



# IUF Hotels Chains Steering Group

Geneva, March 1<sup>st</sup>, 2012

---

## Summary Report

### Summary and Follow up

#### General

- The group went through the situation in the different regions. The overall impression is that there are significant problems. Precarious work and the struggle for basic rights count for the entire regions.
- The problems in the Eurozone represent a major threat to working conditions an employment especially in southern Europe.
- In Asia Pacific is the IUF/Solidarity center project aimed at Accor organizing is going well. There are significant progress in Indonesia and many Accor hotel are about to be organized.
- The situation in North America is colored by the struggle in Canada with Accor, but also Hyatt is a major issue.
- IUF should find new alliances in its organizing and bargaining's work with the bigger chains, and should cooperate with other NGOs. The project "Fair Hotel" in Ireland, and "Shyst Resanda" in Sweden are good examples of cooperation where IUF member unions are partners, it's a way to make visibility of companies who recognize the unions and following the rules and agreements.
- The memo from General secretary regarding action points to the congress was approved
- IUF can find examples of insourcing and spread the facts and arguments. IUF can facilitate a process for building strategies dealing with franchised hotels

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

##### Rezidor

- The steering group adopted the following proposal from the secretariat:

*In view of previous discussions about Rezidor and the fact that there has been little reaction from affiliates the secretariat proposes:*

1. *IUF facilitates a meeting with representatives from the Nordic Unions, leadership of the EWC, EFFAT and representatives from national unions that have the Rezidor group in their country at their own cost.*

2. *The purpose of the meeting is to agree and decide on international organizing campaign, and to start working with the company to achieve a global framework agreement.*
3. *If the meeting agrees to item 2, it's imperative that each and every national union make this prioritization a part of their national organizing strategy.*
4. *Again, if the meeting agrees to item 2, IUF will work to try to find funding for projects in Africa and Asia with sponsors that we have worked with earlier*
5. *We will set up a steering group for the project.*
6. *The title of the project would be: "Yes I (we) can – organize Rezidor ..."*

#### Bed issue

IUF can make a catalogue of good practice in housekeeping, work with standardization of ex mattresses, make awareness of the fact that a hotel room is a workplace, target one chain and exchange best practice in health and safety work in housekeeping department.

#### International Framework Agreement

When IUF starts the process to negotiate an IFA, it's important to set up a joint strategy, the agreements must cover all workers where the company makes profit (Franchising, management e.g.) and they must of course recognize IUF and the general legislations and ILO conventions as minimum standard.