is closing its operations in the South American nation following a prolonged slide in sales. Plant workers told local media that the company's financial problems worsened when Ambev sold the Zulia brand of beer, which was produced and marketed alongside Brahma, to another local beer maker.

The IUF will organize an **AB InBev International Union Meeting** to improve union coordination and mutual support. The meeting will also help unions communicate concrete facts about company behaviour in their respective countries. This AB InBev International Union Meeting is scheduled for May 14-15, 2013 in Leuven- Belgium.

Affiliates interested in participating are asked to contact the IUF secretariat as soon as possible at events@iuf.org with cc to burcu.ayan@iuf.org.

Carlsberg

burcu.ayan@iuf.org

The IUF will organize a **Carlsberg International Union Meeting** 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 will take place in Vilnius, Lithuania on June 4-5, 2013. Please contact [Burcu Ayan](mailto:BurcuAyan@iuf.org) if your union is interested in participating.

Heineken

burcu.ayan@iuf.org

In **Cambodia**, 24 beer promoting women who promoted the Heineken brand and were dismissed in 2012 received their full compensation as well as annual leave payments after the IUF secretariat working closely with IUF-affiliated FNV Bondgenoten approached Heineken management. Heineken has agreed to fulfil all its obligations for a further 19 beer promoting women who were laid off at the end of 2011 and the beginning of 2012.

Molson Coors

burcu.ayan@iuf.org

The Molson Coors Brewing Company plans to cut the wages of 184 brewery technicians at the **Molson Coors' Burton-on-Trent (UK)** plant by up to £9,000-a-year. The IUF affiliated Unite the Union will strongly resist the pay cuts and will ballot for action midway through the 90-day consultation process for strike action if there is not a satisfactory resolution. The IUF will closely monitor the developments and support Unite the Union by calling affiliates to join an urgent campaign.

CATERING

james.ritchie@iuf.org

Compass

james.ritchie@iuf.org

In December 2012, Compass (Eurest) proposed to contract out their security guards in **Algeria**. The security guards were the key workers organizing a union and after an IUF intervention Compass modified their proposal to keep the security guards employed.

There is now established a Compass General Workers Union in Algeria which has filed for recognition with the Labour department. It is part of a new federation of independent private sector unions in Algeria.

Sodexo

james.ritchie@iuf.org

The **2nd IUF/Sodexo meeting** was held on 15 February 2013. The year-old Sodexo Framework Agreement was the focus of discussion over implementation and practical impact. The IUF team made it clear that it wished to see progress on the recognition of workers' rights in India and there will be follow up work on the sub-continent.

In March IUF-affiliated **FNV Bondgenoten** embarked on a series of actions following a breakdown in negotiations to secure decent transfer conditions for **Unilever** workers in **the Netherlands** scheduled to be outsourced to the catering/services giant **Sodexo**.

Under the terms of a Unilever/Sodexo deal struck in 2012, all Unilever 'facility management services' employees in the Netherlands, Belgium, Luxemburg, Germany, Austria, Switzerland, France, Italy, the Nordic countries, the UK, Ireland and Poland still directly employed by Unilever or already outsourced to a service provider will be transferred to Sodexo. These include cleaners, catering workers, security, receptionists etc.

Under EU legislation on employment transfers, some but not all employment conditions are guaranteed after the transfer. The transfer takes effect on May 1 - from which date former Unilever employees will be doing the same work for Unilever as Sodexo employees under inferior conditions.

Unilever has rejected the union's demands, and the union launched a series of rolling actions beginning February 28. Catering workers, security guards and receptionists at Unilever in Vlaardingen walked off their jobs on March 5 together with their fellow workers at the other Unilever sites, widening the action. On April 11 an agreement was reached with Unilever that secured some improvements in Unilever's original offer – a significant achievement by the union and its members in the most difficult of circumstances

In **Colombia**, Sodexo and the IUF affiliated union SICO signed their first collective agreement on March 13. With the guarantees provided by the Sodexo/IUF Agreement underpinning the negotiations, the union was able to secure union recognition and union rights as well as a good wage increase.

IUF DAIRY DIVISION

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

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 meeting for European members of the **Danone Committee for Information and Consultation (CIC)** took place on 19 February 2013 with some 40 trade union delegates representing Danone workers from 13 European countries. The meeting was called in reaction to the company's announcement of a proposed cost-cutting plan affecting mainly administrative staff employment in Europe. [Read more here](#) about the outcome of IUF/Danone Extraordinary Meeting for information and consultation for European members.

The IUF and Danone agreed on a set of provisions to follow in relation to the information/consultation procedure. The agreement will be valid for a limited period of time. It will automatically lapse when the parties mutually agree the restructuring plan is complete, or on the 31.03.2015 at the latest. Please write to [Burcu Ayan](#) for the English, French and Spanish versions of the agreement.

A second **European level IUF/Danone Extraordinary** meeting for information and consultation regarding Danone's cost-cutting plans in Europe will take place on May 23 in ILO Geneva.

The IUF/Danone engagement team made up of a smaller group of IUF Danone affiliates from the Americas, Europe and Asia will hold its second meeting on June 20-21 in Paris. The main agenda items will be monitoring of the implementation of all IUF/Danone international agreements as well as an initial assessment of precarious and insecure employment throughout Danone's international operations.

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

IUF/Danone Agreements monitoring

jacqueline.baroncini@iuf.org

The joint **IUF/Danone agreements monitoring project** continues with a new IUF representative, Jacqueline Baroncini, following the retirement of Patrick Dalban Moreynas, who had been responsible for this work for the past 4 years. Fully occupied with the European restructuring (see above) the company has indicated it would not be possible to pursue this work until the second half of 2013. The IUF, however, will continue to evaluate the impact of IUF/Danone agreements in this period and has already made an initial March visit to investigating the situation at the newly-acquired Danone business in **Morocco**. IUF-affiliated UMT and union representatives from the Danone facilities played a major part in this local review.

Fonterra

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

In **New Zealand**, the **Dairy Workers Union (NZDWU)** has as organizing targets a number of Chinese dairy companies entering the NZ market. Recently the NZDWU successfully fought a contracting out proposal at Fonterra Brands.

Fromageries Bel

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

Current North American organizing initiatives in the sector have included the French TNC **Fromageries Bel (UFCW)**. Bel US management has told workers they do not wish them to exercise their right to join a union. The IUF asked its French affiliates to collectively contact Bel corporate management in France stressing that this is a denial of these workers' right to freely choose a union without interference or discrimination or fear of retaliation.

Lactalis

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

In **Australia**, the **National Union of Workers (NUW)** now has members employed by **Lactalis** after the French company purchased a firm in Australia. The NUW is working at consolidating its organization at this plant. NUW members at a Lion (Kirin) plant in Queensland won protections for casual workers.

Dairy Division Leadership Meeting

The Dairy Division Leadership Group held an international conference call on 12 February to

discuss the branding and publicity for a global organizing initiative '**A Fair Deal For Dairy Workers**'. [Read more here](#).

FISHERIES

burcu.ayan@iuf.org

Blackshaw.Liz@itf.org.uk

The pilot project being carried out in **Papua New Guinea** has resulted in significant membership gains and activity in the **Maritime and Transport Workers Union (MTWU)**. The Union's investment has been considerable including a full membership ballot to expand the constitutional coverage of the union and reallocation of resources to meet the project's organizing objectives. The activity has led to discussions with employers including **Frabelle PNG Ltd, RD Tuna and South Seas Tuna** around union representation and collective bargaining agreements.

The biggest fishing company in Spain, **Pescanova**, filed for bankruptcy at the beginning of March and this is going to have a huge impact on the industry domestically and internationally. The **Chile** operations of the company have been put up for sale and 800 workers of whom half are organized by IUF affiliated Confederation of Fisheries workers of Chile (**CONTRAPECH**) now see their employment in jeopardy. Please read more [here](#).

European and Latin American fisheries union leaders gathered in **Argentina** on March 7 and 8 for the first bilateral meeting since the start of the **joint ITF/IUF Fisheries Sector Organizing Project**. Workshop discussions focused on understanding the industry's priorities in the countries represented as well as the skills, knowledge and experience amongst unions needed to develop and run organizing campaigns in fisheries. IUF affiliates from **Peru, Chile, Argentina and Spain** joined the meeting.

FOOD PROCESSING

jacqueline.baroncini@iuf.org

Mondelez (ex-Kraft)

jacqueline.baroncini@iuf.org

james.ritchie@iuf.org

The IUF has launched "**Screamdelez**", a major campaign on behalf of workers in **Egypt** and **Tunisia**, dismissed as a result of their union activities by Mondelez, the global snacks company formerly known as Kraft. Visit the campaign website at www.screamdelez.org and join the action.

We ask affiliates to inform their members about the campaign and specifically we are asking affiliates with members in Mondelez to inform those members of the abuse of workers' rights by this company with a view to those members taking action to bring the issue to the attention of their local management.

Current and future campaign actions include a visit by dismissed union leaders to meet workers in the UK, Sweden and Norway and to attend the IUF executive meeting in May. Solidarity support is being rallied at affiliate conferences and investors are being targeted to put pressure on Mondelez to enter dialogue with the IUF concerning these abuses of human rights. The campaign will continue for as long as it takes and we need our affiliates to get actively involved to help these persecuted union workers and their families get justice sooner rather than later.

Controversy continues to surround management at Mondelez with recent accusations of **tax fraud in India** and share buy backs to enrich company executives.

Up to USD 1.2 billion will be spent on buying back Mondelez shares over the next 3 years. This is necessary because the company is issuing stock as part of executive compensation like the recent USD 10 million special award to Mondelez CEO Irene Rosenfeld. To reduce the number of shares available on the market Mondelez has to spend this sum to buy back available shares. This is the purpose of the current share buyback program, which could last up to 3 years, at which point it may be renewed or expanded.

Affiliates faced with downsizing, closures or restructuring will no doubt ask tough questions about the purpose of share buy backs while their members are faced with losing their jobs.

Nestlé

jacqueline.baroncini@iuf.org

james.ritchie@iuf.org

Following the successful reinstatement of the 53 Nestle workers in **Panjang, Indonesia**, the IUF affiliated SBNIP, was locked in negotiations to renew the collective bargaining agreement. The tough negotiations were finally ended with significant gains in terms of wages and a negotiated new wage scale. This represents a major achievement by SBNIP the union that fought for over two years to secure reinstatement of its dismissed members and its full bargaining rights.

At the Nestle factory in **Perm, Russia** an agreement was signed on 14 March after a lengthy

dispute over the right of union members to access new permanent jobs. The Perm Nestle Workers Union fought to maximize the number of union members who would fill the vacancies. The Agreement signals a significant shift away from Agency work and provides for the employment of 87 permanent workers and 69 long term directly employed Nestlé (as opposed to a temp agency) temporary workers drawn from the Union's list of members. Temporary workers who belong to the union will get one month's notice of the end of their contract and priority for any permanent vacancies which arise.

The next **Global IUF Nestle** engagement meeting between a team of IUF affiliates from major Nestlé markets and corporate management will be held in Vevey on 24 May. This meeting will confirm the establishment and composition of two working groups: one on gender equality for non-managerial staff and one on the forms of employment within Nestle operations. The meeting will also consider the 'operating principles' of the formal IUF/ Nestle dialogue and further discuss issues around our perception of performance pay and the threat it poses to collective bargaining as well health and safety approaches within the company.

Like a number of companies in food processing and in the retail sector Nestle was caught up in the horsemeat scandal – refer to the **Meat** section below.

Unilever

peter.rossman@iuf.org

Union recognition and respect for trade union rights at the **Doom Dooma factory in Assam** have been finally secured with the re-establishment of the dues check-off for our members in late January this year following the negotiation of a CBA last October. The IUF made use of a **new review procedure** for evaluating the implementation of agreements signed under the auspices of the **UK National Contact Point** responsible for the **OECD Guidelines on Multinational Enterprises**. The IUF invoked this procedure due to Unilever's failure to implement the 2010 agreement on Doom Dooma.

Organizing in the plant and pressure exerted through IUF negotiations with corporate management secured, after a long struggle, permanent positions for more than 600 casual and contract workers at Unilever's Kecap Bango joint venture in **Subang, Indonesia**. For hundreds of workers employed through labour hire agencies for the past 10 years it is a life-changing breakthrough that brings an end to the insecurity, discrimination

and vulnerability that characterizes precarious employment.

On February 28 the IUF responded to the call for solidarity from the FNV Bondgenoten in their fight to secure decent transfer conditions for Unilever 'maintenance facility' workers scheduled to be transferred on inferior conditions to Sodexo on May 1 (see Sodexo above). Affiliates have responded with messages and support actions. This action is on-going

IUF/Unilever Engagement Process

At the bi-annual meeting with corporate management on March 5, the IUF presented the results of its **preliminary survey of the situation of women workers at the company**. These showed that women are concentrated in low-end, insecure, poorly paying jobs and that patterns of gender discrimination have become de facto entrenched. Unilever moreover has no global policy on **sexual harassment**. A joint working group will be set up with the aim of advancing gender equality in the workplace. This should assist affiliates' organizing and bargaining on these issues in the company.

The IUF raised at the meeting clear deficiencies in **Unilever's health and safety policies**. It was agreed to begin a joint examination of workplace health and safety policy and practice.

The IUF and Unilever continue the work on **precarious employment**, moving from the beverages sector to ice cream. The IUF has achieved a number of important successes in converting precarious to permanent positions at Unilever. The joint work on employment should strengthen our on-going organizing as these permanent workers always form or join unions once the employment status is confirmed.

At the meeting on March 5, the IUF also called on Unilever to examine its relationship with **DHL**, a company which is the target of an international campaign for trade union rights due to abuses in **Turkey** and other countries.

IUF/IndustriALL International Organizing meeting

Shop stewards and union officers representing Unilever workers in Argentina, Germany, India, Italy, Netherlands, Pakistan, Russia, South Africa, Spain, Sweden, Thailand, Turkey and the UK met in Eastbourne, UK for a two- day meeting convened by the IUF and IndustriALL to develop **international union organization** within the company. The meeting was hosted by UK affiliate

Unite at their Eastbourne Centre and supported financially by the **FNV Bondgenoten**.

Rolling back agency work was identified as a strategic priority, with the replacement of agency contracts through direct temporary contracts a possible transition stage. IUF successes in rolling back precarious work in the Asia/Pacific region and the joint work with the company examining precarious employment in beverages and ice cream could be the basis for advancing in this area.

The participants agreed to establish a small working group tasked with developing the information and communication tools to maintain momentum towards building international union organization inside the company coming out of the meeting. This group will work together with the IUF and IndustriAll to develop these tools, beginning with an interactive web site accessible to union activists.

HOTEL CHAINS

massimo.frattini@iuf.org

Accor

massimo.frattini@iuf.org

At the request of IUF European affiliates the secretariat drafted a document identifying **corporate responsibility and international rights standards in a franchised company** as Accor moves increasingly towards franchised operations. The secretariat will engage the company around this document and evaluate progress with relevant hotel worker affiliates.

Following two years of investigation into a complaint brought by the IUF on behalf of affiliates in **Canada** and **Benin**, the French government's National Contact Point for the OECD Guidelines on Multinational Enterprises has determined that Accor consistently violated the Guidelines and that in Canada "obstructions" must be overcome by Accor to be in compliance with the Guidelines. The statement also made it clear that Accor violated the Guidelines by having refused good faith negotiations with the recognized union SYNOVO at the Novotel Cotonou in Benin, whose members have been seeking a collective agreement for 12 years.

The determination by the NCP follows the recent decision of the Ontario Labor Relations Board highlighting Accor's "illegal activity", "threats" and "false information" deployed against union supporters at one of three Novotels in the province where UNITE HERE was attempting to organize.

After the ruling, IUF-affiliate UniteHere Local 75 last January reached an agreement with the local management about union recognition through card check at Novotel North York and Novotel Ottawa. The recognition process is currently on-going though our affiliate still faces active opposition from local management and has led to renewed charges being filed by Local 75.

Following the French NCP's conclusions continued failure on the part of the company to respect IUF members' rights will raise serious questions about Accor's willingness to respect the **IUF/Accor Trade Union Rights Agreement** and thus the value of the Agreement itself.

Accor global organizing project

In **Indonesia** the organizing project supported by UniteHere and the AFL-CIO's Solidarity Centre is producing positive results both in terms of increased members, recognition and seven new collective agreements.

Similar project activities are in the early stages in Accor hotels in **Morocco** involving UMT and in **Brazil** with CONTRACS, both IUF-affiliated.

ClubMed

massimo.frattini@iuf.org

During a meeting held last December in Geneva with French affiliates' leaders and the EWC coordinator it was agreed to ask for a meeting with corporate management to discuss further improvements to the current IUF/Club Med Global Agreement. That meeting will take place in the first half of 2013.

Hilton

massimo.frattini@iuf.org

The IUF and its affiliate in the **Maldives**, TEAM, continue the struggle to reinstate 22 workers unfairly dismissed at the Conrad Hilton. [Click here for more](#) and [watch the video here](#).

Hyatt

massimo.frattini@iuf.org

The global campaign has started in support of our North American affiliate Unite Here, and endorsed by the IUF's HRCT Trade Broad group during its meeting held in Cyprus in November 2012. Travel industry organizations have been informed about the global campaign and the possible disruptions of service that may occur and information about issues in Hyatt world-wide is being collected through a global survey of IUF members.

Melià

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

The negotiations for an International Framework Agreement with Spanish-based company Melià continue. A new draft of the agreement has been submitted to the corporate management, and IUF Spanish affiliates are urging the company to undertake good-faith negotiations that would lead to an agreement which meets the standards for International Framework Agreements set by the IUF's 25th Congress in 2007.

Rezidor

massimo.frattini@iuf.org

As part of building an international organizing campaign, a meeting with Nordic Unions, EFFAT (IUF Europe), EWC union members, other unions within Rezidor is being organized and will take place at the end of May. Hotel members will receive more information after this meeting

Tour Operators/Hotels: All-inclusive holidays research

massimo.frattini@iuf.org

In 2012 the IUF decided to develop project focused on the "all-inclusive" model of tourism, in cooperation with Tourism Concern, a London-based specialist NGO. The research will aim to better understand the effects of this model on the rights of hotel workers world-wide. The research is currently being carried out, and the outcome of the research will help us to address the travel industry around this issue in a more authoritative way. Initial research countries in 2013 are Barbados, Kenya and Spain.

MEAT

james.ritchie@iuf.org

Nestlé, Birds Eye, Comigel and **Findus** are some companies caught up in Europe's horsemeat scandal. Retailers Tesco, Ikea, Lidl, Aldi, Iceland, Morrisons and Dunes stores have been looking for someone to blame as have regulators throughout Europe. On February 19 **Nestlé** was forced to remove beef pasta products in Spain, France and Italy only days after senior management claimed Nestle was unaffected by the horsemeat crisis.

What does it say about the food supply chain when DNA testing is required to determine the species of meat which is being sold to consumers? The multiple retailers' relentless drive for cheap food comes at a price.

For more than two decades, the IUF has strongly advocated that food safety risk and the nature of employment are inextricably linked and that multiple layers of outsourcing and precarious employment are major risk factors. The price of cheap food is precarious employment and food safety risk. Workers with permanent decent work have a stake in their industry and are the frontline for day to day quality control and with union organization and backing feel comfortable in raising food safety issues. Unionized workers are more likely to blow the whistle on risky or criminal activity, be it pathogens or fraud. Click here to read an IUF view of the horsemeat scandal: <http://cms.iuf.org/sites/cms.iuf.org/files/TheScandalbehindthehorsemeatscandal.pdf>

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>