

# TNC UPDATE #26

07-2016



*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.*

## Contents

### **Agriculture:**

#### **Sugar:**

- Illovo Sugar
- Tongaat Hulett

#### **Palm Oil:**

- TNC supply chain (inc Wilmar)
- Publication: Global Palm Oil News

#### **Tea:**

- TNC supply chain

### **Beverages:**

- The Coca-Cola Company
- PepsiCo
- IUF Coca-Cola & PepsiCo meetings

### **Breweries:**

- SABMiller/ABInBev/Asahi
- Int'l Brewery Workers' Conference

### **Catering:**

- Sodexo

### **Dairy Division:**

- Arla
- BEL Group
- Danone
- Int'l Dairy Workers' Conference

### **Fast Food:**

- McDonald's

### **Fisheries:**

- Brussels Seafood Expo
- Citra Mina/Philfresh
- Seachill/Icelandic Group

### **Food Processing:**

- Mondelez
- Nestlé (inc Froneri)
- Nomad Foods
- Unilever

### **Hotel Chains:**

- IUF's International Hotel Housekeepers Campaign
- Accor Hotels
- Melia Hotels

### **Meat:**

- TNCs & health and safety
- Cargill
- CP Foods
- Talleys/AFFCO

## AGRICULTURE

[sue.longley@iuf.org](mailto:sue.longley@iuf.org)

### **Sugar: Illovo Sugar**

[jorge.chullen@iuf.org](mailto:jorge.chullen@iuf.org)

On March 23, the **National Union of Plantation Agricultural Workers Union (NUPAAW)** of Zambia concluded negotiations at Zambia Sugar Plc, Illovo Sugar's flagship. The agreement provides for significant wages increases for both permanent and seasonal workers. (More information at the IUF Sugar site: [www.iuf.org/sugarworkers/](http://www.iuf.org/sugarworkers/))

Negotiations under the **South African Sugar Bargaining Council** continue at a slow pace. Matters were referred to the Commission for Conciliation, Mediation and Arbitration (CCMA) that recommended a 6.5% increase but employers, among them Illovo Sugar, offered 5.5% at the latest round of negotiations on June 13. Employers are currently adamant on that no financial benefits will be negotiated this year. The **Food and Allied Workers Union (FAWU)** is one of three unions in the Council negotiating with six employers, among them the sugar giants **Illovo Sugar** and **Tongaat Hulett**.

### **Palm Oil: TNC supply chain**

[jorge.chullen@iuf.org](mailto:jorge.chullen@iuf.org)

Field work at the **Benso Oil Palm Plantation (BOPP)** in Ghana was carried out by the IUF Sugar/Palm Oil Coordinator, along with the IUF Africa Regional Secretary and the IUF African coordinator for the Women's Project. BOPP is now owned by major palm oil supplier **Wilmar**.

Focus was on occupational health and safety conditions, followed by an exchange of information with members of the **Ghana Agricultural Workers Union (GAWU)**. The project covers the palm oil sector in Cameroon, Ghana and Nigeria.

On the following week (June 19) the IUF Sugar/Palm Oil Coordinator worked with the **Fako Agricultural Workers Union (FAWU)** on

extensive visits to plantations and mills owned by the **Cameroon Development Corporation (CDC)**. The CDC is a state-owned company, ranked as the country's second largest employer with plantations in bananas, oil palm and rubber.

To help build a better understanding amongst affiliates of the rapidly changing global palm oil global supply sector, the IUF is producing regular detailed email updates of developments (currently in English only). To subscribe to the **News from the Global Palm Oil Sector** contact the IUF global sugar and palm oil coordinator [[jorge.chullen@iuf.org](mailto:jorge.chullen@iuf.org)].

## Tea – TNC supply chain

[sue.longley@iuf.org](mailto:sue.longley@iuf.org)

The **Plantation and Agricultural Workers Union of Malawi (PAWUM)** has made a significant breakthrough to enable it to better represent and negotiate for tea plantation workers. After years of wrangling and resistance from the Tea Association of Malawi, a recognition agreement was signed at the end of May 2016. This was followed up by a proposal from PAWUM in mid-June for a collective bargaining agreement and negotiations on the CBA expected in mid-July. PAWUM has been supported by the IUF throughout.

To-date, wages are unilaterally imposed by TAML and are amongst the lowest in the sector – a 2013 study found them to be lower than wages for tea workers in Assam and Indonesia. The current basic rate is about \$1.35 per day.

Malawi is the second largest tea producer and exporter in Africa after Kenya, with the most tea going mainly directly to British TNCs for blending in leading British tea brands. Tea is the largest formal sector employer in Malawi with around 50,000 workers.

## BEVERAGES

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

### Coca-Cola

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

In **Uruguay** IUF-affiliated STCC was in conflict with the Coca-Cola management over a restructuring in the distribution and presales area. The IUF raised the issue at the May 2016 meeting with Coca-Cola in Atlanta and FELATRAC (Latin American Coca-Cola Federation) offered its support to STCC. As a result of this support local management agreed that almost all workers would keep their jobs (62 of 70). STCC has thanks IUF members and FELATRAC for their support.

IUF-affiliated SUT-INARSA in **Nicaragua** signed a new contract with Coca-Cola bottler FEMSA which limits outsourcing. The Union of Workers of the National Soft Drink Industry negotiated a 15%-18% increase in economic terms. In the past two years the union secured direct contracts for 40 previously outsourced workers. There are still 120 workers without permanent contracts in the company. Read more [here](#).

Unions organized in the **Bolivian subsidiary of Coca-Cola** are working towards building a national Coca-Cola workers' union. Read more [here](#).

As a result of the May 12 **IUF/TCCC (The Coca-Cola Company) meeting in Atlanta**, FEMSA management in Philippines agreed to pay unpaid overtime and wage losses that resulted from a new payroll system called Project Sharp. The IUF will monitor this payment process.

IUF affiliates in **Pakistan** have successfully negotiated a gender hiring policy to recruit more women workers and widen opportunities for women trainees in Coca-Cola plants in Rahim Yar Khan and Faisalabad. The employment 15 women employed as fork lift operators in Coca-Cola Pakistan in 2016 was a major breakthrough for equality. Maternity leave was also increased from 12 weeks to 16 weeks and onsite crèche/day care facilities have been established in the Coca-Cola plants in Pakistan. They have sufficient baby cots, air conditioning, heaters of a high safety standard, potable drinking water and refrigerators.

In **Togo**, following the conflict at the Lomé Brasserie BB in June 2015 about precarious workers doing permanent worker's jobs, a joint study group was set up. Its mandate was to identify outsourced jobs. Over one hundred posts were identified and today the company together with the union is proceeding with the gradual transformation of these temporary workers to fixed-term contracts with the aim of ending precarious work in the company.

**Coca-Cola European Partners (CEP)** announced on May 28, 2016 that the merger of Coca-Cola Enterprises, Coca-Cola Iberian Partners and Coca-Cola Germany has been completed. This merger creates the world's largest independent Coca-Cola bottler based on net sales and serves over 300 million consumers across Western Europe.

SABMiller and Coca-Cola have gained approval from the **South African government** for a deal to combine their soft-drink operations. The agreement with the South African Ministry of Economic Development includes a three-year freeze on layoffs and requires the companies to

invest \$54 million to support small South African businesses. Read more [here](#).

Affiliates representing Coca-Cola workers are invited to attend **the IUF Global Coca-Cola Workers Alliance meeting to take place on September 14-15, 2016, in Geneva, Switzerland**. This meeting will allow affiliates to discuss issues and developments within the company, review and evaluate progress in a number of areas and conflicts, set future priorities for our work and discuss possible joint actions to strengthen the Alliance. Affiliates interested in participating should contact the IUF Secretariat [[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)].

## **PepsiCo**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)



PepsiCo's refusal to recognize and to remedy ongoing human rights violations in a West Bengal warehouse in **India** that exclusively works for PepsiCo makes it complicit in human rights abuses – complicity that leaves their supplier code and their claimed dedication to human rights in tatters.

The IUF has called on PepsiCo to use the power of its relationship with its supplier to secure reinstatement of the workers under conditions that guarantee their rights. The IUF has launched its 'STOP PEPSIComplicity!' campaign in support of these 28 workers at this RKFL warehouse.

Please find the campaign leaflet in English [here](#).

Affiliates in India, Myanmar, Pakistan, India, Indonesia and USA have recently taken action in support of 28 workers still fighting for their rights in India. Find the details of these actions at <http://www.stoppepsicomplicity.org/>.

It has been a year since the Union of Workers of Grupo Frito Lay Compañía Limitada (Sitrafritolay) was legally established. Despite representing the vast majority of workers, the PepsiCo subsidiary in **Guatemala** refuses to sit down to negotiate with the IUF affiliate and opted for signing a new collective bargaining agreement with a minority union. Faced with this situation, Sitrafritolay, which currently represents some 900 workers of a total of 1300 workers on the Group's payroll, has filed a complaint in court. Management is trying to impose a fake collective agreement that was not discussed with the union and which does not meet workers' expectations.

Following long years of struggle for recognition by the IUF-affiliated **Union of Workers of Frito Lay Dominicana (Sintralaydo)** the union was recognized as having the required number of members stipulated under the Labour Code to be considered representative of the workers. Some 500 workers signed a document supporting the collective bargaining process. A few days later, Sintralaydo delivered its list of demands to the company and to the labour authorities.

This historic achievement comes after 8 years of struggle and including the dismissal of 500 workers. Sintralaydo is now preparing to enter into collective bargaining negotiations with the company.

## **IUF PepsiCo and Frito-Lay unions' network meetings**

Affiliates organized in the PepsiCo and Frito-Lay operations are invited to the **IUF PepsiCo and Frito-Lay unions' network meeting to take place on September 13-14, 2016, in Geneva, Switzerland**. This meeting will serve to develop a strategy amongst IUF affiliates to better map our membership in the company, determine a plan to strengthen union membership and advance the IUF's strategy aimed at building a strong trade union rights and union bargaining base for IUF affiliates within PepsiCo and Frito-Lay. Affiliates interested in participating should contact the IUF Secretariat [[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)].

## **BREWERIES**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

### **SABMiller**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

After lengthy negotiations the **Brewing Industry Union of Panama (STICP)** called a strike and entered arbitration in April. As a result STICP won its fight for a three-year collective agreement. Read more [here](#).

### **SABMiller/ABInbev/Asahi**

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

An **IUF SABMiller/ABInbev/Asahi meeting** was organized on June 14, 2016. IUF affiliates representing ABInBev and SABMiller workers adopted an international declaration. Please see the declaration [here](#).

### **International Brewery Workers' Conference**

An International Brewery Workers' Conference took place in Istanbul, Turkey on June 14-16, 2016. One key outcome of the conference was the establishment of a Brewery Division. The division will have an informal and flexible structure similar to the Dairy and Meat divisions.

Having seen a presentation of the Dairy Division Collective Bargaining Agreements web platform the conference proposed a similar tool for the Brewery Division.

A closed Facebook group for ongoing communication amongst the IUF affiliates representing brewery workers will also be created.

Detailed action points adopted at the conference will follow in the next TNC update.

## CATERING

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

The IUF Catering Steering Group met in Geneva on June 1 and endorsed further work by the IUF secretariat aimed at enhancing job security in a sector where employers regularly tender for contracts to provide services. The IUF presented research on legal protections for workers during employee transfer processes in **Sodexo's** ten largest markets.

The Steering Group identified common issues their members confront in working for major TNCs in the sector, such as flexible hours of work, workload, health and safety, excessive use of casual and temporary workers and lack of recognition of workplace union representatives. The IUF Secretariat will develop a draft campaign plan for the HRCT conference in November 2016 which will define common issues for catering affiliates to organize around and define common goals and objectives for a long term plan for the sector.

## DAIRY DIVISION

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

### Arla

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

**UK affiliate Unite the Union** has filed legal proceedings against Arla for failing to properly consult before making a decision to close the Hatfield Peverell site with the loss of 230 jobs. The union is claiming damages on behalf of its members employed at the site.

### BEL Group

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

At the request of **Turkish affiliate Tekgida-Is**, the IUF has met with French dairy TNC Bel to demand the company give immediate recognition to Tekgida-Is and commence collective bargaining with the union.

The Labour Ministry of Turkey issued the certificate that recognizes the collective bargaining status of Tekgida-Is at Bel Karper

Turkey after the union established that it represented more than 40% of the workforce.

However the company has launched a legal challenge to this Labour Ministry decision which will delay bargaining and is designed to weaken the union within the company and ultimately avoid union recognition.

The company has blatantly breached its human rights obligations by setting up a 'Plant Council' clearly intended to undermine the authority and legitimacy of Tekgida-Is.

### Danone

[burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

A joint meeting within the framework of the **IUF/Danone global engagement** took place in Paris on June 6. The meeting discussed initiatives, separate and joint, for promoting the recently-signed **Agreement on Sustainable Employment and Access to Rights** (available from the IUF website). Danone has commissioned translations into 21 languages. Rights issues at Danone operations in **Poland, Russia, Turkey, Indonesia** and **Malaysia**, and at joint venture operations in **Korea** and the **US** were discussed. A discussion was launched around human rights due diligence obligations within Danone's supply chain, initially specifically focused on palm oil.

Reports were given on the most recent **IUF/Danone agreement monitoring visits** (to Malaysia, Russia and Brazil). The 2016 schedule of visits would include India, Ireland and a follow-up visit to Russia.

### International Dairy Sector Conference

40 representatives from 17 affiliates attended the **4<sup>th</sup> IUF Global Dairy Conference** in Cape Town, South Africa from May 24-26.

The IUF Secretariat presented an update on the organizing charts for major dairy TNCs which tracks our progress organizing company facilities. Some new plants were organized but mergers, acquisitions and restructuring have seen some organized plants close leaving overall situations relatively unchanged. Affiliates were requested to integrate these organizing charts in their own organizing plans and notify the IUF Secretariat when targeting plants to organize, any company resistance and to report success.

The IUF Dairy Division will continue to work to strengthen and build international union alliances initially within **Arla, Danone, Fonterra** and **Saputo** by fostering regular communication and strengthening concrete solidarity actions.

During IUF formal engagements with companies, attention focuses on human rights risks around

precarious work, gender inequality and human rights violations within company supply chains.

With the assistance of **IUF Australian affiliate the NUW**, the IUF has established a web based platform <https://www.dairyworker.org/> where affiliates can upload and share collective bargaining agreements, refer to a checklist of key provisions and ask questions of the affiliates who have uploaded their CBAs. After joining, affiliates need to upload their dairy sector collective agreements. This database is still in development stage and is currently only available in English. Other languages are planned but collective bargaining agreements uploaded cannot be translated by the IUF Secretariat because of the prohibitive cost.

## FAST FOOD

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)

### **McDonald's**

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)

On May 25, **US fast food workers** took a series of actions to protest low wages and poor working conditions in the sector. In the morning, many workers at major fast food chains walked off the job and gathered in front of the Rock N Roll McDonald's restaurant in Chicago with a clear message: McJobs are a cost to us all. Later in the afternoon 10,000 people from across the country protested outside McDonald's headquarters in support of the **FightFor15 campaign** (\$15 per hour and the right to join a union).

## FISHERIES

[kirill.buketov@iuf.org](mailto:kirill.buketov@iuf.org)

### **Brussels Seafood Expo: Doha, Citra Mina, Icelandic Group**

IUF and ITF affiliates took action at the annual **Seafood Expo Global in Brussels**, Belgium from April 26-28 to highlight the brutal practices which are widespread within the industry and to defend the rights of seafood industry workers. Seafood Expo Global is the largest international trading platform for fish and sea food. Last year, 2015, the IUF and ITF Belgian affiliates organized action at the Expo gates in support of dismissed union members at the **Citra Mina (Philfresh)** company in General Santos, Philippines. This year the action expanded to include union representatives from Belgium, Denmark, Italy, Norway and the UK who travelled to Brussels to talk with the companies violating workers' rights, including **Doha/Aveiro of Morocco** in addition to Citra Mina/Philfresh, and deliver a union letter to the **Icelandic**

**Group**. Union activists held a picket at the gates and distributed leaflets to raise awareness of the ongoing human rights abuses in the industry.

### **Citra Mina/Philfresh**

[kirill.buketov@iuf.org](mailto:kirill.buketov@iuf.org)

Citra Mina workers and their union continue to fight for their rights. A win establishing health coverage for themselves and their families was a vital boost to their long struggle for rights and recognition. When the workers were terminated they lost employee health coverage for themselves and their families under the government Philhealth scheme. Thanks to support from the IUF and notably the Swedish Food Workers' Union Livs, they now again have full coverage.

### **Seachill/Icelandic Group**

[kirill.buketov@iuf.org](mailto:kirill.buketov@iuf.org)

**Unite UK** is campaigning to stop Grimsby-based **Icelandic Seachill**, the UK's leading supplier of chilled fish, exploiting the new 'national living wage' to cut workers' incomes by reducing overtime rates. Unite is concerned that this practice will spread across the UK when companies are legally obliged to pay the national living wage of £7.20 per hour. Icelandic Seachill, which relies on large amounts of overtime from its 400 workers, has engaged in what Unite describes as 'an outrageous sleight of hand' to recoup the money it will have to pay out for the increase required by the national living wage. The action of Icelandic Seachill, part of Icelandic Group, which is owned by an alliance of pension funds was criticized in UK and in Iceland. With the support of the IUF affiliates, Unite in the UK and SGS in Iceland are coordinating internationally in an attempt to stop the cuts in Grimsby.

## FOOD PROCESSING

[jacqueline.baroncini@iuf.org](mailto:jacqueline.baroncini@iuf.org)

### **Mondelez (ex-Kraft)**

[jacqueline.baroncini@iuf.org](mailto:jacqueline.baroncini@iuf.org)

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

US affiliate the **BCTGM** continues its campaign against outsourcing of 600 jobs from the Mondelez Nabisco plant in Chicago. The Alliance for Retired Americans has joined the AFL-CIO in supporting the union call for a boycott of Mexican made Oreo cookies after Mondelez proceeded with the decision to destroy decent jobs in the Chicago facility.

BCTGM local 300 member Michael Smith addressed the Democratic Platform Drafting Committee in preparation for the Democratic Party National Convention and delivered an

emotional statement about his experience as a worker whose job had been outsourced. Smith received a standing ovation from the panel and the audience and you can read his statement [here](#).

## **Nestlé**

[jacqueline.baroncini@iuf.org](mailto:jacqueline.baroncini@iuf.org)  
[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

The most recent twice-yearly IUF/Nestlé meeting was held on June 2.

The IUF noted the progress made in **Hong Kong** where a union recognition agreement was signed, in **Indonesia** where negotiations have commenced for a national collective agreement and in **India** where there are now structured relations between the **All India Nestlé Workers Federation** and Nestlé India management.

In **Russia**, the IUF noted some progress but highlighted the need for clearer recognition of the Nestlé unions for all workplace issues and that more robust mechanisms require implementation for good faith collective bargaining, including wages.

In **Korea**, the IUF noted the deteriorating environment for the protection of rights, a direct consequence of Nestlé's failure to undertake human rights due diligence when it formed a joint venture (JV) with **Lotte** and again expressed concern that Nestlé appeared to have no influence over the day to day operations of the JV.

The IUF called on Nestlé to undertake appropriate and rigorous human rights due diligence in the formation of the ice cream JV with **R&R** and that human rights would be promoted and protected in the new company. The IUF signaled to the company that it would hold Nestlé accountable if there were human rights violations perpetrated by the new company, **Froneri**.

In **Japan**, **Food Rengo** has still not been able to access Nestlé plants to advise workers on their rights following a ballot held to dissolve the union. The IUF has requested that Nestlé ensure that Food Rengo can have direct access to workers in all of work sites to ensure that workers are aware of their rights and understand the current situation.

In the **USA**, Nestlé has assured IUF affiliates that there will be one policy and operational approach across all divisions of the company in relation to workers' access to trade union and collective bargaining rights. There have been some welcome signs of progress but as yet

there remains a lack of clarity on the policy and its implementation.

On June 21 in **Turkey**, 900 Tekgida-Is members began a strike to secure permanent secure jobs for current contract and outsourced workers and improved wages. We will include the latest news of this strike in the next TNC Update. For more details click [here](#).

The implementation of Nestlé's maternity protection policy in the USA is not in line with **ILO convention 183** which provides for 14 weeks paid leave independent of annual leave. Negotiations on the implementation of the policy are continuing.

On behalf of the **IUF/Nestlé joint working group on gender equality**, the IUF presented an update of a draft agreement on gender equality and non-discrimination but indicated that no further progress was possible until the maternity leave issues in the USA had been resolved.

An ad-hoc meeting of the **Nestlé European Works Council** took place on May 20. Union delegates from countries within the scope of the EWC affected by the merger between Nestlé ice cream and R&R were informed about the current situation and the initiatives being taken at country-level. At this stage, Nestlé was not able to provide any assurances or even information about trade union rights, which was the key issue raised by the union delegates. Nestlé did commit to organizing another ad-hoc meeting in a few months.

The Nestlé European Works Council held its first of two annual regular meetings on June 15-16. Topics on the union agenda included living wage and its extension to contract workers, sustainable employability and health and safety.

## **Nomad Foods**

[jacqueline.baroncini@iuf.org](mailto:jacqueline.baroncini@iuf.org)  
[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

The **Swedish Food Workers' Union (Livs)** continues to fight plans to shut down the Findus frozen food factory in Bjuv (see TNC Update #25). Ongoing discussions aimed at finding an alternative buyer continue.

## **Unilever**

[peter.rossman@iuf.org](mailto:peter.rossman@iuf.org)

The twice-yearly meeting with Unilever corporate management, the IUF Secretariat and affiliates and IndustriAll took place in London on June 9. The IUF continues to press Unilever on its responsibility to act to ensure rights are respected in its business relationships and at its suppliers. In response to demands from the IUF, Unilever has played a positive role in facilitating

contact between International Flavors and Fragrances (IFF) and the IUF over a long-running conflict in Turkey involving one of the IUF's Turkish affiliates. The IUF has also raised violations of trade union rights at packaging transnational Crown Holdings in Turkey and has called on Unilever to use its leverage with PepsiCo, with whom the company has a joint venture producing iced drinks in a number of countries, to facilitate a negotiated resolution to the long conflict over rights at PepsiCo warehouse provider RK Foodland in West Bengal, India. At the meeting, the IUF secured agreement in principle for joint action to address basic rights violations at palm oil plantations producing for Wilmar, Unilever's largest palm oil supplier, including poverty wages, precarious work, child labour and the absence of potable water.

The IUF also secured agreement in principle to jointly address rights violations at three tea plantations in Assam, India which supplied Unilever. These included poverty wages resulting from the systematic deduction of debts dating back generations, the absence of potable water and adequate sanitation and the use of the highly toxic herbicide paraquat.

The IUF encourages affiliates to approach national/local managements to commence negotiations on implementing the joint commitment to preventing sexual harassment at Unilever workplaces signed in January. You can find the agreement by [clicking here](#). Please inform the Secretariat of any initiatives in this area and on how the company may be introducing or promoting the agreement in your workplaces.

## HOTEL CHAINS

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)  
[emilio.ferrero@iuf.org](mailto:emilio.ferrero@iuf.org)

### ***IUF International Housekeepers' Campaign***

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

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)  
[emilio.ferrero@iuf.org](mailto:emilio.ferrero@iuf.org)

With the impetus provided by the Global Action Week, ***IUF affiliates in Africa*** are organizing, strengthening their demands on employers and negotiating improved working conditions for housekeepers.

In ***South Africa***, the South African Commercial, Catering and Allied Workers Union (SACCAWU) has negotiated lighter duties for women housekeepers during pregnancy and for

four months after returning from maternity leave at some hotels, as well as weekly checkups for housekeepers by a doctor and nurse on site. Through protracted battles with ***Sun International South Africa***, the union has won an agreement for outsourced housekeepers to be transferred to direct, permanent employment.

In ***Zambia***, the Hotel, Catering, Tourism and Allied Workers Union of Zambia (HCTAWUZ), is demanding that management at the Zambezi Sun International in Livingston double the number of housekeepers per room from one to two, and is preparing to expand the demand through negotiations with other hotels.

In ***Zimbabwe***, the Zimbabwe Catering and Hotel Workers Union (ZCHWU), has launched a series of initiatives in Harare and Victoria Falls to identify problems and prepare for negotiations to improve the situation of housekeepers. Issues identified by the union include the weight of the beds, chemical hazards and the hazards of dust from carpets and sexual harassment by guests.

In ***Ghana***, the Industrial & Commercial Workers' Union (ICU), using the Activity Body Mapping exercise from the IUF Recommendations on Good Health and Safety Practices in the Housekeeping Sector, along with ICU's OSH presentations, organized training at three of its premier locals – Novotel Hotel, Holiday Inn Accra Airport Hotel and Movenpick Ambassador Hotel – to identify pain affecting hotel workers and also to educate workers on safety and health.

### ***Accor Hotels***

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)  
[emilio.ferrero@iuf.org](mailto:emilio.ferrero@iuf.org)

On April 18, the union at the Ibis Tamarin hotel in Jakarta, ***Indonesia***, which is affiliated to the national hotel and restaurant federation FSPM, won a ballot to enter into negotiations for a CBA. The vote, witnessed by the Manpower and Transmigration office, was demanded by hotel management in the attempt to undermine the union, another tactic in the management's ongoing union busting attempts since the union's formation in 2012.

UNITE HERE Local 75 based in Toronto, ***Canada***, has fully established its bargaining rights at the ***Novotel North York hotel***. In a series of decisions beginning in December 2015, the Ontario Labour Board has found Novotel North York management to have violated Ontario law by refusing to bargain with the union and by implementing unilateral changes to wages and working conditions. The union and workers are now bargaining a first CBA at the Novotel North York.

## **Melia Hotels**

[massimo.frattini@iuf.org](mailto:massimo.frattini@iuf.org)

[emilio.ferrero@iuf.org](mailto:emilio.ferrero@iuf.org)

Difficulties arose in the **United Kingdom** around implementation of the IUF/Melia Global Agreement. Unite the Union and the IUF have worked to resolve this issue.

Following the dismissal for union activity of one of Unite's members, the IUF intensified efforts calling on management to immediately reinstate the dismissed worker and start negotiations around the implementation of the global agreement.

On June 9, an agreement was reached reinstating the dismissed worker with his full rights intact followed by a common Unite/Melia press statement. It was agreed to discuss the broader issues at the hotel in question.

Local discussions would begin about how union access to Melia hotels might work and how the terms of the Global Agreement could apply in the UK. During this period, the company will be working to address internal issues and Unite will commit to a period of peace, refraining from public actions to allow room for constructive progress.

## **MEAT**

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

Two recent reports have again highlighted the dangerous and undignified working conditions in many poultry processing plants, notably non-union plants, operated by meat TNCs in the United States.

**A new US Government Accountability Office (GAO) report** states that the work is not only extremely dangerous but there is significant underreporting of injuries.

Where there is no organized union major companies employ vulnerable refugees and migrants and a climate of fear prevents workers from speaking out.

Again in non-union sites **Oxfam America** has reported that many poultry workers choose to wear diapers because of the indignity of being refused bathroom breaks.

This Oxfam report found that higher healthy and safe standards exist in unionized plants offering important protections and ensuring workers are informed of their rights.

The IUF-affiliated **UFCW/RWDSU** continues to organize poultry workers in a hostile environment and in response to the Oxfam report commented 'workers need to know they have a right to organize and that organized

workers have more opportunities to protect themselves from this type of abuse'.

## **Cargill**

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

In TNC Update #25 we reported that Cargill in the **UK** 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 the Union reports that they successfully avoided compulsory redundancies by negotiating voluntary redundancy, a reduction in agency labour and transfers between sites as there are two plants within very close proximity. All agency workers with one year or more of service will be retained in permanent positions.

The **Coordinating Group of the recently established IUF Meat Division** will meet in September to assess organization within major meat TNCs and target areas for future organizing and union growth. The meeting will discuss the potential for forming functional international union alliances within companies and identify issues for common organizing and campaigning activities.

## **CP Foods (poultry)**

[ron.oswald@iuf.org](mailto:ron.oswald@iuf.org)

This aggressively anti-union Thai food company (amongst the major poultry companies in the world) has consistently posed real challenges for unions and workers seeking to access their rights everywhere within the company.

The IUF is currently assessing union strength and ongoing struggles at CP Foods and is committed to working with any union that seeks to defend or establish workers' rights at CP Foods.

In **Turkey**, the national centre DISK's food union Gida-Is is in a major conflict with CP Foods and at a recent meeting in Istanbul the IUF Secretariat began to explore how the IUF might integrate this struggle and support it as part of the broader international struggle within CP Foods.

## **Talleys/AFFCO**

[james.ritchie@iuf.org](mailto:james.ritchie@iuf.org)

[ron.oswald@iuf.org](mailto:ron.oswald@iuf.org)

The conflict between this company and the IUF-affiliated **NZ Meat Workers Union (NZMWU)** continues.

Ongoing international support has focused on raising rights issues in this company as significant supply chain concerns with major retailers in Europe, notably the UK, and three major UK retailers have in turn conveyed their



concerns in a number of ways to AFFCO directly. One major retailer has suspended its supplier contract with the 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. They should be sent to [iuf@iuf.org](mailto:iuf@iuf.org).

Facebook:

<http://www.facebook.com/IUFglobal>

Twitter: <https://twitter.com/IUFglobal>

YouTube Channel:

<http://www.youtube.com/user/IUFglobal>