

TNC UPDATE #36

05-2018



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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Wilmar

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Sexual harassment as a health hazard and the work of unions in preventing it was the focus of a joint program of the **General Agricultural Workers' Union of Ghana (GAWU)** and the **Kenya Union of Sugar Plantation Workers (KUSPAW)**, affiliates that represent workers in the so-called "energy crops": sugar cane for ethanol and oil palm for biodiesel.

From August 7 to 12, about twenty GAWU members of the Safety Committees and Women's Committees and two KUSPAW female delegates attended workshops which were held in three companies with strong trans-national links: the Benso Oil Palm Plantation (BOPP), owned by Wilmar International; the Twifo Oil Palm Plantation (TOPP), where Unilever is the majority stakeholder; and at the Ghana Oil Palm Development Corp. (GOPDC), a subsidiary of the Brussels-based Siat Group that has extensive palm oil concerns in Africa. The BOPP situation was a special focus where the GAWU local branch and the IUF Global Sugar and Palm Oil Program engaged management in improving OHS and sexual harassment sensitisation activities.

A report on the sugar aspect of this work is available at the IUF Sugar site: [Kenya and Ghana: Sharing and transferring experiences on preventing sexual harassment at the workplace.](#)

Illovo Sugar

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In the second year after the UK-based Associated British Food (ABF) acquired whole ownership of Illovo Sugar, the company appears to have hardened their negotiating position. The yearly wage negotiations in Illovo Sugar African operations usually start at Illovo Sugar (Malawi) with the Sugar Plantation and Allied Workers

Union of Malawi (SPAWUM) and at Zambia Sugar, Illovo's flagship operation in the continent, with the National Union of Plantation, Agricultural and Allied Workers (NUPAAW). Negotiations are still ongoing and there's a difference of 9 points between the union's and the company's position on wage increases in Malawi, along with no reported progress regarding other financial benefits. At Zambia Sugar the difference on wage increases proposals is a narrow 3 points and, as in Malawi, there is no progress on financial benefits. Negotiations at Zambia Sugar in 2017 went to conciliation and arbitration, which resulted in a 2.5% wage increase.

BEVERAGES

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The Coca-Cola Company

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Trade unions internationally continue to support the struggle to form and join independent unions at **Coca-Cola Amatil Indonesia**. Unions that represent Coca-Cola workers and their allies recently demonstrated at the factory gates of Coca-Cola in [Guatemala](#), [Haiti](#) and [Indonesia](#) calling on the company to remedy the rights violations in Indonesia. Commitment to support this important struggle was also clear at the IUF-affiliated UFCW Convention in late April.

The Coca-Cola Company's recently published [human rights report](#) comes at a time of substantial slippage by TCCC in addressing human rights at the workplace, and specifically the right of all workers within the Coca-Cola system to freely form and join trade unions of their own choice and engage in collective bargaining with their employers. To learn more about the serious weaknesses in The Coca-Cola Company's Human Rights Report [CLICK HERE](#). Read the IUF press release [HERE](#). **Please use your Facebook and Twitter accounts to promote the IUF report and encourage your union media departments to use the press release and spread the word.**

[The recent Coca-Cola Workers Alliance meeting](#) expressed deep concern about a unilateral announcement of mass redundancies by Coca-Cola FEMSA affecting more than 400 members of the IUF-affiliated Federation of Coca-Cola unions' (FCCU) sales workforce in the Philippines. Alliance members wrote protest letters to the CEO of TCCC calling on the company to urgently engage with Coca-Cola FEMSA and use its leverage to have its bottler suspend these redundancies and enter into good faith negotiations with FCCU to mitigate

the impact of this savage restructuring plan. FCCU has thanked RWDSU/UFCW-USA, Coca-Cola Workers' Union-Uruguay, Novoprof-Russia, STECSA-Guatemala, Unifor-Canada, UA ZENSEN and IUF JCC-Japan, IUF Latin America and IUF-EFFAT, SEE offices, CNTA, Brazil, FESTSSABHRA, El Salvador, SICO, Colombia, FENAMUTRA, Dominican Republic, FUTATSCON, Nicaragua, Coca-Cola workers union, Ukraine, CSC-Belgium, Coca-Cola Bottling union, Indonesia and NGG, Germany for their solidarity.

The **IUF affiliate team met TCCC corporate management** most recently on April 19, 2018 at the company's headquarters in Atlanta. Topics on the agenda included ongoing employment and rights issues in Spain, Germany, UK, Ireland, Hong Kong, The Philippines, Japan, Brazil, Haiti, Ukraine, USA and Canada. TCCC has returned to a heavily franchised system with the completion of the disposing and refranchising of its operations in the US, Canada, Uruguay and Guatemala. Nonetheless the IUF expects TCCC to meet its obligations as it claims to be compliant with international instruments and its own internal public policies. This requires effective interventions with its bottlers to resolve these ongoing issues.

The IUF Secretariat attended **TCCC's shareholder meeting** in Atlanta to raise serious concerns about the company's first stand-alone Human Rights Report pointing out its misleading nature and the fact it essentially evades the Company's real-world responsibilities and obligations when it comes to ensuring respect for rights on the part of its bottlers who employ the vast majority of the women and men around the world who manufacture and distribute Coca-Cola branded products.

The IUF policy officer for beverages undertook a fact-finding mission to investigate the ongoing rights violations at **Coca-Cola's bottler in Haiti**. Workers established their workplace union SYTBACOUR in March 2017 at the Coca-Cola bottler owned by Couronne Brewery. They have been struggling since then to exercise trade union rights that are guaranteed in the Coca-Cola Workplace Rights policy and in international standards. Four of the union's leadership have been dismissed and the company has responded by telling the union they should simply elect new leaders. The IUF has demanded that TCCC takes more robust action to resolve these ongoing rights violations and addresses poor working conditions in Haiti.

PepsiCo

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The IUF continues to raise a range of issues with PepsiCo to follow-up the **first ever meeting** between a team of IUF affiliates and PepsiCo corporate management that took place on February 23, 2018 in Geneva. In **Guatemala** discussions around negotiations for a new collective agreement and discussions over the removal of armed guards from PepsiCo sales and delivery trucks continue. In **Honduras**, PepsiCo has agreed to look into issues around its franchise business and the IUF's assertion that the company is not complying with legal obligations.

Complaints around diversity in **Brazil** were raised during the February meeting in Geneva and PepsiCo has informed the IUF that a comprehensive diversity plan had been developed that will take time to implement.

BREWERIES

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AB InBev

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The IUF has recently sent two letters to AB InBev corporate management and local management in India urging AB InBev to exert whatever influence is necessary on local management at the **Sonepat factory in India** to ensure they reinstate the four victimized union leaders and members. In addition to reinstatement, the IUF also reminded AB InBev of its international obligations to ensure that management at its Sonepat factory enters into good faith negotiations for a new collective bargaining agreement with the Haryana Breweries Limited Mazdoor Union.

The IUF is extremely concerned to hear that two of our affiliate's members were attacked and injured on April 28. This assault was carried out by an external Bhartiya Mazdoor Sangh (BMS) leadership which tried to hijack the struggle by forming a labour welfare committee to bypass the elected union committee and by promising permanency to probationers in return for their support to the BMS leadership. The IUF urged AB InBev to take all necessary measures to stop the violence against our members and again requested the company to use its good offices to intervene and remedy the rights violations at Sonepat.

Peru's brewery giant Backus has been aggressively attacking its workers and their rights since being acquired by AB InBev in late

2016, dismissing some 1,500 workers and replacing them with casual employees. AB InBev has unilaterally discarded parts of the CBA that was recently signed with the IUF-affiliated National Union of Workers of Peruvian Backus and Johnston and has unilaterally increased weekly working hour to 56 hours over 7 days with 3 consecutive working Sundays in a month at its Motupe plant. Some of the union leaders who have protested these imposed changes have been suspended and others have been threatened with dismissal. In the face of this hostile attitude towards union leaders and workers the union organized a 2-day national strike at the company on April 11 and 12.

The IUF requested affiliates organized at AB InBev to take action including sending messages of support to the union. Please contact burcu.ayan@iuf.org to receive a sample letter in Spanish and in English in support of AB InBev workers and their union in Peru.

Heineken

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The IUF breweries officer visited SYTBANA, a workplace union that represents **Heineken workers in Haiti**. The union leadership reported that union membership has increased as a result of gains in benefits obtained through negotiations with the management and the union is planning to start to negotiate the first formal collective bargaining agreement in the private sector in Haiti. SYTBANA asked for more support from the IUF having little experience in bargaining. The IUF will seek affiliates' support to provide the union with training to improve their bargaining skills.

CATERING/AIRLINE CATERING

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Sodexo

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Italian affiliates Filcams-CGIL, Fisascat-CISL and UILTuCS have negotiated implementation of the **zero tolerance for sexual harassment joint commitment** signed by the IUF and Sodexo at international level in June 2017. The Italian agreement is the first national implementation programme mandated by the global joint commitment and it will provide real protection for workers from gender-based violence. The agreement includes a commitment by affiliates and Sodexo to undertake training activities on sexual harassment.

United Airlines

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In **Airline Catering** IUF North American affiliates UNITE HERE, the IBT and RWDSU are campaigning hard in the USA to build union membership and lift the poverty wages of airline catering workers at a time of record airline profits.

A major organizing target for UNITE HERE is **United Airlines** which directly employs catering workers at a number of major airports. Despite strong resistance from United, 2,700 catering workers have filed for elections that we expect will lead to a catering workers' union within the company. The Secretariat is in discussion with US affiliates to plan for effective solidarity activity by a wider group of affiliates with members in airline catering.

DAIRY

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IUF Dairy Division

The **Dairy Division Steering Group** met on March 12 & 13 in San Francisco, California. Affiliates expressed concerns about the impact of new technology and climate change on employment security and requested the Secretariat to develop options for consultation and negotiations with TNCs to protect and promote decent jobs. The Dairy Division endorsed the Congress mandate to engage with TNCs concerning activities to advance gender equality. Affiliates are requested to forward to the Secretariat any CBA provisions which advance gender equality or protect the rights of LGBTI and migrant workers.

Arla Foods

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The IUF and Arla Foods held their regular bi-annual meeting in Aarhus, Denmark on April 17. The Company agreed to enter into discussions with the IUF with a view to establishing a joint commitment on zero tolerance for sexual harassment and a process for gender auditing with an objective of increasing the ratio of women workers in blue collar jobs.

FAST FOOD

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McDonald's

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On April 3 in the Philippines the **Respect Fast Food Workers' Alliance (RESPECT)** won an

important partial victory in their long-running campaign for fast food workers' rights to secure jobs when the Department of Labor and Employment (DOLE) ordered Jollibee to convert 6,400 casual workers to direct, permanent employment. RESPECT is demanding its immediate implementation and calling for it to be applied more widely to both company-owned and franchised outlets and to all fast food chains, including McDonald's.

Thousands of fast food workers in the Philippines are employed through labour hire agencies on multiple contracts for several years. These precarious arrangements and ease of termination prevent workers from exercising their rights and challenging delayed wages, unfair deductions and wage theft.

KFC

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Fast food workers at one of the largest, nationwide KFC franchises in **Thailand** have won their first collective bargaining agreement. The **IUF-affiliated Cooks & Servers Workers' Union and the Cuisine and Service Workers' Union** secured significant improvements in benefits and working conditions for workers at KFC outlets across the country. In addition to improved benefits, the agreements recognize critical trade union rights, including the right to union representation in any dispute or grievance, union intervention in any warning or disciplinary action and paid trade union leave. The two collective agreements signed and formally registered with the Labour Department are among the very few private sector agreements to include such provisions in Thailand, where freedom of association and collective bargaining rights are severely restricted.

FISHERIES

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Phillips' Seafood

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International union delegates to IUF meat and dairy division steering meetings in San Francisco, USA showed their support for the struggle for decent jobs at **Phillips Seafood Indonesia** with an informational picket at one of Phillips' principal US retail outlets, Costco, on March 14.

IUF General Secretary Sue Longley, IUF Latin American Regional Secretary Gerardo Iglesias, IUF President Mark Lauritsen, IUF Assistant General Secretary James Ritchie and union representatives from the Americas, Europe, Australia and New Zealand gathered outside a

San Francisco Costco store to distribute a leaflet exposing the poor conditions at the company's factory in Lampung Indonesia, where for over two years the union has been demanding permanent jobs for over 100 women, a majority of whom have worked there continuously as casuals for over 15 years.

FOOD PROCESSING

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IUF Food Processing Division

The IUF Congress, the IUF's highest governing body, formally endorsed the creation of an IUF Food Processing Division in August/September 2017. The first meeting of the ***IUF Food Processing Division Steering Committee will convene on June 7 & 8, 2018*** to determine the practical steps needed to implement the Division's mandate.

Barry Callebaut

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The IUF has begun union mapping of Barry Callebaut and its operations across the world with the intention to create an international union network of Barry Callebaut affiliates. If your union has membership in Barry Callebaut and you have not yet been contacted by the IUF Secretariat or your IUF regional office, please contact both notifying us of your Barry Callebaut membership and your interest in being part of an international Barry Callebaut union network.

Cargill

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The IUF Secretariat held an international conference call with Cargill affiliates during April 2018 following up on an initial informal meeting, which was held concurrently with the IUF Congress in August 2017. The two primary action points coming out of the April 2018 call were:

(1) IUF affiliates, if they so choose, should send in their Cargill collective bargaining agreement expiration dates to the IUF Secretariat so that times/areas may be identified where affiliates may be of potential and mutual assistance to one another and

(2) Affiliates with Cargill membership should e-mail to the IUF Secretariat their lessons learned from organizing Cargill workers – both good and bad. This information will be compiled into a document for distribution to IUF Cargill affiliates.

Danone

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The most recent IUF-Danone Global Engagement meeting took place on 20-21 March. Topics on the agenda included a discussion of the IUF/Danone Agreements review process and the recent visit to the United States, the pitfalls of behaviour-based safety, the increasing incidence of stress at Danone workplaces and the need for robust trade union involvement in addressing health and safety issues. The integration of newly-acquired businesses in the US (WhiteWave) and West Africa (Fan Milk) raised questions about knowledge of and access to the rights guaranteed by the IUF/Danone Agreements and unresolved issues regarding compliance with the Agreements in the United States, Russia and Indonesia were also discussed. A commitment was agreed to organize a meeting in the United States between Danone corporate and North American HR management, the relevant affiliates and the IUF. In Russia a meeting will also be organized to discuss obstacles to meaningful trade union recognition.

The IUF will provide a draft of an updated trade union rights agreement taking into account enhanced IUF standards developed in the years since the agreement with Danone was signed. The IUF and Danone agreed to draft an agreement to address how Danone and IUF affiliates can jointly mitigate the impact of accelerating technological changes.

A joint IUF-Danone Agreements review visit to the United States took place 6-8 March and included a Danone dairy products plant organized by BCTGM and a former WhiteWave plant organized by the Teamsters.

As a direct result of successful local negotiations by the IUF-affiliated FNV based on the IUF-Danone Agreement on Sustainable Employment and Access to Rights, 45 long-term contract workers have moved onto permanent contracts at the Danone/Nutricia research center in the Netherlands. The FNV has thanked the IUF for its support in raising this issue with corporate management and for signing the important Sustainable Employment and Access to Rights Agreement with Danone which mandates and facilitates local negotiations aimed at limiting casual employment.

The National Union of Workers (NUW), in Yakult Australia went on indefinite strike on March 19 in support of their demands for a wage increase of 3%. On March 23 Yakult Australia sought to get a Supreme Court order to end the strike and filed

for individual damages against each union member. As Danone is Yakult's largest shareholder and is represented on its board of directors, the IUF requested the company to contact Yakult management in Australia to ensure that Yakult Australia immediately and unconditionally drops this claim of damages against our individual members. The IUF also wrote to Yakult Japan management to use its good offices to ensure a similar outcome and to insist that local management enters into good faith negotiations with the NUW. As a result of local actions and international support, NUW members at Yakult won a fair wage increase of 3%.

Gruma/Mission Foods

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In 2017, **Mission Foods workers in Pennsylvania, USA** were fighting for a first collective bargaining agreement with their employer following union organizing efforts dating back to 2006. Management fought workers' efforts by hiring union avoidance consultants, harassing union activists and holding non-productive collective bargaining negotiations.

One year later, workers at Mission Foods have now voted to approve a 3-year collective bargaining agreement and to officially join United Food & Commercial Workers, Local 1776. This effort was supported by IUF affiliates and their members including AMWU Mission Foods workers in Australia who expressed their unanimous support to their brothers and sisters across the globe in the United States.

Jacobs Douwe Egberts (JDE)

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The IUF continues to explore a comprehensive strategy that looks at JDE's ultimate parent company, JAB Holdings, and its many operating subsidiaries. An international conference call that includes IUF affiliates from the food processing, beverage and HRCT sectors will be organized for late May or early June to discuss potential coordination across these IUF sectors in JAB Holdings' operations.

Kraft Heinz

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Work continues on Kraft Heinz with affiliate support in research and communications. UFCW, in particular, through its Capital Stewardship and Strategic Resources departments has worked with the IUF Secretariat to develop a worker survey, which has been conducted by IUF affiliates with their Kraft Heinz members. The union/worker

response level to the survey was very good with 17 total surveys submitted from Australia, New Zealand, Italy, Spain, the United Kingdom, and the United States of America. The workers in the facilities represented in the survey manufacture a variety of products from pet food to sauces to frozen meals.

Follow-up to these surveys is currently being conducted by the IUF Secretariat to garner more information as it relates to the common issues that emerged from the survey responses. Survey response commonalities include an increase in temporary work and subcontracting of work, a general decline in workforce investment and training, and negative changes in how KHC handles worker injuries.

Mondelēz

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Members from IUF affiliated unions, and also a 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, 2017 in Zurich, a letter which 42 IUF affiliated unions signed on to.

As a result of this letter, the IUF Secretariat will be having an initial informal meeting with a member of Mondelēz's global team to speak about next steps during May 2018.

Nestlé

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Local management had for some time opposed attempts by workers to form the union at the **Nestlé plant in Bangladesh**. However following negotiations between the IUF Asia/Pacific Region and Nestlé regional management, a statement of management 'neutrality' was posted in the factory. The statement committed management and supervisory staff neither express any opinion about union membership nor seek to influence workers' views in any way. Workers joined the union in significant numbers and the union has now been registered with 364 members.

This organizing effort was also supported locally by our Bangladesh agricultural affiliate BAFLF and the new union expressed its appreciation to the IUF and all those who supported their now successful efforts to form a democratic and independent union.

Following changes to the labour code in **Brazil** in 2017 which removed the mandatory deduction of union dues for workers covered by a recognized trade union structure, workers at the Nestlé factory in Cordeirópolis met in general assembly

and voted overwhelmingly (188 to 9) to have their union dues deducted at source and transferred to their union, STIAL, the food workers union affiliated to the Federation of Food Workers of the State of São Paulo, FETIASP. However factory management demanded that each individual worker inform HR in writing of his or her desire to have union dues deducted at source.

The IUF has informed corporate Nestlé management that freedom of association rights require that company management not interfere in the legitimate and democratic decision making processes of the union. Furthermore, the new labour code, while removing the mandatory nature of the trade union contribution and making it contingent on the authorization of the workers, is silent on how this authorization is to be obtained. The company disagrees asserting that the new law requires individual authorizations for Nestlé to deduct union dues. At this point in time a local labour court has issued an injunction regarding this case, instructing Nestlé to proceed with the deduction of the trade union contribution adding that individual authorizations are not necessary.

At the meeting of the **Steering Committee of the Nestlé European Works Council**, on March 5-6, the **Joint Statement on Nestlé Business Excellence (NBE)**, proposed by the trade unions, was agreed by European management. The document details measures to be taken at Nestlé enterprises in Europe to mitigate the effects of the implementation of NBE, on jobs and working conditions. Nestlé European management has committed to inform local management of the guidelines contained in this document, which include a commitment to promote solutions such as re-employment and voluntary retirement or resignation over dismissals and to provide training for new responsibilities. A NBE Working Group will be informed on a quarterly basis of the number of job losses in each country attributed to NBE.

The Steering Committee also approved a statement in response to business changes within Nestlé resulting from unsustainable financial expectations from the activist investor community. The call for “sustainability and social responsibility” recalls the previous policy of promoting the “virtuous circle” which focused on investing in new products and development, in research and innovation and promoting the development of a skilled workforce. This has been replaced by accelerated cost-cutting and efficiency initiatives meant solely to return profits to shareholders. Trade unions at Nestlé

in Europe expect innovation and investment in the workforce – not the short-termism that is being proposed by Nestlé management. The statement ends with a pledge of full support to all affiliates in their actions to defend Nestlé’s continued sustainability.

Olam Group

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IUF affiliate Tekgıda-İş is fighting the dismissal of 9 union activists who with other workers are trying to form a union at **Olam Foods in Turkey**. The IUF along with affiliates NGG, Germany, PAM, Finland and SEL, Finland have provided support to Tekgıda-İş by communicating with Olam Group’s customers, which include Nestle, Dr. Oetker, Ritter, and Fazer Group. They have pointed out that as customers of Olam, these companies are required to conduct due diligence within their supply chains under the OECD Guidelines.

Unilever

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Management at **Unilever Pakistan** continues to collude with a corrupt Federation, 2 of whose leaders are under criminal prosecution, in an effort to marginalize the IUF-affiliated Workers Union of Unilever Pakistan (WUUP) and deny them collective bargaining rights.

Ensuring respect for IUF members at Unilever Pakistan is on the agenda, along with other rights issues, at the **IUF/Unilever bi-annual meeting** with the company May 4.

HOTEL CHAINS

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Accor

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Rights violations are ongoing in three Accor branded hotels in Indonesia, Myanmar, and the Philippines.

At **Sofitel Bali in Indonesia**, after securing recognition the management still refuses to engage the union in meaningful negotiations with IUF affiliate FSPM. Abusive precarious employment practices are common practice. Workers are hired for months as daily workers, a year or more as apprentices doing ordinary work, then a year as a contract worker. Some fortunate workers may then become permanent, others are stood down and come back again as contract workers.

On November 9, 2017, a group of 40 hotel workers at **The Lake Garden Nay Pyi Taw -**

MGallery in Myanmar applied for union registration following the procedure established by local law. On November 22, an officer from the Labor Department visited the hotel to verify if all requirements were fulfilled. Since that time unions leaders have been intimidated. Hotel management individually met union leaders and asked their reasons for forming a union. The union Chairman was given a termination of employment letter and a union member was given a termination of employment letter. From November 2017 to the first week of January 2018, a total of 10 union members, either casual workers or permanent employees, have had their contract terminated or not renewed.

On May 22, 2017, the Department of Labor and Employment (DOLE) issued an assessment to **Sofitel Philippine Plaza Manila**, raising poor working conditions in general including several serious health and safety violations. The assessment included room cleaning and stated that "The time standard allotted for one room is not reasonable, management should endeavour to review the quota allotted for each housekeeper". The assessment also refers to the excessive use of contracted labour in work that is "directly related to the principal business of Sofitel", including housekeeping. The report refers to various abuses by contractors and the use of contracted workers. Since the report was issued in May 2017, management has done nothing to address the issues.

The Secretariat has addressed these issues with the Accor corporate management in Paris. Affiliates will be informed of developments.

Club Méditerranée

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Last October, unionized housekeepers were replaced by contract workers at the **Club Med Florida resort**. Our North American affiliated Teamsters fought back and finally reached an agreement with the ClubMed Sandpiper Bay, USA, on March 22, that sets a new standard for use of contract employees for the French company. The one-year agreement for 110 ClubMed employees requires the company to give the union a nine-month advanced notice if it plans to subcontract out any of its positions. It also retroactively raised wages, increased pension contributions and makes clear that the resort will continue to provide meals to employees at no charge. The deal came after more than 50 union delegates signed a petition on the Teamsters' behalf that demanded ClubMed Sandpiper Bay's management bargain in good faith.

Meliá

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After consultation with affiliates involved, the Secretariat presented a discussion document to the company on the **prevention of sexual harassment** in the workplace as a prelude to negotiations on this issue. A meeting was held with Meliá's corporate management on April 12 to discuss the text. Some drafting modifications and text on the definitions were negotiated and agreed. The company undertook to draft new text with the agreed modifications to streamline its internal discussion and send it to the IUF Secretariat. The Company text will be considered and reviewed in consultation with relevant affiliates in an effort to reach an agreement. The IUF Secretariat has provided suggested dates to the Company for the 2018 annual review meeting held under the terms of the **IUF/Meliá International Framework Agreement**.

RIU Hotels

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At request of the **Irish affiliate SIPTU**, the Secretariat established contacts with RIU corporate management to discuss the lack of recognition and dialogue between the union and local management. The Secretariat addressed this issue with the company at a meeting on April 12. The company agreed to instruct local management to meet with the union. The Secretariat will continue contact with both the affiliate and the company to monitor developments.

Hotel Housekeepers Campaign

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

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On March 9, the US state of California officially approved the Hotel Housekeeping Musculoskeletal Injury Prevention workplace standard adopted earlier this year by California's Occupational Safety and Health Standards Board. Described by the California Government Department of Industrial Relations as "the first ergonomic standard in the nation written specifically to protect hotel housekeepers", it comes into force on July 1, capping an initiative launched by UNITE HERE in 2012. The regulation requires employers in the hotel and lodging industry to establish, implement and maintain an effective Musculoskeletal Injury Prevention Program which must include:

- Procedures to identify and evaluate housekeeping hazards through worksite

evaluations that include housekeeper input;

- Introduction of procedures to investigate musculoskeletal injuries to housekeeper;
- Methods to correct identified hazards;
- Training of employees and supervisors on safe practices and controls, and a process for early reporting of injuries to the employer.

MEAT

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IUF Meat Division

The ***Meat Division Coordinating Group*** met on March 14 & 15 in San Francisco, California.

The theme of job security threatened by climate change and new technology was prominent in the Meat Division discussions and as for the Dairy Division, participants called on the Secretariat to engage in more in depth policy work and to develop options for negotiations to protect and promote decent jobs.

Gender equality and LGBTI workers' rights are to be integrated into all activities in advancing the work of the Division.

Draft campaign materials on lifting standards in the poultry sector were tabled and the Secretariat was requested to further develop resources and plan a comprehensive campaign which would defend rights and lift standards.

The Secretariat was also requested to develop a pamphlet on antimicrobial resistance (AMR) and use this issue and others to take every opportunity to draw the links between worker health and safety and food safety.

JBS

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The IUF Meat Division has identified JBS as the primary target for a campaign to win recognition of the IUF by a major meat TNC. Recognition means the company recognises the IUF as being representative of the large majority of unionized workers within the company and will meet the IUF formally at corporate level to discuss matters pertaining to the rights of the members and prospective members of affiliates. Affiliates in different countries with members employed by JBS will demand the company recognize the IUF in a coordinated action following an initial approach from the Secretariat.

TOBACCO

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BAT

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On April 25, 2018, a Farm Labour Organizing Committee (FLOC) and IUF delegation attended British American Tobacco's 2018 Annual General Meeting. This was FLOC's 8th appearance at a BAT AGM to speak out about abuses in the company's US supply chain and the first time that FLOC met with BAT as full owners of its subsidiary Reynolds American. In a private meeting afterwards with BAT executives, FLOC President Baldemar Velasquez pushed BAT to sign a memorandum of understanding to guarantee freedom of association to farmworkers in their supply chain. He also encouraged BAT to fix their pricing structure so farmers could provide better working conditions and fair wages to their workers.

In support of these demands, FLOC launched a [boycott of Reynold's e-cigarette](#) brand VUSE in early April. FLOC activists and supporters have been picketing in front of convenience stores which sell this product in major US cities.

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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