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**AGRICULTURE**

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**Sumitomo/Fyffes**

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Earlier formal complaints submitted by, amongst others, the IUF about issues in the company’s melon operations in Honduras led to the company’s suspension from the UK’s Ethical Trading initiative. Following the ETI’s decision to suspend and ultimately expel the company from the ETI, agreement was reached with the company that it would provide access to an international team to conduct an assessment focused on fundamental rights.

The team that is drafting the report is made up of Ed Potter, the former head of Coca-Cola Workplace Rights Division and Ron Oswald, the former General Secretary of the IUF. The completed report will be presented to the Ethical Trading Initiative prior to the proposed expulsion of Fyffes from the ETI currently scheduled for December 18, 2018.

On December 1, 2018 the certification body Fair Trade USA suspended certification of the Honduran melon operations following formal objections to the certification raised by a number of organizations. Fair Trade USA has publicly committed to a detailed investigation of the issues raised in the formal complaint.

**BEVERAGES**

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**The Coca-Cola Company**

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IUF affiliates continue to support the “Zero Rights” campaign in support of independent and democratic unions and bargaining rights for Coca-Cola workers in Haiti, Indonesia, Ireland, the Philippines and the United States. [CLICK HERE](#) to send a message to The Coca-Cola Company, demanding the company remedies all
of the growing number of human rights violations within the Coca-Cola System.

In Indonesia, Coca-Cola Amatil (CCA) Indonesia has recently taken disciplinary action against the President of the independent, democratic union at Coca-Cola Bandung, Sovi Fradina Mardani Masrip, for doing nothing more than informing his members of their legal rights. When management launched a retrenchment program, workers asked questions in a WhatsApp Messenger group about the proposed separation pay. Like the termination of union presidents Atra Narwanto and Lutfi Arifiyanto CCA simply chose to punish yet another President of an independent union in its ongoing systematic attack against unions and bargaining rights. You can read more detail here on the IUF’s web site.

Following its now well-established pattern of actions intended to crush independent union organizations in its Indonesian operations management of the Coca-Cola bottling plant in Bandung has stepped up repression against the independent, democratic union at the facility. Following the October 19 disciplinary action against union President Sovi Fradina management has terminated three union officers and two active members for rejecting participation in what was presented by management as a ‘voluntary’ redundancy scheme. Read the full story here.

Members of the independent union at Coca-Cola in Bandung took their fight for rights to the company’s national office in Jakarta on November 19 at the end of a protest caravan organized by the federation of independent food and beverage unions in Indonesia, the FSBMM and supported by the IUF.

International “Zero Rights” campaign delegation lands in Europe to visit Switzerland, Germany, Belgium, Sweden, the UK and Ireland

Delegates from Indonesia and the Philippines started an international solidarity tour in Europe on November 25. They attended the United Nations Forum for Business and Human Rights in Geneva. They raised these issues within the Forum and also with a number of attendees at this major UN event.

The delegation moved from Switzerland to Germany where they had meetings with the IUF-affiliated German Food Workers’ Union (NGG) and many of its Coca-Cola members and representatives. Strong support was expressed for the entire IUF campaign and German NGG members pledged to make the issues part of their ongoing trade union activity within the European bottler, Coca-Cola European Partners (CCEP).

From Germany the delegation traveled to Belgium and joined activities organized by IUF-affiliated CCAS-CSC members notably with their members at the Coca-Cola facility at Chaudfontaine. Workers there were outraged by the growing list of human rights attacks in the company’s operations around the world. They pledged very concrete and public action in support of all affected by those abuses. They also agreed that they would join other European IUF members in forcefully raising these issues within the Coca-Cola system. In Sweden the Swedish food workers union LIVS and its Coca-Cola members pledged full support and promised action in support of those workers being abused in Haiti, Indonesia, Ireland, the Philippines and the USA.

See photos from the solidarity tour in Germany, Belgium and Sweden here.

At time of writing further solidarity tour activities were taking place in the UK and Ireland.

The Coca-Cola Christmas truck tour meets the IUF’s “Zero Rights” campaign

On its prestigious tour of Switzerland the much-vaunted Coca-Cola illuminated truck met up with the reality of Coca-Cola’s abusive action in countries around the world.

At the renown Montreux Christmas market the substantial crowd of market visitors were able to read campaign leaflets pointing out the stark contrast between Coca-Cola’s commercialized and expensively promoted “Christmas spirit” and the reality for Coca-Cola workers in many countries around the world including Indonesia, Haiti, the Philippines, Ireland, the USA and Spain.

The IUF has contacted the Victory Institute, the organizer of the International LGBTQ Leaders Conference expressing our solidarity with the campaign for LGBTQ rights but asking them to
raise on-going human rights abuses by Coca-Cola, one of the conference sponsors. Coca-Cola’s sponsorship of the conference takes place against the background of a growing number of human rights abuses within the Coca-Cola system, abuses that the company has been unwilling to remedy. In view of the universality of human rights it is critical that Coca-Cola not be allowed to “cherry pick” which human rights it publicly promotes and presumably will assure access to within the Coca-Cola system and which human rights it chooses to set aside.

**PepsiCo/Frito-Lay**

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The second meeting of a team of IUF affiliates with PepsiCo corporate management took place on November 14 at IUF-affiliated UFCW headquarters in Washington. The meeting discussed country specific human and workplace rights issues in Honduras, Guatemala and Brazil. Also discussed were supply chain issues in Cargill Turkey and corporate-wide issues including PepsiCo’s global human rights policy and precarious employment, the impact of accelerating investment in advanced technology and its impact on employment, environmental issues (notably corporate policy regarding plastics and the environment and particularly employment consequences arising from that) and occupational health, safety and stress.

**BREWERIES**

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**AB InBev**

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The struggle for union and collective bargaining rights continues at AB InBev Sonepat India. The Haryana Breweries Mazdoor Union (HBLM) thanks IUF affiliates particularly the unions that represent AB InBev workers in Belgium for their efforts to put more pressure on the European management to raise internally in the company the need to remedy these on-going human rights violations and resolve the conflict.

**CLICK HERE TO SEND A MESSAGE to AB InBev** calling on the company to remedy its escalating human rights abuses by reinstating with full rights all dismissed and suspended HBLM union leaders and members and withdrawing false police charges against union leaders. **Please use your union’s Facebook and Twitter accounts to promote the IUF campaign and spread the word.**

**CATERING**

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**Sodexo**

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As a result of a wide-ranging discussion held at the IUF Strategic Leadership Committee meeting held in Buenos Aires on December 5&6 on the implementation of IUF agreements with TNCs, the IUF Secretariat will contact selected affiliates with substantial members employed by Sodexo regarding implementation of the agreement on preventing sexual harassment. The discussion with affiliates will centre on the preparation, education and resources required in order to implement the agreement successfully. Affiliates should contact the Secretariat for further information.

**FAST FOOD & RESTAURANTS**

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**Burger King**

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Burger King Spain has reversed the disciplinary dismissals of the three trade unionists dismissed solely for union activity earlier this year. The three workers – two of them CC.OO shop stewards and one a CC.OO member – were fully reinstated on November 26 following an agreement signed on November 19. In response to the dismissals, the union had mounted a highly visible public campaign, with international support from the IUF.

**McDonald’s**

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Swiss unions including IUF affiliate UNIA are organizing to stop a McDonald’s tie-up with delivery service Uber Eats. This tie-up would allow the company to bypass the national collective agreement for the hotel and restaurant industry for the workers concerned.

Riders will be falsely categorized as “self-employed” without any social benefits, insurance, and with wages by far below the national agreement. UNIA has called on the authorities to ensure that fast food restaurants hire their own delivery staff and guarantee their protection under the national collective agreement for the sector.

**TGI Fridays**

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In the UK, TGI Fridays’ management has announced it will reinstate staff meals and pay for
unpaid workplace trials and online training after a series of strikes over tipping and minimum wage abuses.

A Tips Committee will be re-established and the division of tips between waiting and kitchen staff, one of the issues which ignited the strikes, re-adjusted. Unite is organizing to ensure that the right to raise collective grievances is recognized as part of the right to freedom of association, in conformity with the UK Human Rights Act and international human rights standards.

**DAIRY DIVISION**

**Arla Foods**

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The next meeting between the IUF and Arla Foods will take place in Amsterdam on March 20, 2019. The first meeting of the working group with Arla Foods on reaching an agreement on protection against sexual harassment in the workplace will be held on the previous day.

**Lactalis**

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A global meeting of affiliates with members employed by Lactalis will be held in Geneva on January 30 and 31. The purpose of the meeting is to establish a functional international union organization within this privately owned French based company.

Lactalis has grown rapidly through acquisitions and is now ranked as the world’s second largest dairy company by sales turnover after Nestlé. The company has refused to establish a European Works Council in accordance with the law, resists union organizing efforts, and has locked workers out in Australia on two separate occasions in recent years.

The IUF wishes to maximize efforts to grow union membership within Lactalis by building international solidarity in a way which can support workers organizing within the company in different countries and regions.

**FOOD PROCESSING**

**Cargill**

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Fourteen union activists and members of IUF affiliate Tekgida-İş, now known as #TheCargill14, were unfairly dismissed from their jobs on April 17, 2018 while organizing a union at Cargill in Bursa-Orhangazi, Turkey. Protesting now for over 220 days, the Cargill 14 remain united. Their fight to have their trade union rights respected has been covered across the Turkish press and social media.

If you have not yet signed the Cargill Urgent Action demanding reinstatement of the Cargill 14, you can do so [here](mailto:).  

**Danone**

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An initial informal meeting to discuss workplace rights challenges that are present throughout the European road transport logistics supply chain of many major food and retail companies was held with Danone corporate management on December 3.

Representatives of the International Transport Workers Federation (ITF), the IUF Secretariat, Danone human resource corporate management and the head of Danone’s logistics procurement department attended the meeting. The meeting concluded with an agreement that further joint IUF/ITF/Danone work would be undertaken to continue to improve this part of Danone’s supply chain and contribute to addressing the challenges posed in the industry.

**Jacobs Douwe Egberts (JDE)**

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Jacobs Douwe Egberts (JDE) workers in Utrecht and Bremen took strike action on November 22. In Utrecht, workers successfully shut down production at JDE for 24 hours, the duration of the strike. Joining together with FNV JDE members in Utrecht, NGG traveled with a group of German JDE strikers to Utrecht in a show of solidarity. The IUF Secretariat was also represented in Utrecht to give international support to this joint action.

In Germany, JDE workers and their union the NGG are in a dispute over basic trade union rights. JDE has unilaterally terminated its agreement with the NGG and refuses to negotiate with the union, a violation of the OECD Guidelines for Multinational Enterprises. Instead, the company is attempting to reach agreements with the works council – which, according to German labour law, is illegal.

**Nestlé**

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At the IUF-Nestlé bi-annual meeting on November 19, the IUF focused on the ongoing violations of trade union rights in the United States and indicated our determination to campaign openly around this issue, not only in
At a recent meeting in the US, Nestlé had ignored a draft proposal for an agreement on workers' access to freedom of association presented by the US affiliates and instead proposed to hold bi-annual meetings on labour relations issues. Nestlé corporate HR management undertook to provide a response to the draft proposal within an agreed time frame.

At the pre-meeting of European trade union delegates which preceded the full meeting of the Nestlé European Works Council on November 26 and 27 delegates received an update on negotiations to protect livelihoods and working conditions in Germany, where the employment of some 600 workers is under threat. In France, Nestlé has recently confirmed the proposed closure of the Purina pet food factory in Quimperlé (120 workers) and announced the elimination of 200 jobs across the four other pet food factories. Furthermore, Nestlé-Froneri has announced the closure of the Beauvais site which employs some 300 workers.

In an act of solidarity, union delegates stood in protest at the opening of the meeting with management as the co-chair for the workers' side detailed the issues: violation of the trade union rights of Nestlé workers, particularly in Switzerland and the US; job destruction and attacks on working conditions in a quest for unrealistic and unsustainable profit margins.

The IUF Secretariat is preparing resources to assist affiliates build solidarity activities in the global fight to defend rights wherever they are threatened or violated within Nestlé operations.

**Perfetti Van Melle**

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Perfetti Van Melle workers in Gazipur, Bangladesh, who applied for union registration after reaching the legal threshold required for union registration in Bangladesh, are now fighting for their rights to be respected after workers in Gazipur were instructed by local Perfetti Van Melle management to withdraw their application for union registration. Management asserted that they would only meet with worker representatives if they withdraw their application for union registration. Local management has also repeatedly told workers in Gazipur that they should not form a union and is prohibiting union members from going to work. In spite of this, the union continues to recruit members.

The IUF and its affiliates FNV and FLAI-CGIL have contacted the company requesting that Perfetti Van Melle acts to ensure that management in Bangladesh refrain from interfering in trade union registration and engage in good faith negotiations with trade union representatives.

**HOTEL CHAINS**

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**IUF International Housekeepers’ Campaign**

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

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An investigation by IUF affiliate UNIA into housekeeping in Marriott-branded hotels in Zurich shows the brutal consequences of cut-throat outsourcing: extreme speed-up and exploitation of a vulnerable workforce resulting in dangerously unsanitary conditions for workers and guests and multiple violations of the regional collective agreement for the cleaning sector which sets minimum legal working conditions. Housekeepers, who are routinely exposed to sexual aggression and harassment, are given no support from bosses, nor are any mechanisms in place to deal with the constant threat.

CC.OO Servicios and FeSMCUGT, the IUF’s affiliates organizing workers in the Spanish tourism sector, have won an important gain for the rights, social benefits, and safety and health of hotel housekeepers. On August 30 the tripartite body on employment quality in the hospitality sector, which brings together employers, unions and governments at local and national level, agreed to officially recognize a group of specific pathologies affecting hotel housekeepers as occupational diseases.