

TNC UPDATE #25

05-2016



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

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Chiquita

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The **IUF/COLSIBA Chiquita Review Committee (RC)** meeting took place in San José, Costa Rica on April 8, 2016.

The RC, the second since Cutrale bought Chiquita in January 2015 (see also TNC Updates #18, 19 and 22), agreed to revive the gender sub-group and to work on company-wide dissemination of the appendix to the agreement adopted in 2013 on zero tolerance of sexual harassment. It was also agreed that before the next meeting, scheduled for October 2016, an IUF/COLSIBA team would evaluate the Panama pilot project working both on sexual harassment and increasing women's employment and report to the RC. Panama still has the lowest rate of women's employment at 10%. Honduras has the highest rate with 25% of the workforce being women.

Following concerns raised by the trade union side about the increasing incidence of carpal tunnel syndrome amongst women workers, there will be a joint IUF/COLSIBA-Chiquita study on the extent of the problem. The company however in response sought support for opening negotiations with the union in Honduras on use of hand-jacks and in Panama on workers collecting the plastic thread widely used on banana plantations.

The other major gain was a commitment to revisit in 2016 the issue of suppliers. The agreement text dating from 2001, reflects what was then the split, 70%-30%, between own-production and bought bananas. It also pre-dates the updated OECD Guidelines and the UN Guiding Principles for Business and the much stronger obligations they put on companies to monitor suppliers.

There were also discussions about on-going problems confronted by the trade unions representing workers in Costa Rica, Guatemala, Honduras and Panama which the RC agreed should be followed up at national level with commitment from both sides to continue good-faith negotiations. The trade union side also raised security concerns for a trade union representative from Honduras who had just received death threats and agreed to make a written submission to Chiquita.

Sugar: Illovo Sugar

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Malawi's SPAWUM, that organizes workers under Illovo Sugar Malawi, reached an across-the-board wage increase of 20% against an official inflation rate of 23%, which will be implemented in two installments: the first for the April-September period, the second for October-March 2017.

Negotiations under the **South African Sugar Bargaining Council**, where **FAWU** represents the majority of workers and Illovo participates as employer, reached a deadlock on March 23 with the parties far apart in their positions, which include a 10-point differential in wage increase. The next round of talks was scheduled for April 28.

BEVERAGES

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Coca-Cola

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On Wednesday March 23, **IUF-affiliated Belgian unions** completed negotiations for the collective bargaining agreement including flexibility related to the company's "HORIZON plan". They had been told they had to reach an agreement by the end of that day to save the Ghent plant and to secure the long overdue €75 million investment. During the final day of negotiations to sign a CBA, unions succeeded in introducing some important gains to the text proposed by management. These changes will mitigate the burdens on those employees impacted by the [flexibility measures](#).

In **Germany** on March 1 NGG received information about the next round of restructuring to be executed in 2016 in Coca-Cola Germany operations. The plans include the closure of eight locations justified by the company in relation to the declining volumes of refillable bottles that directly impacted two of the refillable bottles production plants. These two bottling plants are in Bremen and Berlin-Hohenschönhausen. In addition to the closure

of these two plants (with 438 job losses), management also wants to restructure the Customer Service Centre, Marketing, Sales Coordination and HR, which will affect another 120 jobs. The overall job loss is 558 with 1,446 jobs affected in some way. These restructuring plans which will save the company close to €375million are seen by IUF members as linked to the merger of three bottlers into **Coca-Cola European Partners**.

The creation of Coca-Cola European Partners has moved a step closer, with registration of the entity gaining clearance in the US. This means the closure of the transaction between the three companies, which was originally announced in August 2015, is on track for the end of June 2016. Coca-Cola Enterprises, Coca-Cola Iberian Partners and Coca-Cola Erfrischungsgetränke of Germany will combine in Western Europe to create the world's largest independent Coca-Cola bottler, based on net sales.

On March 3, after 14 months of difficult negotiations and a suspension of nearly five months of negotiations, the IUF-affiliated Union of Workers of Embotelladora Central SA (STECOSA) and Coca Cola FEMSA in **Guatemala** reached an agreement and signed a new collective bargaining agreement that will be valid for two years. Read more [here](#).

On January 8, 2016, after a long negotiation marked by the employer's intransigence, the IUF-affiliated National Union of Bepensa Dominicana SA (Sinatrabedsa) and the Coca-Cola bottler in the **Dominican Republic** signed a new collective agreement. Read more [here](#).

PepsiCo

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PepsiCo's ongoing failure to remedy human rights abuses by its supplier Radhakrishna Foodland Pvt. Ltd (RKFL), the company which runs a warehouse in **West Bengal, India** contracted exclusively to PepsiCo, has made it complicit in new abuses. Rather than remedying the abuses highlighted by the IUF campaign, PepsiCo's supplier RKFL has committed new abuses by reducing already precarious one-year employment contracts to three months, pushing basic rights even further out of reach for these workers. Workers at this PepsiCo supplier do not receive written contracts in a language they can understand; they sign a document in English and are verbally informed of the length of their contract.

PepsiCo has made it clear that it stands firmly behind the actions of its supplier and denies any wrong-doing when RKFL further abuses precarious contracts. The IUF will continue to

hold PepsiCo fully and directly complicit in these human rights violations in their supply chain in West Bengal until a fair and just remedy of reinstatement to stable jobs is provided to these workers and the company provides a clear and binding guarantee that all workers at PepsiCo's supplier can freely access their rights. Until such time, PepsiCo remains in breach of the human rights due diligence requirements of the OECD Guidelines.

Affiliates in Poland, the Philippines, India, USA, Pakistan, Germany, Brazil, Australia, Japan, Spain, Indonesia, Mozambique, France, Dominican Republic, South Africa, Belgium, Argentina, Switzerland, Italy, UK, Russia, Austria, Spain, Honduras, Chile, Togo, Luxemburg, Tunisia and the wider IUF Latin America region have all taken action in support of these courageous workers in India.

Unions organized in Heineken, activists and IUF affiliates in Ukraine also supported these PepsiCo warehouse supplier workers. Find the details of these actions [here](#).

Representatives of the IUF member CNTA affiliated Sitac union and PepsiCo signed an agreement to regularize 300 agency workers at the packaging department of PepsiCo's Elma Chips in **Sao Paulo state in Brazil**. Melquiades de Araujo, President of FETIASP (Food Workers' Federation of Sao Paulo) started the fight to put an end to outsourcing in PepsiCo ten years ago and helped Sitac union to finalize the agreement. The union will keep fighting until they end the precarious employment conditions in the logistics and distribution departments of PepsiCo's Elma Chips.

Crown beverages limited, the bottler of PepsiCo in **Uganda** has undertaken a workforce restructuring that has affected 55 members of the workforce, mostly from the sales and marketing functions. The company claimed that the dismissals were caused by the economic down turn in the soft drinks sector which has made it 'necessary for them to rationalize their costs to remain competitive'. IUF's Ugandan affiliate is discussing possible support with the IUF Secretariat.

BREWERIES

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IUF international Brewery Workers' Conference, June 14-16, 2016, Istanbul, Turkey

Affiliates organized in the brewery sector are invited to attend the ***IUF international Brewery Workers' Conference to take place on June***

14-16, 2016, in Istanbul, Turkey. This conference will allow affiliates to exchange the details of beer company developments and discuss the possible impact of corporate strategies on employment and other issues. Affiliates interested in participating are therefore asked to contact the IUF Secretariat at burcu.ayan@iuf.org.

AB InBev

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Through a survey the IUF Secretariat is aiming to collect information from affiliates organized in AB InBev and SABMiller about the possible impact of AB InBev's acquisition of SABMiller on the workforce in different countries. Please complete [the survey](#) and send your replies by email to burcu.ayan@iuf.org by May 27, 2016.

MillerCoors announced plans to close the Eden brewery in September 2015, just two days before merger talks between AB InBev and SABMiller became public. SABMiller and Molson Coors are co-owners of MillerCoors. North Carolina is investigating the decision to close the brewery. The state is working with the US Department of Justice, which is overseeing the antitrust investigation of the ABI/SAB merger. The IUF-affiliated Teamster that represents Eden workers encouraged the company to find a buyer willing to keep good jobs in North Carolina. MillerCoors alerted Eden employees that it plans to begin layoffs in June.

The European Commission has confirmed a 'provisional deadline' of May 24 for its review of AB InBev's proposed US\$104.2 billion takeover of SABMiller. AB InBev will invest 1 billion rand (\$69 million) to support small South African farmers and freeze layoffs for five years as part of concessions agreed with the government to secure regulatory approval for its takeover of SABMiller. Meanwhile South Africa competition commission deadline would again be extended to May 5.

Heineken

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Whilst we are still anticipating progress in Haiti a further trade union rights issue has arisen within a Heineken subsidiary in New Zealand. Adrian Mealing, the senior trade union representative at this site was dismissed for showing a contract worker how to operate the forklift as part of her training and had been given permission by his supervisor. The company is claiming it was dangerous and violated company policy. The IUF strongly believes this is in reality victimization arising from trade union activities. A local tribunal has now issued a decision that the overall justice

of the case favors the reinstatement of the union representative on the grounds that his dismissal was unfair. It appears the company does not accept this decision and will appeal.

The IUF continues to raise the issues in Haiti and now in New Zealand with senior corporate management of Heineken in the Netherlands as we seek to resolve these outstanding rights issues. The company remains resistant to discussions with the IUF communicating only via emails. Management's failure to engage is likely to lead to public action.

SABMiller

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After almost 17 months of negotiations for a new collective agreement between the IUF-affiliated **Union of Workers of the Beverage Industry (STIBYS)** and **Cervecería Hondureña SA**, owned by SABMiller transnational in Honduras, workers reported a worrying upturn of outsourcing in the company. Read more [here](#).

A conflict at Cerveceria Nacional SA, owned by SABMiller in **Panama** led to a general strike that stopped the production and distribution at the transnational for 18 days in July 2015. Negotiations had started on June 1, 2015. The two unions, which together represent more than 80% of the workforce decided to strengthen a strategic alliance to negotiate and sign the new agreement together. The parties now await the decision of the employment tribunal to determine the new collective agreement.

CATERING

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LSG Skychefs

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Airline catering workers employed by Sky Chefs have won an important new national contract in the United States.

A wage increase, better clothing and footwear provisions for those working in very cold temperatures, strengthening of permanent work through limits in the number of part-timers and the enhancement of grievance procedures all feature in the new agreement.

Sky Chefs workers in California will move to a UNITE HERE health care plan as a first step towards better and affordable health care for all.

The new contract was a result of organizing efforts from UNITE HERE locals across the country, including in-kitchen actions, rallies, delegations and a large civil disobedience action in Washington, D.C. The ['A Nickel A](#)

[Ticket' campaign](#) for affordable health care and safer working conditions for all airline catering workers continues.

Sodexo

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The IUF continues to assist workers in India to promote rights within the company's operations. As part of this there was a joint IUF/Sodexo investigation into workers' access to rights in Sodexo industrial catering facilities in Tamil Nadu, India. A number of issues were identified, including excessive working hours. The IUF is in discussions with the company about the production of a detailed report on the joint investigation which will be followed by a working plan to address identified rights deficits.

DAIRY DIVISION

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As noted in the previous TNC update, participants at the **4th IUF Dairy Conference to be held in Cape Town in May 24-26** will plan to consolidate our work in growing membership and building international union alliances in major dairy TNCs. In addition, three interconnected major global issues will be discussed at the conference; the volatility of dairy commodity prices and their dramatic fall since 2014, the role of trade and investment agreements in reducing labour costs and returns to producers (a policy statement was developed and endorsed in 2014), and the destructive effects of climate change on industry stability.

Arla

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The IUF Secretariat and a representative group of affiliates (Unite the Union, 3F, NNF, LIVS, NGG) met with Arla Foods on April 14 following an agreement with the company to have regular structured meetings.

Time was spent discussing outsourcing and the company use of agency labour and there is no global policy applied in these areas. In some countries agency labour is covered by sector wide collective bargaining but in others (UK, Germany) agency employed temporary workers receive less pay than permanent workers who are engaged for the same or similar work. It was agreed that in preparation for the next meeting, the IUF and its affiliates would prepare a more detailed assessment of the employment of precarious workers with the emphasis on agency work.

Other topics for discussion in future meetings will be the UN Guiding Principles on Business and Human Rights and the company obligation of due

diligence; and the development of gender equality in Arla workplaces.

230 jobs, including 137 members of unite the Union, will lose their jobs when Arla closes the Hatfield Peverell plant in Essex, UK this summer.

Danone

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IUF-affiliated Food Industry Employees Union (FIEU) in **Malaysia** signed the first CBA at Danone Dumex on March 2016. This came after the concerted efforts by FIEU to organize a union in the food industry and increase membership to secure recognition from companies like Danone.

IUF-affiliated Tobacco, Drink, Food and Allied workers union in Turkey (Tekgıda-İş) signed the first CBA at Danone Hayat waters Turkey on April 8, 2016. The union organized workers but had difficulties with the local management to secure recognition for collective bargaining. The IUF organized meetings in Turkey and Paris and secured the access for the union to workers and recognition of the union by the company.

IUF and Danone sign agreement on limiting precarious employment

The [IUF-Danone Agreement on Sustainable Employment and Access to Rights](#), signed on March 15 is available in English, French, Spanish, German, Swedish, Dutch and Bahasa Indonesia. Copies can be obtained by clicking the link above or by contacting jacqueline.baroncini@iuf.org.

The IUF Secretariat will provide affiliates with a guide to assist those who wish to use the agreement locally to protect and enhance the protection of full-time secure employment within Danone.

Monitoring existing IUF/Danone agreements

A joint monitoring visit to Brazil took place from April 4 to 6 and included meetings at Danone Brazil head office in São Paulo and at a dairy factory and a water-bottling plant. The IUF representative also had meetings with the leadership of FETIASP, the federation of food workers in São Paulo and the leadership of the union of food workers in São Paulo (STILACAFE). Prior to the visit, FETIASP organized meetings of unions representing Danone workers, IUF affiliates and non-affiliates alike. These meetings will continue on a regular basis. Danone Brazil management

also committed to begin holding regular union-management meetings.

Saputo

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The **IUF international union alliance** in Saputo held a conference call on March 23.

The company had just announced the closure of three factories in Canada including one in Nova Scotia where Unifor has members, and one in Ottawa which is organized by the Teamsters (IBT). Unifor and the IBT agreed to communicate and cooperate in supporting their members following the announcement of the proposed closures.

The IBT has recently settled two CBAs with Saputo in the US and is close to settling a third. It is also pursuing organizing opportunities in several States.

In Australia, the NUW is preparing to renew collective agreements with Saputo which expire early in 2017, while in Argentina, ATILRA is preparing for sector wide bargaining which will include members employed by Saputo.

FAST FOOD

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McDonalds

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In California, US, lawmakers have announced an agreement to raise the state's minimum wage to USD 15 an hour by 2022. More than 5.6 million Californians – over 32% of the State's workforce – are expected to benefit from the increase. The fight to raise the minimum wage, spearheaded by the SEIU with young low-wage workers and workers from minority groups at the forefront, is also advancing in other States, most prominently New York, Washington DC and New Jersey, demonstrating the national impact of the 'Fight for 15' campaign.

Sbarro

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Sbarro workers in **Moscow** and other **Russian cities** organised by the IUF-affiliated Novoprof have won their campaign for union recognition and payment of wage arrears. The union and the franchise holder 'GMR Planet of Hospitality' have reached an agreement and the first payments have started with union members the first to receive their money. Sbarro workers and Novoprof have launched an organising campaign 'People of Fastfood' in Moscow in order to bring workers of other chains to the union ranks and build momentum from the success.

3rd International Fast Food Workers Day, April 14, 2016

On April 14, fast food workers in 40 countries joined the third **International Fast Food Workers' Day**. Fast food workers participated in a variety of actions, from leafletting to demonstrations and strikes to highlight the poor working conditions of the sector and to tackle issues including wage theft, zero hours contracts, low wages, precarious employment and the right to join or form a union.

Zero Hours Contracts campaign

A long campaign by IUF affiliate Unite supported by all **New Zealand** unions has resulted in a unanimous vote in parliament to ban zero hours contracts. All employment agreements will now be required to stipulate agreed and guaranteed hours; these hours must be recorded with reference to days of work and start and finish times. An agreement may include an 'availability clause' for 'good reasons', but employees must be compensated for being available.

FISHERIES

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North American Seafood Expo, Boston, March 6-8

Workers' rights violations at **Les Conserveries Marocaines – DOHA** and **Phillips Seafood** were exposed at the North American Seafood Expo in Boston (March 6-8), where these companies were marketing their products. IUF was joined by International Labour Rights Forum, Guest Workers' Alliance and AFL-CIO Solidarity Center at the special meeting on Human rights in the global seafood industry, as well as in the Expo itself, to raise concerns over easy access to the international market by the companies, with the record of labour rights abuse.

Citra Mina / Philfresh

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International solidarity organized through the IUF has secured comprehensive health insurance coverage for the union leaders and members unfairly dismissed by the **Philippines tuna giant Citra Mina** after they formed a union two-and-a-half years ago. The Citra Mina workers and their union continue to fight for their rights and winning health coverage for themselves and their families is a vital boost to their long struggle for rights and recognition. The funds are provided by Swedish Food Workers' Union (Livs).

On March 11, workers of Citra Mina were joined by workers from other fish companies to launch Tuna Workers Solidarity in General Santos, the tuna capital of the Philippines. Over 700 workers in tuna processing and canning as well as workers on tuna fishing vessels declared their support for Tuna Workers Solidarity and a commitment to save tuna industry jobs and the environment from reckless companies. A delegation of tuna workers from the Maritime and Transport Workers' Union of Papua New Guinea joined Tuna Workers Solidarity and spoke at a press conference together with the IUF, SENTRO and the Citra Mina Workers' Union.

FOOD PROCESSING

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Mondelez (ex-Kraft)

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Seven workers have now died as a result of injuries suffered following a boiler explosion and fire at the Mondelez Cadbury factory in Cairo on March 28. Initially four workers were reported dead with some 60 injured, many with serious burns and in critical condition.

The IUF has communicated to our union members at Mondelez Alexandria our deep condolences and full solidarity and support for the dead and injured workers and their families and called for a full, transparent investigation and respect for trade union rights throughout Mondelez Egypt to ensure such needless tragedies can be avoided in the future.

When Mondelez proposed the outsourcing of 17 distribution jobs at Coolock in Ireland, members of IUF affiliates SIPTU and Unite the Union went on strike to keep the jobs in-house. The Irish Workplace Relations Board convened negotiations between the unions and the company and the decision to outsource the work has been dropped and some long standing pay issues have also been resolved in a three year deal.

US affiliate BCTGM continues its campaign to prevent 600 jobs at the Chicago operations of Mondelez from being shifted to Mexico. The union has called for a consumer boycott of Nabisco products being produced by Mondelez in Mexico.

On April 6, the BCTGM filed a submission to the US Department of Labor asking for an investigation into the use of company unions, protection contracts and a lack of union transparency in Mexico under a mechanism provided for under the North American Free Trade Agreement (NAFTA). The workers at

Mondelez Salinas, Mexico are represented by a company union which the BCTGM believes is neither independent nor able to represent workers in genuine collective bargaining.

On March 31, Mondelez officially announced the sale of a number of local European brands to French-based private equity investors Eurazeo.

The deal will transfer production of these brands to five plants in France (Marcq-en-Baroeul, Blois, Saint-Genest, Vichy, and Strasbourg) to be owned and operated by Eurazeo. Current production of these brands in Spain and Central Europe will be transferred to the new company in France.

The Mondelez factory in Valladolid, Spain will close, with the elimination of 232 jobs.

Mondelez claim that Eurazeo is an 'active, long-term investor'. The record shows that they are a financial investor with a business model based on debt-funded acquisitions and a rapid 'disposal cycle'. Read more about this [here](#).

Nestlé

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The joint working group on gender equality met again on March 31 to consider Nestlé's proposed amendments to the IUF draft of an agreement on gender equality and non-discrimination. By mutual agreement, the IUF will draft a list of concrete measures and actions to be taken to operationalize the commitments.

Following a meeting between the IUF and senior national and corporate management, all three unionised Nestlé factories in Russia (Perm, Timashevsk and Samara) signed their collective bargaining agreements which included wage increases for 2016. The unions reported that they were unable to obtain appropriate financial and other relevant information from the company in the course of collective bargaining and discussions are ongoing between the IUF and Nestlé concerning workers' rights and the processes of collective bargaining in Russia.

In 2015 Nestlé announced a 'global' 14 week maternity/parental leave policy to align Nestlé policy more closely with ILO Convention 183 (non-compliance issue raised earlier by the IUF). The IUF continues to work with North American affiliates UFCW/RWDSU and the IBT concerning Nestlé's flawed implementation of this policy. Discussions are also ongoing around Nestlé commitment to the IUF that management would not interfere in any way

when workers are considering exercising their right to join a trade union.

Following Nestlé's announcement of plans to close its coffee plant in Mainz (Germany) by the end of 2017, an ad hoc meeting of the European Works Council was held on April 8 in Frankfurt. The union delegates from the plants slated to receive production (in the UK, France, Spain and Switzerland), committed to refuse any new work as long as the closure plans are under dispute in Germany and not before all issues have been resolved to the satisfaction of the German workers.

A meeting of the Steering Committee of the European Works Council took place on April 13-14. On this occasion the committee was expanded to include additional delegates who expressed an interest in helping advance the trade union work in the Nestlé EWC and participating in one of the working groups (living wage, sustainable employability, NCE) constituted at the meeting in November. A further topic for discussion was the proposed joint venture between Nestlé and the private-label ice cream manufacturer, R&R.

Nomad Foods

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The Swedish Food Workers' Union (Livs) is fighting plans to shut down the Findus frozen food factory in Bjuv, which would throw 450 workers out of a job and destroy the livelihoods of many hundreds of farmers who supply the plant. On March 31, the CEO of Nomad Foods – an investment vehicle registered in the British Virgin Islands with the brands Findus, Birds Eye and Iglo in its portfolio – came to the factory, called all staff to a meeting, announced that the factory would close at the end of the year and immediately left the country. The Swedish prime minister has called on the company to return to Sweden and meet with the government, and Livs is demanding that the factory continue in operation.

The IUF launched an urgent online [campaign](#) in support of the demands of the Swedish Food Workers' Union and has contacted our affiliates in the UK, France, Spain, Germany, Norway and Italy where Nomad operates processing facilities, to inform them about the actions of the company in Sweden and to seek their solidarity support. Affiliates are being encouraged to request information, including detailed financial information, about the company's plans for the plants in each country and to encourage membership participation in activities designed to

prevent and discourage the shifting of production between countries.

HOTEL CHAINS

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IUF International Housekeepers' Campaign

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

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In **New Zealand**, Unite Union has been investigating the way a number of well-known hotel brands make use of a practice known as the 'credit system'. This tells workers how much time they have to clean a room, giving 'credits' for the number of minutes supposedly spent cleaning each room. Their timesheets based on these theoretical credits do not reflect their real finish time, so they're not paid for all the hours they work. Unite has been working to educate workers – who are encouraged by the hotel companies to believe the practice is legal – to recognize and to challenge the practice.

The **Finnish PAM** has joined the IUF's Global Week of Action with activities aimed to raise guests' awareness about housekeepers' working conditions. From November 4 to 11, union officials and shop stewards visited 15 hotels in the Helsinki, Espoo and Vantaa areas, including a one-day action at Helsinki airport. Most guests, who had never thought about housekeepers' workloads, learned from the union's activities how difficult and strenuous the work is.

A meeting was held with the Spanish hotel chain **Melia** on March 30, to discuss how to cooperate to establish healthy and safe workloads for housekeepers at a global level. The Company's response was positive and it was agreed to further discuss setting up a working group to include IUF's affiliates with members in Melia hotels.

KMA Hotels

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Five union leaders unfairly terminated in 2015 for union activities at the **Bagan Hotel River View** have won reinstatement and management has entered into good faith negotiations with the union. The union is a member of the independent Hotel Chitthu Township Level Labour Organization Bagan-Nyaung Oo (HLOB) which is affiliated to the IUF. Last year

the IUF launched a global campaign in support of the union and filed a complaint with the ILO concerning violations of the right to freedom of association. With the tremendous courage of union members in Bagan and the vital role played by the HLOB as an independent trade union federation of hotel workers, the reinstatement of the five union leaders marks a critical turning point in the recognition of trade union rights in Myanmar. Several local organizations expressed their solidarity, mobilizing in support of the campaign for reinstatement. The Secretary of the Bagan Hotel River View Union, U Myint Oo, who is one of the five reinstated leaders, expressed thanks to all IUF members around the world for their support.

Starwood Hotels

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On April 12, under the auspices of mediation facilitated by the US OECD National Contact Point, the IUF and Starwood reached a confidential agreement on the alleged rights violations in **Ethiopia**. The parties have reached full resolution of the concerns raised by the IUF pertaining to the discharge of workers and the collective bargaining process at the Sheraton Addis Ababa hotel. In regards to Sheraton Maldives, the parties shall reconvene at an agreed location to continue to explore options in good faith to resolve the matter.

MEAT

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Cargill

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Unite the Union is in consultation with Cargill in the UK after the company announced it would slash 230 jobs at chicken processing plants in Hereford following the loss of a contract to supply the retail chain Asda. Unite is confident that it can avoid forced redundancies and will work on a suitable package for workers who volunteer to leave the company.

Talleys/AFFCO

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Union members from throughout the Asia Pacific region have paused to demonstrate their solidarity with members of the **NZ Meat Workers Union (NZMWU)** employed by Talleys/AFFCO who are in a bitter struggle to assert their rights. The photographic record of solidarity has been prominent on social media and workers report being overwhelmed by the tremendous support. Read more [here](#).

The health and safety record of the serial rights abuser continues to [deteriorate](#). Over 1000 workers were injured at AFFCO and 350 at South Pacific Meats for a total increase of 240 workers over the previous year at these Talleys-owned meat companies.

The company continues to breach the expired CBA with regard to seniority by targeting union members to be the first laid off workers for the season. Refusal to bargain collectively, discrimination against and dismissals of union members and a careless disregard for safety are all the subject of legal proceedings by the union. Meanwhile Talleys/ AFFCO is appealing a full bench decision of the Court which ruled in favour of seniority between processing seasons as laid down in the expired CBA.

The IUF has raised these issues as significant supply chain concerns with major retailers in Europe, notably the UK, and retailers have in turn conveyed those concerns in a number of ways to AFFCO directly. This retailer strategy will remain a key part of the IUF's ongoing support to workers at this New Zealand meat company.

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.

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