

IndustriALL Global Union
FCA/CNHi Union Network Meeting
with the participation of unions representing PSA employees

26-27 October 2020

RESOLUTION

Roughly 100 trade unionists from 14 countries representing workers in FCA, CNHi and PSA met in a virtual meeting to discuss the envisaged merger between FCA and PSA and future perspectives for CNHi.

WHEREAS, the internal and external debates around the merger have been dominated so far by business and shareholder interests;

WHEREAS, the merger will create one of the largest global automotive OEMs;

WHEREAS, the FCA management has refused to recognize the IndustriALL Global FCA-CNHi Trade Union network for the past ten years and has not allowed for an official dialogue;

WHEREAS, PSA has implemented and promoted social dialogue at global level in particular by establishing a Global Works Council and by signing a Global Framework Agreement;

WHEREAS, the perspective for workers at CNHi is still unclear and restructuring projects have been postponed;

THEREFORE, BE IT RESOLVED, that IndustriALL Global Union demands that FCA, until the establishment of a Stellantis GWC, formally recognize the global network of unions representing FCA workers.

THEREFORE, BE IT RESOLVED, that IndustriALL Global Union demands that FCA in relation to the establishment of Stellantis ensures a proper information on the future steps of the merger and about the future business and sourcing plan by entering into a substantial dialogue with trade unions at local, European, North American and global level.

THEREFORE, BE IT RESOLVED, that IndustriALL Global Union demands that FCA and PSA, in relation to the establishment of Stellantis, enter into negotiations on a Stellantis Global Works Council (GWC) and a Global Framework Agreement at the earliest time possible, preferably before the official establishment of the new company. As a matter of fact, the signatories to this resolution also support the demand of the European affiliates for a timely opening of negotiations regarding the establishment of a European Works Council for Stellantis.

THEREFORE, BE IT RESOLVED, that IndustriALL Global Union demands that FCA and PSA in relation to the establishment of Stellantis attribute far more value to the employees, their working conditions including occupational health and safety, social dialogue, trade union and other core labor rights. Moreover, Stellantis shall make sure that existing jobs and plants are safeguarded in all countries and shall ensure that the promise is fulfilled not to close plants as a result of the FCA-PSA merger.

THEREFORE, BE IT RESOLVED, that IndustriALL Global Union demands that FCA and PSA in relation to the establishment of Stellantis assume the highest responsibility regarding a sustainable business conduct that follows the concept of just transition and with regard to a socially responsible supply chain management that truly follows the OECD guidelines for multinational enterprises and related due diligence guidelines.

THEREFORE, BE IT RESOLVED, that IndustriALL Global Union demands that FCA and CNHi ensure that the rights and interests of the employees of CNHi do not suffer under the merger between FCA and PSA and that future business strategies be guided by the principles of job and plant security as well as decent working conditions and pay.

ENDORSED BY:

Italy: FIM-CISL, FIOM-CGIL, UILM

USA: United Auto Workers (UAW)

Canada: Unifor

Brazil: CNM/CUT

Czech Republic: OS KOVO

Slovak Republic: OZ KOVO

Spain: UGT-FICA, CCOO de Industria

Turkey: Türk Metal Sendikası