

TNC UPDATE #32

06-2017



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

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BEVERAGES

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Coca-Cola

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A team of affiliates and Secretariat representatives met the Global Coca-Cola management in Atlanta on May 17 as part of the bi-annual "**Atlanta Process**" meetings. The newly appointed CEO of The Coca-Cola Company (TCCC) James Quincey also attended some part of the meeting and answered questions from the IUF team.

The IUF team raised with TCCC its concerns of the lack of progress in the ongoing rights violations in Indonesia and expressed that TCCC seems to be moving in the direction where it feels it has no responsibility for any rights violations that occur in its bottler system despite the OECD Guidelines for Multinational Enterprises clearly stating otherwise.

The IUF team raised the issue of Coca-Cola FEMSA management in the Philippines targeting and victimising a woman officer from the IUF-affiliated FCCU union because of her involvement in a meeting between the FCCU and national management in which she presented the case of discrimination of union members based on pay.

The IUF has launched a public campaign against The Coca-Cola Company for its inability to meaningfully resolve rights violations within its bottler system and in particular the ongoing violations by its Australian bottler **Coca-Cola Amatil**. Please support the urgent action [here](#) if you have not already done so.

PepsiCo

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The IUF has been in a public campaign for over 2 years against PepsiCo for rights violations by one

of its exclusive suppliers in **West Bengal, India** and in **Pakistan**.

PepsiCo management have recently engaged in constructive dialogue with the IUF and its affiliates in India and Pakistan with a view to resolve the issue in both countries and some progress is being made.

BREWERIES

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IUF Brewery Division

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Web platform for Brewery Division Collective Agreements

A web platform has been created to share collective agreements in the major transnational brewery companies. Members of affiliates can request an invitation to access the site and upload and download agreements here: <https://www.breweryworker.org>



CATERING

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The IUF Catering Steering Group met in Paris on June 20 with the morning devoted to strengthening affiliate work within Compass and the afternoon focussed on our Sodexo work.

Compass

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IUF intervention with Compass corporate management assisted a successful UFCW organizing campaign of Compass workers in St. Louis, Missouri.

Sodexo

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The annual IUF/Sodexo meeting was held on June 21 at the company headquarters in Paris. Amongst other issues dealt with a **joint commitment on preventing sexual harassment** was agreed and signed at the meeting (more details will follow in later publications and media releases).

The Sodexo CEO Michel Landel joined the meeting and an in-depth discussion about the company's human rights due diligence process under the **United Nations Guiding Principles on Business and Human Rights** in the context of the recent adoption of these principles into French law.

Airline catering

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There has been a good response to the IUF's airline catering survey covering major employers Gate Gourmet Group and LSG Skychefs as well as some regional companies such as Flying Food, Newrest and Elior.

A meeting of key IUF and ITF affiliates to coordinate organizing activity in airline catering is planned for later this year.

In **New Zealand** our affiliate E tū is holding LSG Skychefs accountable for rights abuses perpetrated by an employment agency supplying labour directly to LSG. The Secretariat and affiliates are working closely to offer support.

DAIRY

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IUF Dairy Division

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The IUF Dairy Division has expressed its solidarity support to two dairy affiliates fighting to save jobs in their respective countries.

Dairy TNCs are poised to take advantage of the financial crisis experienced by two major national dairy cooperatives in the southern hemisphere. Murray Goulburn, the largest milk processor and major exporter in **Australia**, has announced the closure of three factories in regional communities which will result in the destruction of hundreds of jobs and put the livelihoods of many more at risk. The company is resisting the sale of these factories as it wants to mothball the plants rather than lose milk supply to competitors. Australian affiliate the NUW are fighting to save the factories and their members' jobs.

In **Argentina**, IUF affiliate ATILRA has intervened to protect jobs in the crisis that hit SanCor, the major dairy cooperative in Latin America. SanCor delayed paying farmers following a drop in both milk production and prices. This prompted suppliers to take milk to SanCor's competitors which intensified the crisis. Despite a loan from the Argentinian Government and delays in negotiated wage increases, ATILRA believes the company will not survive without further injections of capital by way of merger or takeover. The companies showing the most interest in investing in or acquiring SanCor are Fonterra, Grupo Lala and Lactalis.

Collective Bargaining Agreements web platform

IUF affiliates can now load and download new CBAs with dairy TNCs onto the database www.dairyworker.org or www.iufcba.org. Access

is by invitation only. Affiliates can request an invitation on the web page: www.iufcba.org

Danone

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A meeting between Danone corporate management and a team of IUF affiliates within the framework of the **IUF/Danone Global Engagement** took place on April 24-25. Items on the agenda included the acquisition of WhiteWave, Danone's new parental leave policy, its new human resources organization under a new HR Vice President and issues relating to compliance with the IUF/Danone Agreements in Indonesia and Malaysia and Russia and Poland.

Danone CEO Emmanuel Faber, who joined the meeting for the first time, confirmed the importance to the company of the **Agreement on Sustainable Employment and Access to Rights**. Danone is undertaking a global assessment to identify countries with high levels of precarious or casual employment.

A joint visit to monitor the implementation of the IUF/Danone Agreements took place in **Poland** from May 29 through June 1. The visit included meetings at the dairy factory, 2 water bottling plants and the ELN (early life nutrition) factory in Poland, where the IUF representative was able to have extensive meetings with all union committees. Gaps in implementation were identified and understandings were reached between the union representatives and their respective managements on next steps.

The IUF/Danone **joint poster promoting all IUF/Danone agreements** has been finalized, translated into numerous languages and is now being readied for use in Danone factories and offices. The version in Polish was made available to management and union representatives during the agreements monitoring visit to Poland in May.

Lactalis/Parmalat

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Following the lockout by Lactalis earlier this year, a lockout that was fought and defeated by IUF Australian affiliate the AMWU, and the ongoing difficulty affiliates have in many parts of the world in gaining appropriate union recognition from this dairy TNC, the IUF Dairy Division has resolved to build an **international union alliance of affiliates with members in Lactalis**.

The objective of such an alliance is to build mutual solidarity and cooperation to defend

rights and win appropriate recognition. The IUF Secretariat is communicating with dairy affiliates to establish strategies and communication mechanisms to build a strong alliance.

FAST FOOD

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International updates

IUF-affiliated Unite members at KFC, Starbucks, Carls Jr and Pizza Hut in **New Zealand** went on nationwide strike on April 22 to launch their campaign for a living wage. Workers voted overwhelmingly to take strike action against **Restaurant Brands**, the company which manages the four brands' New Zealand operations, after negotiations for a new contract broke down over the company's refusal to raise wages. The union also wants increases for shift supervisors and skilled and experienced staff who are able to run restaurants, which will move these workers' wages closer to a living wage.

Since last October, **German** fast food workers have been in a conflict with employers over fair pay and a living wage. In collective bargaining with the German food workers union NGG, the companies have offered a wage which is considerably below what the German government calculates as the minimum needed to build for a decent retirement. Since the start of this year, more than 1000 workers and supporters have participated in protest actions and warning strikes at McDonald's, Burger King, Starbucks, Pizza Hut and Autogrill. A campaign to support German fast food workers is still available [here](#). Affiliates will be informed about further developments.

McDonald's

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At the end of April 2017, McDonald's announced it will offer fixed contracts with a minimum number of guaranteed hours every week to some 115,000 **UK** workers on zero-hours contracts. The change from zero-hours to fixed contracts comes after a long campaign by the IUF-affiliated BFAWU.

FISHERIES & AQUACULTURE

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BMI – Bumi Menara Internusa

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In 2012, Bumi Menara Internusa (BMI) workers in **Indonesia** formed a union to challenge abusive employment practices. The company responded with intimidation and discrimination against union

supporters, including dismissal of the union's chairperson and the education secretary. Since then, the workers have been fighting for full recognition of the union and for meaningful collective bargaining. The union's main demands today are to upgrade casual workers to permanent employee status, to register all workers with the social security system and to introduce shift rotation and transportation for the mostly female night shift workers. BMI is one of the main Indonesian suppliers to the global seafood industry, supplying most internationally known seafood brands. To support the local demands from the international level, the IUF has written to the main business contractors of BMI, drawing their attention to the situation and calling to apply pressure on BMI.

Citra Mina/Philfresh

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Members of the SENTRO Citra Mina Workers Union in the Philippines joined an international trade union delegation for talks in Brussels on April 24 with the European Union's Directorate General for Trade on systematic abuses by Citra Mina and the need for firm EU action to ensure respect for international human rights standards throughout the Philippines' massive tuna industry. The delegation comprised the IUF, the IUF European regional organization EFFAT-IUF and food workers' unions from Belgium (CCAS) and Norway (NNN).

On the following day, the IUF delegation leafleted the annual **Brussels Seafood Expo**, the world's largest commercial sea food fair where both Citra Mina and the government of Philippines were present.

At a press conference in General Santos City on May 9, representatives of the Citra Mina Workers Union and their national center SENTRO called on the seafood industry employers' association SFFAI to take stock of the potential consequences of growing international concern over the industry's ongoing failure to respect international standards.

The unions urged SFFAI to drop its opposition to implementing the government Department of Labor and Employment's Department Order establishing minimum social standards on Philippines-registered commercial fishing vessels. The Order has been "suspended" due to industry lobbying.

The unions emphasized that holding up implementation of this legal instrument and failure to resolve the long-running Citra Mina

dispute, needlessly jeopardized the future of the industry.

DOHA, Morocco

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Following a 20-day strike for union rights in 2015 the Moroccan fish canner DOHA fired more than 500 workers and sought punitive financial damages against active union members and Rahmoun Abdellah, the regional leader of Democratic Confederation of Labour CDT.

In response to international pressure and a strong national campaign DOHA dropped all the charges against Rahmoun Abdellah in February 2017. However, CDT continues its campaign for reinstatement of the 540 workers and for union rights and recognition. Please [CLICK HERE](#) to send a message to the DOHA company, calling on it to recognize the union, reinstate the dismissed workers and negotiate in good faith.

Phillips Seafood

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Members of the IUF-affiliated SBPSI representing workers at the Phillips Seafood plant in Lampung, **Indonesia**, held a mass demonstration in front of the factory on May 24, with support from the Lampung Workers' Union Federation. The union continues to fight for permanent positions for over 100 workers, mostly women, many of whom have worked at the facility for up to 15 years without a permanent employment contract. The workers are also demanding basic improvements to working arrangements, including the provision of transport by the company.

In mediation talks with the local Labour Office in Indonesia, factory management stated that only the US owner can make that decision. In response IUF-affiliated UFCW took that message directly to the parent company. UFCW members leafleted customers at Phillips Seafood's flagship Baltimore restaurant and corporate offices on a busy May 9 evening in solidarity with the Indonesian workers.

RD Tuna

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Tuna workers in **Papua New Guinea** and in the **Philippines** are organizing to tackle systematic human rights abuses by the world's largest manufacturers of canned tuna.

In PNG workers employed at tuna giants such as RD Tuna and South Seas are struggling to secure their basic right to collective bargaining, while facing systematic human rights abuses, including harassment and discrimination. RD Tuna is owned by the Mayor of General Santos

City in the Philippines. Joint campaign plans were developed during a solidarity visit of the Philippines' SENTRO Food & Beverage Workers' Council to PNG Maritime & Transport Workers' Union in April.

FOOD PROCESSING

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International Food Processing Unions' Conference

On June 26 and 27, 2017 IUF affiliates with food processing membership are meeting in Chicago, IL to discuss the creation of a Food Processing Division within the IUF and to strengthen trade union organization and action within major food processing TNCs.

This conference is geared towards unions that organize and represent food processing workers not already covered by other IUF work – meat, dairy and fisheries. Conclusions from this conference will be distributed to all IUF affiliates with food processing membership.

Gruma/Mission Foods

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Mission Foods is owned by Gruma, one of the largest corn flour and tortilla manufacturers in the world. In 2016, the workers at the Mission Foods Mountain Top plant joined UFCW Local 1776. Management responded by hiring union avoidance consultants, holding non-productive collective bargaining negotiations and harassing union members. After pressure was collectively applied by UFCW locals, Mountain Top Mission Food employees approved a 3-year contract on May 19.

In voting to secure a new 3-year contract, Mission Food workers approved new language that sets up a grievance procedure process and seniority system, establishes a new holiday pay agreement to the benefit of Mission employees and locks in vacation time by contractual obligation with Mission. IUF affiliates including AMWU, FNV, and GMB provided solidarity, support and information on Gruma during Local 1776's contract negotiations.

Jacobs Douwe Egberts (JDE)

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The IUF is seeking to gain a greater understanding of the union picture in Jacobs Douwe Egberts (JDE) with the intention of strengthening union organization in one of the world's largest coffee and tea producers. This will be done as part of the IUF's food processing work.

In a few weeks, the IUF Secretariat plans to schedule an initial English speaking call of IUF affiliates with JDE membership to assess the range of issues there might be and how we can jointly work to address them. If you would like to participate in this call and/or have a person from your union participate on this call, please inform the IUF Secretariat.

Kraft Heinz

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Work continues on Kraft Heinz with affiliate support in research and communications. Aggressive cost cutting also continues at Kraft Heinz, particularly in North America, with the company recently reiterating its goal to eventually cut a total of 5,150 job positions. 3,350 of these jobs had been eliminated as of December 31, 2016.

A worker training has been developed on Kraft Heinz to be used by affiliates as an internal organizing and mobilization tool. Unions must be well organized and prepared to fight in order to combat Kraft Heinz. If you would like a copy of this training, please contact the IUF Secretariat.

Mondelēz

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IUF affiliates around the world showed their determination to defend quality permanent employment at job-slashing Mondelēz in a week of trade union action from March 27-31, 2017. A variety of IUF affiliate actions took place across 10 countries including 24 hour strikes in Belgium and France.

Following up on March's activities, members from U.S. affiliates BCTGM and UFCW rallied in advance of the Mondelēz shareholder meeting on May 17 in Lincolnshire, IL (United States) to show their commitment to defending quality employment at the company they have helped to build. UFCW and BCTGM members also attended the shareholder meeting speaking out against the destructive direction in which management has taken the company, urging a more long-term and sustainable strategy for the future.

Nestlé

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The most recent IUF-Nestlé meeting was held on May 23 in Vevey, Switzerland where the IUF raised issues on behalf of affiliates in Russia, the United States and the United Kingdom and followed up on compensation issues in **Bangladesh** following the tragic and fatal fire at Tampaco Foils. The IUF is working to ensure that

victims' families in Bangladesh receive all that they are entitled to. Progress in gender equality issues was acknowledged in **Indonesia** and **Pakistan**. Progress was also acknowledged in **Japan** concerning workers' access to their trade union rights where a positive meeting occurred between Nestlé Japan and the IUF.

The IUF noted the lack of progress following a request that Nestlé management in **Russia** meet with unions nationally prior to local bargaining to discuss and agree on wage fixing mechanisms.

The IUF continues to demand that Nestlé enact policy on allowing workers access to their rights in the **United States** and in particular, the right to join a union and bargain collectively. After the UFCW won a ballot on the right of workers to be represented by a union at McDonough in the State of Georgia, the company challenged the result to the National Labour Relations Board (NLRB). The NLRB ruled in favour of the union and upheld the results of the ballot. Despite the company declaring that it has no opinion on whether workers choose to be represented by a union or not, Nestlé continues to frustrate workers' right to access union membership. It engages law firms which practise in union avoidance for advice and to undertake legal challenges to obstruct freedom of association. Nestlé holds 'captive audience' meetings where it attempts to dissuade workers from voting for union representation.

In the **UK**, Nestlé has announced a restructure which would involve loss of jobs and some production moving to Poland. Unite the Union and GMB are campaigning against the job losses and have sought contact through the IUF with Solidarnosc which represents workers in the Polish factory. The IUF requested corporate management intervene to ensure that UK Nestlé provide appropriate information to IUF affiliates necessary for meaningful consultation over the proposed changes.

While agreement has been reached on the bulk of the text of the draft Commitment on Gender Equality and Non-Discrimination, differences remain regarding the IUF requirement for more action orientated language including a commitment for joint work on addressing pay-equity gaps. The IUF intends to continue the process of resolving these differences in order to obtain a document which affiliates can put to practical use at local and national level.

Unilever

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The IUF immediately contacted Unilever following the announcement of the proposed

Kraft Heinz takeover bid to request that a meeting be urgently convoked with the presence of the CEO to discuss the implications of the takeover bid and of Unilever's announced 'Strategic Review' which was the company's response to financial market pressures.

IUF/Unilever meeting

The IUF International and Asia/Pacific Secretariats and IUF affiliates with membership at Unilever met with the company on May 24 in London.

In response to questions about the company's direction following the failed takeover, CEO Polman emphasized that Unilever was committed to long-term growth and was continuing to invest in new capacity and brand support but would continue to seek efficiencies to remain competitive.

Unions are demanding that any buyer for the spreads division must remain committed to sustainable, long-term management and maintaining employment and existing conditions, including pensions. Unilever, said Polman, would impose conditions on the buyer for the spreads division, but those conditions were not spelled out. In the face of continued stagnation in developed country markets, growth would be focused in developing country markets.

Polman appealed for support to prevent destructive takeovers on the part of companies like Kraft Heinz/3G, but limiting the use of debt in highly leveraged buyouts was less of a concern than emphasizing governance rules seeking to establish a focus on the long-term. Prior to the discussion with the CEO, the IUF was able to report progress on trade union rights issues in the USA, where IUF intervention was successful in allowing Lipton workers to join the UFCW, in India and Indonesia.

The IUF continues to push Unilever to use its relationship with palm oil and tea suppliers to open up space for union organization, recognition and negotiation. The IUF will continue to work with Unilever to reduce the use of temporary and agency workers.

HOTEL CHAINS

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Meliá

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On April 21, a meeting was held between Meliá corporate management, British affiliate Unite the Union, Spanish affiliates Federacion de Servicios CC.OO. and FeSMC-UGT, and the IUF Secretariat regarding the effective

implementation of the International Worker Rights Agreement at the ME London hotel. An access agreement and work schedule for the following weeks and months was reached with the company. The implementation of this agreement will be monitored by all parties involved in an upcoming meeting to be held in October. A first joint presentation to hotel workers by Unite the Union, the IUF General Secretary and hotel management took place on June 12.

Peninsula Hotels

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The IUF-affiliated Peninsula Employees Union has filed for industrial action at the luxury hotel in response to management's aggressive attacks on working conditions and basic workplace rights. Management's refusal to negotiate a new collective bargaining agreement in good faith has provoked the threat of a major industrial dispute, compounding tensions arising from ongoing harassment and disciplinary action against union leaders.

Management refuses to reinstate union leader Jenny Marcos, terminated last year following union participation in the IUF's Global Housekeepers Campaign.

Two other union leaders were temporarily suspended as part of the management retaliation campaign. The hotel has not complied with a government order to convert hundreds of casual workers to permanent status. In a further effort to undermine negotiations to renew the collective bargaining agreement, the hotel has sponsored a yellow union to challenge the union's legal status. The yellow union was soundly defeated in an unnecessary union representation election, but now management has sought to introduce changes in bargaining which would introduce even harsher disciplinary penalties and make savage cuts to working conditions. The urgent action campaign is still available [here](#). Affiliates will be informed about further developments.

RIU

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To support the Irish affiliate SIPTU following the purchase of the Gresham Hotel in Dublin by the Spanish international chain RIU, the IUF has communicated with the company and agreed to maintain regular communication and exchange

information concerning the purchase and its implications for SIPTU members. The Secretariat is working to arrange a meeting in Dublin between RIU corporate management, local management and SIPTU.

IUF International Housekeepers' Campaign

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

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The IUF-affiliated UTHGRA has completed a survey of hotel housekeepers' health in Argentina, Brazil, Spain and three Asian countries (Cambodia, Philippines and Indonesia). The results confirm that current work arrangements are injurious to workers' physical and psychological health, and highlight the urgent need to redesign the workplace. Hazardous workplace regimes built on repetitive strenuous tasks combined with high workloads produce not only physical injuries, illnesses and musculoskeletal disorders but also debilitating levels of stress and anxiety. Musculoskeletal disorders were the cause of nearly one-quarter of medical absences; housekeepers in all countries suffer from insufficient sleep and chronic fatigue. A summary of the study is available [here](#).

The Department of Occupational and Environmental Medicine at the University of Lund in Sweden has carried out measurements of strain in fifty different jobs. Hotel housekeepers are most at risk on three measures of strain and near the top of the risk indicators on the others. Out of 50 groups of female workers, hotel housekeepers are at the top of the list in regard to the speed of upper arm movement, the greatest amount of bending forward of the back and the greatest strain on the lower arm. [An extract of the article originally published on Hotellrevyn.se is available here.](#)

The results of a nationwide survey of hundreds of hospitality workers carried out by the IUF-affiliated United Voice in Australia show that 89% of the survey respondents report being sexually harassed at work, with 19% reporting sexual assaults. Only one third of those who took part in the survey believed their employer took sexual harassment at the workplace seriously, with nearly half believing they did not. You can read more about the survey and the United Voice response [here](#).

MEAT

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JBS

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JBS, the world's biggest meat processor, is at the centre of bribery and corruption allegations in its home country of **Brazil**. In a story that promises more to come, JBS holding company J&F Investments will pay USD 3.1 billion in fines in a leniency agreement reached with Brazilian prosecutors.

JBS signed a plea bargain with federal prosecutors in which the company admitted bribing politicians. Company chairman Joesley Batista secretly recorded a conversation he had with Brazilian President Michel Temer allegedly discussing bribing the now imprisoned politician Eduardo Cunha.

JBS issued a statement to say that the holding company (essentially the Batista family) would pay the fine to protect small shareholders and to protect jobs and assets.

IUF meat affiliates can expect further upheaval as the company struggles to contain costs and manage its way out of the crisis. The company has become unstable and potentially thousands of jobs are under threat. JBS grew rapidly with the assistance of cheap loans from Brazil's State Bank and its leadership is tainted by corruption and scandal.

Affiliates are requested to notify the IUF Secretariat of any proposed restructuring and job losses at JBS so it can coordinate global efforts to defend jobs and protect workers' rights.

TNC UPDATE

"**TNC UPDATE**" is a publication exclusively for IUF affiliates and governing bodies. It is not available to a broader audience.

"**TNC UPDATE**" is available to affiliates on the members-only **TNC UPDATES** section of the IUF's web site. Password is ch1213.

The publication regularly brings brief reports of IUF Secretariat activities in relation to the major TNCs which feature in the Secretariat's work. More detail can be obtained from the respective IUF staff person identified for each company.

The secretariat hopes this publication helps to inform affiliates of the work in this specific area undertaken on their behalf and adds to our ability to build union strength inside these companies.

Comments and suggestions about this from affiliates are welcome. They should be sent to iuf@iuf.org

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