

HRCT Trade Group Board meeting



Copenhagen, September 5th-6th, 2013

Item 4: Hotel chains Steering Group

Summary Report Hotel Chains Steering Group Geneva, May 23rd 2013

Summary and Follow up

General

- The group went through the report of the targeted hotel chains.
- Although still under construction, the new HRCT section within IUF website was presented. Affiliates are requested to provide news, information and suggestions to improve it and keep it updated.
- HRCT President Norberto Latorre asked to add McDonald's as topic in the agenda. The important success in Brazil over McDonald's by IUF-affiliated Contratuh was reported and the International Day of Action on June 6 was explained and affiliates were asked to support activities around the Day of Action.
- The topic of "environmentally-friendly hotels", also called "green hotels" has been discussed. Participants agreed IUF and unions should develop policies and actions on this issue.

Some conclusions that IUF should be working on in the future:

Accor

A global report was given: during the recent EWC Select Committee meeting, the company expressed the need to boost an “asset light” model by franchising some 800 hotels in Europe by the end of 2016. Participants were informed about the draft document “*franchising and international standards: the implications for trade union rights*” sent to corporate HR for discussion. Struggles in Canada and Benin were also reported. Participants reported situations in their respective countries and discussed implications of a franchising model on workers’ rights. Participants proposed a global meeting to discuss these issues and to develop a global strategy to protect workers’ rights within the company and its franchised hotels.

Hyatt

The results of the survey were distributed. Debbie Anderson (Unite Here!) again explained the scope of the boycott campaign and the union’s attempts of having a room cleaner on the board of directors. Further steps of the campaign will be decided soon.

Carlson Rezidor

Kerstin Howald (EFFAT) noted that Carlson Rezidor was listed on the Stockholm stock exchange. According to Swedish law, two seats should now be reserved for workers’ representatives on the Board of Directors. Jens-Peter Hagen (Fellesforbundet) expressed his worries of how Carlson Rezidor is now acting like other hotel chains in terms of franchising and outsourcing the housekeeping department. The Carlson Rezidor Global Organizing meeting, originally planned for May 22, was postponed to later in the year. It was decided to organize the meeting the day before the HRCT Trade Board Meeting on September 4 in order to allow more people to attend.

Melià

A report on development of talks on IFA was presented, and the new draft recently submitted to Melià for evaluation was distributed. Norberto Latorre (UTHGRA) reported on an agreement recently signed in Mexico which helps more Melià than workers, and expressed his opinion of stopping these kinds of agreements as being against the workers.

Housekeeping Campaign

The concept idea of a “Housekeeping Campaign” was presented, and some ideas about how the campaign should develop were illustrated. Affiliates were requested to send any material that might be useful. Markku Bjorn (PAM) showed a game created by PAM union with the aim of raising awareness around the difficulties and health and safety risks of this job.

Report from Hotel Chains Steering Group

4.1 Accor

Following two years of investigation into a complaint brought by the IUF on behalf of affiliates in Canada and Bénin, the French government's National Contact Point for the OECD Guidelines on Multinational Enterprises has determined that Accor consistently violated the Guidelines and that "blockages" must be overcome for Accor to be in compliance.

In **Canada**, after the court ruling on the Mississauga case Unite Here and Accor have reached an agreement, but the company has repeatedly violated it at a point that Local 75 has been forced to file new more charges at the Ontario Labour Relations Board.

In **Benin**, there has been no agreement and no good faith in agreeing on terms for a collective bargaining agreement for which workers have been waiting for more than 12 years. Despite the French government urging good faith negotiations, management's response has been to insist that seniority be eliminated from the pay scale for entire job categories, in a hotel with many long-serving employees in one of the world's poorest countries.

On June 18, an Urgent Action Campaign was launched to urge Accor to respect trade union rights and agreements it signs. Over 1600 emails were sent to Accor.

4.2 Carlson Rezidor

The Carlson Rezidor Global Organizing meeting, originally planned for May 22, was postponed to September 4. Outcomes of this meeting will be reported during HRCT meeting.

4.3 ClubMed

Following the discussion with concerned members and the decision of engaging the company, on June 5, IUF representatives and French unions met the Corporate Management. During the meeting it was explained IUF's view around the implementation and scope of the IUF/EFFAT/Club Med global agreement, and what should be done in order to put in practice what has already been agreed. A draft proposal is being circulated now among affiliates with members in ClubMed, and will be submitted to the company later on this year.