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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COVID-19 UPDATES

For updates and information from the IUF and affiliates about affiliates’ and company actions faced with the COVID-19 pandemic please go to our dedicated website here:

COVID-19: INFORMATION AND RESOURCES FOR AFFILIATES

Or place this link in your browser:

www.iuf.org/Covid19

COVID-19 issues appear in the reports on all IUF sectors in this edition of the IUF’s TNC Update.

BEVERAGES

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The Coca-Cola Company (TCCC)
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Coca-Cola continues to violate fundamental rights in Haiti, Indonesia, Ireland, the Philippines and the USA. To demand that these abuses end CLICK HERE AND SEND A MESSAGE to Coca-Cola CEO and Chairman James Quincey.

The Business & Human Rights Resource Centre (BHRRC) published the IUF’s rejoinder to Coca-Cola’s response regarding the company’s dangerous attack on our affiliate in the Philippines. “Red-tagging” of the union and its leaders risks inviting potential violence against the union. Coca-Cola’s response demonstrates a total failure to address the substance of the allegations. Corporate management’s failure to seriously investigate the facts also resulted in them misleading BHRRC’s readers. You can read the entire IUF and Coca-Cola exchange published on the website of Business & Human Rights Resource Centre HERE.
Please share information about this campaign on union websites, through social media, newsletters and in conversations with members.

IUF members in the Philippines were also recently told that there is an “international Coca-Cola speed limit of 60 km/h for delivery drivers” and that they would face severe penalties for exceeding that speed limit. The IUF Secretariat urgently sent out a survey to Coca-Cola affiliates to verify this claim by management. All results confirmed that there was no such internal international speed limit and that management had deliberately misled workers and union representatives in order to threaten them with arbitrary disciplinary action.

The IUF Secretariat, the Asia Pacific region and our affiliate in the Philippines thanked affiliates in Belgium, Germany, Turkey, USA, Canada, Argentina, Guatemala, Ghana and Benin for their rapid responses.

In a CNBC interview largely aimed at reassuring financial markets around the impact of the COVID-19 pandemic on Coca-Cola’s business CEO James Quincey said: “We absolutely have not launched any job restructurings nor do we have any plans to do so. We want to keep our skilled employees because we believe there will be a rebound”.

When TCCC published its first Human Rights report in 2018, the IUF published a critique explaining in detail the misleading nature of the report. Just as in TCCC’s Human Rights report it is not clear who the TCCC CEO refers to as “We” in his CNBC interview. For the wider public it will be taken to mean guarantees will apply to 700,000 people in the Coca-Cola system. However whilst he talks about TCCC and its bottlers (the “Coca-Cola system”) in this interview he might actually only mean the around 40,000 employees directly employed by TCCC. If however he does mean he is guaranteeing no lay-offs within the bottlers as well then it is another example of TCCC picking and choosing what issues they “control” throughout the bottling system and what issues they apparently have to bow to bottler whims about, including the human rights issues the IUF has been raising for the past three years.

Please inform the IUF at burcu.ayan@iuf.org in the event that bottlers do engage in lay-offs, restructuring or other issues that negatively affect Coca-Cola system workers.

**PepsiCo**
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On March 20, 2020, PepsiCo announced it will provide enhanced benefits to all U.S.-based employees and additional compensation to U.S. frontline employees, the women and men, who make, move and sell products, as they face the coronavirus (COVID-19) pandemic. Details of the enhanced PepsiCo benefits to all U.S. employees can be found in this PepsiCo press release. Please let the IUF know at burcu.ayan@iuf.org to what degree this compares to the measures and benefits provided by the company to workers in your facility and/or country.

**BREWERIES**
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**Brewery Division**

Please contact the IUF at burcu.ayan@iuf.org for the conclusions and action points that emerged from the 3-day IUF International Brewery Unions’ Conference held in October 2019.

Trade union representatives from 26 unions in 22 countries joined the 3 days of meetings. To ensure ongoing coordination and mutual support they exchanged contact details including mobile phone numbers. The IUF Secretariat has created WhatsApp groups in English, French and Spanish to improve ongoing communication and ensure better exchanges of information amongst affiliates that represent beer workers. Please send the mobile phone numbers for yourself and any other representatives or members in your union to burcu.ayan@iuf.org if you want to join these language-based WhatsApp groups. Please specify which language or languages you wish to join.

Beer sector members also agreed to send information to the IUF Secretariat on organizing and collective bargaining successes, improved working conditions, occupational health and safety issues, restructuring struggles, fights against attacks on rights and working conditions or any other matters which affect members employed in the breweries. These, as well as updates on actions that brewery companies are taking to protect workers' health and safety during the COVID-19 crisis, will be posted on www.beerworkers.online and circulated to all IUF brewery sector affiliates.
Workers at AB InBev's Budweiser plant in Sonepat, India continue their fight for rights and recognition. The IUF Secretariat continues to inform and update affiliates, the public and the ethical investment community about ongoing human rights violations in the Sonepat plant.

If you have not yet been able to send a message to the company in support of these workers and their families an online petition is available in English, French, Spanish, Russian, German and Dutch.

A key part of this struggle revolved around the dismissal of the General Secretary of Haryana Breweries Limited Mazdoor Union (HBLMU), Deshraj for allegedly threatening a supervisor. In a final recent court verdict he was acquitted of the charges framed against him.

The NGG (German Food and Allied Workers Union) Regional office and the works council at the Beck & Co brewery in Bremen had invited representatives from Sonepat to their March works council meeting to organize a series of solidarity actions. As a result of the COVID-19 crisis, those events have been postponed to later this year. The IUF Secretariat and the HBMLU in Sonepat have thanked the NGG representatives for this initiative and their support.

On February 5 the IUF-affiliated Union of Workers of Beverage and Similar Industries (STIBYS) in Honduras, held a protest action at the factory gates of the Cervecería Hondureña SA (a subsidiary of AB InBev) in San Pedro Sula. STIBYS denounced repeated violations of the collective bargaining agreement that was signed in 2017. Carlos Humberto Reyes, president of STIBYS and a member of the IUF Latin America Executive Committee, pointed to the marketing of products by Cervecería Hondureña at extremely low prices in supermarkets as a key factor negatively affecting the jobs and livelihoods of workers employed in the sales department.

The IUF Secretariat has produced a global update on AB InBev including recent struggles or collective bargaining successes. It has been used by the IUF Asia Pacific region for their earlier outreach work with new AB InBev unions in the region and is available from the IUF at burcu.ayan@iuf.org.

In Ukraine at the Chernihiv AB InBev/EFES brewery a number of workers were told prior to the COVID-19 crisis to come to the plant 10-20 minutes earlier than their shift start time to attend production meetings, effectively doing unpaid work. IUF-affiliated AIWU asked the IUF Secretariat to check with affiliates that represent AB InBev workers in Europe and EFES workers in Turkey if similar practices exist in their facilities. Blue-collar workers employed in AB InBev plants that operate in Belgium, Germany and the Netherlands get overtime pay for starting their shift early. In Turkey, legally and as a result of terms and conditions within the CBA, the company action in the Ukraine cannot happen. Based on these examples AIWU will seek to negotiate a solution with the management at the Chernihiv plant once the quarantine conditions due to COVID-19 pandemic are over.

In the Netherlands members of the IUF-affiliated Federation of Dutch trade unions (FNV) have agreed a new collective bargaining agreement with Heineken that was signed against the background of pending industrial action. Workers agreed a structural wage increase of 7.5% over two years. In addition, agreements have been made about mutually acceptable professional classifications and a performance bonus that now also applies to all temporary employees who have been with Heineken for more than 1 year. Read more here.

Gilde Brewery management has locked out workers in part of the company (for more details see TNC Update #44). The company has also published the names of strikers, an act that is not only a threat to fundamental workplace rights but also a violation of the legally protected right to privacy in Germany.

NGG and its members at the brewery are demanding that management re-start good faith collective bargaining negotiations. They are also demanding an end to the two-tier wage system in the company. The IUF Secretariat asked Brewery Division members to show their solidarity by sending solidarity messages to the workforce via the NGG regional office. NGG and its members at Gilde Brewery thank the following IUF affiliates that have expressed their solidarity: HBLMU-India, PFWF-Pakistan, UNIFOR-Canada,
Bermuda Industrial Union, Teamsters-North America, PRO-GE-Austria, Solidarnosc-Poland, AIWU-Ukraine and Russia, Novoprof-Russia, Tekgıda-İş-Turkey, CCOO Industria-Spain, Kommunal-Sweden, the IUF Latin America region, Grenada Technical and Allied Workers’ Union, AVC-CSC-Belgium and the IUF-Japan Coordinating Council.

**CATERING**

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Many industrial catering contracts have been terminated or suspended during the COVID-19 pandemic. The airlines are maintaining only minimal services. Hundreds of thousands of airline catering workers have been laid off.

**Compass**

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The IUF will be contacting Compass corporate HR about COVID-19 so please make contact if we can be of assistance.

**Sodexo**

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The IUF Secretariat has commenced weekly calls with Sodexo corporate during the COVID-19 pandemic. Discussions have included maintaining employment, redeployment options, re-hiring, and safety at work for those workers in essential industries such as healthcare facilities and food and beverage manufacturing plants. If affiliates have any issues they would like raised with the company please contact james.ritchie@iuf.org.

**DAIRY DIVISION**

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The IUF is preparing a guide for food and beverage affiliates on safety, income and job protection during the COVID-19 pandemic. The Secretariat has also had requests for dairy specific information on safety during the pandemic. IUF Dairy Division Steering Group members have been asked to send company specific information on COVID-19 responses and in particular the outcomes of any negotiations and discussions between affiliates and Dairy TNCs. This information will be compiled and distributed.

**FOOD PROCESSING**

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**COVID-19**

IUF affiliates with food processing membership are negotiating increased health and safety measures that seek to protect workers and limit the spread of COVID-19. IUF affiliates have also negotiated pay increases and/or bonuses for their food processing membership still working in response to the COVID-19 pandemic. The IUF Food Processing Division is facilitating information sharing within company networks on COVID-19. If there is any information your union needs or may wish to share on COVID-19 in relation to a particular food processing company, please contact the IUF Secretariat.

**Cargill**

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In **Turkey** fourteen union activists, who worked in Cargill’s Bursa-Orhangazi starch factory, were dismissed from their jobs on April 17, 2018 while trying to organize a union at Cargill Turkey. Dismissed Cargill workers from the Bursa-Orhangazi factory have been protesting and demanding their reinstatement for two years. IUF affiliates representing Cargill workers from across the world have shown their solidarity and support through a variety of actions including speaking with/writing to Cargill management and Cargill members signing postcards calling for the reinstatement of the Cargill workers.

In December 2019 and February 2020, a Turkish district court issued verdicts for twelve of the workers who Cargill dismissed on April 17, 2018. The district court’s decision confirmed that eight of these workers were dismissed for union activity and that the other four were also ‘unfairly’ dismissed. In all verdicts the district court ordered reinstatement. Turkey’s legal system, however, offers companies an alternative to reinstating workers who are fired for forming or joining a union. Companies can simply pay additional compensation. In such cases, Turkish law is not consistent with ILO jurisprudence which states clearly that reinstatement is the appropriate remedy for anti-union dismissal.

The IUF filed a complaint against Cargill with the U.S. National Contact Point in August 2018 for violations of the OECD Guidelines for Multinational Enterprises. This process failed to produce any concrete results as the IUF and Cargill could not agree what issues any potential mediation would address.

The IUF’s international campaigning had been suspended to allow for a good faith process to take place under the auspices of the U.S. National Contact Point. With that process now drawing to a close the IUF will be relaunching its public campaign against Cargill.

Workers whom Cargill dismissed in April 2018 still want their jobs back and continue fighting for
their rights. IUF affiliates’ continued support will be needed. Please contact the IUF Secretariat for further information on how your union can best support at this time.

**Danone**

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On January 22, 2020, Danone announced the closure of the Rosenheim dairy plant in **Germany** in July 2021. The only reason given in a brief mention in the public announcement to company employees was the decline in capacity utilization over the last few years. The **1997 IUF-Danone agreement on employment and restructuring** stipulates that consultations with unions representing their employees must take place and must be accompanied by documents explaining the decision and giving the objectives and reasons for this decision. This did not happen.

The IUF-affiliated German Food and Allied Workers Union (NGG) that represents the Rosenheim workers organized a demonstration at the factory to protest the closure and the lack of any detailed justification from Danone.

Under the banner “**People before Profit**”, NGG, and its members at Danone Rosenheim have committed to fight for every job. A video of this demonstration exists in German [here](#) and a brief summary of video’s content in English [here](#).

On February 20, 2020, NGG and its members at Danone Rosenheim organized another demonstration at the factory gate preceded by a march through the streets of Rosenheim again under the banner “**People before Profit**”. Please find the video of this demonstration [here](#). You can follow NGG actions through their campaign-dedicated YouTube channel [here](#).

On February 27 and 28, workers at the Danone plant in **Dubois, Pennsylvania, USA** voted overwhelmingly to be represented by IUF-affiliated BCTGM Local 19. This positive outcome follows a substantial vote for representation by IUF-affiliated UFCW at the Danone plant in Dallas, Texas in June 2019. The election win in Dallas was followed by the negotiation of a first collective agreement for the Dallas Danone workers signed in October 2019.

Both these successes were achieved through determined union organizing work building on the February 2019 **United States union access and management neutrality agreement** between the IUF and Danone’s senior international and North American management.

Danone has been addressing the **COVID-19 crisis** in close consultation with many IUF affiliates and in ways largely supported by those affiliates.

A March 24 letter sent out by CEO Emmanuel Faber that the IUF has been told was sent to all Danone workers world-wide guarantees:

- Jobs and 100% of revenues protected for 3 months for all 100,000+ Danone workers worldwide;
- Bonuses for on-site frontline workers;
- Guaranteed health care and child-care for Danone workers worldwide;
- €250 million to protect 15,000 small businesses in Danone’s food supply chain.

IUF affiliates and the Secretariat will monitor the implementation of these guarantees.

**Jacobs Douwe Egberts (JDE)**

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At the end of February 2020, Jacobs Douwe Egberts (JDE) management issued an ultimatum to the approximately 300 workers employed at its **Banbury, UK** site: employment contracts would be terminated and those unwilling to accept undefined new terms and conditions would be considered to have resigned: “take it or leave it!”. The vast majority of these 300 workers are members of IUF-affiliated Unite the Union.

With solidarity and support from IUF and its affiliates with JDE/JAB Holding membership, Unite the Union campaigned to challenge the company's plan to unilaterally dismiss the entire workforce and reemploy workers who agree to inferior pay and conditions. On March 11, JDE and Unite the Union agreed to a joint statement in which JDE has retracted its plan to dismiss and re-employ all workers in order to allow for negotiations to take place between now and October 2020. Further support may be needed depending on the outcome of the current talks.

**Perfetti van Melle (PvM)**

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Since the IUF exposed the use of child labour at Perfetti van Melle in Gazipur, Bangladesh, the children have disappeared from the factory. Some have been located working in nearby factories. PvM refuses to discuss appropriate measures to remedy the harm inflicted on them whilst working at PvM such as the lack of schooling or apprenticeships.
The campaign against Perfetti van Melle therefore now focuses on remediation for the children who had previously worked in Perfetti van Melle’s Gazipur factory. IUF affiliates have been supporting the ongoing campaign to end the use of child labour in the Gazipur factory and for Perfetti van Melle to agree with the IUF measures to address the harm caused to the children. If your union is not already supporting the campaign and wishes to do so, please inform sarah.meyer@iuf.org

Nestlé
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Negotiations on workers’ access to their rights at Nestlé facilities in the United States have broken down. The major issues are a failure to agree on provisions relating to company communications during organizing campaigns, and the lack of union access to workers to offer the choice of union membership free from employer influence.

The IUF and its North American affiliates will consider what action to take when the COVID-19 crisis eases. Nestlé corporate have been repeatedly informed that the failure to appropriately recognize workers’ rights in the U.S. is a global issue and a matter of concern for all our affiliates. The IUF will keep affiliates informed of future activity and any requests for solidarity.

Following the postponement of the regular IUF-Nestlé global meeting due to current travel restrictions, the IUF General Secretary and Assistant General Secretary met with Nestlé corporate representatives through a teleconference link.

The breakdown in negotiations in the United States and company and affiliate responses to the COVID-19 pandemic made up the agenda. COVID-19 responses by the company have generally been appropriate and the IUF is in contact with affiliates to ensure that company corporate commitments are being met locally. The IUF is also participating in regular European Works Council calls on the COVID-19 crisis.

HOTEL CHAINS
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IUF demands during “extraordinary events”

The IUF has drafted demands for the Hotel sector, and we believe they may be useful for the negotiation of measures to prevent and protect the health and employment of hotel workers. Please click here to see our draft demands on governments and employers.

Club Med
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On March 27, at the meeting of the EWC’s Select Committee corporate management informed unions of the closure of all Club Med villages worldwide for the safety of customers and workers. Short-time work compensation has been introduced for employees with French employment contracts, and all other workers will be subject to the measures provided for in local legislation. Due to border closures, some employees have not been able to return to their countries and are housed and fed in Club Med villages, with psychological monitoring.

Marriott
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With 96% of votes in favour, workers at the Marriott Sheraton Grand Conakry, Guinea, have voted to form a union and elected their leaders at the country’s largest hotel. Workers at the 5-star establishment began organizing in response to low wages, unpaid overtime and an absence of healthcare provisions. The Sheraton workers contacted the IUF-affiliated Fédération de l’hôtellerie, du tourisme, de la restauration, du catering et des branches connexes (FHTRC) and in March 2019 began the lengthy process that ended with the successful election on February 11. Throughout, hotel management tried all possible means to stop the election. The union was planning the next moves to improve working conditions, starting with the negotiation of a collective agreement. COVID-19 then hit the country and occupancy rates dropped. In a meeting with hotel management, union leaders have agreed to reduce staff to a minimum, and use accrued leaves to guarantee full salary for March and April.

In Uganda, IUF-affiliate HTS-Union has negotiated a series of measures for Sheraton Kampala hotel workers to avoid dismissals resulting from COVID-19. They range from the closure of floors, restaurants and services to the suspension of certain outsourced services to be undertaken by hotel workers and the taking of unused paid leave in order to receive full salary.

Meliá
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In Spain around ten days before submitting a request to the Spanish government temporary layoff system (ERTE), the company dismissed
around 200 workers. As a result these workers would not be protected and guaranteed their jobs back at Meliá under that scheme. The IUF sent a protest letter to the CEO of Meliá, demanding that the dismissed workers be reinstated, and urging the company to negotiate measures with the unions that could be adopted to mitigate the current situation for all workers.

The company formally submitted an ERTE request for practically all its staff in Spain, 8,232 workers, based on “force majeure” and the mandatory closure of all hotels decreed by the government. This ERTE submission was not negotiated with the Spanish unions, and like other companies, Meliá will simply abide by the rules and laws established by the Spanish Government. Spanish IUF affiliates (UGT and CC.OO) are calling on the company to negotiate to improve these minimum legal requirements and to take additional measures, such as the inclusion in this ERTE of all staff regardless of the nature of their contracts: fixed, seasonal, part-time, etc. Union demands include:

- all workers should be included, both those of the hotels that were open at the time of the mandatory closure, and those that were to be hired at the opening of the tourist season;
- supplementary pay in addition to the salary that the state unemployment fund pays to workers in these circumstances;
- a guarantee that all measures that are being adopted now and in the future will aim to maintain both the quantity and quality of employment.

MEAT DIVISION

Workers on red meat and poultry processing lines are at risk during the COVID-19 pandemic because of the close proximity of workers on the lines. Affiliates have been monitoring working conditions and negotiating with employers as required, to ensure that workers can protect themselves and minimize the risk of contracting COVID-19 at work or travelling to and from work.

JBS

Workers from the JBS units in Forquilhinha and Nova Veneza in the Brazilian state of Santa Catarina were brutally repressed for protesting the company's decision to keep the production lines running without adequate protection against the spread of the coronavirus.

A thousand workers walked out of the JBS owned Moy Park site at Seagoe in Portadown, Northern Ireland after the failure of the company to provide a safe workplace. Unite the Union members returned to work after safety improvements were made. The IUF is supporting Unite in its fight for 2 meter physical distancing between workers at all times, in UK processing plants. The same standard should apply at all food and beverage processing facilities.