



Save jobs – save the Future!  
No to job destruction in the Coca-Cola system!

## IUF Global Coca-Cola workers Alliance – Charter of demands against job destruction

We, trade unions from all over the world uniting workers in the Coca-Cola system, members of the IUF Global Coca-Cola Workers Alliance, note that

- ever more workers are contributing to Coca-Cola production, distribution, marketing and otherwise under precarious employment conditions,
- these casual employees work under considerably worse terms and conditions as compared to regular workers, often without or with ineffective employment security,
- both groups of employees are being played off against each other, and that individually and collectively acquired vested rights are being undermined in the long term by precarious employment relationships
- thus, workers rights worldwide are being violated in various forms and with various consequences.
- casual employment is as well detrimental to long-term business perspectives as it often negatively influences efficiency, productivity, loss & breakage costs, workers motivation and turnover, etc.

We underline, that a sustainable, successful business must be built on long-term, decent labour relations with workers and independent, democratic unions as their legitimate representative organizations. Trade unions must have the right to represent the rights of all employees, including casualised workers. Casual workers must not be restrained to join unions.

Therefore, we have decided to promote, advocate, and stand up for the following joint demands. In order to secure decent employment in the Coca-Cola system, we will educate our members to support these demands, include them in negotiations at all appropriate levels and secure as many of them as possible in collective bargaining and framework agreements at local, regional, national, and global levels.

1. Bottlers in the Coca-Cola system must retain the status quo with regard to existing regular employment relationships. There should be no more transfer of existing regular workplaces to third-party and/or casual employees. We say no to any more destruction of regular jobs in exchange for precarious, casual inferior employment relationships.
2. Certain kinds of casual work should be banned altogether from Coca-Cola operations. Among them are informal labour relations, pseudo-entrepreneurship, and day-workers. Workers employed under such labour arrangements should be given the opportunity to enter into regular labour relations with the respective Coca-Cola bottler/supplier.
3. Any kind of casual (non-permanent) labour relationship in the Coca-Cola system can be engaged in only to cover transitory staff shortages and shortterm additional labour demand.
4. Casual labour (agency, temporary workers) cannot increase above current levels. In addition, where its use has been above 10% of the workforce, it can in no forms and at no time exceed 10% of the workforce in the future. Lower percentages can be fixed in collective bargaining agreements at national or local level. Unions and management can agree to have a higher percentage of temporary/casual work in the high season and a lower percentage in the low season. However, "high season" cannot exceed 6 months, and on average over the year, 10% should not be exceeded. If the need for temporary/casual labour in excess of 10% (or lower percentage as fixed by union and management) continues after a period of 6 months, these workers should be made regular workers of the Coca-Cola bottler.
5. Any third parties providing a Coca-Cola bottler or supplier with casual workers (labour agencies, their possible subcontractors, and others) must apply decent labour standards. They must have CBAs with independent democratic trade unions. They also must secure permanent labour relationships and decent

employment guarantees for their workers. Labour agencies should give workers the opportunity to return to the Coca-Cola Bottler and take up possible permanent employment opportunities.

6. No agency labour must be used, if the respective work can be done by own employees. No regular workers must be made redundant through the use of casual labour.
7. If under clearly defined conditions it is necessary to employ agency and temporary workers in facilities of the Coca-Cola system, they must get equal treatment with regular, permanent Coca-Cola bottler workers regarding pay, benefits, working time, working conditions and other terms and conditions. Agency and temporary workers must enjoy full trade union rights and must not be discriminated against by gender, race or any other prejudice.
8. In case of violations of the above mentioned principles, the casual workers, who have fallen victim to the violation, must become regular workers of the respective Coke entity.  
In case of increased demand for continuous employment, agency workers must have a priority to be hired. An agency violating the principle of providing decent work conditions for its workers should be warned by the company, and in case of repeated violation be notified of the end of business relations.
9. No agency/temporary workers must be used during industrial conflict to undermine industrial action.