

RESOLUTION CALLING ON UAW TO DEVELOP A STRATEGIC PLAN OF
ENGAGEMENT WITH THE MEXICAN INDEPENDENT UNION MOVEMENT.

WHEREAS, for many years the multinational corporations many of us work for in the auto, textile, and manufacturing industries have moved their plants within and between countries in an effort to divide and weaken workers and use whipsawing to drive down their wages and working conditions everywhere, making greater international solidarity essential;

WHEREAS, Mexico now occupies a crucial link in the U.S. automotive supply chain, with over 38% percent of American auto parts deriving from Mexico, the largest share of any other nation;

WHEREAS, investment in Mexican auto manufacturing is widely expected to increase significantly in the coming years due to changes in the American trade policy;

WHEREAS, Mexican wages remain the lowest of all 35 OECD nations and have failed to keep pace with workers' needs in order to grease corporate profits, often amounting to as little as \$11.54 per day (\$17.38 in the border zone);

WHEREAS, according the Mexican Secretary of Labor and Social Provision, 80-85% of Mexican collective bargaining agreements are signed between employers and company unions without worker consent, typically to guard against genuine unionization and collective bargaining while guaranteeing little to no employee benefits beyond the legal minimums;

WHEREAS, the Mexican Labor Law Reform of 2019, coupled with the new protections of the USMCA, has substantially weakened Mexico's company-union system in favor of genuine democratic unionism, presenting an unprecedented organizing opportunity for independent Mexican unions;

WHEREAS, independent unions and worker centers have undertaken ambitious unionization campaigns in key parts of the Mexican auto industry, with notable success, but have been constrained by a lack of resources and engagement by international labor allies;

AND WHEREAS, cross-border solidarity along the industrial supply chain can increase American and Mexican workers' bargaining leverage with multinational firms, including major employers such as GM, Stellantis, Ford, Caterpillar, and John Deere;

THEREFORE, BE IT RESOLVED:

THAT Unite All Workers for Democracy (UAWD) shall call on the United Auto Workers (UAW) and other U.S. unions to develop a comprehensive, strategic plan for engagement with the Mexican independent union movement;

THAT UAWD shall call on UAW to integrate such a strategic plan for engagement into its broader organizing and collective bargaining strategy with respect to multinational industrial firms, including GM, Stellantis, Ford, Caterpillar, John Deere, and other automotive and manufacturing employers manufacturing key automotive products in Mexico;

THAT UAWD shall call on UAW to form direct collaborative partnerships with independent, democratic organizing unions and worker centers in Mexico with an aim to support independent unionization campaigns in the Mexican auto industry and seek cross-border collaboration on UAW campaigns to maximize worker pressure on employers, including the possibility of concerted strike actions and contract expiration dates;

THAT such a collaboration should include financial and organizing support where needed, as well as supply-chain intelligence and other commitments to solidarity to help place pressure on employers in Mexico through leverage across the supply chain;

THAT UAWD shall call on UAW to hire or designate at least two experienced union officials with Mexican organizing experience to manage and spearhead its collaborative partnerships with the Mexican independent union movement, including at least one Mexico-based organizer;

THAT UAWD shall endeavor to facilitate rank-and-file, worker-to-worker conversations with independent, democratic organizing unions and worker centers in Mexico—including, among others, the Mexican Miners' Union, the Border Workers' Committee (CFO), the Federation of Independent Unions of the Automotive, Autoparts, Aerospace, and Tire Sectors (FESIIAAN), Casa Obrera del Bajío, the Mexican Workers' Union League (LSOM), the National Independent Union for Workers in the Automotive Industry (SINTTIA), and the Independent Union of Free and Democratic Workers of Saint-Gobain Mexico—with an aim at forging direct collaborative partnerships and strengthening cross-border solidarity;

THAT UAWD officials may endeavor to visit the aforementioned Mexican worker centers and unions organizing in the auto sector to strengthen partnerships with Mexican unionists, share useful company information, and offer organizing support, including by inviting Mexican union representatives to bargaining conventions and other major UAWD meetings.

THAT UAWD shall establish a Committee on Mexico and International Solidarity to spearhead these efforts and to call on UAW for greater engagement on issues of global solidarity;

AND THAT UAWD shall support all Mexican workers in their struggle to win better wages and working conditions through genuine collective bargaining, particularly those workers employed by the same companies that we work for, or by firms along those companies' supply chains.

AND, BE IT FURTHER RESOLVED:

THAT UAWD shall send a copy of this resolution with an attached cover letter to the international leadership of the UAW, and shall engage elected UAW leaders in conversations on this topic, in order to push for the adoption of the petitions featured in this resolution.

THAT UAWD shall call on the UAW to honor the life of Cleto Nigmo Urbina, a Ford worker at the Cuautitlan Mexico assembly plant who, on January 8, 1990, was shot and killed by hired thugs in response to a heroic campaign by him and his co-workers aimed at replacing the

pro-company union with a democratic, fighting union to better fight Ford for better wages and working conditions.