

# TNC UPDATE #29

## 12-2016



*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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### Sugar

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Last October, the **Belize Workers Union (BWU)** started negotiations on behalf of 65 field workers at the Belize Sugar Industries Ltd. (BSIL), a subsidiary of the ASR Group (American Sugar Refining), the world's largest sugar cane refiner. The union has proposed a comprehensive review of the collective bargaining agreement (CBA), with priorities on a 45-hour week to be implemented from Monday to Friday (Saturdays are currently included in the schedule), increases on wages, implementing retirement benefits, and a 5% yearly bonus. On November 18, the BWU held their annual general meeting, which counted with a significant number of field members with attendance reaching 50%. There are presently 123 members at the factory and 65 field worker members.

The IUF is working with the BWU on occupational health and safety matters to improve CBA-related clauses. As with other sugar unions, the IUF is also reviewing information on the potential impact on the European Union sweetener market of the recent Brexit decision (the UK to leave the EU) and the end of the EU domestic sugar production quotas by September 2017.

#### Illovo Sugar

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In **Zambia** the **National Union of Plantation, Agricultural and Allied Workers (NUPAAW)** continues to oppose the company's proposal to change the calculation of salaries from daily to hourly rates. A new round of negotiations is scheduled for December 9, while the union expects to launch 2017 negotiations before the end of the year.

The IUF is in contact with affiliates organising in five African countries where Illovo Sugar operates, facilitating an exchange of information considering that, in addition to wages and related-financial benefits, the unions will also negotiate terms and conditions of employment.

## BEVERAGES

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### Coca-Cola

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#### **IUF Global Coca-Cola Alliance meeting**

The 7<sup>th</sup> IUF Global Coca-Cola Workers Alliance meeting took place in Geneva on 14 and 15 September. IUF affiliates looked at key issues and developments within the Coca-Cola system, in particular a drop in the global employee base from 120,000 to 43,000 due to the shifting global economy.

Affiliates reported on widespread restructuring taking place leading to job losses, plant closures and worsening of terms and conditions with more restructuring yet to come. Concrete actions were discussed and planned to tackle job cuts, outsourcing and casual employment.

The IUF-affiliates looked at strengthening links between the Coca-Cola Workers Alliance and the “Atlanta Process” – a twice-yearly meeting between a team of IUF-staff/affiliates and global Coca-Cola management.

#### **The “Atlanta Process”**

A team of affiliates and Secretariat representatives met the global Coca-Cola management in Atlanta on November 3. The team highlighted ongoing rights issues in Indonesia where Coca-Cola Amatil (CCA) refuses to recognise the bargaining rights of 2 newly-formed independent unions and has dismissed one of the union’s leaders. The Coca-Cola Company (TCCC) stated it will raise the issue internally with CCA.

The team also expressed its anger and frustration with ongoing issues in the **Philippines** as Coca-Cola FEMSA continues its refusal to recognise and negotiate with the IUF-affiliated **SENTRO** union.

In **India** harassment and victimisation of the IUF-affiliated **Hindustan Coca-Cola Beverages Mazdoor Sabha Union (HCCBMS)** still continues by **Hindustan Coca-Cola Beverages Pvt Ltd (HCCBPL)** which is a part

of Coca-Cola’s Bottling Investment Group. A number of union officials and members have also been suspended which will lead to terminations. Furthermore HCCBPL is now engaged in building a “yellow” union to undermine the IUF-affiliated independent union. TCCC stated that they will follow up once an external commission and investigation have been completed.

The team also stressed the importance of the **OECD Guidelines on Multinational Enterprises** and the fact that Coca-Cola and therefore their bottlers have to abide by them. TCCC agreed to consider a meeting with the major bottlers in regards to the OECD Guidelines.

#### **African Coca-Cola affiliates meet in Tanzania**

An IUF Africa Coca-Cola meeting was held in Dar es Salaam on November 24 following the African Regional Conference.

The **KUCFAW** in **Kenya** held a strike in October, to seek recognition at the Coca-Cola bottling plant in Mombassa in an ongoing campaign to win collective bargaining rights. The IUF is seeking more information from the union so it can assist. This is the only one of four Coca-Cola plants in Kenya without a collective bargaining agreement.

Affiliates in **Benin, Togo** and **Niger** have joined together to fight job losses threatened by product smuggled into their countries from Nigeria.

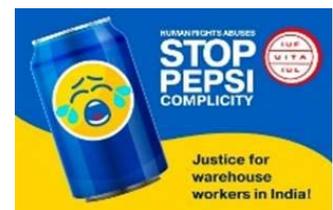
Coca-Cola workers in **Zambia** have been seeking assurances about their jobs following the acquisition of SABMiller by AB Inbev. SABMiller held the license to produce Coca Cola in Zambia but the Coca-Cola Company is proposing to purchase and effectively “in-source” the operations from new owners AB Inbev.

Affiliates pledged to become more active in the IUF Coca-Cola Alliance through building closer coordinating amongst African affiliates and monitoring rights issues more closely.

Affiliates also expressed their determination to fight all forms of precarious work within the Coca-Cola network and to win permanent jobs and to strengthen collective bargaining.

### PepsiCo

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Global snacks and drinks giant PepsiCo claims high human rights standards but tough struggles to secure basic human rights continue in **Pakistan, India**

and **Guatemala** (see [earlier TNC Updates](#) and the [IUF main website](#)).

### **PepsiCo International Union Network**

On 13 and 14 September 2016 IUF affiliates from around the world met in Geneva for the PepsiCo and Frito-Lay Unions' Network meeting to discuss key issues and developments within the global PepsiCo business. Affiliates looked at common bargaining issues such as pushing back precarious employment and outsourcing and also strategies to strengthen union organisation in PepsiCo.

A number of affiliates committed to more visible coordinated actions during the 3 months leading up to December to show solidarity and support for PepsiCo workers in **Pakistan** and **Guatemala**, and also a group of 28 workers at a warehouse in **India** contracted exclusively to PepsiCo, all fighting for their basic rights.

Affiliates discussed sharing CBA's to strengthen and increase terms and conditions and agreed to maintain regular communication between affiliates.

## **BREWERIES**

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### **AB InBev/SABMiller**

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IUF affiliates continue to assess the implications of the AB InBev acquisition of SABMiller. European affiliates are using the European Works Council to better understand AB InBev's plans.

In the meantime the company has sold off SABMiller brands to Asahi Brewery initially in the **UK**, the **Netherlands** and **Italy** and more recently in five Central and Eastern European countries: Poland, the **Czech Republic**, the **Slovak Republic**, **Hungary** and **Romania** giving Asahi a major role in Europe.

### **Australian unions beat back union-busting at AB InBev's Carlton United Breweries**

Six tough months on the picket line, with strong national and international support, have defeated [brutal union-busting](#) by management of Australian brewer Carlton United Breweries, now owned by brewery giant AB InBev. In July, union maintenance workers at the company's Melbourne brewery were told their jobs would be outsourced to a new contractor but they could return to work as employees of the

subcontractor – with a 65% pay cut! Unions and management have now concluded an agreement providing for: all workers who wish to return to work to do on their original union pay and conditions; any new contractor must meet the existing conditions; and no involuntary redundancies.

The **AMWU** describes the settlement as an “enormous win” which defeated the company's attempt to use contractors to slash union-negotiated pay and conditions, and has warmly thanked all who supported the workers by sending messages to the company.

### **Asahi**

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An initial meeting of IUF affiliates in **Japan**, **Italy**, the **UK** and the **Netherlands** took place in Rome on October 26. Plans were agreed to maintain communication and share information about company developments. Those plans will now necessarily extend to affiliates in the former SABMiller operations in five Central and Eastern European countries being acquired by Asahi.

### **Heineken**

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### **Haitian union finally wins recognition**

**SYTBRANA**, the Haitian union that the IUF and particularly our Brewery Division and European members at Heineken has supported in a lengthy struggle in **Haiti** has seen a significant improvement locally with full recognition for the union, an agreement in principle to reinstate dismissed union representatives and a change in local management attitude and personnel.

On December 28 the Secretariat received confirmation of this success from the union and also a statement of appreciation to IUF members who supported this struggle. In the union's own words, “*We thank the IUF for always standing by our side in order to improve the respect of the BRANA workers*”.

## **CATERING**

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### **Sodexo**

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The IUF and Sodexo corporate management held their regular annual meeting in Paris on November 17. Agenda items included the prevention of sexual harassment, the promotion

of employment security and stability in the catering sector and Sodexo's human rights due diligence processes.

A small negotiating group will be convened with the objective of developing a common IUF/Sodexo position highlighting the risks and preventing sexual harassment.

The IUF Secretariat will prepare a proposal to strengthen employment security within Sodexo followed by work amongst a group of Sodexo and IUF representatives.

An exchange took place on companies' obligations to remove barriers allowing workers to access their human rights (a critical part of the international agreement between the IUF and Sodexo).

Sodexo undertook to raise issues with client companies at a corporate level when there is opposition to workers exercising their rights. Sodexo gave a commitment to improve their human rights due diligence processes "up the value chain" (with client companies) and to keep in communication with the IUF as they develop these processes.

## DAIRY DIVISION

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### **Arla Foods**

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Arla Foods has responded to the concerns about the use of temporary agency workers at **Upahl in Germany** and the **Leeds** distribution centre **in the UK** which were raised at the IUF and Arla meeting held on October 11 and reported in TNC update #28.

Prior to that meeting an agreement at Upahl, with the local works council in July 2016 set a clear direction for reducing the use of agency workers while coping with seasonal fluctuations.

At Leeds the company is initially offering permanent employment to ten agency workers.

The next stage of the agreed process was for Arla to enter into discussions with the appropriate unions representing employees at both Leeds and Upahl to investigate further ways to minimize the use of agency labour and to discuss the opportunities for temporary workers to convert to direct hire permanent employment.

### **Danone**

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The meeting of the **IUF/Danone international Committee for Information and Consultation**

(**CIC**) took place in Geneva, 5-8 December 2016.

The meeting was preceded by a half-day meeting exclusively of IUF affiliates attending the CIC with an agenda including an overview of IUF work with TNCs and plans to strengthen international union organization within Danone. The Agreement on Sustainable Employment and Access to Rights was discussed and the IUF's brochure on "Resisting and Rolling Back Precarious Work" was introduced. The brochure describes the contents of the Agreement in more accessible language and contains suggestions for unions on how to use it in their workplaces and what to do in case of resistance by management.

Affiliates present endorsed holding such affiliate-only meetings and proposed they take place prior to every CIC in the future.

### **Dairy Division Steering Group**

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The Dairy Division Steering Group held a conference call on December 8 and affiliates provided updates on collective bargaining preparation and organizing. The **UFCW/RWDSU** have met resistance from Nestlé local management to organizing in a dairy facility and a distribution centre and details are being compiled in preparation to request intervention by Nestlé corporate.

**LIVS** in **Sweden** are preparing for dairy sector wide collective bargaining which will be conducted in the first quarter of 2017. In **Australia**, the **NUW** have most of their dairy CBA's due for renewal in 2017 and are preparing for difficult bargaining in an improving but still poor external environment for the dairy industry. High union density in the dairy sector in both Australia and Sweden will assist the collective bargaining process.

Affiliates are reminded to notify the IUF Secretariat of any organizing successes and to visit [dairyworker.org](http://dairyworker.org) and upload their union's CBA's. A framework for Spanish language CBA's is currently being developed for [dairyworker.org](http://dairyworker.org).

## FAST FOOD

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On November 29, thousands of **FightFor15** (USD 15 per hour and the right to join a union) protesters rose up in 340 cities across the **US**, chanting, marching, sitting in and affirming their determination to continue the fight regardless of who is in the White House. Many were arrested for civil disobedience.

## **McDonald's**

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**Arbeit (Part-Time) Workers' Union** has organised a protest action in front of the McDonald's Korea head office in Seoul, **Korea**, and a union leader brought her members' ten demands directly to the head office. She hid her identity for fear of being terminated. The 10 demands include a living wage of 10,000 Korean Won (roughly USD 8.55 per hour), an end to wage theft (unpaid forced overtime), and removal of strict time limits on food preparation that leads to burns and injuries as well as the 17-minute 30-second home delivery time limit that increases the risk of road accidents causing injury and death. Riot police and a large contingent of building security were deployed to prevent union representatives from delivering these demands. McDonald's Korea management were seen liaising with police and security and they refused to receive the demands or to speak to union representatives. Further protest actions are planned.

McDonald's workers from **Belgium, France** and the **UK** were at a hearing before the European Parliament's PETI Committee (Petitions Committee) on November 29, to highlight precarious working conditions in their respective countries. The petition, which has collected over 32,000 signatures and is still [open for signing here](#), calls for an end to zero-hour contracts, closing legal loopholes around part-time hiring and an end to employer resistance to workers organizing in trade unions.

## **FOOD PROCESSING**

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### **Ferrero**

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Following a 38-day strike at Ferrero in **Turkey, Tekgida-Is** and the company reached agreement on November 16 on a CBA which met the demands of the workers and their union for a fair wage increase and no retaliation for the strike. Tekgida-Is received support from the IUF, who wrote to Ferrero management in Italy and the **Italian affiliates FAI, FLAI and UILA**, who intervened with the company.

### **Cargill**

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**FNV** and **CNV** membership at five separate Dutch Cargill factories went on strike for 72 hours beginning November 17 after management had offered a sub-par wage

package and did not respond to workers' ultimatum. The workforce had further been working without a collective agreement since July. During the course of the strike, EFFAT put out an appeal to its membership to support FNV securing a decent collective agreement. The settlement included a salary raise of 3.35% and no decreased protections for older workers – a victory for Dutch workers at Cargill.

### **Kraft Heinz**

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On November 16-17, IUF affiliates with Kraft Heinz membership joined an international conference call to discuss a strategy proposal for defending Kraft Heinz worker rights across the globe. The strategy was unanimously endorsed and affiliates will be contributing relevant expertise in research and communications to move the effort forward. If you would like to get involved, please contact the IUF Secretariat.

3G Capital, which owns about 24% of Kraft Heinz shares and with large ownership stakes in AB Inbev and Burger King Holdings, is seeking to raise USD 8 billion to USD 10 billion through a new fund to finance an acquisition likely in the consumer goods sector. No acquisition target has yet been confirmed.

### **Mondelez**

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Mondelez has been an aggressive financial machine since it was carved out of the former Kraft foods Inc. in 2012. It has increased profits by squeezing workers and through ruthless cost cutting. This has meant layoffs, plant closures and continuous restructuring.

In addition to the elimination of 600 union jobs at the **Chicago** Nabisco facility, Mondelez has also announced the closure of its factory in **Valladolid, Spain**, with a potential loss of 220 union jobs at the end of 2017. As a result of Mondelez' behavior, IUF affiliated unions from over 13 countries protested on November 23 at European Mondelez head office to signal their determination to save the facilities, the brands, the skills and experience which built the company from the current management's reckless financial mismanagement. Over 30 **UGT** members from the Valladolid factory joined the protest.

In response to any further restructuring announcements, IUF affiliates will demand detailed information about the impact of the proposed restructuring on jobs and working conditions. Members agreed to share this information more widely through the IUF Secretariat.

## Nestlé

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It was reported in the last TNC update that Nestlé had discriminated in the application of its **maternity leave policy** in the **U.S.** after the company announced that the policy had been “clarified”. The “clarification” arose from pressure exerted by the IUF and its US-based affiliates in demonstrating to Nestlé that their policy did not comply with ILO Convention 183 on Maternity Protection as the company had claimed, and that the company rules of acceptance of the policy were held to be in breach of the National Labour Relations Act (NLRA). The policy applied to non-union plants from January 1 2016 but the company insisted that the policy would only apply to union members from the date that agreement was reached 8 months later. The unions fought back and an agreement was finally reached in which equivalent financial compensation was paid to union members who did not receive applicable entitlements after January 1.

The Nestlé European Works Council (NECIC) held the second of two annual regular meetings on November 29-30. Topics on the union agenda included Nestlé’s NBE project to concentrate and streamline back office activities and the effect on working conditions and jobs; work-life balance and sustainable employability. Union delegates pledged support and solidarity to workers at the Nestlé coffee plant in **Mainz, Germany**, slated for closure at the end of 2017. The workers and their union, the **NGG**, are fighting for a fair settlement that gives due recognition to their labour and provides a decent foundation for their future. The IUF produced solidarity posters for unions to post on notice boards and circulate among the membership.

## Unilever

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The IUF will hold a meeting of affiliates with membership in Unilever February 6-7 at the Unite Centre in Esher, UK. Members will assess the results and progress achieved over the three years and how we can build on it to strengthen international trade union organization within the company. The bi-annual meeting with the company, at which IndustriAll is also represented, will be held on February 8.

The IUF has intensified its engagement with Unilever to help resolve human rights violations in the supply chain of PepsiCo, with whom Unilever has a joint venture in beverages. For

over 2.5 years the IUF has been supporting workers who were dismissed after forming a union at PepsiCo’s warehouse provider in **West Bengal, India**, and who refused to accept offers of reemployment under conditions which stripped them of their rights. We have informed Unilever that their joint venture makes them complicit in these violations and pressed them to use their leverage with PepsiCo to facilitate a resolution which secures the rights of the workers.

The IUF has been equally engaged with Unilever over rights violations in the company’s own supply chain in palm oil in **Indonesia** and in tea in **Assam, India**, where we work to remedy the violations and create space for effective union representation and organizing.

## HOTEL CHAINS

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### ***IUF International Housekeepers’ Campaign***

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

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Hotel housekeepers and their unions in 34 countries and over 50 cities around the world held a variety of actions to highlight their fight for rights, recognition and better working conditions during **the IUF’s 3<sup>rd</sup> Hotel Housekeepers Global Week of Action** from October 31 to November 6. Many of the actions this year highlighted the central importance of preventing sexual harassment on the job, a constant threat with which housekeepers have to contend. The varied actions included workshops and seminars with experts and awareness-raising meetings with workers, management and the public, including leafletting at airports. Unions also called for specific language in collective agreements on protecting workers from sexual harassment. Everywhere, unions demanded improved working conditions, greater job security and more respect for housekeepers at the workplace. Unions also made use of the Global Week of Action to show to workers the important results of the ongoing campaign in bringing about concrete improvements in working conditions and as an organizing tool for building bargaining power in hotels. Photos from the many actions are available on [Flickr](#) and on the [“Make My Workplace Safe” Facebook page](#).

## TOBACCO

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In the tobacco sector, coordination meetings took place amongst unions in Central and Eastern Europe with membership at **Philip Morris** (Lviv, Ukraine, 17-19 October) and amongst unions in Ukraine and Russia with membership at **Japan Tobacco International (JTI)** (Saint Petersburg, Russia, 7-8 November).

The meeting of JTI unions expressed support for the Global Call to Action drafted by participants at the Global Meeting of Unions in Tobacco Growing, Malawi, 10-11 October (see report in TNC Update #28).

## WINERIES

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### **Robertson Winery**

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#### **Union wins recognition at Cape Winery**

**CSAAWU** is a South African union representing the majority of workers at Robertson Winery in the **Western Cape in South Africa**. Affiliates will have followed the campaign they have fought for for some months to secure recognition and improved working conditions for winery and farm workers linked to Robertson Winery.

We are delighted to report that the union has achieved a major success with recognition of CSAAWU and significantly improved working conditions and pay at this company. You can read more about the outcome by [clicking here](#) or at <http://www.iuf.org/w/?q=node/5240>

CSAAWU thanks all IUF affiliates that supported this important struggle.

## 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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