

## **Declaration of the IndustriALL Global Union ArcelorMittal Union Network Rio de Janeiro, 9 April, 2019**

We, fifty leaders from unions in fifteen countries at the world's largest steel company, ArcelorMittal, have met in Rio de Janeiro on 8-9 April, 2019 to assess developments since the founding meeting of the ArcelorMittal Global Union Network in July 2018. Our unions represent tens of thousands of ArcelorMittal workers at most of the company's major mines, steelmaking and steel processing facilities across Africa, the Commonwealth of Independent States, Europe, Latin America and North America.

Since the founding meeting of this network, we have made important progress in achieving our aims of improved communication, collaboration and coordination amongst our unions. We recommit to involving more of our members in the communications of this network and related solidarity actions in order to strengthen this network, with a special focus on involving women and youth members.

During this meeting, we have heard reports of positive industrial relations and meaningful social dialog at ArcelorMittal in some countries. We commend ArcelorMittal management for working in good faith with this network and with Ukraine and Kazakhstan unions to achieve significant progress in addressing problems reported in these countries during our founding meeting in Luxembourg in July 2018. We hope this success can serve as a model for other regions where ArcelorMittal operates.

We have also heard troubling reports. We have heard that in Brazil and France, ArcelorMittal has not positively collaborated with unions to address challenges presented by recent changes to labor legislation; that in Argentina, ArcelorMittal has reportedly shown declining commitment to dialog with unions and to addressing health and safety problems; that across Europe, workers whose operations are being divested by ArcelorMittal have not received adequate guarantees that their plants have a secure future; that in the USA, an anti-union campaign has been waged preventing workers from organizing with the United Steelworkers at ArcelorMittal's joint venture plant in Calvert, Alabama; and that in South Africa, ArcelorMittal has provoked a strike through the excessive use of precarious work.

We discussed the challenges presented to ArcelorMittal workers from the implementation in our workplaces of the technological transformation known as Industry 4.0. We strongly expect ArcelorMittal to closely collaborate with unions in this implementation, respecting workers' rights of information and consultation as well as of education and training. We call on the company to begin to do so at local, national and global levels.

We also discussed challenges presented to workers by contracting out, and the attempts unions are making to limit precarious work at ArcelorMittal. We took note of the positive initiative by ArcelorMittal's European Works Council (EWC) to address these challenges collaboratively at the supra-national level. We demand that the company work collaboratively with our global union network to develop a framework applicable globally that ensures common concerns about contracting out can be addressed through global social dialog.

We discussed the continuing underrepresentation of women in this network and in our unions. We took positive note of the steps ArcelorMittal is taking in the South American region to empower women and other historically underrepresented groups to achieve greater inclusion within the company. Our

network commits that 1. Gender equality will always be an agenda item of this network's meetings, 2. Our unions will include gender equality as a discussion point in our dialog with ArcelorMittal, and 3. Our unions will follow the rules of IndustriALL Global Union on promoting female participation in appointing delegations to meetings of this network.

We express our appreciation for the participation and support provided by ArcelorMittal for this meeting, and we applaud the continued positive collaboration between unions and management through the ArcelorMittal Joint Global Health and Safety Committee, which was formed pursuant to a global agreement reached between unions and management in 2007. We believe it is time to build upon this agreement and to formalize our social dialog with ArcelorMittal at the global level on a broader array of issues.

In this spirit, the ArcelorMittal Global Union Network, with coordination from IndustriALL Global Union, will now approach ArcelorMittal global management to begin discussions with the aim of achieving a Global Framework Agreement with ArcelorMittal that includes support from the company for a global union committee.