

# TNC UPDATE #17

## 09-2014



*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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### **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.