

HRCT Trade Group Board meeting



Copenhagen, September 5th-6th, 2013

Item 3: Summary Report Cyprus, November 7-8, 2012

Item 1: Opening

Norberto Latorre, president of the HRCT Group, opened the meeting and welcomed delegates.

Item 2: Adoption of the agenda

With the addition of “Airline Catering”, the agenda was adopted.

Item 3: Summary record of the Trade Group Conference in Geneva

The summary record from the Trade Group Conference in Geneva was adopted.

Item 4: Hotel Chains Steering Group

- Accor: After reports on disputes in Canada and Benin, the Board agreed to try to negotiate and strengthen the agreement or to denounce it publicly.
- ClubMed: in December a meeting will be organized with French unions, EFFAT and IUF to clarify some internal union issues amongst affiliates and to identify a common plan for moving our organizing work forward.
- Hilton: the Secretariat reported on the struggle in Maldives and the actions taken to help workers. The EFFAT representative, Kerstin Howald, explained the joint negotiations with the IUF to establish a new EWC with Hilton.

- Hyatt: the Unite Here representative, Blake Harwell, described the union's boycott campaign, asking affiliates' support. IUF will support the campaign and together with Unite Here will develop it as a global campaign.
- NH: a report of the economic crisis that the company is facing was given by Spanish affiliates.
- Sol Melià: The negotiations for an IFA have not been concluded. The company refused the IUF proposal and the draft that the management submitted did not meet the standards set by the IUF Congress. Discussions will continue and a strategy to push the company will be developed.
- Rezidor: This Company is now part of the Carlson Group and is based in USA; a specific meeting with the affiliates will be organized early next year to develop a strategic organizing plan.

Item 5: Health & Safety

Patricia Mantovano, the Argentinian affiliate UTHGRA's representative, presented research about Health & Safety in housekeeping and a best practice model based on calculating the workload based on square meters instead of room numbers. The Board agreed to link the presentation to the IUF website as it could be also an organising tool. The Board also decided to develop a global campaign around Health & Safety issues for housekeepers and this campaign will be the IUF's focus of the next World Tourism Day (see attachment).

Item 6: Promoting Union Hotels and Resorts

The Board considered the good experience of different websites established by IUF affiliates promoting "Union Hotels and Resorts", and agreed to link these websites to a specific section of the IUF website.

Item 7: Report from the Catering Steering Group

The Secretariat introduced the Catering Sector report by noting that since the last HRCT Board meeting an International Framework Agreement had been signed with Sodexo. The Agreement commits the parties to regularly meet to discuss implementation issues and to resolve disputes. The next meeting is set for February 14-15 in Paris.

Following a long running dispute in Algeria, Compass and the IUF have agreed on a plan to offer workers who had been dismissed by Compass re employment. The implementation of this plan is progressing but at a slower rate than we would wish.

The Organize, Fight and Win Mandate from Congress was endorsed along with the action plan from the HRCT Trade Group Conference in September 2011.

It was noted that the Compass Group was laying off large numbers of workers, particularly in the Euro- Mediterranean region and the HRCT Board committed to support Italian and Spanish affiliates in their fight to protect jobs. The attached resolution moved by CGIL was unanimously endorsed.

Item 8: Report from the Restaurant Sector

A report of the sector and the action taken to support the workers at Kentucky Fried Chicken in Thailand and in Bermuda and at Burger King in New Zealand has been exposed by the Secretariat.

Item 9: Gaming Meeting, Las Vegas, October 1st – 2nd 2012

A report of the UNI Americas Gaming meeting was presented conveyed by Norberto Latorre, HRCT sector's President. During the meeting a resolution about the EuroVegas project was approved and IUF assured our Spanish affiliates they would get support.

Item 10: Presentation of Unite Here and EFFAT

Unite Here representative, Blake Harwell, showed a presentation about "Collective Agreement and Franchised Hotels" and Kerstin Howald, Tourism Secretary at EFFAT, presented the research "Changing ownership patterns in transnational hotel and restaurant chains".

Item 11: Presentation by ILO

Wolfgang Weinz, the Tourism Specialist at ILO, reported on the activities in the sector and the ILO policy mandate and tools on sustainable tourism and decent work. The need to increase ratification of ILO Convention 172 was stressed and supported.

Item 12: IUF Policy on Tourism

The Italian affiliate Filcams-Cgil, proposed to enhance the IUF Policy on Tourism adding a chapter about Child Exploitation in Tourism and provided an amendment (see attachment). The proposal will be submitted to the next EC Meeting for approval.

Item 13: Presentation by Tourism Concern/IUF about "All-inclusive holidays" project

Peter Bishop, from Tourism Concern, presented the joint research project with IUF on the "all-inclusive holidays" model and its repercussions on workers, environment and local economies.

Item 14: Airline Catering

The IUF will cooperate with the ITF to participate in the ILO Global Dialogue Forum on Civil Aviation on 21 & 22 February 2013 and discuss airline catering issues within that forum.