

# TNC UPDATE #16

05-2014



*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:**

- **Bananas:**
- Chiquita

### **Beverage/Breweries:**

- The Coca-Cola Company
- PepsiCo
- ABInbev

### **Catering:**

- Compass
- Sodexo

### **Dairy Division:**

- Dairy Division 2014 Conference
- Danone
- Lactalis
- PepsiCo (dairy)

### **Fast Food**

- McDonalds

### **Fisheries:**

- Joint ITF/IUF Fisheries Project

### **Food Processing:**

- Cargill
- Ferrero
- Heinz
- Kellogg's
- Mondelez
- Nestle

### **Hotel Chains:**

- Accor
- Meliá
- Hotel Housekeepers Organizing Initiative "Make Up My Workplace"

### **Meat:**

- Meat sector work

### **Supply Chain issues**

- Crown Holdings

### **Tourism:**

- Tour Operators/Hotels: All-inclusive holidays research

## AGRICULTURE

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### **Bananas:**

#### **Chiquita**

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The regular meeting of the **IUF-COLSIBA-Chiquita Review Committee (RC)** took place in Costa Rica on April 8, 2014. The RC received a report from Chiquita about its plans to buy the Irish fruit company Fyffes, making the new company ChiquitaFyffes the world's biggest banana supplier. The deal is expected to be completed by 2015 although there is the possibility that it could be challenged by competition/anti-trust authorities.

The trade union side will continue to monitor the plans for the new company and their implications for the agreement with Chiquita and will receive a further update at the next RC meeting.

The Trade Union side welcomed the news that Chiquita has bought the Tres Hermanas plantations in **Honduras**. The move came after more than a year of disputes on the plantations with the previous owner who was refusing to allow an independent union, SITRAINBA, to organize on the farms and had instead created a yellow union. Chiquita decided, after discussions with the IUF and consultations with the COLSIBA affiliate Festagro that it should buy and run the farm. The three plantations have been renamed Agrícola Bananera Santa Rita. All workers have been rehired and SITRAINBA is at last able to start real organizing work on the plantations.

In the course of the dispute on Tres Hermanas, the IUF and its allies challenged the **Rainforest Alliance** certification that the farm held. Rainforest Alliance subsequently changed its certification criteria to make non-compliance with its freedom of association criteria a critical, and therefore a de-certifiable offence. However in the case of Tres Hermanas the certificate was withdrawn because of discrimination against individuals (the criteria related to the ILO Conventions on equality and non-discrimination) rather than the collective rights related to ILO

Conventions 87 and 98 on freedom of association and the right to bargain collectively.

The RC also had a report from the gender sub-committee on the development of materials (posters and pamphlets) for use in workplaces to promote the joint agreement to stop sexual harassment.

## BEVERAGES

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**2014 meetings of the Coca-Cola Workers Alliance and PepsiCo/Frito-Lay union network: September 8-10, 2014 in Tunisia.**

### Coca-Cola

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The IUF Secretariat organised a fact-finding mission to **Swaziland** in February 21-24 to examine issues around precarious employment, violations of union rights and the equal treatment of casual workers employed at Swaziland Beverages Limited (SBL). As a result of local discussions and discussions with corporate management in Atlanta more than 50 casual workers were converted to permanent positions. The union representing SBL workers will further negotiate around the use of casual workers and the outstanding allegations of threats of discrimination based on union activism.

The IUF Secretariat initiated a **mini survey about the employment and working conditions of cooler movers** who are responsible for moving empty soda refrigerators off trucks and into facilities in the Coca-Cola system. Please answer the following questions in our mini survey below and send replies to [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org):

1. How many workers does Coca-Cola employ on each truck to move the coolers?
2. Does Coca-Cola use an outsourced delivery company to move the coolers? If yes, how many workers does the outsourced company employ on each truck to move the coolers?
3. What are the working conditions for cooler operators? Please provide more detail on occupational health and safety conditions and measures for cooler movers in Coca-Cola trucks in your country.

Name: .....  
Union: .....  
Position: .....  
Email: .....  
Telephone: .....

The next meeting of the **IUF/TCCC Engagement Teams** will take place on May 8,

2014 in Atlanta. Ongoing and new employment and rights issues from Asia Pacific, Americas and Africa region will be raised and dealt with in the meeting.

### Coca-Cola Workers Alliance

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A mass action to protest the job destruction in Coca-Cola Amatil **Indonesia** was organised at a Coca-Cola plant in Cibitung to coincide with the visit of the Coca-Cola Amatil CEO Alison Watkins on March 25, 2014. The IUF affiliated union representing Coca-Cola Indonesia workers is asking Coca-Cola Amatil Indonesia Management to negotiate the definition of core employment categories for all positions across Coca-Cola Amatil Indonesia and to stop any third party assignment/outsourcing.

In opposition to continued attacks on jobs, work-life balance and workers' rights, **the IUF and EFFAT (IUF Europe) have launched a joint manifesto** calling on the company to avoid redundancies and to stop outsourcing and flexibilisation of jobs. Unions insist the company should look seriously at all possible alternative options and counterproposals presented by unions in Europe. You can find the manifesto in multiple languages [here](#).

On 25 March, workers blocked the entrance to the Coca Cola Refrescos Bandeirantes plant in Trindade, Goiás, **Brazil** to demand wage parity in this factory. Read more [here](#). In **Uruguay**, Coca-Cola workers staged 24-Hour stoppage against anti-union discrimination and payroll cuts on April 3. Read more [here](#).

### PepsiCo

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PepsiCo is trying to crush a courageous group of workers in West Bengal, India, who formed a trade union. In 2013, workers at 3 warehouses contracted exclusively by PepsiCo to handle Frito-Lay products registered their new union with the authorities. They were harassed, assaulted by company goons and then 162 workers out of 170 employed in three warehouses were brutally fired. Support the campaign and [click here to send a message to PepsiCo](#).

The IUF called on affiliates to raise the issues with PepsiCo and request an explanation for the dismissal and harassment of 162 workers in this union busting exercise in 2013. PepsiCo responses should be sent to the IUF Secretariat. We would appreciate our affiliates informing PepsiCo directly that the IUF and its affiliates will campaign for as long as it takes to win justice for these workers.

Unions across India have held protest actions in solidarity with the ongoing struggle of the PepsiCo (Frito Lays) Workers Action Committee in Kolkata. Read more [here](#).

## BREWERIES

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### AB Inbev

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AB InBev recently purchased the Oriental Brewery in **Korea**. Following a request from IUF-affiliated KCTWU Oriental Brewery (OB) Union Chapter, the IUF contacted AB InBev about management's failure to respect the collective bargaining agreement at Oriental Brewery.

The IUF urged AB InBev to become actively involved in the coming negotiations between the local union and OB management to ensure a good faith process. Job security issues, union recognition and support to the local community were amongst the key issues.

As a result of national and international pressure a more positive outcome was possible including increased wages in part by incorporating bonuses into basic salary. The OB union chapter expressed great appreciation for IUF's efforts to support them during these negotiations.

**AB InBev International Workers Network's Coordinating Committee** consisting of union officers from SEIU-Canada, FATCA-Argentina, Teamsters-USA, ACV-Belgium and the IUF Secretariat organized a second conference call to update each other on AB InBev business and union issues and to decide joint actions to build active and successful cooperation/coordination within the network. The coordinating committee agreed to ask AB InBev unions to submit their issues at workplaces in a report highlighting up to 4-5 main issues with concrete examples, background information and supporting documents. The purpose of bringing together these reports is to identify common issues and to document these issues in order to raise them with global management. Reports should be sent to [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

Disagreement over Ambev's Profit-Sharing Plan (PLR) and the company's refusal to sit down and negotiate resulted in a strike call in the **Jacareí plant, Brazil** on March 24. Read more [here](#)

Visit our [Beer Workers' Web Site](#) for more news.

## CATERING

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### Compass

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In **Algeria** IUF affiliate SNATEA has been frustrated by Compass in its attempts to negotiate on issues affecting their members and have tabled a proposal for a collective agreement. However the company is avoiding negotiations by questioning the status of the union and the IUF has signaled to the company that an independent and democratic affiliate of the IUF in Algeria must be recognized.

IUF affiliates in **Europe** are fighting layoffs, reductions in hours and attacks on collective bargaining agreements. In **Italy** and **Spain** both **Compass** and **Sodexo** have taken the opportunity during the economic crisis to break up the national catering collective bargaining agreement.

### Sodexo

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Disputes with Sodexo in Morocco and in Pune, India have not been resolved. Negotiations in **Morocco** between **ODT** and Sodexo to establish protocols for transfers and to establish the structures for ongoing dialogue have become stalled due to the unresolved issue of the dismissal of the Sodexo branch ODT General Secretary.

Since Sodexo lost the contract with General Motors at **Pune, India** the Sodexo MacLellan union has been seeking negotiations with the company over transfers for their members. 18 workers have been denied transfer opportunities and the IUF is demanding Sodexo meet with the union to discuss a solution.

**Unite Here** report that they are resisting attempts by Sodexo in the US to shift workers to part time status, citing the Affordable Care Act as justification. Reducing hours has not been a universal response to the Affordable care Act across the sector and notably has not been done by Sodexo's a major competitors.

## DAIRY DIVISION

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The **IUF Global Dairy Conference** was hosted by our Argentinian affiliate ATILRA and held in conjunction with the opening of the ATILRA Technology Education Centre in Sunchales, Santé Fe with participation of more than 20 IUF-



affiliated unions representing dairy workers in different countries.

Affiliates endorsed the focus on increasing membership in the major Dairy TNC's and commit to informing the secretariat about their organizing successes or any resistance to organizing drives by these TNC's, particularly when this resistance denies workers the ability to exercise their rights. **Danone** and **Fonterra** remain targets for 100% organizing drives.

Affiliates at the conference pledged to strengthen cooperation through more targeted company work. **Lactalis** and **Friesland Campina** were identified as priorities for building stronger union organization locally and internationally.

The conference discussed trade and investment agreements and their impact on democracy and human rights and the implications for workers and producers in the dairy sector. IUF dairy division members endorsed a resolution which calls on their respective governments to abandon the current model of investment agreements and to conduct trading relationships which respect human rights and promote food security and economic sovereignty.

The "**Fair Deal For Dairy Workers**" organizing initiative was endorsed and affiliates will utilize this rights-based organizing approach in their sector work. The Secretariat will distribute publicity in a form which allows affiliates to adept it with their logos and any other branding.

In some countries there is a strong natural alliance between workers, their unions and small producers. In other countries unions and farmers organizations are political enemies. The IUF secretariat will distribute a short survey requesting information from affiliates concerning their relationship with farmers and producers organizations.

## **Danone**

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As a result of discussions during **The IUF/Danone Global Engagement Meeting** held for the third time on February 3-4, 2014 in Paris, Danone and the IUF agreed to organize joint visits to Indonesia, Thailand and Malaysia to investigate Danone's employment structures. Factory visits and meetings in Indonesia took place in the beginning of April. As a result of this joint visit, Danone and the IUF identified risks leading to restrictions on precarious workers' ability to access their rights. The next visit is planned to Thailand.

The next **full Danone International CIC meeting** will be organized in Geneva on 21-24 October 2014.

## **Monitoring IUF/Danone Agreements**

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Following visits to Danone operations in Morocco and Indonesia in 2013 (reported in TNC Info #14 and #15 respectively), visits are planned to take place in 2014 to Spain, Sweden and the United States.

## **Lactalis**

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The IUF affiliated **FO-FGTA** recently organized 5 Lactalis plants in **France**. In order to develop a strategy to strengthen union organization in Lactalis locally and internationally, an international meeting will be planned for 2015.

## **PepsiCo (dairy)**

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Four large agricultural farms in the Krasnodar Region which were part of PepsiCo's Wimm-Bill-Dann (WBD) in Russia were sold to a company named "Agrocomplex". So far there are no lay-offs at those farms which are not represented by unions.

## **FAST FOOD**

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### **McDonald's**

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The IUF is organizing an **International Fast Food Workers Meeting** on May 5 and 6 in New York and will bring together workers and unions interested in developing joint action, setting up common demands, sharing experiences and helping build an international network for future action and campaigns. This meeting will include participation during the days following the meeting in actions with McDonald's workers in North America coordinated by SEIU which is currently supporting the "**FightFor15**" campaign in USA (USD 15.00 an hour wage).

A second **International Fast Food Workers' Day** will be organized on May 15 to raise the profile of this sector and provide a global stage for workers' demands with a specific focus on the "**FightFor15**" campaign.

## **FISHERIES**

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A consultative meeting with Finnwatch was held in Paris on February 3, 2014 and involved IUF

Finnish affiliates SEL and PAM to discuss the outcomes of the recently published Finnwatch reports on human rights violations in Thailand shrimp industry and to agree on the forms of future cooperation.

A Multi-stakeholder Forum on labour conditions in the fisheries sector will take place in Thailand on May 23, 2014. The Forum will include Thai Government, industry, international and local trade unions, workers organisations, international and local NGOs as well as representatives of seafood buying organisations from all over the world. The ILO will moderate a preparatory NGO/Unions meeting on May 22.

At the beginning of April IUF/ITF fisheries programme leader Liz Blackshaw visited **Papua New Guinea** to assess the organising progress made by the **Maritime and Transport Workers Union (MTWU)**, which is supported by the programme. The detailed report of this successful programme will be presented to both the ITF Fisheries Committee meeting in London and to the IUF Executive Committee in May to stimulate discussion and work out plans transferring this positive experience to other countries and regions.

On April 18, IUF and ITF issued a joint press statement welcoming the progress of a bill in the **New Zealand** parliament to protect workers on non-NZ fisheries vessels classed as foreign charter vessels (FCVs), and praised the work of New Zealand trade unions in delivering positive change for workers in the industry.

## FOOD PROCESSING

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### Cargill

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Cargill locked out and then unlawfully dismissed 76 workers following a protest in December 2013 at the company's vegetable oil processing plant in **Alexandria, Egypt**. The IUF is supporting these workers and their independent union through an urgent action campaign and affiliates have intervened with local Cargill management. Support on the ground is being coordinated through the Cadbury 5.

### Ferrero

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Italian, family-owned chocolate manufacturer Ferrero has been operating a factory in **India** since 2011 with 378 permanent workers and some 1400 casual workers, the majority of

which are women. The union, which has been fighting for the rights of these workers, launched a series of actions on 25 March to protest management refusal to negotiate for nearly two years. Italian affiliates FAI, FLAI and UILA have been informed and will intervene with Ferrero management.

### Heinz

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A sharp battle developed in February – April after the decision of H.J.Heinz to close profitable factory in **Turnhout, Belgium**. Managers openly explained the reason was principally cheaper labour cost in a UK plant in Telford, where it will transfer most of the production. The decision to close the factory was made despite the fact that the plant is profitable and is the only one supplying sauces for food services in Europe. The closure will have a dramatic effect on the economy of Turnhout, a town with a population of 40,000. Four IUF-affiliated unions created a joint front to confront this decision, blocked production at the plant and burned the Heinz corporate flag.

The struggle of the Belgian workers received support from North America, when **UFWC and UFCW-RWDSU** members distributed protest leaflets at the gates of Heinz plants informing their members of this management action and expressing solidarity with the Turnhout workers.

Against the background of an escalating and increasingly international union campaign, the company raised the offer of compensation for these jobs loses and the company's offer was finally deemed satisfactory by Turnhout union members.

An **international meeting of Heinz unions** took place in Pittsburgh, USA in March 13-14, 2014. 25 participants from USA, Canada, UK, Belgium, Netherlands and Ukraine discussed ways to develop coordination and build solidarity networks to counter the restructuring measures launched by new company management after the acquisition of Heinz by 3G Capital and Berkshire Hathaway. The meeting concluded that the company aimed not only to reduce the number of factories, but to squeeze the number of workers in the existing plants by combining jobs and increasing workloads of each employee. The new era of Heinz, which started with the loss of its publicly listed status and became a private company, owned by financial institutions, has now seen job cuts of almost 10 percent in the first year with plans likely to continue this trend and do so quickly.

The meeting strongly condemned decisions to close profitable plants and committed support to

the workers in Turnhout, Belgium. The IUF secretariat was mandated to continue research work, and to organize on-line conferences on a regular basis. The first conference will be held on May 5-6, 2014. In order to register for participation, please send a message to [kirill.buketov@iuf.org](mailto:kirill.buketov@iuf.org). To keep in touch, please join our Facebook group: <https://www.facebook.com/groups/heinz.unions>

## **Kellogg's**

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As the lockout of workers at the Kellogg plant in Memphis continues, the BCTGM has launched a dedicated website and released a series of powerful videos depicting Kellogg's workers' fight against rampant corporate greed: [www.kelloggsgreed.com](http://www.kelloggsgreed.com).

## **Mondelez (ex-Kraft)**

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The secretariat continues to work with affiliates in the struggle for reinstatement of dismissed union activists at **Cadbury Alexandria, Egypt** and in support of the union fight for permanent employment for the many hundreds of contract workers at Cadbury Pakistan.

In March, **Belgian unions** learned of a planned visit to a Mondelez site by management of the company's Tunisian joint venture SOTUBI, and unions at all sites informed management of their opposition to any such visits "**as long as Mondelez continues to violate trade union rights in Tunisia and refuses to recognize and talk to the IUF**".

On April 7, the joint negotiating committee for the three trade unions (**Unite, SIPTU, TEEU**) at the Cadbury factory in **Coolock, Dublin, Ireland** expressed their support for the union struggle for permanent jobs at Cadbury Pakistan in a meeting with local and national management on April 7, and then rallied outside the site.

## **Nestlé**

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The working groups set up within the context of the **IUF/Nestle Engagement Process** are the **Gender Equality Working Group** and the **Employment Working Group**.

Within the Gender Equality Working Group, the work of data gathering continues, especially with regard to **South Africa**, through our affiliate **FAWU**. One of the initial findings was that the management of the **Swedish Nestlé**

**plant** was not inclined to work on a joint salary mapping with the union although the requirement to do so is enshrined in legislation. In **Australia** (and Oceania), there is a Discrimination Free Workplace policy (DWF) and training for all employees as well as DWF officers at workplace level. In the **Nicaraguan** Nestlé plant a women's committee has been established. Once all the information received has been consolidated and analysed, further action will be discussed.

Affiliates from **Chile, South Africa** and **Poland** have been requested to check that the data gathered by Nestle on numbers of **permanent, temporary and agency workers** for the Employment Working Group, conform to their assessment of the employment patterns at major sites. The IUF wishes to initially identify what work is genuinely seasonal and what work is performed by agency workers on an ongoing basis.

The IUF has supported workers in recent disputes in **India** and **Pakistan**. In India **Bicholim** Nestle is recruiting new employees bypassing the 300 unionised contract workers who had been employed in the factory continuously for several years. And at **Moga**, a change of contractor left 500 terminated workers with an average of 10 years service demanding re-employment. Protest action at both locations is set to escalate until agreements are made.

The progressive employment of more directly employed workers at **Kabirwala**, Pakistan continues, despite regular setbacks due to obstructive tactics by local management and contractors.

## **HOTEL CHAINS**

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### **Accor**

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After a meeting that took place at the beginning of 2014, the Secretariat continues to press Accor Global management to solve outstanding issues in **Canada, Benin** and **Indonesia**. In the event sufficient progress is made to settle these disputes, negotiations to improve the current **IUF/Accor International Trade Union Rights Agreement (ITURA)** may start.

### **Accor global organizing project**

The organizing project in **Brazil** supported by US-Affiliate UNITE HERE and the AFL-CIO's Solidarity Center continues and a two-day workshop has been organized on May 27 and 28, with all relevant Brazilian unions. This meeting will also discuss how to implement the



**Housekeepers Initiative** and to enhance the organizing project.

## **MELIÁ**

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Following the signing of the **Melia International Agreement** the IUF is focusing on using it for organizing in key areas including **Indonesia, Croatia** and throughout **Latin America**. In **Croatia**, the IUF and our affiliate **STUH** have organized a meeting to discuss an organizing project since Melia operates twelve properties in that country. In the **UK, Unite the Union** has asked the IUF to facilitate the process of contacting with local management and initiate organizing activities following the international agreement.

## **“MAKE UP MY WORKPLACE” Dignity for hotel housekeepers!**

- In the attempt to be more effective, the initiative will be split into three different parts: “Awareness” actions in order to make the initiative more known to the public;
- A strategy for hotel chains that recognize the IUF;
- A strategy for hotel chains that do not recognize the IUF.

In **Asia/Pacific**, activities have already taken place in **India, Indonesia, Korea** and **Pakistan**. Activists have distributed leaflets among co-workers and customers and have held demonstrations to promote the initiative.

## **MEAT**

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A newly established **EFFAT (IUF Europe) meat coordinating committee** held its first meeting in Brussels on April 24 to establish stronger organization and coordination amongst meat sector affiliates in Europe. The sector is plagued by “social dumping” (replacement of decent jobs by indecent jobs) and the abuse of rights through excessive use of precarious work and discriminatory practices in pay and conditions. In the **United States**, the **UFCW** is at the center of growing opposition to the ‘poultry modernization rule’ proposed by the US Department of Agriculture. The USDA plan is to allow line speeds of 175 birds per minute and to remove the number of federal meat inspectors on the line. Worker safety is severely compromised with current line speeds as independent studies show 4 out of 10 workers have carpal tunnel syndrome and 6 out of 10

workers show symptoms of the occupational disease. The UFCW calls on the USDA to drop its proposal and instead look to support a comprehensive worker safety regime in the industry.

## **SUPPLY CHAIN ISSUES**

### **Crown Holdings**

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The IUF has approached a number of Crown Holdings customer companies that recognize the IUF (Coca-Cola, Danone, Nestlé, Unilever etc) demanding that as customers they make good on their supply chain obligations by at the very least asking tough questions of Crown Holdings about their behaviour in **Canada, Spain** and **Turkey** (for background see TNC Update #15 [and our web news here](#)).

All customer companies contacted have responded by contacting Crown Holding directly to ask them about their anti-worker actions. The IUF hopes and believes that such pressure can contribute to our sister global union federation **IndustriALL** winning the fights for basic rights that its members are currently facing at Crown Holdings at present.

## **TOURISM**

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### **Tour Operators/Hotels: All-inclusive holidays research**

In February 2013, the IUF and the **London-based NGO Tourism Concern** agreed to cooperate in investigating the impact of “All-inclusive” tourism on workers and their families.

The research report which was launched at an event in the British House of Commons is now completed (available [here](#)). It reveals amongst other things that the tourist sector in the countries studied is characterised by precarious work, low wages, long working hours and a lack of equal opportunities.

The IUF will, together with concerned affiliates and sister GUFs, raise these issues with major tour operators and the hotel industry in general.

# 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)

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