

UNION ALLIANCE

**International Association of
Machinists and Aerospace
Workers, North America**

**CCOO
Federación de Servicios
a la Ciudadanía**

The International Association of Machinists and Aerospace Workers (IAM) and the Federación de Servicios a la Ciudadanía de Comisiones Obreras (FSC-CCOO) represent aviation workers across the air transport sectors in North America and Spain. Our two great unions represent workers in many classifications (such as ground handling, air traffic operations, and others) at air transportation companies, which include American Airlines, Iberia, Vueling, British Airways, Iberia Express, and Level.

For many years, the International Association of Machinists and Aerospace Workers (IAM) and CCOO have worked together as brothers and sisters, friends and allies in the true spirit of trade union solidarity.

We know that we must build an even stronger relationship if we are to successfully face the challenges that lie ahead. Globalization in the transportation industry has expanded the world to the point that what impacts each of us, impacts the other. Therefore, we must forge new and dynamic strategies that will have real and meaningful impact on our respective members.

In our continued cooperation we will develop concrete programs aimed at strengthening trade union and human rights for transportation workers in North America, Spain and around the world. Our cooperation will also include building a more solid understanding of the general and specific challenges, both domestic and international, that each of our members confront in today's global economy. Our efforts will be guided by our joint commitment to oppose those air transport companies and third party providers which are oriented solely at obtaining bigger profits at the expense of the workers that are responsible for their success.

To strengthen the cooperation between our two organizations and to fulfill the intentions behind this agreement, we will create the “IAM-FSC-CCOO” Working Group. The Working Group will coordinate the following activities between our unions:

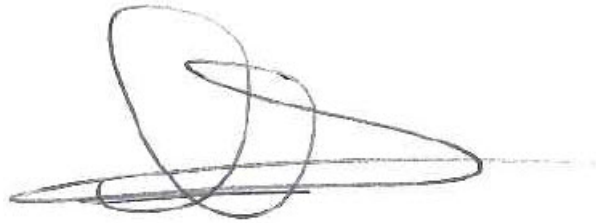
1. Recognizing the challenges of the global sector in which we operate and the benefits that will arise from strengthening and complementing the coordination that we already have as members of the International Transport Workers’ Federation (ITF), we AGREE that we will further coordinate our activities, actions and resources, as we face the challenges of globalization, including, efforts to weaken labour laws and consolidation, deregulation and the continued pressure from air transport companies to reduce costs and increase profits on the backs of workers.
2. Bearing in mind our common interest in responding to the challenges faced by workers in the sector in the international arena, we AGREE to:
 - Campaign for better labour rights that can become models for the sector.
 - Improve working conditions that allow workers and their families to have decent living conditions.
 - Increase investment to ensure decent jobs that give priority to people, not to corporations.
 - Pressure International employers’ organisations for union involvement before strategic decisions are taken which affect workers.
 - Campaign to improve working conditions that help maintain a highly trained workforce.
 - Offer appropriate support with respect to disputes
 - Discuss and exchange experiences in order to develop a strategy for better representing our members in the growing global transportation industry.
 - Develop our cooperation with respect to organizing and collective bargaining activities.
 - Seek government protection against threats from companies from countries that are not governed by the same economic, legal and labour criteria.
 - Maximize our international political influence to promote the importance of decent work, decent wages and international labour standards recognized by International Labour Organisation Conventions, Recommendations and Reports

3. Recognising the importance to union representatives of meeting regularly to exchange information, promote education and ensure joint progress in matters of common interest, we will create a formal structure to oversee the work referenced in this document.

Málaga, June 13, 2018



Robert Martinez, Jr.
IAM International President



Manuel Sánchez Rollón
Secretario General Sector Aéreo
FSC-CCOO



Sito Pantoja
IAM General Vice-President