

TNC UPDATE #19

03-2015



A regular update of IUF TNC activity exclusively for IUF affiliates. More detail can be requested from the individual IUF staff person identified with each entry.

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AGRICULTURE

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Bananas

Chiquita/Cutrale

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Plans to have a meeting in March of the IUF/COLSIBA-Chiquita-Review Committee to discuss the implications of Cutrale's purchase of Chiquita and its implications for the framework agreement have stalled. The meeting may take place in June. However Cutrale appears to have dismantled significant parts of the company and notably those parts dealing with the human rights obligations so it is possible the IUF, COLSIBA, CHIQUITA agreement might soon cease to exist.

Compagnie Fruitiere (CF)

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After the IUF workshop held Abidjan in October 2014 to discuss building trade union understanding and capacity to work on TNCs in West Africa (TNC Update #18), unions in Compagnie Fruitiere's Ivorian subsidiary, SCB, have agreed to form a platform to work together on industrial relations issues and negotiations with the company.

At international level, CF has agreed to take part in a World Banana Forum project on improving occupational health and safety in the banana industry. The project was launched in Cameroon on March 4, 2015 with IUF representatives, affiliates and company representatives taking part. It will be piloted in Cameroon and Ecuador.

Sugar

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Illovo Sugar

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The IUF Global Sugar Program continues providing information to the union network in Illovo Sugar African operations, which comprises six countries. In January both NUPAAW in **Zambia** and SPAWUM in **Malawi** started their wage negotiations and the revision of some conditions and terms of employment.

In Zambia Sugar, Illovo's African flagship operation, negotiations have stalled because of management's failure to implement a 2014 agreement to procure land for all permanent employees to offset the low pensions employees receive at retirement. The union refused to continue negotiations while the agreement is not resolved. NUPAAW represents some 5,200 employees at Zambia Sugar. Workers' access to decent pension plans is one aspect of IUF Sugar's ongoing work with the sugar unions.

In Malawi, SPAWUM started negotiating in January on behalf of some 5,000 workers employed by Illovo Sugar (Malawi) Ltd. in three workplaces: the Illovo mills at Dwangwa and Nchalo, and the administration services in Limbe; as well as representing the employees at the Dwangwa Cane Growers (DCGL) and the Kasinthula Cane Growers (KCGL). The latter is a beneficiary of a Fair Trade sugar agreement. In addition to wage increases, the union is demanding a raise in the housing allowance for workers not yet housed by the company, and it is fighting for the implementation of agency fees because a significant number of other employees benefit from these negotiations but are not union members. The IUF provided information from other unions' experience on wage and financial matters and on agency fees.

Illovo Sugar is a subsidiary of Associated British Foods (ABF) and it's Africa's largest sugar company.

ASR Group

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The **Belize Workers' Union** (BWU) reached an agreement on 24 February with Belize Sugar Industries Ltd. (BSIL) on wage increases for the four year period 2014-2018. It includes a retroactive 3 percent increase for the July 2014-June 2015 period; 3.5 percent for 2015-2016, and 3 percent for both 2016/2017 and 2017/2018. The agreement covers about 150 hourly-paid factory workers. The agreement, however, is still to be signed as the company has unilaterally changed the old custom of having the labour commissioner witnessing the agreement. With support from the GMB (UK) in 2014, the IUF has resumed its work with the BWU, in the context of TNC ownership, on negotiations and social benefits, including pensions. The ASR Group, the world's largest sugar refiner, acquired a majority stake in BSIL in 2013. The GMB represents workers at the Tate & Lyle refinery in London, also owned by the ASR Group, despite keeping its old name.

More information on the IUF Global Sugar Program at www.iuf.org/sugarworkers/

BEVERAGES

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Coca-Cola

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The Union of Workers of Food and Beverage Atlantis SA (SITRAABASA) in **Guatemala** celebrated its second anniversary on February 7, 2015, while its general assembly was held to announce the content of the first collective bargaining agreement (CBA) signed with Coca Cola. This was secured after long negotiations with The Coca-Cola Company (TCCC) through the IUF/Coca-Cola "Atlanta process", a direct and permanent international union and company engagement. Read more [here](#).

IUF affiliates representing Coca-Cola workers in **Japan** had a meeting with Coca-Cola Japan Company (CCJC) on January 29, 2015 to discuss the consolidation of Coca-Cola bottlers in Japan. The unions requested that CCJC ensure information disclosure and prior consultation with the management in relation to any consolidation process.

On June 13 2014, the **Spanish National Court** declared that Coca-Cola Iberian Partners' (CCIP) restructuring plans – that have resulted in the closure of four of eleven Coca-Cola plants and affected up to 1,190 employees – are invalid. CCIP appealed the Ruling of the Spanish National Court (Audiencia Nacional) to the Supreme Court (Tribunal Supremo). At the same time, IUF affiliates organized at CCIP factories; FITAG-UGT and FEAGRA- CCOO called for the provisional execution of the ruling and asked for the reinstatement of the dismissed workers.

On 20 November 2014, the Audiencia Nacional decided in favour of the provisional execution of the ruling, obliging the Spanish bottler to execute the judgment; this same court decided to cancel the ERE (Expediente de Regulacion de Empleo) – Forced Labour Adjustment Plan - in June 2014. Despite the pending appeal before the Supreme Court, the company had to either reinstate the 351 workers who asked for the provisional execution, or pay them their wages even if they were not reinstated in their workplace. CCIP chose the first option and offered to relocate the 351 workers to one of the factories currently operating in Spain. Only 71 workers accepted the proposal made by CCIP. 41 were reinstated in the same workplace where they were employed before the ERE and the other 30 accepted to be transferred to other plants. A large majority did

not accept this offer as it represents a clear violation of the ruling issued by the Audiencia Nacional that foresees the reinstatement of the affected workers in their previous workplace, including the closed plants. The Audiencia Nacional will issue a judgment in the upcoming days evaluating the execution of the ruling carried out by CCIP.

The situation of the workers affected by the CCIP dismissal plan came to the attention of the European Parliament (EP). Several members of different political groups within the EP submitted a written statement. Outstanding issues in relation to closures and dismissals in Spain will be subject to discussion and negotiation at the next IUF-TCCC meeting on April 15, 2015 in Atlanta.

Coca-Cola Workers Alliance

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IUF Korean affiliates at Coca-Cola from Yangsan expressed their solidarity at their leadership training program on January 22, showing their support for threatened **Hong Kong** union leaders in their fight for democracy.

PepsiCo

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After a long preparatory process, a large number of workers at Frito Lay Group Company Ltd., a subsidiary of PepsiCo in **Guatemala**, decided to organize and form a union. The new Frito Lay Group Company Ltd. Workers Union (SITRAFRIOLAY) was formally registered on February 2 after organizing its first general assembly and appointing board members. Read more [here](#).

The annual report on the situation of human rights in the **Dominican Republic**, presented on 10th December 2014 in Santo Domingo by the National Human Rights Commission (CNDH-RD) stated that Frito Lay Dominicana SA (PepsiCo) had disrespected the right of freedom of association in 2014. "*Throughout 2014, Frito Lay Dominicana, a subsidiary of PepsiCo US transnational, has retained the same anti-union policy of dismissals as a tool to prevent the Union of Workers of Frito Lay Dominicana (Sintralaydo) from reaching 50 percent union membership of total workers, the threshold that labor law in the Dominican Republic demands from unions to be able to engage in collective bargaining,*" reads the report. The IUF will raise the issues in Dominican Republic with the corporate management of PepsiCo.

The IUF continues to push the company to take corrective actions in **India** and start discussions on a global level about the rights issues of PepsiCo workers.

BREWERIES

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AB Inbev

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The IUF Secretariat organised a conference call for the Coordinating committee of the **AB InBev International Workers Network** to enable committee members to update each other on developments in different regions of AB InBev on February 26, 2015. The discussion focused on updates on AB InBev business and union issues in Latin America, Europe and North America and how to expand and strengthen the operations of the AB InBev International workers Network. The IUF Secretariat thanks Teamsters for hosting the conference call.

Anheuser-Busch InBev reported a rise in full-year group sales and net profits on the back of flat volumes. Take a look at the brewer's performance in its global markets [here](#).

Carlsberg

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The executive committee of Carlsberg has announced a temporary salary freeze and a suspension of recruitment at all levels starting January 2015 in the entire Group. Carlsberg is unilaterally introducing a freeze on salaries and hiring new staff in light of its negative results in **Russia**. This decision violates the rights of unions to negotiate wages.

The IUF urges affiliates that are organized in Carlsberg to inform us of any changes or effects that will be caused by this unilateral decision on the unions' position to negotiate wages and collective bargaining agreements. Please send the relevant information to burcu.ayan@iuf.org

Heineken

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SYTBRANA, the new Workers Union at the **Brasserie Nationale d'Haiti (BRANA, Heineken)**, communicated that its union activity within the largest brewer in Haiti is under threat, as is job security, due to the outsourcing of contracts. In addition, it highlighted numerous violations of basic health and safety regulations. Teamsters Canada offered training sessions and tools to members of SYTBRANA during a visit to Haiti in January 2015. Teamsters Canada and the IUF Secretariat are investigating the details of

allegations of human rights violations in Heineken's Haiti operations.

SABMiller

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The IUF Secretariat drafted a manifesto consisting of demands of SABMiller unions, particularly recognition of the IUF as the international organization of SABMiller unions. The IUF Secretariat called on SABMiller unions to support the mandate initiative with actions and make the IUF SABMiller mandate make a difference. Please contact the Secretariat at burcu.ayan@iuf.org for details of these proposed actions.

The IUF secretariat continues its efforts to pressure **SABMiller Honduras** into respecting human rights in Honduras.

CFMEU Construction Forestry Mining & Energy Union, which represents the Logistics employees/Forklift drivers of SABMiller in **Australia**, seeks information regarding SABMiller and on the history of how the company has treated IUF affiliates in other countries. The Secretariat has shared the conclusions and the supporting documents of the 1st International Conference for unions representing SABMiller employees and will continue the cooperation with the union in Australia.

Teamsters at MillerCoors breweries in **Eden, N.C.**, and **Fort Worth, Texas**, have ratified new, three-year contracts. The agreements cover more than 900 employees at the two breweries and provide lifetime retiree health care benefits. The Teamsters Brewery and Soft Drink Workers Conference represents 1,200 MillerCoors workers nationwide. The third and final contract, for the MillerCoors plant in Irwindale, Calif., is currently being negotiated.

UK National Brewery Workers' Meeting

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The IUF secretariat joined the Brewery National Shop Stewards meeting organized by Unite the Union which took place from 2-6 March 2015 in Eastbourne, UK.

The IUF Secretariat gave a presentation of the global overview of the beer industry and the IUF work focused on building union networks in transnational brewery companies. Please contact the Secretariat at burcu.ayan@iuf.org to receive this presentation.

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

CATERING

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Sodexo

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In **India** the IUF leadership met with senior national and international corporate management in Mumbai on February 25 to discuss human rights and the interaction between Sodexo and the IUF in India.

Members of the Sodexo Pune union have been unsuccessful in applying for alternative vacancies since their contracts were terminated following the company's loss of the contract with General Motors.

Five of these workers are still seeking employment with Sodexo and the company agreed to actively place the workers into vacancies appropriate to their skills and experience.

Once this issue is resolved Sodexo and the IUF will discuss options for communications to Sodexo employees which will state their right to freely discuss union matters and to choose to join or form a union without harassment or discrimination from the company.

Airline catering

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In the **USA** airline food service workers protested the cost of health insurance at airline headquarters in Chicago, Atlanta, and Dallas, as well as at 17 additional cities on January 29.

Members of Unite Here delivered a photo petition to representatives of the "Big Three" airlines on behalf of nearly 12,000 airline catering workers at 31 U.S. airports.

These actions launched a national campaign demanding airlines take action to solve to their health care crisis by earmarking "a nickel (5 cents) a ticket" to worker health care.

Catering companies targeted in the campaign are LSG SkyChef, Gate Gourmet and Flying Food, a company that has contracts with Air France.

With the assistance of IUF affiliates in France, Unite Here is seeking neutrality and card check for its organizing efforts in Flying Food. The IUF has contacted the ITF to discuss joint cooperation and support for the Unite Here campaign.

DAIRY DIVISION

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Arla Foods

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The IUF has written to Arla Foods seeking urgent intervention by the dairy TNC to remedy violations of human rights at the company's operations in the **UK**. Arla have told members of Unite the Union employed as engineers in Arla's cheese division that they will no longer have access to collective bargaining.

In addition, the company has outsourced logistics to reduce supply chain costs and has refused to supply the relevant financial information to Unite and the GMB, the IUF affiliated unions representing the outsourced drivers.

Workers have also been unable to negotiate collectively with the new owner or to secure guarantees of the continuation of their current terms and conditions. The IUF has demanded Arla Foods comply with the OECD Guidelines for Multinational Enterprises and their own code of conduct and urgently meet with IUF affiliates in the UK to remedy rights violations and to promote and protect rights in their own operations and those of their business partners.

Danone

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The joint investigation into employment practices at Danone continued with a visit to **Morocco** on 25-26 February, where data relating to permanent, contract and outsourced labour in two factories were analyzed. The factory visits in **Indonesia, Thailand** and Morocco have provided practical material for discussions on items to include in a possible agreement on employment practices.

A first discussion and exchange of draft platforms took place in Paris on March 6. A second meeting will take place on April 2 and a full discussion will be held at the next Global Meeting on 9-10 April 2015. In the meantime, there will be a 4th joint investigation into employment practices in Mexico in late March.

The union representing Danone Chekhov dairy plant workers in **Russia** had a meeting with local management with the support of the IUF EECA region to settle the long-term conflict between the local union and plant management. It was agreed that the plant management and the local union would have

monthly meetings and that the local union would have more opportunities to engage with non-union workers as the management pledged to provide them with a meeting room and transport for this purpose.

IUF affiliates in Russia (the AIWU and the Novoprof) and Danone are developing a local interpretation of the IUF-Danone agreement on "Joint Understanding in the Event of Changes in Business Activities Affecting Employment or Working Conditions".

The IUF Secretariat is trying to resolve the outstanding unionization issues in Danone's water and dairy businesses in **Turkey** through pressure on Danone Paris management to enable workers to exercise their freedom of association and collective bargaining rights.

The next full Danone **International CIC** meeting will be organized in Geneva on 19-22 October 2015.

Monitoring IUF/Danone Agreements

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The venues and schedule of 2015 monitoring visits is still under discussion between the IUF and Danone. Discussions focus on possible visits to Russia, Brazil and Malaysia.

Schreiber Foods

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The IUF General and Asia/Pacific Regional Secretaries visited the Schreiber Dynamix plant in **India**. The plant had been the scene of a major struggle to secure permanent jobs and further strengthen the union at the site.

The union opened its new on-site office in a ceremony involving IUF officers and many of its members as well as members from the nearby Ferrero plant.

IUF Dairy Division

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Dairy Employees Federation of India (DEFOI)

DEFOI has resolved to intensify its efforts to recruit private sector workers into its federation and will initially focus on Danone and Tirumala (Lactalis). DEFOI in Karnataka has also decided to welcome contract workers into their permanent workers' union and fight discrimination, and fight for permanent jobs on behalf of these workers.

FAST FOOD

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McDonald's

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In **Korea**, the Korean Arbeit Workers' Union has been leading the fight against abuses at McDonald's Korea. On February 7, union members occupied the fast food giant's Shinchon outlet in Seoul chanting slogans demanding the company reinstate union activist Gahyun Lee, who was dismissed from her job last September 15 (read [here](#) for more) after she exposed wage and hours violations and travelled to Los Angeles to support the national action by US fast food workers.

Activists of the Alliance of Progressive Labor - Youth (members of the IUF-affiliated SENTRO) picketed a busy McDonald's outlet in Quezon City, **Philippines** on February 14 to show support for the IUF campaign against "zero-hours contracts".

The IUF's **Brazilian affiliate Contratuh** recently filed legal charges against McDonald's and its Brazilian franchisee Arcos Dorados for violating national labor laws. The complaint also alleges that these violations give McDonald's unfair competitive advantages in the fast food market. This is the first step in the union's "Nationwide Campaign for Decent Work at McDonald's", which aims to inform workers and public opinion about illegal labour practises faced by workers in the company.

On February 25 in Brussels, the IUF's regional organization EFFAT along with a coalition of European and American trade unions unveiled a report about McDonald's deliberate avoidance of over €1 billion in corporate taxes in Europe over the five year period 2009-2013. The report outlines in detail the tax avoidance strategy adopted by McDonald's and its tax impact both throughout Europe and in major markets like France, Italy, Spain and the U.K. The practice essentially consisted of moving the European headquarters from the UK to Switzerland as well as using intra-group royalty payments and channelling them into a tiny Luxembourg based subsidiary with a Swiss branch. Between 2009 and 2013, the Luxembourg-based structure, which employs 13 people, registered a cumulative revenue of €3,7 billion, on which it reported a meagre €16 million in tax.

An **International Fast Food Workers' Day** will be organized on April 15 to raise the profile of this sector and provide a global stage for workers' demands with a specific focus on the

"FightFor15" campaign in the **USA** (USD 15.00 an hour wage) and the fight against "zero-hours contracts" in Asia-Pacific.

Wendy's

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In **New Zealand**, the IUF-affiliated Unite union is campaigning against Wendy's for using "zero-hours contracts", which offer no guaranteed hours or shifts. On February 10, Wendy's workers from five restaurants in two cities walked off the job.

FISHERIES

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Citra Mina/Philfresh

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Citra Mina/Philfresh workers in General Santos, **Philippines** continue to fight for reinstatement and recognition.

The campaign is highlighted through regular local and international escalations. One of them was during the week of the National Tuna Festival in General Santos City, September 1-7, 2014. Citra Mina/Philfresh workers marched to the venue of the 16th Tuna Congress to dramatize their plight and to reiterate the pressing need for the erring company to address its continuing human rights violations. Carrying a "Justice for Citra Mina" banner and chanting, "because of Citra Mina, our families are hungry," the workers conducted a die-in right outside the hall where the congress was held. The local community, national union center SENTRO and IUF affiliates from Sweden (LIVs) and Australia (NUW) provided both political and financial support to the families of workers to lighten the hardship of their financial situation in the Christmas period.

To add to the record, in February 2015 the national union SENTRO rescued 43 Citra Mina fishermen, who were detained for 6 months in Indonesia. Citra Mina abandoned them after Indonesian authorities arrested the fishing vessel on August 26, 2014 for illegal fishing. Senator Walden Bello of Akbayan has pushed for a congressional inquiry on Citra Mina's labor and human rights violations and its culpability in what happened to the 43 fishermen. A hearing was set for March 18, 2015.

FOOD PROCESSING

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Heinz

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2014 was the last year of Heinz in **Belgium**. Turnhout was the only production site in the

country, which was closed after a struggle by Heinz workers. In a coordinated effort with escalating actions, which included production blockage and burning of Heinz corporate flags, the four IUF affiliated unions managed to raise the compensation packages to the level where workforce reduction was fully voluntary for almost 190 employees.

The Belgian workers' struggle received support from across the Atlantic, when UFWC-RWDSU members circulated leaflets at the gates of a Heinz plant to inform the members of the management action and express solidarity with the Turnhout workers. It was because of the escalating union campaign that the company raised the offer. The closure will have a dramatic effect on the economy of Turnhout, a town with a population of a mere 40,000.

Mondelez (ex-Kraft)

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The IUF has written to affiliates SIPTU and Unite the Union in **Ireland** to offer solidarity support following the announcement by Mondelez that it plans to slash even more jobs in the Republic.

On 26th February Mondelez Ireland presented a change programme to the employees at their plants in Dublin (2) and Rathmore. These proposals would see the closure of the Gum Base plant in Tallaght and the transfer of production to Poland with the loss of 45 jobs. Also included is a plan to switch the production of a product from their Coolock Manufacturing Plant to Poland. This along with "Asset Reconfiguration" will result in the loss of 160 jobs, 150 in Coolock and 10 in Rathmore. An integral part of this programme is the move from permanent employees to the use of contract labour. This would be achieved using a system called "TUPE" whereby employees are transferred to a third party which inevitably leads to a loss of earnings and less favourable conditions. This is the third change programme in Ireland in nine years which has seen the loss of over 600 permanent jobs to date.

Some production at Namur in **Belgium** is also planned to be transferred to Poland in September this year.

The job cuts in Ireland and Belgium are part of a programme by Mondelez to slash 4000 jobs worldwide and it is doing this through closures, restructuring and outsourcing. The objective is to build cash flow for share buybacks and even greater shareholder dividends.

In 2013, Mondelez announced a 3-year, USD 7.7 billion buyback program to run through 2016 and in 2014, Mondelez was on target to meet its 2 billion buyback commitment for that year, and raised the dividend by 7%.

The IUF affiliate, the **Independent Trade Union of Workers Group Mondelez Egypt Foods** continues its fight to maximize redeployment from the factory closing in Alexandria to the new production facility at Borg el Arab. The independent union is now well entrenched with approximately 200 members at Borg el Arab as well as the 45 workers at Alexandria still seeking to be redeployed.

Nestlé

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28 workers dismissed during the summer of 2014 by Nestlé from their employment with the giant multi products facility at Karacebey in Bursa, **Turkey** are still fighting for reinstatement to their previous jobs. The IUF held discussions with both corporate management in Vevey, Switzerland and also with senior Nestlé management in Turkey but at the time of writing there is still no resolution to the conflict. The workers are represented by IUF affiliate Tekgidals.

In conjunction with the **Nestlé European Works Council** Meeting, 17-19 November 2014, the union delegates held a workshop to examine working methods and identify priorities for future work. On the occasion of the meeting of the Steering Committee, 10-11 March, the input from the working groups was evaluated and a proposal was elaborated for discussion and action by the trade union members of the EWC. The proposals are aimed at encouraging proactive involvement and enabling the trade union side to take charge of the agenda. There is agreement with management that at the next EWC meeting, in June, there will be one full day, at least, for a full discussion of the proposals amongst the trade union members.

United Biscuits/Yildiz Holding

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The IUF Secretariat organized a visit to the picket line of dismissed Ulker workers together with its affiliates organized at United Biscuits operations in the **UK** and **Belgium** and showed solidarity with their ongoing struggle on February 17, 2015. GMB, Unite the Union and FGTB HORVAL representatives who joined the international delegation organized a brief meeting to discuss and agree on next steps of getting organized internationally inside United Biscuits and Yildiz

Holding including a possible international campaign calling on the company to immediately reinstate the dismissed workers and respect their right of freedom of association.

HOTEL CHAINS

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Starwood

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A campaign was recently launched to urge Starwood to end human rights violations in **Ethiopia** and the **Maldives**. An online campaign saw over 10.000 emails sent to the Starwood CEO and solidarity actions were taken in different countries. The Secretariat will be asking IUF members, especially those with members in the hotel sector, for more actions in support of the campaign.

IUF Housekeepers' Campaign

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

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The **Accor Union Council of Indonesian IUF-affiliate FSPM** decided to support the global housekeepers initiative at its meeting in Jakarta on February 13, 2015. Heavy workloads from increased room quotas and pain from intensive tasks were identified as hotel housekeepers' main issues. The union council will play an active part in the initiative to improve hotel housekeepers' working conditions and to increase collective bargaining power.

MEAT

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JBS

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The IUF in Latin America (Rel-UITA) is supporting IUF affiliate FETIASP as it mobilizes workers in **Sao Paulo, Brazil** in a fight for better safety and job security at JBS. There is a very high accident rate at JBS in the province and during one day in February one worker died at work and another worker had his hand amputated.

JBS is also the target of Contac in a campaign to increase workers' health care plans in the States of Santa Caterina and Parana in Brazil. The actions in support of the campaign include

protest marches, promotional videos and a mass mobilization in Sao Paulo on March 12.

Migrant workers in Europe

The IUF and its European organization EFFAT are cooperating in the development of information on rights at work to provide to migrant 'posted' workers from Eastern Europe who are employed by agencies to work in the meat sector. The major European meat TNC's benefitting from low paid 'posted' workers are Danish Crown and Vion, and European meat unions are cooperating to promote rights and lift standards within these TNC's.

TOBACCO

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US Migrant Tobacco Farm Workers' Struggle

Since 2009, the IUF has been supporting our affiliate in the **US**, the Farm Labor Organizing Committee (FLOC), in the struggle to ensure rights and decent working and living conditions for tobacco farm workers in the United States. Our work with FLOC is focused on defending fundamental rights in tobacco supply chains and confronts all major companies processing or purchasing tobacco from farms employing migrant labour in the US.

In 2014, FLOC launched a major organizing campaign in the US state of North Carolina and gained some 1,400 new members. The IUF reported about FLOC's "[Respect, Recognition, Raise](#)" campaign to gain respect for farmworkers, to win recognition and the right to represent tobacco workers and to raise wages. The IUF keeps affiliates in the tobacco sector informed of developments in this fight so they might continue putting pressure locally on the tobacco companies to assume responsibility for conditions along their supply chains. This message will again be conveyed by FLOC and the IUF to BAT – a major purchaser of North Carolina tobacco - at its annual shareholders' meeting on 29 April.

Japan Tobacco International

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With the support of the NGG, a meeting of JTI unions took place in Trier, the site of a major JTI cigarette manufacturing plant, in July 2014. Union representatives from Germany, the UK, Russia, Ukraine and Japan exchanged information and insights on challenges facing tobacco workers through increasing regulation and through the companies' quest for market share and increasing returns. Baldemar

Velasquez, president of FLOC, spoke to the meeting via Skype video call, and JTI workers pledged support for FLOC's efforts on behalf of tobacco farmworkers.

On 7 October 2014, [Japan Tobacco announced plans to restructure operations in Europe](#), which would eliminate the jobs of 872 workers in **Northern Ireland**; 132 in **Belgium** and 100 workers in **Germany** by the year 2017.

With local discussions ongoing, the IUF, EFFAT and our affiliates in the UK, Belgium and Germany have pledged full support for any proposals put forward and have requested a meeting with JTI international management. Coordination is taking place through regular conference calls and exchange of information. A solidarity visit to UNITE and its members at JTI in Northern Ireland took place on January 15 with representatives from the IUF, EFFAT, NGG (Germany) and CSC Alimentation (Belgium). Pressure is being put on the company through the JTI European Works Council under the coordination of EFFAT.

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. The should be sent to iuf@iuf.org

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