TNC UPDATE #43

12-2019

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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Coca-Cola continues to violate the fundamental rights of workers in ***Haiti, Indonesia, Ireland and the USA***. **CLICK HERE** to send a message to Coca-Cola's CEO and Chairman James Quincey, expressing your outrage over these ongoing human rights violations and demanding the Company act to remedy them. Your name will also be added to a petition that will be delivered to The Coca-Cola Company.

The Coca-Cola Company has done nothing to resolve a number of serious workplace rights abuses across its system. They are simply choosing to ignore them and continuing as though it is "business as usual". Allowing the company to get away with this entirely hands off approach is clearly a threat to all workers in the Coca-Cola system and to those unions who represent them. It is time to let Coca-Cola know that we will not wait any longer to have Coca-Cola workers in Haiti, Indonesia, Ireland and the USA treated fairly and their rights respected. Show Coca-Cola that we are not accepting this behaviour by the Company. It is time to step up our campaign.

Please study the leaflet in English, French, Spanish and German. The leaflet suggests various actions your union can take. (There may be others that you can add to this list.) Contact the IUF at burcu.ayan@iuf.org and ron.oswald@iuf.org to discuss what support your union and your members at Coca-Cola are willing and able to provide.

At their 8th Central Meeting on September 19, 2019 in Kobe, Japan the ***General Service Division of UA ZENSEN***, the Japanese Federation of Textile, Chemical, Food, Commercial, Service and General Workers' Unions, unanimously expressed their solidarity

for the IUF's Coca-Cola "Zero Rights" campaign. The meeting brought together 346 union officers and members from the service sector.

Coca-Cola Beverage Africa workers in Tanzania showed their support for the "Zero Rights" campaign and solidarity with the workers fighting for their human rights in Haiti, Indonesia, Ireland and the USA Coca-Cola operations.

PepsiCo workers in ***Tanzania*** also expressed their solidarity with Coca-Cola workers fighting for their rights in Haiti, Indonesia, Ireland, and the USA.

In ***Indonesia*** IUF-affiliated FSBMM members escalated their series of protest actions by organizing demonstrations at the gates of the Ministry of Labour and the Coca-Cola Amatil Indonesia head office in Jakarta. IUF affiliates demand the reinstatement of Lutfi Arifiyanto, Atra Narwanto, Danies Andriadi and Jamaludin, the terminated union leaders and members. Ongoing actions in Indonesia and elsewhere will continue until the ongoing rights violations in the Coca-Cola system are remedied and the rights of independent and democratic unions are respected.

The ***5th EFFAT-IUF Congress*** took place on November 6-7, 2019 in Zagreb, Croatia. IUF affiliates across Europe expressed solidarity with the international union campaign in support of Coca-Cola workers in Haiti, Indonesia, Ireland and the USA.

Visit the campaign page here for more news. Like and follow us on Facebook here.

PepsiCo/Frito-Lay

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The unions at PepsiCo Frito-Lay Channo and Pune plants in ***India*** submitted their charter of demands and signed an improved collective bargaining agreement (CBA). PepsiCo started selling south and west regional company owned bottling plants to the franchise operator Varun Beverages Limited. During this transfer of ownership, these unions were in contact with the IUF and finally signed a satisfactory settlement, without any job losses.

At the ***Guatemala*** Frito-Lay plant, there are issues around health and safety, accident reporting, staffing levels, the pressure on union members or representatives to weaken the union, restructuring and a lack of consultation with the union. In addition, payroll errors remain extremely frustrating linked as they are to finance and payroll functions that were re-located to Mexico in 2018. The IUF Secretariat is working closely with the IUF-affiliated SITRAFRITOLAY and STECSA to document these issues and present them to PepsiCo corporate management so that they can intervene and assist with the resolution of all outstanding rights issues.

PepsiCo Employees and Workers Union (PEWU) in the ***Philippines*** submitted a CBA proposal to the company on April 30, 2019. After seeing no progress in the collective bargaining negotiations the union decided to file a strike notice on June 14 at the National Conciliation and Mediation Board (NCMB).

Affiliate updates about this conflict in the Philippines and affiliate struggles elsewhere, as well as company news, can be found at the PepsiCo/Frito-Lay International Union Network site. Click here to check it out or use this link: http://www.iuf.org/show.php?lang=en&tid=86

The most recent ***IUF/PepsiCo corporate management meeting*** took place on Friday November 22, 2019 in Geneva, Switzerland. For a brief report of the outcome of this meeting please contact burcu.ayan@iuf.org.

BREWERIES

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Brewery Division Conference

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Trade union representatives from 26 unions in 22 countries met in Brussels, Belgium on September 30 and October 1-2 to strengthen union action to protect members' jobs and advance rights in the brewery sector. Fighting job destruction, stopping the growth of precarious and outsourced work, mitigating the negative impacts of automation, digitalization and technology changes through reskilling of jobs, prioritizing the OH&S issues and avoiding companies weaponizing Behavioral Based Safety to use against members, and defending trade union rights were all identified as key common issues. A report of this conference can be requested from burcu.ayan@iuf.org.

AB InBev

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The IUF Secretariat organized an International AB InBev Unions' Meeting on September 30 in Brussels. Representatives from 15 unions participating in this meeting welcomed the opportunity to share issues arising from changes affecting AB InBev workers following the acquisition of SABMiller in 2016 and unanimously adopted a statement about their concerns and

conclusions. The full statement can be requested from burcu.ayan@iuf.org.

The IUF is demanding the reinstatement of sacked union leaders and members at the ***Sonepat, India factory***. We are also demanding that management enters into good faith negotiations for a new collective bargaining agreement with the Haryana Breweries Limited Mazdoor (HBLMU) Union. An online petition is available for signature in English, French, Spanish, Russian, German and Dutch.

If you have not yet had the opportunity to support this fight, PLEASE CLICK HERE.

AB InBev workers in ***Colombia*** voted to take strike action in early October. The IUF-affiliated National Union of Workers of the Beverages, Food, Agro-food, and Associated Industries in Colombia (SINALTRAINBEC) started to mobilize following the collapse of pay talks. SINALTRAINBEC had rejected the company's offer that lowers or entirely removes benefits that were agreed in the previous collective agreement for salaries and benefits for workers in Colombia.

The IUF asked affiliates with AB InBev membership to support SINALTRAINBEC members by writing a letter to AB InBev and sending a solidarity message to SINALTRAINBEC.

Following the actions of SINALTRAINBEC the Bavaria Company, a subsidiary of AB InBev, signed a new collective agreement on October 25.

SINALTRAINBEC thanks SYNTEB in Togo, CC.OO. in Spain, SITAC in Brazil, STIBYS in Honduras, UNIFOR in Canada, Liberia Industrial Workers Union in Liberia, GMB in the UK, Tekgıda-İş in Turkey, and IUF-JCC in Japan for their solidarity and support.

CATERING

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Compass

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The IUF General Secretary and Assistant General Secretary met with representatives of Compass Corporate Human Resources for a discussion on various issues including human rights due diligence and gender equality. The company will consider some joint work on sexual harassment but the IUF goal is for broader engagement on a range of rights based issues.

Sodexo

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The ***regular IUF-Sodexo meeting*** is scheduled for January 23, 2020. The agenda will include implementation of the sexual harassment agreement, promoting diversity through anti-discrimination policy, digitalization and its impact on skills and jobs and human rights due diligence.

Airline catering

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Thousands of airline catering workers demonstrated at 17 major airports across the United States on November 26 to demand a living wage and affordable health care. Hundreds were arrested in the mass protests. This was the latest action in the IUF-affiliated Unite Here campaign 'One Job is Enough' which targets airline companies to pass on sufficient funds to catering contractors to lift workers out of poverty. IUF affiliates RWDSU/UFCW and the IBT are active participants in the campaign on behalf of their members.

LSG Sky Chefs/Gate Gourmet

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The Company is in the final stages of a sale of its European business to The Gate Group (Gate Gourmet). The IUF Secretariat is in contact with affiliates concerning the market dominance of Gate Gourmet created by this transaction.

DAIRY

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Lactalis

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Following the sale of Nestlé's chilled dairy business in Malaysia to Lactalis, the IUF has been supporting its affiliate FIEU to protect jobs, ensure that the terms of the current CBA are honored through the change of ownership and that commitments to renew the agreement in good faith are recorded. Lactalis formally takes over the business on January 1, 2020.

FAST FOOD

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International Fast Food Workers Day

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November 11-17 was a week of global action for fast food workers fighting for union rights and recognition, better pay, a safe workplace, and an end to sexual harassment. In cities around the

world unions and fast food workers held strikes, public protests and rallies and took action on the job to highlight their demands. Throughout the week, workers and unions in Belgium, Canada, Chile, France, Germany, Hong Kong, Indonesia, Israel, New Zealand, Nigeria, Philippines, Spain, the UK, and the USA took action in support of the global fight and the IUF's International Fast Food Workers Day.

FISHERIES

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BMI – Bumi Menara Internusa

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In ***Indonesia***, with support from the IUF, the IUF-affiliated independent food and beverage workers federation FSBMM is escalating the fight for rights at seafood processor BMI. On October 7, FSBMM members held a protest at the company's business headquarters in Surabaya to demand an end to systematic wage theft, underpayment of the minimum wage and the company's denial of workers' access to the mandatory national health insurance program. Sworn testimony by BMI management along with workers' testimony at the trial of Reni Desmiria, union secretary at the company's plant in Lampung, confirmed a systematic pattern of abuse.

Regular protests by FSBMM and the federation's member union at the Lampung plant continue, with the participation of Reni, who was released last month after serving 6 months in prison. BMI had sought to have her jailed for up to six years after she enrolled workers in the health insurance scheme.

FOOD PROCESSING

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Cargill

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As previously reported, the local Turkish court determined on July 10, 2019 that workers at Cargill's Bursa-Orhangazi factory were dismissed in April 2018 solely as a consequence of their union activity. Following Cargill's appeal of this court ruling and to mark 500 days of their ongoing struggle, the Cargill 14 gathered with other trade unionists and supporters in front of Cargill's Turkish headquarters in Istanbul on August 30. The struggle continues as Cargill workers in Turkey continue their long wait for justice.

Danone

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The IUF-affiliated Tekgıda-İş union organized all blue collar workers at Danone dairy business in ***Turkey*** and, in the second week of October, applied to the Labour Ministry for collective bargaining status. Local management started intimidating union members and proposed incentives to them to resign from their union. The IUF Secretariat informed Danone Paris management that these actions indicated a clear violation of the IUF-Danone agreement on trade union rights. We asked Danone corporate management to immediately intervene with the dairy management in Turkey and stop the management's ongoing anti-union actions. Specifically the IUF asked Danone to further intervene with the local management in Turkey to stop any appeal against the union's bargaining unit status granted by the Labour Ministry. As a result of pressure from the IUF Secretariat, local management did not appeal the bargaining unit status of the union and entered into discussions with the union to open good faith collective bargaining negotiations at the beginning of 2020.

In ***Russia*** IUF affiliates are coordinating activities and strategy faced with the expiry of a number of current collective bargaining agreements. In a number of plants local management had challenged the representation rights of IUF-affiliated unions. The joint union response, coordinated through the IUF office in Russia, was able to successfully resist management efforts to sideline our affiliates.

Kraft Heinz

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Following a non-committal response from Kraft Heinz to a direct approach to corporate leadership by the IUF (see TNC Update #42) the IUF has renewed its push for an in-person meeting and will continue to assess progress in consultation with its affiliates.

Mondelēz

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IUF-affiliated unions at the Mondelēz Herentals factory in ***Belgium*** took strike action in September and November 2019 after Mondelēz announced a production transfer which has threatened nearly 200 jobs.

Strikes and other collective actions taken by the Belgian unions at Herentals strengthened the position of union negotiators and progress is now possible. Any outcome will become clearer in the

days following the publication of TNC Update #43.

In Mechelen, Belgium, union members engaged in a series of protest and strike actions in October and November 2019 in response to threats from Mondelēz aimed at weakening local collective bargaining agreements.

Mondelēz affiliates world-wide have been kept informed by the IUF Secretariat and will be immediately updated in the event there are developments at Herentals and/or Mechelen. In the meantime support to IUF members at both Herentals and Mechelen from Mondelēz affiliates around the world continues.

Nestlé

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During the IUF-Nestlé biannual meeting on October 2, the IUF and a team of affiliates expressed their frustration at the lack of progress on reaching agreement on workers' access to their rights in the ***United States***.

Recent instances of serious anti-union tactics by US management during organizing campaigns were brought to the attention of global management. These occurred during UFCW organizing at Nestlé's pizza plant in Medford, Wisconsin and BCTGM organizing at a Purina plant in Hartwell, Georgia. Actions by the company included offering financial benefits to dissuade employees from exercising their rights to join a union, in contravention of the National Labor Relations Act.

The IUF reiterated its objective of a written agreement on employer neutrality covering organizing activity in the United States.

On November 1, US management responded in the United States with an offer that falls short of guaranteeing access to rights without employer interference.

In an attempt to break the impasse, the IUF General Secretary met with the CEO Zone Americas Laurent Freixe on November 29 in Vevey. Freixe assured the IUF that the company wanted to reach agreement on the principles of 'neutrality' during affiliate organizing campaigns. The IUF indicated that more time should be put aside for any negotiating session and reiterated its objectives of access to the workforce and standard and agreed communications. It was agreed a day will be set for negotiations in the United States prior to the next IUF-Nestlé global meeting scheduled for March 26. Mr Freixe was reminded that failure to reach agreement in the US was a failure to give effect to the ***IUF-Nestlé global joint operating principles***.

As reported in the previous TNC Update, local management has so far failed to offer the Russia Sales Force Employees' Union – a member of the IUF-affiliated AIWUR – redeployment options and fair compensation which is in line with the formula agreed with affiliates during restructuring in other parts of Europe. Negotiations continue while efforts are made to persuade corporate management to intervene to ensure negotiations are concluded.

Swiss affiliate UNIA continues to fight for recognition by Nespresso, Nestlé's premium global coffee capsules business, headquartered in Lausanne. The company refuses to negotiate with UNIA around shift changes and other issues. Pressure from affiliates during a number of ***European Works Council (NECIC)*** meetings and a meeting between the union co-chair of the NECIC and the CEO of Nespresso has resulted in a management proposed schedule of meetings with UNIA. The company is offering to distribute union material but physical union access to workers remains an unresolved issue.

Affiliates participating at ***Nestlé's European Works Council (NECIC)*** on November 21 in Geneva expressed their solidarity with workers in Nestlé's operations in Russia and Switzerland.

A presentation from the ***Organization of Economic Cooperation and Development (OECD)'s*** Labour Market Economist, Stijn Broecke, at the NECIC on the Future of Work illustrated the importance and benefits of strong trade union structures in the future. The presentation highlighted the increasing use of informal and non-standard employment by TNC's in an attempt to prevent workers from exercising their right to freedom of association and collective bargaining.

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 the Gazipur factory in ***India*** and to remedy the harm caused to the children, child labourers continue to come and go at Perfetti van Melle's (PvM) factory in Gazipur, Bangladesh.

Violent abuses at the factory also continue. In November 2019, thugs from PvM services and labour provider Rahat Corporation came to a hiring event, which for the first time was not organised by Rahat Corporation, and shouted threats at PVM Union members for causing Rahat Corporation to lose business, while a

group of some 15 thugs stood at the factory entrance and threatened to prevent union members from entering the factory.

You can learn more at:
www.StopChildLabourAtPvM.com

Unilever

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Unilever's road transport logistics supply chain

Following the signing of a ***Memorandum of Understanding (MOU)*** between Unilever, the IUF, our sister organization the ITF and FNV-VNB, an initial pilot of the agreed road transport supply chain due diligence model will be finalized during December. The pilot will start in the first quarter of 2020.

HOTEL CHAINS

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Accor (previously AccorHotels)

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On July 5, 2018, Husni Mubarok, the chairperson of the union at Accor's Pullman Hotel, Jakarta and President of FSPM, our federation of ***Indonesian hotel unions***, received notice of termination on the grounds that he allegedly defamed hotel management via Facebook and WhatsApp. A number of demands by the IUF that Mubarok be reinstated and a joint investigation that could have provided Accor a way to remedy the situation resulted in no progress. As a result the IUF asked affiliates to mobilize their members on November 20, in support of Brother Husni's reinstatement.

Marriott

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On October 13 ***HRCT Trade Group Board members*** met to discuss future Marriott action. The outcome was a detailed work plan.

The fight against sexual harassment and union rights remain priorities. Opposition to Marriott's "Make Your Green Choice" program will represent the next step of the campaign, specifically in relation to its impact on housekeepers' working conditions.

On November 11, ***Caribbean affiliates*** held their first regional meeting on Marriott. They agreed on a work plan, which includes identifying organizing targets. Identified hotels will make up part of a broader organizing project that will be presented, discussed, and hopefully endorsed at the next Caribbean Regional Committee meeting.

Hundreds of union members working in Marriott-branded hotels in ***Africa*** signed a petition calling on Marriott to engage with the IUF and their unions on the scourge of sexual harassment. The decision to launch a petition was taken at the ***African affiliates' regional meeting held on March 2019***. A joint delegation of Africa Regional Committee and Strategic Leadership Committee (SLC) members are planning to deliver the petition to the General Manager of the Sheraton Tunis hotel in December.

IUF International Housekeepers' Campaign

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"Make my workplace safe – Dignity for Hotel Housekeepers!"

Hotel housekeepers around the world showed their determination to claim all their rights during the ***IUF 6th Global Week of Action*** held from October 21 to 27. Union members in over 74 cities in 23 countries held public actions, meetings with members, and training and awareness workshops to highlight their demands for better wages and working conditions, and measures to improve workplace health and safety, including protection against sexual harassment.

MEAT

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JBS

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The recent ***IUF LGBTI and Allies' Committee meeting in Barcelona*** discussed the refusal of JBS in the United States to include sexual orientation, gender identity and gender expression when updating CBA language on non-discrimination.

The IUF Secretariat was requested to contact affiliates to identify CBA language on discrimination with JBS in other countries and to build pressure on JBS to recognize that such discrimination is a violation of human rights.

In October, JBS subsidiary Pilgrim's Pride, completed the purchase of Tulip, the ***UK's*** biggest pork producer from Danish Crown. Almost immediately the company announced that it intended to close the Bodmin plant in Cornwall at the cost of 270 jobs. Tulip has consistently refused to recognize Unite the Union as representative of the workers and Unite has had

ongoing difficulties with access to the site. Supported by the IUF Secretariat the North American affiliate UFCW has approached Pilgrim's Pride in the US to assist Unite to gain access to Tulip workers in the UK.

TOBACCO

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Philip Morris International (PMI)

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The demand by IUF affiliates for meaningful negotiations in cases of restructuring was discussed in the IUF ***PMI International union meeting*** that took place on September 30 and October 1.

Very determined negotiations in ***Germany***, backed up by protests by members of the IUF-affiliated NGG, secured pension and employee separation costs of approximately $265 million (an average $275.000 per worker). Final amounts as well as the timing of payments, will depend on the redundancy options selected by impacted employees. Negotiations therefore continue.

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. The should be sent to iuf@iuf.org

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