



## **Understanding of the International Association of Machinists and Aerospace Workers and AMICUS**

For over one hundred years, the International Association of Machinists and Aerospace Workers (IAM) and the British Trade Union movement have worked together as friends and allies in the true spirit of international trade union solidarity. Indeed, the IAM has had a long-standing relationship with the affiliates that now currently make up AMICUS, its sister trade union.

Although we have been successful in meeting challenges each of us has faced in the past, AMICUS and the IAM understand that it is imperative that we build even stronger alliances and relationships if we are to successfully overcome challenges we may face in the future. Globalization has recently expanded at a phenomenal rate, which has resulted in many of our members working for the same multinational corporations. It is for this reason that we must now forge new and innovative strategies that will have a real and meaningful impact on the personal and working lives of our members at these and other companies.

Over the past several years, our relationship has gone from strength to strength, and is now built on a strong and firm platform. AMICUS and the IAM have had high level discussions aimed at creating a meaningful and effective framework in the area of collective bargaining and organizing. Together our two great labor organizations have also met to establish unified positions regarding various trade and human rights issues.

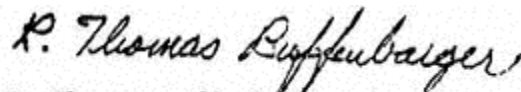
In an effort to strengthen our relationship and to develop innovative effective tools for meeting the growing challenges of globalization, our great unions reaffirm the following:

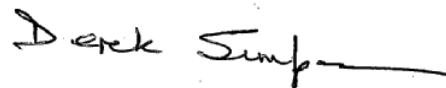
- We will refuse and oppose any attempts by multinational corporations to play one union off against another in order to eradicate our member's jobs by using "economic competition" as a poor and unproven excuse
- We will continue to resist corporate demands for economic concessions, in an attempt to drive down the living and the working standards of our members
- We will continue to fight against employers who refuse to negotiate reasonable wages, wage increases and reasonable benefits (including health care and pensions).
- We will work together in an attempt to develop a strategy on how best to coordinate collective bargaining in the future
- We will fight any elimination of jobs by multinational corporations complaining about international competition and we will challenge unproven and baseless claims that national labor laws and collective bargaining agreements be weakened in an attempt to gain an unethical competitive advantage.

We are fully aware that we can only be successful in honoring these principles if we continue to strengthen our relationship and make a solid commitment to work together in the true spirit of international trade unionism. Our success depends upon our ability to continue our honest and open discussions so that we better understand the obstacles each of us face as well as our ultimate goals. These discussions will

also make it possible, in the future, for us to engage in coordinated collective bargaining where we both represent members in the same multinational corporation.

We believe that if we build a greater international relationship, we will be better equipped to challenge multinational corporations head on in a unified form when it comes to collective bargaining and organizing and therefore pledge to work together in greater solidarity. In addition we will develop more effective communication, and coordination strategies in an attempt to better represent our members and deliver the declarations we have made. The IAM and AMICUS stand shoulder to shoulder ready to continue our work in representing workers from North America to the United Kingdom and Ireland. We reaffirm our resolve to find new and innovative strategies that will have a real and direct impact on ensuring security, dignity and respect for all our members. We are confident that we will meet the challenges that await us as we work together in the true spirit of international solidarity.

  
**R. Thomas Buffenbarger**  
**INTERNATIONAL PRESIDENT**

  
**Derek Simpson**  
**Amicus General Secretary**