


# HOSPITALITY WORKERS FOR PALESTINE

## DAY OF ACTION TOOLKIT FOR TRADE UNIONISTS

## THURSDAY 26 NOVEMBER GLOBAL CALL TO ACTION




unite HOSPITALITY

PSC

# AHEAD OF THE DAY

**Let members know about the workplace day of action for Palestine on Thursday 26th November and share information about the demands for your workplace. Identify a contact across shifts and teams who can collect signatures, put posters up on union notice boards or coordinate other agreed actions. Make sure you have let your local reps know about the action and join the hospitality workers organising call.**

# ON THE DAY

**Whether you are hosting a rally, collecting petition signatures against Coca Cola or organising a hand in of a grievance to your management, rememebr to take action collectively.**

**Help coordinate a team to collect signatures across department and shifts where possible to get the maximum number of signatures and keep in touch with your trade union reps and officers throughout the day/night.**

# AFTER THE DAY

**Hold a follow up meeting with participants and discuss next steps to keep up the momentum of the campaign. Invite new participants into the organising group to keep growing your team and avoid burnout and if you faced any issues make sure to report these to your union and to PSC.**



# Why we organise for Palestine in the workplace

Israel is committing the crimes of apartheid and genocide against the Palestinian people while occupying Palestinian land and carrying out ethnic cleansing. Britain has a long history of complicity in Israel's oppression of the Palestinian people.

Palestinian workers often bear the brunt of Israels efforts to destabilise the Palestinian economy and its regime of settler colonialism and apartheid. As we have seen throughout the genocide, Israel repeatedly targeted workers, first responders, journalists, aid workers providing food to displaced Palestinians and ine West Bank Israel continues to life impossible for Palestinian workers in an attempt to drive them from their homeland.



Palestinian trade unions have always been key to the Palestinian struggle for freedom, justice, and equality. Now they have called on the international community to act to end their governments complicity with Israel.

As Trade Unionists and workers in this country, we have a responsibility to support the calls from the Palestinian people for boycotts, divestment and sanctions against Israel, in solidarity with their struggle for freedom.

Israel is only able to sustain its crimes of apartheid and genocide due to the financial, military, diplomatic and cultural support from countries, organisations and businesses around the world.




# BUILDING A CAMPAIGN TEAM

Building a campaign team in the workplace will help sustain your work and lead to a more effective campaign.

We also know that employers can be hostile towards workplace campaigns and to workers organising on the issue of Palestine, particularly in workplaces with the highest level of complicity. Organising as a team and under the banner of the union will give you a greater level of protection than as individuals.

## EFFECTIVE TEAMS WILL

- Be representative across departments and job grades.
- Share responsibilities to avoid burnout
- Utilise existing resources to develop campaigns.
- Prioritise calls from Palestinian civil society, focusing on targeted boycott and divestment campaigns.
- Meet regularly and establish clear communication within the team.

## EXAMPLE ROLES AND RESPONSIBILITIES:

- Coordinator: organising activity, liaise with union officials for support.
- Recruitment and 1-1 Lead: organising one to one meetings with reps and members.
- Communications Lead: Manages workplace updates and campaign messaging.
- Action Coordinator: Plans and tracks campaign actions.
- Department or office leads: Individuals in each office to support with sharing, information and organising in each area.

# NOTICE BOARDS

If your workplace has union notice boards or you have digital platforms unions can ustilise we have included resources about Palantir and about the upcoming workplace day of action for Palestine on Thursday 26th November.

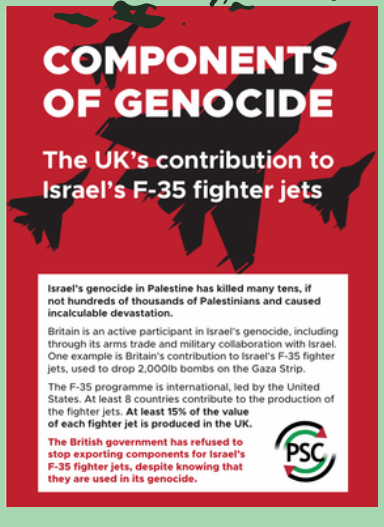
PSC also has a hub of literature about Palestine and our boycott, divestment and sanctions campaigns. Scan the QR code to access these and print materials for your department or workplace.

You can also utlise these spaces to promote trade union led actions such as petitions, advertising upcoming meetings and sharing educational information.









# WORKPLACE
# DAY OF ACTION FOR
# PALESTINE

## THURSDAY
## 26 NOVEMBER

**STOP ARMING ISRAEL**
**END THE GENOCIDE**




**SIGN UP NOW**

# BOYCOTT

Coca-Cola

**COKE IS CANNED ON STOLEN PALESTINIAN LAND**

**#DONTBUYAPARTHEID**

PSC

**Coca-Cola is hiding a dirty secret. It operates facilities in an illegal Israeli settlement built on land stolen from Palestinians.**

**This means that Coca-Cola is helping to sustain Israel's theft and military occupation of Palestinian land. Palestinians living under Israel's military occupation are facing an increase in land grabs, military assaults and ethnic cleansing**

## DON'T BUY OR STOCK COCA-COLA PRODUCTS WHILE THE COMPANY ENABLES ISRAEL'S GRAVE HUMAN RIGHTS ABUSES AGAINST PALESTINIANS.




**Every day, Palestinians in the occupied West Bank are facing armed settlers rampaging through their towns and villages, burning olive trees and homes, and attacking Palestinians.**

**The Israeli military is ramping up its assaults against Palestinians in the West Bank. In 2025 alone, nearly 200 Palestinians were killed by the Israeli military or armed settlers in the West Bank. While 1,500 Palestinian homes and structures have been demolished to make way for Israel's expanding illegal settlements.**

**By operating facilities in an illegal Israeli settlement, Coca-Cola is providing the economic underpinning for Israel's military occupation and ethnic cleansing.**

# THIS CHRISTMAS AND BEYOND, DON'T BUY OR STOCK COCA-COLA OR ITS BRANDS SCHWEPPES, FANTA, SPRITE AND COSTA.

# TACTICS: PETITIONS AND OPEN LETTERS

Petitions and open letters are a useful way to demonstrate that there is wide support for your campaign and to start to apply pressure on your employer to take your demands seriously.

## When writing a petition or open letter:

- Keep your demands clear and ensure that your chosen targets are used for the petition.
- Have an addressee, who will most likely be the management of your workplace or the executive team.
- Use your trade union networks to amplify the petition, gain signatures and increase changes of its success
- Decide whether your petition will be exclusively for union members or open to all concerned staff members.
- Notice boards, lunch time meetings and break rooms are a great way to collect large numbers of signatures in a short period of time.
- Petitions allow you to build up a database of potentially-interested contacts: make sure to inform them of opportunities to get more directly involved with your campaign, and of any significant updates.
- Remember: petitions are a tactic, but shouldn't be the primary tactic of your campaign.
- Also, keep in mind that petitions may spread further than your members and pick up outside attention. Ensure that they concisely and accurately describe what your campaign is about and why it is important, so that there isn't a chance of it getting misrepresented.
- Petitions can be both physical and digital. Think about which format is most accessible to people in your workplace.

# EXAMPLE PETITION:

Dear [insert target of your campaign]

We, the undersigned, demand an end to all company contracts with Coca Cola, who are complicit in Israel's illegal occupation of the Palestinian people.

Coca-Cola is operates facilities in an illegal Israeli settlement built on land stolen from Palestinians. By operating facilities in an illegal Israeli settlement, Coca-Cola is providing the economic underpinning for Israel's military occupation and ethnic cleansing.

Alongside Britains commitments under international law, the British foreign secretary recently stated that they will take action against companies who provide services for settlement expansion and reiterated that settlements are illegal and should not be promoted in our country.

It is clear that alongisde this, companies like Coca Cola who continue to operate on stolen land and to profit from it, should not be promoted, and our workplace should not provide contracts to companies enabling Israel's atrocities against Palestinians. We call on you to:

- Cancel all contracts with Coca Cola at the earliest opportunity
- Meet with the trade union representatives to explore next steps and secure alternative providers who meet our obligations to procure from companies who are not complicit in crimes including the crime of genocide, apartheid, ethnic cleansing and occupation.
- Adopt an ethical procurement policy to ensure that our company does not hold contracts with these companies in the future

Signed:

# Collective Grievances

If your employers are refusing to listen to staff or to engage with your concerns, or staff are being unfairly targeted for their solidarity with Palestine, it is worth exploring a formal grievance process, ideally this would be a collective grievance to give the greatest weight possible to your complaint and to make it clear to your employer that employees are united on this issue.

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Workplace grievances are any real or perceived problem an employee experiences during employment and this should be outlined in your employers grievance procedure, this should be available to all staff!



where possible, consult with your trade union reps or officers before submitting your collective grievance. You want to make sure you have the strongest case for your workplace and your members. If you aren't in a trade union make sure you join one before taking action.

Grievances are not a stand alone solution to the issue of workplace complicity in Israel's crimes and they are often a flawed process with managers appointing investigators who are rarely impartial. Always remember to explore steps before raising a formal grievance, e,g. raising with your line manager

They can be used to escalate a complaint which has so far gone unaddressed and a demonstration of collective opposition to attempts to shut down Palestine solidarity in the workplace or dismiss these concerns when staff raise them.

# Example Collective Grievance (Part 1)

Dear [HR/ Manager/Relevant Party],

We, the undersigned signatories, wish to pursue a collective grievance on the following grounds: [this is where to lay out overview of the key issues, full evidence does not have to be supplied at this stage]

[Employer Name]'s possible investments, pension arrangements, contracts and supply chain links with companies that may be [this depends on specific workplace context and existing knowledge of links] involved in Israel's occupation of Palestinian territory and in serious violations of international law, and the potential impact of these links on staff wellbeing, dignity at work and freedom of belief.

We wish for these matters to be investigated and the following outcomes:

1. For [Employer Name] to conduct an internal review of all pension arrangements, suppliers, services, and partnerships, to ensure that the company does not purchase goods from, invest in, advertise or otherwise engage with companies which may be complicit in Israel's violations of international law and genocide in Gaza.
2. For [Employer Name] to adopt an ethical procurement policy that ensures that any suppliers, services, or partnerships in the future must exclude companies that are involved in, support or finance gross systematic breaches of human rights, including the crimes of occupation or genocide.
3. For [Employer Name] to confirm in writing, that no employee will suffer detriment for expression of beliefs on support for Palestine and Palestinian human rights in a manner that does not interfere with day-to-day operations. To ensure that dress, social media and conduct policies are applied fairly consistently and not misused to suppress causes important to members of staff.

# Example Collective Grievance (Part 2)

4. The requirement placed on the employees to handle goods complicit in such grave violations of human rights has had a detrimental impact on the mental health and wellbeing of our members. Employees have reported distress and anxiety from being required to handle goods which contribute to or profit from grave violations of Palestinians rights.
5. In light of the UK government recent recognition that Israel's continuing occupation of Palestinian territory is unlawful and that it will sanction companies providing services to which facilitate the continuation or expansion of this occupation, For [Employer Name] to end its contract with [x] who continue to operate on stolen Palestinian land. Workers must not be placed in an unacceptable position whereby they are required by their employer to to handle and facilitate the distribution of goods belonging to a company involved in enabling this illegal occupation

We wish for this grievance to be dealt with collectively, and to be accompanied (As per Section 10 of the Employment Relations Act 1999). We have elected [Rep One] and [Rep 2] to accompany this grievance in addition to [Unite Person] (Unite Regional Officer).

The ACAS Code of Practice on Disciplinary and Grievance Procedures confirms that grievances may be raised collectively and that trade unions may accompany and represent their members in such cases. Collective grievances are recognised practice across the UK, which ensure workplace issues are addressed in a fair way that recognises the impact on multiple members of staff.

**Visit our website and join PSC at:**
**www.palestinecampaign.org**

**Facebook/Instagram: palestinesolidarityuk**

**X: PSCupdates**

**For more support on how to use this organising toolkit, or to let us know about your workplace campaign contact: info@palestinecampaign.org**