



Mandate for global agreement negotiations with multinational corporations (MNCs)

Introduction

This procedure defines a framework for negotiating global agreements, including Global Framework Agreements (GFAs), under the auspices of IndustriALL Global Union. It aims to establish a transparent and structured process, ensuring that negotiated agreements reflect the collective interests of affiliated unions and strengthen trade union influence over multinational corporations.

The IndustriALL Guidelines on GFAs define the objectives, principles, and implementation mechanisms of these agreements, ensuring alignment with international labour standards and due diligence requirements. The Mandate Procedure complements the GFA Guidelines by outlining the process for negotiating, validating, and implementing the agreements. Both documents are interdependent to ensure coherence and effectiveness in the GFA framework.

Clarity in the negotiation process is crucial to ensure that all parties understand the objectives, steps, and criteria forming the basis of these agreements. By seeking consensus, IndustriALL ensures that decisions reflect the collective interests of workers and that all voices are heard. This approach fosters constructive, respectful, and effective dialogue.

In terms of transparency, it is essential that information related to negotiations is shared openly and made accessible to representatives of affiliates represented/organized in the multinational. This enables them to monitor progress, ensure that decisions reflect workers' interests, and actively contribute to shaping the outcome.

The intention with the framework is to strengthen the legitimacy of global agreements by ensuring that they are negotiated democratically, with collective decision-making based on social justice and international solidarity.

The goal is also to ensure accountability in the implementation of these agreements, making sure that commitments made by multinational corporations are upheld and that IndustriALL affiliates can track and assess their enforcement on the ground.

Introduction: Objectives of the mandate

The negotiation mandate aims to:

- 1) Establish a clear framework for future agreement negotiations.
- 2) Ensure transparency and legitimacy by defining clear rules and procedures for negotiations and agreements.

- 3) Facilitate the active and meaningful involvement of affiliated unions, represented/organized within the multinational companies.
- 4) Apply to new negotiations and to the renegotiation of agreements to safeguard the rights of IndustriALL affiliates.

Article 1: Initiation of negotiations

Negotiations for a global agreement can be proposed by:

- 1) Any IndustriALL affiliate, followed by consultation with the affiliates represented/organized in the company.
- 2) Multinational management (subject to consultation with the affiliated and represented/organized unions in the company).
- 3) IndustriALL secretariat, followed by consultation with the affiliates represented/organized unions within the company.

When the consultation is done and the outcome of the consultation is positive, the negotiations can be initiated.

Criteria for initiating negotiations include:

- 1) Strengthening workers' rights, trade union rights, and job security on a global scale.
- 2) Responding to significant changes in a multinational's global strategy that may impact its workforce.
- 3) The willingness of a multinational to go beyond existing legal requirements to protect and advance workers' rights throughout its global operations and supply chain and set up monitoring and implementation procedures.
- 4) Involved GUFs and their affiliates bring enough commitment and resources to the table to negotiate, monitor and implement the GFA.

Article 2: Negotiation mandate and team composition

1. Negotiation mandate

IndustriALL Global Union secretariat should secure a clear and validated mandate from its affiliates before entering into any negotiations for agreements. This mandate should be established through a transparent consultation involving all affiliates represented/organized within the multinational company. The consultation process shall align with IndustriALL's Global Framework Agreement (GFA) guidelines and clearly outline the objectives of the negotiations.

2. Composition of the negotiation team

The negotiation team should consist of:

- 1) Representatives from IndustriALL Global Union, ensuring coordination and strategic alignment.
- 2) Affiliated unions represented/organized in the multinational's headquarters country.
- 3) Affiliated unions represented/organized in countries hosting key production sites where the company operates.

The composition of the negotiation team should be validated by the affiliates represented/organized and kept reasonably sized to ensure effectiveness and efficiency.

All affiliates organized within the multinational will be kept updated of the negotiation process.

The negotiation team, coordinated by IndustriALL, will take into account the proposals and opinions of affiliates throughout the negotiation.

Article 3: Agreement validation and signing protocol

1. Agreement validation

Upon concluding negotiations, the draft agreement must be validated by the affiliates represented/organized within the multinational.

A consultation is conducted among the unions concerned to gather feedback and observations on the draft agreement and their signature approval.

Validation should be taken by consultation of all representative affiliates within the MNC.

If consensus cannot be achieved, validation shall be obtained by a majority vote among the affiliates represented/organised.

If an affiliate does not respond within the agreed timeframe, its silence shall be considered as support for the draft agreement.

2. Signing of the agreement

The final agreement should be signed by:

1. IndustriALL Global Union, representing the unified voice of the global workforce under a mandate from its affiliates.
2. The affiliated union(s) organized and recognized within the multinational in the headquarters country.

A version of the agreement is made available to all IndustriALL Global Union affiliates to reinforce transparency and accountability.

Article 4: Dispute resolution

If an affiliate believes that the negotiation process does not comply with the Mandate Procedure, it must formally submit the concern to the IndustriALL Global Union Secretariat.

The secretariat will conduct a preliminary investigation of the issue and solves it with the affiliate. If the problem cannot be solved, the secretariat or the represented/organized affiliate may consult the GMC steering committee while the latter needs to notify the secretariat at the same time.

The GMC steering committee may provide guidance to reach alignment with the mandate procedure, and issue opinions or recommendations as necessary to support resolution of the dispute and uphold the integrity of the process. The secretariat may follow the recommendations, should aim to conduct and document its investigation within a reasonable timeframe to enable a timely resolution. The final decision is being

made by the elected leadership in the secretariat. The secretariat may also refer it to the Executive Committee.

Article 5: renegotiation of existing agreements

This procedure also applies when renegotiating existing GFAs that were concluded without a clear negotiation process. IndustriALL will work with the unions concerned to ensure these agreements are aligned with the current procedure.

Article 6: Transparency and Communication

IndustriALL Global Union commits to:

- Ensuring full transparency throughout the negotiation process.
- Regularly update affiliates on the progress, decisions, and outcomes of negotiations.
- Organizing information sessions to keep affiliates engaged throughout the process.

This mandate and its procedures will be subject to periodic review to incorporate feedback from affiliates represented/organized and adapt to practical experience.

Conclusion

This mandate procedure ensures that global agreements are negotiated democratically, validated collectively, and implemented effectively. It guarantees coherence with IndustriALL's guidelines on GFAs, reinforcing the ability of trade unions to secure credible and enforceable agreements with multinational corporations.