

TNC UPDATE #41

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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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BEVERAGES

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Coca-Cola

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The "Zero Rights" campaign continues to support the struggles for fundamental rights at Coca-Cola Amatil Indonesia, Coca-Cola's bottler in Haiti, TCCC owned concentrate factory in Ireland and Coca-Cola Northern New England, a Kirin owned bottler in the USA.

Student and community groups will be joining members of independent union in **Indonesia** demanding respect for the rights of Indonesian Coca-Cola.

At a workshop on June 6 & 7 members of the **Coca-Cola Workers Union of Ukraine** unanimously expressed full solidarity with Coca-Cola workers whose rights are currently being denied and vowed to continue to support the IUF's "Zero Rights" campaign.

On June 21, 2019, members of the IUF Coordination Council in Ukraine again expressed solidarity with the [#TasteZeroRights](#) campaign.

IUF affiliates FOBTOB, HAPSSSA, NUFBTE and NUHPSW in Nigeria attending the annual International Labour Conference pledged support and saluted all IUF members fighting for their rights through this campaign.

IUF-EFFAT EWC/TNC Coordinators' Conference participants representing unions from across Europe called on The Coca-Cola Company and its bottlers to respect workers' rights.

The Conference expressed strong solidarity with the ongoing fights of Coca-Cola workers in Indonesia, Ireland, Haiti and the US. In particular the EFFAT TNC Working Group sent a statement to SIPTU members at Coca-Cola Ballina plant to support their determined fight to exercise their union and collective bargaining rights.

The IUF Secretariat has submitted a formal **OECD Guidelines complaint** to the Australian

National Contact Point. The complaint points to breaches of the OECD Guidelines for Multinational Enterprises in Coca-Cola Amatil's Indonesian operations.

After almost three years of negotiations to establish a first **Coca-Cola European Partners (CCEP) European Works Council (EWC)** management walked away from negotiations when the employee representatives refused to sign an unacceptable management proposal. The members of the CCEP Special Negotiating Body asked management representatives to reconsider their position and resume negotiations.

A **Coca-Cola Workers' Alliance** meeting took place in Geneva on April 8 and 9. A detailed report of the meeting and its outcomes is available from burcu.ayan@iuf.org.

PepsiCo/Frito-Lay

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The 3rd international IUF Affiliates/PepsiCo corporate management meeting took place on June 19, 2019 in Washington DC, USA. The meeting discussed specific human and workplace rights issues in Guatemala including safety and health issues, the unfair dismissal of 19 warehouse workers and the negative impact on workers of recent restructuring.

Supply chain issues at **Cargill in Turkey** were discussed and broader issues affecting many PepsiCo IUF members. These included occupational health, safety and stress, equality issues and environmental issues, notably the company's plastics policy.

The IUF Secretariat presented an evaluation of responses to an initial IUF Occupational Health and Safety survey.

Presentations were made by both parties focused on their respective policies and strategies to advance all forms of equality at PepsiCo workplaces.

The IUF and PepsiCo agreed to examine agricultural supply chains and the challenges and concerns for women in agriculture, particularly in sugar plantations.

Please contact burcu.ayan@iuf.org for a detailed meeting report and including action points that were agreed at the meeting.

BREWERIES

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Brewery Division Conference



The IUF Secretariat will organize an

International Brewery Unions' Conference and invites affiliates organized in the brewery sector to register for this conference that will take place on **September 24-26, 2019, in Mechelen, Belgium.**

This conference will strengthen the international organization of unions representing brewery workers. It will also allow affiliates to exchange experiences and discuss issues arising from industry developments and the impact of corporate strategies and consumer trends on employment.

To propose issues for the conference agenda and to register for the conference please contact burcu.ayan@iuf.org. Deadline for registrations is July 31, 2019.

AB Inbev

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The struggle for union and collective bargaining rights at the **AB InBev Haryana Breweries Limited Mazdoor Union (HBLMU) in Sonapat, India** continues. The struggle has now lasted over 500 days. The IUF and particularly our Brewery Division continues to call on AB InBev to put an end to the victimization of HBLMU leaders and members and restore its workers' fundamental rights. A formal IUF complaint under the OECD Guidelines for Multinational Enterprises is being considered by the Belgian National Contact Point.

Please support our [on-line petition](#) and promote it through your union's social media outlets and any other channels. You can get further campaign material, including banners and handbills, by contacting burcu.ayan@iuf.org.

CATERING

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Sodexo

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The IUF encouraged Sodexo to be active in employer networks in promoting work towards the successful conclusion of the ILO convention and recommendations on violence against women and men in the world of work. Along with some other major French based companies, Sodexo went public in its support of the convention.

The IUF is working with Sodexo to encourage their local management and IUF affiliates to negotiate the national implementation of the IUF-Sodexo agreement on preventing sexual harassment. PAM, the IUF's Finnish affiliate has recently concluded an agreement on national implementation.

Airline catering

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IUF affiliates in the United States held a strike ballot for 11,000 airline catering workers in 28 cities, mostly employed by **Gate Gourmet and LSG Skychefs**. Members of Unite Here, the IBT (Teamsters) and RWDSU/UFCW voted overwhelming in favour of authorizing a strike when released to do so by the National Mediation Board. It is the largest such vote ever to occur in the U.S. airline catering industry. The airline companies are earning record profits while airline catering workers are earning poverty wages. The campaign slogan 'one job should be enough' expresses the frustration of workers who cannot earn a living wage in one full time job. The IUF is in contact with North American affiliates and will call for solidarity actions and messages from affiliates outside the United States if the strike proceeds or if the strike is frustrated and other actions are called for. More information can be found at AirportStrikeAlert.org.

DAIRY DIVISION

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A meeting of the **Dairy Division Steering Group** held in Omaha, Nebraska on May 8 pledged to strengthen international union alliances within Lactalis, Arla, Fonterra and Saputo and begin building alliances of affiliates within Schreiber and Friesland Campina.

Affiliates requested more work on dairy substitutes and their possible impact on employment and the growth of digitalization and artificial intelligence in the sector.

Arla Foods

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The IUF and Arla Foods have a draft agreement on preventing sexual harassment in the workplace. It has been sent to affiliates with members in Arla for ratification before signing. Reaching this agreement has encouraged Arla to work with the IUF to establish the overarching principles which will guide the IUF-Arla formal engagement in the future. This is work to be done in the second half of this year.

FOOD PROCESSING

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Barry Callebaut

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In **Germany** IUF affiliate NGG carried out warning strikes the week of June 3, 2019 and has been preparing for further industrial action at global cocoa processor Barry Callebaut, if

necessary, in response to the company's violation of trade union rights. Barry Callebaut refuses to respect the regional collective bargaining agreement (CBA) for northern Germany. The company also tried to intimidate NGG members by demanding the names of workers who are prepared to take strike action – a violation of the right to strike set out in Germany's constitution, the Basic Law.

Following action by the IUF secretariat more than twenty IUF affiliates have written to Barry Callebaut management in Germany calling on the company to negotiate in good faith with the NGG, adhere to the northern Germany confectionary industry collective bargaining agreement and immediately cease all activity that attempts to interfere with workers' right to strike.

Cargill

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Court confirms #TheCargill14 were fired for forming a union

A local Turkish court determined on July 10, 2019 that workers at Cargill's Bursa-Orhangazi factory were dismissed in April 2018 solely as a consequence of their union activity. The expert report, which informed the court's decision, confirmed that the company's justifications for dismissal were groundless. The workers were fired because they had joined Tekgida-Is.

Danone

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A Danone Extraordinary Consultation and Information Committee (CIC) meeting for European members was organized on April 16, 2019. Over 35 trade union delegates representing Danone workers from 9 European countries took part in the meeting. At the meeting, the company explained the proposed changes in the management structure to integrate Danone Early Life Nutrition and Medical Nutrition divisions under one entity by geography in Europe, as well as the proposed changes for a new Danone Regional Footprint for clusters in Europe. These restructuring plans will eliminate some 286 jobs in Europe at executive, director, manager, staff and supervisor levels.

The second Danone Extraordinary Consultation and Information Committee (CIC) meeting for European members was organized on July 4, 2019.

The meeting analyzed the independent expert's report as well as the ongoing and finalized national level consultations. The independent analysis of the Danone proposals looked in particular at the justification for the proposed restructuring, its

effect on employment and working conditions, the economic relevance of the project for Danone's future financial independence, the real cost of implementing these plans and their impact on health, safety, working conditions and stress (also subjects covered by a Danone-IUF agreement). The One Specialized Nutrition project will lead to 468 jobs cut (including 80 vacant positions) and 190 jobs created. The net job loss is expected to be 278. There will also be 253 job modifications, of which 58 will be geographical relocations.

The next International Consultation and Information Committee (CIC) meeting will take place between December 2 and 5, 2019 in Geneva.

Danone, USA.

Freedom of Association and Collective bargaining rights at Danone, USA

A major positive step within Danone, USA follows fruitful discussions and progress that took place since February around **neutrality and freedom of association**. In addition, the principle of arbitrated elections rather than elections under the National Labor Relations Board (NLRB) has been agreed.

The first practical test of the agreement took place in June where, under the neutrality and access agreement, workers at a Danone USA facility in Dallas, Texas voted 256 to 92 to be represented by the UFCW.

A meeting of three IUF affiliates (BCTGM, IBT and UFCW) that are working closely with the IUF secretariat will be held in Washington DC on August 9 to review the positive process and outcome in Dallas and discuss future activity at Danone USA.

A joint **Danone/IUF monitoring visit to Russia** took place between June 9 and June 14. Three Danone plants, St Petersburg, Lipesk and Chekov, were visited by a team made up of corporate Danone management and an IUF secretariat representative. Discussions centred on the degree of understanding of and compliance with IUF/Danone agreements and other international workplace rights standards. A number of areas of concern were raised and discussed. Work involving Russian management and IUF affiliates will continue locally to strengthen the practical implementation of the IUF/Danone agreements and compliance with international workplace rights standards. A follow-up joint visit is being explored that will take place in early 2020.

The **Joint Danone corporate/IUF secretariat monitoring team** is planning similar activities in

the **USA** (scheduled for late October/early November) and **Indonesia** (also scheduled for the last quarter of 2019). Both countries represent locations where significant workplace rights risks exist.

Kraft Heinz

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The IUF has contacted incoming Kraft Heinz Company (KHC) CEO Miguel Patricio proposing a meeting to discuss KHC's future plans, particularly in relation to the devastating impact of the company's aggressive cost cutting on KHC workers for many years.

Mondelez

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In April 2019, Mondelēz notified IUF **UK & Irish affiliates SIPTU and Unite the Union** that chocolate crumb production would be transferred from the Coolock, Ireland facility to the Tenth of Ramadan factory in Egypt, only for product to be sent back to Europe. Similar to the transfer of Oreo production from Chicago to Salinas, Mexico Mondelēz is again transferring production to a country where the ability for workers to form independent trade union organizations is heavily restricted by hostile employer attitudes and actions and weak and/or repressive local labour laws. The finished product then gets shipped back to where it was previously produced for sale. Mondelēz transporting these products back and forth also increases the company's negative environmental footprint

IUF Mondelez affiliates are being updated by the IUF secretariat as this situation evolves.

Nestlé

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IUF North American affiliates met again with representatives of Nestlé in the United States in an attempt to negotiate an access and neutrality agreement through which workers can exercise their rights without harassment or influence from management.

The company insisted they were already observing neutrality when workers wished to join a union. This assertion is contrary to the recent experiences of workers in three different locations who were subject to company pressure not to exercise their rights.

On access Nestlé offered no more than U.S. law which the company is obliged to follow. This means that unions are denied access to workers on company premises when organizing.

The IUF and affiliates abruptly ended the meeting. It has become clear that Nestlé, despite earlier "in principle" assurances, currently has no intention of concluding an agreement on neutrality and access in the United States.

The IUF will now campaign to ensure that the rights of their U.S. employees are respected and upheld. All affiliates with members in Nestlé will be asked to assist by joining the campaign. Further information will follow.

On 14 May around 300 Nestlé salesforce employees were invited to their regional centers across **Russia** under the pretext of 'discussing business results'.

Confined to rooms and prevented by security guards from leaving, they were told to sign a notice of staff reduction or resign immediately 'by agreement of the parties'. Phone calls, messaging and photos were prohibited.

Since November 2018, the Sales Force Employees' Union – a member of the **IUF-affiliated AIWUR** – had attempted to engage Nestlé management following rumors of imminent restructuring. Managers refused negotiations and claimed that no sales force staff reductions were planned.

The union, with the support of the IUF, is demanding that the company immediately and unconditionally cancel all actions carried out in connection with the restructuring. Workers' signatures obtained under duress must be considered null and void and the company must issue a formal apology and enter into good faith bargaining with the union.

During the Nestlé EWC on 18 June in Lausanne, Switzerland, IUF-affiliated unions representing Nestlé workers from all across Europe expressed their solidarity and support with striking workers and unions in France, Ireland and The Netherlands. Workers in these countries are fighting back against cost cutting and restructuring that result from Nestlé's declared pursuit of higher profit targets.

Perfetti Van Melle

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Following [a long and ultimately successful fight for legal collective bargaining status](#), the PVM Union is now in the process of negotiating its first collective bargaining agreement with Perfetti Van Melle. IUF-EFFAT, FNV, FLAI-CGIL and ABVV - FGTVB HORVAL have all sent messages of support to the PVM Union as they begin to bargain their first CBA. The company had received messages from 5,000 IUF supporters calling on the company to cease

hostile actions against union members and fully respect all fundamental rights at its Bangladesh factory.

The IUF will now work at international level to resolve the use of child labour at Perfetti van Melle Gazipur while prioritizing the protection of the children involved.

Unilever

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Sustainable Employment Agreement signed

On May 10 in London, the IUF, IndustriALL and Unilever signed an agreement to ensure that the rights of all workers in Unilever manufacturing operations are adequately protected from the potential adverse human rights impacts stemming from the use of non-permanent employment contracts.

The Joint Commitment on Sustainable Employment in Unilever Factories is a rights-based commitment based on the recognition that "Temporary contracts and third-party agency employment relationships can potentially deprive workers of the protections and worker rights outlined in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises."

The agreement strictly limits the use of non-permanent manufacturing employment to non-recurring tasks, and emphasizes that it cannot be used in ways which undermine permanent employment. The use of 'zero-hours contracts' is excluded: the Joint Commitment stipulates that "Temporary workers will be informed of their work schedules with sufficient notice, and not be retained on call without pay, such that they are unable to take alternative work."

It prescribes a process of continuous human rights due diligence through engagement and negotiation with IUF and IndustriALL and their members, representing the vast majority of unionized Unilever workers world-wide. The agreement establishes a platform for negotiations at all levels on rights impacts arising from the use of non-permanent employment in manufacturing should unions seek to raise them with management. The evolution of employment and the application of the agreement will be subject to continuous review.

Unilever's road transport logistics supply chain.

The IUF/ITF initiative to raise social standards in Unilever's European road transport logistics supply chain continues through a joint IUT/IUF/Unilever steering group.

A July 12 meeting in London will seek to finalize agreement around three key areas; standards (already agreed), monitoring and remediation.

HOTEL CHAINS

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Marriott

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Activists from IUF-affiliated UNIA demonstrated in Bern on June 24, distributing the Zurich report ([available at this link](#)) and leaflets calling on Marriott to negotiate with the IUF measures to stop sexual harassment in its hotels. Links to the report in other languages can be found here:

Spanish:

http://www.iuf.org/w/sites/default/files/Broschuer_e_Marriot_ES_Druck.pdf

French:

http://www.iuf.org/w/sites/default/files/Broschuer_e_Marriot_F_Druck.pdf

German:

http://www.iuf.org/w/sites/default/files/Broschuer_e_Marriott_D_Druck.pdf

This June 24 UNIA action took place at the **International Roundtable “Addressing human trafficking and exploitation in the hospitality sector”** hosted by the Swiss Federal Department of Foreign Affairs, where a Marriott representative was invited to speak on “advancing human rights at Marriott International”.

Meliá

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In May, the Secretariat met with Meliá corporate management to agree on activities to promote the IUF/Meliá agreement through training and information material for workers and customers. An initial group of countries will be identified to start this work. Affiliates in the Meliá working group will be informed about this list and the final plan.

Following the agreement reached at this IUF/Meliá annual meeting, **a UK UNITE/MELIA/IUF meeting** was held on May 15. The focus of the discussion was a recognition agreement proposed by the IUF affiliate. Meliá asked some time for internal consultation.

IUF International Housekeepers’ Campaign

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

Nine housekeepers at the **Hotel Condestable Iranzo in Andalusia, Spain**, were dismissed in May while organizing a union and demanding the application of the collective agreement for the hospitality sector in the province. The CC.OO Services Federation is fighting for their reinstatement as unions challenge the massive growth of outsourcing which is impoverishing hotel staff. The union is organizing street actions and highlighting the discriminatory impact of outsourcing on women workers and the growth of precariousness and poverty. You can support their struggle by signing the [online petition initiated by the union here](#)

MEAT DIVISION

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The **Meat Division Steering Group** met in Omaha Nebraska on May 8 and determined to improve coordination amongst affiliates in relation to organizing and bargaining with **Tyson, JBS** and **Marfrig**

Affiliates reaffirmed a position of zero tolerance regarding **Behaviour Based Safety (BBS)**, and unanimously agreed to mobilize against any and all corporate attempts to advance BBS policies at the unit, national, regional and/or international levels.

The Steering Group endorsed the ongoing work to gain recognition of **AMR pathogens** as an occupational health and safety risk.

Meat companies are investing heavily in alternative protein foods and there will be impacts on employment as the sector grows. The IUF Secretariat was mandated to monitor the meat substitutes sector and the impacts on employment.

Tyson Foods

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The IUF will hold a meeting with Tyson on July 25 to explore the possibility of formal international recognition of the IUF by the company and the nature of any further engagement.

SEAFOOD

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BMI and Aquastar

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IUF affiliates in Indonesia continue their protests in support of Reni Desmiria, secretary of the SPBMI, the union of workers at major global processed seafood exporter **Bumi Menara Internusa (BMI) in Lampung, Indonesia**. Reni was arrested and jailed on May 17, and the company is demanding 6 years' imprisonment - the maximum penalty - for an infraction committed 8 years ago, when she was first hired as a contract worker at the factory.

On July 4, IUF unions affiliated to the independent food workers federation FSBMM from across Indonesia demonstrated outside the BMI factory gates and then took their demonstration to the provincial government office. They were joined by members of the independent hospitality federation FSPM, who travelled 240 kilometers by bus to join the action.

The IUF addressed the Indonesian Minister of Manpower during his visit to the International Labour Conference. The Directorate staff of the Ministry visited Lampung and found BMI was in violation of the law regarding wages and employment status.

The IUF contacted all buyers of the BMI, including the main buyer, a US company AquaStar, demanding they intervene with BMI management to stop the legal process against Reni.

TOBACCO

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An **ILO Tripartite meeting addressing Decent Work Deficits in the Tobacco Sector** was held in Kampala, Uganda on July 3-5, 2019. The IUF delegation included 10 representatives of the tobacco growing and processing workers unions from Africa, North and South Americas and Europe. The workers' delegation insisted that human rights and Freedom of Association should be placed in the center of the ILO integrated strategy to address decent work deficits in tobacco. The Employers group, which included representatives of JTI and PMI opposed the position taken by trade unions and focused on promotion of their private public partnerships projects with the ILO instead. The report from the meeting will be presented to the ILO Governing Body in November 2019.

Philip Morris International (PMI)

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PMI ECE unions meeting

The 6th PMI ECE meeting was held in Kutna Hora, Check Republic on May 13. Representatives of the trade unions organising Philip Morris International employees in Lithuania, Poland, Romania, Russia, Kazakhstan, Ukraine, and the Czech Republic, noted with concern that the company in the recent years has been steadily and purposefully reducing the level of social protection in all workplaces, refusing to engage in good faith negotiations to increase real wages, while boosting the number of outsourced and agency jobs. The statement from the meeting says *“Rather than establishing a meaningful social dialogue, the company invests heavily in social audits and certificates which have no practical meaning for its workforce. This leads to a growing feeling of frustration among the employees who are dissatisfied with their labour remuneration levels, to tensions mounting in the workplaces, and, ultimately, to the outflow of highly skilled personnel from the enterprises”*.

The meeting called on company management to enter without delay into a dialogue with trade unions at the international level.

At the end of May 2019 PMI announced closure of the cigarette factory in **Berlin**. The decision will affect 950 jobs. The decision was made without prior consultation with the German PMI Works Council and with IUF-affiliated NGG representatives. The IUF Secretariat is in contact with NGG concerning possible protest action.

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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