

# TNC UPDATE #46

10-2020



*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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## 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 web site here:

### [COVID-19: INFORMATION AND RESOURCES FOR AFFILIATES](#)

Or place this link in your browser:

[www.iuf.org/Covid19](http://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 management in *the Philippines* is capitalizing on the coronavirus emergency to attack union leaders of the IUF-affiliated FCCU-SENTRO and intimidate their members with dismissals, disciplinary measures and the use of police power. This comes on top of the long-standing unresolved abuses of workers' rights in the Coca-Cola system in Haiti, Indonesia, Ireland and the USA. [Sign the petition](#) to send a message to The Coca-Cola Company - Coke cannot abuse a public health emergency to attack fundamental human rights!

The IUF Secretariat has also asked affiliates representing Coca-Cola workers to send a letter to The Coca-Cola Company (TCCC) CEO calling on the company to stop abusing the national health emergency to attack and restrict trade union rights. The GMB in the UK, UNIFOR in Canada, E tū in New Zealand, AIWU in Ukraine,

Histadrut in Israel, FETIASP in Brazil, Tekgıda-İş in Turkey, Solidarność in Poland, PPDIV in Croatia and UA ZENSEN in Japan all sent letters to the TCCC CEO.

In addition the United Workers Union (UWU) in Australia, IUF affiliates in Ukraine that represent Coca-Cola, Bio Med Sklo, AB InBev, JTI and Lactalis workers and AIWU, ACV-CSC in Belgium, SYNTRA.SOB in Benin, SNTIA in Senegal have also expressed their solidarity in various ways. FCCU-SENTRO has expressed their appreciation for the support shown by all those affiliates.

RadioLabour broadcasted an interview with Hidayat Greenfield, the IUF Asia Pacific Regional Secretary, about the struggle in the Philippines. Listen to the interview [here](#).

As **Indonesia** moved into lock-down in late March, Coca-Cola Amatil management secretly signed a new national collective agreement with the pro-management national union structure created decades ago during the Suharto military dictatorship to suppress workers' rights. This agreement effectively imposes new terms and conditions on more than 6,000 Coca-Cola workers without any of them having ever seen a copy of the agreement. See more [here](#).

Coca-Cola Amatil in Indonesia continues to exploit COVID-19 conditions to target members of independent unions at Coca-Cola operations. On September 9, 2020 Coca-Cola Amatil Indonesia suspended two members of an independent Coca-Cola union for not meeting unrealistic sales targets in COVID-19 "red zones" where many shops and outlets are closed. Read more [here](#).

In **Ukraine** IUF-affiliated AIWU members organized two protest actions in June and July 2020 at the factory gate near Kyiv to press their demands for a substantial wage increase. The IUF Secretariat surveyed affiliates that represent Coca-Cola European Partners workers to collect information about salary increases in different countries to support the demands of Coca-Cola workers in Ukraine. AIWU of Ukraine has thanked Unite the Union in the UK, the Agriculture and Forest Industry Federation (PODKREPA) in Bulgaria, NGG in Germany, ACV-CSC and LBC-NVK in Belgium, Solidarnosc in Poland and UGT-FICA in Spain for providing detailed information on their negotiations for salary increases in 2020 and on wage levels at Coca-Cola in their countries.

In mid-April 2020, the National Union of Workers in the Food and Beverage Industry of **Colombia** (SICO) concluded a new collective

bargaining agreement with Coca-Cola, a significant achievement at a time of social and economic crisis. Read more [here](#).

Following negotiations that started in February and despite the economic crisis and the COVID-19 pandemic, the National Beverages Industry Union (SUT-INARSA) also secured an increase in wages for Coca-Cola FEMSA workers in **Nicaragua**. Read more [here](#).

In late March 2020 TCCC CEO James Quincey gave an [interview](#) to CNBC indicating that the company had no plans for any major restructuring. In August 2020 TCCC announced plans for a reorganization of its operating structure and a wave of major redundancies as part of a larger restructuring. Coca-Cola is initially planning to dismiss approximately four thousand employees, or 37% of its North American workforce in the United States, Canada and Puerto Rico. Similar lay off plans are expected internationally in many countries. In the event of further restructuring plans in your country please inform the secretariat at [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

The **10th IUF Global Coca-Cola Workers Alliance meeting** will take place on November 4, 2020 from 13.00 to 16.00 CET via videoconference. Please notify us at [events@iuf.org](mailto:events@iuf.org) by October 16 at the latest if you would like to participate in this meeting. Please send details of any national, regional or global issues you would like to raise at that meeting to [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

## **PepsiCo**

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The IUF Secretariat organized a conference call with PepsiCo corporate management in mid-May to discuss PepsiCo's protocols and strategies to protect workers against COVID-19. The call proved useful and constructive. The IUF presented a comprehensive report from affiliates focussed on the measures and guarantees provided locally by PepsiCo in response to COVID-19 in a number of countries. The report was based on responses from IUF affiliates that represent PepsiCo and Frito-Lay workers in Canada, Spain, Ukraine, Tanzania, Guatemala, Nigeria, Ghana, Poland, the UK, Belgium, Russia, Argentina and Brazil to the IUF survey on PepsiCo's COVID-19 measures. A copy of the full survey report can be obtained from the secretariat at [burcu.ayan@iuf.org](mailto:burcu.ayan@iuf.org).

## BREWERIES

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### Brewery Division

#### AB InBev

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After 763 days of picketing in front of AB InBev's factory in Sonapat, **India** to protest the unfair termination of union leaders, the Haryana Breweries Limited Mazdoor Union (HBLMU) temporarily ended its [picket line](#) on March 22 in order to protect workers and their community during the COVID-19 crisis. Read more [here](#).

In many countries in **Latin America** the IUF's regional organization REL-UITA and the IUF secretariat have been supporting ABInBev affiliates throughout the ongoing COVID-19 crisis.

On May 18, 2020 members of the Union of Workers of the Panama Beer Industry (STICP) protested in front of AB InBev's production plant in the **Panama City**. The protest resulted from the company's refusal to meet with the union and to form a Special Committee on Health and Hygiene to address COVID-19. See more [here](#).

On June 18, 2020 STICP members held another protest, which included both the processing plant and the local distribution and sales agencies nationwide. The workers protested the illegal suspension of 13 workers at the Pasadena plant and violations of the collective agreement. Read more [here](#).

The IUF-affiliated Union of Workers in the Beer, Beverage, Food, Malt and Similar Industries (USTIAM) in **Colombia**, has reacted to [the unfair practices of the Bavaria Company](#), a subsidiary of AB InBev.

On May 29, 2020 in **Honduras** workers at the Cervecería Hondureña (the Honduran Brewery that bottles AB InBev and Coca-Cola products) who are members of the IUF-affiliated Beverage and Related Industry Workers' Union (STIBYS) halted production at the San Pedro Sula plant. Following the strike and after mediation by the ministry of labour, [an agreement](#) was reached and the protest suspended. The agreement reinstated dismissed union member Alex Murillo, established that there will be no retaliation against union members for the strike, and set a meeting to settle outstanding issues of payment for workers who stayed away because of concerns about their safety during the COVID-19 pandemic.



On August 11, 2020 STIBYS renounced the collective agreement signed in 2017 with Cervecería Hondureña and sent the company [the union's demands for urgent negotiations](#) to establish a new collective agreement.

AB InBev's subsidiary La Constancia LTDA in **El Salvador** has been ignoring health protocols for the prevention and control of COVID-19. The IUF-affiliated Union of Constancia Workers (Sitraconsta) issued a statement denouncing the situation while demanding the company put in place immediate measures to guarantee the health and safety of its workers.

From September 3 to 15, 2020 workers at AB InBev's Jupille factory near Liège, one of the main production sites in **Belgium**, organized strike action demanding safe and healthy working conditions. Workers in Jumet, Ans and Anderlecht distribution centers and several other branches of AB InBev staged walk-outs in solidarity with the workers of the Jupille plant. Brewery Division members were updated by the secretariat as this conflict continued.

On September 15 IUF-affiliated unions, FGTB and ACV-CSC reached an agreement with the company on measures which include testing all workers who asked for COVID-19 tests, an external inquiry into the spreading of disease in the Jupille plant, deep cleaning of the plant and installation of more effective protective equipment.

#### Carlsberg

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Affiliates that represent Carlsberg workers in Poland, Ukraine, Sweden, Germany, Finland, and Lithuania responded to the IUF survey about OH&S measures in place in Carlsberg factories.

The IUF Secretariat held a conference call with Carlsberg corporate management in mid-May to discuss the company's protocols designed to protect its workers against COVID-19.

Carlsberg outlined their extensive COVID-19 management guidelines including details of mandatory protection measures and recommended practices for all sites. Concerns around related shift policy details in **Germany** were raised and clarified with the company.

#### Heineken

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The IUF Secretariat has developed a project proposal to support training activities to improve the negotiating skills of the SYTBRANA leadership and strengthen the union. SYTBRANA represents Heineken workers in **Haiti**. The IUF-

affiliated Federation of Dutch trade unions (FNV) approved the project proposal and will support it financially. SYTBRANA has thanked FNV and the IUF for their ongoing support.

The IUF Secretariat organized a conference call with Heineken corporate management in mid-May to discuss Heineken's protocols and measures designed to protect its workers against COVID-19.

The IUF presented a report based on information from affiliates about measures undertaken by Heineken in a number of countries in the face of the COVID-19 pandemic. Affiliates in Italy (FLAI), France (FGA-CFDT), Spain (FICA-UGT), UK (Unite the Union), Croatia (PPDIV), Poland (Solidarnosc), Haiti (SYTBRANA), Tunisia (FGAT-UGTT), Ghana (ICU) and Nigeria (FOBTOB) took part in the survey. In general affiliates agreed that OH&S measures in place are adequate and being effectively implemented. The conference call discussion included a commitment from the company that there would be no structural layoffs as a consequence of Covid-19 at least until the end of 2020.

The IUF remains concerned that bar and restaurant businesses will take a long time to recover and to get back to a viable level of activity. IUF and its affiliates remain on alert as there may be some serious consequences that will more fully emerge for workers in the brewery sector in 2021.

## CATERING

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### **Sodexo**

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Sodexo and the IUF are working towards a potential addendum on occupational health and safety to strengthen the [International Framework Agreement](#) signed in December 2011. This follows discussions with the company about administrative, engineering and PPE measures, as well as income and job protections that are required when workers are working during the pandemic.

Sodexo responded positively to the IUF [leaflets](#) on COVID-19 and discussions have focused on both the immediate needs relating to COVID-19 and a long term OSH agreement as Sodexo attempts to position itself in the market as a leader in safety and health. The IUF objective is to anchor a future agreement within the principles of [ILO Convention 155](#), namely the hierarchy of hazard control approach supported by elected union health and safety

representatives who are involved in regular risk assessment and specific hazard control. The IUF sees an opportunity to fight Behaviour Based Safety (BBS) through such an agreement. The IUF has co-opted affiliates to work with the Secretariat on General Principles, Technical Measures and Governance and Monitoring.

## DAIRY DIVISION

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### **Arla Foods**

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A proposed memorandum of understanding (MOU) with Arla Foods has yet to be finalized. Company lawyers have raised concerns about the IUF draft despite it stating explicitly that there would be no legal remedies for breaches of the proposed document. The IUF will make another proposal to the company and schedule an IUF/Arla virtual meeting in the last quarter of 2020.

### **Bel Group**

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During five years of court hearings and repeated appeals, the French dairy transnational in **Turkey** continues to obstruct workers' rights to join a union and enter into collective bargaining. The subject of Court action is whether IUF affiliate Tekgida-is has met the membership threshold for company recognition.

The company is obliged under the OECD Guidelines for multinational enterprises to uphold these rights and there is nothing in Turkish law which prohibits them from doing so. Under French law the company must also undertake human rights due diligence.

The IUF has discussed with the company's its human rights obligations, so far without changing the company's unacceptable position. IUF affiliate FGA-CFDT is working closely with the IUF Secretariat to positively influence the company. The IUF will seek the support of other affiliates with members in Group Bel and will escalate activity as required.

### **Fonterra**

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The annual IUF/Fonterra meeting was convened by teleconference on September 14. Issues discussed included the company's response to COVID-19, including the lack of consistency in measures put in place in its Australian and New Zealand plants, the climate crisis, renewable energy, work on farms to reduce greenhouse gas emissions, palm oil, [ILO Convention 190](#) and

Fonterra /NZDWU work on supporting survivors of domestic violence.

## **Friesland Campina**

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In November 2019 the IUF Assistant General Secretary attended a Friesland Campina workshop convened to assess the company's human rights risks and strengthen its human rights policy. Following the workshop Friesland Campina engaged the IUF about the company's HR due diligence questionnaire and requested that we arrange for affiliates to complete the questionnaire and also provide input that may fall outside the scope of the questionnaire. The Asia Pacific Regional Secretary arranged for affiliates in Thailand, Malaysia, Indonesia and Pakistan to participate and this was followed up with two calls involving the IUF and the company's human rights team. Friesland Campina has expressed interest in developing a more formal relationship with the IUF.

## **FAST FOOD**

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The Secretariat, in conjunction with its regional organization EFFAT-IUF Europe, organized two online webinars for the fast food sector. The first webinar to share and discuss demands and measures to protect fast food workers during the COVID-19 pandemic was held on June 16. [The list of demands is available at this link.](#) A second webinar was organized on September 29, this time focused on fighting sexual harassment. Survivors who had experienced sexual harassment shared their stories, outlining how little corporations did to protect them. Affiliates across the globe described their local situations, and how they had battled harassment using a range of strategies.

Ratification by governments of [ILO Convention 190](#) and agreements with fast food companies to tackle sexual harassment are seen as essential tool in the struggle to end sexual harassment in the sector.

The 2020 International Fast Food Workers' Day will be focused on sexual harassment.

## **McDonald's**

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The IUF and its regional European organization EFFAT-IUF joined with the IUF-affiliated SEIU in the USA and Canada and the Brazilian national trade union center UGT to demand action to address sexual harassment at McDonald's restaurants around the world. The unions have filed a joint OECD Guidelines for

Multinational Enterprises complaint with the National Contact Point in the Netherlands responsible for observance of the OECD Guidelines. McDonald's entities based in the Netherlands exercise a pivotal role in the company's Europe-wide operations. The complaint also cites two major financial investors with \$1.7 billion in holdings in McDonald's - APG Asset Management in the Netherlands and the Government Pension Fund Global in Norway, the latter the eighth largest investor in the burger giant. Under the Guidelines' human rights due diligence requirements, these major investors should have been alert to the problem of sexual harassment and taken appropriate action. The complaint details failures by McDonald's global management to address rampant sexual harassment and gender-based violence at its restaurants in Australia, Brazil, Chile, Colombia, France, the United Kingdom and the United States, among other countries.

## **FOOD PROCESSING**

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IUF affiliates with food processing membership have been negotiating stronger health and safety measures to protect workers and limit the spread of COVID-19. IUF affiliates have also negotiated essential pay increases and/or bonuses for their food processing membership in response to the COVID-19 pandemic. The IUF Food Processing Division continues to facilitate information sharing within company networks on COVID-19. If there is any information your union may wish to share on COVID-19 on a particular food processing company, please contact the IUF Secretariat at [sarah.meyer@iuf.org](mailto:sarah.meyer@iuf.org).

## **Barry Callebaut**

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The IUF sent a circular to affiliates in March 2020 with a proposal to start international union coordination and cooperation in Barry Callebaut aimed at facilitating information sharing and building support and solidarity among IUF affiliates with membership in this company. Interest from IUF affiliates to date has been limited. If your union wishes to be involved in international coordination at Barry Callebaut, please contact [sarah.meyer@iuf.org](mailto:sarah.meyer@iuf.org).

## **Cargill**

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Workers in **Turkey** whom Cargill dismissed in April 2018 still want their jobs back and continue fighting for their rights with the support of IUF Cargill affiliates across the world. The dismissed workers and their union Tekgıda-İş are now

holding weekly actions every Monday in front of Cargill customer facilities. These customer actions started in August 2020 and will continue through October 2020. Other actions are planned after that. Your union can help publicize these actions by sharing [IUF](#), [Tekgıda-İş](#) and [Cargill Committee](#) (Cargill İşçi Komitesi) social media posts on them. Your union also can also express support by taking solidarity photos, speaking with and writing to Cargill as well as to Cargill customers. The IUF and Tekgıda-İş thank IUF Cargill affiliates who have already done so. Please contact [sarah.meyer@iuf.org](mailto:sarah.meyer@iuf.org) for further information about this campaign.

## **Danone**

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In a letter from the Executive Committee of Danone sent to all employees on March 24, 2020 addressing the COVID-19 pandemic, Danone announced important protective measures and significant benefits for all employees world-wide. Read more [here](#) and find the company's letter [here](#).

In **Germany** Danone plans to close its plant in Rosenheim in mid-2021. Danone Rosenheim workers are dissatisfied with the management's approach and its proposals. They made their own demands clear when they called a "warning strike" on June 3, 2020. Read more [here](#).

The IUF secretariat reached an agreement with Danone corporate management ensuring that in **Turkey** Danone dairy management would not appeal against the bargaining unit certification issued by the Labour Ministry to the IUF-affiliated Tobacco, Drink, Food and Allied Workers Union of Turkey (Tekgıda-İş).

As a result, following the recognition of Tekgıda-İş by Danone management, the union signed a first collective agreement at Danone Tikveşli dairy in July 2020. Tekgıda-İş has thanked the IUF Secretariat for the agreement reached with Danone corporate management ensuring that access to collective bargaining rights is now a reality at Danone's dairy operation in Turkey.

As reported in TNC Update #45, in the **USA** workers at the DuBois, Pennsylvania plant voted to be represented by the IUF-affiliated Bakery, Confectionery, Tobacco and GrainMillers International Union (BCTGM). The organizing work and the election were conducted in the framework set out in the ***IUF/Danone US neutrality and union access***

***agreement*** negotiated in early 2019. The agreement applies across all Danone facilities in the USA. On July 3, 2020 BCTGM members in DuBois voted overwhelmingly to ratify their first collective agreement. DuBois becomes the ninth of Danone's twelve US facilities to be unionized. Despite the current COVID-19 pandemic the IUF anticipates that the US neutrality and access agreement will allow workers at all three of the remaining non-union Danone US plants an unopposed opportunity to choose to join and be represented by an IUF affiliate by the end of 2021.

In **Indonesia** the IUF continues to raise issues and demand action from Danone corporate management to address long-standing local management support for a pro-management "yellow union" in the very large national Danone Aqua brand water business. Local management also continues to exert constant pressure on workers that is aimed at discouraging them from forming and joining independent unions of their choice.

In **Russia** discussions focused on trade union rights compliance nationally are ongoing between the IUF secretariat and corporate head office management as well between national management in Russia and the IUF's Moscow representative and IUF Russian affiliates. The objective is to secure a nation-wide agreed common agreement about neutrality on the part of national and, critically, local plant managements to allow workers to choose to join a union without any pressure or intimidation from their management at any and all levels.

Internationally Danone has committed to opening negotiations with the IUF on measures to support workers and mitigate potentially negative employment and economic consequences emerging during and beyond the COVID-19 pandemic. A [joint statement](#) recognizes that, as a priority, any future agreement will need to focus on identifying and protecting the most vulnerable workers within Danone. Criteria would include workers with low qualification levels and salaries, women and those at risk from systemic racism and discrimination. Read more [here](#).

***An International Agreement Monitoring Initiative*** was established with Danone some years ago to oversee the application and enforcement of the many [existing IUF/Danone international agreements](#). At the core of this initiative are the joint IUF/Danone monitoring visits to Danone facilities around the world focusing particularly but not exclusively on countries and regions where there are elevated human rights risks.

The initiative has naturally been impacted by travel restrictions imposed as a result of the COVID-19 pandemic. However plans are now in place to conduct “virtual” joint monitoring activities in the last quarter of 2020 and during at least the first half of 2021. Countries/regions are likely to include Russia, West Africa, Turkey and the USA.

### **Danone’s road transport logistics supply chain**

In 2018 IUF, our sister Global Union Federation, the ITF, and the Dutch transport workers VNB-FNV launched a joint initiative addressing systemic human rights abuses in the European road transport logistics supply chains of major transnational food and beverage companies.

Danone has now agreed to work jointly with IUF, ITF and VNB-FNV to help build a practical model that can confront a widespread abusive business model. An initial one-year pilot project focussed on a major logistics distribution centre used by Danone has now begun.

### **Kraft Heinz**

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The IUF and affiliates are assessing the impact of Kraft Heinz’s announcement of a new \$2 billion (USD) five year ‘cost-savings’ program with \$1.2 billion of the savings expected to come from procurement and \$800 million to come from manufacturing. The details of the impacts on workers are not yet known. But, in its 2020 Investor Day presentation, Kraft Heinz declared that strategic choices will be made on where it will manufacture in-house and where it will utilize ‘external manufacturers’ or co-packers.

The IUF Kraft Heinz network is strongly advising that, where possible, Kraft Heinz unions should seek to negotiate “successor” collective bargaining language to protect negotiated terms and conditions of employment in the case of any future sell offs and also seek to organize workers employed at existing and future Kraft Heinz 3<sup>rd</sup> party manufacturers.

### **Nestlé**

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The union chair and vice chair of NECIC (Nestlé European Works Council), along with the IUF Assistant General Secretary have held regular teleconference meetings with European operations and HR leadership throughout the pandemic. A NECIC Statement of Intent was concluded which provided for workplace safety

measures, paid leave and extra payments to workers.

The Statement of Intent expired at the end of July and, despite the clear understanding that it would continue until another agreement replaced it or both the IUF and the company agreed it was no longer necessary, Nestlé is not applying the full agreement and in particular, measures relating to paid leave and monetary incentives.

The IUF has written to affected affiliates and Nestlé to signal the renewal or continuation of the Statement of Intent as a priority task for NECIC. On October 2, company representatives committed to renew the agreement during the regular teleconference with the NECIC union Chair and Vice Chair and will follow up in writing. COVID-19 infections are increasing across Europe and workers are still at great risk. Occupational exposure to the disease, reducing risk and dealing with hardship and stress will also be an agenda item for the IUF/Nestlé global meeting held by teleconference on October 8.

The IUF Latin America Regional Office has intervened to support the resolution of strikes at Nestlé in **Chile** and stop the negligent application of safety protocols and breaches of the CBA at Nestlé in Ecuador.

The Asia Pacific Regional Office has recently raised several issues with the company including a deadlock in collective bargaining in **Malaysia**, COVID related safety issues in **the Philippines**, and incorrect reporting of COVID cases in **Indonesia**.

In the **USA** the IUF Secretariat responded to a request from the BCTGM to intervene at corporate level concerning union avoidance tactics at the Nestlé Purina plant. After the maintenance workers at the facility were organized, the company spent a year “surface bargaining” with no real intent to address the substantive issues and reach an agreement, to dissuade other workers from unionizing.

The IUF contacted corporate HR leadership to insist on good faith bargaining and to desist from dissuading other workers at the plant from joining the union. The Maintenance Contract was finally settled in September this year and the BCTGM is moving towards a union ballot of the distribution workers. Organizing the production workers is the next goal.

### **Unilever**

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Thousands of workers and IUF members currently work at Unilever-owned tea factories and plantations. Important tea operations are

located in Europe, the Americas, Africa and Asia and the Pacific. On July 23, 2020 Unilever officially announced that it will spin off much of its tea business into a "separate entity" and that it expects the separation to be completed by the end of 2021; Unilever will keep its tea operations in India and Indonesia as well as its partnership interest in ready to drink tea joint ventures. This sets the stage for a possible future sale of the to-be-separated portion of Unilever's tea business as was the case with the sale of Unilever's [spreads business to private equity investors KKR in 2017](#). The IUF will continue to raise our members' concerns with Unilever and closely monitor and share any developments related to the future of the tea business at Unilever.

### ***Unilever's road transport logistics supply chain***

As previously reported (see [TNC Update #43](#) published in December 2019) a **Memorandum of Understanding (MOU)** addressing abuses in the road transport logistics supply chain was signed by Unilever, the IUF, our sister organization the ITF and FNV-VNB. An initial pilot project based on an agreed road transport supply chain due diligence model was scheduled to start in early 2020. Despite a delay caused by the COVID-19 pandemic, the one-year pilot began in September 2020.

## **HOTEL CHAINS**

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### ***Safe Return to Work during COVID-19: IUF Demands: HRCT SECTOR***

As millions of workers in the HRCT sector are suffering from the employment and economic consequences as well as the health risks arising from the COVID-19 pandemic, the IUF has drafted a second set of demands to support trade unions negotiating measures and agreements for a safe return to work. Crucial to the rebuilding of the sector will be strong trade union demands influencing policy development and implementation in order to ensure robust health and safety measures, income security, job security, gender equality, including health care and sick leave, and above all trade union rights. Please [click here](#) to read and download the most recent IUF leaflet.

## **Marriott**

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Managers of the Maribel Group in **the UK**, which operates the Moxy branded hotels, one of the many Marriott franchised brands, initially refused to furlough their workers. Pressure from Unite the Union in the UK and the Swedish hotel union HRF, coordinated with the umbrella organisation for the Nordic Countries NU-HRCT and the IUF, has forced the company to use the government scheme allowing workers to sustain their families during an unprecedented global crisis. Workers at UK Moxy hotels can now benefit from the UK Government's job retention/furlough scheme. They have also received backdated wages totalling thousands of pounds.

## **Meliá**

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The company implemented a series of protocols and measures for a return to work as the COVID19 pandemic appeared to subside. None of these were negotiated with unions or with the IUF. They were simply communicated at each stage prior to their implementation.

On July 7 the Secretariat convened a conference call with affiliates with members or organizing interests in Meliá hotels (the IUF's Melia Working Group). The purpose of the call was to discuss and analyse the situation and agree a common reaction to these company protocols. Those on the call discussed the protocols and agreed to monitor their implementation and subsequently discuss the entire issue of a safe return to work in a meeting that the IUF will insist be held with the company.

On July 13 the Secretariat sent a letter of complaint to the CEO of Melia Hotels about the fact that the protocols were implemented without prior discussion with the IUF and/or its affiliates. In the letter the IUF informed Melia that IUF affiliates would assess the protocols in a united and coordinated manner and would then insist that a formal meeting with the company be convened with company representatives.

Affiliates are interviewing workers directly about the implementation and effectiveness of Melia's protocols. The Secretariat is waiting for some additional input from affiliates in countries where Melia Hotels are operating. Once that information is received a full and comprehensive report will be compiled for discussion amongst affiliates and at the meeting with the company.

## MEAT DIVISION

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The IUF Secretariat has provided affiliates with information to support their negotiations with meat sector companies focussed on protecting members from occupational exposure to COVID-19.

The leaflet "**IUF COVID-19 demands: Meat and poultry processing**" can be found [here](#)

The pandemic has exposed the exploitation of subcontracting in the **European Union** and EFFAT-IUF is campaigning at European level to demand the EU and its constituent governments' legislate to ban subcontracting in the meat sector. The German Government has already introduced such legislation to its parliament.

Following the severe outbreaks of COVID-19 in **North American meatpacking plants**, the UFCW, the IUF's largest meat affiliate, has successfully negotiated agreements with the major meat employers to protect and support workers during the pandemic and to lock in wage increases and bonuses as part of their regular income.

### **Danish Crown**

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Danish affiliate NNF is working with the IUF TNC coordinator in **Poland** to build union organization in Danish Crown in that country. Preparations have begun for a meeting in Copenhagen, as soon as people can safely travel. The meeting will involve Danish Crown shop stewards from both Denmark and Poland. Although there is a union presence in all Danish Crown Polish plants, only one facility has a collective bargaining agreement and the aim is to build organization to strengthen Solidarnosc and OPZZ and win appropriate recognition and full access to collective bargaining.

### **JBS**

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The **IUF Latin American Region** is campaigning with **Brazilian affiliates CONTAC and CNTA** to demand JBS implement thorough and appropriate safety and support measures for its workforce during the pandemic. There have been several public demonstrations including a union protest held on Thursday 24 September in front of the São Paulo Stock Exchange, where a large group of union leaders from different states demonstrated against the poor sanitary conditions in JBS units.

## 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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