

IndustriALL Global Union

RESOLUTION CALLING ON VOLKSWAGEN TO RESPECT WORKER RIGHTS IN CHATTANOOGA, TENNESSEE, USA

In refusing to respect workers' decision to enter into collective bargaining at its Chattanooga, Tennessee plant in the USA, Volkswagen has embarked on a new and ominous path in labor relations.

On December 3 and 4, 2015, skilled trades workers in Chattanooga voted by more than a 70% margin to choose the UAW as their exclusive representative for collective bargaining. Prior to the election, Volkswagen sent a Special Communication to the workers in the plant that they would begin negotiations if the workers voted for the union. However, Volkswagen has refused to recognize the results of the election and begin bargaining, as mandated by United States law. As a result, the National Labor Relations Board, an agency of the United States Government, issued an unfair labor practice complaint against Volkswagen. The Complaint cites Volkswagen for violating U.S. law by failing to bargain with UAW.

Volkswagen announced that they intend to "challenge" the decision of the National Labor Relations Board in federal court and will continue to refuse bargaining. This "challenge" is simply an effort to stall and delay and is a common tactic used by anti-union companies in the U.S. for the purpose of union avoidance. While Volkswagen's Board member for Human Resources recently met with UAW leadership on the situation, he did not agree that Volkswagen would abide by U.S. law and begin collective bargaining. This is unacceptable.

The actions of Volkswagen violate its own Global Framework Agreement, International Labor Standards --- specifically Convention 98 of the International Labor Organization on the Right to Organize and Collective Bargaining, OECD Guidelines, the UN Global Compact and United States law.

Therefore, be it resolved, that IndustriALL calls on Volkswagen to cease all of its attempts to invalidate the vote of Chattanooga skilled trades workers for collective bargaining, and immediately begin negotiations;

And be it further resolved that IndustriALL shall immediately invoke the Global Union Charter of Solidarity in Confronting Corporate Violations of Fundamental Rights and take all necessary actions to stop these rights abuses;

And be it finally resolved that if Volkswagen has not formally agreed to begin collective bargaining with Chattanooga skilled trades workers by the June 22, 2016 Annual General Meeting of Volkswagen in Hanover, IndustriALL shall initiate further actions which could lead to the eventual revocation of the Global Framework Agreement between IndustriALL and Volkswagen.