



MEMORANDUM OF UNDERSTANDING (MOU)

for LABOR RELATIONS IN THE UNITED STATES OF AMERICA

On the basis of the Global Framework Agreement (GFA) on Social Responsibility and Sustainable Development, Solvay Group and IndustriALL Global Union agree to provide special attention and importance to Labor Relations in the United States of America (USA), particularly since this Group has expanded its operations.

In this context, with a view to promote implementation of the provisions of the afore-mentioned GFA, particularly the third bullet point of Section 7, "Social Dialogue", Solvay Group, with its USA Management, and IndustriALL Global Union, in coordination with representants of Solvay Global Forum and the IndustriALL's USA-Solvay union affiliates at international level shall form a special task force for the purpose of making advancement in Labor Relations in the United States of America.

The primary objective of this task force shall be to develop the existing constructive Labor Relations at the local as well as the national level on the basis of fundamental rights and principles included in the GFA.

These principles include ensuring good faith constructive bargaining at USA-Solvay unions affiliated with the IndustriALL Global Union sites; seeking appropriate solutions for issues covering these sites and ensuring that the GFA is properly implemented in the USA.

This task force will have a meeting to evaluate the situation, make proposals and report back to the signatories and Solvay Global Forum.

The parties have agreed to renew it for a period matching the GFA Agreement under the same conditions.

Brussels, 31 March 2022

For Solvay Group,


Patrick Marichal
Global Labor Relations Officer

For IndustriALL Global Union,


Atle Høie
General Secretary