

# TNC UPDATE #37

## 11-2018



*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.*

## Contents

### **Agriculture:**

- Chiquita

### **Beverages:**

- The Coca-Cola Company
- PepsiCo/Frito-Lay
- Refresco

### **Breweries:**

- AB InBev
- Carlsberg

### **Catering:**

- Sodexo
- Compass

### **Fast Food:**

- Burger King
- McDonald's
- TGI Fridays

### **Food Processing:**

- Cargill
- Danone
- Jacobs Douwe Egberts (JDE)
- Mondelēz
- Nestlé
- Unilever

### **Hotel Chains:**

- AccorHotels/AccorInvest
- Marriott
- Meliá
- Hotel Housekeepers Campaign

### **Meat:**

- HKScan

### **Tobacco:**

- Philip Morris International (PMI)

## AGRICULTURE

[svetlana.boincean@iuf.org](mailto:svetlana.boincean@iuf.org)

### **Chiquita**

[svetlana.boincean@iuf.org](mailto:svetlana.boincean@iuf.org)

The regular *review meeting between Chiquita and the IUF/COLSIBA* took place on September 17, in Costa Rica.

Agenda items included reviewing on-going work on gender and occupational health and safety, and the impact on workers of the port changes in Limon, **Costa Rica** where a new container port comes into operation in February 2019. It was agreed that this issue would be added to the agenda of the regular meetings in Costa Rica between Sintracobal and Chiquita.

The trade union side also raised concerns about delays in collective bargaining in several countries. It was agreed that for the next meeting IUF/COLSIBA would prepare a document on trends in collective bargaining in the operations of Chiquita in Latin America and that the meeting would also explore what training in collective bargaining could assist both local managers and unions.

The 2019 meetings will take place in Honduras in the first half of 2019 and Guatemala in the second half of the year. At these meetings Chiquita will present details of the type of contracts women are employed on in addition to the regular information on the participation of women in the workforce.

## BEVERAGES

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

### **The Coca-Cola Company**

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

IUF affiliates across IUF's membership continue to support the **"Zero Rights" campaign** in support of independent and democratic unions and bargaining rights for Coca-Cola workers in Haiti, Indonesia, Ireland, the Philippines and the United States. [CLICK HERE](#) to send a message

to The Coca-Cola Company, demanding the company remedies all of the growing number of human rights violations within the Coca-Cola System.

Mobilization against attacks on independent unions at Coca-Cola Amatil in **Indonesia** continues and escalates. The recently established Coca-Cola Indonesia Workers Council brings together four independent unions and challenges the company's collusion with the Suharto regime legacy organization, the national union structure that was established by that military dictatorship. Members re-elected dismissed union chairman Atra Narwanto as chairman of the SBCCD union at the company's Cibitung distribution center. In doing so union members signalled their determination to secure their collective rights and see all of their elected leaders reinstated.

In the **Philippines** IUF affiliates are fighting against Coca-Cola bottler FEMSA's business model that is built on job destruction, labour law violations and systematic rights abuses. Read more [HERE](#).

The Coca-Cola Company (TCCC) had earlier closed two directly owned, strongly unionized syrup concentrate plants (the key "secret formula" ingredient in their flagship product) in **Ireland** at Drogheda and Athy. Despite a large number of union members at the remaining syrup plant at Ballina, Co Mayo, the Company refuses to recognize the IUF-affiliated SIPTU. Their denial of rights continues despite a September Irish Labour Court recommendation that they meet with SIPTU to negotiate terms and conditions of employment for SIPTU's growing membership. The IUF Secretariat sent a fact-finding mission to investigate the ongoing rights violations at the Ballina plant in early June. They met SIPTU members who asked for anonymity because of the pressure known union supporters or members face from management at the plant.

When senior Coca-Cola corporate management spoke at the Deutsche Bank Global Consumer Conference in Paris on June 13, 2018, the IUF Secretariat and members of IUF French affiliates FGTA-FO and FGA-CFDT protested in support of the "Zero Rights" campaign at the conference venue.

STIBYS members in **Honduras** have also demonstrated against casualization at Coca-Cola's bottler and in support of the IUF's "Zero Rights" campaign.

On August 13 in **Las Vegas**, members from the IUF's affiliate BCTGM from across the USA and

UNITE HERE's Las Vegas Local 226 members led by IUF President Mark Lauritsen took action in support of the campaign outside the flagship Coca-Cola store on the Las Vegas strip. Read more [here](#).

Affiliates including unions representing Coca-Cola workers around the world joined by IUF International Secretariat staff led by IUF General Secretary Sue Longley held a spirited demonstration on September 13 at The Coca-Cola Company-sponsored Business and Human Rights conference held in the company's global headquarters in Atlanta. The action concluded with an IUF "alternative human rights briefing" at two local universities where trade union speakers from the USA, Indonesia and the Philippines described their struggle for rights at Coca-Cola. See more [here](#).

Following these successful protests and meetings with student groups in Atlanta, IUF members from Indonesia, the Philippines and Haiti shared their experiences of The Coca-Cola Company's human rights failures in their countries with [IUF members working at Coca-Cola in Boston and Philadelphia](#).

An international union delegation, including Atra Narwanto and Lutfi Arifiyanto, the victimized leaders of independent unions at Coca-Cola Amatil Indonesia, visited **Canada** and met with [IUF affiliates UFCW and UNIFOR](#). The IUF international campaign delegation's tour of Canada ended at the annual meeting of the **Canadian Soft Drink Workers Council** in Halifax, Nova Scotia where the Council pledged full support for the IUF's "Zero Rights" campaign.

The IUF team at the biannual IUF/Coca-Cola Atlanta meeting on September 20, 2018 at Coca-Cola headquarters included representatives from those unions in Indonesia, the Philippines, the USA and Haiti. The meeting addressed these ongoing rights violations in Haiti, Indonesia, Ireland, the Philippines, Spain and the United States.

The IUF continues to demand that TCCC takes action to meet its international human rights obligations for its direct employees in Ireland and also takes effective action to ensure its bottlers in Haiti, Indonesia, the USA, Spain and the Philippines do the same.

The IUF Secretariat has also contacted Coca-Cola and its bottler SOBOMA in **Mauritania** in support of the National Union of Food Industries Workers (SNTIA) insisting that the company fully explains the reasons behind the closure of its factory and the dismissal of all workers and takes action to mitigate the impact on the workers affected.

Following major progress at Coca-Cola's bottler in **Pakistan** (owned by Turkish bottler CCI) a training activity on gender equality and increasing women's employment at Coca-Cola operations took place in Istanbul on November 6, 2018. The activity brought together IUF members from Pakistan and Turkey.

The IUF Secretariat organized a mini survey amongst IUF affiliates that represent Coca-Cola Hellenic workers to compare line operators' grades and job descriptions in support of IUF members at **Coca-Cola Ukraine's** wage and working conditions negotiations.

IUF affiliates that have not yet received it can get the report from the most recent **2018 IUF Global Coca-Cola Alliance Meeting** results by contacting [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

### **PepsiCo/Frito-Lay**

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

The IUF Secretariat sent out a **gender equality survey** to affiliates that represent PepsiCo and Frito-Lay workers to identify any discriminatory employment practices. This is part of IUF efforts to promote women workers' employment and equality. The survey results will help IUF members raise concrete equality and discrimination issues with PepsiCo corporate management. You can obtain a copy of this survey from [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

The IUF Secretariat has contacted PepsiCo corporate management about ongoing rights violations in PepsiCo/Frito-Lay's supplier **Cargill Turkey**. PepsiCo/Frito-Lay have been told they need to meet obligations under the OECD Guidelines to undertake due diligence and exercise leverage with this supplier to ensure Cargill takes action to remedy its human rights violations.

The **second meeting of IUF affiliates with PepsiCo corporate management** will take place on November 14 in Washington. A report and action points from the first international IUF/PepsiCo meeting that took place on February 23, 2018 in Geneva and the report of the IUF PepsiCo and **Frito-Lay unions' network meeting** action that preceded the meeting with PepsiCo can be obtained from [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

In the **USA** workers at Liberty Bottling Company, who are represented by the IUF-affiliated Teamsters Local 830 in Philadelphia, have ratified a new collective agreement. Read more [here](#).

Also in the **USA** drivers, merchandisers and warehouse workers at Pepsi-Cola Bottling represented by Teamsters Local 683

overwhelmingly ratified a new collective bargaining agreement.

### **Refresco**

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

The IUF Secretariat has asked affiliates with members at Refresco to contact Refresco German management to demand that Refresco Germany continue good faith negotiations with IUF-affiliated NGG and sign first collective bargaining agreements at the Ertstadt and Grünsfeld plants. There are currently no collective agreements in place at both locations, even though NGG has long-standing collective agreements with Refresco management at two other locations in Calvörde (Saxony-Anhalt) and Herrath (Northrhine Westphalia). NGG thanked ACV-CSC in Belgium, Teamsters in the US, FNV in the Netherlands and Unite the Union in the UK for their efforts to raise these issues with their Refresco local and corporate managements.

## **BREWERIES**

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

### **AB InBev**

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

Management at global brewer AB InBev's plant in **Sonepat, India** continues to attack trade union rights. For the past two years local managers have refused to negotiate a collective bargaining agreement with the Haryana Breweries Limited Mazdoor Union (HBLM) and opted instead for repression. They have suspended active union members and dismissed four elected union leaders including the President and the General Secretary. [CLICK HERE TO SEND A MESSAGE to AB InBev](#) calling on the company to remedy its escalating human rights abuses by reinstating with full rights all dismissed and suspended HBLM union leaders and members and withdrawing false police charges against union leaders. **Please use your union's Facebook and Twitter accounts to promote the IUF campaign and spread the word.**

Peaceful protest in defense of union rights and recognition continues outside the factory gate. September 6 marked the 200<sup>th</sup> day of continuous protest action in front of the AB InBev Budweiser plant. [Unions from other AB InBev sites and other brewery companies](#) joined the protest action in solidarity with the Haryana Breweries Limited Mazdoor Union (HBMU). These included the Cambodian Food and Service Workers' Federation (CFSWF), the General Workers Union of Timor Leste (SJT-TL), IUF-affiliated unions Tekgıda-İş in Turkey, Chernihiv Branch of PJSC SUN InBev Ukraine union and ACV-CSC in Belgium.





The following IUF Brewery Division members have also contacted the company: Chernihiv branch of PJSC SUN InBev Ukraine, Pakistan Food Workers Federation, IUF-JCC, SETCa Liège FGTB and ABVV – FGFB HORVAL in Belgium, NGG Germany, IUF Latin America region on behalf of affiliates in Latin America, AMWU National Office Australia, STIBYS Honduras, UNIFOR Canada.

These unions and the entire IUF Brewery Division have declared their full solidarity with AB InBev Sonapat-India workers and their union.

Brewery affiliates particularly those with members at AB InBev can continue to support HBLM union leaders and members by doing the following:

- Raise these issues with your local AB InBev management and inform the IUF Secretariat of any response you might receive;
- Demand that AB InBev unconditionally reinstates HBLM leaders and members immediately;
- Ask what practical steps AB InBev is taking to enter into good faith negotiations for a new collective bargaining agreement with the Haryana Breweries Limited Mazdoor Union at the Sonapat plant;
- Inform your members about the rights violations in India by printing and distributing this postcard ([click here](#)) at AB InBev operations in your country;
- Organize meetings, rallies etc. in solidarity with HBLM union leaders and members and send us photos, which will be much appreciated by the union in India. [Click here](#) to download a display banner that you can have made and use for solidarity actions and photos;
- [Click here](#) for the sample letter you can send to AB InBev CEO Carlos Brito, Zone President for APAC Jan Craps, AB InBev India President Ben Verhaert, copying [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org). Please also send your letter via hard copy to AB InBev CEO Carlos Brito.

Since being acquired by AB InBev in late 2016 **Peru's** brewery giant Backus has been aggressively attacking the fundamental rights of its workers. The company has dismissed close to 1,500 workers and replaced them with casual employees who face far greater barriers when trying to access fundamental workplace rights.

AB InBev has discarded parts of the CBA that was signed with the IUF-affiliated National Union of Peruvian Backus and Johnston Workers and, at its Motupe plant, has unilaterally increased weekly working hours to 56 hours over 7 days including 3 consecutive working Sundays in any one month. 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, 2018.

The strike was broken by Backus (AB InBev) through more dismissals and more sanctions.

The company then escalated its pressure on the union and its General Secretary, Luis Samán Cuenca by filing a criminal complaint against him for alleged acts of collaboration with terrorism in September. IUF affiliates in Latin America and IUF-affiliated FGFB-Horval in Belgium wrote letters to Backus and AB InBev managements sharply critical of AB InBev's persecution of trade union leaders and worker dismissals all aimed at attacking the union's legitimate right to strike. IUF members outside Peru called on AB INBEV BACKUS to withdraw the charges against the General Secretary and reinstate the dismissed workers.

As a result of local and international pressure those charges have been dismissed but as yet the company has failed to reinstate the unfairly dismissed workers. The company has also failed to start to negotiate the ending of all outstanding rights violations with the IUF's affiliate in Peru.

All of the above represent significant breaches of international workplace rights standards, most notably the OECD Guidelines for Multinational Companies and ILO Conventions C87 and C98.

## **Carlsberg**

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

On June 14, 2018, IUF-affiliated NGG that represents workers in the Holsten brewery owned by Carlsberg held a ballot vote about further industrial action. 91.6% of the voting union members voted in favor in a dispute over the social protection of employees following Holsten Brewery's job cuts.

Because there were threats to fundamental collective bargaining rights the IUF proposed a meeting with the Carlsberg corporate management to discuss the way the company has handled this restructuring in Germany. Corporate management failed to respond.

The NGG has now finalized an agreement to mitigate the impact of the Carlsberg plan. The

agreement which was approved by close to 90% of workers provides employment guarantees through end of March 2022 and no job reductions for the permanent workforce together with agreed limitations on outsourcing.

## CATERING

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

### Sodexo

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

The annual IUF-Sodexo meeting was held on October 17. Sodexo has a new CEO, Denis Machuel and a new Corporate HR Director, Cathy Desquesses. The company has expressed their intention to renew IUF/Sodexo engagement building on past progress. The meeting agreed the IUF and Sodexo would continue to undertake joint work on sexual harassment within the framework of the joint commitment signed in 2017 and strengthen work on equality and diversity.

The IUF stressed that Sodexo had an obligation to negotiate with affiliates to mitigate changes to employment and work practices that occur as a result of changing technology and to invest in skills training.

A wide-ranging discussion of the obligations of transnational companies to undertake human rights due diligence took place including recently established legal obligations arising from the French law "Devoir de Vigilance". The IUF will monitor developments in compliance including the case law as it develops.

### Compass

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

Chartwell, a Compass subsidiary in the US instructed police at the University of Texas in Dallas to ban IUF-affiliated UFCW organizers from the university campus as part of a "union avoidance" strategy by the company.

When the union offered employees of Compass union membership, the local management reacted by distributing information discouraging workers from joining the union, including false information about the benefits of union membership.

After IUF Secretariat intervention with the company at international level and negotiations between the UFCW and North American Compass management, local Chartwell management was directed to stop all activity aimed at discouraging union membership.

## FAST FOOD

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

An October 3 IUF Fast Food sector meeting included specific discussions on **McDonald's**, **TGI Fridays** and **Burger King**. The meeting in London was hosted by UK affiliates Unite the Union and the Bakers Union. IUF member unions representing fast food workers in Argentina, Barbados, Belgium, Brazil, Canada and the USA, Colombia, France, Germany, Indonesia, Italy, New Zealand (by Skype), Nordic unions, Spain and Thailand came together to share experiences and strategy.

The next day October 4, **International Fast Food Workers Day** saw strikes by workers in **TGI Fridays**, **McDonald's**, and the British pub chain Wetherspoon, and two rallies in London and more in other UK cities.

Participants at the strategy meeting on the previous day joined the London rallies and expressed their support for the growing number of strikes at fast food outlets in cities across the US.

In the Asia/Pacific region, activities included support for the global fight for fast food workers' rights by IUF affiliates in Hong Kong, Indonesia and the Philippines, while trade unionists and **Burger King** workers in Spain demonstrated against the recent dismissals of union members and activists.

### McDonald's

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

The IUF and ITUC have requested an urgent meeting with the ILO Director General to discuss corporate partnerships following the ILO decision to partner with fast food giant McDonald's through the Global Initiative on Decent Jobs for Youth. Participants at the strategy meeting and the IUF HRCT Trade Group Board have affirmed their strong opposition.

In the US, on October 4, fast food workers in Chicago went on strike and rallied outside the McDonald's headquarters, where some 50 protestors were arrested. In Milwaukee, workers also walked off the job, shutting down a McDonald's outlet. Their actions followed walkouts by McDonald's workers two days earlier in Flint and Detroit, where demonstrators were also arrested.

# FOOD PROCESSING

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

[sarah.meyer@iuf.org](mailto:sarah.meyer@iuf.org)

## **Cargill**

[sarah.meyer@iuf.org](mailto:sarah.meyer@iuf.org)

Fourteen union activists and members of IUF affiliate Tekgida-İş, now known as #TheCargill14, were unfairly dismissed from their jobs on April 17, 2018 while organizing a union at Cargill in Bursa-Orhangazi, **Turkey**. These 14 dismissals follow those of seven other workers dismissed by Cargill management at the Bursa-Orhangazi factory in 2012, 2014 and 2015 solely as a consequence of their union activity. The Turkish Supreme Court found in favour of the employees in each of these 7 incidences.

As of October 17, 2018, the Cargill 14 had been protesting for 184 days. Their protests continue. As part of their protest actions, a large demonstration on September 18 in front of the company's Turkish head office followed the 14 workers' march of over 115 kilometres from the Bursa-Orhangazi plant to the company's Turkey headquarters, which spread their message across Turkey. The IUF Secretariat was represented at the September 18 protest rally.

IUF affiliates from around the world have contacted Cargill expressing their support for the 14 workers in Turkey who were dismissed while exercising their right to freedom of association. The IUF and its affiliated unions will continue to take action until a positive settlement is reached at Cargill-Turkey.

If you have not yet signed the Cargill Urgent Action demanding reinstatement of the Cargill 14, you can do so [here](#).

## **Danone**

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

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

Workers at the Danone Aqua factory in Subang, **Indonesia**, formed an independent union in April and received a formal registration certificate in May 2018. Danone Indonesia management refused union check off for its members and approached the local community to explain that an independent union would threaten disruption and disharmony in the community. The IUF Secretariat contacted Danone headquarters management and asked them to contact local management in Indonesia to ensure that Danone Indonesia stops spreading fear in the community and disrupting IUF members' lives.

As a result of local and international pressure, Danone Indonesia management recognized the union and stopped their interference including their contact with the local community.

In **Belgium** as a direct result of successful local negotiations by the IUF-affiliated CCAS/ACV-CSC based on the IUF-Danone Agreement on **Sustainable Employment and Access to Rights**, the union signed a local agreement for the Rotselaar plant with Danone Leuven management. The agreement ensures the company's ongoing commitment to sustainable employment. Based on this agreement after 6 months of employment workers under agency contracts become workers under Danone fixed term contracts. The ACV-CSC 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. The agreement calls for local negotiations limiting casual employment, an opportunity that CCAS/ACV-CSC used to reach this local agreement.

At the **Consultation and Information Committee** (CIC) meeting in October 2018, the discussion focused on the impact of IUF/Danone agreements in the United States, Russia and Indonesia and concretely to obstacles to meaningful trade union recognition and access to the rights guaranteed by IUF/Danone agreements in Russia and Indonesia. Presentations focused on the Health at Work agreement in France, the agreement signed in Rotselaar-Belgium, about reduction of temporary work in Bierun-Poland, and the union/management process that accompanied the transition of an old factory to state of art factory in the Netherlands.

A Strategic IUF/Danone Biannual Meeting will take place on December 19 and 20 in Paris. Amongst key issues to be discussed will be compliance with IUF/Danone agreements in Danone's international operations and joint due diligence processes that can effectively monitor that compliance.

## **Jacobs Douwe Egberts (JDE)**

[sarah.meyer@iuf.org](mailto:sarah.meyer@iuf.org)

The IUF convened a Jacob Douwe Egberts (JDE)/JAB Holding planning meeting on October 8 in Amsterdam, Netherlands hosted by FNV.

JAB Holding Company, a private "investment" firm, is rapidly becoming more prominent in IUF sectors – particularly in HRCT, food processing and beverages. JDE manufactures well-known coffee brand products such as Jacobs, Tassimo, Moccona, Senseo, L'OR, Douwe Egberts, Kenco,



Pilão and Gevalia. Under the JAB Holding umbrella, numerous café nameplates join the company's coffee empire: Espresso House, Baresso, Peet's Coffee, Caribou, Einstein Noah, Krispy Kreme, Pret a Manger and Panera. A large merger was also recently completed between the company's Keurig Green Mountain and the Dr Pepper Snapple Group.

There are two primary ongoing situations at Jacob Douwe Egberts:

1. JDE unilaterally terminating the collective bargaining agreement with NGG at the JDE Bremen, **Germany** administrative offices, which is a rights issue;
2. [the announced closure of the Andezeno, Italy JDE facility.](#)

The IUF and its JAB Holding/JDE affiliates agreed to provide mutual support when possible on issues as they arise.

### **Mondelēz**

[sarah.meyer@iuf.org](mailto:sarah.meyer@iuf.org)

Trade union representatives from 18 unions, 13 countries, and 6 continents met in Brussels on September 5 and 6 to plan union action to protect their members' futures in Mondelēz. Defending trade union rights, combatting job destruction and stopping the growth of precarious work were at the top of the agenda.

There have been two major rights issues at Mondelēz since the IUF's last TNC report.

In **Swaziland**, local Mondelēz management interfered in internal union matters of IUF affiliate ATUSWA while limiting union access to the facility and further provided support to a yellow union in an effort to supplant ATUSWA as the collective bargaining representative of Mondelēz workers in Swaziland. Some progress has been made and ATUSWA now has access to it workers at the plant.

In Malaysia, Mondelēz management unilaterally announced the [closure of the Johor Baru plant](#) at the beginning of July 2018 with no prior notification or negotiations with the IUF-affiliated FIEU. Malaysian IUF affiliate FIEU intervened to demand negotiations. Despite several meetings, management initially allowed only consultation with no negotiation, effectively violating collective bargaining rights.

Following a successful fight for the right to negotiate change, including protests by members, and intervention by the IUF, successful negotiations ultimately secured a significantly improved outcome for members in an extremely difficult situation.

In Baddi, **India**, [Mondelēz worker Milkhi Ram was killed](#) on September 21 while operating a moulding machine in the company's plant. His death followed a wave of massive workforce reductions accompanied by a "voluntary separation scheme" initiated by Mondelēz India management, which workers were pressured into accepting.

IUF secretariats at regional and international level have begun discussions with Mondelēz corporate management to determine the underlying causes of this fatal accident.

### **Nestlé**

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

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

Participants from IUF-affiliated unions in Australia, Brazil, Bulgaria, Germany, Spain, France, Indonesia, Italy, Nigeria, Tunisia, Russia, Switzerland, the UK, the US and Zimbabwe met for one-and-half-days of discussion around the major issues being faced by members at Nestlé and at Nestlé-Froneri as the company intensifies its cost-cutting and restructuring.

Affiliates shared experiences in their respective countries and concluded that work had intensified and job security was weakened because of the company's efforts to meet unrealistic and unsustainable profit margins demanded by investors. It was recognized that the pressures for short-term profit were common to food and beverage TNCs and the Nestlé experience is shared by other members in the food and beverage sector.

Participants engaged in group discussions around the subjects of fighting back locally and internationally and supporting each other; strengthening international union organization in the company; and advancing the main themes of IUF work with Nestlé, i.e. trade union rights, precarious employment, gender equality, health & safety.

Participants expressed the view that a change was needed in the way we engage with Nestlé. Trade union rights violations, the growth of precarious employment, permanent restructuring, deteriorating working conditions, attacks on collective bargaining agreements and on the principles of trade union-management relations must be denounced and resisted. The IUF has been tasked with developing a platform of action.

The IUF and affiliates pledged solidarity and support to the German Food Workers' Union, NGG, and their campaign for "people before profit" on behalf of their members whose jobs and livelihoods are currently under attack. Nestlé has announced closures, job cuts and attacks on

collective agreements in **Germany** to squeeze out concessions on wages and benefits. The NGG brought its campaign – and hundreds of Nestlé workers – to company headquarters in Vevey, in Switzerland, on October 2. The protest was also attended by the IUF General Secretary and Latin American Regional Secretary as well as representatives from affiliates from Australia, Switzerland and the UK.

The demonstration by the NGG was timed to coincide with the IUF-Nestlé bi-annual meeting but the company cancelled the meeting and it has been re-scheduled for November 19.

At Petaling Jaya, **Malaysia**, where IUF affiliate FIEU has 500 members, Nestlé will transfer the chilled dairy business to Lactalis in 2019 and transfer its Milo production to the Chembang factory in Malaysia. The Petaling Jaya site currently produces Milo, chilled dairy and cold sauces. FIEU, with the support of the IUF Asia/Pacific region, are negotiating with the company concerning the sale and transfer of production.

In connection with Nestlé's announcement of a reduction in the number of NQAC (Nestlé Quality Assurance Centre) laboratories in Europe, a special meeting of the Nestlé European Works Council was held in Geneva on October 10. Nestlé intends to close the laboratory in Weiding, in Germany, and transfer the work to Nestlé laboratories in France and Poland as well as to external labs.

The NGG delegation presented a detailed overview of the strengths of the Weiding laboratory and made a strong case for the need to maintain the current NQAC network based on concerns for consumer health and job security.

## **Unilever**

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

Unilever has formally recognized both IUF and IndustriALL as international trade union organizations representing unionized Unilever workers internationally. A Joint Memorandum of Understanding signed in London by Unilever, the IUF and IndustriALL on October 31 underpins rights for Unilever workers specifically **"ensuring that throughout Unilever's worldwide operations workers can freely exercise their internationally recognized rights and in particular their rights to union membership and collective bargaining without fear of retaliation, repression or any other form of discrimination."**

A **joint Unilever/IUF/ITF working party** has been working to address serious human rights issues in the European road transport logistics supply chain of many major food and retail companies. The working party, currently the first established with any major company, next meets on November 16 with the aim of finalizing agreement establishing transport guidance for Unilever's responsible sourcing policy and its road transport logistics business model.

## **HOTEL CHAINS**

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

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

### **AccorHotels/AccorInvest**

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

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

The IUF contacted AccorHotels demanding they remedy rights violations in **Myanmar** and **Indonesia**, and cease their anti-union activities in both countries. The IUF triggered the clause in the IUF-ACCOR agreement, which states: *"any differences arising from the interpretation or implementation of this agreement will be examined jointly"*. A joint meeting at Regional level will take place shortly.

The AccorHotels European Works Council, made use of the presence of the company CEO to demand concrete measures to address violations of these union rights in **Indonesia** and **Myanmar**, and presented a formal communication to that effect. A statement calling on AccorHotels to initiate a joint investigation and to remedy these violations was also adopted by the EFFAT-IUF General Assembly for the Tourism Sector.

In 2018, AccorHotels finalized the sale of its subsidiary AccorInvest. AccorInvest owns more than 800 hotels, mainly in Europe. AccorHotels is now virtually an "asset-less" hotel chain.

Contacts with AccorInvest have been established and joint work is proposed on both sexual harassment and hotel housekeepers' issues.

### **Marriott**

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

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

On May 2, the IUF held its first Marriott affiliates' meeting. The meeting determined that global recognition of the IUF by Marriott was necessary in order for the IUF to support affiliate organizing and collective bargaining and defend existing gains.

Recognition of the IUF would also allow the IUF affiliates to work collectively at international level on policies to fight sexual harassment and to improve hotel housekeepers' working conditions.



Participants supported the proposal to develop a set of “*Global Demands on Marriott regarding sexual harassment*” that will be used to engage Marriott. This will be backed by a campaign with a specific focus on sexual harassment linked to the present discussions at the ILO focused on violence and harassment in the world of work. The current #MeToo movement clearly adds weight to such a campaign.

These “***Global demands regarding sexual harassment***” were delivered to Marriott management during a public event in Geneva on May 29. On June 27, IUF members at Marriott hotels around the world demonstrated in support of the call for concrete action by Marriott to protect workers from the epidemic of sexual harassment that so often affects hospitality workers’ lives.

In support of these actions, the IUF General Secretary wrote to the Marriott CEO to demand negotiations on the subject. The company responded by asserting that it was acting on the issue and saw no value in entering into negotiations with the IUF. On September 5, UNITE HERE International President D. Taylor wrote the Marriott CEO in support of the IUF's June proposal for discussions leading to an international agreement on global measures to protect workers at Marriott from sexual harassment on the job.

Meanwhile in **Indonesia** Agus Sarwatama, the chairperson of the newly formed IUF and FSPM affiliated union at the W Hotel in Bali, was suspended on March 2, in a totally illegitimate procedure that had elevated a purely internal union matter into a case allegedly harming the business. On July 31, his contract expired and was not renewed, leaving workers without their elected union chairman, their union still unrecognized and no process for negotiating a collective agreement. The IUF launched an urgent email action that you can [still join through this link](#).

On October 10, local UNITE HERE union leaders in all the US cities involved in the Marriott campaign wrote to Marriott CEO Arne Sorenson, calling for the reinstatement of dismissed union chairman at the W Hotel in Bali and full respect for trade union rights. On September 28, the IUF's European regional organization IUF-EFFAT wrote to express concern over rights violations at Marriott Bali.

UNITE HERE members at Marriott hotels in 8 US cities have started a national strike. A total of 7,700 workers stopped work at 23 hotels in support of their demand for jobs that are safe and enough to live on. Lengthy negotiations

have failed to meet the union's demands for an agreement which would bring a living wage, job security and improved protection against sexual harassment.

To track all violations perpetrated by Marriott and actions taken by affiliates in the campaign, the IUF has launched a specific website [www.workersofmarriott.org](http://www.workersofmarriott.org)

### **Meliá**

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

Following assurances from Meliá senior management that they remained fully committed to signing an international **Sexual Harassment Protocol** with the IUF, work continues on reaching a final text.

The company already made clear earlier its willingness to work together with the IUF on a protocol aimed at concretely improving conditions for **hotel housekeepers** in the Meliá Group. After some delays in 2018 it has been agreed to resume the work towards such an agreement in January 2019.

### **IUF International Hotel Housekeepers Campaign**

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

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

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

On April 27, the day before International Workers' Memorial Day, the IUF **Hong Kong** affiliate, the Catering and Hotel Industries Employees' General Union (CHIEGU) and the Hong Kong Confederation of Trade Unions (HKCTU) took action in front of the Hilton Conrad Hong Kong Hotel to commemorate a housekeeping worker who died at work in October 2017 as a result of excessive working hours. An investigation by the union revealed that the hotel housekeeper had worked continuously for 16 days without any leave or rest breaks before he died at work. Surveys by the union showed that excessive working hours are common in all major hotels in Hong Kong, including Accor's Novotel hotels, Shangri-La, and the Hilton Conrad Hong Kong.

On the event of International Memorial Day for Dead & Injured Workers, April 28, 2018 the Global Housekeeping Campaign (GHC) team in the Philippines held a motorcade through key areas where major hotels are concentrated to raise awareness of the effects of room quotas on the health of hotel housekeepers. In its public statement the GHC team brought attention to a range of ergonomic hazards faced by

housekeepers as well as chemical, biological and physical hazards.

After several months of discussions in **Argentina** between the IUF affiliated UTHGRA, the private sector and the government, a Good Practices Manual on work in hotels and restaurants has been approved and published. UTHGRA's investigations and work in support of the IUF Global Housekeepers Campaign laid the foundation for the development of the manual. This manual contains a series of recommendations intended to provide tools for workers and employers to promote healthy and safe jobs.

In **Spain** CC.OO Servicios and FeSMCUGT, the IUF's affiliates organizing workers in the tourism sector, have won gains around rights, social benefits, and safety and health for hotel housekeepers. On August 30 the tripartite body on employment quality in the hospitality sector, which brings together employers, unions and governments at local and national level, agreed to officially recognize a group of specific pathologies affecting hotel housekeepers as occupational diseases.

## MEAT

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

## HKScan

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

In conjunction with Finnish affiliate SEL, the IUF visited the Estonian union IMTAL to offer solidarity support to workers attempting to consolidate their union following the historic strike at the HKScan plant in Rakvere earlier in 2018. A meeting involving representatives of SEL, Swedish affiliate LIVS, the IUF Secretariat and IMTAL was hosted by EAKL – the Estonian Central Federation of Unions.

The IUF and its affiliates pledged support to the efforts of IMTAL to enter into good faith collective bargaining with HKScan and a decision was made to establish an international network of HKScan unions to be convened by SEL.

## TOBACCO

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

### **Philip Morris International**

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

The Philip Morris Fortune Tobacco Labor Union (PMFTCLU-NAFLU) supported by Partido Manggagawa have been on strike since September 28 at Philip Morris-Fortune Tobacco Corporation (PMFTC), the largest tobacco

company in the Philippines. The strike is to protest factory closures and mass lay-offs.

Philip Morris-Fortune Tobacco Corporation (PMFTC), a joint venture between Philip Morris International (PMI) and Fortune Tobacco Corporation, controls 90% of the Philippine cigarette market. Fortune Tobacco Corporation is owned by the billionaire tycoon Lucio Tan, who is chairperson of PMFTC. Philip Morris International manages day-to-day operations at PMFTC.

The IUF has organized international action in support of members at PMFTC. The IUF has contacted PMI corporate headquarters, and a number of IUF affiliates representing Philip Morris workers have raised the issue with the company. The current conflict continues.

## TNC UPDATE

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

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

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

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

Comments and suggestions about this from affiliates are welcome. They should be sent to [iuf@iuf.org](mailto:iuf@iuf.org)

Facebook:

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

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

YouTube Channel:

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