

TNC UPDATE #22

09-2015



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

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Compagnie Fruitiere (CF)

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National platforms bringing together unions in CF's subsidiaries in **Ivory Coast** and **Cameroon** continue to build coordination and cooperation supported by the IUF. Unions in PHP, the CF Cameroonian subsidiary, recently held their annual meeting in August to review progress and elect a new president. In SCB (CF Ivory Coast), 40 union members participated in the first general assembly and adopted a charter to guide the working methods of the platform.

Under an occupational health and safety (OHS) project for the banana sector being coordinated through the FAO, the IUF and trade unions in Cameroon are now engaging in regular discussions with government and the banana companies including CF to improve OHS in banana plantations. They are also pressing the government to ratify, and companies including CF to support ratification of, ILO C184 on safety and health in agriculture.

Chiquita/Cutrale

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After reporting in the 03-2015 issue of TNC Updates that the purchase of Chiquita by the Brazilian juice giant Cutrale may lead to the dismantling of the IUF/COLSIBA Chiquita agreement, we are pleased to report that Cutrale has confirmed its commitment to maintaining the agreement.

A meeting of the Review Committee was held in Costa Rica on August 27, where Cutrale outlined its new structure and its banana production plans. The company also confirmed commitment to working with IUF/COLSIBA to ensure zero tolerance for sexual harassment in its plantations and that it would build on the pilot work in Panama to promote women's employment with

joint management/union activities beginning in other countries following the meeting.

The date for the next Review Committee meeting was provisionally set for April 2016.

Palm Oil

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Sime Darby

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The **Higaturu Oil Palms Processing Workers' Union (HOPPWU)** in **Papua New Guinea** faced difficult negotiations with New Britain Palm Oil (NBPOL) recently acquired by Sime Darby.

HOPPWU is demanding management of NBPOL appoint high-level HR representatives, after two negotiating meetings with junior HR proved fruitless.

The IUF is supporting the union, particularly regarding a retrenchment process which, to date, has affected some 400 workers; a large number of them union members. This “mass termination,” has been linked to the earlier takeover of NBPOL by Sime Darby. Workers whose employment is terminated may also be evicted from their living quarters, located on company grounds.

The union also gave notice that they will negotiate pregnancy and maternity leave rights; a demand that management says it is not part of company policy.

In March this year, Sime Darby Plantation acquired NBPOL, an operation that covered 135,000 hectares and brought the Sime Darby's landbank to close to one million hectares (10,000 square kilometres), making it the world's largest palm oil company by acreage.

BEVERAGES

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Coca-Cola

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Coca-Cola Enterprises (CCE), **Coca-Cola Erfrischungsgetränke (Germany)** and **Coca-Cola Iberian Partners (CCIP)** recently agreed to merge their operations into a new Western European bottling company called **Coca-Cola European Partners (CCEP)**.

The IUF and our European regional organization EFFAT are concerned that this mega deal will lead to organizational change and restructuring since the three bottlers have

some overlapping operations. The company might oversee eliminating some of these operations in a similar way that it recently allowed what happened in Spain at CCIP.

A meeting of the IUF Coca-Cola Workers Alliance affiliates organized in the Coca-Cola system on September 28 and 29 discussed issues and developments within the company including this European “mega merger” and its possible implications. Delegates agreed a plan for joint actions to guard against likely negative implications for workers arising from the merger.

Coca-Cola reopened its facility in **Fuenlabrada**, in the **Madrid** region on September 7, 2015 and will operate it as a logistics hub and distribution center, but with no onsite bottling. 85 dismissed workers re-started work. The remaining 130 still await a resolution based on court verdicts. Workers and their union still demand a continuation of bottling activities at the site.

Following the strike notification on July 27 2015, the IUF-affiliated **Food Industry Workers Union of Sorocaba-Brazil** reached an agreement with the Coca-Cola bottler, Sorocaba Refreshments, on August 11 2015. The union agreed a 9% wage raise retroactive to May structured through the economic clauses of the agreement (including basic food provision, meal ticket supply, school aid among others) Read more [here](#).

On August 3 also in **Brazil** IUF-affiliated **Marilia Region Food Industry Workers Union (STIAM)** reached an agreement with Coca Cola FEMSA and withdrew its strike decision which had been taken in a workers' assembly on July 13. Read more [here](#).

In the **Dominican Republic** IUF-affiliated **National Union of Dominican Bepensa Beverage Company** recently informed its members and the IUF of the breakdown of collective bargaining negotiations with the Coca-Cola Company. Read the union statement [here](#).

Coca-Cola Workers Alliance

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Persistent organizing work by members and the IUF A/P region and a change in Pakistan labour law has resulted in the merger of nine local unions in **Pakistan** into one national union, **the Coca Cola Beverages Workers Union**. In January 2015, the union secured recognition for collective bargaining. In March 2015, the national union structure was formally established and the first national collective agreement for Coca-Cola operations in Pakistan was signed on July 9, 2015 following 6 months of negotiations.

In the **Philippines** with support from the IUF Asia Pacific region, the **SAMACOKE** union signed a Collective Agreement with Coca-Cola FEMSA Philippines management. The agreement covered all union demands **including a clause based on the OECD Guidelines for Multinational Enterprises**. Such a reference in a CBA is a first in the Philippines. The process helped the union to increase its members' awareness and their participation in union activity and was an important learning experience for both the union leadership and rank and file members.

In **Indonesia** there is an ongoing dispute with **Coca-Cola Amatil (CCA)** over the overnight reclassification of the majority of workers as "non-core" and termination of 134 contract workers. The IUF secured reinstatement for the contract workers through pressure and negotiations within the "Atlanta process". The IUF also supported the two newly formed independent unions at **Coca-Cola Cibitung** – a union of distribution workers and a sister union of bottling workers. The union president and treasurer of the distribution union were then given warning letters in order to mount pressure on them to forego their rights. The IUF and its members will keep on supporting these two unions and the IUF has now raised their issues with the Coca-Cola Atlanta management.

In **Ireland** a number of workers at a **County Mayo Ireland concentrate plant** have joined IUF-affiliated **SIPTU**. The Company succeeded in running a largely non-union operation at CPS in Ireland following the closure of the unionized Drogheda plant in 2007. Local management has now responded to the fact that a number of workers have joined SIPTU by refusing to meet with the union those workers have chosen to be represented by. This may escalate into a significant issue for the IUF and our members in the Coca-Cola system and we have already raised this issue with corporate management at TCCC in Atlanta.

The next IUF-Cola Cola bi-annual meeting will be held on October 7, 2015 in Atlanta.

PepsiCo

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PepsiSqueeze Human Rights campaign launched

The IUF is re-launching an international union campaign ("**PepsiSqueeze: No room for human rights**") in support of warehouse workers in India that supply exclusively to PepsiCo to persuade the company to take corrective action for these workers denied their

rights. New campaign materials and what you can do with the available campaign material are saved [on the IUF document website](#). Contact burcu.ayan@iuf.org) for username and password. Select the IUF PepsiCo Unions Meeting.

PepsiCo has been issued a warning letter by the US Food and Drug Administration over "serious violations" at its **US Tennessee Frito-Lay factory**. The letter from the FDA, dated 4 August, revealed violations of FDA's requirements on manufacturing, packing, or holding human food. Read more [here](#).

BREWERIES

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ABInBev

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Anheuser-Busch InBev is possibly poised to purchase **SABMiller**. SABMiller has confirmed that it has received notification from Anheuser-Busch InBev of a possible takeover. ABInBev flagged, however, that neither an offer nor a subsequent agreement were a certainty at this point. Read more [here](#) and [here](#).

Heineken

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In **Haiti** SYTBRANA, the new Union at the Brasserie Nationale d'Haiti (BRANA, Heineken), continues to highlight numerous violations of union rights and basic health and safety regulations.

The IUF will increase pressure on Heineken corporate management to help Heineken Haitian workers secure their rights.

The IUF will organize an **International Heineken unions' meeting on November 26-27, 2015** in Eastbourne, UK. For further details please contact burcu.ayan@iuf.org.

SABMiller

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Workers at **Cervecería Nacional, Panama's beer and soft-drink subsidiary of SABMiller**, went on strike on July 10 in a conflict over basic trade union rights. The IUF organized an urgent e-mail action to support their fight. SABMiller blocked e-mails. However over 7500 messages received from supporters will be mailed to SABMiller corporate senior management in London, UK.

On 27 July, the workers called off the strike after 18 days of protest and have started a formal Panamanian Labour Ministry arbitration process. Read more [here](#).

In **Honduras** Almost a year after the collective bargaining process began between the **IUF-affiliated STIBYS union** and **Honduran Brewery SA, owned by the transnational SABMiller**, the union ended direct negotiations and began a Labour Ministry led mediation process. Read more [here](#).

In the **USA** MillerCoors, a **joint venture of SABMiller plc and Molson Coors Brewing Company**, announced plans to close its Eden, North Carolina brewery, effective September, 2016. The Eden brewery employs approximately 520 employees whom are organized by the IUF-affiliated **Teamsters** union. Over the next 12 months, products currently produced in Eden will be transitioned to other breweries, including Shenandoah, Va.; Trenton, Ohio; Fort Worth, Texas; Albany, Ga.; and Milwaukee, Wis. Of these 7 breweries only the Shenandoah plant is not organized.

SABMiller has expressed an interest in growing its partnership with **The Coca-Cola Company** in **Latin America**. The UK-headquartered company, which agreed with Coca-Cola last year to create the world's tenth largest Coca-Cola bottler, in Africa, already operates bottling plants for the soft drinks group in El Salvador and Honduras. Read more [here](#).

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

CATERING

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LSG Sky Chefs

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In the previous TNC update (#21) we reported that workers sent to LSG Sky Chefs by an employment agency in **New Zealand** were designated as independent contractors and denied their minimum entitlements and their rights.

The case is before the NZ Employment Court where the workers' union, **the IUF-affiliated SFWU**, is claiming that the workers were in a disguised employment relationship and were legally direct employees of LSG.

In the meantime, a new collective agreement between the SFWU and LSG Sky Chefs has been signed that requires a 40% reduction in the use of agency staff.

Sodexo

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The IUF and Sodexo will hold a meeting to specifically address unresolved issues

(including the dismissal of the ODT Sodexo General Secretary) between Sodexo and the **ODT Sodexo union in Morocco**. The IUF has stressed to the company the need to jointly examine and, where necessary, remedy any and all rights violation as a prerequisite for normal industrial relations to develop in Morocco where ODT represents a significant majority of Sodexo workers.

The IUF and Sodexo are also planning a joint mission to **India** to establish ways to advance access to labour and human rights there under the auspices of the IUF/Sodexo International Framework Agreement.

The next **International IUF/Sodexo Meeting** between a team of IUF affiliates and Sodexo corporate management will take place in Paris on November 19.

DAIRY DIVISION

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The **IUF Dairy Division Coordinating Group** held its regular annual meeting in August and resolved to continue building international "dynamic organizing charts" for major dairy TNC's to encourage and assist affiliates develop organizing plans that build union membership and strength within these TNC's.

The Coordinating Group also resolved to build stronger concrete union alliances within targeted TNC's and affiliates in Argentina, Australia, Canada and the U.S. will quickly develop a functioning international alliance of unions in Saputo facilitated by the IUF.

Affiliates at the meeting endorsed a Dairy Division statement in opposition to the proposed **Trans Pacific Partnership** and its transfer of power from democratic decision-making to corporate control of each country's resources. Read the full statement [here](#).

The next full conference of the Dairy Division will be held in Cape Town, South Africa in April or May 2016.

Arla Foods

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The IUF Secretariat and three Nordic affiliates, NNF, 3F and LIVS, met with Arla senior corporate management on August 18 to discuss the broad structure and content of any future engagement between the IUF and Arla. It was agreed to hold regular formal meetings to discuss and resolve any issues relating to the promotion and protection of the rights of workers either

directly employed by the company or within the company's supply chain.

The IUF will convene a **meeting of affiliates with members in Arla in February 2016** to report back, discuss issues and identify options to strengthen unions rights and union presence nationally and internationally in the company.

Danone

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On August 28, two IUF affiliates representing Danone workers in Russia, the **AIWU and NOVOPROF** ratified a **new national agreement with Danone Russia**. The agreement clarifies the provisions of Danone-IUF 1997 agreement addressing significant changes in employment arising from corporate decisions. This local interpretation of the agreement will allow it to be more relevant and concrete in Russian industrial relations terms. Read more [here](#).

The **IUF-affiliated BCTGM** in the **US** won bargaining certification at **Lifeway Foods**. Danone has a 15 percent equity stake in Lifeway Foods and the IUF has demanded that Danone ensure that BCTGM can conclude a first contract with Lifeway Foods.

Danone convened an **Extraordinary Meeting for Information and Consultation for Europe** on September 15 triggered by a project called "One Danone" which proposes a new organizational model for its business partner functions (HR, Finance, IT, etc). The project as currently proposed will impact around 350 jobs globally in those areas.

The Danone 2015 Consultation and Information meeting will be held on October 20-23 in Geneva. Please contact burcu.ayan@iuf.org for more details.

IUF-Danone Agreements Monitoring Project

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On 28-29 June 2015 a joint IUF/Danone monitoring visit took place to Danone Dumex (baby food) in Malaysia. Prior to the meetings with management, the IUF representative met with our affiliate FIEU and the Danone Dumex union committee at the FIEU head office to brief them on the history of the IUF-Danone relationship, the agreements and the monitoring process. The union at the plant only recently joined the FIEU – and the IUF - after having previously been affiliated to the chemical workers federation in Malaysia. A further objective of the visit was to continue the analysis of employment practices at Danone,

against the background of excessive contract labour, which was brought to our attention by the Danone Dumex union committee and subsequently raised at the IUF-Danone International Strategic Group Meeting in April.

FAST FOOD

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McDonald's

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In **Korea**, the President of **Arbeit Workers Union** Gyohyeon Gu had faced prosecution for union activities highlighting abusive employment practices at McDonald's outlets. Following urgent protests to the Judge of the Seoul Central District Court from IUF affiliates and others the prosecutor's request for arrest warrants was rejected.

Hearings in the **Brazilian Senate** on August 20 marked a significant escalation in the global campaign to hold McDonald's responsible for abusing its workers. Workers and union leaders from five continents, elected officials and politicians from around the world gave forceful evidence of how McDonald's business model is harming workers, consumers, governments, suppliers, and competitors.

For several days prior to the hearing, a series of actions and protests were held in Sao Paulo, with a massive demonstration at Sao Paulo's downtown McDonald's restaurant and a roundtable with McDonald's workers and politicians from Sao Paulo State Council and City Council.

On August 12 - International Youth Day - young fast food workers in the **Philippines** mobilized to protest against the systematic theft of wages by companies like McDonald's through policies that impose forced unpaid overtime at the end of every shift. According to surveys conducted under the **Respect Fast Food Workers Alliance (RESPECT!)** with APL-Youth and SENTRO, McDonald's "turnover work" policy requires workers to work an average 41 minutes at the end of each shift, with lost wages equivalent to about 10% of their pay.

On July 31, McDonald's workers in **Italy** went on strike at directly-owned restaurants in Milan after the company's dismissal of 4 union workers following the closure of its flagship restaurant in Milan's city center. The conflict began on July 19 when managers told employees on duty that the restaurant would be closing the next day. Union representatives were not given any previous warning. Of 50 workers, 46 were transferred to other restaurants, but on a temporary basis or to

lower positions. McDonald's has refused to find a fair solution for 4 of the 50: two union shop stewards and two union members. The Secretariat is supporting this action and following the situation closely and will update affiliates about developments.

FISHERIES

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Citra Mina / Philfresh

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The IUF continues to actively support the struggle of Citra Mina workers in the **Philippines**.

In June at the request of the IUF affiliates in Japan, one of Japan's major seafood companies which imports tuna from General Santos, Philippines, initiated an investigation into human rights violations by the Citra Mina Group.

In August, five months after internationally coordinated action by IUF and SENTRO secured the release and repatriation of 43 fishing crew members detained for several months in Indonesia and abandoned by Citra Mina, the Citra Mina Workers' Union and its allies celebrated the launch of three newly built fishing training vessels owned and operated by the union.

After returning to the Philippines the abandoned crew testified at a Congressional hearing on human rights violations by Citra Mina. With Citra Mina refusing compensation, the union secured funds from the integrated livelihood program of the Department of Labor and Employment (DOLE) to finance the construction of the boats.

In August a delegation from the European Union visited the picket line of Citra Mina workers during its mission to the Philippines. The Philippines had recently secured EU GSP plus status (favouring trade including trade of fish products). The objective of the mission was to assist the country in meeting its ongoing human rights obligations under this arrangement with the EU.

At the 7th World Tuna Congress in Vigo, Spain in September the IUF and ITF again raised the Citra Mina human rights struggle in a direct challenge to the Philippine tuna industry delegation present.

Supported by the IUF the Citra Mina Workers Union (affiliated to IUF through the SENTRO Food & Beverage Workers' Council), continues to fight for the reinstatement of union leaders

and members terminated nearly two years ago for exercising their human right to join a union.

Phillips Seafood

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The Phillips Seafood Restaurants chain is one of the oldest and largest such chains in the United States. Associated Phillips Foods, the world's largest processor of crabmeat, which also produces a full line of fish products, relies on 17 overseas plants. The company relies on exploited and "disposable" jobs. In **Indonesia** workers are fighting back and winning support for their struggle.

Half the workers in Phillips' crab factory in Lampung, Indonesia work on a totally casual, 'no work, no pay' system. Following mass dismissals on April 29 the IUF-affiliated Federation of Lampung Workers' Unions is campaigning with workers demanding continued employment and conversion to permanent status. The Federation has engaged in protest action and in June IUF-affiliated **United Food and Commercial Workers Union** which represent Phillips Seafood workers in the USA expressed their outrage directly to Philips Seafood CEO Steve Phillips.

Tuna Traceability Observatory

ANFACO CECOPESCA, which unites Spanish tuna producers and previously signed a "Joint Statement" with the IUF aimed at raising social standards in the industry launched the Tuna Traceability Observatory on September 8.

Among the main objectives claimed for the Observatory is to strengthen respect for human and labour rights through effective monitoring and control by competent authorities to guarantee that canned tuna sold in the EU market is produced in compliance with fundamental human rights' standards.

The IUF will closely monitor the work of the Observatory and push for progress in reaching this challenging objective.

IUF International Meeting of Fishing Industry and Aquaculture Unions

With the support of the Norwegian Food Workers Union (NNN), an IUF International Meeting of Fishing Industry and Aquaculture Unions will be held in Oslo on 23 and 24 of November, 2015. The meeting will strengthen international coordination in the sector with an emphasis on the major TNCs. Please contact kirill.buketov@iuf.org for details.

FOOD PROCESSING

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Mondelez (ex-Kraft)

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Mondelez will eliminate 600 union jobs and close 9 production lines at its **Chicago USA** plant as part of a production shift to Salinas, Mexico.

In May the company demanded **the IUF-affiliated BCTGM** come up with USD 46 million in annual savings annually as the price of saving 345 jobs, without offering concrete financial proposals for the union to review.

Mondelez offered a USD 130 million investment in Chicago, on condition that at least 255 union members lose their jobs leaving the remaining 745 workers told to achieve the \$46 million in annual savings involving major cuts in wages and benefits with no guarantees in return.

The action by the company in Chicago is part of ongoing restructuring aimed at slashing a further 2,000 jobs worldwide. The company already exceeded its earlier job destruction target with 3,000 jobs reduced in one year to the end of 2014.

Further investment was only made in the company's Unite organized **Bourneville UK** plant after 200 jobs were cut and concessions demanded.

The proposal to cut 200 jobs and close lines in **Ireland** has been legally challenged by IUF affiliates Unite the Union and SIPTU.

Jobs have also been lost in many other countries including Nigeria, South Africa and Australia and in Europe through a merger with coffee maker DE Master Blenders to create Jacob Douwe Egberts. Meanwhile the company is investing heavily in countries where there is no or low union membership such as Bahrain, China, Russia, Poland and Mexico. The Mondelez Board approved a \$6 billion increase in its stock buyback program and will spend \$14b buying its own stock by the end of 2018.

The IUF will bring members together to strengthen international union coordination in the face of continuous restructuring.

Nestlé

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28 workers were unfairly dismissed for union activities from the Nestle facility at Karacabey in **Turkey** in July 2014.

After lengthy negotiations involving meetings between IUF-affiliated Tekgida-Is and the IUF secretariat and corporate management from both Nestle headquarters in Vevey and national Nestle management in Turkey, agreement was reached on the reinstatement of all of the 28 workers who chose to return to work. Twenty two were reinstated on August 4 with their rights guaranteed.

This result was built on the courageous struggle of our members in Turkey over many months and the strong support they got from their union, IUF-affiliated Tekgida-Is. Nestle affiliates who form the IUF team that meets twice-yearly with Nestlé corporate management expressed strong support during these lengthy negotiations and this was also an important factor in reaching the final agreement for reinstatement. Such positive outcomes are far from common in Turkey and the Nestlé case now stands as an example to both Tekgida Is members and workers in Turkey more widely.

On behalf of its **Japanese affiliate Food Rengo** the IUF strongly condemned Nestlé Japan's direct interference in the affairs of Nestlé union Japan which led to the union "disbanding" itself and disaffiliating from Food Rengo to be replaced by an "employee association" with significantly reduced rights. Nestlé union members were not provided with correct information about the consequences of disbanding and Food Rengo was not provided with an opportunity to inform their members. The IUF is in discussion with Food Rengo about the next steps to be taken including a possible complaint under the OECD Guidelines for Multinational Enterprises.

The next IUF/Nestle global meeting will be held in Vevey on October 29.

At the meeting of the **Nestlé European Works Council** in Geneva, June 24-25, union delegates adopted 2 statements: in solidarity with the people of Greece seeking to resist ever-harsher austerity measures imposed by the IMF, the European Commission and the European Central Bank; and a statement on employment protection and workers' rights in the context of the sale of activities.

A meeting of the Steering Committee of the EWC took place on 9 September at the Nestlé coffee factory in Girona, Spain. The committee, made up of delegates from IUF affiliates in the UK, Germany, Hungary, Spain, France and Italy, met with the members of the factory works committee and discussed issues around work processes and working conditions and gender equality in the factory.

Unilever

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Global support brings gains for Unilever Thailand workers

At the April meeting with the company the IUF expressed serious concern over violations of rights and the deteriorating situation at Unilever's factory in Minburi, Thailand. Since January, the union had sought to negotiate an end to systematic discrimination against a significant number of workers in the areas of overtime rates, bonus and other benefits.

In compulsory mediation management insisted on maintaining discriminatory pay structures and refused to disclose full information on the wage structures at the plant essential for wage bargaining, claiming business 'confidentiality'.

Deadlock led the union to prepare for industrial action. The IUF prepared its affiliates in the region and reminded Unilever of the issues raised in April.

Thanks to international support, the union was able to conclude successful negotiations in July which resulted in a collective agreement which ends decades-old discrimination. The union has written the IUF to express its deep appreciation of the support they received.

HOTEL CHAINS

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Belmond

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Workers at the Governor's Residence Hotel in Yangon, **Myanmar**, can now freely join a local union after a successful IUF campaign which persuaded international Belmond management to contact the IUF Secretariat and agree a fair settlement in this dispute.

Corporate management have now instructed local management to put up notices in both English and the local language throughout the hotel staff areas, making it clear to workers (and local management) that hotel employees can join the union without fear or any reprisals.

Management has also started holding regular meetings with the union. This is a particularly significant victory for our hotel membership in Myanmar.

Melia Hotels

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In the **UK**, Melia local management recently refused to reach agreement with **Unite the**

Union concerning access to meet workers at their London hotels, despite the IUF/Melia International Workers Rights Agreement.

The Secretariat has raised the issue with corporate management and this will be a test of corporate management's reaction to the first serious organizing rights obstacle faced by any IUF affiliate since the agreement was signed.

IUF International Housekeepers' Campaign

"Make my workplace safe – Dignity for Hotel Housekeepers!"

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Members of the IUF-affiliated union at NagaWorld Hotel Casino in **Cambodia** participated in a "Make My Workplace Safe" meeting on July 27 and developed an action plan involving recruitment, education and collective bargaining. The unions' collective bargaining demands will include compulsory training of management to respect the work done by housekeepers as an essential, valued job in the hotel casino business. The union represents 2,600 members at the Hong Kong-listed NagaWorld Hotel & Entertainment Complex in Phnom Penh.

Union members from six hotels in southern India joined a "Make My Workplace Safe" educational workshop in Bangalore, **India**, on August 7-8 as part of the IUF Global Housekeeping Initiative. During the workshop housekeepers not only identified bad work practices imposed by employers as the source of common injuries and illness, but also spoke about the lack of respect for housekeepers that creates an unhealthy and abusive environment. The meeting declared the slogan "No More Room Boy" as part of their commitment to demand respect and change their job title from "room boy" to "room attendant".

For the second year, IUF affiliates will participate in the **IUF Global Week of Action** from November 4th to 11th, to highlight the abusive working conditions of housekeeping staff and to demand a safe, secure working environment from a global industry which depends on their efforts.

MEAT

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AFFCO

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The IUF has pledged solidarity support to its affiliate the **New Zealand Meat Workers Union** in its fight with the major NZ meat company **AFFCO** and its wealthy owners the Talley family.

After a lengthy lockout in 2012, the company is again attempting to bust the union and has refused to renew the collective agreement and is hiring workers at its plants on individual employment agreements which deny the rights of its employees. Those workers who refuse to sign the company agreements are locked out.

Major customers of AFFCO will be requested to undertake a serious human rights diligence review of their supply chain in relation to AFFCO's attacks on its workers' fundamental rights. Affiliates at the global meat conference (see below) will also be developing concrete solidarity action in support of AFFCO workers.

The **4th IUF International Meat Workers' Conference** in Chicago from 13-15 August will determine the value of establishing a formal **"meat division"** within the IUF. Amongst items to be discussed will be a presentation outlining the growth of mergers and acquisitions and the rapidly globalizing nature of the sector with the Brazilian based giant JBS leading the trend.

With support from affiliates the IUF will build a global union map of the largest companies and track progress in building membership and union strength in each of these companies.

The **IUF and its European regional organization EFFAT** have produced **resource material for migrant workers** who are sent by employment agencies to work in the meat sector in Western Europe. Some of the world's biggest meat companies such as Danish Crown and Vion profit from the widespread abuse of migrant workers' rights in the meat sector. The IUF is requesting affiliates with members in meat TNC's to document and share information about abuses by employment agencies which supply labour directly to the TNC or to its contractors so that these major companies can be held to account.

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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