

TNC UPDATE #28

10-2016



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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Sugar: Illovo Sugar

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Illovo Sugar, fully owned by the Associated British Foods (ABF), has proposed to change the status of employees from daily-paid to hourly-paid and to introduce a new time-keeping and attendance system, changing the basis for calculating wages from the number of days to the number of hours worked in a month. The **National Union of Plantation, Agricultural and Allied Workers of Zambia (NUPAAW)** has opposed the change.

Through the IUF sugar network NUPAAW requested information from other sugar unions notably in the UK, South Africa, Kenya and Mauritius. The majority of responses were a strong warning to NUPAAW because the proposed changes can be used to attack wages. With the uncertainty on wages, the related financial and other benefits will also be affected. This was mentioned especially in relation to “zero-hours contracts” where employers are not obliged to guarantee a minimum number of hours making labour a flexible commodity.

The next meeting at Zambia Sugar is scheduled for November.

BEVERAGES

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Big Cola

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As a result of an approach by the IUF Secretariat to AJE management on September 29, 2016 a meeting was held involving the IUF Asia/Pacific regional leadership and AJE Indonesia management.

The management agreed not to appeal the Labour Department ruling reinstating dismissed workers, and we are now working through a series of constructive steps to resolve these

rights issues, as well as issues of common concern which potentially impact job security.

Coca-Cola

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Workers' rights are under attack by two of Coca-Cola's major bottlers. In **Indonesia**, Coca-Cola Amatil (CCA) refuses to recognize the bargaining rights of two newly-formed independent unions and dismissed one of the union's main leaders. At the Coca-Cola FEMSA Pampanga distribution centre 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 roof and shade. Over the past 12 months workers at Coca-Cola FEMSA bottling plants and distribution centres across the Philippines suffered significant wage losses due to payroll errors including miscalculation of hours worked, unfair deductions and unpaid overtime. Throughout, Coca-Cola FEMSA has refused to recognize the IUF-affiliated Federation of Coca-Cola Unions (FCCU).

IUF Global Coca-Cola Workers Alliance members have sent messages to The Coca-Cola Company (TCCC) telling it to ensure their bottlers reinstate the dismissed union leader, recognize the legitimate independent unions in Indonesia and negotiate with FCCU, a member of the SENTRO Food & Beverage Workers' Council, to resolve outstanding issues in good faith.

The Central Bottling Company S.A. (EMBOCEN), the subsidiary of Coca-Cola FEMSA in **Guatemala**, unilaterally decided to close the Jalapa distribution centre, outsource the distribution of Coca-Cola products under a presales model and dismiss all workers on October 3, 2016. The IUF-affiliated Union of Workers of Embotelladora Central S.A. (STECSA) and Union Federation of Food, Agroindustry and Related (FESTRAS) started court procedures and both unions continue to support the workers who peacefully occupied the premises of Jalapa distribution centre to protect the assets until it reopens. The IUF and its affiliates in Guatemala call on FEMSA to open good faith negotiations to end this conflict.

The Coca-Cola bottler FEMSA in Marília, State of São Paulo in **Brazil** has been trying to change working conditions contained in the collective agreement and provided as state benefits. After lengthy negotiations, the Union of Workers of the Food Industry and Marília Region (STIAM) succeeded and FEMSA has

agreed to pay workers missing wages and benefits retroactively from May 2016.

After five months of intense negotiations, the IUF-affiliated Union of Embol Santa Cruz signed a new collective bargaining agreement with the **Bolivian Bottling Unidas** providing for significantly improved wages and social benefits and limiting outsourcing. Read the details of this agreement [here](#).

The IUF-affiliated Industrial Union of Workers in the Manufacturing and Marketing of Foods, Beverages, Soft Drinks, Beer, Liquor and Similar (SITRAFCOREBGASCELIS) in **Panama** reached a collective agreement with the Coca-Cola bottler FEMSA for a period of two years in September 2016.

Coca-Cola FEMSA, the largest public bottler of Coca-Cola products in the world by sales volume, announced that its Brazilian subsidiary, Spal Industria Brasileira de Bebidas S.A. (Spal), has reached an agreement with the shareholders of **Vonpar** to acquire 100% of Vonpar, one of the largest privately owned bottlers in the Brazilian Coca-Cola system. Read the details [here](#).

In **New Zealand**, Coca-Cola Amatil has opened a USD 30 million new state-of-the-art manufacturing plant, the largest in New Zealand, for its non-fizzy drink brands. Coca-Cola Amatil New Zealand employs more than 1000 people across the country.

Coca-Cola has inaugurated a new bottling plant in **Qatar**, a project representing an investment of USD 36 million. The company has also announced plans around its new bottling plant which is expected to be ready by 2019 in Sudair City of **Saudi Arabia**. The IUF is questioning if any human rights due diligence was conducted by The Coca-Cola Company in both countries where there is a big deficit of respect for human rights.

PepsiCo

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Global snacks and drinks giant PepsiCo claims high human rights standards but consistently violates the right of workers to form trade unions and to bargain collectively – a basic human right.

PepsiCo management at the company's Frito-Lay plant in **Lahore, Pakistan** has responded to the formation and official registration of a trade union with 650 members in July this year by harassing and transferring union officers and seeking to violate the union's collective bargaining rights by creating a bogus union.



Union officers have been targeted for disciplinary procedures on false charges and the union president has been transferred out of the plant to prevent contact with members. Union members are pressured by management to leave the union.

Please [send a message to PepsiCo](#), telling the company to respect trade union rights at the Lahore plant and stop its ongoing complicity in violations of the rights of workers who were unfairly dismissed and then denied reemployment for defending their rights at a warehouse in **West Bengal, India** contracted exclusively to PepsiCo.

The attack on rights in Pakistan follows a similar pattern of rights violations in **Guatemala**. On April 28, 2015, workers at the PepsiCo snack foods plant in Guatemala City legally registered their union, SITRAFRITOLAY, with nearly 900 members out of the factory's 1300 workers. In June 2015, the company violated their collective bargaining rights by signing a 3-year collective agreement with a small management-supported organization. Management and the company union are offering workers financial inducements to leave SITRAFRITOLAY.

Excluding a majority union from collective bargaining is a violation of international norms as well as Guatemalan labour law. Union members continue to fight for their rights.

The IUF's governing Executive Committee, IUF affiliates representing PepsiCo, Frito-Lay, Mondelez, dairy, tobacco growing and processing workers and EFFAT Youth Committee members showed their solidarity with the ongoing fight of workers for their union rights in Pakistan and India in their respective meetings. The IUF and its members around the world are determined to see these abuses remedied and these workers' rights in India and Pakistan respected by PepsiCo.

The IUF-affiliated FGTTB-Horval in **Belgium** joined the ManiFiesta, an international and critical analysis of the conflicts on the planet, displaying solidarity with oppressed people, on September 17-18. The union proudly displayed the IUF's international union campaign banner calling on PepsiCo to remedy the rights abuses in India and Pakistan. FGTTB members also distributed the leaflet of the campaign to the thousands of activists who had joined the festival.

Leaders of the Federation of Food Workers of **São Paulo, Brazil** (FTIASP) distributed the IUF campaign leaflet to PepsiCo workers at the Campinas, São Paulo State plant calling on

PepsiCo to remedy the rights violations in Pakistan and India. The union asked workers to support their co-workers in both countries. Similar actions are planned at PepsiCo Sorocaba plant and IUF affiliates in Brazil will continue to mobilize their members in the beverage sector in support of trade union rights for workers in Pakistan and India.

Find the details and photos of above mentioned actions of IUF affiliates [here](#).

BREWERIES

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AB InBev/SABMiller

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AB InBev's acquisition of SABMiller was completed on October 10, nearly a year after AB InBev first approached SABMiller about the acquisition and after SABMiller shareholders backed the brewer's USD 100-billion-plus takeover on September 28, 2016. AB InBev announced that it expects to cut about 3 percent of its total workforce. AB InBev has about 150,000 workers while SABMiller claims to have around 70,000. That would put the estimated job losses at around 6,600. However, AB InBev said that this estimate does not include its sales and front-office supply departments, for which integration plans are not completed.

Those who will pay the price for this merger deal are the members who make up the IUF's affiliated unions in AB InBev and SABMiller and workers who enrich the owners of AB InBev. Please notify the IUF Secretariat at burcu.ayan@iuf.org of any restructuring plans with information on where job cuts are being made to enable a coordinated response to any announced cuts and changes.

The **UK** IUF-affiliated Unite the Union organized a protest action at the UK headquarters of SABMiller, the owner of Carlton United Breweries (CUB), in solidarity with the unfairly dismissed 55 workers at Abbotsford plant in **Australia** on September 22, 2016.

Carlton United Breweries brutally and unilaterally attacked the employment conditions of 55 loyal and highly skilled machine maintenance workers at its Melbourne brewery on June 17 by terminating a machine maintenance contract with labour hire company Quant. The 55 fitters and electricians employed under the contract were made redundant and then invited to reapply for 42 roles with another contractor, Programmer – taking a 65% pay cut!

IUF affiliates will continue to support the Australian Manufacturing Workers' Union

(AMWU) and the Electrical Trades Union in their fight together with their members until the dismissed workers are reinstated on existing pay and conditions.

Resolving this attack on rights now becomes the responsibility of AB InBev following the merger of CUB's parent company SABMiller with AB InBev. Please support our members' fight by [sending a message to the company](#).

The IUF Secretariat asked affiliates to discuss these events in **Australia** with their local SABMiller/AB InBev management and supplied a "talking points" document to assist them. Get these talking points at burcu.ayan@iuf.org.

In **Korea**, collective bargaining agreement (CBA) negotiations which started last December between the IUF-affiliated KCTWU Oriental Brewery (OB) Union Chapter and the Oriental Brewery, owned by AB InBev were concluded. Following [two warning strikes in June and July and a strike action on August 16](#), a majority of union members approved the revised proposal and the new CBA was signed on September 19, 2016. The agreement also means the withdrawal of restructuring proposals by the company. Read more [here](#).

The acquisition of SABMiller by AB InBev on October 10, 2016 will affect Inbev, Ambev and Backus workers in **Peru**. Some workers have already been invited to resign – a situation that has generated great anxiety among the workers, who are also concerned about the delay of the company in reacting to the list of issues and demands submitted by their union, the National Union of Workers of Ambev Peru (SUNTAMBEV), in June 2016. Read more [here](#).

Heineken

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Heineken has confirmed its intention to cease production at its brewery in the **Russian province of Kaliningrad**. Brewing at what is one of the group's oldest facilities in the country will come to an end at the start of next year. Heineken stated that the decision is due to falling demand in the region, as well as growing administration costs imposed on businesses by the Russian Government.

CATERING

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Sodexo

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On **November 17 the IUF and Sodexo will hold its regular meeting under the auspices of the IUF/Sodexo International Agreement.**

With a growing IUF focus on gender-based violence and sexual harassment in the catering and service sector and in the wider society, the issue will be on the agenda to discuss a zero tolerance agreement with the company.

The IUF has also signaled to the company that we wish to advance discussions on enhancing employment security in this sector which is subject to regular tendering for contracts.

In many countries there is little or no protection for employees when a catering company fails to renew their contract through a tendering process. The IUF has commissioned research on the legal protections in Sodexo's biggest markets and this will help guide the discussions.

DAIRY DIVISION

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Arla Foods

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The IUF including a small group of affiliate representatives, held its **regular half yearly meeting with Arla Foods on October 11**.

Two issues of concern to **UK affiliates** are the lack of appropriate consultation with Unite the Union prior to the closure of the company site in Hatfield and the ongoing problems for Unite and the GMB in gaining access to offer workers union membership at the company's outsourced logistics company Moran.

Arla agreed to pursue further discussions with Unite concerning the closure of Hatfield in an attempt to resolve the dispute with legal proceedings pending. The company agreed to follow up with Moran to ensure their supplier of logistic services is meeting Arla's stated human rights standards and that Moran's workers can freely and fully access their rights.

The IUF and Arla Foods discussed the threat to jobs and the increased human rights risks presented by different types of precarious employment and the use by the company of employment agencies to supply labour. We identified two sites where our affiliates believe there is an unjustifiable use of agency labour: Upahl in Germany and Leeds (Stoughton) in the UK. The company will gather information and report back to the IUF with a view to entering into discussion with affiliates at both sites. Affiliates' intentions are to reduce precarious work and increase available permanent jobs.

Danone

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IUF affiliate Tekgida-Is signed the first collective bargaining agreement with Danone Hayat waters

in **Turkey**. The agreement which provided for significantly improved wages and social benefits largely resulted from an IUF intervention with corporate management which led to local management in Turkey recognizing the union and bargaining in good faith.

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. On the first morning we will convene an IUF affiliates-only union meeting. 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.

A small team of affiliates and the Secretariat met Danone management on October 11 within the framework of the IUF/Danone global engagement. Rights issues at Danone operations in Poland, Russia, Indonesia and Malaysia were discussed. At the IUF's request, Danone shared the results of the investigation into a fatal accident in a paletting machine which occurred in July at their joint venture water plant in **Turkey**, where management had manifestly neglected its responsibility to provide a safe workplace. In the context of Danone's purchase of **US-based White Wave**, the IUF voiced its concerns over the acquisition of a company which had carried out a union-avoidance campaign against one of our affiliates in 2014 and where unions are recognized and bargain collectively in only 3 out of 11 factories in the US.

An IUF/Danone Agreement review visit took place in **Ireland** from October 5-7, where meetings were held with IUF affiliates UNITE and SIPTU (Services Industrial Professional Technical Union) at 2 factories.

The IUF has produced a short guide to assist affiliates make local use of the **Agreement on Sustainable Employment and Access to Rights** to resist and roll-back precarious work in Danone facilities. The brochure will soon be available in numerous languages.

The IUF and Danone have reached agreement, in principle, on a design and the text for a **joint poster showcasing IUF/Danone Agreements** and the rights they guarantee access to. Once the poster is finalized, it will be posted in all Danone worksites in the appropriate languages.

Dairy Division Steering Group

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The **Dairy Division Steering Group** met on September 28-29 to plan more detailed work following the IUF Dairy Conference which was held in Cape Town, South Africa during May 2016. The IUF Secretariat will circulate on a regular basis company organizing charts which detail progress in union organizing in each of the major dairy TNCs (affiliates need to amend and update in order that we can accurately track progress in building union strength within these companies).

A unique international collective agreement data base exclusively for IUF affiliates has been established at <https://www.dairyworker.org/>

Union representatives from IUF affiliates can apply to join and can then upload collective bargaining agreements and share that information with other affiliates. Three short instructional videos on the website help guide those who are visiting the site for the first time.

The Dairy Division IUF will also focus on building and strengthening international alliances within major dairy companies.

FAST FOOD

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The IUF affiliate **Unite** and Restaurant Brands, which owns the rights to KFC, Pizza Hut, Starbucks and Carl's Jr brands in **New Zealand**, have signed an agreement which fully guarantees workers' hours and shifts. The collective agreement signed in 2015 had a formula that guaranteed hours at 80% of the previous three months worked. The new, amended agreement raises this to 100% guaranteed hours and fixed shifts. The passage of the law to ban zero hours contracts in New Zealand set the stage for this change to be negotiated. Employees will be offered additional shifts when they become available up to a maximum of 40 hours a week, offering the opportunity for stable, secure full-time employment.

As part of its ongoing campaign for a living wage and secure jobs for fast food workers in the **Philippines**, the Respect Fast Food Workers' Alliance (RESPECT) joined APL-Youth in organizing several activities in the lead-up to International Youth Day. As well as taking up the fight against precarious employment among young workers, RESPECT and APL-Youth highlighted the growing phenomenon of "endo" (end of contract) as a crisis among young workers. Increasingly young workers are employed on contracts for only three to five

months. This prevents young fast food workers from speaking out against systematic wage theft (forced unpaid overtime) and abusive treatment by managers.

FISHERIES

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Citra Mina

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In early September a tuna workers' delegation participated in the Tuna industry Congress – a 3-day annual event which brings together all sea food producers and buyers in General Santos. **SENTRO/Citra Mina Workers' Union** in the **Philippines** used the opportunity to engage with congress participants on the role of labour standards and human rights in the development of the tuna industry and the economy of General Santos.

The IUF has submitted a complaint to the ILO against the government of the Philippines pointing out the government's failure to enforce respect of the tuna workers' rights by Citra Mina.

Fisheries – TNC Supply Chains

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Namibia seafood corporations waged war against fish workers

Refusal of the companies to negotiate led more than 4,000 fishermen in the provinces of Walvis Bai and Luderitz to strike, protesting against 21 hour working shifts on vessels, appalling living conditions and demanding recognition of the Metal, Mining, Maritime and Construction Workers' Union (MMMC). The companies refused to negotiate and hired scabs. The workers kept on protesting and demanding their rights with daily gathering. On December 5, 2015 a group of companies, namely *Hangan Sea Food, Overberg Fishing, Rainbow Trawling, Embwinda Fishing, Tunacor Fisheries, Corvima Fishing, Beluga Fishing, Sea Flower Whitefish Corporation, Novanam Ing, Benguella Sea Products* took the striking fishermen to court on charges of harassment and intimidation. On April 7, 2016 the court refused to consider workers' affidavits, made an order that the workers shall not come closer than 100 metres from the company's premises and decided that union leaders should pay the companies' legal costs. In response workers established *The United Fishermen* campaign and in October 2016 MMMC and NANLO submitted formal complaint to the ILO Committee on Freedom of Association.

Vigo dialogue on decent work in fisheries and aquaculture

The third session of the FAO sponsored Vigo dialogue on October 4 brought together ILO sector department experts, fishing, processing and distribution companies, seafood industry employers – participants of the Conxemar International Frozen Seafood Exhibition, and trade union organizations (ITF, IUF, TUAC) to consider alarming human rights situation in the industry. The meeting concluded on the need to develop policy guidelines for promotion of workers' rights in the entire seafood value chain at the ILO and called for ratification of the ILO Convention 188 on work in fishing.

FOOD PROCESSING

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Kraft/Heinz

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On August 23-24, 2016 the IUF convened an **international Kraft Heinz conference call** to discuss strategies to defend Kraft Heinz worker rights across the globe in the face of Kraft Heinz's aggressive cost cutting and "reintegration program". Included in this program is Kraft Heinz management's plan to cut 1.5 billion USD in expenses by 2017.

Please notify sarah.meyer@iuf.org at the IUF Secretariat of any restructuring or "reintegration" plans with information on where cuts are being made and where work is being sent to enable a coordinated response to any announced cuts and changes.

Mondelez

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IUF member unions from the company's major markets came together in Chicago for two days, September 20-21, to strengthen international trade union organization within the company. Over 40 members of IUF-affiliated trade unions representing Mondelez workers around the world marched on CEO Irene Rosenfeld's residence outside Chicago on September 21 to protest the company's systematic destruction of union employment. Most recently, the company has eliminated 600 union jobs at the Chicago Nabisco facility and announced the closure of its factory in Valladolid, Spain, with the loss of 220 jobs.

In response to any further restructuring announcements, IUF affiliates will coordinate requests for detailed information about the impact of the proposed restructuring on jobs and

working conditions. Please contact sarah.meyer@iuf.org for more details.

Nestlé

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The most recent twice-yearly IUF/Nestlé meeting was held on October 12-13.

Rights issues at Nestlé operations in **Indonesia, Pakistan, Japan** and **Russia** were discussed, as well as the consequences of Nestlé's failure to undertake human rights due diligence when it formed its joint venture (JV) with Lotte in **Korea**. The explosion and collapse of a factory in **Bangladesh** which supplied Nestlé with packaging material highlights Nestlé's lack of due diligence in their supply chain and the failure of their safety audits.

The IUF expressed its concerns over the financial structure of its JV with PAI Partners, Froneri, which according to information the IUF has gathered, is highly leveraged: IUF members are concerned about pressure to take out costs in order to deal with the debt.

As a result of pressure from the IUF and its affiliates, **Nestlé USA** has "clarified" the maternity protection policy as it applies to Nestlé workers in the US, bringing it into line with ILO Convention 183 which provides for 14 weeks of paid leave independent of annual leave. However, it has now come to light that the policy – the version "clarified" as the result of union pressure – is applicable to union members from the date the unions signed on to the policy, but for non-union members its application is retroactive to January 1. The IUF insisted that this example of discriminatory treatment be corrected.

With respect to the draft Commitment on Gender Equality and Non-Discrimination, the IUF indicated that it was not prepared to engage in endless negotiations and expected to either finalize the document at the next meeting or walk away. As stated earlier, however, the IUF would not sign until the maternity leave issues in the USA had been resolved.

A second ad-hoc meeting for union delegates from European countries affected by the **Nestlé ice cream merger with R&R** was held in Geneva on September 12. In the wake of the creation of the new joint venture company, Froneri, on October 1, the IUF organized a meeting for affiliates from countries with (former) R&R ice cream facilities on October 14 with participation from the UK, France, Germany, Italy and Australia. The participants took stock of union presence in their countries,

identified targets for organizing and discussed Nestlé's and Froneri's human rights responsibilities and leveraging the IUF relationship with Nestlé to create space for organizing.

HOTEL CHAINS

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Melia

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Following contacts between the Secretariat and Melia corporate management, IUF affiliate Unite the Union in the UK has met with local management which has confirmed the company will respect the IUF/Melia International Workers Rights Agreement and work towards a solution to the existing issues. Proposals about the implementation of the international agreement were exchanged and parties have identified possible solutions to other outstanding issues such as the distribution of customer tips.

Casino Resort Hotels

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Naga World Hotel Casino in Phnom Penh

In 2013 and 2014 the IUF developed an organizing strategy for integrated casino hotel resorts in the Asia/Pacific region particularly in Southeast Asia. The **Philippines** in particular has seen dramatic expansion of the industry while in **Cambodia** we have a new affiliate at the Naga World Hotel Casino in Phnom Penh. The hotel casino organizing initiative in the ASEAN region will be coordinated by the Genting/Resorts World Malaysia Workers' Union.

Resorts World Casino Hotels

In 2015 we continued our work in hotel casino organizing in the region in cooperation with UNI Asia/Pacific and the UNI Malaysian Liaison Council (MLC). We organized an exchange visit by our hotel casino affiliate in **Cambodia** and **NUWHRAIN from the Philippines** (which has membership in two hotel casinos) to visit Resorts World in Genting, Malaysia, in December 2015. This was followed up with an exchange visit by the Resorts World Employees Union to the Naga World Hotel Casino in Phnom Penh, Cambodia, in June 2016, where we have 2,600 members.

Hotel Chains – Union Density survey

The IUF Secretariat is building a comprehensive database of union representation in major hotel chains. This information will be shared among affiliates and used in the development of organizing plans to be developed at a future

Conference of the IUF's hotel sector in November.

Hotel chains and the “access economy”

In the hotel sector, the unregulated Airbnb business model is already having an adverse impact on hotel workers.

According to US studies each 10% increase in Airbnb supply results in a 0.35% decrease in monthly hotel room revenue. Hotel businesses are, for legitimate reasons, subject to many regulations which bring higher costs and administrative requirements, while for “access economy” competitors there are few or no health and safety standards, consumer protection requirements, liability rules, employee rights and protections or fiscal obligations to comply with.

The IUF Secretariat is conducting a survey on the “Access Economy” companies in the hotel sector, requesting basic information on laws and regulations. Information will be compiled and made available to all members in a coordinated way to support their initiatives and campaigns in most cases seeking greater regulation of this emerging sector.

MEAT

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The first **Meat Division Coordinating Group** meeting following the establishment of the IUF Meat Division was held in San Francisco on September 26-27. The Meat Division will build on the work of the IUF Dairy Division by extensively mapping union presence at major meat TNCs.

The IUF has not yet secured formal recognition by any major meat TNC and affiliates will work with the IUF Secretariat to identify and engage corporate targets with this objective. JBS, as the world's largest meat processor, is the major priority target for this work.

The group highlighted the persistent inferior pay and conditions prevalent in the poultry sector and will draft a plan to raise unionization and lift pay and standards.

Future campaign activity in the Meat Division will include strategies to reverse the trend towards outsourcing and the use of employment agencies to supply labour.

The Meat Division also plans to develop a policy booklet on the threat to worker health and safety of antimicrobial resistance (AMR) in the food chain.

The Steering Group sent a further message of solidarity to members of the New Zealand Meat

Workers Union (NZMWU) who have persistently had their rights violated by Talleys AFFCO.

TOBACCO

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British American Tobacco (BAT)

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Since the publication of the [Initial Assessment of the IUF's complaint against BAT](#) under the OECD Guidelines, the UK National Contact Point (NCP) offered mediation, which was rejected. The NCP is now proceeding with a further examination in view of issuing a Final Statement in December.

NGG has successfully negotiated an agreement which provides the 950 workers in Bayreuth (Germany) whose jobs are being destroyed by BAT with a foundation upon which to build a future. The negotiations were accompanied by rolling protest actions by the workers, including a 9-day silent picket (*Mahnwache*) in front of the factory, which ended with the announcement of the settlement on September 1st.

Tobacco – TNC Supply Chains

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The IUF held its **first ever meeting of unions representing workers in tobacco growing** on October 10-11 in Lilongwe, Malawi. Affiliates from Brazil, Malawi, Mozambique, Tanzania, Uganda, USA and Zimbabwe presented detailed reports of working conditions in the sector highlighting the low wages and serious health and safety problems that are common in the sector.

The meeting drafted a global call to action which will be used to put pressure on both the TNCs that dominate the leaf trade and their customers, the major manufacturing companies, to improve working conditions and access to rights in tobacco growing.

The draft will be further discussed in IUF regional conferences and presented to future Agricultural and Tobacco Workers Trade Groups' conferences in 2017.

WINERIES

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Robertson Winery

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CSAAWU is a South African union representing the majority of workers at Robertson Winery in the **Western Cape in South Africa**. Despite their majority representation management refuses to recognize CSAAWU and instead is trying to

intimidate union representatives and CSAAWU members. The IUF is campaigning with allies to support the union. Please [send a message to the company](#) calling on it to recognize CSAAWU and commit to engage in good faith collective bargaining around existing issues.

TNC UPDATE

"TNC UPDATE" is a publication exclusively for IUF affiliates and governing bodies. It is not available to a broader audience.

"TNC UPDATE" is available to affiliates on the members-only **TNC UPDATES** section of the IUF's web site. Password is ch1213.

The publication regularly brings brief reports of IUF Secretariat activities in relation to the major TNCs which feature in the Secretariat's work. More detail can be obtained from the respective IUF staff person identified for each company.

The secretariat hopes this publication helps to inform affiliates of the work in this specific area undertaken on their behalf and adds to our ability to build union strength inside these companies.

Comments and suggestions about this from affiliates are welcome. They should be sent to iuf@iuf.org

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