

# TNC UPDATE #44

02-2020



*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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### **International agricultural supply chains**

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The IUF signed a Memorandum of Understanding (MoU) with **ALKO, the Finnish Alcohol Monopoly**. Alko is a state-owned alcohol monopoly, which operates only in Finland and has an international supply chain. The MoU recognizes that Alko and the IUF have a common interest in improving access to workplace rights and working conditions in the alcohol industry's supply chain, notably in the global wine sector. Under the agreement there will be regular meetings to exchange information and address concerns raised by the IUF. The MoU contains a comprehensive process agreed between Alko, the IUF and IUF-affiliated Finnish union PAM for incident reporting primarily through local IUF affiliates.

The IUF continues to meet with the Swedish alcohol monopoly, **Systembolaget**, to implement the Memorandum of Understanding (MoU), signed in 2017, to improve access to rights and working conditions in the alcohol industry. In November 2019 a planning meeting was held in Rome to explore expanding the work under the MoU to wine production in Italy in 2020.

In the last quarter of 2019, the IUF organized workshops in the Western Cape for trade unions representing wine workers in **South Africa** to explain the MoU and how to use the incident reporting mechanism.

The Secretariat also convened a first meeting of IUF affiliates representing workers in Nordic alcohol monopolies and in alcohol production to discuss coordination and future engagement with the five Nordic alcohol retail monopolies. Key points emerging from the meeting were to move ahead with individual monopolies; do mapping on wine in South Africa and the unions active in the

sector; identify large producers who are supplying to more than one Nordic monopoly; convene annual meetings of Nordic unions organized in alcohol monopolies and alcohol production and provide regular reports to the IUF's Agricultural Workers Trade Group (AWTG).

## BEVERAGES

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### **The Coca-Cola Company (TCCC)**

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Management at The Coca-Cola Company's operations in the **Philippines** is using "red-tagging" – the public smearing of unions as subversive organizations to invite and legitimate violence and repression – in order to undermine union organization and spread fear among workers. Coke operations in the Philippines are wholly owned by The Coca-Cola Company in Atlanta, USA, and managed through their Bottling Investments Group (BIG). Responsibility for intimidation and threats by management, in collusion with the military and police, lies squarely with The Coca-Cola Company, which has distinguished itself in recent years for an absolute incapacity to respond to documented human rights violations at its own operation in Ireland and those of its bottlers in Haiti, Indonesia, and the USA. In the Philippines, this can have fatal consequences. Coca-Cola management in the Philippines is potentially exposing workers to violence in order to discourage them from exercising their human rights; the Company must answer for this. Read more [here](#).

Coca-Cola continues to violate the fundamental rights of workers in **Haiti, Indonesia, Ireland** and the **USA**. Over 8,100 supporters recently sent off messages to The Coca-Cola Company to ensure workers' rights are recognized and respected. Over the past two years over 20,000 human rights supporters have sent similar messages to the Company. If you have not yet sent off your message, please show your support for these workers and the fight for rights in the Coca-Cola system. [CLICK HERE TO SEND A MESSAGE](#) to Coca-Cola CEO and Chairman James Quincey, expressing your outrage over these ongoing human rights violations and demanding that the company act to remedy them. Your name will also be added to a petition that will be delivered to The Coca-Cola Company.

If you have already sent off your message – thank you! If your union has a website, social media activity or a newsletter, please make

sure that it includes information about this campaign. And please share this message with your friends, family and fellow trade union members.

IUF-affiliated FSBMM members in **Indonesia** organized a protest action at the Coca-Cola Amatil Pasuruan plant on December 7, 2019 demanding the reinstatement of their union leaders Atra Narwanto, Lutfi Arifiyanto, Danies Andriadi and Jamaludin, and good faith collective bargaining with independent and democratic unions at Coca-Cola Amatil.

**RadioLabour** has broadcasted an interview with the IUF detailing Coca-Cola rights abuses in Indonesia, Haiti, the United States and Ireland. You can listen to the interview [here](#).

The iconic Coca-Cola Christmas truck had something of a rough ride this festive season. In the UK its showpiece final stop at London's O2 Arena had to be cancelled as a result of planned protests. And at Switzerland's most prestigious Montreux Christmas Market shoppers were provided with details of Coca-Cola's denial of workers' rights in Haiti, Indonesia, Ireland, and the USA.

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

IUF affiliates representing **Coca-Cola European Partners (CCEP) workers in Belgium** organized actions to protest the latest CCEP restructuring plan. Union members blocked trucks going in and out of factories in Antwerp, Ghent, Chaudfontaine, Hasselt and Heppignies. CCEP has announced the destruction of 132 jobs as a result of the closure of two warehouses. This is the 27<sup>th</sup> restructuring that takes place at CCEP operations in Belgium in recent years. Management wants to bring in new workers who will be paid less than the workers that will be dismissed.

Following 3 days of action that took place from December 18 to 20, 2019, IUF affiliates have reached an agreement ending the strike. Please see [here](#) the details of this agreement.

After 3 years of negotiations, the **IUF European regional organization EFFAT and the Coca-Cola European Partners (CCEP)** signed a long awaited agreement establishing a **European Works Council**. Operating in 12 European countries and employing 23,000 workers CCEP is the biggest Coca-Cola bottler globally in terms of revenue. Please find the details of this agreement [here](#).

## BREWERIES

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### **Brewery Division**

#### **New Brewery Division website**

The [www.beerworkers.org](http://www.beerworkers.org) website is NOT active anymore. The new domain name for IUF News for Beer Workers is: [www.beerworkers.online](http://www.beerworkers.online).

It is a multilingual website. You can find IUF News for Beer Workers in English, French, Spanish and German. Please visit the new site and change your bookmarks. Promote the IUF website ([www.beerworkers.online](http://www.beerworkers.online)) in union meetings to spread information among rank and file members.

#### **AB InBev**

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Workers at AB InBev's Budweiser plant in Sonapat, India continue their fight for rights and recognition. The workers have kept up continuous picketing for 700 days, supported by a growing number of permanent workers at the plant.

Management continues to refuse to reinstate victimized union members and elected officers, including the HBLMU President and General Secretary. The company will not engage in collective bargaining despite the fact that the union has demonstrated its majority membership status in the state labour department and fulfills all the legal requirements. Management continues to opt for victimization and repression in place of recognizing the rights of the workers and their union.

If you have not yet been able to send a message in support of these workers and their families, [click here](#) to tell AB InBev to remedy the ongoing rights violations at the Sonapat plant. The online petition that was available in [English](#), [French](#), [Spanish](#) and [Russian](#) now includes [German](#) and [Dutch](#) versions.

IUF affiliates that represent the AB InBev workers in Jupille, Hoegaarden, and Leuven factories in Belgium conducted actions on the first week of January. Relations with management have been strained due to poor dialogue and major errors on the pay slips. IUF affiliates reported that administration of wages at the Belgian subsidiary of the brewing giant is being managed remotely from India and this causes multiple errors in the remuneration of



staff. Following the increased pressure of protests and blocked truck traffic at the gates of AB InBev breweries, IUF-affiliated trade unions and the management reached an agreement in principle on job security on December 6, 2019. The agreement will apply for a period of five years. Read more [here](#).

#### **TCB Beverages - Gilde Brewery**

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The German Food and Allied Workers Union (NGG) is taking legal action against the management of the Gilde Brewery. NGG is taking the brewery to court for splitting up the company in order to obstruct the work of the works council.

A wage dispute has also been ongoing at the Gilde Brewery for many months. At the end of November workers voted to take indefinite rolling strike action. After the 97-hour strike in the 3<sup>rd</sup> week of January, workers went out on strike again on January 26 for the 13<sup>th</sup> time!

Please send solidarity messages and photos to the IUF Secretariat ([burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org)) and we will forward them to the members of NGG on strike.

## CATERING

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#### **Sodexo**

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The annual IUF-Sodexo meeting was held in Paris on January 23. The **International Framework Agreement** (IFA) between Sodexo and the IUF which guarantees workers access to their rights to join a union and enter into collective bargaining was signed in 2011. However North American IUF affiliates still encounter anti-union behavior and activity from the company during organizing campaigns. The IUF and its affiliates believe this reflects a lack of training of Sodexo managers and supervisors on the agreement and what should occur in practice during union organizing. Affiliates acknowledged there were positive experiences where the Agreement is honoured but there is still considerable inconsistency. It was agreed that a plan for implementing the IFA in North America is needed and this should be the priority focus of our work in the immediate future.

There was discussion on the next steps in implementing the sexual harassment agreement with work planned in the UK. ILO Convention C190 is now the standard for our work on gender based violence and Sodexo were thanked by the IUF for their work with other French based

employers who lobbied for the adoption of the Convention. The IUF asked Sodexo to consider the impact of domestic violence on the workplace and indicated that this is an issue for further discussion and policy development.

Sodexo presented their diversity strategy with particular reference to preventing discrimination against LGBTI workers. The IUF and Sodexo committed to exploring opportunities for joint work on LGBTI workers' rights.

### **Catering Division Steering Group**

The IUF Catering Steering Group which preceded the IUF Sodexo meeting shared experiences of negotiating with employers over the introduction of digital technology. When the technology is introduced, affiliates are confronted with the potential for job destruction, changes to work organization and skills, workload pressures resulting from fewer jobs or more complex technology, the potential for increased worker surveillance, health and safety issues and future employment security. At the meeting with the IUF, **Sodexo** presented on this issue and highlighted their work on training, especially on interacting with digital technology. The IUF stressed the obligation on Sodexo and other employers to negotiate the introduction of digital technology with IUF affiliates.

During March the IUF will share information with worker representatives on the **Compass** European Works Council on this topic.

The Steering Group was conscious of the impact of digital technologies on other IUF sectors. The issue will be referred to the next HRCT Board meeting. In the meantime please contact [james.ritchie@iuf.org](mailto:james.ritchie@iuf.org) for further information.

## **DAIRY**

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### **Arla Foods**

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At the IUF-Arla Foods meeting held in December in Copenhagen, company and IUF proposals for a Memorandum of Understanding (MoU) to guide the formal engagement were discussed and differing viewpoints negotiated. Good progress was made and there has been a further exchange of documents since. When a draft agreement is reached a meeting of affiliates with members employed by Arla will be convened to ratify the agreement. The aim is for completion of the MoU in the first half of 2020.

Arla Foods and the IUF also discussed implementation of the recently signed agreement on protection against sexual harassment. ILO Convention C190 is now the global standard for our work on sexual harassment and the company's attention was drawn to the wider implications of gender-based violence, including domestic violence, on the workplace.

## **FOOD PROCESSING**

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### **Barry Callebaut**

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In September 2019, the IUF's Food Processing Steering Group adopted a proposal focusing on the **cocoa grinder/chocolate processing subsector**. The aim of this now adopted proposal is to build international union organization along the supply chain at the cocoa grinder and chocolate processing levels of the chocolate supply chain while in no way detracting from ongoing work in any other food processing subsectors and/or companies.

The IUF Secretariat is in the initial stages of building international union organization at cocoa grinder and chocolate processor Barry Callebaut. If you have membership in Barry Callebaut and wish to be involved, please contact [sarah.meyer@iuf.org](mailto:sarah.meyer@iuf.org).

### **Cargill**

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For over 650 days Cargill workers who were dismissed in April 2018 while trying to form a union at Cargill's Bursa Orhangazi factory in **Turkey** have continued fighting for their rights. The struggle continues as Cargill workers in Turkey continue their long wait for justice.

### **Danone**

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The IUF and Danone have jointly produced a poster describing the IUF/Danone international agreements. The poster summarizes essential elements of each of the agreements. The poster can also serve as training material for union representatives and members to better identify and make use of key points in the agreements.

Danone has agreed that local discussions with plant management should determine how the poster can be displayed in suitable locations in plants and offices. Posters can also be posted on union notice boards that are normally used for sharing and announcing information from the union.

If you want your union's logo and contact details added to the IUF and Danone logos already there then contact the IUF office at [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org). The poster can be printed locally and is currently available in [English](#), [Spanish](#), [French](#), [Dutch](#), [Polish](#) and [Russian](#). Contact the IUF Secretariat at [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org) to request translation into other languages.

IUF-affiliate Tobacco, Drink, Food and Allied Workers Union in **Turkey** (Tekgıda-İş) organized a majority of workers in the Sirma Waters business which was acquired by Danone in 2013. The union had successfully applied for bargaining unit status with the Labour Ministry. However local management appealed this certification as normally happens in Turkey as part of most employers' efforts to delay and deny workers' rights.

Following the IUF's negotiations with Danone Paris corporate management, and local management's intensive discussions with the Tekgıda-İş union leadership, Turkey Sirma Waters management withdrew its appeal against the bargaining unit status and opened collective bargaining discussions with Tekgıda-İş. Following a successful negotiation an agreement was signed at the beginning of January which covers the period January 2020 to December 2021. Tekgıda-İş has thanked the IUF Secretariat both for the support for the union's organizing activities at Danone Waters and also for the successful negotiations with Danone senior management in Paris.

## **Mondelēz**

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Following a series of strikes and other actions, **IUF Belgian affiliates** at the end of 2019 successfully negotiated a substantial social plan for approximately 178 workers who will be made redundant at Mondelēz' Herentals factory due to the transfer of 3 production lines to other locations.

The **Cadbury Pakistan Progressive Employees Union**, affiliated to the IUF through the Pakistan Food Workers Federation (PFWF), is celebrating another 51 permanent jobs for long-time casual workers employed at Mondelēz Pakistan. Twelve workers at Mondelēz' Tang factory and 39 workers at Mondelēz' confectionery factory in Pakistan now have permanent jobs. This became possible due to the union's continuous struggle to tackle precarious work at Mondelēz Pakistan.

The union is grateful to PFWF and IUF affiliates around the world for their continuous support and solidarity.

## **First collective agreement signed at Mondelēz Egypt**

The IUF-affiliated union at the Mondelēz facility in **Alexandria, Egypt** was formed following a major international two year conflict that ended successfully in August 2014. Building on the solid trade union rights base built at the end of that IUF campaign the union became the first legally registered **independent** union in the private sector in Egypt in April 2018.

The union has now taken a further significant step in signing **the first collective bargaining agreement at Mondelēz Egypt** on January 23, 2020. The agreement, whilst modest in general terms, secured increases in benefits upon retirement, improved the quality and coverage of medical benefits and secured a number of additional financial benefits. The agreement, which runs to the end of 2022, will also extend to the other two Mondelēz plants operating in Egypt. The union negotiating team had been supported through training provided by the IUF Secretariat.

## **Nestlé**

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As reported in the previous TNC Update, Nestlé management has so far failed to guarantee workers' access to their rights without employer interference in the **United States**. Following the meeting between General Secretary Sue Longley and Nestlé CEO Americas Laurent Freixe in November 2019, the IUF President and Assistant General Secretary will meet Nestlé North American management in an attempt to get an improved offer on 'employer neutrality' during affiliate organizing campaigns.

The outcome will be reported back to the global IUF team which meets with Nestlé Corporate in March and will determine the approach and content of that meeting.

Negotiations to resolve issues arising from the sales force restructuring in Russia have progressed but are not yet completed. One unresolved issue is the union's right to bargain on behalf of all those members who have authorized it to do so.

The IUF and its affiliates represented on NECIC, the Nestlé European Works Council, continue to support Swiss affiliate UNIA in their fight for recognition at Nespresso. Progress in gaining access to workers and representing their

grievances, particularly concerning scheduling, has stalled despite company assurances provided at the last NECIC meeting. The IUF Secretariat has intervened at corporate level on behalf of its affiliate and will continue to pursue the matter at the IUF-Nestlé global meeting as required.

## 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 and President of FSPM, our federation of Indonesian hotel unions, received notice of termination because he allegedly defamed hotel management via Facebook and WhatsApp. Despite the IUF asking Accor global management several times to intervene, Accor has taken no positive action to secure his reinstatement. The IUF asked affiliates to mobilize their members on November 20, 2019 to support the call for Brother Husni's reinstatement.

### **Intercontinental Hotels Group (IHG)**

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Workers at the Intercontinental Hotel Dieu in Marseille, supported by the FDS-CGT, have been on strike since November 15, 2019 to protest poverty wages, unpaid overtime and under-staffing. The city of Marseille granted Axa REIM, the giant French-based real estate investment manager, a 99-year lease on the property. Axa REIM in turn has contracted IHG Marseille, owned by Intercontinental Hotels Group, to manage the hotel, including staff. The exorbitant demands and profit targets set by the financial arrangement between the city and IHG, however, make it impossible to provide decent work for the hotel employees. The union believes the situation qualifies as abusive subcontracting (délit de marchandage) punishable under French law. The IUF is currently organizing international support for the union at the hotel.

### **Marriott**

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Marriott workers across Africa have called on the CEO of the world's largest hotel company to engage directly with the IUF to agree on global measures to combat the sexual harassment which plagues the hospitality industry. Representatives of the IUF African Regional

and Strategic Leadership Committees delivered their petition to the general manager of the Sheraton Tunis on December 4. The initiative comes out of an IUF meeting of Marriott union representatives in Conakry, Guinea earlier in 2019 at which participants agreed to publicize the demand and circulate it at Marriott-branded hotels across Africa. In the meeting with the Sheraton Tunis general manager, IUF representatives emphasized that Marriott can only provide a harassment-free workplace through negotiation with the unions that represent hotel workers.

In **Guinea**, workers at the Sheraton Grand Conakry, the largest hotel in the country, will vote in union elections on February 11, for their first time. The election is the result of an organizing effort from the IUF-affiliated FHTRC-ONSLG, with the active support of UNITE HERE and the IUF Secretariat. Affiliates will be informed of the outcome.

## 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](mailto:iuf@iuf.org)

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