

TNC UPDATE #42

10-2019



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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The Coca-Cola Company (TCCC)

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IUF-affiliated Coca-Cola unions intensify international solidarity for fundamental rights within the Coca-Cola system. The IUF's "Zero Rights" campaign is now in its second phase under the banner "**Refreshing taste, suppressing rights.**" New campaign material for affiliates in English can be found [here](#) with suggestions on how affiliates can help build and maintain pressure on The Coca-Cola Company to remedy the rights violations. Download the campaign [banner](#) and [placard](#) to spread the word.

The IUF-affiliated independent Food and Beverage Workers Federation (FSBMM) continues its series of protest actions at **Coca-Cola Amatil Indonesia** workplaces in support of the dismissed leaders of independent Coca-Cola unions in Indonesia. FSBMM members organized a demonstration on July 12 at the Cibitung plant.

On July 29, IUF unions affiliated to FSBMM again demonstrated outside the headquarters of Coca-Cola Amatil in Jakarta, Indonesia. They demanded the reinstatement of Lutfi Arifiyanto, Atra Narwanto, Danies Andriadi and Jamaludin, the terminated union leaders and members. FSBMM members continued their series of protest actions in Indonesia by organizing a protest at the Coca-Cola Amatil Semarang plant on August 9. IUF affiliates in Indonesia held a demonstration at The Coca-Cola Company owned concentrate plant in Cibinong, West Java on September 16.

Similar actions around the world will continue to escalate until TCCC acts to remedy the human rights violations within the Coca-Cola system. It is time for the Company to ensure employees throughout its system have free and fair access to human rights.

Attendees at the **11th Business and Human Rights Conference hosted by The Coca-Cola Company** at its Atlanta headquarters on September 12 faced a group of fifty trade unionists denouncing ongoing human rights abuses at Coca-Cola in countries around the world. Read more [here](#).

The IUF sent a letter to all panellists at this conference outlining the reasons why we again declined to participate in the 2019 conference and why we were instead outside the event to draw attention to Coca-Cola's current human rights failures in a number of countries.

IUF affiliates at a regional Unilever meeting in Nepal recently demonstrated solidarity with and support for the IUF's Coca-Cola campaign, **"Refreshing tastes, suppressing rights"**.



In Indonesia the Federation of Hotel, Restaurant, Plaza, Apartment, Catering and Tourism Workers' Free Union (FSPM)'s Women's Committee and participants in the union's General Assembly also expressed solidarity and support for the campaign.

Visit the campaign page [here](#) for more news. Like and follow us on Facebook [here](#).

Following the May 2019 IUF/TCCC bi-annual meeting, IUF Atlanta team members expressed deep frustration with the Company's failure to resolve any of the four key human rights issues the IUF had been raising (Haiti, Indonesia, Ireland and the USA). During the meeting the Coca-Cola Company workplace rights team gave absolutely no indication that they were either willing or able to do what was necessary to remedy the abuses in any of the four locations that have been central to our discussion for over two years. With the unanimous agreement of the IUF Atlanta team, the IUF therefore called off the IUF/TCCC meeting originally planned for October this year.

Formal complaints under the OECD Guidelines for Multinational Companies have been filed with OECD National Contact Points (NCPs) in Australia against Coca-Cola Amatil and in Ireland against The Coca-Cola Company. These add to the complaint previously filed against The Coca-Cola Company that led to an

unsuccessful mediation under the auspices of the US OECD NCP in Washington DC in February 2018.

PepsiCo/Frito-Lay

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PepsiCo's business partner in **Myanmar** announced the closure of its bottling factory, claiming the plant was loss-making. There was no prior discussion with the IUF-affiliated Food Workers Federation of Myanmar. The IUF contacted PepsiCo corporate management demanding that it urgently intervene with its business partner to ensure that the Mandalay factory management enter immediately into meaningful, good-faith negotiations with the union about the closure and with a view to minimizing any negative impacts. PepsiCo subsequently informed the IUF that the factory management had engaged with the local unions and workers were offered the option of 1 month salary or a transfer to the Yangon plant.

In the **United States**, UFCW Local 540 won a union election at the PepsiCo unit which employs 51 drivers for Quaker Oats in Dallas. This organizing success was achieved despite local management's use of external "persuaders" who rode in the truck with individual drivers to persuade them not to join the UFCW.

The IUF Secretariat continues to engage PepsiCo corporate management about workplace rights issues in **Guatemala**.

The **4th International IUF affiliates/PepsiCo corporate management meeting** will take place on Friday November 22, 2019 in Geneva, Switzerland. Please inform the IUF Secretariat (burcu.ayan@iuf.org) of any ongoing labour rights' issue(s).

BREWERIES

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Brewery Division Conference

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The IUF Secretariat organized an **International Brewery Unions' Conference on September 30-October 2, 2019, in Brussels, Belgium**. The conference allowed affiliates to exchange experiences and discuss issues arising from beer company developments. Focus was on the possible impact of corporate strategies and consumer trends on employment and other issues affecting Brewery Division members. The conference helped to further develop practical actions to strengthen international links and organization amongst unions representing brewery workers including plans for future joint

actions and activities in support of affiliates, notably the Haryana Breweries Limited Mazdoor Union (HBLMU) in Sonapat, India currently fighting for union and collective bargaining rights (see below).

AB InBev

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HBLMU and the four union committee members fired three years ago for organizing an independent union at the factory are more determined than ever to have their rights respected. On July 7, to mark the 500 days of continuous peaceful protest, union members together with the families of the dismissed union leadership and community supporters gathered in front of the factory gates to reaffirm their solidarity and to call on the company to reinstate the terminated union committee members.

If you have not yet supported this struggle [PLEASE CLICK HERE](#) to tell the company to act to remedy its ongoing human rights abuses by reinstating all dismissed HBLMU union leaders and entering into good faith negotiations for a new collective bargaining agreement with the HBLMU union.

The Trade Union of Beverages and Related Industries (STIBYS) represents AB InBev and Coca-Cola workers in Honduras. The union held a protest in front of the Honduran Brewery, a subsidiary of beer giant AB InBev, in Tegucigalpa on September 17, 2019 to condemn the company's violation of the collective agreement.

Diageo

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In August 2019, members of IUF-affiliated unions GMB and Unite the Union voted for strike action at the Diageo facilities in **Scotland** following the collapse of pay talks. The IUF sent a message supporting GMB and Unite the Union's planned strikes at Diageo facilities in Scotland. The IUF also contacted Diageo's corporate management calling on the company to re-enter good faith collective bargaining talks with GMB and Unite the Union.

In addition, affiliates with Diageo membership were asked to support members of GMB and Unite the Union by sending letters to the company and to the unions. GMB and Unite the Union have thanked UFCW in the US, ICU in Ghana, UNIFOR in Canada, NUFBTE and FOBTOB in Nigeria, LIWU in Liberia, Tekgıda-İş in Turkey, KUCFAW in Kenya, and SIPTU in Ireland for their solidarity and support.

CATERING

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Compass

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The Secretariat will meet with Compass Global Human Resources on November 14 to discuss protecting workers against sexual harassment in the workplace. This forms part of the work of the IUF to engage TNCs to negotiate protection against all forms of gender based violence. It is an objective of the IUF to establish a more formal relationship with Compass to discuss the full range of rights based issues.

The IUF sought the intervention of Compass Corporate HR during an organizing drive by the UFCW at the **University of Texas in Dallas**. The University of Texas issued trespass orders against union organizers. Compass intervention was regrettably restricted by the "client's perspective" which was strongly anti-union.

This is a difficult issue which we have raised with **Sodexo** in the context of human rights due diligence. Large catering TNCs such as **Compass** and **Sodexo** can apparently more easily enforce international human rights standards with suppliers than with their client companies. We intend to discuss this further with both companies

Sodexo

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The IUF sought the intervention of the Sodexo North American head of Human Resources when local management attempted to persuade workers not to join the UFCW at St Joseph's hospital in London, Kentucky in contravention of the International Framework Agreement. Following intervention at this level the local management improved relations but because anti-union activity continued, the union filed an unfair labour practices charge at the National Labor Relations Board. The UFCW subsequently won the union election.

DAIRY

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Arla Foods

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The IUF and Arla Foods have signed an agreement to eliminate sexual harassment. The agreement draws on the international human rights framework including ILO conventions.

The agreement outlines the principles, procedures and processes for putting an end to sexual harassment in the workplace and

encourages affiliates to negotiate with the company over local implementation of the agreement.

It is the first such agreement the IUF has negotiated with a global dairy company.

Fonterra

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The New Zealand based exporting giant Fonterra has posted a net loss of NZD 605m (\$381m) for 2018/19. The company wrote down assets by NZD 860m (\$541m) which included many of its overseas operations in Brazil, Venezuela, Chile, China and Australia. The Cooperative has announced that there will be asset sales and job cuts. It has already sold its profitable NZ ice cream business to **Froneri** and sold its shares in the high value DFE Pharma.

In **New Zealand** the NZ Dairy Workers Union (NZDWU) believes most of the job losses will come from middle management positions although one specialty cheese factory has been closed affecting 70 union members.

The IUF **Chilean affiliate FENATRAL** has sought information about Fonterra subsidiaries Soprole and Prolesur and the potential for job losses and possible sale of the companies or some of their assets. Fonterra has declining profits in Chile and has lost significant market share.

The IUF is working with the NZDWU to inform and support affiliates with membership in Fonterra within and between IUF regions.

FISHERIES

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BMI – Bumi Menara Internusa

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In August the IUF launched an on-line campaign targeting BMI's major customer **Chicken of the Sea**. Over 7,600 supporters sent messages to BMI management.

However, the trial of Reni Desmiria, secretary of the SPBMI union at BMI in Lampung, ended with her conviction though with a sentence far lower than asked for by BMI. BMI had sought to have her imprisoned for 6 years on the grounds that she had applied for a job 8 years earlier using a false high school certificate. The company instigated the proceedings only after Reni signed up union members for a mandatory government health insurance scheme.

The notoriously corrupt Indonesian legal system declared her guilty as expected, but faced with

campaigns at local, national and international level was forced to reduce the sentence to 4 months with time served. Reni is now released and reunited with her family.

BMI, which supplies major seafood processors like Aqua Star and Chicken of the Sea, now faces criminal charges brought by the IUF-affiliated independent food processing union federation SPBMM and the legal aid foundation LBH. Sworn testimony by BMI management at the trial pointed to systematic wage theft, underpayment of the applicable legal minimum wage, systematic abuse of casual employment and failure to provide mandatory state benefits. Testimony and evidence provided by union members has strengthened the criminal suit.

The union has warmly thanked the thousands of worker rights defenders around the world who supported their ongoing struggle.

FOOD PROCESSING

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Barry Callebaut

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Following a series of warning strikes in June and August 2019, Barry Callebaut workers in Hamburg now have [a new collective bargaining agreement](#) which aligns pay with the industry-wide agreement for the Northern Germany confectionery industry. IUF affiliates from across the world supported these workers in their fight to make one of the world's largest cocoa processors adhere to the industry agreement. The NGG has expressed its appreciation for the global support from IUF affiliates.

The new agreement is an important step bringing Barry Callebaut fully in line with the Northern Germany confectionery industry agreement.

Cargill

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On July 10 a local [Turkish court](#) determined that fourteen workers at Cargill's Bursa-Orhangazi factory were dismissed because of their union activity. Cargill has appealed the local court decision.

IUF affiliates and their Cargill membership continue to call on Cargill to reinstate these workers now. Get more details on how you can support this struggle from sarah.meyer@iuf.org.

Danone

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In **Russia** IUF affiliates AIWU and Novoprof have taken a significant step towards raising health

and safety standards at Danone facilities throughout Russia in a newly-signed national agreement. The agreement builds on the [international agreement on health, safety and stress](#) between the IUF and Danone. It reaffirms Danone's commitment to provide a safe and healthy workplace and ensures the involvement of trade union representatives in joint work with management to identify preventive health and safety measures and to investigate accidents. Read more [here](#).

The IUF has raised the high levels of casual employment in Danone's **Nigerian subsidiary Fan Milk** with corporate management. Casual employment levels are at around 37% of the workforce. Casual workers have no access to rights, including the right to become a union member. The IUF is discussing the actions that Danone needs to take to remedy these rights violations in Nigeria and a joint IUF/Danone monitoring visit to West Africa is planned for early next year.

The IUF is raising access to union rights issues for **Danone Sirma workers in Turkey** with Danone corporate management. The IUF asked Danone to intervene with the local management in Turkey and withdraw their appeal against the IUF-affiliated Tekgıda-İş union's bargaining status certificate issued by the Labour Ministry. The IUF Secretariat plans to visit Danone's operations in Turkey to monitor the implementation of IUF-Danone agreements in 2020.

A joint **Danone/IUF monitoring visit to Russia** took place between June 9 and June 14. Three Danone plants, St Petersburg, Lipetsk and Chekov, were visited by a team made up of corporate Danone management and an IUF Secretariat representative. Discussions centred on the degree of understanding of and compliance with IUF/Danone agreements and other international workplace rights standards. A number of areas of concern were raised and discussed. Russian management and IUF affiliates are continuing to strengthen the practical implementation of the IUF/Danone agreements and compliance with international workplace rights standards. A follow-up joint visit is being planned for early 2020.

The **Joint Danone corporate/IUF Secretariat monitoring team** visited three Danone factories in the **USA** from September 30 to October 3. Meetings at the IUF-affiliated Teamster organized Fort Worth plant were held between two days of meetings with IUF-affiliated UFCW representatives and management at both the Jacksonville and the newly unionized Dallas plants. Jacksonville and

Dallas plants are former White Wave facilities acquired in Danone's purchase of White Wave in 2017 whilst Fort Worth had been a Danone plant for many years. In all three cases the objective for the visits focused on the understanding of and adherence to the IUF/Danone international agreements as well as issues arising around local workplace rights concerns.

Similar joint monitoring activity is planned in 2020 in **West Africa** and **Indonesia**. Both represent high workplace rights risk locations.

Jacob Douwe Egberts

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In **Germany** NGG members who are production workers at Jacobs Douwe Egberts' Bremen factory [won an average 3% yearly wage](#) increase following warning strikes in August 2019. This is a substantial increase from the 1.4% wage increase originally proposed by JDE. NGG also negotiated economic improvements for apprentices at JDE Bremen as part of the new 2 year collective bargaining agreement with JDE.

Kraft Heinz

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Shortly after Miguel Patricio became CEO of the Kraft Heinz Company (KHC) in June 2019, the IUF contacted CEO Patricio and Kraft Heinz requesting a meeting to discuss concerns the IUF and its affiliates have about the company's excessive cost cutting and its impacts on KHC and workers employed by the company. Kraft Heinz responded. The IUF continues to push for an in-person meeting and will assess next steps in consultation with its affiliates.

Mondelēz

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In April 2019, Mondelēz notified **IUF UK & Irish affiliates SIPTU and Unite the Union** that chocolate crumb production would be transferred from the Coolock, Ireland facility to the Tenth of Ramadan factory in Egypt. Consultations have ended to the satisfaction of the Irish affiliates.

Nestlé

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Nestlé continues to obstruct freedom of association in **North America** and this remains a critical workplace rights focus for the IUF. It also remains a regular agenda item at the IUF-Nestlé biannual meetings, including the meeting held on October 2 at Nestlé's global HQ in Vevey.

On July 12 the IUF Secretariat met with Nestlé corporate management to "review progress" on the issue of company "neutrality" and access to

workers during organizing initiatives by IUF affiliates in the US. Despite no progress during this meeting, Nestlé management continued to insist that dialogue should continue. The IUF Secretariat explained that dialogue is meaningless if the rights of workers are not guaranteed and protected. Nestlé management proposed a further meeting on November 1 in the US to “re-start the dialogue”.

Nestlé affiliates in North America plan to meet at the end of November to review progress and plan future activity.

In **Russia** Nestlé management refused to negotiate with the Sales Force Employees Union – a member of the IUF affiliated AIWUR – on redeployment options, a formula for compensation and other matters related to the recent restructuring.

On September 13, the IUF Secretariat and its Russian TNC coordinator participated in a conference call with Nestlé’s corporate and Russian management in an attempt to persuade the management to engage in good faith negotiations. To break the deadlock, the IUF proposed a schedule of dates and requested that management provide a written offer as a basis for the start of negotiations.

A meeting between Russian management and the union was scheduled for September 25. The meeting did not reach agreement on any outstanding issues and a further meeting was scheduled on October 8. Reaching agreement on appropriate compensation for loss of employment whilst important is not the only issue. Nestlé announced the restructuring by misleadingly calling union members to “business update meetings” in 10 hotels across Russia, forcing them to remain in meeting rooms, and insisting that they sign dismissal letters without any union representation. Our affiliate remains committed to securing continued employment to those of its members who wish to remain at Nestlé.

The union is also demanding a clear statement from Nestlé that acting the way the company did was a direct violation of the rights of these sales force workers and that the company would in the future fully respect those rights and not conduct any future restructuring in the way they carried out these dismissals.

Olam Group

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Olam Group workers in **Giresun, Turkey** started union organizing with the assistance of the IUF-affiliated Tekgıda-İş union in October 2017. Olam Group became aware of the

workers’ organizing activities in February 2018 and immediately dismissed 9 Tekgıda-İş union members from the Giresun facility. More dismissals of union members followed at both Olam’s Giresun and Kocaeli plants. These dismissals, accompanied by threats against other union members, were intended to intimidate and discourage workers from joining Tekgıda-İş.

IUF affiliates NGG, SEL and PAM have spoken with Olam Group customers in Germany and Finland about the dismissals. Fazer Group, one of Olam Group’s customers, will now audit Olam Group’s Turkish plants in October 2019. Representatives from the IUF and Tekgıda-İş will be present during the audit process. Tekgıda-İş members have thanked NGG, SEL and PAM for their efforts.

Perfetti Van Melle (PvM)

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Despite numerous calls by the PVM Union and the IUF to end the use of child labour at **PvM’s Gazipur, Bangladesh factory**, there were around 25 children working there in August 2019. PvM has refused to meet in person with IUF representatives to review evidence of child labour in a way that will avoid any reprisals against PvM workers in Gazipur whilst protecting the children involved. Following several good faith attempts to meet with the company the IUF has now filed a formal OECD Complaint with the Dutch OECD National Contact Point. The IUF and the PVM Union express their appreciation for the support IUF affiliates have shown during this ongoing conflict.

You can learn more at:

www.StopChildLabourAtPvM.com.

Unilever

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Unilever’s road transport logistics supply chain

A **Memorandum of Understanding (MOU)** has been signed by Marc Engel, the head of Unilever’s Supply Chain, Sue Longley and Stephen Cotton, respectively the General Secretaries of the IUF and ITF.

The MOU commits Unilever, the IUF and the ITF “to developing and promoting a common platform on due diligence for responsible business conduct in the road haulage sector in line with the UN Guiding Principles on Business and Human Rights, the ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy and the OECD Guidelines for Multinational Enterprises.”

The MOU also outlines the agreed ITF/IUF/Unilever process to deliver on this commitment.

HOTEL CHAINS

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Accor (previously AccorHotels)

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On July 5, 2018, Husni Mubarak, the chairperson of the union at Accor's Pullman Hotel, **Jakarta, Indonesia** and President of FSPM, the IUF-affiliated federation of Indonesian hotel unions, received notice of termination on the grounds that he allegedly defamed hotel management via Facebook and WhatsApp. The IUF has asked Accor global management on several occasions to intervene. Despite this and a joint investigation the outcome of which pointed to a way to restore Husni Mubarak's rights, the issue remains unsolved. The IUF will now set up a campaign in support of Husni Mubarak and its affiliate FSPM.

AccorInvest

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The IUF and the French-based transnational hotel chain AccorInvest have signed an agreement on measures to fight sexual harassment at work. The agreement was signed on July 15 by IUF General Secretary Sue Longley and AccorInvest CEO John Ozinga, in Paris, France. It covers all persons employed by the Group or operating on behalf of AccorInvest. The agreement sets out a zero tolerance policy on sexual harassment and recognizes the indispensable role of unions and collective bargaining in its elimination from the workplace. A comprehensive gender-aware procedure, from prevention to sanctions, forms the basis for its implementation. Progress will be jointly evaluated on a regular basis.

[Click here to read the agreement in English](#) (original version).

For translations, click on the following links:

[German version](#)

[Spanish version](#)

[French version](#)

Marriott

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In support of the **IUF's broader international campaign against sexual harassment** and to push Marriott to discuss specific measures with the IUF, Italian IUF affiliates Filcams-Cgil,

Fisascat-Cisl and Uiltucs-Uil met with Marriott Italy on June 28 to discuss policies to fight sexual harassment at Marriott's nine luxury Italian hotels. The unions' demands included proposals for swift action on reported incidents, appropriate sanctions for harassers including guests, and appropriate support to victims. Despite Marriott's claims of its strict policies addressing sexual harassment, the IUF and its affiliates do not accept this unilateral approach and continue to demand joint, negotiated action to combat sexual harassment.

In **Switzerland**, activists from IUF-affiliated UNIA demonstrated in Bern on June 24 and [distributed the union's Zurich report on dangerous and stressful working conditions](#) together with leaflets calling on Marriott to negotiate with the IUF measures to stop sexual harassment in its hotels. The occasion was the **International Roundtable "Addressing human trafficking and exploitation in the hospitality sector"** hosted by the Swiss Federal Department of Foreign Affairs, where a Marriott representative was invited to speak on "advancing human rights at Marriott International".

On August 30, hotel housekeepers at Marriott's **Sheraton Zurich Hotel** went on strike to highlight their intolerable working conditions and to demand direct permanent employment. Workers had decided on strike action when they learned that the hotel had terminated with two months' notice its contract with the cleaning contractor employing them. Following the strike, the hotel has announced that it will directly hire the cleaning/housekeeping staff for the public areas and the hotel kitchen as of November 1. UNIA has welcomed these concrete improvements, while expressing disappointment that not all cleaning will be insourced, and will therefore continue to monitor the situation and press for improvements.

MEAT

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Tyson Foods

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The IUF President and Assistant General Secretary, along with affiliates from the US (UFCW), the UK (Unite) and the Netherlands (FNV) met with Tyson Corporate HR leaders in Dallas, Texas on July 25. The IUF presented on rights and TNC recognition of the IUF to explore the possibility of establishing regular meetings to discuss issues such as responses to the climate crisis and the impact on employment, equality and diversity.

TOBACCO

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Japan Tobacco International (JTI)

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As part of a restructuring plan JTI announced close to 300 job losses at **JTI headquarters in Geneva**. The announcement was made without any dialogue with workers about the decision or the proposed social plan. The company's action was in direct violation of Swiss labour law and IUF-affiliated union UNIA is preparing public action and a legal claim at the Geneva Canton's Chamber of Labour Relations.

Philip Morris International (PMI)

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In Berlin NGG members protested against the decision of the company to close its Berlin plant, making 950 workers redundant. The union continues to demand good-faith negotiations of a social plan. No negotiations have started despite that fact that the factory's production is scheduled to end by the end of December.

PMI International unions' meeting, September 30 – October 1

Representatives of 10 unions representing workers in tobacco growing, manufacturing and sales and marketing in Europe and the Americas exchanged information in the face of constant restructuring and more recently the announced intention of the company to eliminate some or possibly all of its cigarette manufacturing facilities. Representatives of global PMI Human Resources management joined the meeting on its second day. Unions demanded that they be fully engaged in negotiations around any transformation from traditional tobacco production to smoke free products. The unions present also demanded guarantees around employment, including re-training where necessary, respect for the rights and conditions of work of tobacco growing workers and limitations on subcontracting in the company's sales system.

The PMI union group proposed they meet again in September 2020 following an invitation from the local branch of Solidarnosc to hold the next international tobacco workers' conference at that time in Cracow, Poland. A final decision will be subject to approval by IUF Governing Bodies.

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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