



# Executive Committee

Geneva, April 23-24, 2015

***Item 2: Transnational Companies***

***Appendix 1: TNC Updates  
#16, #17, #18, and #19***

Please find attached the TNC Updates #16, #17, #18 and #19.

# TNC UPDATE #16

05-2014



*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:**

- **Bananas:**
- *Chiquita*

### **Beverage/Breweries:**

- The Coca-Cola Company
- PepsiCo
- ABInbev

### **Catering:**

- Compass
- Sodexo

### **Dairy Division:**

- Dairy Division 2014 Conference
- Danone
- Lactalis
- PepsiCo (dairy)

### **Fast Food**

- McDonalds

### **Fisheries:**

- Joint ITF/IUF Fisheries Project

### **Food Processing:**

- Cargill
- Ferrero
- Heinz
- Kellogg's
- Mondelez
- Nestle

### **Hotel Chains:**

- Accor
- Meliá
- Hotel Housekeepers Organizing Initiative "Make Up My Workplace"

### **Meat:**

- Meat sector work

### **Supply Chain issues**

- Crown Holdings

### **Tourism:**

- Tour Operators/Hotels: All-inclusive holidays research

## **AGRICULTURE**

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### **Bananas:**

#### **Chiquita**

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The regular meeting of the **IUF-COLSIBA-Chiquita Review Committee (RC)** took place in Costa Rica on April 8, 2014. The RC received a report from Chiquita about its plans to buy the Irish fruit company Fyffes, making the new company ChiquitaFyffes the world's biggest banana supplier. The deal is expected to be completed by 2015 although there is the possibility that it could be challenged by competition/anti-trust authorities.

The trade union side will continue to monitor the plans for the new company and their implications for the agreement with Chiquita and will receive a further update at the next RC meeting.

The Trade Union side welcomed the news that Chiquita has bought the Tres Hermanas plantations in **Honduras**. The move came after more than a year of disputes on the plantations with the previous owner who was refusing to allow an independent union, SITRAINBA, to organize on the farms and had instead created a yellow union. Chiquita decided, after discussions with the IUF and consultations with the COLSIBA affiliate Festagro that it should buy and run the farm. The three plantations have been renamed Agrícola Bananera Santa Rita. All workers have been rehired and SITRAINBA is at last able to start real organizing work on the plantations.

In the course of the dispute on Tres Hermanas, the IUF and its allies challenged the **Rainforest Alliance** certification that the farm held. Rainforest Alliance subsequently changed its certification criteria to make non-compliance with its freedom of association criteria a critical, and therefore a de-certifiable offence. However in the case of Tres Hermanas the certificate was withdrawn because of discrimination against individuals (the criteria related to the ILO Conventions on equality and non-discrimination) rather than the collective rights related to ILO

Conventions 87 and 98 on freedom of association and the right to bargain collectively.

The RC also had a report from the gender sub-committee on the development of materials (posters and pamphlets) for use in workplaces to promote the joint agreement to stop sexual harassment.

## BEVERAGES

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**2014 meetings of the Coca-Cola Workers Alliance and PepsiCo/Frito-Lay union network: September 8-10, 2014 in Tunisia.**

### Coca-Cola

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The IUF Secretariat organised a fact-finding mission to **Swaziland** in February 21-24 to examine issues around precarious employment, violations of union rights and the equal treatment of casual workers employed at Swaziland Beverages Limited (SBL). As a result of local discussions and discussions with corporate management in Atlanta more than 50 casual workers were converted to permanent positions. The union representing SBL workers will further negotiate around the use of casual workers and the outstanding allegations of threats of discrimination based on union activism.

The IUF Secretariat initiated a **mini survey about the employment and working conditions of cooler movers** who are responsible for moving empty soda refrigerators off trucks and into facilities in the Coca-Cola system. Please answer the following questions in our mini survey below and send replies to [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org):

1. How many workers does Coca-Cola employ on each truck to move the coolers?
2. Does Coca-Cola use an outsourced delivery company to move the coolers? If yes, how many workers does the outsourced company employ on each truck to move the coolers?
3. What are the working conditions for cooler operators? Please provide more detail on occupational health and safety conditions and measures for cooler movers in Coca-Cola trucks in your country.

Name: .....  
Union: .....  
Position: .....  
Email: .....  
Telephone: .....

The next meeting of the **IUF/TCCC Engagement Teams** will take place on May 8,

2014 in Atlanta. Ongoing and new employment and rights issues from Asia Pacific, Americas and Africa region will be raised and dealt with in the meeting.

### Coca-Cola Workers Alliance

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A mass action to protest the job destruction in Coca-Cola Amatil **Indonesia** was organised at a Coca-Cola plant in Cibitung to coincide with the visit of the Coca-Cola Amatil CEO Alison Watkins on March 25, 2014. The IUF affiliated union representing Coca-Cola Indonesia workers is asking Coca-Cola Amatil Indonesia Management to negotiate the definition of core employment categories for all positions across Coca-Cola Amatil Indonesia and to stop any third party assignment/outsourcing.

In opposition to continued attacks on jobs, work-life balance and workers' rights, **the IUF and EFFAT (IUF Europe) have launched a joint manifesto** calling on the company to avoid redundancies and to stop outsourcing and flexibilisation of jobs. Unions insist the company should look seriously at all possible alternative options and counterproposals presented by unions in Europe. You can find the manifesto in multiple languages [here](#).

On 25 March, workers blocked the entrance to the Coca Cola Refrescos Bandeirantes plant in Trindade, Goiás, **Brazil** to demand wage parity in this factory. Read more [here](#). In **Uruguay**, Coca-Cola workers staged 24-Hour stoppage against anti-union discrimination and payroll cuts on April 3. Read more [here](#).

### PepsiCo

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PepsiCo is trying to crush a courageous group of workers in West Bengal, India, who formed a trade union. In 2013, workers at 3 warehouses contracted exclusively by PepsiCo to handle Frito-Lay products registered their new union with the authorities. They were harassed, assaulted by company goons and then 162 workers out of 170 employed in three warehouses were brutally fired. Support the campaign and [click here to send a message to PepsiCo](#).

The IUF called on affiliates to raise the issues with PepsiCo and request an explanation for the dismissal and harassment of 162 workers in this union busting exercise in 2013. PepsiCo responses should be sent to the IUF Secretariat. We would appreciate our affiliates informing PepsiCo directly that the IUF and its affiliates will campaign for as long as it takes to win justice for these workers.

Unions across India have held protest actions in solidarity with the ongoing struggle of the PepsiCo (Frito Lays) Workers Action Committee in Kolkata. Read more [here](#).

## BREWERIES

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### AB Inbev

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AB InBev recently purchased the Oriental Brewery in **Korea**. Following a request from IUF-affiliated KCTWU Oriental Brewery (OB) Union Chapter, the IUF contacted AB InBev about management's failure to respect the collective bargaining agreement at Oriental Brewery.

The IUF urged AB InBev to become actively involved in the coming negotiations between the local union and OB management to ensure a good faith process. Job security issues, union recognition and support to the local community were amongst the key issues.

As a result of national and international pressure a more positive outcome was possible including increased wages in part by incorporating bonuses into basic salary. The OB union chapter expressed great appreciation for IUF's efforts to support them during these negotiations.

**AB InBev International Workers Network's Coordinating Committee** consisting of union officers from SEIU-Canada, FATCA-Argentina, Teamsters-USA, ACV-Belgium and the IUF Secretariat organized a second conference call to update each other on AB InBev business and union issues and to decide joint actions to build active and successful cooperation/coordination within the network. The coordinating committee agreed to ask AB InBev unions to submit their issues at workplaces in a report highlighting up to 4-5 main issues with concrete examples, background information and supporting documents. The purpose of bringing together these reports is to identify common issues and to document these issues in order to raise them with global management. Reports should be sent to [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

Disagreement over Ambev's Profit-Sharing Plan (PLR) and the company's refusal to sit down and negotiate resulted in a strike call in the **Jacareí plant, Brazil** on March 24. Read more [here](#)

Visit our [Beer Workers' Web Site](#) for more news.

## CATERING

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### Compass

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In **Algeria** IUF affiliate SNATEA has been frustrated by Compass in its attempts to negotiate on issues affecting their members and have tabled a proposal for a collective agreement. However the company is avoiding negotiations by questioning the status of the union and the IUF has signaled to the company that an independent and democratic affiliate of the IUF in Algeria must be recognized.

IUF affiliates in **Europe** are fighting layoffs, reductions in hours and attacks on collective bargaining agreements. In **Italy** and **Spain** both **Compass** and **Sodexo** have taken the opportunity during the economic crisis to break up the national catering collective bargaining agreement.

### Sodexo

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Disputes with Sodexo in Morocco and in Pune, India have not been resolved. Negotiations in **Morocco** between **ODT** and Sodexo to establish protocols for transfers and to establish the structures for ongoing dialogue have become stalled due to the unresolved issue of the dismissal of the Sodexo branch ODT General Secretary.

Since Sodexo lost the contract with General Motors at **Pune, India** the Sodexo MacLellan union has been seeking negotiations with the company over transfers for their members. 18 workers have been denied transfer opportunities and the IUF is demanding Sodexo meet with the union to discuss a solution.

**Unite Here** report that they are resisting attempts by Sodexo in the US to shift workers to part time status, citing the Affordable Care Act as justification. Reducing hours has not been a universal response to the Affordable care Act across the sector and notably has not been done by Sodexo's a major competitors.

## DAIRY DIVISION

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The **IUF Global Dairy Conference** was hosted by our Argentinian affiliate ATILRA and held in conjunction with the opening of the ATILRA Technology Education Centre in Sunchales, Santé Fe with participation of more than 20 IUF-



affiliated unions representing dairy workers in different countries.

Affiliates endorsed the focus on increasing membership in the major Dairy TNC's and commit to informing the secretariat about their organizing successes or any resistance to organizing drives by these TNC's, particularly when this resistance denies workers the ability to exercise their rights. **Danone** and **Fonterra** remain targets for 100% organizing drives.

Affiliates at the conference pledged to strengthen cooperation through more targeted company work. **Lactalis** and **Friesland Campina** were identified as priorities for building stronger union organization locally and internationally.

The conference discussed trade and investment agreements and their impact on democracy and human rights and the implications for workers and producers in the dairy sector. IUF dairy division members endorsed a resolution which calls on their respective governments to abandon the current model of investment agreements and to conduct trading relationships which respect human rights and promote food security and economic sovereignty.

The "**Fair Deal For Dairy Workers**" organizing initiative was endorsed and affiliates will utilize this rights-based organizing approach in their sector work. The Secretariat will distribute publicity in a form which allows affiliates to adept it with their logos and any other branding.

In some countries there is a strong natural alliance between workers, their unions and small producers. In other countries unions and farmers organizations are political enemies. The IUF secretariat will distribute a short survey requesting information from affiliates concerning their relationship with farmers and producers organizations.

## **Danone**

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As a result of discussions during **The IUF/Danone Global Engagement Meeting** held for the third time on February 3-4, 2014 in Paris, Danone and the IUF agreed to organize joint visits to Indonesia, Thailand and Malaysia to investigate Danone's employment structures. Factory visits and meetings in Indonesia took place in the beginning of April. As a result of this joint visit, Danone and the IUF identified risks leading to restrictions on precarious workers' ability to access their rights. The next visit is planned to Thailand.

The next **full Danone International CIC meeting** will be organized in Geneva on 21-24 October 2014.

## **Monitoring IUF/Danone Agreements**

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Following visits to Danone operations in Morocco and Indonesia in 2013 (reported in TNC Info #14 and #15 respectively), visits are planned to take place in 2014 to Spain, Sweden and the United States.

## **Lactalis**

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The IUF affiliated **FO-FGTA** recently organized 5 Lactalis plants in **France**. In order to develop a strategy to strengthen union organization in Lactalis locally and internationally, an international meeting will be planned for 2015.

## **PepsiCo (dairy)**

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Four large agricultural farms in the Krasnodar Region which were part of PepsiCo's Wimm-Bill-Dann (WBD) in Russia were sold to a company named "Agrocomplex". So far there are no lay-offs at those farms which are not represented by unions.

## **FAST FOOD**

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### **McDonald's**

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The IUF is organizing an **International Fast Food Workers Meeting** on May 5 and 6 in New York and will bring together workers and unions interested in developing joint action, setting up common demands, sharing experiences and helping build an international network for future action and campaigns. This meeting will include participation during the days following the meeting in actions with McDonald's workers in North America coordinated by SEIU which is currently supporting the "**FightFor15**" campaign in USA (USD 15.00 an hour wage).

A second **International Fast Food Workers' Day** will be organized on May 15 to raise the profile of this sector and provide a global stage for workers' demands with a specific focus on the "**FightFor15**" campaign.

## **FISHERIES**

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A consultative meeting with Finnwatch was held in Paris on February 3, 2014 and involved IUF

Finnish affiliates SEL and PAM to discuss the outcomes of the recently published Finnwatch reports on human rights violations in Thailand shrimp industry and to agree on the forms of future cooperation.

A Multi-stakeholder Forum on labour conditions in the fisheries sector will take place in Thailand on May 23, 2014. The Forum will include Thai Government, industry, international and local trade unions, workers organisations, international and local NGOs as well as representatives of seafood buying organisations from all over the world. The ILO will moderate a preparatory NGO/Unions meeting on May 22.

At the beginning of April IUF/ITF fisheries programme leader Liz Blackshaw visited **Papua New Guinea** to assess the organising progress made by the **Maritime and Transport Workers Union (MTWU)**, which is supported by the programme. The detailed report of this successful programme will be presented to both the ITF Fisheries Committee meeting in London and to the IUF Executive Committee in May to stimulate discussion and work out plans transferring this positive experience to other countries and regions.

On April 18, IUF and ITF issued a joint press statement welcoming the progress of a bill in the **New Zealand** parliament to protect workers on non-NZ fisheries vessels classed as foreign charter vessels (FCVs), and praised the work of New Zealand trade unions in delivering positive change for workers in the industry.

## FOOD PROCESSING

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### Cargill

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Cargill locked out and then unlawfully dismissed 76 workers following a protest in December 2013 at the company's vegetable oil processing plant in **Alexandria, Egypt**. The IUF is supporting these workers and their independent union through an urgent action campaign and affiliates have intervened with local Cargill management. Support on the ground is being coordinated through the Cadbury 5.

### Ferrero

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Italian, family-owned chocolate manufacturer Ferrero has been operating a factory in **India** since 2011 with 378 permanent workers and some 1400 casual workers, the majority of

which are women. The union, which has been fighting for the rights of these workers, launched a series of actions on 25 March to protest management refusal to negotiate for nearly two years. Italian affiliates FAI, FLAI and UILA have been informed and will intervene with Ferrero management.

### Heinz

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A sharp battle developed in February – April after the decision of H.J.Heinz to close profitable factory in **Turnhout, Belgium**. Managers openly explained the reason was principally cheaper labour cost in a UK plant in Telford, where it will transfer most of the production. The decision to close the factory was made despite the fact that the plant is profitable and is the only one supplying sauces for food services in Europe. The closure will have a dramatic effect on the economy of Turnhout, a town with a population of 40,000. Four IUF-affiliated unions created a joint front to confront this decision, blocked production at the plant and burned the Heinz corporate flag.

The struggle of the Belgian workers received support from North America, when **UFWC and UFCW-RWDSU** members distributed protest leaflets at the gates of Heinz plants informing their members of this management action and expressing solidarity with the Turnhout workers.

Against the background of an escalating and increasingly international union campaign, the company raised the offer of compensation for these jobs loses and the company's offer was finally deemed satisfactory by Turnhout union members.

An **international meeting of Heinz unions** took place in Pittsburgh, USA in March 13-14, 2014. 25 participants from USA, Canada, UK, Belgium, Netherlands and Ukraine discussed ways to develop coordination and build solidarity networks to counter the restructuring measures launched by new company management after the acquisition of Heinz by 3G Capital and Berkshire Hathaway. The meeting concluded that the company aimed not only to reduce the number of factories, but to squeeze the number of workers in the existing plants by combining jobs and increasing workloads of each employee. The new era of Heinz, which started with the loss of its publicly listed status and became a private company, owned by financial institutions, has now seen job cuts of almost 10 percent in the first year with plans likely to continue this trend and do so quickly.

The meeting strongly condemned decisions to close profitable plants and committed support to

the workers in Turnhout, Belgium. The IUF secretariat was mandated to continue research work, and to organize on-line conferences on a regular basis. The first conference will be held on May 5-6, 2014. In order to register for participation, please send a message to [kirill.buketov@iuf.org](mailto:kirill.buketov@iuf.org). To keep in touch, please join our Facebook group: <https://www.facebook.com/groups/heinz.unions>

## **Kellogg's**

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As the lockout of workers at the Kellogg plant in Memphis continues, the BCTGM has launched a dedicated website and released a series of powerful videos depicting Kellogg's workers' fight against rampant corporate greed: [www.kelloggsgreed.com](http://www.kelloggsgreed.com).

## **Mondelez (ex-Kraft)**

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The secretariat continues to work with affiliates in the struggle for reinstatement of dismissed union activists at **Cadbury Alexandria, Egypt** and in support of the union fight for permanent employment for the many hundreds of contract workers at Cadbury Pakistan.

In March, **Belgian unions** learned of a planned visit to a Mondelez site by management of the company's Tunisian joint venture SOTUBI, and unions at all sites informed management of their opposition to any such visits "**as long as Mondelez continues to violate trade union rights in Tunisia and refuses to recognize and talk to the IUF**".

On April 7, the joint negotiating committee for the three trade unions (**Unite, SIPTU, TEEU**) at the Cadbury factory in **Coolock, Dublin, Ireland** expressed their support for the union struggle for permanent jobs at Cadbury Pakistan in a meeting with local and national management on April 7, and then rallied outside the site.

## **Nestlé**

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The working groups set up within the context of the **IUF/Nestle Engagement Process** are the **Gender Equality Working Group** and the **Employment Working Group**.

Within the Gender Equality Working Group, the work of data gathering continues, especially with regard to **South Africa**, through our affiliate **FAWU**. One of the initial findings was that the management of the **Swedish Nestlé**

**plant** was not inclined to work on a joint salary mapping with the union although the requirement to do so is enshrined in legislation. In **Australia** (and Oceania), there is a Discrimination Free Workplace policy (DWF) and training for all employees as well as DWF officers at workplace level. In the **Nicaraguan** Nestlé plant a women's committee has been established. Once all the information received has been consolidated and analysed, further action will be discussed.

Affiliates from **Chile, South Africa** and **Poland** have been requested to check that the data gathered by Nestle on numbers of **permanent, temporary and agency workers** for the Employment Working Group, conform to their assessment of the employment patterns at major sites. The IUF wishes to initially identify what work is genuinely seasonal and what work is performed by agency workers on an ongoing basis.

The IUF has supported workers in recent disputes in **India** and **Pakistan**. In India **Bicholim** Nestle is recruiting new employees bypassing the 300 unionised contract workers who had been employed in the factory continuously for several years. And at **Moga**, a change of contractor left 500 terminated workers with an average of 10 years service demanding re-employment. Protest action at both locations is set to escalate until agreements are made.

The progressive employment of more directly employed workers at **Kabirwala**, Pakistan continues, despite regular setbacks due to obstructive tactics by local management and contractors.

## **HOTEL CHAINS**

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### **Accor**

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After a meeting that took place at the beginning of 2014, the Secretariat continues to press Accor Global management to solve outstanding issues in **Canada, Benin** and **Indonesia**. In the event sufficient progress is made to settle these disputes, negotiations to improve the current **IUF/Accor International Trade Union Rights Agreement (ITURA)** may start.

### **Accor global organizing project**

The organizing project in **Brazil** supported by US-Affiliate UNITE HERE and the AFL-CIO's Solidarity Center continues and a two-day workshop has been organized on May 27 and 28, with all relevant Brazilian unions. This meeting will also discuss how to implement the



**Housekeepers Initiative** and to enhance the organizing project.

## **MELIÁ**

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Following the signing of the **Melia International Agreement** the IUF is focusing on using it for organizing in key areas including **Indonesia, Croatia** and throughout **Latin America**. In **Croatia**, the IUF and our affiliate **STUH** have organized a meeting to discuss an organizing project since Melia operates twelve properties in that country. In the **UK, Unite the Union** has asked the IUF to facilitate the process of contacting with local management and initiate organizing activities following the international agreement.

## **“MAKE UP MY WORKPLACE” Dignity for hotel housekeepers!**

- In the attempt to be more effective, the initiative will be split into three different parts: “Awareness” actions in order to make the initiative more known to the public;
- A strategy for hotel chains that recognize the IUF;
- A strategy for hotel chains that do not recognize the IUF.

In **Asia/Pacific**, activities have already taken place in **India, Indonesia, Korea** and **Pakistan**. Activists have distributed leaflets among co-workers and customers and have held demonstrations to promote the initiative.

## **MEAT**

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A newly established **EFFAT (IUF Europe) meat coordinating committee** held its first meeting in Brussels on April 24 to establish stronger organization and coordination amongst meat sector affiliates in Europe. The sector is plagued by “social dumping” (replacement of decent jobs by indecent jobs) and the abuse of rights through excessive use of precarious work and discriminatory practices in pay and conditions. In the **United States**, the **UFCW** is at the center of growing opposition to the ‘poultry modernization rule’ proposed by the US Department of Agriculture. The USDA plan is to allow line speeds of 175 birds per minute and to remove the number of federal meat inspectors on the line. Worker safety is severely compromised with current line speeds as independent studies show 4 out of 10 workers have carpal tunnel syndrome and 6 out of 10

workers show symptoms of the occupational disease. The UFCW calls on the USDA to drop its proposal and instead look to support a comprehensive worker safety regime in the industry.

## **SUPPLY CHAIN ISSUES**

### **Crown Holdings**

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The IUF has approached a number of Crown Holdings customer companies that recognize the IUF (Coca-Cola, Danone, Nestlé, Unilever etc) demanding that as customers they make good on their supply chain obligations by at the very least asking tough questions of Crown Holdings about their behaviour in **Canada, Spain** and **Turkey** (for background see TNC Update #15 [and our web news here](#)).

All customer companies contacted have responded by contacting Crown Holding directly to ask them about their anti-worker actions. The IUF hopes and believes that such pressure can contribute to our sister global union federation **IndustriALL** winning the fights for basic rights that its members are currently facing at Crown Holdings at present.

## **TOURISM**

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### **Tour Operators/Hotels: All-inclusive holidays research**

In February 2013, the IUF and the **London-based NGO Tourism Concern** agreed to cooperate in investigating the impact of “All-inclusive” tourism on workers and their families.

The research report which was launched at an event in the British House of Commons is now completed (available [here](#)). It reveals amongst other things that the tourist sector in the countries studied is characterised by precarious work, low wages, long working hours and a lack of equal opportunities.

The IUF will, together with concerned affiliates and sister GUFs, raise these issues with major tour operators and the hotel industry in general.



# TNC UPDATE

**"TNC UPDATE"** is a publication exclusively for IUF affiliates and governing bodies. It is not available to a broader audience.

**"TNC UPDATE"** is available to affiliates on the members-only **TNC UPDATES** 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. They should be sent to [iuf@iuf.org](mailto:iuf@iuf.org)

Facebook:

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

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

YouTube Channel:

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

# TNC UPDATE #17

## 09-2014



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### **Contents**

#### **Agriculture, Sugar:**

- Illovo
- Ubombo

#### **Beverage/Breweries:**

- The Coca-Cola Company
- PepsiCo
- ABInbev
- Carlsberg
- Heineken
- SABMiller

#### **Catering:**

- Compass
- Sodexo

#### **Dairy Division:**

- Arla
- Chobani
- Danone
- Fonterra
- Friesland Campina

#### **Fast Food**

- 1<sup>st</sup> International Fast Food Workers meeting
- KFC
- International Fast Food Workers' Day

#### **Fisheries:**

- Norwegian fish sector agreement
- Joint ITF/IUF Fisheries Project
- Citra Mina/Philfresh

#### **Food Processing:**

- Heinz
- Kellogg's
- Mondelez
- Nestle

#### **Hotel Chains:**

- Accor
- Meliá
- Starwood

#### **Meat:**

- Poultry line speed, USA
- JBS

#### **Supply Chain issues**

#### **Tobacco:**

- BAT
- JTI

## **AGRICULTURE**

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### **Sugar:**

#### **Illovo Sugar and Ubombo Sugar**

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**South Africa, Swaziland and Tanzania:** Unions organising in Illovo Sugar reached wage agreements.

The Food and Allied Workers' Union (FAWU) in South Africa and the Swaziland Agricultural and Plantation Workers Union (SAPAWU) finalised wage agreements in May and June respectively, but only after militant strikes which covered thousands of workers and lasted from 10 to 15 days.

The FAWU strike, the first in 17 years, resulted in wage increases of between 8.75% and 10%. 5,000 workers took part in the strike, including 2,700 FAWU members, which resulted from failed negotiations under the Sugar Bargaining Council, which includes sugar companies such as Illovo Sugar and Tongaat Hulett. The strike lasted from May 27 to June 6.

Four outstanding issues: housing allowance, reduction of working hours without loss of pay, transport subsidies and making fixed-term contract and permanent casual workers into permanent ones will be dealt with at special meetings of the Sugar Council.

The SAPAWU strike was in fact two different industrial actions. One took place at the Tambankulu Estates, owned by Tongaat Hulett and the Swazi royal family, through the Tibiyo Taka Ngwane company. The union won a 10 percent wage increase across the board, benefitting some 1,300 workers. The Tambankulu strike lasted from June 12-27. The second strike which lasted from June 13 to July 4 was at Ubombo Sugar, a subsidiary of Illovo Sugar. The workers won a 10 percent wage increase across the board, and some other benefits such as an increased education and tool allowances. Illovo Sugar is the largest sugar

company in Africa and it's owned by Associated British Foods (ABF).

After the strike, Ubombo Sugar took disciplinary action against some SAPAWU leaders, a process underway at the time of writing. One FAWU member is also facing disciplinary action at a TSB sugar operation as a result of the strike. TSB is involved in cane farming and owns three mills in South Africa.

On 22 August, after months of negotiations, the Tanzania Plantation and Agricultural Workers Union (TPAWU) reached an agreement with Kilombero Sugar, an Illovo Sugar subsidiary, on a five percent wage increase across the board. The agreement covers over 5,000 workers.

The IUF launched solidarity campaigns with SAPAWU, and the IUF Global Sugar Program supported these struggles.

For more information see the IUF Sugar site at [www.iuf.org/sugarworkers/](http://www.iuf.org/sugarworkers/)

## BEVERAGES

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**Happening now! 2014 meetings of the Coca-Cola Workers Alliance and PepsiCo/Frito-Lay union network: September 8-10, 2014 in Tunisia.**

### Coca-Cola

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On June 13 Spain's High Court ordered the **Spanish Coca-Cola Bottler Coca-Cola Iberian Partners (CCIP)** to reverse its decision to fire 1,190 workers as a result of their plans to close 4 plants.

CCIP has appealed the Ruling of the Audiencia Nacional to the Tribunal Supremo. At the same time, IUF affiliates organized at CCIP factories have already called for the provisional application of the ruling and asked for the reinstatement of dismissed workers.

CCIP has recently presented a proposal intended to solve the labour dispute over the firings. IUF's Spanish affiliates FITAG and FEAGRA will examine the CCIP proposals. Read more [here](#).

In **Uruguay**, Coca-Cola workers staged a 24 hour stoppage protesting company anti-union discrimination and payroll cuts in April. Read more [here](#).

The Coca-Cola company has secured a 16.7% equity stake in energy giant **Monster Beverages** in August. Coca-Cola Company's and Monster Beverages' long-term partnership will lead to restructuring as Coca-Cola will

transfer ownership of its worldwide energy business to Monster and Monster will transfer its non-energy business to Coca-Cola. We urge affiliates to inform us of any changes or effects on employment or union rights caused by this transfer of brands. Information should go to [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

The next meeting of the **IUF/TCCC Engagement Teams** will take place on October 15, 2014 in Atlanta. Ongoing and new employment and rights issues from Asia Pacific, Americas and Africa region will be raised in the meeting. Please describe any new labour rights issues you need the IUF team to raise on your behalf and by writing to [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org) or calling +41 22 879 05 06 asap and no later than 30 September 2014.

### Coca-Cola Workers Alliance

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IUF members in **Pakistan** launched protest actions in March over a failure to reach an agreement on restructuring. In retaliation Coca-Cola's Turkish Bottler (Coca-Cola İçecek- CCI) that runs Pakistan Coca-Cola escalated the attack on unions by terminating the union president, Brother Nasrullah, at Lahore. Coca-Cola Beverages Pakistan Limited (CCBPL) then imposed unilateral restructuring and dismissed 15 permanent workers, all union officers and members who refused to sign resignation letters and take the Voluntary Separation Scheme (VSS) payment.

The IUF called on affiliates organized in Coca-Cola to send a letter to Rengin Onay, Group Human Resources Director at CCI to call on the company to talk with the IUF members about the issue of 15 unfairly dismissed workers and reinstate them immediately. Affiliates from Mali, Niger, Burkina Faso, Togo, Philippines, Korea, Japan, Pakistan, India, Morocco, Belgium, Sweden, Germany, Canada and the USA called on the company to stop forced redundancies and harassment and the victimization of union leaders and members.

The IUF-affiliated National Union of workers (NUW) started to organize a Coca-Cola stand-alone warehouse facility in **Perth, Western Australia**, on April. A labour hire worker, who had been working at the facility for seven years, was sacked the day after a union flyer with his name on it was found in the lunch room. He has not subsequently been provided with any reasons as to why his employment at the Hazelmere site has been terminated. The contract worker, John Capewell, his union and the IUF believe that he was terminated because

he had spoken to union officials and filled in the flyer. We also believe that the company may have taken action because he had questioned the right of the company to reduce workers' pay.

The IUF urged affiliates organized in Coca-Cola to send a solidarity message to John Capewell, the dismissed NUW member. The IUF thanks to affiliates whom shared their solidarity messages with NUW.

In **Europe** in opposition to continued attacks on jobs, work-life balance and workers' rights, the IUF and EFFAT (IUF Europe) have organized major demonstrations at the Coca-Cola headquarters in Anderlecht, Belgium, with workers from six Belgian plants, and at the Coca-Cola Iberian Partners headquarters in Madrid, Spain. Other meetings and press conferences were organised in France, Germany, Greece, Italy and Portugal to highlight Coca-Cola's double-standards and condemn its recent job cuts and its use of increasingly precarious, outsourced "flexible" labour.

Please find [here](#) Coca-Cola action day videos and articles from different countries. Read the full story [here](#).

Read more [here](#) the European Trade Union Manifesto for a socially sustainable Coca-Cola system.

## **PepsiCo**

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The IUF continues its efforts to pressure PepsiCo into respecting human rights in **West Bengal, India** where 162 workers out of 170 employed in three warehouses exclusively contracted by PepsiCo were harassed, assaulted by company goons and then brutally fired between January 5 and April 30, 2013.

Discussions between the IUF and PepsiCo corporate management to remedy these abuses yielded no results. The IUF therefore filed a formal complaint against the company for violation of the OECD Guidelines with the US government's National Contact Point for ensuring respect for the Guidelines. The US NCP accepted the submission and offered mediation. PepsiCo rejected this offer. PepsiCo has so far refused to take corrective action to remedy these human rights abuses.

Support the campaign and [click here to send a message to PepsiCo](#) calling on the company to remedy human rights abuses in India.

The IUF's Executive Committee met in Geneva, Switzerland on May 15, 16 and welcomed the

proposal for the international campaign in support of PepsiCo warehouse workers in India.

You can find the PepsiSmash campaign leaflet here in [English](#), [French](#), [Spanish](#), [German](#), [Flemish](#) and [Swedish](#).

FAWU in **South Africa** supported the campaign in its National Executive Committee meeting on June 7-8 in Johannesburg.

**Ukraine Women Workers Conference** was held in Ivano-Frankivsk on June 12 where the IUF-affiliated Agro Industrial Workers Union members joined the solidarity actions taken by the IUF affiliates in support of unfairly dismissed warehouse workers of PepsiCo in India.

During the first Congress of IUF-affiliated Novoprof on June 28 in **Omsk, Russia**, the leadership and the Congress delegation saluted the struggle in India and showed solidarity with the PepsiCo (Frito-Lays) Workers Action Committee

FOBTOB members in **Nigeria** organized a rally in solidarity with the struggle in India on June 21.

The IUF-affiliated Federation of Food Industries Workers in the State of **São Paulo, Brazil** (FETIASP) organized demonstrations in front of 3 PepsiCo plants in São Paulo and protested PepsiCo management's anti-union activities and human rights violations in India and increasing casualization and outsourcing by the company in Brazil. Read more [here](#).

Food and Catering services union, ABVV-FGTB HORVAL, organized a picket and distribution of the campaign leaflet in front of Veurne PepsiCo plant in **Belgium** on June 16 in support of PepsiCo warehouse workers in India. Find more [here](#).

During the Food Workers National Symposium, which took place in Piracicaba on 27 and 28 May, food workers in **São Paulo** displayed a poster which read: "PepsiCo - stop smashing human rights".

IUF affiliates in **Pakistan, Korea, Indonesia** and **the Philippines** showed their solidarity with the ongoing struggle of PepsiCo warehouse workers in India during May Day marches and actions.

In its first congress, the IUF-affiliated Agriculture and Farmers' Federation of **Myanmar** (AFFM) called on PepsiCo management to act to ensure that workers' rights are respected. See pictures [here](#).

You can support PepsiCo warehouse workers in India by delivering a message to PepsiCo in your city to express concern about the company's violations of basic rights. Contact the IUF



Secretariat to learn more about how you can help at [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

## BREWERIES

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### AB Inbev

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In **Mexico** on 26 January 2008, Industria Vidriera del Potosí (a subsidiary of Grupo Modelo-AB InBev) sacked 220 workers including the entire executive committee of the IndustriALL-affiliated glass workers' union (SUTEIVP). They did so following the negotiated agreement of a 19% wage increase by this independent union.

The IUF organized an e-mail campaign to tell AB InBev to take concrete steps towards fulfilling its human rights obligations by reinstating the workers; recognizing the independent trade union, SUTEIVP; ending the harassment of workers inside the factory and ensuring freedom of association in Mexico.

Following the initial very impressive response from our supporters, AB InBev has configured their server to block your email protests. The IUF will ensure all messages we receive will be delivered to the company.

Please find a summary of the new Teamster (**North America**) contract with AB InBev [here](#). The five year agreement provides wage increases and job security.

AmBev workers in **Manaus, Brazil** took strike action on May 14 against the indecent working conditions and an indecent CBA proposal from management. As a result of continued negotiations during the strike, workers and the brewery company reached an agreement on May 16. Find [here](#) the details of the agreement.

### Carlsberg

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IUF affiliates in **Europe** organized in Carlsberg operations report that workers have been encountering difficulties in the implementation of the new computer system called **Business Standardization Project (BSP)**.

The IUF Secretariat understands that this project creates more complex work including overtime for workforce and the performance of it is questionable.

Please inform the IUF Secretariat about any issues around the implementation of BSP and particularly its negative effect on the working conditions by writing to [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

### Heineken

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Heineken announced plans to merge two **Nigerian** breweries in which it has a majority stake.

There are 11 beer bottling factories and as a result of consolidation some factories may be closed. The impact on the workforce is today unpredictable but most probably there will be redundancies and restructuring. The IUF believes that Heineken must consult about the future of jobs and working condition with our affiliate representing workers in Nigerian Breweries. The IUF is in touch with affiliates in Nigeria to closely follow these and future implications of this consolidation on the workforce.

Austral Brewery's (Heineken) decision to dismiss six workers and impose a three-year collective agreement which was not agreed by the IUF affiliated National Federation of Heineken Holding led to a strike ballot on July 31 in **Chile**. Read more [here](#).

### SABMiller

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The **Honduras Union of Beverage and Related Industry Workers (STIBYS)** has condemned the strategy which the British-South African transnational, SABMiller, owner in Honduras of the Cervecería Hondureña SA brewery and holder of the franchise to produce Coca Cola, is implementing to weaken and divide organized workers. Read more [here](#).

SABMiller failed to comply with working hour rules and diminished workers' safety as a result of excessive workloads. IUF-affiliated STIBYS issued a strong call to Cervecería Hondureña (SABMiller) to comply with the working time rules for sales operations, not to overload lorries and to hire more teams. Read more [here](#).

### 1st International SABMiller Union Conference

The IUF is organizing a **1<sup>st</sup> International Conference** for unions representing SABMiller employees to improve active trade union coordination. The meeting will take place on November 3-4, 2014 in Greensboro, North Carolina-USA. Affiliates interested in participating are asked to contact the IUF secretariat as soon as possible at [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

Visit our [Beer Workers' Web Site](#) for more news.

## CATERING

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### Compass

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The previous TNC update (May 2014) reported on the efforts of the newly organized IUF affiliate SNATEA to initiate collective bargaining with Compass in **Algeria**.

Unfortunately, before the parties could meet across the bargaining table, Compass, who had been losing contracts to local competitors made a decision to wind down its operations and quit Algeria.

SNATEA worked hard on behalf of its members to secure appropriate termination payments and other benefits during the closure and the IUF intervened with corporate management to keep negotiations progressing to reach a satisfactory conclusion.

### Sodexo

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The long running dispute between ODT and Sodexo in **Morocco** concerning the dismissal of the ODT Sodexo general secretary and ongoing harassment of elected union officials by local management remains unresolved. The next step in the process is to convene a meeting of local management and ODT representatives together with senior corporate HR and the IUF General Secretary to find a resolution to the conflict. ODT and the IUF are seeking the reinstatement of the ODT Sodexo general secretary as a significant first step towards resolution.

IUF affiliate Unite Here in **North America** sought assistance from the IUF in its conflict with Sodexo regarding the company's decision to cut workers hours to part time status to avoid its obligations under the Affordable Care Act, thus depriving thousands of workers of health care coverage. Following the intervention of the IUF, Sodexo in principle reversed its decision. The future status of workers who have already had already their hours reduced has yet to be resolved.

## DAIRY DIVISION

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The **IUF European regional organization EFFAT** is working with dairy affiliates to develop a stronger network of unions in the dairy industry within the EU.

10 of the top 20 dairy companies in the world are European based. The network has identified current challenges as increased consolidation and internationalization of the industry and the end of the milk quota in 2015. A European wide conference of dairy unions will take place from 6-9 January.

### Arla

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In August Arla announced it would cut 79 jobs in **Denmark** as a result of Russia's one year ban on the import of food and beverages, including dairy, from the EU. IUF Danish affiliate, the NNF has negotiated successfully to significantly reduce the numbers of jobs lost through the cessation of overtime and the introduction of a training and skills building program during the period of loss of production.

Arla's Denmark processing facilities are the most affected by the import ban but the IUF has asked affiliates with members in Arla in other countries whether or not there has been an effect on employment so information can be shared and any response to the company can be coordinated.

### Chobani

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Chobani, a manufacturer of Greek style yoghurt which has enjoyed phenomenal sales growth in the USA, recently began manufacturing in **Australia**.

This Chobani plant has now been organized by our Australian affiliate the NUW.

### Danone

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An **extraordinary meeting of European trade unions** was convened on June 11, 2014. Danone announced the proposed closure of 3 dairy factories in Europe. The IUF and affiliates informed Danone of their opposition to the plans and intention to mobilize resistance. In the IUF's media release reference is made to the 1997 Agreement on procedures to be followed in the event of changes in business activities affecting employment. In line with this Agreement, the IUF has commissioned an independent examination of Danone's closure plans, which has involved visits in July and August to the affected factories in Germany, Italy and Hungary and meetings with management and union delegates. AXIA Consultants, the economic advisor to the CIC, was accompanied on these visits by a representative of the IUF. A second extraordinary

CIC meeting will take place on September 18, following the 3-month minimum consultation period provided for in the Agreement, at which time the consultant's report will be reviewed.

The next full **Danone International CIC** meeting will be organized in Geneva on 21-24 October 2014.

The fourth meeting of **IUF/Danone global engagement team** took place on September 4, 2014 and reviewed the IUF/Danone agreement monitoring process. Discussions focussed on how to build and protect sustainable decent employment by identifying the risks of precarious jobs and reducing those human rights risks at Danone operations.

BCTGM organised an election for union representation at Lifeway Foods, which is more than twenty percent owned by Danone. Management tried to taint the election by adding names of employees outside the bargaining unit to the official list of voters. The National Labour Relations Board has ruled that Lifeway Foods acted illegally. The IUF has intervened with Danone management, urging them to assure workers at Lifeway Foods that the company has no objection to their exercising their rights to join a union.

In the wake of the Fonterra botulism scare earlier this year, Danone has moved to secure their own milk supply and blending facilities in New Zealand through the purchase of local companies Gardians and The Sutton Group. Both sites are organized by our affiliate the NZDWU.

## **Monitoring IUF/Danone Agreements**

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The schedule of monitoring visits for 2014 included **Spain**, **Sweden** and the **United States**.

The joint IUF/Danone visit to **Spain** (June, 3-5, 2014), was the second visit to Spain, the first having taken place in November 2008. Meetings with management of the four Danone businesses took place at the central offices in Madrid and Barcelona and were followed by visits to a water-bottling and a dairy plant near Barcelona. On these occasions, the IUF representative, together with the general secretaries of the Danone Union Branches of FITAG-UGT and FEAGRA-CC.OO met with union committee members.

The joint IUF/Danone visit to **Sweden** which took place on June 25 was the first since

Danone's acquisition of a dairy business there in 2010. The joint delegation met members of management and with delegates from the union committee from IUF affiliates Livs and Unionen. The IUF representative was accompanied by the Livs national officer responsible for the dairy sector. Prior to the visit, the Agreements were translated into Swedish.

The visit to the **United States**, including meetings at Dannon USA headquarters and the headquarters of IUF affiliates BCTGM and Teamsters and visits to two plants, will take place in October 2014.

## **Fonterra**

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After a long organizing campaign lasting several years and a lengthy period of collective bargaining, our **Malaysian affiliate FIEU** finally concluded its first collective bargaining agreement with NZ based dairy company Fonterra. Members of the FIEU bargaining committee were very satisfied with the outcome and the FIEU thanked the IUF and our New Zealand affiliate the NZDWU for many years of support and solidarity actions which assisted in organizing Fonterra Malaysia and concluding the CBA.

Affiliates in **Chile**, **NZ** and **Australia** have been hit by a series of job losses as the company rationalizes its production.

Almost USD500m of investment in processing capital in NZ announced recently will create only 75 new permanent positions while the reduction in capacity of a blending plant in Fonterra's home country shed over 100 jobs.

## **Friesland Campina**

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In TNC Update # 15 we reported that the IUF forwarded a draft OECD complaint to Dutch based TNC, Friesland Campina, following threats to move production offshore during collective bargaining in **Malaysia** and harassment of an elected union officer on the negotiation committee for our affiliate FIEU.

Following IUF intervention and the involvement of the Malaysian Industrial Relations Department, an agreement was reached for a new CBA in July. FIEU reported their members were very pleased with the outcome of these tough negotiations.

## **IUF Dairy Division**

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The next **Dairy Division Coordination Group** meeting will be held in San Francisco, California on October 3&4 2014.

The meeting will focus on the follow-up of action points agreed during the global IUF Dairy Conference held in Argentina in March of this year.

## **FAST FOOD**

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### **1<sup>st</sup> IUF International Fast Food Workers Meeting**

The IUF's International Fast Food Workers Meeting on May 5 and 6 in New York saw some 70 participants from all over the world discussing and developing joint actions, setting up common demands, sharing experiences and helping build an international network for future actions and campaigns.

### **KFC**

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Only few days after returning home from the International Fast Food Workers Meeting, a union representative at KFC **Thailand** was summoned and threatened with legal action by company managers. Over 10.000 people supported the IUF's urgent campaign and sent messages to YUM! BRANDS, which own KFC as well as Pizza Hut and Taco Bell, demanding the company stop the anti-union aggression.

The campaign succeeded and the union expressed its appreciation to the many thousands who responded to the campaign.

### **International Fast Food Workers' Day**

A second **International Fast Food Workers' Day** was organized on May 15 to raise the profile of this sector and provide a global stage for workers' demands with a specific focus on the "FightFor15" campaign (USD 15.00 an hour wage).

Workers from over 80 cities in more than 30 countries joined the action in support of their US sisters and brother as well as their own demands.

## **FISHERIES**

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### **IUF Fisheries and Aquaculture Workers Network**

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Following the IUF 2014 EC decision to develop better coordination a specific web page for the IUF Fisheries and Aquaculture Workers Network is being developed. To see an early version [click here](#). A Facebook page was also created and a mailing list established. Please encourage your union locals and activists to subscribe or send us their email addresses.

Facebook: <https://www.facebook.com/IUFfisheries?fref=ts>.

### **Norwegian salmon sector**

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The Norwegian food workers' union NNN reached agreement on wages with the Norwegian Seafood Association (FHL) on May 19, averting a strike set to begin on May 21. The deadlock in negotiations, which broke off on April 29, generated enormous anger among workers at 18 fish processing plants (three of them belong to Marine Harvest, four to Leroy Seafood and five to Norway Seafoods), where more than 1,000 workers prepared to strike. Significant wages increases were included in the new agreement. The CBA will be registered under national law, making the CBA terms and conditions industry-wide legal obligations.

### **Citra Mina / Philfresh**

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The main focus for the sectoral programme has recently been the campaign in support of workers at the Citra Mina company – one of the largest exporters of the fresh frozen tuna in the **Philippines**. The struggle for reinstatement of dismissed union members and for recognition of their union General Santos City has been running for more than one year.

The outcome of the campaign will impact strongly on future IUF and ITF work in the tuna industry.

The campaign can be followed via Facebook <https://www.facebook.com/citramina78?fref=ts>.

[On-line message to the company can be sent by clicking here.](#)

Please contact us to learn how else your union can help to win this important campaign in the fisheries sector.



# FOOD PROCESSING

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## Heinz

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As agreed at the international meeting of Heinz unions in Pittsburgh, USA in March 13-14, 2014, the round of teleconferences started with the first, conducted on May 27/28, 2014. The conference discussed an update on the outcome of the struggle in **Turnhout Belgium**, where four IUF affiliates managed to achieve significant compensation for workers who lost their jobs when the company proposed to close the plant. A campaign supported by other IUF affiliates at Heinz produced an agreement, which avoided compulsory terminations.

The conference discussed links between growing precarious work and occupational health and safety, focussing on a recent accident at **UK Norfolk** plant of Heinz. The round of conference calls will continue in October - to join, please contact the secretariat.

## Kellogg's

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**BCTGM Victory:** The lockout of BCTGM members at the Kellogg plant in **Memphis, USA** has ended following a Federal Court order confirming that Kellogg illegally sought to negotiate issues at local level after failing to achieve them at central level.

The fight against attacks on working conditions and workers' rights continues in the **USA, Australia** and in **Germany**, where negotiations between the NGG and Kellogg over new working patterns have deadlocked. The IUF continues to coordinate support action and information exchange amongst affiliates with membership at Kellogg.

## Mondelez (ex-Kraft)

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### **Mondelez Egypt struggle ends successfully:**

The IUF and Mondelez International have welcomed the settlement of the dispute at **Alexandria, Egypt**, around the status of five executive committee members of an independent union who were suspended in July 2012.

Mondelez in Egypt has now reinstated all five executive committee members under their former conditions with no negative

consequences to them and with full retroactive wages and benefits guaranteed.

This brings the long-running labour conflict in Alexandria to an end. Both local parties have committed to seek to resolve future challenges in a good-faith and constructive manner and, beyond Egypt, Mondelez International and the IUF have agreed to discuss the lessons learnt from this conflict.

Elections for the new term of the union executive committee at the plant took place on August 29 and the leadership of the Cadbury Alexandria Union was returned to office in a landslide election win.

## Nestlé

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The IUF is investigating the circumstances around allegations that Nestlé management in **Turkey** dismissed 28 workers at its huge multi-product plant at Karacabey in Bursa. The dismissed workers, many of them members of IUF affiliate Tekgida-Is are fighting for reinstatement. The IUF has opened discussions with corporate management in Vevey to demand their reinstatement.

One of the findings of the **IUF/Nestlé Gender Equality Working Group** concerns the need for a well-articulated policy and training on non-discrimination that can be adapted locally, as needed. It has been agreed that the IUF and Nestlé would jointly develop a presentation using, as a template, the Discrimination-Free Workplace materials negotiated in Australia. The first audience for such a presentation would be the Nestlé employee relations staff through a webinar or at the Nestlé Employee Relations Workshop scheduled for early 2015. As the work advances, it will involve trainers from both Nestlé and the IUF.

The **Sustainable Employment Working Group** has analyzed data on the types of employment relationships present in Chile, Poland and South Africa. The focus is on the use of workers who are temporaries solely because they are hired by a third party agency rather than because there is a temporary need for the role. The IUF is seeking further information from affiliates in these countries and is encouraging negotiations with Nestle concerning the conversion of workers from temporary to permanent employment.

Progress has been made in India in the **fight against precarious employment**. Nestle will create 341 permanent positions in **India** at Ponda and 214 permanent positions at Bicholim. The IUF successfully fought against the criteria

and tests that would exclude contract workers who are union members and outside hiring that would bypass them.

All 44 women contract workers will be given priority for permanent positions, then currently working contract workers (all union members) will be given priority, then contract workers who worked recently but were laid off.

Again in **India** in Moga Nestle will create 100 permanent jobs and IUF members will get 70 of those positions. However there are hundreds more agency temporaries at Moga and the fight there will continue.

In total 655 permanent jobs have recently been negotiated in India.

Following repeated concerns raised by the union about health and safety, Nestlé **Brazil** and IUF affiliate CNTA agreed to have a RSI expert engineer visiting the Araras factory and prepare a status report.

Organizing efforts within Nestle operations in the **USA** by our affiliates the UFCW and Teamsters have met resistance through the company use of union busting consultants. The IUF, together with its affiliates have opened discussions with Nestle concerning the contradiction between their stated policy of respect for their employees' right to freely choose to belong to a union and their engagement of expensive consultants to undermine that right.

## HOTEL CHAINS

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### Accor

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Pressure by the Secretariat on the Accor Global management has led to the solution of some outstanding issues in **Canada** and **Benin**.

### Accor global organizing project

A two-day workshop organized by the AFL-CIO's Solidarity Center took place in **Brazil** on May 27 and 28, with Brazilian unions.

Union leaders decided to create an Accor network to share experiences and also agreed actions to support the IUF's Housekeepers Respect Initiative.

### MELIÁ

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In **Croatia**, the IUF and STUH met on May 22 to discuss an organizing project. Despite the

positive conclusion to the meeting, the project was delayed due to the uncertainty about the Meliá management contract for the twelve Croatian properties that had recently changed ownership.

Working through the IUF, the Unite the Union in the **UK** met with local management to demand neutrality from Meliá should the union seek to organize workers using the IUF/Meliá agreement.

During the last week of July, a meeting took place in Uruguay with the HCT president Norberto Latorre, the Latin American Regional Secretary Gerardo Iglesias and the Secretariat to develop a working plan for the HRCT sector and Meliá more specifically in the Region. **Brazil**, **Dominican Republic** and **Peru** were identified as key countries for the dissemination of the IUF/Meliá International Agreement amongst affiliates and workers.

### Starwood

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In the **Maldives**, seven members of the IUF-affiliate TEAM were terminated last May at the Sheraton Maldives Full Moon Resorts & Spa, managed by Starwood.

Union leaders were issued disciplinary letters for unlawful assembly and illegally displaying union banners in the staff area the month before. More than 6.000 people sent protest emails to Starwood CEO but the issue is still a long way from being resolved and the fight goes on.

## MEAT

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After intense lobbying by labour unions, food safety groups and the civil rights community in the **USA**, the increase in line speeds proposed by the US Department of Agriculture to 175 birds a minute has been dropped and the current maximum rate of 140 birds a minute maintained.

This was a victory for the UFCW/RWDSU and its community allies against TNC's such as Tyson and Pilgrims Pride (JBS) who had long been lobbying authorities to allow greater line speeds to increase profits at the expense of worker safety.

Even at current line speeds there is a prevalence of unacceptably high rates of repetitive strain injury and UFCW President Joe Hansen called on the USDA and the Department of Labour to work closely with the union to improve worker safety.

## **JBS**

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In the **USA** the UFCW has been engaged in a very tough bargaining round with JBS. Breakthrough agreements have been concluded at a number of sites after protracted bargaining and following ballots for strike action.

These agreements have included innovative proposals to reduce healthcare costs to both the workers and the company and have included the establishment of primary health care clinics with no cost for basic primary care for union members and their families and low cost prescriptions and immunizations.

## **SUPPLY CHAIN ISSUES**

The IUF has approached major food and beverage customers of a number of suppliers to support IUF members and also in a number of cases members of other Global Union Federations (notably IndustriALL).

Suppliers include **Crown Holdings** (rights abuses in Canada and Turkey - IndustriALL), **Huhtamaki** (rights abuse in the USA - IndustriALL) and **Agrana Fruits** (rights issues in the USA – BCTGM, IUF).

Amongst companies that the IUF has raised these issues with are **Coca-Cola**, **Danone**, **Nestlé** and **Unilever** stressing in all cases that those companies are required to carry out due diligence in their supply chain in relation to allegations of human rights abuses and calling them to do so in consultation with the IUF for cases that we raise.

It is likely this issue will increasingly become a part of our engagement with all companies that recognize the IUF.

## **TOBACCO**

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### **British America Tobacco**

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The IUF continues its support for the **Farm Labor Organizing Committee, FLOC**, in its struggle to ensure rights and decent working and living conditions for migrant tobacco workers in the **USA**. As no progress has been made within the framework of talks on an industry-wide initiative to achieve this objective, the IUF continues to engage British American

Tobacco (BAT) with the aim of pressuring Reynolds American (in which BAT has a 42% stake but, more importantly, from which it purchases considerable amounts of tobacco) to assume its responsibility for conditions along its supply chain.

Following the briefing organized by FLOC, with the support of the IUF, UNITE and the UK Trades Union Congress (TUC), at the **UK House of Commons** in December 2013, two Members of Parliament travelled to North Carolina in July 2014 to see firsthand how the rights of tobacco farmworkers in the United States are being abused.

Regular conference calls take place between FLOC, the AFL-CIO, the IUF, UNITE and the TUC to discuss strategy which will include engaging the other companies involved in the aimless talks on an industry-wide initiative.

### **Japan Tobacco International**

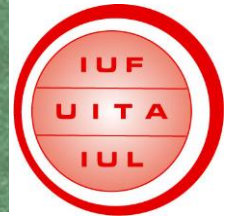
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IUF affiliates representing workers at Japan Tobacco International met in Trier (Germany) on July 14-15, 2014. Baldemar Velasquez, president of the Farm Labor Organizing Committee, FLOC, spoke to the meeting via Skype video call. The JTI workers pledged support for the efforts of FLOC to improve the harsh working conditions on U.S. tobacco farms by organizing workers and committed to intervening with their local JTI managements.

The meeting also sent a letter of support to workers and their unions at Philip Morris in Brazil, where management has been aggressively and unlawfully sacking workers.

# TNC UPDATE #18

## 02-2015



*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, Bananas:**

- Chiquita/ Cutrale
- Compagnie Fruitiere

#### **Beverage/Breweries:**

- The Coca-Cola Company
- PepsiCo
- ABInbev
- Heineken
- SABMiller

#### **Catering:**

- Autogrill
- Sodexo

#### **Dairy Division:**

- Danone
- Fonterra
- Schreiber Foods
- Vita Milk
- Dairy Employees Federation of India

#### **Fast Food**

- McDonald's

#### **Food Processing:**

- Mondelez
- Nestle
- Unite Biscuits/Yildiz Holding

#### **Hotel Chains:**

- Accor
- Meliá
- Starwood
- International "Dignity for Hotel Housekeepers" Campaign

#### **Meat:**

- Hormel
- JBS

#### **Tobacco:**

- Imperial Tobacco
- Japan Tobacco international

## AGRICULTURE

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### **Bananas:**

#### **Chiquita/Cutrale**

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On January 5, 2015 Chiquita was bought by Brazilian orange-juice maker **Cutrale Group** and its investment-firm partner, **Safra Group**. The deal combines Chiquita's bananas and Fresh Express packaged salads with Cutrale's oranges, apples and peaches.

Rapidly following on from the announcement that the deal had been concluded, Cutrale closed Chiquita's head office in Charlotte USA, making redundant the 320 staff based there.

The IUF already has some experience of Cutrale. Some years ago Cutrale bought a Coca-Cola Minute Maid plant in Florida and immediately started the process to de-recognize the IUF-affiliated Teamster union. In Brazil IUF affiliates have had to continually confront Cutrale's anti-union policy. The company has been taken to court for the low wage payments it made to orange harvesters and has been condemned by the Labor Court for discriminating against pregnant workers.

Whilst it appears there will be a meeting in March of the IUF/COLSIBA-Chiquita-Review Committee which monitors the international agreement with Chiquita the future of the entire process is clearly now uncertain.

Late last year in **Panama** IUF-affiliated SITRAIBANA reached a mutually satisfactory agreement with Chiquita following a lengthy strike. The International Agreement process helped secure this outcome for our members.

#### **Compagnie Fruitiere (CF)**

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Following the creation in 2014 of the **IUF's African Banana Workers Network**, the IUF held a workshop in Abidjan in October 2014 to focus on building trade union capacity to work on TNCs in West Africa. The workshop brought together



affiliates from Cameroon, Cote D'Ivoire and Ghana. The focus of the meeting was Compagnie Fruitiere, the main banana exporter from Africa. There are unions on all its plantations – the biggest of which is PHP in Cameroon with 6,000 workers. It was agreed that unions representing workers in CF would work together with the IUF to develop a more strategic approach to improving living and working conditions in the banana plantations.

## BEVERAGES

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### Coca-Cola

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IUF affiliates in **Italy**, Flai-CGIL, Fai-CISL and Uila-Uil mobilized workers and organized a strike for several hours in all sites of Coca-Cola Hellenic Bottling Company (HBC) on September 26, 2014 to protest a company plan that would lead to a reduction of 12 % of the workforce in Italy. A meeting between the management of CCHBC Italy and the trade unions that represent CCHBC workers was held on September 26. An agreement was signed between the unions and CCHBC which was ratified by the workforce on October 1. There are 89 fewer job losses from the original 249 announced. For 160 redundant positions, incentives were agreed based on volunteers.

The Coca-Cola Company, SABMiller PLC and Gutsche Family Investments (GFI, majority shareholders in Coca-Cola Sabco) have agreed to combine the bottling operations of their non-alcoholic and ready-to-drink beverages businesses in **Southern and East Africa**. The IUF is concerned that this deal will lead to negative organizational change and restructuring. We will urge affiliates in Africa region that are organized in Coca-Cola and SABMiller to inform us of any changes or effects on the employment or unions' positions arising from this major merger of operations. Please send the relevant information to [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

The IUF affiliated Food, Beverages and Catering Union of **Germany** (NGG) passed a resolution about the business strategies of Coca-Cola Erfrischungsgetränke AG (CCE AG) and possible impacts of these strategies on Coca-Cola workers. You can find the resolution in the following languages: [English](#), [German](#) and [French](#).

The IUF-affiliated National Union of Workers of Bepensa Dominicana SA (Sinatrabedsa) and the Coca Cola in the **Dominican Republic**

(Bepensa) have begun negotiations. However Sinatrabedsa is not willing to renounce rights acquired during earlier collective bargaining negotiations. Read more [here](#).

The Coca-Cola Company (TCCC) plans to cut up to 1,800 jobs across the globe over the coming weeks, as part of a \$3 billion cost-cutting drive. Redundancies will be significant at the company's headquarters in Atlanta and global regional offices where more than 10 percent of corporate staff could lose their jobs. The company states that bottling and distribution divisions will be largely unaffected for now.

The IUF has called on TCCC to engage with trade unions to guarantee the long-term sustainability of jobs in the Coca-Cola system by considering alternatives proposed by workers' representatives to avoid job cuts and outsourced labour.

### Coca-Cola Workers Alliance

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After long negotiations with The Coca-Cola Company (TCCC) through the "Atlanta process" (a direct and permanent IUF and company engagement), IUF affiliates have secured 100% union membership in all three Coca-Cola bottling operations in **Guatemala** guaranteeing that all Coca-Cola bottling workers in Guatemala can now exercise their internationally recognized human right to be a union member. Of the three Coca-Cola plants in Guatemala, one was already represented by a union, and the other two have now signed collective-bargaining agreements. Read more [here](#).

In **Pakistan** after 10 months of local organising and campaigning activities (February to November 2014), raising issues with TCCC through the "Atlanta process" and meetings that took place in Istanbul between TCCC senior management, the Turkish bottler of Coca-Cola (CCI), the IUF Secretariat and the IUF Asia Pacific region, seven dismissed Coca Cola union leaders including Nasrullah Chohan, the President of the Lahore bottling plant union have been re-instated. The Memorandum of Understanding that was signed between the IUF and Coca-Cola Pakistan Beverages Ltd also meant the withdrawal of company charges against 15 union members who were protesting management's scheme for early retirement and forced transfers. With the help of IUF, Coca Cola unions are now preparing for national collective bargaining agreement (CBA) negotiations. In 2015, this will lead to the first ever national CBA in Coca Cola Pakistan.

In **Hong Kong** IUF-affiliated Swire Beverages Union has signed a collective agreement with Coca-Cola's bottler for an employer and employee negotiating framework on October 17. An IUF team of affiliates from around the world has been raising union recognition and collective bargaining issues in Swire Beverages with corporate Coca-Cola management in its twice-yearly meetings with the company in Atlanta. Consistent support for our members' rights through this "Atlanta process" has helped to lay the foundations for respect for union rights locally in Hong Kong. The Swire Beverages (Coca-Cola) union, affiliated with the IUF and HKCTU - the only independent trade union centre in China - was the first union to strike in support of the democracy movement in Hong Kong in September 2014.

IUF **Korean** affiliates at Coca-Cola in Anyang rallied on January 20, to show their support for HKCTU leaders and others threatened by the state as a result of their fight for democracy.

Coca-Cola workers union in **Bolivia** joined the IUF and the Latin American Federation of Coca Cola workers (FELATRAC) and the union is seeking international support to tackle issues around outsourcing and long working hours. Read more [here](#).

Issues remain with Coca-Cola Amatil's distribution centre in **Western Australia**. Progress had been made with CCA and the employer and the union was recognized and convinced it was moving to negotiate a collective agreement. However the process has now stalled. The continued dismissal of a union activist at the facility continues to be an issue.

## **PepsiCo**

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Supported by the IUF, the PepsiCo (Frito-Lay) Workers Action Committee in **West Bengal, India** continues to hold actions in defence of their members' rights. The Action Committee recently organized a protest in front of PepsiCo's Kolkata production plant, with the participation of their families and supporters that generated considerable attention as the plant is located very near to a major national highway. Read more [here](#).

At a recent Caribbean meeting PepsiCo distribution workers in Guyana who are members of the IUF-affiliated Clerical & Commercial Workers' Union (CCWU) pledged support to their Indian sisters and brothers.

In **Nicaragua**, workers at the Nicaraguan logistics company marketing and distributing

products made by PepsiCo's flagship Central American bottler Embotelladora Nacional S.A. (ENSA) formed a union in Managua. Within 24 hours the company had fired 70 members and leaders. Read the full story [here](#).

Both cases will be the subject of discussions between the IUF and PepsiCo corporate management.

In **Australia** members of the IUF-affiliated National Union of Workers (NUW) at a Smith's snack foods warehouse in the Brisbane suburb of Tingalpa voted to ban overtime, paperwork and unloading trucks on November 21 in a dispute over equal treatment and occupied the canteen beginning November 27 after being told they would not be paid while industrial action continued. The IUF urged affiliates to show solidarity with the NUW at Smith's by signing their petition. Members of NUW have ended their occupation of the lunchroom after signing an agreement that puts in place an equal pay system for casual workers and converts casual to permanent positions after 12 months. The IUF thanks affiliates who signed the international petition in support of NUW members.

A worker at the Olam International sugar mill in Kolhapur which supplies to major food transnationals in **India**, including PepsiCo, was killed by falling sugar bags in a workplace accident on August 8 which also severely injured two other workers. After publishing a news story on the IUF website about the fatal accident, PepsiCo responded with an explanation posted on Business and human rights resource center. Under tremendous pressure Olam management proposed a Memorandum of Understanding on health and safety. The union at the sugar mill is negotiating to secure improved language on the responsibility of the company to guarantee a safe workplace, specific references to health and safety rights, free provision of adequate PPE and training as well as the rights of union safety representatives and the right to convene a joint health & safety committee to investigate health and safety issues.

## **BREWERIES**

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### **AB Inbev**

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Two IUF affiliates in **Uruguay**, Union of Northern Workers and Employees (SOEN) and the Gremial Centre of Maltería Uruguay (CGMU) organised in ABInBev operations have negotiated an agreement with the company

seeking to end discriminatory practices. Read more [here](#).

## **Heineken**

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Through the support of Teamsters Canada, the IUF Secretariat is investigating allegations of human rights violations in Heineken's **Haiti** operations. 1200 workers at the Heineken plant (called BRANA) have been trying to form a union but the company has been actively discouraging workers from exercising their right to do so.

## **SABMiller**

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IUF organised a **1st International Conference for unions representing SABMiller employees** to improve active trade union coordination on November 3-4, 2014 in Greensboro, North Carolina-USA. IUF affiliates identified key issues as anti-union culture of the company, outsourcing and precarious employment, deteriorating health & safety standards, World Class Manufacturing based on benchmarking and performance based wage system. Unions further agreed on action points for more effective communication and coordination, for winning recognition from SABMiller and for better mobilization.

The IUF Secretariat drafted a manifesto of demands from SABMiller unions, including recognition of the IUF as the international organization of SABMiller unions mandated to raise rights issues in different countries with SABMiller corporate management.

In **Honduras**, Cerveceria Hondurena fails to comply with working hours and risks workers' safety through excessive workloads. SABMiller breaches the collective agreement and other legal and constitutional provisions and deliberately and maliciously generates tension and division between workers. IUF affiliates who joined the international conference for unions representing SAB Miller employees have sent a joint letter to the SABMiller CEO calling on the company to intervene in Honduras and to start negotiating a new collective agreement with the IUF affiliated Honduras Union of Beverage and Related Industry Workers as soon as possible. Demands include deduction of union dues of pre-sellers and re-assignment back to their hometowns for those who have been displaced in retaliation for becoming union members.

The IUF secretariat will continue its efforts to pressure SABMiller Honduras to respect human rights in Honduras.

Visit our [Beer Workers' Web Site](#) for more brewery sector news.

## **CATERING**

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### **Autogrill**

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The German Food Workers Union (NGG) successfully concluded their fight for a first-ever collective agreement at Autogrill **Germany**, where workers in Bavaria and Thuringia held sporadic strikes between April and September 2014

On September 9 Autogrill Germany announced it would be joining the national employer organization in the sector, which would bring Autogrill employees under the national collective agreement for the sector. The IUF supported the Autogrill workers through two online campaigns.

### **Sodexo**

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The IUF continues to support the fight by ODT in **Morocco** for the reinstatement of its Sodexo union General Secretary who was unjustly dismissed following his union activity. The company has replaced its Morocco country director and the IUF is planning the next steps with the ODT in the fight for justice.

In **India** former members of the Sodexo Pune union who lost jobs when Sodexo lost the contract with General Motors have unsuccessfully sought alternative employment with the company despite there being vacancies appropriate to their skills and experience.

The break in employment between Sodexo contracts denies Indian workers accumulated benefits in their provident funds

These are two of the issues the IUF will be discussing with Sodexo when a meeting is held in the company's national office in Mumbai in February.

## **DAIRY DIVISION**

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### **Danone**

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The joint investigation into employment practices at Danone will continue with visits planned to **Morocco** and **Mexico** in preparation for a

discussion at the next Global Meeting, scheduled on 9-10 April 2015.

69 workers of Danone Dumex **Malaysia** resigned from Chemical Workers Union of Malaya (CWUM) and joined the IUF-affiliated Food Industry Employees Union (FIEU) in June 2014 but the local management refused to recognize FIEU. Following IUF intervention with Danone global management, Danone Dumex Malaysia sent a letter to FIEU confirming recognition of the union as the collective bargaining unit in October and FIEU started to bargain a collective bargaining agreement.

The next full **Danone International CIC meeting** will be organized in Geneva on 19-22 October 2015.

Teamsters Local 997 members at Danone's **Fort Worth, Texas**, plant have ratified an agreement with the company, winning participation rights in the Western Conference of Teamsters pension fund, the largest multi-employer pension plan in the United States. The three-year agreement also includes wage increases and health care protections.

### **Monitoring IUF/Danone Agreements**

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The visit to the **United States**, including meetings at Dannon USA headquarters and the headquarters of IUF affiliates BCTGM and Teamsters, took place in October 2014. On this occasion, the joint IUF/Danone monitoring team was joined by 2 HR directors from Dannon USA. The plants visited were in Minster, Ohio, organized by BCTGM, and in Fort Worth, Texas, organized by the Teamsters. At both sites, the IUF representative participated in animated meetings with union representatives, which were then followed by de-briefing sessions with the HR representatives from Danone Paris headquarters and Dannon USA.

The venues and schedule of 2015 monitoring visits is still under discussion between the IUF and Danone.

### **Fonterra**

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Issues relating to timely provision of information and good faith bargaining during restructuring were raised by the IUF with Fonterra on behalf of our **Chilean** affiliate Fenatral. The company agreed to approach Fenatral with proposals to establish regular and formal dialogue between Fonterra (Soprole) and Fenatral at a national level in Chile.

### **Schreiber Foods**

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The IUF Secretariat is building a relationship with international management at Schreiber Foods Company. The secretariat will collect information from the affiliates organized at its operations in order to formalise future contact with Schreiber's international management structure. Schreiber Foods is expanding its operations largely through acquisitions and, following its earlier purchase of Danone plants in Europe has now bought Senoble International's subsidiaries in **Spain** and **Slovakia** (three plants).

In **India** the Schreiber Dynamix employees union signed a collective bargaining agreement which was negotiated for 16 months and won 45 permanent jobs and a significant increase in the monthly wages of permanent workers

### **Vita Milk**

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Also in **India** 225 precarious workers in August 2014 initiated a fight to win permanent jobs in **Vita Milk** factory in the northern state of Haryana with the guidance from DEFOI (see below)

### **IUF Dairy Division**

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### **Dairy Employees Federation of India (DEFOI)**

The Dairy Employees Federation of India has enjoyed a number of successes over the last 2 years (see above) as it strengthens its base and prioritizes its education program to develop leadership skills for women members and to face the challenge of an influx of TNC's into the Indian dairy sector.

### **FAST FOOD**

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### **McDonald's**

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In **Korea**, McDonald's dismissed a shop steward, Gahyun Lee, on September 15, 2014, following her visit to the US earlier that month to support the national action by fast food workers. Management had previously warned her about union activity in May. The IUF launched an urgent action campaign which has seen more than 10,000 emails sent to the company. Affiliates have also expressed support by sending pictures and video urging McDonald's to reinstate the worker and talk to the union.



# FOOD PROCESSING

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## **Mondelez (ex-Kraft)**

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In the last TNC update (#17) a settlement was reported in the long running fight for the 5 union leaders dismissed by Mondelez in Alexandria, **Egypt** with all 5 leaders reinstated into their previous employment.

Mondelez have since decided to close the plant in Alexandria and concentrate production in the nearby factory at Borg el Arab. Our affiliate, the Independent Trade Union of Workers Group Mondelez Egypt Foods, has negotiated the transfer of most workers to Borg El Arab but the process is not yet complete with the future employment of some of the union executive still in doubt. Despite the establishment of a management sponsored alternative union at Borg el Arab, our affiliate continues to grow and now has 177 members at the Borg el Arab factory. The IUF is supporting its affiliate to secure the jobs of union leaders and ensure all positions at Borg el Arab are filled by workers displaced at Alexandria who wish to continue employment with the company.

## **Nestlé**

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In 2014, two IUF/Nestlé Global Meetings took place: in May and in October. Issues on the agenda included health & safety with a focus on the prevalence of repetitive strain injuries amongst Nestlé workers in Brazil; Nestlé's "living wage initiative"; trade union rights in North America and ongoing rights violation issues in Latin America and Asia. The IUF emphasized that living wages are best secured through the process of collective bargaining and any 'living wage initiative should be linked to the promotion of collective bargaining as the wage setting mechanism.

The working groups set up to investigate employment practices and gender equality reported at both meetings. In the case of the working group on employment practices, there is evidence that Nestlé is applying solutions unilaterally. The purpose of our work on this group is to promote and facilitate local collective bargaining to increase permanent work. The working group is currently in abeyance until we are able to support any affiliate who is in a dispute concerning employment practices. In the case of the working group on gender

equality and its work on a training tool on non-discrimination, we will seek guidance from the IUF Women's Committee as to substance and the involvement of resource persons from our affiliates, as well as the development of the training tool.

The IUF is in discussions with Nestlé concerning allegations of rights violations in **Turkey** and **Korea**. 28 workers dismissed last summer by Nestlé from its multi-product factory at Karacebey in Bursa, Turkey are supported by the IUF in demanding their jobs back. They were dismissed after protesting the outcome of collective bargaining and exercising their right to join an alternative union.

The Nestlé Lotte joint venture in Korea has refused to implement a Supreme Court ruling on the calculation of bonus payments as ordinary pay and collective bargaining has stalled after more than 6 months of protracted negotiations. There have been strikes, marches and pickets by the union in protest at the flagrant breach of the law by the company. The IUF has demanded Nestlé comply with Korean law through adherence to the Supreme Court decision, negotiate a timetable for back pay with the union and re-enter bargaining in good faith to conclude the collective agreement.

In conjunction with the **Nestlé European Works Council Meeting**, 17-19 November 2014, the union delegates held a workshop to examine working methods and identify priorities for future work. The input from the working groups will be evaluated and later presented to European management.

On January 13, the IUF facilitated an informal meeting with Nestlé European HR management and representatives of **Italian affiliates** FAI-CISL, FLAI-CGIL and UILA-UIL.

## **United Biscuits/Yildiz Holding**

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Turkey's largest food group Yildiz Holding has bought UK-based cookies and snacks maker United Biscuits on November 3, 2014. At present, there are a number of disputes in the **UK** and **Turkey**. There is a dispute over working practices and threats to outsource production at Aintree, UK and United Biscuits is to axe jobs at its McVitie's plant in Glasgow. 9 workers employed at a Ülker factory part of Yildiz Holding in Istanbul were dismissed on October 27, 2014 after they chose to resign from their existing union and join Gıda-İs (Food industry workers' union of Turkey affiliated with DİSK Confederation). 8 of these dismissed workers have picketed in front of the factory at Topkapı-

Istanbul for 40 days calling on Ülker Company to immediately reinstate them and respect their rights to freedom of association.

The IUF Secretariat organised a conference call for affiliates representing workers at United Biscuits and Yildiz Holding operations and identified ways to get better organized internationally inside United Biscuits and Yildiz Holding. As part of the plan that emerged an international delegation of unions will visit the picket line of dismissed Ülker workers and show solidarity with their ongoing struggle on February 17, 2015.

## **Unilever**

IUF intervention helped secure a first-ever framework agreement establishing a process of annual wage negotiations between the IUF-affiliated Novoprof and management at Unilever's ice cream factory in Omsk, **Russia**.

With support from the IUF, the union was established following strikes in 2012 by women workers who had been outsourced to a labour hire agency but continued doing the same jobs at the factory on inferior terms. The union won recognition and two agreements on insourcing which brought the workers back as permanent direct employees at their previous wages and benefits. When the union demanded wage negotiations in 2013, management rejected the demand to adjust wages through collective bargaining, asserting that it was under no legal obligation to do so. The agreement on an agreed procedure for negotiating wages was signed on October 31.

Following agreement with Unilever in 2014 on the need for a company-wide policy on sexual harassment, the IUF and interested affiliates have developed a proposed text on a joint IUF-Unilever policy and submitted it to the company with the goal of reaching an agreement on policies and procedures in this area. The text should be discussed at the next IUF-Unilever meeting in Spring 2015.

The IUF is in ongoing negotiations with Unilever about two of its major suppliers **Crown Holdings** and, a more substantial supplier for Unilever, **Huhtamaki**. This is in support of human rights campaigns by the United Steelworkers (USA) in Canada and the United Metal Workers' Union in Turkey in the case of Crown and the USW in Commerce California in the case of Huhtamaki.

## **HOTEL CHAINS**

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### **Accor**

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After a long struggle, unions representing workers in Novotel Mississauga in **Canada** and Novotel Cotonou in Benin have been able to negotiate their first collective agreements. In 2012 the Canada Labor Relations Board ruled Accor must accept "automatic certification" of the union. This was followed by a productive meeting in January 2014 between the IUF General Secretary, Unite Here Local 75 and local management and a CBA was signed in November 2014. At the Novotel North York Toronto hotel Accor has agreed to voluntary union recognition and a final agreement is expected to be signed soon. At Novotel Ottawa, Unite Here Local 261 after difficult and protracted negotiations has reached a six month long neutrality agreement to run an organizing program and then hold a vote for union recognition in May 2015.

In Conotou, **Benin**, IUF affiliate Synovo fought for more than 13 years to get its first CBA. The agreement has been signed and now sent to the Labour Minister for formal ratification and Accor has begun implementation of some aspects of the Agreement.

### **MELIÁ**

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In January IUF General Secretary met informally with national management in the **UK** to support Unite the Union's efforts to organize Melia's hotels in London. The company will allow the union to talk to workers, in the spirit of the International Workers' Rights Agreement.

In Latin America, the HRCT President Norberto Latorre, the Latin American Regional Secretary Gerardo Iglesias and the Secretariat have agreed to start an organizing initiative in the **Dominican Republic**. An initial visit, which will include a workshop for activists, should take place in the next weeks.

### **Starwood**

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As violations of workers' rights continue in the **Maldives** and abuses have been committed also in **Ethiopia** and **Fiji**, all in Sheraton-branded hotels, the Secretariat has decided to launch a

campaign against Starwood to end these human rights violations.

The Secretariat has twice contacted Starwood management but received no response. As a result we will be asking IUF members, especially those with members in the hotel sector, to start taking actions in support of the campaign.

## ***IUF Housekeepers' Campaign***

### ***“Make my workplace safe” – Dignity for Hotel Housekeepers***

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Thousands of hotel workers in dozens of cities around the world took part in the ***IUF Global Week of Action*** from December 3<sup>rd</sup> to 10<sup>th</sup>, to highlight the abusive, unacceptable working conditions of housekeeping staff and to demand a safe, secure working environment from a global industry which depends on their efforts. IUF affiliates and their members are determined to change the situation, and during that week highlighted the urgent need for industry-wide change with a variety of actions, including workplace and public demonstrations, media events and educational activities. A power point presentation with photos of the various actions is available [here](#).

## **MEAT**

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### ***Hormel***

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In the **USA**, Meat TNC Hormel dismissed UFCW shop steward Jen Pulaski in retaliation for her standing up for the rights of fellow workers. The UFCW launched a campaign for her reinstatement which was supported by an IUF urgent action online campaign. **Danish** affiliate NNF expressed solidarity with Jen and the UFCW by publicizing her case to their members and requesting that **Danish Crown** protest to Hormel about the dismissal. Danish Crown produces Spam products for Hormel. UFCW negotiations with Hormel relating to the dismissal are ongoing.

### **JBS**

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JBS, the world's largest meat processor, and the largest distributor of fresh meat products in Australia, late last year acquired the **Primo Group**, the largest producer of small goods in **Australia** and **New Zealand**. This adds a further 3000 workers to the 8000 people JBS

currently employs in Australia. IUF affiliate the AMIEU represents workers in both companies in Australia and is carefully monitoring the merger to protect and promote direct hire regular employment. The JBS purchase of Primo gives the company a new platform to launch sales into the Asian market.

JBS now has an interest in the export oriented **New Zealand** meat industry which suffers from an overcapacity of processing facilities. At the time of the acquisition Primo in NZ was the target for a successful organizing campaign by IUF affiliate the **EPMU**.

The IUF regional office in Latin America offered full solidarity support to 5,000 members of **SINTIACR** in **Brazil** striking in December in protest at the breakdown of bargaining with JBS in the Brazilian State of Santa Caterina. The company requested conciliation in the Labour Court.

## **TOBACCO**

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### ***Imperial Tobacco***

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As part of the Farm Labor Organizing Committee's campaign for rights and decent working and living conditions for migrant tobacco workers in the **USA**, FLOC president Baldemar Velasquez met with representatives of Imperial Tobacco in London in January 2015. The meeting was facilitated by the two Members of Parliament who travelled to North Carolina in July 2014 to see firsthand how the rights of tobacco farmworkers are being abused.

### ***Japan Tobacco International***

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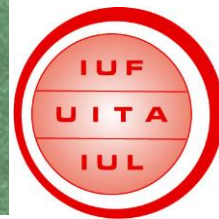
On 7 October 2014, Japan Tobacco announced plans to restructure operations in Europe, which would eliminate the jobs of 872 workers in **Northern Ireland**; 132 in **Belgium** and 100 workers in **Germany** by the year 2017.

With local discussions ongoing, the IUF, EFFAT and our affiliates in the UK, Belgium and Germany have pledged full support for any proposals put forward and have requested a meeting with JTI international management. Coordination is taking place through regular conference calls and exchange of information. A solidarity visit to UNITE and its members at JTI in Northern Ireland took place on January 15 with representatives from the IUF, EFFAT, NGG (Germany) and CSC Alimentation (Belgium).



# TNC UPDATE #19

03-2015



*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/Cutrale
- Compagnie Fruitiere
- Illovo Sugar
- ASR Group

### **Beverage/Breweries:**

- The Coca-Cola Company
- PepsiCo
- ABInbev
- Carlsberg
- Heineken
- SABMiller

### **Catering:**

- Sodexo
- Airline catering

### **Dairy Division:**

- Danone
- Schreiber Foods
- Dairy Employees Federation of India

### **Fast Food:**

- McDonald's
- Wendys

### **Fisheries:**

- Citra Mina

### **Food Processing:**

- Heinz
- Mondelez
- Nestle
- Unite Biscuits/Yildiz Holding

### **Hotel Chains:**

- Starwood
- International "Dignity for Hotel Housekeepers" Campaign

### **Meat:**

- JBS
- Migrant workers in Europe

### **Tobacco:**

- FLOC (USA) farmworkers campaign
- Japan Tobacco international

## AGRICULTURE

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### **Bananas**

#### **Chiquita/Cutrale**

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Plans to have a meeting in March of the IUF/COLSIBA-Chiquita-Review Committee to discuss the implications of Cutrale's purchase of Chiquita and its implications for the framework agreement have stalled. The meeting may take place in June. However Cutrale appears to have dismantled significant parts of the company and notably those parts dealing with the human rights obligations so it is possible the IUF, COLSIBA, CHIQUITA agreement might soon cease to exist.

#### **Compagnie Fruitiere (CF)**

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After the IUF workshop held Abidjan in October 2014 to discuss building trade union understanding and capacity to work on TNCs in West Africa (TNC Update #18), unions in Compagnie Fruitiere's Ivorian subsidiary, SCB, have agreed to form a platform to work together on industrial relations issues and negotiations with the company.

At international level, CF has agreed to take part in a World Banana Forum project on improving occupational health and safety in the banana industry. The project was launched in Cameroon on March 4, 2015 with IUF representatives, affiliates and company representatives taking part. It will be piloted in Cameroon and Ecuador.

### **Sugar**

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#### **Illovo Sugar**

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The IUF Global Sugar Program continues providing information to the union network in Illovo Sugar African operations, which comprises six countries. In January both NUPAAW in **Zambia** and SPAWUM in **Malawi** started their wage negotiations and the revision of some conditions and terms of employment.



In Zambia Sugar, Illovo's African flagship operation, negotiations have stalled because of management's failure to implement a 2014 agreement to procure land for all permanent employees to offset the low pensions employees receive at retirement. The union refused to continue negotiations while the agreement is not resolved. NUPAAW represents some 5,200 employees at Zambia Sugar. Workers' access to decent pension plans is one aspect of IUF Sugar's ongoing work with the sugar unions.

In Malawi, SPAWUM started negotiating in January on behalf of some 5,000 workers employed by Illovo Sugar (Malawi) Ltd. in three workplaces: the Illovo mills at Dwangwa and Nchalo, and the administration services in Limbe; as well as representing the employees at the Dwangwa Cane Growers (DCGL) and the Kasinthula Cane Growers (KCGL). The latter is a beneficiary of a Fair Trade sugar agreement. In addition to wage increases, the union is demanding a raise in the housing allowance for workers not yet housed by the company, and it is fighting for the implementation of agency fees because a significant number of other employees benefit from these negotiations but are not union members. The IUF provided information from other unions' experience on wage and financial matters and on agency fees.

Illovo Sugar is a subsidiary of Associated British Foods (ABF) and it's Africa's largest sugar company.

## **ASR Group**

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The **Belize Workers' Union** (BWU) reached an agreement on 24 February with Belize Sugar Industries Ltd. (BSIL) on wage increases for the four year period 2014-2018. It includes a retroactive 3 percent increase for the July 2014-June 2015 period; 3.5 percent for 2015-2016, and 3 percent for both 2016/2017 and 2017/2018. The agreement covers about 150 hourly-paid factory workers. The agreement, however, is still to be signed as the company has unilaterally changed the old custom of having the labour commissioner witnessing the agreement. With support from the GMB (UK) in 2014, the IUF has resumed its work with the BWU, in the context of TNC ownership, on negotiations and social benefits, including pensions. The ASR Group, the world's largest sugar refiner, acquired a majority stake in BSIL in 2013. The GMB represents workers at the Tate & Lyle refinery in London, also owned by the ASR Group, despite keeping its old name.

More information on the IUF Global Sugar Program at [www.iuf.org/sugarworkers/](http://www.iuf.org/sugarworkers/)

## **BEVERAGES**

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### **Coca-Cola**

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The Union of Workers of Food and Beverage Atlantis SA (SITRAABASA) in **Guatemala** celebrated its second anniversary on February 7, 2015, while its general assembly was held to announce the content of the first collective bargaining agreement (CBA) signed with Coca Cola. This was secured after long negotiations with The Coca-Cola Company (TCCC) through the IUF/Coca-Cola "Atlanta process", a direct and permanent international union and company engagement. Read more [here](#).

IUF affiliates representing Coca-Cola workers in **Japan** had a meeting with Coca-Cola Japan Company (CCJC) on January 29, 2015 to discuss the consolidation of Coca-Cola bottlers in Japan. The unions requested that CCJC ensure information disclosure and prior consultation with the management in relation to any consolidation process.

On June 13 2014, the **Spanish National Court** declared that Coca-Cola Iberian Partners' (CCIP) restructuring plans – that have resulted in the closure of four of eleven Coca-Cola plants and affected up to 1,190 employees – are invalid. CCIP appealed the Ruling of the Spanish National Court (Audiencia Nacional) to the Supreme Court (Tribunal Supremo). At the same time, IUF affiliates organized at CCIP factories; FITAG-UGT and FEAGRA- CCOO called for the provisional execution of the ruling and asked for the reinstatement of the dismissed workers.

On 20 November 2014, the Audiencia Nacional decided in favour of the provisional execution of the ruling, obliging the Spanish bottler to execute the judgment; this same court decided to cancel the ERE (Expediente de Regulacion de Empleo) – Forced Labour Adjustment Plan - in June 2014. Despite the pending appeal before the Supreme Court, the company had to either reinstate the 351 workers who asked for the provisional execution, or pay them their wages even if they were not reinstated in their workplace. CCIP chose the first option and offered to relocate the 351 workers to one of the factories currently operating in Spain. Only 71 workers accepted the proposal made by CCIP. 41 were reinstated in the same workplace where they were employed before the ERE and the other 30 accepted to be transferred to other plants. A large majority did

not accept this offer as it represents a clear violation of the ruling issued by the Audiencia Nacional that foresees the reinstatement of the affected workers in their previous workplace, including the closed plants. The Audiencia Nacional will issue a judgment in the upcoming days evaluating the execution of the ruling carried out by CCIP.

The situation of the workers affected by the CCIP dismissal plan came to the attention of the European Parliament (EP). Several members of different political groups within the EP submitted a written statement. Outstanding issues in relation to closures and dismissals in Spain will be subject to discussion and negotiation at the next IUF-TCCC meeting on April 15, 2015 in Atlanta.

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

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**IUF Korean affiliates** at Coca-Cola from Yangsan expressed their solidarity at their leadership training program on January 22, showing their support for threatened **Hong Kong** union leaders in their fight for democracy.

### **PepsiCo**

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After a long preparatory process, a large number of workers at Frito Lay Group Company Ltd., a subsidiary of PepsiCo in **Guatemala**, decided to organize and form a union. The new Frito Lay Group Company Ltd. Workers Union (SITRAFRIOLAY) was formally registered on February 2 after organizing its first general assembly and appointing board members. Read more [here](#).

The annual report on the situation of human rights in the **Dominican Republic**, presented on 10th December 2014 in Santo Domingo by the National Human Rights Commission (CNDH-RD) stated that Frito Lay Dominicana SA (PepsiCo) had disrespected the right of freedom of association in 2014. "*Throughout 2014, Frito Lay Dominicana, a subsidiary of PepsiCo US transnational, has retained the same anti-union policy of dismissals as a tool to prevent the Union of Workers of Frito Lay Dominicana (Sintralaydo) from reaching 50 percent union membership of total workers, the threshold that labor law in the Dominican Republic demands from unions to be able to engage in collective bargaining,*" reads the report. The IUF will raise the issues in Dominican Republic with the corporate management of PepsiCo.

The IUF continues to push the company to take corrective actions in **India** and start discussions on a global level about the rights issues of PepsiCo workers.

## **BREWERIES**

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### **AB Inbev**

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The IUF Secretariat organised a conference call for the Coordinating committee of the **AB InBev International Workers Network** to enable committee members to update each other on developments in different regions of AB InBev on February 26, 2015. The discussion focused on updates on AB InBev business and union issues in Latin America, Europe and North America and how to expand and strengthen the operations of the AB InBev International workers Network. The IUF Secretariat thanks Teamsters for hosting the conference call.

Anheuser-Busch InBev reported a rise in full-year group sales and net profits on the back of flat volumes. Take a look at the brewer's performance in its global markets [here](#).

### **Carlsberg**

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The executive committee of Carlsberg has announced a temporary salary freeze and a suspension of recruitment at all levels starting January 2015 in the entire Group. Carlsberg is unilaterally introducing a freeze on salaries and hiring new staff in light of its negative results in **Russia**. This decision violates the rights of unions to negotiate wages.

The IUF urges affiliates that are organized in Carlsberg to inform us of any changes or effects that will be caused by this unilateral decision on the unions' position to negotiate wages and collective bargaining agreements. Please send the relevant information to [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

### **Heineken**

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SYTBRANA, the new Workers Union at the **Brasserie Nationale d'Haiti (BRANA, Heineken)**, communicated that its union activity within the largest brewer in Haiti is under threat, as is job security, due to the outsourcing of contracts. In addition, it highlighted numerous violations of basic health and safety regulations. Teamsters Canada offered training sessions and tools to members of SYTBRANA during a visit to Haiti in January 2015. Teamsters Canada and the IUF Secretariat are investigating the details of

allegations of human rights violations in Heineken's Haiti operations.

## **SABMiller**

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The IUF Secretariat drafted a manifesto consisting of demands of SABMiller unions, particularly recognition of the IUF as the international organization of SABMiller unions. The IUF Secretariat called on SABMiller unions to support the mandate initiative with actions and make the IUF SABMiller mandate make a difference. Please contact the Secretariat at [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org) for details of these proposed actions.

The IUF secretariat continues its efforts to pressure **SABMiller Honduras** into respecting human rights in Honduras.

CFMEU Construction Forestry Mining & Energy Union, which represents the Logistics employees/Forklift drivers of SABMiller in **Australia**, seeks information regarding SABMiller and on the history of how the company has treated IUF affiliates in other countries. The Secretariat has shared the conclusions and the supporting documents of the 1st International Conference for unions representing SABMiller employees and will continue the cooperation with the union in Australia.

Teamsters at MillerCoors breweries in **Eden, N.C.**, and **Fort Worth, Texas**, have ratified new, three-year contracts. The agreements cover more than 900 employees at the two breweries and provide lifetime retiree health care benefits. The Teamsters Brewery and Soft Drink Workers Conference represents 1,200 MillerCoors workers nationwide. The third and final contract, for the MillerCoors plant in Irwindale, Calif., is currently being negotiated.

## **UK National Brewery Workers' Meeting**

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The IUF secretariat joined the Brewery National Shop Stewards meeting organized by Unite the Union which took place from 2-6 March 2015 in Eastbourne, UK.

The IUF Secretariat gave a presentation of the global overview of the beer industry and the IUF work focused on building union networks in transnational brewery companies. Please contact the Secretariat at [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org) to receive this presentation.

Visit our [Beer Workers' Web Site](#) for more brewery sector news.

## **CATERING**

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### **Sodexo**

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In **India** the IUF leadership met with senior national and international corporate management in Mumbai on February 25 to discuss human rights and the interaction between Sodexo and the IUF in India.

Members of the Sodexo Pune union have been unsuccessful in applying for alternative vacancies since their contracts were terminated following the company's loss of the contract with General Motors.

Five of these workers are still seeking employment with Sodexo and the company agreed to actively place the workers into vacancies appropriate to their skills and experience.

Once this issue is resolved Sodexo and the IUF will discuss options for communications to Sodexo employees which will state their right to freely discuss union matters and to choose to join or form a union without harassment or discrimination from the company.

### **Airline catering**

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In the **USA** airline food service workers protested the cost of health insurance at airline headquarters in Chicago, Atlanta, and Dallas, as well as at 17 additional cities on January 29.

Members of Unite Here delivered a photo petition to representatives of the "Big Three" airlines on behalf of nearly 12,000 airline catering workers at 31 U.S. airports.

These actions launched a national campaign demanding airlines take action to solve to their health care crisis by earmarking "a nickel (5 cents) a ticket" to worker health care.

Catering companies targeted in the campaign are LSG SkyChef, Gate Gourmet and Flying Food, a company that has contracts with Air France.

With the assistance of IUF affiliates in France, Unite Here is seeking neutrality and card check for its organizing efforts in Flying Food. The IUF has contacted the ITF to discuss joint cooperation and support for the Unite Here campaign.

## DAIRY DIVISION

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### **Arla Foods**

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The IUF has written to Arla Foods seeking urgent intervention by the dairy TNC to remedy violations of human rights at the company's operations in the **UK**. Arla have told members of Unite the Union employed as engineers in Arla's cheese division that they will no longer have access to collective bargaining.

In addition, the company has outsourced logistics to reduce supply chain costs and has refused to supply the relevant financial information to Unite and the GMB, the IUF affiliated unions representing the outsourced drivers.

Workers have also been unable to negotiate collectively with the new owner or to secure guarantees of the continuation of their current terms and conditions. The IUF has demanded Arla Foods comply with the OECD Guidelines for Multinational Enterprises and their own code of conduct and urgently meet with IUF affiliates in the UK to remedy rights violations and to promote and protect rights in their own operations and those of their business partners.

### **Danone**

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The joint investigation into employment practices at Danone continued with a visit to **Morocco** on 25-26 February, where data relating to permanent, contract and outsourced labour in two factories were analyzed. The factory visits in **Indonesia, Thailand** and Morocco have provided practical material for discussions on items to include in a possible agreement on employment practices.

A first discussion and exchange of draft platforms took place in Paris on March 6. A second meeting will take place on April 2 and a full discussion will be held at the next Global Meeting on 9-10 April 2015. In the meantime, there will be a 4<sup>th</sup> joint investigation into employment practices in Mexico in late March.

The union representing Danone Chekhov dairy plant workers in **Russia** had a meeting with local management with the support of the IUF EECA region to settle the long-term conflict between the local union and plant management. It was agreed that the plant management and the local union would have

monthly meetings and that the local union would have more opportunities to engage with non-union workers as the management pledged to provide them with a meeting room and transport for this purpose.

IUF affiliates in Russia (the AIWU and the Novoprof) and Danone are developing a local interpretation of the IUF-Danone agreement on "Joint Understanding in the Event of Changes in Business Activities Affecting Employment or Working Conditions".

The IUF Secretariat is trying to resolve the outstanding unionization issues in Danone's water and dairy businesses in **Turkey** through pressure on Danone Paris management to enable workers to exercise their freedom of association and collective bargaining rights.

The next full Danone **International CIC** meeting will be organized in Geneva on 19-22 October 2015.

### **Monitoring IUF/Danone Agreements**

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The venues and schedule of 2015 monitoring visits is still under discussion between the IUF and Danone. Discussions focus on possible visits to Russia, Brazil and Malaysia.

### **Schreiber Foods**

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The IUF General and Asia/Pacific Regional Secretaries visited the Schreiber Dynamix plant in **India**. The plant had been the scene of a major struggle to secure permanent jobs and further strengthen the union at the site.

The union opened its new on-site office in a ceremony involving IUF officers and many of its members as well as members from the nearby Ferrero plant.

### **IUF Dairy Division**

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### **Dairy Employees Federation of India (DEFOI)**

DEFOI has resolved to intensify its efforts to recruit private sector workers into its federation and will initially focus on Danone and Tirumala (Lactalis). DEFOI in Karnataka has also decided to welcome contract workers into their permanent workers' union and fight discrimination, and fight for permanent jobs on behalf of these workers.



## FAST FOOD

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### McDonald's

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In **Korea**, the Korean Arbeit Workers' Union has been leading the fight against abuses at McDonald's Korea. On February 7, union members occupied the fast food giant's Shinchon outlet in Seoul chanting slogans demanding the company reinstate union activist Gahyun Lee, who was dismissed from her job last September 15 (read [here](#) for more) after she exposed wage and hours violations and travelled to Los Angeles to support the national action by US fast food workers.

Activists of the Alliance of Progressive Labor - Youth (members of the IUF-affiliated SENTRO) picketed a busy McDonald's outlet in Quezon City, **Philippines** on February 14 to show support for the IUF campaign against "zero-hours contracts".

The IUF's **Brazilian affiliate Contratuh** recently filed legal charges against McDonald's and its Brazilian franchisee Arcos Dorados for violating national labor laws. The complaint also alleges that these violations give McDonald's unfair competitive advantages in the fast food market. This is the first step in the union's "Nationwide Campaign for Decent Work at McDonald's", which aims to inform workers and public opinion about illegal labour practises faced by workers in the company.

On February 25 in Brussels, the IUF's regional organization EFFAT along with a coalition of European and American trade unions unveiled a report about McDonald's deliberate avoidance of over €1 billion in corporate taxes in Europe over the five year period 2009-2013. The report outlines in detail the tax avoidance strategy adopted by McDonald's and its tax impact both throughout Europe and in major markets like France, Italy, Spain and the U.K. The practice essentially consisted of moving the European headquarters from the UK to Switzerland as well as using intra-group royalty payments and channelling them into a tiny Luxembourg based subsidiary with a Swiss branch. Between 2009 and 2013, the Luxembourg-based structure, which employs 13 people, registered a cumulative revenue of €3,7 billion, on which it reported a meagre €16 million in tax.

An **International Fast Food Workers' Day** will be organized on April 15 to raise the profile of this sector and provide a global stage for workers' demands with a specific focus on the

"FightFor15" campaign in the **USA** (USD 15.00 an hour wage) and the fight against "zero-hours contracts" in Asia-Pacific.

### Wendy's

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In **New Zealand**, the IUF-affiliated Unite union is campaigning against Wendy's for using "zero-hours contracts", which offer no guaranteed hours or shifts. On February 10, Wendy's workers from five restaurants in two cities walked off the job.

## FISHERIES

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### Citra Mina/Philfresh

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Citra Mina/Philfresh workers in General Santos, **Philippines** continue to fight for reinstatement and recognition.

The campaign is highlighted through regular local and international escalations. One of them was during the week of the National Tuna Festival in General Santos City, September 1-7, 2014. Citra Mina/Philfresh workers marched to the venue of the 16th Tuna Congress to dramatize their plight and to reiterate the pressing need for the erring company to address its continuing human rights violations. Carrying a "Justice for Citra Mina" banner and chanting, "because of Citra Mina, our families are hungry," the workers conducted a die-in right outside the hall where the congress was held. The local community, national union center SENTRO and IUF affiliates from Sweden (LIVs) and Australia (NUW) provided both political and financial support to the families of workers to lighten the hardship of their financial situation in the Christmas period.

To add to the record, in February 2015 the national union SENTRO rescued 43 Citra Mina fishermen, who were detained for 6 months in Indonesia. Citra Mina abandoned them after Indonesian authorities arrested the fishing vessel on August 26, 2014 for illegal fishing. Senator Walden Bello of Akbayan has pushed for a congressional inquiry on Citra Mina's labor and human rights violations and its culpability in what happened to the 43 fishermen. A hearing was set for March 18, 2015.

## FOOD PROCESSING

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### Heinz

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2014 was the last year of Heinz in **Belgium**. Turnhout was the only production site in the

country, which was closed after a struggle by Heinz workers. In a coordinated effort with escalating actions, which included production blockage and burning of Heinz corporate flags, the four IUF affiliated unions managed to raise the compensation packages to the level where workforce reduction was fully voluntary for almost 190 employees.

The Belgian workers' struggle received support from across the Atlantic, when UFWC-RWDSU members circulated leaflets at the gates of a Heinz plant to inform the members of the management action and express solidarity with the Turnhout workers. It was because of the escalating union campaign that the company raised the offer. The closure will have a dramatic effect on the economy of Turnhout, a town with a population of a mere 40,000.

### **Mondelez (ex-Kraft)**

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The IUF has written to affiliates SIPTU and Unite the Union in **Ireland** to offer solidarity support following the announcement by Mondelez that it plans to slash even more jobs in the Republic.

On 26<sup>th</sup> February Mondelez Ireland presented a change programme to the employees at their plants in Dublin (2) and Rathmore. These proposals would see the closure of the Gum Base plant in Tallaght and the transfer of production to Poland with the loss of 45 jobs. Also included is a plan to switch the production of a product from their Coolock Manufacturing Plant to Poland. This along with "Asset Reconfiguration" will result in the loss of 160 jobs, 150 in Coolock and 10 in Rathmore. An integral part of this programme is the move from permanent employees to the use of contract labour. This would be achieved using a system called "TUPE" whereby employees are transferred to a third party which inevitably leads to a loss of earnings and less favourable conditions. This is the third change programme in Ireland in nine years which has seen the loss of over 600 permanent jobs to date.

Some production at Namur in **Belgium** is also planned to be transferred to Poland in September this year.

The job cuts in Ireland and Belgium are part of a programme by Mondelez to slash 4000 jobs worldwide and it is doing this through closures, restructuring and outsourcing. The objective is to build cash flow for share buybacks and even greater shareholder dividends.

In 2013, Mondelez announced a 3-year, USD 7.7 billion buyback program to run through 2016 and in 2014, Mondelez was on target to meet its 2 billion buyback commitment for that year, and raised the dividend by 7%.

The IUF affiliate, the **Independent Trade Union of Workers Group Mondelez Egypt Foods** continues its fight to maximize redeployment from the factory closing in Alexandria to the new production facility at Borg el Arab. The independent union is now well entrenched with approximately 200 members at Borg el Arab as well as the 45 workers at Alexandria still seeking to be redeployed.

### **Nestlé**

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28 workers dismissed during the summer of 2014 by Nestlé from their employment with the giant multi products facility at Karacebey in Bursa, **Turkey** are still fighting for reinstatement to their previous jobs. The IUF held discussions with both corporate management in Vevey, Switzerland and also with senior Nestlé management in Turkey but at the time of writing there is still no resolution to the conflict. The workers are represented by IUF affiliate Tekgidals.

In conjunction with the **Nestlé European Works Council** Meeting, 17-19 November 2014, the union delegates held a workshop to examine working methods and identify priorities for future work. On the occasion of the meeting of the Steering Committee, 10-11 March, the input from the working groups was evaluated and a proposal was elaborated for discussion and action by the trade union members of the EWC. The proposals are aimed at encouraging proactive involvement and enabling the trade union side to take charge of the agenda. There is agreement with management that at the next EWC meeting, in June, there will be one full day, at least, for a full discussion of the proposals amongst the trade union members.

### **United Biscuits/Yildiz Holding**

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The IUF Secretariat organized a visit to the picket line of dismissed Ulker workers together with its affiliates organized at United Biscuits operations in the **UK** and **Belgium** and showed solidarity with their ongoing struggle on February 17, 2015. GMB, Unite the Union and FGTVB HORVAL representatives who joined the international delegation organized a brief meeting to discuss and agree on next steps of getting organized internationally inside United Biscuits and Yildiz

Holding including a possible international campaign calling on the company to immediately reinstate the dismissed workers and respect their right of freedom of association.

## **HOTEL CHAINS**

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### **Starwood**

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A campaign was recently launched to urge Starwood to end human rights violations in **Ethiopia** and the **Maldives**. An online campaign saw over 10.000 emails sent to the Starwood CEO and solidarity actions were taken in different countries. The Secretariat will be asking IUF members, especially those with members in the hotel sector, for more actions in support of the campaign.

### **IUF Housekeepers' Campaign**

**“Make my workplace safe” –  
Dignity for Hotel Housekeepers**

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The **Accor Union Council of Indonesian IUF-affiliate FSPM** decided to support the global housekeepers initiative at its meeting in Jakarta on February 13, 2015. Heavy workloads from increased room quotas and pain from intensive tasks were identified as hotel housekeepers' main issues. The union council will play an active part in the initiative to improve hotel housekeepers' working conditions and to increase collective bargaining power.

## **MEAT**

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### **JBS**

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The IUF in Latin America (Rel-UITA) is supporting IUF affiliate FETIASP as it mobilizes workers in **Sao Paulo, Brazil** in a fight for better safety and job security at JBS. There is a very high accident rate at JBS in the province and during one day in February one worker died at work and another worker had his hand amputated.

JBS is also the target of Contac in a campaign to increase workers' health care plans in the States of Santa Caterina and Parana in Brazil. The actions in support of the campaign include

protest marches, promotional videos and a mass mobilization in Sao Paulo on March 12.

## **Migrant workers in Europe**

The IUF and its European organization EFFAT are cooperating in the development of information on rights at work to provide to migrant 'posted' workers from Eastern Europe who are employed by agencies to work in the meat sector. The major European meat TNC's benefitting from low paid 'posted' workers are Danish Crown and Vion, and European meat unions are cooperating to promote rights and lift standards within these TNC's.

## **TOBACCO**

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### **US Migrant Tobacco Farm Workers' Struggle**

Since 2009, the IUF has been supporting our affiliate in the **US**, the Farm Labor Organizing Committee (FLOC), in the struggle to ensure rights and decent working and living conditions for tobacco farm workers in the United States. Our work with FLOC is focused on defending fundamental rights in tobacco supply chains and confronts all major companies processing or purchasing tobacco from farms employing migrant labour in the US.

In 2014, FLOC launched a major organizing campaign in the US state of North Carolina and gained some 1,400 new members. The IUF reported about FLOC's "[Respect, Recognition, Raise](#)" campaign to gain respect for farmworkers, to win recognition and the right to represent tobacco workers and to raise wages. The IUF keeps affiliates in the tobacco sector informed of developments in this fight so they might continue putting pressure locally on the tobacco companies to assume responsibility for conditions along their supply chains. This message will again be conveyed by FLOC and the IUF to BAT – a major purchaser of North Carolina tobacco - at its annual shareholders' meeting on 29 April.

### **Japan Tobacco International**

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With the support of the NGG, a meeting of JTI unions took place in Trier, the site of a major JTI cigarette manufacturing plant, in July 2014. Union representatives from Germany, the UK, Russia, Ukraine and Japan exchanged information and insights on challenges facing tobacco workers through increasing regulation and through the companies' quest for market share and increasing returns. Baldemar



Velasquez, president of FLOC, spoke to the meeting via Skype video call, and JTI workers pledged support for FLOC's efforts on behalf of tobacco farmworkers.

On 7 October 2014, [Japan Tobacco announced plans to restructure operations in Europe](#), which would eliminate the jobs of 872 workers in **Northern Ireland**; 132 in **Belgium** and 100 workers in **Germany** by the year 2017.

With local discussions ongoing, the IUF, EFFAT and our affiliates in the UK, Belgium and Germany have pledged full support for any proposals put forward and have requested a meeting with JTI international management. Coordination is taking place through regular conference calls and exchange of information. A solidarity visit to UNITE and its members at JTI in Northern Ireland took place on January 15 with representatives from the IUF, EFFAT, NGG (Germany) and CSC Alimentation (Belgium). Pressure is being put on the company through the JTI European Works Council under the coordination of EFFAT.

# TNC UPDATE

"**TNC UPDATE**" is a publication exclusively for IUF affiliates and governing bodies. It is not available to a broader audience.

"**TNC UPDATE**" is available to affiliates on the [members-only TNC UPDATES 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](mailto:iuf@iuf.org)

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