

TNC UPDATE #15

03-2014



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.

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AGRICULTURE

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Bananas:

Chiquita

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Following the [adoption of the agreement](#) (TNC Update April 2013) to work jointly to stop sexual harassment, the gender IUF, COLSIBA and Chiquita sub-committee is now working to establish a pilot project to look into the situation of women banana workers as well as promoting the new agreement. It is likely that Chiquita's banana plantations in **Panama** will be chosen for the pilot.

The next IUF, COLSIBA and Chiquita Review Committee has been scheduled for April in Costa Rica.

Tea:

Tata/Tetley

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A damning report on working conditions on tea plantations in India has been issued by Colombia University Law School Human Rights Institute. [The More things change](#) looks at conditions on Amalgamated Plantations Private Ltd (APPL) which is majority-owned by Tata Global Beverages, part of **India's Tata Group**. The report, based on 3 years of research and visits to 17 out of the 24 APPL plantations, documents "enduring abuses" including sub-standard housing, acute hazards in sanitation and denial of statutory benefits. APPL has 31,000 permanent workers.

The report also confirms IUF's criticisms of the role of the International Finance Corporation which has been assisting Tata to divest of its plantation business in India.

([See TNC Update #11, April 2013](#)).

A full investigation of potential non-compliance with the IFC's own rules is expected to begin as early as March 2014.

Peter Rosenblum who directed the research commented, "The IFC acted with an excess of enthusiasm and an absence of attention to the known problems in the plantation sector".

BEVERAGES

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Coca-Cola

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A newly formed union at the Coca-Cola distribution centre in Peshawar, northern **Pakistan**, has won legal recognition and is the 9th union in the Coca-Cola system in Pakistan which is now 100% unionized in all 6 bottling plants and 3 distribution centres. The union at the Peshawar distribution centre was formed with the support of the IUF-affiliated Pakistan Food Workers' Federation.

A [declaration](#) condemning Coca-Cola's aggressive attack on jobs and workers' rights in **Europe** was adopted by the EFFAT Coca-Cola Coordination Group on November 23, 2013 in Antwerp during its Coca Cola Conference on working time and flexibility within the Coca Cola supply chain in Europe.

The IUF affiliated **National Union of Workers in Dominican Bepensa SA** (Coca-Cola SINATRABEDSA) organized a demonstration against the unfair dismissal of two of its members working in the distribution centre of Coca Cola in Barahona, southwest of the country on December 2, 2013. Read more [here](#).

In the **UK** IUF affiliate Unite the Union, called on Coca-Cola Enterprises (CCE) to rethink its 'rigid' stance on seeking 47 job losses at its new automated warehouse in Kenmore Road. To reinforce the message, Unite organized a demonstration with IUF's and EFFAT's support at the Coca-Cola site on the industrial park, Wakefield between 17:00-20:00 on December 19. Please find the flyers in [English](#), [French](#), [Spanish](#), [German](#), [Italian](#) and [Dutch](#) showing solidarity with the workers at Wakefield. This flyer was distributed to workers throughout CCE's European plants in respective languages.

Coca Cola Company has announced plans to restructure its **North American** business in an attempt to accelerate its franchising efforts and streamline its main focus. The integrated business in North America will be segmented into a traditional company and a bottler-operating group. The company will consist of two operating units: Coca-Cola North America and Coca-Cola Refreshments. We would like to

urge affiliates in North America to inform us of any changes or effects on the employment or unions' positions caused by this split operation. Please send the relevant information to burcu.ayan@iuf.org.

In **the Philippines**, Ilagan Coca-Cola Plant Sales Offices Sales Force Union (ICCPSOSFU) has been fighting against the Coca-Cola company policy that insists a performance based program be the basis of the salary levels for almost 3 years. The P3 (Presence, Performance, Participation) system not only removes wage bargaining rights of unions and workers but also threatens job security and increases discrimination. The IUF raised issues around P3 with Coca-Cola Atlanta management and secured agreement that P3 is negotiable and not mandatory.

After thirty three months of negotiations on December 3, 2013, ICCPSOSFU concluded the negotiations and signed a new collective agreement with CCBP FEMSA. The union secured an across the board wage increase as a basis of workers' salaries instead of P3. ICCPSOSFU expresses its heartfelt gratitude to the IUF and its members who supported the union in achieving this victory.

Coca-Cola Iberian Partners (CCIP), a company created from the integration of seven Coca-Cola bottling companies in **Spain**, announced the closure of four of its 11 plants on December 10, 2013. The bottling plants in the Balearic Islands, South-Eastern Alicante North-Western Asturias and Madrid regions are to be closed affecting nearly 1,200 workers. [ACT NOW! SEND A MESSAGE](#) to Coca-Cola and CCIP and insist that they reconsider their initial plan to close four of its 11 factories and significantly reduce the workforce.

Workers at Coca-Cola's **Indonesian** operations in West Java organized a protest action at the Coca-Cola Indonesia head office in Jakarta against jobs destruction on February 24 after management refused to engage in negotiations concerning the employment status and rights of over 1,800 contract workers. Management has redefined "core" and "non-core" positions to exclude the vast majority of permanent workers from core positions. Read more [here](#).

The next meeting of the **IUF/TCCC Engagement Teams** will take place on May 8, 2014 in Atlanta. Please describe any new labour rights issue/s and updates/follow-ups affiliates wish to have raised by the contact group at the meeting with the company by writing to burcu.ayan@iuf.org no later than 8 April, 2014.

Coca-Cola Workers Alliance

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In **Costa-Rica**, Coca-Cola FEMSA launched a smear campaign and pressured workers against joining the National Union of Public and Private Sector Workers (UNTRASEPP). In response to this onslaught from management and what appears to be a clear violation of Costa Rican labour laws and international conventions ratified by Costa Rica, the Latin American Federation of Coca-Cola Workers (FELATRAC) meeting in Guatemala unanimously passed a resolution in support of the legitimate rights of their Costa Rican sisters and brothers to form a union and engage in collective bargaining.

Many IUF members and their families were affected by the typhoon Haiyan in the **Philippines**. IUF's members affected include those working at Coca-Cola Tacloban. The latest information is that 54 union members in Coca-Cola Tacloban and their families were affected. On behalf of the Coca-Cola Workers Alliance, the IUF extends heartfelt sympathy and sincere condolences to the typhoon victims and to our ACCUP members as well as their bereaved families.

Twenty one IUF affiliated Coca-Cola Alliance Worker's members from 11 countries sent solidarity messages to support the struggle of workers at Coca-Cola's Indonesian operations in West Java against disposable jobs and the fight of workers at Coca-Cola Iberian partners in Spain to keep their jobs and future. The IUF thanks the following unions that have provided their support: NGG, Tekgıda-İş, Coca-Cola Sabco Union, 5 Coca-Cola unions in Pakistan, AVC LBC-NVK, FGTB, ABVV HORVAL, Union of Coca-Cola Amatil Indonesia, Unite the Union, IUF-JCC, UA ZENSEN, NNN, BCTGN, UFCW-RWDSU, Novoprof and Multon St.Petersburg Coca-Cola workers union.

The IUF Secretariat organised a fact-finding mission to **Swaziland** in February 21-24, to examine issues around precarious employment and violations of union right and the equal treatment of casual workers employed at Swaziland Beverages Limited, a bottler of Coca-Cola products. The IUF is raising the facts and allegations with TCCC to remedy ongoing abuses.

PepsiCo

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162 of 170 workers employed in three warehouses exclusively contracted by PepsiCo

in West Bengal organized a union and submitted their demands in early 2013. They were harassed, assaulted by company goons and then brutally fired. In May 2013, they were allowed to return to work, but under conditions that strip them of their rights. As a result the IUF 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. Support the campaign and [click here to send a message to PepsiCo](#).

PepsiCo Lays Workers Action Committee members in **West Bengal, India** received practical solidarity support from IUF affiliated National Union of Workers (NUW) members at Smith's, Australia. This support was hugely appreciated both in terms of lifting workers' spirits and bringing a concrete sense of international solidarity helping them to overcome immediate economic hardship.

The **Pakistan Food Workers Federation (PFWF)** extended its full support to Frito-Lay PepsiCo workers, in **India** in its meeting on February 28, 2014. The PFWF called upon PepsiCo to immediately reinstate dismissed workers, recognize their union and start to negotiate with the union.

PepsiCo and Frito-Lays international union network members from 8 countries sent protests to PepsiCo management demanding that PepsiCo India management immediately reinstates these workers with full back pay and with full recognition of their trade union rights and guarantees that they can exercise their right to form or join a union without fear of reprisal.

The IUF calls on affiliates to take the opportunity in discussions with PepsiCo to request an explanation for the dismissal and harassment of 162 workers in this union busting exercise in 2013. Please let the IUF Secretariat know of any responses. 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.

In the **Dominican Republic** the Union of Workers of Frito Lay Dominicana (SINTRALAYDO) mobilized in the province of La Romana, in the southeast of the Caribbean island, to denounce the persistent campaign of layoffs at PepsiCo Dominican Republic facilities. In just over a year, the U.S. transnational unfairly terminated 123 workers and union members and 2014 began with the same sweeping attacks on jobs.

BREWERIES

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AB Inbev

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Striking workers at the Labatt plant in St. John's, **Canada** who are members of the Newfoundland and Labrador Association of Public and Private Employees (NAPE) have voted to accept a new collective agreement, ending an eleven month strike. The president of NAPE Local 7004 thanked the IUF and its affiliates for their support and solidarity.

Following a request from IUF-affiliated KCTWU Oriental Brewery (OB) Union Chapter, the IUF wrote to the Chairman of KKR Korea Limited Liability Corporation and the Chairman of Affinity Equity Partners (HK) Ltd that own the Oriental Brewery in **Korea** about management breaches of the collective bargaining agreement at Oriental Brewery. The IUF welcomed the fact that the local union and management of OB started bargaining on 18 February based on accepting the KCTWU OB Union Chapter's proposals. The IUF urged KKR and Affinity to be actively involved in the coming negotiations between the local union and management of OB pressing for good faith negotiations guaranteeing the continuation of employment, working conditions, union recognition and the CBA succession. In addition, the IUF asks KKR Korea Limited Liability corporation and Affinity Equity Partners (HK) Ltd to agree to a profit-sharing bonus guaranteeing a fairer distribution of wealth to employees and calling for funds to set up as a social contribution to allow the community in Korea to benefit from the company's enormously profitable sales. The IUF called on AB InBev to ensure that negotiations take place in good faith on job security for OB employees over the coming 5 years.

Germany's Federal Cartel Office is set to fine five of the nation's brewers including Warsteiner €106m for fixing beer prices from 2006-2008. However AB InBev has escaped punishment. Read more [here](#).

Crown Holdings

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The United Steel Workers (USW) union representing workers at a Toronto can manufacturing plant on strike for six month stresses that their action is "threatening reliable supplies" of drink containers for beer makers like Molson Coors Brewing Co.

According to USW union, the ongoing strike—and the use of replacement workers—at Crown Holdings, Inc.'s plant in Toronto is causing headaches for beer makers Molson Coors and Labatt Brewing Co., as well as Canadian soft drink maker Cott Corp.

The USW is conducting an active campaign called "**Take-Backs No More**" with a website – www.takebacksnomore.ca.

In **Turkey** workers at **Crown Bevcan (Crown Holdings)**, a key can supplier of the Coca-Cola Company (TCCC) and Coca-Cola Icecek (CCI-the Turkish Coca-Cola bottler), have been systematically denied their rights to freedom of association and collective bargaining over the past 2 years. The IUF put pressure on TCCC and CCI and pushed CCI to organise audits at 2 factories of Crown Bevcan in Kocaeli and Osmaniye. Audits proved that there were violations of human rights and as a result, Crown Bevcan was forced to stop its anti-union activities and pressure on the workforce to resign from union membership.

With some space for organizing assured as a result, Birleşik Metal-İş (The United Metal Workers' Union of Turkey) organized more than 80% of the workforce. However Crown management has stalled the process of recognition even though Ministry of Labour already issued a certificate giving legitimacy to Birlesik Metal-Is to become bargaining unit. The case is still pending at the Court of Appeals, and workers at Crown cannot enjoy their fundamental rights.

The IUF joined an international union meeting organised by sister GUF **IndustriALL** on 25 February in Geneva to confront the anti-union strategy of Crown Holdings, particularly in Canada and Turkey.

The IUF shared its campaigning experience and made suggestions to strengthen the campaign including how to effectively use the OECD Guidelines complaint mechanism in this case.

Brazil Breweries

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The **National Confederation of Workers in the Food and Allied (CNTA)** launched a national campaign to combat occupational accidents and occupational diseases in the brewery and beverage sectors on February 20, 2014 in São Paulo. CNTA, a Representative body of 144 000 workers in the sector in Brazil, says that profits during the World Cup must not be achieved at the expense of health and safety of workers. Read more about CNTA's campaign [here](#).

IUF Brewery Unions' Survey

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The IUF Secretariat continues to update its databases and its mapping of brewery companies and the [survey you can find here](#) will allow us to identify the concrete issues confronting affiliates, understand how affiliates have responded and help us develop organizing and bargaining strategies for the brewery sector.

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

CATERING

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Compass

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The IUF is supporting our affiliate SNATEA in **Algeria** who are fighting for full recognition by the company. SNATEA is calling on Compass to negotiate in good faith on outstanding issues relating to salary scales and voluntary redundancies.

Gate Gourmet

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Switzerland's Public Service Union SSP has been in a long running fight with Gate Gourmet to preserve their CBA at **Geneva airport** and has called on the cantonal Government to demand that Gate Gourmet respects the collective agreement that it unilaterally terminated on 31 December 2012.

Six workers were sacked following an action on September 28, 2013 at the Gate Gourmet Geneva office.

In order to justify the dismissals, Gate Gourmet brought criminal charges (trespass, rioting, verbal abuse, personal injury) against them. But following a police investigation and as a result of inconsistencies in the testimonies of the executive who filed the complaint, the Prosecutor decided on February 4th not to proceed for lack of evidence.

This result confirms not only the innocence of the strikers, but the abusive, anti-union nature of the dismissals.

Meanwhile members of **US affiliates the Teamsters and Unite Here** entered national mediation with Gate Gourmet in January, after workers rejected a company offer on healthcare plans in collective bargaining, which would have cost already low paid workers between 50% and 80% of their incomes. The national contract

expired more than 18 months ago and no settlement has yet been reached.

Sodexo

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The **annual IUF/Sodexo meeting** was held on January 31 at Sodexo headquarters in Paris and the substantive items for discussion by the IUF were disputes in India and Morocco. Just prior to the meeting the outstanding payment of the salary for October 2013 was finally paid to the President of the MacLellan Sodexo union in **Pune India** which was the last outstanding item to settle a dispute concerning his now revoked suspension. The IUF India team was assisting this union in preparation for collective bargaining but Sodexo has now not had its contract with General Motors renewed. The IUF India team has also made contact with Sodexo workers in other parts of the country and is investigating a number of issues relating to pay, hours, leave, transfers and contracts of employment.

An IUF mission met with the ODT union and Sodexo management in **Morocco** in February to discuss a framework for recognition and respect of union rights which reflects **the IUF/Sodexo International Framework Agreement**. The ODT catalogued a list of anti-union actions by the company and any agreement must protect workers from such arbitrary actions. The ODT Sodexo general secretary remains dismissed and his reinstatement is the primary demand of the union and the IUF.

The IUF has facilitated a meeting set for 18 March between our **Turkish affiliate Tekgida-is** and Sodexo regarding union access for union representatives to workers to discuss union membership.

DAIRY DIVISION

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The 3rd IUF global Dairy Conference will be held in Sunchales, Argentina from 18-20 March.

Danone

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In **Turkey**, following the sale of the Gönen dairy factory, the IUF-affiliated Tekgida-İş trade union was not able to reach the majority membership at the enterprise level to officially obtain the bargaining unit authorization because of the high number of white collar employees counted in the unit but working at Danone Turkey headquarters. The IUF raised the issue with Danone Paris management stressing that local management cannot deprive union members of the right to

freedom of association and collective bargaining when over 90% of blue collar workers are unionized. Tekgıda-İş and Danone local management agreed to re-define the bargaining unit and signed a protocol which will be valid until an official bargaining unit authorization is formally achieved.

The IUF raised with Danone corporate management issues around the closure of a Danone plant in **Antioch, USA**, represented by the Teamsters union. Workers affected by Danone's decision to close the plant face potentially difficult times ahead in view of the depressed local labour market. The IUF urged Danone to at least raise the standards in its proposed severance settlement for the affected workers.

IUF affiliates in Spain, Belgium and Germany shared details of recently negotiated social plans arising from re-structuring and plant closures. As a result the Teamsters finalized negotiations on terms setting out significantly higher benefits than those in many comparable situations in the USA.

The IUF/Danone Global Engagement Meeting was held for the third time on February 3-4, 2014 in Paris bringing together a small team of IUF Danone affiliates from the Americas, Europe and Asia and corporate Danone human resources and labour relations leadership. The meeting focused on precarious employment at Danone operations.

The IUF team stressed that we should be working to identify where workers' rights are most at risk and then to reduce those human rights risks. The issue is not about technical employment status but about the fundamental relationship of workers with the company as the more precarious a worker's employment is from the company, the higher the human rights risk. Danone agreed that definitions of employment categories must be seen case-by-case or country-by-country to make progress and therefore proposed to organize joint visits to Indonesia, Thailand and Malaysia involving Danone corporate management and the IUF Asia-Pacific region as well as local management and IUF affiliates.

The meeting discussed the results of the IUF/Danone agreement assessment process in 2013 and issues arising from the Morocco and Indonesia visits. Agreement was reached on the 2014 country visits (USA, Spain, Sweden and possibly Thailand) for monitoring the implementation of the IUF/Danone agreements in 2014.

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

Monitoring IUF/Danone Agreements

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A joint IUF/Danone visit to **Indonesia** took place December 10-12, 2013. At Danone Indonesia central office in Jakarta, the assessment team met with the CEOs and HR directors of the 4 businesses in Indonesia. This was followed by visits to a Danone water-bottling and a baby food plant near the city of Jogjakarta. On these occasions, IUF representative Jacqueline Baroncini, together with IUF Indonesia food and drinks sector coordinator Ani Herningsih, met with leaders and members of the union at Danone Waters (not affiliated to the IUF) and the IUF-affiliated **Perkasa** at the Sari Husada baby food plant. In addition to assessing understanding of and compliance with the Agreements, a further objective for the IUF was a discussion with Perkasa of on-going disputes over forced transfers and permanent employment for contract workers.

Fonterra

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In large part as a result of ongoing IUF/Fonterra discussions IUF-affiliated Food Industry Employees Union (FIEU) have entered into negotiations for their first collective bargaining agreement with **Fonterra Malaysia**. This follows meetings between FIEU and Fonterra workers and recognition by Fonterra that the union is the legitimate representative of the workers.

Friesland Campina

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During collective bargaining between Friesland Campina subsidiary Dutch Lady and IUF **Malaysian affiliate FIEU**, the company threatened to shift jobs offshore if the union did not modify its bargaining position. An FIEU Executive member who was an employee of the company was also threatened with dismissal and had a long standing union leave provision changed to his detriment. The IUF wrote attaching a draft OECD complaint to the company's head office in the Netherlands and demanded the company immediately rectify these violations. The company responded by denying the allegations and reported that it had renewed discussions with the union with the assistance of the Malaysian industrial relations

service. The IUF Dairy Division continues to monitor this situation closely.

PepsiCo (dairy)

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Like a shook-up can of Pepsi, PepsiCo is bubbling over with plans for its **Russian dairy operations**. After four relatively quiet years since taking over leading dairy producer Wimm-Bill-Dann (WBD), PepsiCo has announced it is to 'quit the farm' – dropping much of the milk supply chain to focus solely on processing.

The IUF together with its members in Russia is assessing the impact of the sale of farm assets on workers employed in these dairy farms, on farmers as well as on the milk supply and pricing.

FAST FOOD

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McDonald's

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As already reported, the **International Day of Action Against McDonald's** held on June 6, 2013 received a very good response and some IUF affiliates have proposed to permanently establish an **International Fast Food Workers' Day** to raise the profile of this sector; and provide a global stage for workers' demands. The IUF Secretariat will build on this to ensure that activities and actions are carried on throughout the year and not risk being limited to only one day.

The IUF has organized a **Fast Food Workers' Global 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 likely include participation in actions with McDonald's workers in North America arranged by SEIU which is currently supporting the "**FightFor15**" campaign in USA (USD 15.00 an hour wage).

FISHERIES

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The joint work continues with the **International Transport Workers Federation (ITF)** on analysing companies operating in fishing and fish processing. In 2014 we are monitoring some of the largest market players, such as Thai Union Philippines, RD Tuna PNG, Nippon Suisan, FCF Taiwan, Dongwon South Korea.

A joint meeting between IUF, the ITF and Spanish fish processing industry association ANFACO on January 23, 2014 in Vigo, Spain assessed generally poor labour rights standards in the fishing industry globally and agreed the need for action to improve the situation. Practical steps since 2014 will be discussed with the Spanish industry on a regular basis.

FOOD PROCESSING

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Heinz

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H.J.Heinz continues restructuring which has already affected hundreds of workers and will affect thousands more. IUF affiliates are fighting back. At Heinz UK national distribution centre (<http://www.iuf.org/w/?q=node/3186>), four plants in Italy and the Golden Circle juice factory in Australia (<http://www.iuf.org/w/?q=node/3174>). At Golden Juice AMWU members won an important victory when they went on strike, won and secured good compensation packages

A first international Heinz union meeting will take place in Pittsburgh, USA on March 13 and 14. This will bring together union representatives in Heinz for the first time to discuss the ways to improve union coordination cross-borders.

Kellogg's

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As the lockout of workers represented by the **Bakery, Confectionery, Tobacco Workers and Grain Millers (BCTGM)** in Memphis continues, the IUF has contacted unions with membership at Kellogg in Australia, Belgium, Brazil, Germany, Korea, South Africa, Spain and the UK to build solidarity.

In addition to the lockout, BCTGM members face a plant closure in **Canada**, and members of **USDAW** in the **UK** and the **NUW** in **Australia** also face closures and job cuts. To support the Memphis fight the NUW also contributed material for a video produced by the BCTGM.

Mondelez (ex-Kraft)

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Unions representing workers in Mondelez around the world came together at the IUF's UK affiliate Unite The Union's Eastbourne Centre on December 4-5, 2013 for an international union meeting convened by the IUF. Affiliates resolved to strengthen global cooperation and organization and to escalate the IUF campaign

until dismissed union leaders in **Egypt** and **Tunisia** obtain justice, the company recognizes the right of the Cadbury union in Pakistan to negotiate on behalf of precarious workers seeking regular permanent employment and Mondelez talks to the IUF with the intention of resolving outstanding human rights issues.

The Cadbury (Mondelez) union, an affiliate of the **Pakistan Food Workers Federation** has been trying to re-negotiate their collective agreement for the past 20 months. At stake is the union's determination to win permanent jobs for precarious workers and the company's refusal to negotiate over this issue. At meetings between the union and Mondelez management occurred in December last year, the company refused to talk about the status of contract workers, refused to sign minutes of the meetings and withheld information crucial for negotiations. There have been numerous protests outside the factory gate and elsewhere in Pakistan, to highlight the plight of the precarious workers. To support this campaign the IUF has filed a further OECD complaint with the US NCP alleging human rights violations in the treatment of these workers and the refusal to bargain regarding aspects of their employment.

The IUF New Year postcard campaign saw over 3,500 postcards signed and sent to Mondelez CEO Irene Rosenfeld with a simple message for 2014 - talk to the IUF. A fantastic effort by our U.S. affiliate, BCTGM, saw over 2000 postcards sent from members of that union alone. 1000 postcards were dispatched from the Food Workers Union in Pakistan and members of affiliates in Norway, Belgium, France, Switzerland and the UK joined in to ensure the postal services in Deerfield Illinois were kept busy. The IUF will continue to demand Mondelez engage with the IUF about serious allegations of human rights abuses, seek justice for dismissed union leaders in Egypt and Tunisia and see that serious negotiations on behalf of precarious workers in Pakistan take place.

Nestlé

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The working groups set up within the context of the **IUF/Nestlé Engagement Process** have begun collecting and analysing data on forms of employment and gender equality. Based on initial data from both Nestlé and IUF affiliates in **Australia, Nicaragua, South Africa** and **Sweden**, the gender equality working group

has proposed a workplace mapping of two sites to obtain more detail about women's employment in the factories. Additionally, the working group will explore the use of the wage mapping that Nestlé Sweden is required to carry out under national legislation as a model for further initiatives.

Initially, data has been collected on the nature of employment within Nestlé from three countries: **Chile, Poland** and **South Africa**. The information sought is on the numbers of directly hired permanent or regular employees, directly hired temporary employees, workers hired by an employment agency and the number of contractors.

The working group will examine differences in employment between countries and worksites, seek to explain any differences and ascertain the human rights risk of employment practices.

Unilever

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The IUF has been building solidarity and support for two important conflicts. In **South Africa**, FAWU launched an indefinite strike on January 17 at the two Pietermaritzburg facilities in a dispute over a unilateral job reclassification which will move current and future workers into a newly-created 'General Operator' category with inferior pay and benefits. The proposed system was first introduced last year at **Unilever Thailand**, but met with union resistance. The secretariat has attempted to alert affiliates to the need for a unified response to this management offensive. The strike is ongoing as of writing (February 24).

At the spreads factory in **Purfleet, UK**, management has presented IUF affiliate Unite with what amounts to an ultimatum to accept devastating reductions in employment, pay and benefits, an increased working week with reduced possibilities for meaningful time off, large redundancies and a reduction of the bargaining unit for remaining employees. The IUF has produced materials for distribution at all UK sites and raised management's refusal to negotiate any of the union's counter-proposals at the meeting with corporate management held in London on January 16 as a trade union rights issue. At that meeting, Unilever and the IUF continued their in-depth investigation of the use of precarious labour in ice cream manufacturing. The IUF has emphasized the centrality of converting third-party agency contracts to direct employment with Unilever, a system which has been successfully negotiated with the union at

the company's Gloucester site, as a model first step in reducing reliance on precarious employment contracts. The IUF and its affiliates will continue their research into the abusive use of temporary and agency contracts at specific sites in the context of mobilizing for secure employment.

At the January meeting the IUF also raised with the company violations of trade union rights at the Pondicherry, Khamgoan and Dapada sites in **India** as well as ongoing problems in **Pakistan** at the Khanewal and Rahim Yar Khan sites. The secretariat demanded corrective action and will be closely following these cases.

The IUF has implemented the call by the global Unilever meeting in Eastbourne last year to establish a **dedicated company website** at <http://www.unileverunion.org/>

The site includes a public page as well as an interactive '**Forum**' which Unilever unionists can sign up to, post articles, circulate information etc. Affiliates are urged to encourage officers and members to sign up to and use the site as part of building an effective union force inside the company. Another part of the site, an interactive data base of all Unilever facilities, is still under construction.

HOTEL CHAINS

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Accor

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Workers at Ibis Tamarin hotel in **Indonesia** formed and legally registered a union in August 2012, and joined the IUF-affiliated national union FSPM. Union members have been struggling for rights and recognition for more than a year and have faced an aggressive management response to their efforts to claim their rights. On December 12, 2013 in support of our members the IUF launched an **urgent action campaign** (click [here](#) for more) which resulted in more than 5.000 protest messages being sent to Accor.

Early this year, the IUF General Secretary along with UNITE HERE Local 75 and Local 261 met Accor Corporate management in **Canada** to find concrete solutions to the longstanding dispute. During the meeting, rights issues in **Benin** and **Indonesia** were also discussed.

Although these disputes are as yet not fully settled, Accor is now working in a more

constructive way. The Secretariat will update to HRCT members on developments in all these cases.

Accor global organizing project

In February this year a conference call was set up among Brazilian unions, UNITE HERE Local 75 and the IUF Secretariat linked up with the AFL-CIO's Solidarity Centre's organizing project. The Housekeeping organizing initiative was one of the issues discussed. It was decided to organise a two-day workshop focussed on how to better structure actions and to implement IUF campaigns.

MELIÁ

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The **IUF/Meliá International Worker Rights Agreement** was signed on December 9, 2013 (click [here](#) for more). The agreement confirms Meliá's commitments to respect fundamental rights at works and applies to all hotels under Meliá's brands, whether they are owned, franchised or managed. The agreement opens opportunities for affiliates organizing at Meliá hotels. The Secretariat is now working with IUF Regions and affiliates wanting to work to take advantage of and implement the agreement at regional, national and local level.

"MAKE UP MY WORKPLACE"

Dignity for hotel housekeepers!

As part of this initiative, a "campaign team" has been set up to determine priorities, develop strategies and follow through with those plans and strategies at local and wider corporate level in selected hotel chains.

The Secretariat is in talks with the ILO to produce training and organizing materials in support of initiative's aims.

A webpage has been created to promote the initiative (click [here](#) for more) and is available for affiliates wishing to promote their own initiatives and stories focussed on dignity for hotel housekeepers.

Tour Operators/Hotels: All-inclusive holidays research

Tourism Concern, a London-based specialist NGO, has now concluded the research commissioned by the IUF and a first draft with the conclusions has been sent to the IUF. The outcome of the research, which will be circulated amongst affiliates, will help us to address the travel industry around this issue in a more

informed and authoritative way. An event to launch the publication of the research report is scheduled for March 24 in London at the British House of Commons.

TOURISM

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Fiji

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On January 14, the IUF launched an urgent action campaign (read more [here](#)) to protest against the imprisonment *in Fiji* of IUF-affiliated NUHCTIE's leaders, including the General Secretary Daniel Urai. Union leaders were arrested on January 9 and charged by the military dictatorship's police for "illegal strike" for a brief industrial action taken on New Year's Eve at two Starwood resorts.

In coordination a linked campaign supporting the fight for political democracy in Fiji was launched at the same time by ITUC and other national union centres through Labourstart. The two campaigns have seen almost 16.000 protest emails sent to both Starwood and the Fiji regime. A few days after the campaign was launched union leaders were released under bail conditions and some three weeks later all charges have now been dropped. NUHCTIE has thanked the IUF, our members and all who supported the international campaign.

MEAT

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The German Food Workers Union, NGG and the German Food and Beverage Employers' Association (ANG) reached agreement on 13 January 2014 on the establishment of a minimum wage for the German meat industry.

The agreed minimum wage of EUR 7.75 will be paid from this July and will gradually increase to EUR 8.75 by December 2016. The parties have undertaken to engage in further negotiations as of 1 July 2017. The minimum wage applies to all employees in the German meat industry, without differentiation between East and West, and also for the estimated 15,000 subcontracted workers in the German slaughterhouses.

This is an important step in the fight to stop Danish Crown and other meat TNC's using Germany as a social dumping ground to exploit precarious migrant workers at the expense of permanent jobs in neighbouring countries.

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

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