

# TNC UPDATE #27

## 09-2016



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

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In early 2015, **Malaysia-based Sime Darby** acquired the operations of Papua New Guinea-based New Britain Palm Oil Ltd (NBPOL), a key part of major TNC supply chains, boosting their landbank to 1 million hectares (10,000 square kilometres). Sime Darby has launched a massive redundancy program and outsourcing schemes, which the Higaturu Oil Palms Processing Workers' Union (HOPPWU) estimates have affected over 700 workers to date. Sime Darby is also strongly moving in Africa's palm oil sector.

### **Sugar: Illovo Sugar**

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A wage increase of 6.5 percent (April 2016-March 2017) for about 5,000 employees was agreed on 4 July under negotiations at the **South Africa Sugar Bargaining Council**. The parties agreed to negotiate outstanding issues within a 180-day period.

Support has continued for IUF-affiliated FAWU's efforts to organize farm workers at Harden Heights, a cane growing operation in the KwaZulu Natal province. Some 190 workers, including 110 FAWU members, went on a strike for 10 days resulting in significant wages increases.

In **Tanzania** negotiations at Kilombero Sugar, an Illovo Sugar subsidiary, reached a deadlock, repeating the pattern witnessed in other countries. With no agreement on wages and on sugar allowances to seasonal and temporary employees, matters are now at mediation.

### **Tea – TNC supply chain**

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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 USD 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

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### **Big Cola**

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The IUF wrote to the AJE Group CEO in Peru (producers of “Big Cola”) about the recent termination of employees of **PT AJE Indonesia** in response to exercising their internationally recognized right to freedom of association. The IUF has demanded the company intervene to remedy the situation and ensure the reinstatement of those workers.

### **Coca-Cola**

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At **Coca-Cola Pakistan**, owned and operated by Coca-Cola’s Turkish bottler CCI earlier organizing work by our affiliate supported and made possible through the IUF’s engagement with corporate Coca-Cola management (the “Atlanta Process”) led to 100% unionization of all 6 Coca-Cola bottling plants and all three distribution centres. This has produced amongst other things a major gender equality breakthrough allowing women to access the better paid jobs at these facilities. The IUF affiliate in Pakistan successfully persuaded the company to apply a gender hiring policy recruiting more women workers in skilled positions and widening opportunities for women trainees in Coca-Cola plants. As a result there are now 28 women operating forklifts at the six bottling plants and three distribution centers – the first women forklift drivers anywhere in

Pakistan, a country where securing gender equality is extraordinarily difficult and can be dangerous. The women stressed that without their union to provide support and shelter this breakthrough would never have happened.

In **Turkey** IUF affiliate Tekgida-Is signed a collective bargaining agreement (CBA) with Coca-Cola İçecek, the Turkish bottler of Coca-Cola products, to apply at its 6 plants in Turkey providing collective bargaining protections and union representation for 1,300 workers who were without a union and a CBA for the last 5 years. The agreement includes coverage for 200 forklift drivers who were not previously members of the union. The agreement provides for significantly improved wages and benefits. The union had threatened strike action from August 10, 2016 if the parties could not reach an agreement.

In **Indonesia**, Coca-Cola Amatil (CCA) management refuses to recognize the bargaining rights of two newly-formed independent unions and is threatening the dismissal of a union leader. The IUF has made it clear that if they go ahead with the dismissal there will be public international action.

At the Coca-Cola FEMSA Pampanga distribution center in the **Philippines**, workers have no protection against the sun and extreme heat. Coca-Cola FEMSA, one of the world’s largest Coca-Cola bottlers, claims they have no budget to provide decent and humane facilities. This is part of a general refusal by FEMSA to fully recognize the IUF affiliate and resolve these kinds of issues through good-faith bargaining. The IUF is currently in negotiations with TCCC corporate management focused on this wider issue.

### **Coca-Cola Workers’ Alliance Meeting**

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, to 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 are therefore asked to contact the IUF Secretariat at [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

### **PepsiCo**

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PepsiCo is complicit in ongoing human rights violations by a warehouse provider in



the **Indian state of West Bengal**. Since 2013, IUF members have been supporting a courageous group of warehouse workers who were fired as a direct consequence of insisting on their right to form a trade union.

“STOP PEPSIComplicity!” is our ongoing campaign in support of trade union rights for workers at the RKFL warehouse in India contracted exclusively to PepsiCo. Please download and distribute the most recent campaign leaflets in [English](#), [Spanish](#), [French](#) and [German](#).

Affiliates at the **International Brewery Workers' Conference** and the **IUF Dairy Conference** have recently shown support for these 28 workers in India. IUF affiliates in Ukraine and IUF Nestle unions have also supported the PepsiCo warehouse supplier's workers' fight. Find the details of these actions visit <http://www.stoppepsicomplicity.org/>

Whilst PepsiCo workers elsewhere in Asia are struggling to exercise their basic rights, on July 23 the new PepsiCo Workers' Union in **Pakistan** took a step forward when it was officially granted collective bargaining status by government authorities, securing formal recognition and the right to negotiate a collective agreement for the first time. In response to abusive precarious employment practices and discrimination, workers at the PepsiCo Frito-Lay plant in Lahore began organizing last year with the support of the IUF-affiliated Pakistan Food Workers' Federation (PFWF). At its inaugural congress in May 2016, the union was formally established, elected its leadership and on July 23 was granted legal collective bargaining status. The union has 650 members of which 150 are women.

The Federation of Food Industry Workers in **São Paulo, Brazil** (FETIASP) secured direct employment for all outsourced workers after more than eight years of struggle to eliminate the outsourcing on production lines at PepsiCo plants in Sorocaba and Campinas. Previously seventy percent of the jobs within the plant were carried out by contract workers. These direct workers gained major increases in their wages and entry into a company health plan. Distribution centers, surveillance, cleaning and catering services are still operated by outsourced workers.

### **PepsiCo and Frito-Lay Unions' Network Meeting**

Affiliates organized in the PepsiCo and Frito-Lay operations are invited to join the **IUF PepsiCo and Frito-Lay unions' network meeting to take place on September 13-14,**

**2016, in Geneva, Switzerland**. This meeting will advance the “PepsiComplicity” campaign, develop a strategy amongst IUF affiliates to better map and organize our membership in the company, determine a plan to strengthen union membership to 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 are asked to contact the IUF Secretariat at [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

## **BREWERIES**

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### **IUF Brewery Division**

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

An IUF International Brewery Workers' Conference took place in Istanbul, Turkey on June 14-16, 2016. The conference called for the creation of an **IUF Brewery Division**.

Following the conference the IUF will convene a Brewery Division Steering Group that will meet informally physically at least once a year and more often through conference calls to strengthen international union alliances within beer companies, and develop regular communication to help foster greater concrete solidarity.

A closed Facebook group for ongoing communication and coordination amongst IUF affiliates representing brewery workers now exists.

Visit the Facebook group link and join the group: <https://www.facebook.com/groups/608740085963768/?ref=bookmarks>

A full report of the conference is available from [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)

### **AB InBev/SABMiller**

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**Carlton United Breweries (SABMiller)**, maker of **Australia's** most popular beers, has sacked 54 union machine maintenance workers at its Melbourne brewery ahead of the impending merger between Carlton United's parent company SABMiller and AB InBev. The workers, members of the IUF-affiliated AMWU and United Voice and the Electrical Trades Union ETU, were told their jobs would be contracted out but that they could return to work as employees of the subcontractor – taking a 65% pay cut! You can support their fight by [sending a message to the company here](#).

The AMWU has thanked over 8,000 supporters and IUF brewery affiliates in the USA, Belgium, Germany, Netherlands, Spain, Argentina, Honduras, the UK, Korea and the IUF's European regional organization EFFAT for their support.

The union at the SABMiller Sonapat brewery in the state of **Haryana, India** has organized mass protest actions in response to the harassment and intimidation of trade union leaders and members and management's refusal to respect collective bargaining rights. Following these local actions and broad international support an agreement has been reached bringing an end to the conflict between the union at the SABMiller Sonapat brewery and the SABMiller India management.

The IUF has contacted the AB InBev CEO urging the company to exert pressure on **Oriental Brewery Korea** local management to ensure they enter into good faith negotiations with the IUF-affiliated KCTWU Oriental Brewery Union Chapter and reach an agreement guaranteeing workers' disposable income, stopping multilevel subcontracting practices and improving the security of irregular workers.

It has been almost two years since the start of negotiations for a new collective agreement between the IUF-affiliated Union of Beverage Industry (STIBYS) and **Honduran Brewery S.A.**, owned by SABMiller. The union has faced an uncompromising SABMiller management with a major sticking point being a company demand to outsource significant numbers of union members. Read more [here](#).

Completion of **Anheuser-Busch Inbev's** acquisition of **SABMiller** is still subject to conditions - including the approval of both SABMiller and AB InBev's shareholders. But the path to **MegaBrew** is much clearer and the companies have set out a timetable between now and the intended completion of the deal - set for 10 October. The company's timetable can be seen [here](#) or requested from [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

The IUF-affiliated Teamsters warned that the US Antitrust authorities missed an opportunity to protect the interests of workers, consumers and competition in the United States after the U.S. Department of Justice provided antitrust approval for this megamerger of the world's two largest brewers. Read more [here](#).

## **Heineken**

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The company Milotur SA in **Uruguay**, owned by Heineken Holding, presented a restructuring

plan in late May affecting the distribution sector laying off 46 workers. According to the transnational this measure was taken because the current distribution system is inefficient. However the company failed to provide any documentation supporting this claim. The IUF-affiliated Employees' Union Nix Native (SENNA) is negotiating to minimize the impact of this proposal and protect all jobs. Read more [here](#).

## **CATERING**

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### **Compass Group**

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In the **US Congress** workers are organizing for their rights through "**Good Jobs Nation**", a union-backed organization of low wage workers employed by federal contractors.

The U.S. Labor Department has discovered the catering contractor Restaurant Associates (a subsidiary of Compass) and its subcontractor Personnel Plus underpaid 674 cafeteria workers in the United States Senate by \$1 million, through wrongly classifying cooks and chefs as 'food servers' and by forcing workers to work unpaid overtime.

Compass has acknowledged some employees weren't properly classified and claimed it had rectified the problem and back paid workers. However the Labor Department claims some back pay is still outstanding and it is considering banning Compass from receiving federal contracts in the future.

### **LSG Skychefs**

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Following a 7-day strike, IUF's affiliate Tekgida-Is signed a collective bargaining agreement with LSG Skychefs in **Turkey** on August 9, 2016. The agreement covering approximately 400 workers includes enhanced bonus payments over the two years and significantly improved wages and benefits.

The strike was the first to take place in Turkey since the state of emergency was imposed following the failed military coup attempt of July 15.

### **Sodexo**

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A recognition agreement has been negotiated between our UK affiliate, Unite the Union, and Sodexo which applies to all Sodexo operations in the **UK** where Unilever is the client company.

The agreement was negotiated making considerable use of the **IUF/Sodexo**

**International Framework Agreement (IFA)** through which the company recognizes that workers can exercise their rights without employer opposition or interference.

This is an early example of a locally negotiated “interpretation” of an international IUF agreement in the light of a 2015 IUF Executive Committee policy position that IFA’s need to be strengthened through negotiations by affiliates to ensure local or national application of IFA’s leading to more meaningful enforceability and implementation.

## DAIRY DIVISION

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### **Danone**

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Contract workers at the Nutricia plant in **Indonesia**, were recently informed by their agency that they would be required to sign new contracts – contracts which did not stipulate guaranteed hours (i.e. “zero-hour contracts”). Our affiliate, SPNI, immediately informed the IUF regional secretariat of this violation of the spirit and content of the **IUF-Danone Agreement on Sustainable Employment and Access to Rights**.

Following IUF intervention with Danone corporate management, the agency claimed that workers were not under duress to sign. However, it became clear that they actually previously had no written contracts and were only being asked to sign these “zero hour contracts” in anticipation of a Danone audit. SPNI addressed a letter to management on 29 July requesting the establishment of a joint committee to develop a review mechanism as required in the international IUF-Danone Agreement. At the time of writing, the company has not yet responded and there is still no clarity about the situation of these contract workers.

IUF affiliate Tekgida-Is signed the first collective bargaining agreement with Danone Hayat waters in **Turkey**. The agreement covers the period January 2016 to December 2017. The agreement includes enhanced bonuses and significantly improved wages and benefits including a 60% rise in overtime pay.

The next meeting within the framework of the **IUF-Danone global engagement teams** will take place in Paris on October 11.

The next **IUF-Danone International Meeting for Information and Consultation (CIC)** will take place in Geneva, over a period of 3.5 days, from December 5-8, 2016. The CIC meeting will

be preceded by an IUF affiliates-only meeting on December 5 in the morning. This internal IUF meeting will discuss issues and developments within the company, review and evaluate progress around the implementation of IUF/Danone agreements, set future priorities for our work and discuss possible action strengthening international union organization within Danone.

Please send your CIC participation forms to [events@iuf.org](mailto:events@iuf.org) by November 4.

### **GSK Horlicks**

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Members of the IUF-affiliated Milk Food Factory Workers Union at the GlaxoSmithKline (GSK) Horlicks dairy beverage factory in **Punjab, India** took strike action for 26 days to protest the company's assault on trade union rights.

The strike of 1,950 workers ended in victory with the reinstatement of the union president, unconditional withdrawal of all charges against union leaders and members and permanent jobs for 160 long-term casual workers. The conflict was successfully concluded with the signing of a new collective agreement.

### **Lactalis**

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Members of the National Union of Workers (NUW) at **Australia's Longwarry Food Park**, owned by the Parmalat subsidiary of French dairy giant Lactalis, voted to approve a new agreement on July 15 after a successful fightback against an 11-day lockout. Workers responded to the management lock-out by protesting around the clock and showing complete solidarity at the factory gate.

Lactalis closed the site and locked out the workforce after the union gave management 3 days' notice of a ban on overtime and paperwork in their pursuit of a new collective agreement to bring Longwarry workers' pay and benefits in line with other Parmalat workers in Victoria state.

The new agreement includes a 9.6% pay increase over three years and a pathway to permanent jobs for contract workers.

### **Dairy Division Steering Group**

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The Dairy Division Steering Group will meet in San Francisco on 28 & 29 September to consolidate the work of the IUF Dairy Conference held in May, set further organizing targets and plan to strengthen international union alliances within TNCs.

## FAST FOOD

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### ***International Fast Food Workers' Day***

#### **“People in Fast Food” Campaign**

On April 14, 2016, the third IUF International Fast Food Workers' Day, IUF-affiliated Novoprof launched the ‘People in Fast Food’ campaign in Moscow, **Russia**, with the slogan ‘Decent Jobs - Tasty Meals’ aiming to organize fast food workers to fight for decent jobs. As in many other countries, the majority of fast food employees in Russia are increasingly adults, who are often supporting families and whose jobs are the main source of family income.

## FISHERIES – TNC Supply Chains

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### ***US seafood industry workers' rights report***

The **National Guestworker Alliance** published a [comprehensive report](#), highlighting the poor conditions faced by migrant workers employed by large US seafood corporations in New Bedford, Massachusetts and along the Gulf Coast of Louisiana. The report describes massive use of forced labour, poor health and safety conditions, sexual harassment, and obstacles to forming or joining a union.

### ***UN FAO Committee on Fisheries***

FAO's Committee on Fisheries (COFI) met in Rome on July 11-15. The IUF/ITF international trade union delegation intervened in the debate on industry sustainability stressing the need for the swift enforcement of ILO Convention C 188 on work in fishing and the need to develop wider international labour and environmental standards for the entire global seafood value chain. In the course of the session on illegal and unreported fishing, representatives of ITF and IUF again raised the question of the link between this illegal activity and the rights of workers both on board of the vessels and in fish farming and processing. The FAO will facilitate further discussion on the issue at a special event on World Fisheries Day (November 21) and within the tripartite “Vigo dialogue”.

## FOOD PROCESSING

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

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US affiliate BCTGM continues to campaign against outsourcing of jobs by Mondelez. The campaign is a response to the Mondelez decision to outsource 600 jobs from its Chicago Nabisco plant to a non-union plant in Mexico and is raising awareness of the replacement of good unionized jobs with more precarious jobs in low wage countries, notably as a feature in the U.S. Presidential campaign.

In addition there is no agreement to renew the BCTGM master (national) contract at Mondelez which expired at the end of February 2016 in part at least as a result of the company attempts to remove the defined benefits pension plan.

In Europe, Mondelez continues to sell off local brands. The March 31 announcement of the sale of a number of brands in chocolate, gum and candy to French-based private equity group Eurazeo was followed by the announcement by Finland's Fazer Group that it had purchased the Domino, Jaffa and Fanipala biscuit brands.

A July conference call of affiliates with significant membership within Mondelez discussed the permanent restructuring faced by a number of affiliates linked in part to regular asset sales and consistent cost cutting to fund shareholder dividends, share buy backs and executive compensation.

An **International Mondelez Union Meeting** will be held in Chicago on September 20 & 21 and will aim to strengthen our international union organization inside Mondelez as well as focus on how to respond to permanent restructuring and job losses in this company.

### ***Nestlé***

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IUF pressure and IUF/Nestlé negotiations in 2015 in support of Tekgida-Is successfully led to the reinstatement of 28 dismissed union members and allowed workers at **Nestlé Turkey** to freely join a union of their choice. As a result union membership grew rapidly at Nestlé Turkey.

In the last TNC update we reported on the strike involving 900 members of Tekgida-Is at Nestlé's multi product factory in Karacabey, Turkey. The 11-day strike was settled with the signing of a collective bargaining agreement which included a mechanism for an additional 45 workers to be

made permanent. Tekgida-Is also signed a CBA with Nestlé Waters in July which covers more than 500 workers.

Both agreements provide for significantly improved wages and benefits and brings collective bargaining protections and union representation to more than 1,400 workers in Turkey's food processing sector.

In the **UK**, UNITE and GMB have successfully defended the defined benefits pension scheme which Nestlé intended to close and replace with a defined contribution scheme. In July 2015, when the company first announced its intention, the unions sent a strong message to Nestlé that the proposal was unacceptable, that the "business case" was flawed and that they would defend their members' rights and interests whatever it takes. In July 2016, trade union membership voted overwhelmingly in favour of a new negotiated proposal retaining the defined pension benefit scheme and including a 2-year pay offer covering all sites.

Following the creation of the **Nestlé/R&R joint venture** a second ad-hoc meeting for union delegates from European countries affected by this merger will be held in Geneva on September 12.

## HOTEL CHAINS

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## CASINO RESORT HOTELS

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## TRUMP TAJ MAHAL

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Hotel workers and members of UNITE HERE Local 54 are on strike at the Trump Taj Mahal hotel casino in Atlantic City, **United States**, after contract negotiations failed to reach an agreement that the negotiating committee could recommend to the members. Since the Taj Mahal was opened by Donald Trump in 1990, workers have had to struggle against the successive bankruptcies. Ownership passed to billionaire hedge fund investor Carl Icahn in 2016. Under Icahn's ownership, wages and benefits were cut by 35%, leaving the average employee with less than USD 12 per hour. IUF affiliates have provided international support notably by signing an online campaign and sending solidarity messages. Affiliates will be kept informed about further developments.

## IUF International Housekeepers' Campaign

**"Make my workplace safe – Dignity for Hotel Housekeepers!"**

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IUF affiliates in French-speaking countries in West Africa joined the **2nd Global Week of Action** with a number of workshops organized to highlight stressful and dangerous working conditions for both hotel housekeepers and valets.

Sexual harassment was the main focus of activities by IUF-affiliated unions in the sub-region led by hotel unions from **Benin** (FESYNTRA-HTA), **Burkina Faso** (SYNTETH), **Guinea** (FNAAEHT), **Ivory Coast** (CIAGAHCI-DIGNITÉ) and **Niger** (SYNTHOBRA). Key issues addressed at the workshops included: the impact of sexual harassment on victims; how to protect against it; employers' responsibilities in addressing and dealing with sexual harassment; tools for legal defence; possible remedies for victims and protection measures for victims and witnesses and penalties under the law. Advice was given to participants on concrete possibilities addressing the problem, including the role of union representatives, employers, legal support and how co-workers can support victims.

## MEAT

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### Meat Division

The **Meat Division Coordinating Group** will meet in San Francisco on 26 & 27 September where mapping information on major meat TNCs will be presented and opportunities for organizing analyzed. The coordinating group will also seek ways to strengthen their members' power through the establishment of international union alliances within targeted companies.

The IUF Secretariat and the IUF European regional organization EFFAT, have been undertaking preparatory work to assist affiliates to confront the health and safety risk of exposure to 'super bugs' such as MRSA, through antimicrobial resistance developed through the excessive use of antibiotics in the food chain.

As part of organizing within meat TNCs, the IUF can assist affiliates in making demands to minimize the risk of contracting drug resistant diseases and to implement health monitoring programmes. Other demands such as the banning of antimicrobial drugs for animal growth promotion, tighter controls on antimicrobial use

for therapeutic purposes and public health monitoring should be targeted at regulators.

### **JBS (Pilgrims Pride)**

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The **US federal agency, the Occupational Health and Safety Administration (OSHA)**, recently discovered nearly two dozen health and safety violations at the JBS subsidiary Pilgrim's Pride. This is the first time a poultry company has been cited for medical mismanagement of work-related injuries.

IUF-affiliated UFCW again stressed that unionized plants provide the best way to improve safety because unions create an environment where people know their rights and feel empowered to act and speak up.

At Pilgrim's Pride poultry plants where workers are represented by the UFCW, the union has now agreed to joint educational training with management on safety issues. The trainings are conducted by UFCW's Occupational Safety and Health Office.

### **JBS (Primo)**

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JBS owned Primo Meats produces processed meats at facilities in Australia and **New Zealand**. During collective bargaining with the IUF affiliated ETu in New Zealand, the company acted to undermine bargaining by offering selected workers wage increases on the condition they resigned from the union. Etu notified the IUF and our meat affiliate in Australia, the AMIEU, and received commitments of support if JBS did not immediately cease undermining collective bargaining. The New Zealand affiliate communicated this to the company and was able to negotiate a settlement to the collective agreement and an assurance that any inducements to leave the union would cease.

### **Talleys/AFFCO**

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The conflict between this company and the New Zealand Meat Workers Union (NZMWU) continues. One major UK retailer has suspended its supplier contract with the company and two major UK retailers have conducted targeted audits of the company after concerns have been raised by the IUF. While these audits have identified some very poor health and safety practices and major risks, they have not yet adequately identified the serious violations of the rights of freedom of association and collective bargaining. The

NZMWU is preparing information that the audits failed to uncover and this will be presented to UK retailers.

### **TOBACCO**

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### **British American Tobacco (BAT)**

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The IUF has submitted a complaint under the OECD Guidelines against BAT with the UK NCP concerning negative human rights impacts in its supply chain. The OECD complaint is in support of IUF's US affiliate FLOC and its campaign to ensure rights and decent working and living conditions through union membership and collective bargaining for tobacco farm workers in the United States. BAT is the largest shareholder of Reynolds American, which is a major customer for tobacco produced under exploitative conditions in the US. The UK NCP has issued and published ([here](#)) an "Initial Assessment" accepting the complaint for further examination and has offered formal mediation which the IUF has accepted. BAT has yet to respond to that offer.

On 14 July 2016, BAT announced the elimination of cigarette production at its **Bayreuth (Germany)** factory with the loss of 950 jobs. The IUF has expressed solidarity and offered support on behalf of its tobacco sector membership. Rallies and protest actions are organized locally in support of the ongoing negotiations between the NGG and the company around the future of the workers slated to lose their jobs.



# 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)

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