

## ***IUF Internal Nestlé Network Site***



**An Internal Website for Unionists  
Organizing Throughout the Nestlé Global Company**

**Confidentiality Notice:**

**This guide is for the exclusive use of members of IUF affiliates who have been issued with a username and password to access the restricted site, *Internal Nestlé Network*. Please ensure that this guide remains confidential and is not made publicly available in full or in part.**

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## 1. What is the *Internal Nestlé Network*?

The *Internal Nestlé Network* is a password-restricted website created by the IUF to meet the specific needs of affiliates representing workers in Nestlé Company.

As a member of an IUF affiliate organizing Nestlé workers you will get a username and password. You should use this when you go to: <http://www.iufdocuments.org/nestle/>

## 2. What is the purpose of the Site?

The basic purpose of the Site is to give IUF affiliates representing Nestlé workers an exclusive forum to exchange information on new developments in Nestlé Company, share updates on union activities, and discuss trade union strategies.

The Site also provides unions with a readily accessible and up-to-date database on company developments and corporate strategies that can be used as a vital resource for bargaining, actions and campaigns.

Ultimately this Site should become a resource that contributes **directly** to the everyday activities of unions representing workers in the Nestlé Company.

## 3. Site security & confidentiality

This site is internal to IUF affiliates. As this is an internal site contents should not be forwarded or re-posted on publicly accessible websites. However, as any internet site with a broad range of access, data protection is limited. **It is recommended that you do not post any information that you consider confidential.**

Realistically, we must assume that the Company will gain access to the site (including this guide!). But we should still treat this as an **internal & confidential** site out of respect for unionists contributing to the site and to exercise our **right** to a forum exclusively designed for unionists.

## 4. Why should unionists use the Site?

By facilitating direct communication between members of IUF affiliates in Nestlé throughout the world, this Site enables unionists to share their views on common challenges faced by Nestlé workers, as well as their victories and successes in collective bargaining, actions and campaigns.

These direct exchanges – especially insights into successful union strategies and tactics – have the potential to strengthen both the collective bargaining power of unions throughout Nestlé globally and promote a greater awareness of global solidarity among union members.

For example, advances in Collective Bargaining Agreements (CBA) are documented on the Site under **Best practice clauses**. This collection of CBA best practice clauses can be a useful tool for those unions preparing for bargaining on similar issues. Crucial union victories in the fight against outsourcing and casualisation, for example, provide both inspiration and practical lessons for unions facing similar threats.

In this way, a victory by one union can be copied and adapted by other unions – magnifying these victories throughout the Nestlé Company globally.

The Site also has the potential to assist unions in effectively responding to workplace restructuring. Since many of the company policies and strategies imposed under restructuring are based on global business plans, it is vital that unionists have immediate access to global company information.

This information is particularly urgent because Nestlé has launched a global restructuring program to increase standardization and centralized control, “moving from a multinational to a global company”. This restructuring also involves increased competition between Nestlé plants in different countries – attempting to increase the competitive pressures on Nestlé workers and pit them against each other.

The section on **Casualisation/Outsourcing** documents the destruction of permanent jobs and declining union membership under outsourcing, casualisation and other forms of non-permanent employment used throughout the Coca-Cola system. But also documented here are crucial union victories in the fight against outsourcing and casualisation, providing both inspiration and practical lessons for unions facing similar threats.

It is equally vital that unionists have an independent source of information regarding workers' real experiences of new company policies and programs. Such information and analysis is available in the **Company News/Strategies** section of the Site.

Regular updates on Nestlé workers' experiences of corporate programs and restructuring in other countries, together with insights into union strategies and management responses, provide unionists everywhere with a vital means of preparing their own strategies to negotiate workplace changes and resist restructuring that threatens the rights and interests union members.

Since many unions now face continuous restructuring, they must respond with continuous bargaining. As an information database the Site is designed to meet the needs of unions engaged in continuous bargaining – especially in terms of access to up-to-date company news and business strategies.

#### Information on the **Internal Nestlé Network** Site

#### **Union Activities**

- **Company news & business data**
- **Corporate strategies**
- **Collective Agreements & best practice clauses**
- **Union campaigns & actions defending union rights**
- **Union organizing strategies**
- **Impact of casualization & successful fight-backs**
- **Management responses & tactics**
- **Union experiences of new programs, policies, technologies**
- **Union experiences of restructuring**
- **Discussion of union bargaining & campaign strategies**
- **Successes in resisting or negotiating restructuring**
- **IUF and Nestle contact/relations**
- **etc.**



- **Organizing**
- **Collective bargaining & negotiations**
- **Negotiating workplace changes**
- **Defending union rights**
- **Grievance-handling**
- **Challenging restructuring**
- **Defending job security**
- **Campaigns & actions**
- **Increasing membership, preventing membership loss**
- **Assessing impact of new company programs, policies, technologies**
- **Understanding new business developments & predicting impact**
- **Union education & training**
- **International solidarity actions**
- **etc.**

## 5. What is on the Site?

When you first enter the site you will see titles and extracts of the 10 most recent entries. To read the full text of an entry, click **Continue Reading**.

Various kinds of information can be found on the site relating both to the company and union activities. Generally, this information appears in the form of updates (on union activities, CBA negotiations, business developments); and summaries and analyses (company reports, data).

In addition there are comments (questions and information requests) and messages (solidarity and support) which appear as **Comments** connected to the relevant updates or news items.

The site archives items in different ways. One is by category. To see all the items already accessible under one category you can click on the category and only those items in that category will appear.

On the right side of the screen are the **Categories**. These topics cover issues and regions and all items are categorized here. Currently the categories include:

- Best practice clauses**
- Casualisation/Outsourcing**
- Collective Agreements**
- Company News/Strategies**
- IUF Africa**
- IUF Americas**
- IUF Asia/Pacific**
- IUF EECA**
- IUF Europe**
- IUF/Nestlé contacts/negotiations**
- IUF/Nestlé regional and national contacts/negotiations**

Some entries are assigned multiple categories. For example, an update on CBA negotiations by a Nestlé union in Russia will appear under both the topic and the region:

**Collective Agreements**  
**IUF EECA**

Similarly, an update about a new CBA agreement that reverses casualisation in a Nestlé plant in Australia will appear under all 3 relevant categories:

**Collective Agreements**  
**Best practice clauses**  
**Casualisation/Outsourcing**  
**IUF Asia/Pacific**

As a 'living' resource for unions the Site is constantly growing and new topics under **Categories** are added on request.

## **6. Finding what you need on the Site**

You can also find items by using the **Search** engine. Enter a keyword in the search engine box provided. This searches all of the items on this site only.

An alternative is to browse the monthly **Archives**. This is useful if you already know when the particular item was reported.

Below the monthly **Archives**, the 10 most **Recent Entries** are listed.

## **7. Contributing your comments & updates**

You can comment by simply clicking the word comment at the bottom of each item. You need to put in your name and email address and then your comment (a URL is not necessary).

## 8. Making an entry/contributing updates

To be able to do this you need an account with a special username and password.

When you put up an item you should identify which category it should go under. Pick one when you first put up your text. When you confirm your text you will see that you have the opportunity to select "multiple categories". Click on this and you will be able to select additional categories for your item if it fits in more than one category.

## 9. Languages & translation tools

At present the Site is primarily in English, with some items in Spanish, Italian, German and French. *This clearly limits both the accessibility and usefulness of the Site for many of our members around the world.*

However, due to extremely limited financial resources, the inclusion of more languages and reliable online translation tools may not be possible. In response to this problem we need to rely on unionists able to read the limited languages on the site (mainly English), who will regularly scan the contents of the site for items that should be translated by their own unions in order to reach a wider audience among the rank-and-file members.

Some affiliates have already taken the initiative to translate selected entries on the site into their local languages (e.g. Chinese) in order to increase access for their members.

For translations into English, Spanish, French and German, a free translation tool has been linked to the site. To use this tool, click **Translate Text** next to the appropriate language.

However, it should be noted that the translation system used is very approximate. You can use it to translate up to 10,000 characters (normally at least 1,500 words) at a time. Treat any translation with care since they can be misleading though generally give at least a sense of what is written.



## 10. Making it work as a 'Global Organizing Tool'

The **Internal Nestlé Network** Site has the potential to be a useful organizing tool for workers throughout the Nestlé Company worldwide. But this potential can only be realized if unionists in all parts of the world are actively using it as a resource to strengthen their organizing and bargaining strategies *and* actively contributing to the Site by contributing comments, sending regular updates, and engaging in discussions on union strategies. In other words, this Site needs your sustained, long-term commitment. It also needs to become a regular part of the everyday information, communication and strategic thinking in your union.

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- Union organizing strategies
- Impact of casualization & successful fight-backs
- Management responses & tactics
- Union experiences of new programs, policies, technologies
- Union experiences of restructuring
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