



Together against Job destruction
and casualisation in Coca-Cola



How to use the Global Coca-Cola Alliance's "Charter of demands against job destruction"

More and more workers in Coca-Cola operations across the world find themselves in casual, precarious employment relationships – as temps, agency workers, pseudo-self-employed, or other forms of non-stable, vulnerable labour relationships, and most often with worse conditions than regular workers. More and more often the threat to use more casual work is used to deteriorate conditions for regular workers as well.

Upon decision of the IUF Global Coca-Cola Workers meeting in May 2008, the IUF Global Coca-Cola Workers Alliance has made fighting casualisation and job destruction one of its priority issues. The Alliance has developed a Charter of demands expressing minimum standards Alliance members strive to achieve (attached).

Next, we need to make it very clear that unions in Coke stand united behind these demands, and start using the charter as a guideline in order to push back casual work and realize the demands step by step at every level of collective bargaining.

We are therefore calling on you to support the charter with the following actions:

- è You can **download** the Charter in a big number of languages from <http://www.iuf.org/drupal/?q=node/122>.
- è **Support** the Charter by a vote of your union! You could do it by passing a resolution of support for the charter, adopting the text of the charter as a position of your union, but you can also express your support in any other way suitable for your circumstances.
- è Inform your **management** about your support of the charter.
- è Raise the consciousness of your co-workers: **publish** the text of the charter as a leaflet or poster and make it available to your membership.
- è **Educate** your membership in order to bargain on the issues mentioned in the charter.
- è Include some or all of the demands into your **bargaining** proposals with management, and push to get them into agreements!
- è Let others know what you are doing: Please **notify** us about any activity you take with regard to the charter, so we can make this information available to other Alliance members.
- è Check out what **others** are doing at <http://www.iuf.org/ccww>. You can also publish your news at the website. Please contact us to publish your information.

How else you can help bring forward decent regular employment in Coke:

- è Send us information about the situation regarding casual work in your country. You can use the survey on casual work form attached.
- è Discuss with regional or global Coca-Cola coordinators how to drive back casual work locally, nationally, and globally.
- è Your Union is not yet an alliance member? Join the **Alliance** now! You can find information on the Alliance and how to join at <http://www.iuf.org/drupal/?q=node/22> or from your regional IUF office

For any questions, please address the Global Coca-Cola Workers Alliance coordinator at gisela.neunhoeffer@iuf.org, or your regional IUF Coca-Cola coordinator. If you are looking for more arguments in your campaigns against casualisation, you can use the IUF manual on casualisation for education (download from <http://www.iuf.org/drupal/?q=node/67>). You can also ask IUF global and regional coordinators for support.