



International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations  
Unión internacional de trabajadores de la alimentación, agrícolas, hoteles, restaurantes, tabaco y afines  
Union internationale des travailleurs de l'alimentation, de l'agriculture, de l'hôtellerie-restauration, du tabac et des branches connexes  
Internationale Union der Lebensmittel-, Landwirtschafts-, Hotel-, Restaurant-, Café- und Genussmittelarbeiter-Gewerkschaften  
Internationella unionen för livsmedels-, njuvningsmedels- och lantarbetareförbund samt förbund inom hotell- och restaurangbranschen

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ro/ba/0849

Geneva, October 30, 2013

### **Global Unions Call on Crown Holdings to Respect Workers' Rights in Canada and Turkey**

Dear Mr. Donald,

I am writing this letter to you on behalf of the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), which represents 10 million workers in 388 affiliated organizations in 124 countries, concerning labour conditions and violations of trade union rights at the operations of Crown Holdings in Canada and Turkey.

We are aware that throughout the world, it is higher union wages and benefits and paid leave that allow workers and families to enjoy vacation cruises on Carnival lines, and your Corporation is a direct beneficiary of this.

As a key member of the Board of Directors of Crown Holdings, you have been directly involved in the decisions taken by Crown Holdings' management in forcing members of the United Steelworkers (USW) on strike at the Crown plant in Toronto, where the company is demanding the elimination of a cost of living allowance, the establishment of a two-tier wage system, and the continuation of an already nine-year freeze on pensions. This has occurred despite Crown almost doubling its profits in 2012 and giving its workers in Toronto an award for "dedication, commitment, teamwork and personal accountability."

Crown Holdings has also been conducting a clear union-busting campaign against workers, who are members of our affiliates Birllesik Metal-Is, at its operations in Turkey.

We support IndustriALL Global Union's global campaign to stop Crown's attacks. We intend to educate union members about your role and that of other Crown Directors in these anti-union actions.

At this time, Carnival Corporation has its own global image challenges, and it is not in your company's interest to be linked to this dispute. Crown Holdings workers are struggling to organize and are fighting to hold onto the wages and benefits that allow them and their families to have a vacation and enjoy a cruise from time to time.

I urge you to use your influence to encourage Crown Holdings to return to the bargaining table and negotiate a fair agreement with the USW and to stop its union busting practices in Turkey.

I anticipate your quick reply.

Sincerely,

Ron Oswald  
General Secretary

Sent by email [adonald@carnival.com](mailto:adonald@carnival.com)  
Cc: IndustriALL Global Union, USW, Birllesik Metal-Is