

TNC UPDATE #34

11-2017



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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AGRICULTURE

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Sumitomo/Fyffes

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In early 2017 the Fyffes fresh fruit company was acquired by Japanese company Sumitomo. In acquiring Fyffes Sumitomo also became responsible for ongoing conflicts within Fyffes operations in Central America, notably in Honduras. Those conflicts and the allegations behind them had led to the suspension of Fyffes/Sumitomo from the UK's Ethical Trading Initiative (ETI) pending resolution through negotiations internationally coordinated by the IUF. That suspension remains in place at this time.

Discussions are ongoing with Sumitomo and former Fyffes management to establish agreed ways forward that will ensure full respect for and access to fundamental rights at all the former Fyffes fruit operations in Central America. Those discussions are focused initially on Honduras but will eventually seek fair and just outcomes across all Central American operations.

BEVERAGES

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The Coca-Cola Company system

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The 27th IUF World Congress expressed unqualified support for Indonesian members at Coca-Cola Amatil, the Coca-Cola bottler headquartered in Australia, in their fight against repression of their fundamental rights. The IUF Congress pledged to support the campaign until Coca-Cola Amatil agrees to remedy these abuses targeting independent union leaders' and Indonesian Amatil workers' rights. Read more [here](#).



Since the IUF Congress Management at Coca-Cola Indonesia has continued attacking independent unions, with the full knowledge of The Coca-Cola Company and its regional bottler, Coca-Cola Amatil. Members are pressured to leave the independent unions they have formed and the elected independent union leader of an independent union at the Bawen bottling plant, Lutfi Ariyanto, was formally terminated on November 21.

The IUF has urged affiliates with members in Coca-Cola:

- To discuss the rights violations in Indonesia with your local Coca-Cola management by using the [talking points](#) and request answers within a reasonable timeframe and report responses to the IUF;
- To publicize through your publications, social media etc. the IUF urgent action campaign on our website [here](#) ;
- To organize meetings, rallies etc. in solidarity with our Indonesian sisters and brothers and send us photos at burcu.ayan@iuf.org (copies to iuf@iuf.org) which will be much appreciated by the unions in Indonesia. You can [download the new banner](#) and use it in your actions;
- To inform members about the campaign. You can download [the campaign leaflet in English](#) for distribution through the Coca-Cola Amatil Indonesia campaign website at www.tastezerorights.org.

Please inform the Secretariat of any actions you might take.

International trade union support at home and abroad continues to build for this struggle at Coca-Cola Amatil Indonesia. IUF-affiliated unions and their supporters recently demonstrated in [Germany](#), [Spain](#), [Switzerland](#), [Indonesia](#), at [AB InBev EWC meeting in Amsterdam](#) and [at the company's headquarters in Atlanta](#) to show their commitment to the IUF international union campaign.

The IUF-affiliated **Agro-Industrial Workers' Union of Ukraine (AIWU Ukraine)** is facing consistent refusal by Coca-Cola Beverages Ukraine owned by Coca-Cola Hellenic Group to start negotiations for a collective agreement. This refusal is intended to send a clear message to employees that joining the union would serve no useful purpose. As such, in addition to denying collective bargaining rights, it provides a strong disincentive to employees to exercise their rights to freedom of association.

At the November 2 **IUF/Coca-Cola Atlanta meeting** the IUF called on TCCC to intervene with Coca-Cola Hellenic to ensure the bottler recognizes the workplace union as a legitimate counterpart for negotiations and starts good faith bargaining with the intention of reaching a new negotiated CBA.

At that meeting the IUF delegation also discussed LGBTI workers' rights in the Coca-Cola system and asked the company to outline their policy and action programme aimed at zero tolerance of all forms of sexual harassment. The IUF will continue to work on both topics in line with commitments from the LGBTI and Women's Conferences at the IUF 27th Congress.

SYTBACOUR, a Haitian trade union formed at a bottler facility operated by Brasserie de la Couronne in March 2016 has been fighting against persecution of union executive committee members that included the dismissal of six union leaders and members. Issues beyond union rights and recognition raised by SYTBACOUR include excessive working hours and forced overtime. The IUF demanded that TCCC intervenes at La Couronne brewery to ensure that ongoing rights violations in Haiti are remedied by reinstating the terminated General Secretary and other union leaders and members and recognizing and entering into good faith negotiations with SYTBACOUR.

The IUF asked affiliates that represent Coca-Cola workers to show solidarity with members of the **NGG union in Germany** faced with the closure of the Weimar bottling plant and the loss of at least 220 jobs. NGG and its members at Weimar have thanked the IUF and the following affiliated unions that showed support: RWDSU and IBT-USA, Coca-Cola Beverages Workers Union Pakistan, FGAT-Tunisia, NUFBTE-Nigeria, ACV-CSC, LBC/NVK and ABVV HORVAL-Belgium, GMB-UK, Swire Beverages Employees General Union-Hong Kong, PPDIV-Croatia, Coca-Cola Beverage Labour Union North-Korea, Foreign Enterprise Coca-Cola Beverages Union-Ukraine, STECSA-Guatemala, AIWU-Russia, CCOO-Spain, Kenya Union of Commercial, Food and Allied Workers.

PepsiCo

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The IUF and PepsiCo met to review progress in resolving issues that had led to the IUF's public campaign against the company. There has been significant positive progress in **Pakistan** where local negotiations secured 400 permanent jobs that had been casual in the past including a fair and transparent process of recruitment. The process of selection and distribution of

permanent employment contracts is an ongoing process expected to be completed at the end of 2017. The IUF secured agreement that at least 20% of the 400 permanent jobs will be filled by women workers. It was also agreed that management will run a specific training program to improve the skills of women workers in consultation with the IUF. A new green-field plant in Multan will start operating in 2018. It is agreed that the hiring of workers in the new plant will be done in consultation with the IUF.

In addition, a settlement regarding the situation of 28 workers at an outsourced warehouse in **West Bengal, India**, is currently being finalized in consultation with the affected workers. The proposed settlement includes job placement assistance and training for future employment options for all 28 workers.

In view of the significant progress made around these two issues the IUF's public PepsiCo campaign has been closed.

Ongoing discussions with PepsiCo continue around both the Pakistan and West Bengal issues but those discussions have now been widened to include other issues in the PepsiCo company's operations notably concerns that have arisen in **Guatemala** around the recognition of SITRAFRITOLAY and two sales unions and the security of sales staff arising from changes imposed by the company.

A first meeting between an international team of IUF affiliates and PepsiCo corporate management to discuss a range of issues has now been scheduled for February 23, 2018 in Geneva

Refresco and Cott

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On August 30 a side meeting of Refresco and Cott unions took place during the IUF 27th Congress. IUF affiliates in Belgium, Finland, France, Germany, Italy, the Netherlands, Spain, the UK and the US joined the meeting and discussed issues in their respective countries and focused particularly on the concerns of Teamsters' members at the Cott plant in Ft. Worth-US where the workers have voted for Teamsters representation but do not have a contract yet.

The IUF affiliates present at the meeting sent a joint letter to Refresco management calling on the company to ensure Cott Ft. Worth management enters into good faith negotiations with the IUF-affiliated Teamsters to resolve workplace issues and to reach an agreement for a first contract. Refresco replied informally to IUF-affiliated FNV saying they will send a

formal reply once the acquisition is final at the end of 2017.

Refresco itself has recently agreed to a 1.6 billion euro (\$1.9 billion) offer from a consortium led by French private equity firm PAI Partners. The IUF is concerned that the acquisition of Refresco and Cott by a consortium led by a private equity firm could lead to significant restructuring.

We urge affiliates that are organized in Refresco and Cott to inform the IUF Secretariat of any changes or impact on employment or unions' bargaining positions particularly those linked to this takeover. Please send the relevant information to burcu.ayan@iuf.org.

BREWERIES

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AB InBev

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Two IUF-affiliated Oriental Brewery (OB) workers' unions organized a strike that lasted for a week across 3 plants in **Korea** to advance difficult ongoing negotiations. A collective agreement was subsequently signed with Oriental Brewery owned by AB InBev.

The IUF had raised the issues in Korea with AB InBev and will continue to closely monitor the ongoing negotiations to implement both this new agreement and aspects of previous agreements. We have made it clear to the company that our members throughout AB InBev internationally expect the company to now fully respect the rights of workers by fully implementing all negotiated agreements.

Both IUF Korean affiliates have expressed their appreciation for IUF support supporting their bargaining rights.

Following three years of long and difficult negotiations, the ***IUF-affiliated Honduran Beverage and Related Industry Workers' Union (STIBYS)*** and Cervecería Hondureña SA, owned by AB InBev, signed a new collective agreement that will be in force for the next three years. STIBYS won a key demand for permanent employment for 400 outsourced workers through this agreement. With the end of years of precarious employment hundreds of workers will not only enjoy job security for the first time, but will, as a result, be able to fully exercise their trade union rights.

The IUF had called on AB InBev and The Coca-Cola Company (TCCC) to act to resolve the protracted negotiations in Honduras. The union thanked the IUF, the IUF Latin America region and affiliates in both Coca-Cola and AB InBev for the concrete solidarity shown and for assisting



the union to pursue their issues with corporate Coca-Cola management in Atlanta.

The IUF organized a meeting of unions representing AB InBev workers in five different factories in **India** which was held on September 9-10, 2017. Unions reported an increase in unfair labour practices following the company's acquisition of SABMiller. Practices include company interference in union activities and intimidation to avoid unions meeting together to share experiences and to forge solidarity links across India.

In addition to letters that were sent to AB InBev regarding the issues in Honduras and Korea, the IUF contacted AB InBev corporate management demanding it ensures that AB InBev India respects the fundamental rights of its employees. The IUF urged AB InBev to exert whatever pressure is necessary on local management at the Sonapat factory to ensure they reinstate the suspended union President, two union activists as well as the terminated General Secretary and to stop harassing union members. The company has been told it needs to ensure local management enters into good faith negotiations with the unions to reach collective bargaining agreements.

AB InBev European Works Council (EWC) members who are representatives of IUF affiliates in Germany, Luxemburg, the UK, Belgium, Spain, France and the Netherlands have raised rights violations in India with AB InBev European management and presented the IUF letter to the Europe Zone President of AB InBev.

Asahi

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On August 31 the IUF organized an Asahi unions meeting during the IUF 27th Congress. IUF affiliates organized at Asahi in Australia, Italy, Japan and the Netherlands discussed the business strategy of Asahi particularly in Europe and how local labour relations with the company can be expanded to an international level.

Carlsberg

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An informal meeting with Carlsberg took place at the IUF headquarters in Geneva on November 23. The discussion focused on issues around beer promoting women and their degraded working conditions at **Cambrew, Carlsberg's joint venture in Cambodia**. The IUF and Carlsberg will continue to exchange information on Cambodia and seek to agree a fair solution to these longstanding issues.

Heineken

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The IUF-affiliated SYTBRANA that represents Heineken workers at Brana in **Haiti** has recently negotiated the reinstatement of two dismissed union members in 2015. The two workers returned to work on November 3, 2017.

The union feels that it has finally secured full recognition from local management and thanks the IUF and particularly our Brewery Division and IUF affiliates at Heineken for always standing by their side in order to secure this important breakthrough for BRANA workers in Haiti.

CATERING

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Sodexo

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Following the signing of the joint commitment on preventing sexual harassment at Sodexo, the IUF has produced a [guide](#) (English) for affiliates to assist with the implementation of the agreement at national and local level. Other language versions of the guide will be available soon.

Affiliates are requested to notify the IUF Secretariat when they intend to approach Sodexo local management regarding the joint commitment. This will enable the IUF to notify corporate human resources to ensure Sodexo's local managers welcome and are prepared for engagement with affiliates.

At the recent **HRCT Board meeting** held in Palma de Mallorca, Spain, it was resolved to use the joint commitment as a platform for a wider campaign against sexual harassment in the sector and to seek opportunities to negotiate similar agreements with other companies.

Airline catering TNCs

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An IUF/ITF meeting on airline catering hosted by U.S. affiliates Unite Here and the IBT (Teamsters) was convened in Baltimore, USA on November 15-16. On the first day rank and file activists from across the United States reported on their struggle to improve wages, job security and health and safety in airline kitchens and in transporting meals to aircraft. Activists showed a determination to build solidarity locally and nationally to win gains from the major airline catering companies and in particular **LSG Skychefs** and **Gate Gourmet**. With the cooperation of other aviation unions, airlines will be targeted as necessary in the fight for rights and for living wages.

On the second day IUF and ITF affiliates from Argentina, Denmark, the Netherlands, the UK, Italy, India and New Zealand joined with U.S. unions to commence building international links within LSG Skychefs and Gate Gourmet. An embryonic international airline catering alliance has been established and a wider group of affiliates will be invited to participate.

A coordinated campaign in the United States to build union membership and strength and to improve wages and conditions has been launched and the IUF and its affiliates will provide solidarity support for this campaign, and develop a set of organizing principles which affiliates can organize around in each country.

DAIRY DIVISION

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Arla

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The IUF held its regular meeting with Arla on October 9 in Copenhagen. Progress on the reduction in the use of temporary workers in Germany was acknowledged and Arla and the UK affiliates will arrange to meet again to discuss the use of agency workers at Leeds.

Arla indicated a willingness to work on gender equality and this will be a substantive issue on the agenda of the next IUF/Arla meeting.

Sancor

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Argentina's largest dairy cooperative Sancor is in serious financial trouble and IUF's **Argentinian affiliate ATILRA** has worked tirelessly in an effort to save the company and protect jobs. Despite the constructive work of the union, the Argentinian Government and conservative forces have launched a political attack on the IUF affiliate and the IUF Congress called on the Argentinian Government to cease the attack on union rights and uphold freedom of association.

Saputo

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Australian affiliate the NUW has cautiously welcomed the acquisition of Murray Goulburn by **Saputo** in the midst of layoffs and closures as Australia's largest dairy cooperative attempts to keep suppliers from deserting to other companies in the wake of a [financial crisis](#).

FAST FOOD

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International updates

On September 4, fast food workers around the globe joined the fourth IUF International Fast Food Workers' Day with actions to show collective determination to fight poor working conditions and win better wages and union rights.

McDonald's

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Also on September 4 McDonald's workers at two restaurants in Southeast London, UK, walked off the job in support of their demands – the first ever strike by UK McDonald's workers. Organized by the IUF-affiliated Bakers, Food and Allied Workers Union (BFAWU), McDonald's workers are demanding a GBP 10 (USD 13) hourly wage, an end to zero-hour contracts and union rights and recognition.

FOOD PROCESSING

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IUF Food Processing Division launched!

The IUF 27th Congress formally endorsed the creation of an IUF Food Processing Division focussed on major food TNCs and cross-sector issues. The IUF Secretariat is now working with affiliates to build and activate that division.

Cargill

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During the IUF Congress in Geneva, a preliminary meeting of IUF affiliates with Cargill membership was convened with the purpose of creating a space where affiliates could share the issues they have with the company, particularly with respect to collective bargaining and organizing. Next steps included establishing tools for affiliate to affiliate communication and research on the company. A working research document has since been distributed and the IUF Secretariat plans to convene a conference call of the Cargill working group in early December.

Danone

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Danone's acquisition of the **White Wave** company that significantly expanded its presence in the **United States** market was completed in early 2017. At the time of the acquisition White Wave was a largely non-union company in the USA. Prior to that all Danone (known in the USA

as Dannon) sites were unionized with the exception of one managed by Stoneyfield that was subsequently sold off to meet anti-trust requirements during the acquisition of White Wave.

The IUF Secretariat approached Danone corporate management asking that discussions between IUF affiliates in the USA and Danone North American corporate management start with the aim of ensuring that Dannon's now much larger North American workforce have full access to their internationally recognized workplace rights, rights that Danone insists it is compliant with world-wide. These discussions are currently ongoing.

At the **Consultation and Information Committee (CIC)** meeting in October 2017 (the meeting of union representatives from Danone operations world-wide), the discussion focused on the increasing level of stress related issues. IUF affiliates presented a number of serious stress related health, safety and business risks and Danone has acknowledged the importance of this issue and committed to addressing these stress related issues.

In 2018, the smaller **strategic biannual meeting** between Danone and an IUF team of affiliates is scheduled to take place on January 24 and 25 in Paris.

Jacobs Douwe Egberts (JDE)

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In September 2017, the IUF Secretariat convened an international conference call of Jacobs Douwe Egberts (JDE) affiliates to discuss what common issues they might have with respect to organizing and collective bargaining in JDE. Workers are generally well organized in JDE but are facing insecurity and other adversities as a result of restructuring. Next steps from the conference call included establishing affiliate communication tools and scheduling another call for the beginning of December or January 2018.

Kraft Heinz

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Work continues on Kraft Heinz with affiliate support in research and communications. UFCW, in particular, through its Capital Stewardship and Strategic Resources departments is working with the IUF Secretariat to develop a worker survey to be conducted by IUF affiliates with their Kraft Heinz members. The survey will ask questions about working conditions including health and safety, compliance with national and local regulations, and workforce investment/training, etc. It will

ultimately inform a to-be-constructed critique of the company for public use and the investor community. For further information, please consult with the IUF Secretariat.

Mondelēz

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Members from IUF affiliated unions, and also part of the Mondelēz European Works Council, tabled the IUF Mondelēz open letter to new Mondelēz CEO Dirk Van De Put via Mondelēz executives Hubert Weber and Andrew Gibson on November 23 in Zurich, a letter which 42 IUF affiliated unions have signed on to thus far. This open letter serves as a collective and common platform for and by Mondelēz workers and makes a formal demand for recognition of the IUF.

If you have membership in Mondelēz and would still like to sign on to the open letter, please advise the IUF Secretariat.

Nestlé

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The IUF held its most recent formal meeting with Nestlé on October 3. The IUF reported the difficulties encountered by affiliates in Germany, Italy, Switzerland and Finland regarding restructuring in Nestlé's joint venture ice cream business, **Froneri**. The joint venture has signalled closures and layoffs and has rejected consultation, provision of information and negotiation.

The IUF is demanding that Froneri facilitate workers being able to access their rights, including the right to join a union and to enter into collective bargaining.

The IUF requested that Nestlé urgently arrange for a meeting between the IUF Secretariat, affected affiliates, Nestlé representatives and the Global Human Resources Director at Froneri.

Nestlé has since refused to participate in such a meeting and is attempting to distance itself from its joint venture.

However to be compliant with the OECD Guidelines the company is required to promote and protect human rights throughout its sphere of operations and use its influence to remedy any rights violations. Failure to comply would likely lead to a formal complaint by the IUF against Nestlé lodged at the Swiss national Contact Point.

At the time of writing Froneri has made initial contact with the IUF more than 12 months after the first request for such a meeting was made via Nestlé.

In late August, workers at the former **Nestlé factory in Uelzen, in Germany**, were informed of the company's plans to cut costs in order to meet profit targets. In addition to over 180 job cuts amounting to 50% of the factory's workforce, the company wants to withdraw from the branch agreement and replace it with an enterprise agreement in order to lower wages and slash benefits. So far, 4 negotiation meetings have taken place with no settlement in sight. The NGG and its members at Froneri have vowed to fight this attack on their rights and have organized a strike and a rally to back up their determination.

In late September, workers at the former **Nestlé factory in Parma, Italy**, were informed that the company intends to close the factory and dismiss 180 workers. Management has refused to consider proposals from the unions, and from the municipal government, and has confirmed its intention to end production in Parma and fire the workforce. Froneri workers, with the support of their unions FLAI-CGIL and UILA-UIL, have been holding a permanent protest vigil on the grounds of the factory since November 7.

A further meeting focussed on guaranteeing access to rights at Nestlé's operations in the **United States** is to be held on December 5 in Washington DC. The meeting will involve the IUF Secretariat, its North American affiliates and Nestlé North America management.

The IUF has requested that a discussion on **Nestlé's palm oil supply chain** be tabled at the next formal IUF/Nestlé meeting.

The working group on Nestlé Business Excellence (NBE), composed of Nestlé EWC members, met on September 26 to discuss the text of a memorandum of understanding prepared by the union side on measures to be taken to mitigate the effects of the implementation of NBE on jobs and working conditions. NBE is a programme aimed at concentrating and simplifying support and administrative activities.

Unilever

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The IUF and affiliates, with a representative of IndustriAll, held its bi-annual meeting with Unilever on September 27 in London, where the IUF team called for a number of ongoing and new issues to be resolved.

In **Australia**, a conflict over negotiations for a new collective agreement with the AMWU at Streets Ice Cream escalated when management initiated moves to terminate the enterprise agreement and impose a generic

award through the Fair Work Commission, with substantial cuts to pay and the elimination of contract language on redundancies and the use of agency workers. The IUF signaled strong opposition to this unilateral attack on collective bargaining rights and its willingness to take action in support of the union and its rights. On November 22, the AMWU announced that a resolution of the dispute had been approved by the Streets members, negotiated with the condition that the company withdraw its threat to terminate the agreement.

The IUF is also supporting affiliates in conflict with local management in several countries over the company's failure, or refusal, to provide essential information needed for collective bargaining.

The IUF and Unilever agreed that the ongoing review of progress in implementing the **agreement on sexual harassment** should be expanded to include joint work on a wider equality agenda, whose practical details are now under discussion.

The IUF continues to push Unilever to engage with its tea and palm oil suppliers to facilitate direct negotiations with the IUF to address abuses we have identified on plantations.

The IUF supported two weeks of strike action by the **FNV in the Netherlands** in support of the union's demand for improved pension and employment guarantees following the sale of the Oss factory (Unox, Knorr, Bertoli) to Zwanenberg Food Group in July. Under the arrangement with Zwanenberg, Unilever retains ownership of the brands along with responsibility for marketing and distribution while Zwanenberg is now the workers' employer, which takes them out of the Unilever pension system.

Unions in Europe, through the Unilever European Works Council, have organized public actions and protests to highlight the similar threat facing workers in the Unilever spreads division, which is up for sale, the possible closure of the Norwich, UK site and the growing general pressure following the failed Kraft Heinz takeover bid.

HOTEL CHAINS

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Carlson-Rezidor

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The IUF-affiliated Nepal Independent Hotel Workers' Union (NIHWU) has won significant gains for hotel workers through dedicated work over many years, including winning improved

wages, benefits and job security, and fighting for implementation of the industry-wide service charge agreement. The union has now more than doubled its membership at Carlson Rezidor's Radisson Hotel Kathmandu. On August 18, 350 workers at Carlson Rezidor's Radisson Hotel Kathmandu in Nepal voted for union representation in collective bargaining. With IUF support for their campaign, NIHWWU increased its membership from 45 to 116 – not enough to gain a majority for collective bargaining, but a clear sign to management of strong support for the union. Management has now recognized the union, and together with two other unions they are now bargaining jointly with the hotel management.

Meliá

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The IUF organized a working meeting with Meliá corporate management on November 6 in Palma de Mallorca at which the Secretariat and affiliates raised issues within the framework of the Global Agreement, including a review of progress in the UK and formalizing the IUF/Meliá meetings.

The IUF highlighted the specific situation of housekeepers and proposed a joint effort to raise standards within the global framework.

The meeting also explored the potential for joint work to address sexual harassment at the workplace. Affiliates will be informed of developments in these areas.

Peninsula

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Jenny Marcos, a leader of the Peninsula Employees Union at the **Manila Peninsula Hotel in the Philippines**, has been reinstated at her job with full back pay and is back at work after being terminated in 2016 for union activities in support of the IUF's Global Housekeeping Campaign. The unions at the hotel, both members of the IUF-affiliated NUWHRAIN, have been fighting for her reinstatement and in defense of union rights with the support of the IUF in the region and internationally.

The union has expressed its warm appreciation for the many thousands of supporting messages to the Peninsula management sent in response to the IUF's urgent action appeal. The IUF will continue to monitor respect for trade union rights at the hotel.

IUF International Housekeepers' Campaign

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

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Housekeepers and their unions have demonstrated once again their determination to win improved working conditions through the **4th Global Week of Action** held from October 9-15. Union members from all continents have taken advantage of this week to reinforce and explain the objectives of the campaign for safe and dignified jobs in a sector of permanent business growth but which too often profits from impoverished working conditions.

Rallies, protests, workplace meetings and workshops have highlighted the problems of outsourcing, sexual harassment, unrealistic room quotas, the lack of collective bargaining and the need for preventive occupational health programs.

MEAT DIVISION

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HK Scan

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Workers employed by HK Scan at the Rakvere meat plant in **Estonia** held a 2 day strike over frustration at low wages which have not been increased for several years. The company initially responded by firing three worker leaders, two of whom have now found alternative employment.

When the workers returned after the strike they formed a union and threatened further strikes. The union is part of manufacturing union IMTAL which in turn is affiliated to the Association of Estonian Trade Unions.

Following the intervention of a State conciliator, the company entered into wage negotiations and further talks were set down for November 22.

A delegation from our Finnish affiliate SEL travelled to Estonia to offer solidarity support and has also been in contact with HK Scan. SEL have now been assured by the company that it will not interfere in the right to organize.

Following an IUF request, many meat sector affiliates sent messages of solidarity support to the newly formed union. The IUF will provide all practical assistance to ensure that the union is recognized by the company, concludes collective bargaining and consolidates and grows.

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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