

# IndustriALL Global Union's World Conference for the Pulp and Paper Industries

29 – 30 November 2017, Budapest, Hungary

## ACTION PLAN

Having met on 29-30 November 2017 in Budapest, Hungary, comprising over 120 delegates from around 30 affiliated national unions in some 23 countries from each continent of the world;

Having discussed and debated current and future trends and challenges; looking at labor issues including health and safety, shift rotations, networking, organizing, and coordinating bargaining strategies;

Having recognized that all the unions are facing common struggles against common employers with a commitment to fight together in solidarity to build trade union power and a united voice of pulp and paper workers everywhere;

Having considered the IndustriALL Global Union's five strategic objectives and goals endorsed by its 2016 Congress in Rio de Janeiro;

The World Conference for the Pulp and Paper Industries adopts following Plan of Action to address the challenges in the industry:

### **1. Build Union Power:**

- Promote international solidarity and cooperation by supporting and reinforcing organizing and recruiting efforts of affiliates in multinational companies, including their supply chains, as organising in the pulp and paper sector will continue to be a central priority for IndustriALL affiliates. The unions in the sector will support each other's organizing campaigns, and the trade union networks will identify non-union plants for organizing with the appropriate IndustriALL affiliate in the country. Organizing along the supply chain also will be a focus of the sector, with new forestry products expanding the value chain at large multinationals where affiliates have a presence. The scientific implications of new technologies such as transgenic eucalyptus trees in forestry production will be analysed;
- Create an enabling environment for organizing through support and solidarity for those unions willing to show growth using global tools (i.e. GFA's, union networks);
- Offer education and training to trade unions based on best practices, exchanges of knowledge and experience, and strengthened cooperation between unions and regions and create joint training programs and activities;
- Integrate the whole supply/value added chain into our efforts through organizing and collective bargaining processes.

Furthermore, the World Conference recognizes that the political crisis in Latin America is seriously affecting sisters and brothers in IndustriALL affiliates, with new anti-union

legislation making it harder to organize and bargain collectively. IndustriALL's Pulp and Paper Sector affiliates stand in solidarity with the struggle for fair labour legislation in Latin America. The sector commits to educating members everywhere on the importance of voting in their interests. The Sector also recognizes that the trade union movement in Colombia is facing enormous challenges of aggressive anti-union oppression. The sector will continue to support its Colombian affiliate in this struggle.

The Pulp and Paper Sector will put a special effort in building union power in Eastern Europe with continuation of its work supporting affiliates in Hungary, Poland, Russia and elsewhere in the area.

The World Conference also expects the Secretariat to do exploratory work in India for further union building to support membership growth, especially at major multinationals.

## **2. Confront Global Capital:**

The IndustriALL Global Union Pulp and Paper Sector will:

- Confront global capital through focussing on a strategy of building trade union networks at the major multinational companies. Existing structures at CMPC, Sappi, IP, Smurfit Kappa and Mondi will be continued and strengthened, and we will pursue official recognition of these networks where that recognition has not already occurred.
- A global trade union network will be established at WestRock, Amcor and DS Smith together with UNI Global Union;
- Establish close links between trade union networks and global framework agreements through global union committees, annual conferences, and other means;
- Continue its regional networks in South East Asia and Latin America, and build on the work done focussing on Kimberly Clark and Asia Pulp and Paper, and CMPC and Arauco;
- Maintain and develop close links between the IndustriALL Pulp and Paper sector with the sister global unions BWI and UNI.

## **3. Defend Workers' Rights:**

The World Conference recognizes that occupational health and safety is a major priority for the sector:

- The Secretariat will facilitate robust information exchange and skill sharing between the affiliates on the issue;
- The sector will work to push the industry for better recognition and openness on worker safety everywhere;
- A series of actions will be taken on safety, exploring opportunities to organize a major event on the topic in the coming years, as well as a global day of action;
- In addition, the World Conference identifies occupational health and safety as the strongest organizing tool available and must be utilized accordingly;
- A study will be conducted on different models of staffing, overtime, and shift rotations within the sector and facilitate information exchange among the affiliates.

Work will be done to improve women and youth representation in activities and meetings of the sector, as well as to continue to map and prioritise the specific issues facing these groups. The World Conference appreciates and supports the recently-accepted IndustriALL Pledge entitled 'Violence and Harassment against Women: Not in my Workplace! Not in My Union!' and strongly encourages the affiliates to accept and implement it.

#### **4. Fight Precarious Work:**

Precarious work has been identified as a major problem in the global pulp and paper sector and efforts will continue to be waged to limit the use of precarious work as much as possible and to:

- Organize precarious workers (blue collars, white collars, men and women) into trade unions, throughout the entire supply chain;
- Use the GFAs and social dialogue with multinational companies at global level to limit the use of precarious work and to organise the affected – precarious - workers and to secure their rights;
- Include precarious workers in the CBA provisions and wherever possible and to negotiate generic CBAs for precarious workers;
- Establish opportunities for affiliates to exchange their experiences in addressing the problems of precarious workers.

#### **5. Create Sustainable Industrial Employment:**

IndustriALL's Pulp and Paper Sector recognizes that this sector is potentially very sustainable, but focus must be maintained on the practices of our employers:

- Continue the work for a new model of growth as a key issue for the future of jobs on the basis of strategic analyzes for each sub-sector with all economic, industrial, environmental, demographic and social challenges;
- Focus on social issues, but also link with environmental and circular economy issues, use stakeholder panels to raise workers' and locals' needs and topics;
- Discuss consequences of digitization and Industry 4.0 for the pulp, paper and forestry industries and the working people in the sector, to find valid answers to our demands that these changes be implemented with fairness and justice to workers and all of society.

Furthermore, the World Conference recognizes that pulp and paper industry can be an environmentally friendly industry, especially in developed nations, however some industry practices and including the maritime pollution from the global trade routes are highly problematic. This topic will be looked at.

The Pulp and Paper Industry of IndustriALL Global Union will make a strategic analysis of forest certification schemes in light of the Forest Stewardship Council (FSC)'s adoption of the ILO standards in its certification. This will be done in cooperation with IndustriALL's sister International BWI. The Work Group is instructed to do this follow-up work and explore the potential of using the FSC's adoption of ILO standards as critical leverage in our work.

### **Elections:**

- According to the Statutes of IndustriALL Global Union, the two co-Chairs shall lead coordination of the pulp and paper sector's work. The Budapest World Conference re-elects **Leeann Foster**, USW Assistant to the International President, as co-Chair, and elects **Matts Jutterström**, President of Pappers Sweden, as co-Chair.
- The World Conference also re-elects the Work Group constituted by the leading unions in the sector. The Work Group will oversee sectoral activities between world conferences. The group will hold physical meetings where possible alongside other conferences and activities in the sector, remain in regular contact over email, and hold quarterly conference calls facilitated by the IndustriALL Secretariat.

The IndustriALL Pulp and Paper sector commits to an active four-year period, building our collective demand for decent jobs and conditions throughout the industry.

Global Solidarity Forever!