

TNC UPDATE #35

03-2018



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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Sumitomo/Fyffes

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In early 2017 the Fyffes fresh fruit company was acquired by Japanese company Sumitomo. In acquiring Fyffes, Sumitomo also became responsible for ongoing conflicts within Fyffes operations in Central America, notably in Honduran melon fields. Those conflicts and the allegations behind them had led to the suspension of Sumitomo/Fyffes from the UK's Ethical Trading Initiative (ETI) pending resolution through negotiations internationally coordinated by the IUF. That suspension remains in place at this time.

Discussions continue with Sumitomo, former Fyffes management and more recently the management of the Melon Company SOL that is at the centre of these issues. Those discussions are therefore focused initially on Honduras.

BEVERAGES

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Coca-Cola

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International trade union solidarity continues to support the struggle for independent unions at Coca-Cola Amatil Indonesia. IUF-affiliated unions and their supporters recently demonstrated at factory gates of Coca-Cola in [Guatemala](#), [Pakistan](#) and the [Philippines](#) to call on the company to remedy the rights violations in Indonesia. IUF [HRCT](#) and [dairy](#) affiliates, our Egyptian Mondelēz affiliate, IUF [Africa](#) and [Caribbean](#) regional committees, [North American](#) affiliates, [Coca-Cola Africa Francophone affiliates](#), [Latin America Coca-Cola Workers Federation](#) and Coca-Cola workers' unions in [Uruguay](#), [Ukraine](#), [Benin](#) and the [US](#) showed their commitment to the IUF international union campaign.

In the **UK**, members of IUF-affiliated [Unite the Union and the Bakers, Food and Allied Workers' Union \(BFAWU\)](#) greeted the Coca-Cola Christmas Truck promotion in Milton Keynes with protests and "Zero Rights" campaign material for distribution to the public on December 15. In **Germany** IUF affiliate [NGG organized a leafleting in Grimma](#) around the Coca-Cola Christmas truck to show solidarity with the IUF's Global Campaign questioning the Zero Rights regime at Coca-Cola Amatil Indonesia operations.



Sponsor Coca-Cola has brought the new taste of Zero Rights to the 2018 Winter Olympics in Korea. You can still [CLICK HERE](#) to tell Coke there was no place for the taste of Zero Rights at the Olympic Games! [IUF affiliates in Korea](#) joined the campaign supporting

independent trade unions at Coca-Cola Indonesia by highlighting The Coca-Cola Company's role as a major sponsor of the Winter Olympics in Korea.

Coca-Cola European Partners (CCEP) announced that the company is planning to close a distribution center and a manufacturing site in the UK with the loss of almost 300 jobs and in France have proposed cutting 252 positions (10% of payroll) on 7 sites including 5 factories. IUF members organized at Coca-Cola operations around the world will stand with Coca-Cola workers and their unions in the UK and in France in negotiations and any actions they might take to mitigate the impact of CCEP plans to close and restructure these sites.

IUF members participating [in a global meeting of unions representing Coca-Cola workers](#) held in Geneva on February 20-21 pledged to continue their support for Coca-Cola Amatil Indonesia workers. The Coca-Cola Workers Alliance meeting also expressed deep concern to learn of a unilateral announcement of mass redundancies by Coca-Cola FEMSA in the **Philippines**. The proposed lay-offs affect 570 members of the Federation of Coca-Cola unions (FCCU). Alliance members called on TCCC to urgently engage with Coca-Cola FEMSA to influence its bottler to enter into good faith negotiations with FCCU over issues surrounding this attack on employment and Filipino workers' rights and to fully meet its obligations under the OECD guidelines.

PepsiCo

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A first meeting between an international team of IUF affiliates and PepsiCo corporate management to discuss a range of issues took place on February 23, 2018 in Geneva. This first meeting came following the company's agreement with the IUF to resolve conflicts in **India** and **Pakistan**.

In **Guatemala**, the company has recognized all 3 unions that represent workers in Frito-Lay production, sales and distribution and negotiations for a new collective agreement at the production plant will start at the beginning of March. A concern about changes to security procedures for sales force workers was raised. The company's proposal for removing armed guards from PepsiCo sales and delivery trucks and replacing them with geographically based security on call in the event of an incident was questioned by the unions as an unsafe practice placing sales and delivery workers at risk. In the meeting, PepsiCo international corporate management confirmed that no changes will be introduced until local discussions have addressed concerns raised by the unions representing the affected workers.

IUF-affiliated unions GMB and Unite the Union in the **UK** oppose the proposed closure of Norwich factory operated by Britvic, the licensed bottler for PepsiCo products within the UK, and the transfer of production to different UK locations. GMB representatives briefed the PepsiCo management on the likely negative impacts a possible public campaign could have on the company's UK image and asked the company to call on Britvic to return to the negotiation table.

In **Honduras**, IUF-affiliated STIBYS delegates pointed to management failures to comply with the law at PepsiCo's bottling franchise. They also raised concerns that management is threatening the right to collective bargaining and putting up obstructions to any future collective agreement. PepsiCo corporate representatives agreed to look into these issues and respond to the IUF.

In addition to country specific human and workplace rights issues, the IUF and PepsiCo discussed general corporate-wide issues including PepsiCo's global human rights policy, issues around equality, LGBTI workers' rights, sexual harassment, the impact of accelerating new technologies and IUF strategies and experience focused on precarious employment. Please contact burcu.ayan@iuf.org for a detailed meeting report and action points.

BREWERIES

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AB InBev

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In **India** there are growing unfair labour practices including company interference in union activities and attempts to avoid unions meeting together. This has included the dismissal of five trade union leaders and members following the company's acquisition of SABMiller. The IUF has contacted AB InBev demanding the corporate management intervenes to ensure that AB InBev India respects the fundamental union and bargaining rights of its employees. AB InBev India management has replied the to IUF limiting their commitment to respecting "basic" legal and local standards. The IUF has sent a second letter to the company reminding them of their broader obligations under the OECD Guidelines which go beyond compliance with local laws.

The IUF has urged AB InBev to exert whatever influence is necessary on local management at the Sonapat factory to ensure they reinstate the five victimized union leaders and members and ensure that workers' rights are respected, especially the right to join and be represented by an independent trade union of their choice.

Asahi

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In **Australia**, IUF-affiliated National Union of Workers has signed an agreement at the Asahi-owned bottled water factory in Albury-Wodonga following a long campaign to force the company to create permanent jobs for workers previously stuck in casual employment. Amongst other things the agreement, which runs through May 2020, creates fourteen new positions in the warehouse and six in production and establishes a mechanism for monitoring casual employment at the plant.

The union has expressed its warm appreciation for the many supporters who sent messages to the company in response to the IUF's international call for solidarity in June 2017.

Carlsberg

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In **Germany**, Carlsberg has sold the Holsten Brewery site in Altona, Hamburg, and aims to move its production to a new site at Hamburg-Hausbruch. It plans to axe 74 jobs in production and logistics. IUF-affiliated NGG represents workers at Holsten Hamburg site and the union is currently trying to negotiate to mitigate the impact of the Carlsberg plan. The IUF has

written to Carlsberg management and called on management at Carlsberg Germany and corporate management in Copenhagen to provide the NGG the necessary information about any plans for the new factory and to enter into good faith negotiations with the NGG over all issues surrounding plans to cut jobs.

Following an informal first meeting with Carlsberg in Geneva on issues around beer promoting women at Cambrew, Carlsberg's joint venture in **Cambodia**, the IUF provided additional information on Cambodia and continues to seek corporate intervention to guarantee a fair outcome for ongoing worker rights issues.

Heineken

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The progress in **Haiti** reported in previous TNC Updates has continued including the deepening of the recognition of IUF-affiliated SYTBRANA. A joint union-management letter sent to Heineken global management and the IUF Secretariat listed significant improvements to conditions as a result of local engagement between SYTBRANA and management at the plant. The joint letter also confirmed an ongoing commitment to maintain the relationship of mutual respect that now exists between union and management. Whilst challenges naturally remain changes already agreed include:

- A new cafeteria for workers;
- Building both an education centre and a medical centre;
- Clear and agreed job grading with wages fixed to job grades as is the norm in Heineken operations elsewhere;
- Significant positive changes to shift patterns as proposed previously by SYTBRANA.

The union is now convinced that it has consolidated full recognition from management and thanks the IUF and particularly our Brewery Division and IUF affiliates at Heineken for standing steadfastly by their side whilst they secured this important breakthrough for BRANA workers and for workers generally in Haiti where positive examples of this level of respect for trade unions are not as common as they need to be.

CATERING

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Sodexo

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The IUF Secretariat is working with affiliates to implement the **IUF-Sodexo joint agreement on**

sexual harassment and regularly review progress with the Company. IUF Italian affiliates will soon meet with Sodexo Italy and the IUF will run an education session on the agreement with our Belgian affiliate CSC Alimentation et Services. Affiliates are encouraged to contact the Secretariat for advice and support on implementing the joint commitment.

DAIRY DIVISION

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The **IUF Dairy Division Steering Group** will meet on March 12 & 13 and will discuss ways to build stronger international union organization within companies as a key factor in strengthening the Dairy Division.

Lactalis

One company identified for greater attention is **Lactalis** which is pursuing an aggressive growth strategy through acquisitions. In 2016/17 the company locked out workers in [Melbourne](#) and [Echuca](#) in Australia. Spanish affiliates fought a [company closure](#) when Lactalis refused to sell the Valladolid plant as a viable concern as it attempted to shut out competition at the expense of jobs.

European affiliates are now considering options to require Lactalis to meet its legal options in regard to establishing a European Works Council which the company has thus far refused to do.

In December 2017 Lactalis became embroiled in a major food safety scandal after babies in France contracted Salmonella from infant nutrition products sourced from its plant in Craon, North West France. The company was slow to recall product. Recent reports list 48 children as falling ill from the contamination. The recall involved 12 million boxes of powdered baby milk in 83 countries. IUF affiliates in France are concerned about possible long term damage to the reputation of French dairy products and possible implications for jobs with fears that Lactalis may increase production in newly acquired facilities in Germany.

FAST FOOD

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McDonald's

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UK McDonald's announced it would increase wages as of January 22 for all workers in directly-owned restaurants. This represents about a quarter of the company's restaurants in the UK. IUF-affiliated BFAWU members had

earlier taken strike action on September 4 demanding better wages, union recognition, an end to zero-hours contracts and the McDonald's culture of bullying. They have welcomed the wage raise as a demonstration that workers can win when they stand together.

FOOD PROCESSING DIVISION

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Danone

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In September 2017, Danone Poland announced the closure of one of its water-bottling plants and gave oral assurances to the workers and their union, SPSPZOZ-Solidarnosc, that all workers would be transferred to either of two nearby water plants. Despite numerous requests from the union committee at the affected plant, Danone refused to give information in writing and to engage in bonafide negotiations with the union; instead the company only confirmed continued employment for 3 months.

The IUF intervened with corporate management and following the CIC meeting in October, on which occasion a meeting took place between the Danone Poland union representatives and Danone corporate HR management, the union reported that proper negotiations began taking place. In December, an agreement was reached regarding organizational changes related to the relocation of production.

The factory was closed and all workers were transferred to other factories under the same terms and conditions they previously enjoyed.

As a direct result of negotiations held under the agreement, 132 long term contract workers were identified to be moved onto permanent contracts in Danone Nutricia Indonesia. Danone local management demanded documents and put some criteria for conversion of casual to permanent work. It was subsequently confirmed that 94 out of the 132 passed all the criteria and had the relevant documents. However, management then announced that only 80 workers were needed and 14 of the 94 workers were let go. The IUF requested Danone Paris management to contact local management in Indonesia to ensure that they return to the agreement originally reached for all 94 workers to be made permanent. Danone is investigating the local situation and committed to comply with the IUF-Danone agreement on sustainable employment and access to rights.

The smaller strategic biannual meeting between Danone and an IUF team of affiliates will take place on March 20 and 21 in Paris. Please write at burcu.ayan@iuf.org if you have any issues at Danone operations to be raised by the IUF team.

Jacobs Douwe Egberts (JDE)

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In January 2018, the IUF convened an international conference call to discuss next steps regarding international coordination in JDE. This followed earlier calls reported in previous TNC Updates.

A key focus on this latest call were two large acquisitions made by JAB Holdings, JDE's ultimate parent company: (1) the \$18.7 billion acquisition of the Dr. Pepper Snapple Group based in the United States of America and (2) the \$361 million acquisition of OldTown Coffee based in Malaysia.

JAB Holdings is also the majority shareholder in the company that operates Espresso House and Baresso Café as well as in the company that operates Peet's Coffee and Tea, Caribou Coffee and Einstein Noah, and a leading international premium retailer of sweet treats, Krispy Kreme.

Given the aggressive expansion of this company, IUF affiliates are now developing a strategy that focuses on the parent company as well as its many operating subsidiaries.

Kraft Heinz

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As reported in TNC Update #34 work continues on a Kraft Heinz worker survey conducted by IUF affiliates with their Kraft Heinz members. Individual worker identities will be kept anonymous. The deadline for survey submission was initially February 23, but has been extended by two weeks to Friday March 9.

To construct the best critique possible, we need as many submissions as possible representing the greatest number of Kraft Heinz unions and facilities. For more information, please contact the IUF Secretariat (sarah.meyer@iuf.org).

Mondelēz

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Members from IUF affiliated unions, including those who are part of the Mondelēz European Works Council, tabled the **IUF Mondelēz open letter** to new Mondelēz CEO Dirk Van De Put via Mondelēz executives Hubert Weber and Andrew Gibson on November 23 in Zurich – a letter which 42 IUF affiliated unions have signed

on to. The letter has apparently had a significant impact within Mondelēz and the company continues to take stock of the open letter. They have agreed to provide a response shortly notably about any future Mondelēz/IUF relationship.

Nestlé

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The IUF was recently made aware of human rights abuses at Nestlé in **Malaysia** that began in the latter months of 2017. With only a few days' notice, 23 workers were forcibly transferred from one Nestlé factory to another. Their objections were ignored, there were no discussions, much less negotiations with their union, the FIEU, the workers were given jobs not corresponding to their skills and experience. They were given no training, no consideration was given to the hardship caused by the longer distance from their homes, no transportation was provided. Under these circumstances, 9 workers resigned. Following the intervention of the IUF Asia-Pacific Regional Secretariat, all workers, including those who had resigned, returned to their previous jobs on February 12.

The **working group on Nestlé Business Excellence, NBE**, composed of Nestlé EWC members, has submitted a second draft of a Joint Statement on measures to be taken to mitigate the effects of the implementation of NBE on jobs and working conditions. It is expected that the document will be finalized at the meeting of the steering group of the Nestlé EWC on March 5-6. Nestlé has consistently refused to give estimated figures on job losses linked to NBE. However, in January, Nestlé informed union representatives in **France** that 400 jobs would be eliminated.

In September 2017, Nestlé announced a "strategic reorientation" of its dermatology division, **Galderma**, leading to the announcement of the closure of the R&D center in **France** which employs some 500 people. Finally on February 5, following pressure on Nestlé by the IUF, a special meeting on Nestlé-Galderma took place in Geneva within the framework of the Nestlé European Works Council. On February 9, nearly 200 workers from the research centre travelled overnight by bus from France to demonstrate in front of Nestlé headquarters in Vevey, Switzerland. They were supported by their union, the FCE-CFDT, by the FGA-CFDT, which represents Nestlé food workers in France, and by the Swiss trade union UNIA in addition to the IUF Secretariat.

Nestlé-Froneri

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Following the announcements, in August and September 2017, of restructuring plans in numerous European countries, the IUF mobilized support amongst affiliated organizations at Nestlé for members at Froneri, particularly in Germany and Italy, fighting job destruction. A poster was developed and used by affiliates who sent solidarity photos and messages of support. The IUF continued to put pressure on Nestlé to assume its responsibility to protect human rights at its joint venture company and to use its leverage to compel Froneri management to meet with the IUF.

Actions continued at the former Nestlé factory in Uelzen, in Germany, where Froneri has proposed job cuts and massive changes to terms and conditions. At the former Nestlé factory in Parma, in Italy, threatened with closure at the end of 2017, workers, supported by their unions FLAI-CGIL and UILA-UIL, set up a protest tent in front of the factory on November 7. On November 29, with support from the IUF, 50 workers and their union representatives travelled to Switzerland to bring their protest to Nestlé headquarters in Vevey. They were welcomed by a delegation from the Swiss trade union UNIA, including a number of Nestlé workers, and a delegation from the IUF.

A meeting finally took place in late November between the Global Human Resources Director at Froneri, the IUF Secretariat and representatives of IUF affiliates in Germany and Italy.

On December 21, the long, difficult struggle of the workers at the Nestlé-Froneri ice cream factory in Parma led to a settlement for the 120 redundant workers which brought provisions the company had persistently refused to consider or negotiate. In Germany, talks are currently underway between the NGG and the company around proposals to deal with the company's intentions to cut costs and renegotiate the collective agreement.

Unilever

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The IUF organized support from Unilever unions for industrial action by the FNV following the company's refusal to offer improved pension and employment guarantees after the sale of the Oss factory (Unox, Knorr, Bertoli) to Zwanenberg Food Group in July 2017. FNV members voted on November 22 to approve a much improved package for the more than 300

workers after repeated work stoppages which effectively paralyzed production.

On January 11, the IUF published [a concise analysis](#) of the financing behind the sale of the spreads division to private equity investors KKR. KKR's EUR 6.25 purchase of Unilever's spreads division will be financed through debt equivalent to nearly 83% of the purchase price, which will weigh heavily on the workforce. Unions should press for full transparency of the finance arrangements, which will be critical for informing collective bargaining strategies.

HOTEL CHAINS

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In July 2017, an agreement was reached between IUF affiliate SYNOVO and Ibis and Novotel Cotonou management in **Benin** to guarantee employment to workers on temporary lay-off during the renovation of the hotel.

The July 2017 agreement stipulated that the period of temporary lay-off ended on January 7, 2018. At the beginning of January, SYNOVO informed us that the hotel general manager announced that the renovation work had not yet started and would take longer than previously envisaged. As a result, the services of these workers would no longer be needed and they would have until January 31, 2018 to apply for voluntary retirement, the conditions of which would be negotiated individually.

The Secretariat intervened with Accor corporate management to ensure that local management in Benin enters into meaningful and good faith negotiations with SYNOVO to find solutions which ensure there are no negative impacts on employees impacted by the renovation. Affiliates will be informed of developments.

Club Méditerranée

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In October 2017, the **US Teamsters** informed the Secretariat that management of the resort Sandpiper Bay in Florida, without prior consultation, decided to dismiss 15 long-serving loyal housekeepers and outsource their positions to a third party contractor.

A declaration of support was issued by ClubMed EWC members in December and now a petition is being circulated amongst ClubMed workers asking CEO Henri Giscard d'Estaing and corporate management to intervene to initiate

good faith negotiations on employment and social conditions at the resort.

Marriott

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During the most recent HRCT Conference and Board meeting, it was decided that Marriott should be one of the key targets for coordinated international union action. In order to strengthen that work, the Secretariat is organizing a Marriott Unions meeting on May 3 to develop possible strategies and actions for a global organizing campaign to increase union membership and density with, in addition, a goal to advance global recognition of the IUF by the Marriott Corporation.

Meliá

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Following the Meliá meeting that took place on November 6 in Palma de Mallorca, the Secretariat has drafted a joint position addressing sexual harassment at the workplace. The text is being shared with concerned affiliates prior to sending it to the company for further discussion.

IUF International Housekeepers' Campaign

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

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IUF members around the world are taking action to combat the rampant sexual harassment to which workers are subjected in the hotel, restaurant and catering industries.

The **Nordic Union** for Workers in the Hotel, Restaurant, Catering and Tourism Sector, which brings together IUF affiliates in Finland, Iceland, Norway, Sweden and Denmark, has launched a #notonthemenu campaign to raise awareness of the extent of sexual harassment in their sectors and promote zero tolerance at the workplace. In Norway and Sweden, IUF affiliates have won the involvement of the employers' associations and are seeking to expand cooperation.

On November 11, UNITE HERE members in Chicago and beyond celebrated the adoption of the “Hands Off Pants On” ordinance by the Chicago City Council to protect Chicago's hotel workers. The ordinance, which was developed and promoted by UNITE HERE Chicago Local 1 and the Chicago Labour Council working together with political allies, requires all hotels

to provide panic buttons to anyone who works alone in guest rooms and restrooms. The ordinance also protects hotel workers from retaliation when they report sexual violence by guests and mandates hotels to implement an anti-sexual harassment policy.

A Spanish hotel housekeeper and member of the IUF-affiliated FeSMC-UGT's hotel section used her position as panelist at the recent EU Social Summit in Gothenburg, Sweden to expose the brutal reality of work in the Spanish and European hospitality industry. She denounced the economic “recovery” proclaimed by the Spanish and European political authorities for bringing with it a permanent loss of social rights, deepening inequality, increased precariousness and a widening gender wage gap. Speaking from personal experience, she described the lack of rights, low salaries, work life balance, and the poor working conditions that characterize the hospitality sector in general and the situation of housekeepers in particular.

The California government agency responsible for workplace health and safety unanimously adopted on January 18 a specific set of standards intended to reduce the occupational injuries affecting hotel housekeepers. The IUF-affiliated UNITE HERE has driven the push for a specific standard since the union petitioned the Standards Board in 2012. Under the new standard on Hotel Housekeeping Musculoskeletal Injury Prevention, hotels are required to implement measures "to correct or minimize workplace hazards that may cause musculoskeletal injuries to housekeepers" including "effective tools, equipment, devices, work practices, and administrative controls."

MEAT DIVISION

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The **IUF Meat Division Coordinating Group** will meet on March 14 & 15.

JBS

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Prominent on the agenda will be a discussion on how the IUF can best defend the rights of members employed by the world's largest meat processor **JBS** as in Brazil it stumbles from one corruption scandal to another and divests assets to pay for massive fines agreed in plea bargaining deals designed to save its top executives from lengthy prison terms.

Following the plea bargain deal in a widespread political bribery scandal that resulted in \$3.2billion in fines, the company's top executives Joesley and Wesley Batista were found to have withheld information from prosecutors and then

were charged with insider trading. The pair stepped down as Chair and CEO of JBS and the Board appointed their 84 year old father José Batista Sobrinho as the new CEO. 3rd quarter reports released in November showed that profits had tumbled. Members of IUF affiliates are concerned that plants may be sold and possibly shuttered. Cost cutting to pay fines for criminal behaviour may reduce the incomes of our members and put health and safety at risk. Workers pay the price of corruption in Brazil with falling living standards and political repression.

HK Scan

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As reported in the previous TNC Update slaughterhouse workers at Rakvere, Estonia struck spontaneously in October 2017 as a result of the repeated refusal by their employer, the Finnish transnational HK Scan, to offer a pay rise.

Following the strike, the workers were organized by local union IMTAL which is affiliated to the Estonian Trade Union confederation (EAKL). The union entered into formal negotiations with HK Scan but the company has obstinately refused to offer any pay increase. The State provided a national conciliator who proposed a compromise but this was also rejected by the employer.

A final attempt to negotiate a settlement on February 1 failed and the workers began a new strike on February 6 despite threats and intimidation by their employer. The strike has been called for an indefinite period and at the time of writing there has been no breakthrough.

Our Finnish affiliate SEL is closely monitoring the situation and offering practical and financial support to the striking workers.

HK Scan is attempting to break the union by setting up alternative 'representative' structures and declaring that new pay scales will be set unilaterally later in the year. These failures to recognize the union and enter into good faith collective bargaining are violations of the OECD Guidelines for Multinational Enterprises. The IUF has written to the company, listing the violations and will prepare an OECD complaint as necessary.

2 Sisters

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In October 2017, a Guardian and ITV undercover investigation revealed a food safety scandal at 2 Sisters largest poultry processing plant at West Bromich in the UK. Documentary

footage showed poultry being dropped on the floor and returned to the production line, as well as an instance of labels recording the slaughter dates of birds being changed. Investigation by the food standards authority and a parliamentary enquiry followed. The site reopened in November after the company had retrained staff and satisfied major supermarkets of its improvements in processes and food safety checks. IUF affiliate Unite the Union was closely involved in negotiating better processes and standards with the company, assisting with training, liaising with authorities and participating in the enquiry.

In February, 2 Sisters announced it would close 3 factories in the UK at the cost of 900 jobs while investment in other facilities may create an extra 1000 jobs. Unite said it will fight the closures and reports that workers feel a sense of betrayal after working with the company in the wake of the food safety scandal.

In **Germany**, IUF affiliate the **NGG** has concluded difficult and lengthy negotiations on **an industry wide collective bargaining agreement (CBA)** which sets minimum working conditions. The CBA must now be approved by the Bundestag, as the agreement is part of changes to the Posting of Workers Act which sets the rules on migrant labour 'posted' in Germany from other countries within the EU.

Once approved, the CBA will set a minimum hourly wage of 9 euros plus payment for changing time into work clothing, lifting the effective rate to 9.11 €.

The CBA will also introduce a voluntary scheme where full time workers (35 hours per week) can credit extra working time hours into a working time 'bank'.

A German law passed in August 2017 requires the host company (e.g. Tönnies, **Danish Crown**, **Vion**) to take responsibility for its employees, even if they are technically assigned to subcontractors.

Despite these recent legislative improvements, employment conditions remain horrific for thousands of workers from Eastern Europe who are still mostly employed by subcontractors and who are routinely cheated out of their entitlements and suffer from rights abuses.

The latest agreement is part of a long determined fight by the NGG to establish fair and universal standards in the meat sector.

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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