

# ICEM Pulp and Paper Work Plan 2009

*Adopted 9 December 2008  
Piriápolis, Uruguay*

- Collective Bargaining agendas in 2009 in the pulp, paper, and forestry industries will be an immediate priority. Active Solidarity requires timely information on bargaining, and the ICEM will engage with affiliates in order to create a timely exchange of information regarding bargaining, pulp, paper, and forestry industry news that affects workers, and other relevant data that is necessary for trade unions of the sector to operate in today's economic climate. Such information will be distributed from the ICEM Secretariat, but demands diligent input from the trade unions of the sector. Such electronic exchanges will be termed **Alerts**. They may include a topical news-related item, sometimes submitted by trade unions or generated by the ICEM itself, and generally will include background comment or information. Such **Alerts** will be made on developments in collective bargaining, with direct input from the trade unions involved in the bargaining with the aim of gaining greater attention and lending support in that bargain. Information or updates will also be dispersed related to health and safety, environmental concerns, workers' and human rights in the sector, as well as organising and recruitment efforts by trade unions. The **Alerts** will be circulated on a consistent basis to an ICEM sector mail list, including affiliates and potential affiliates within the sector and their designees. Global Union Federations will be invited to join the list as well.

In addition, the Secretariat will issue **Action** communiqués, through the same mail network. **Action** communiqués demand immediate response from those receiving such requests, and they demand a strong rapid response commitment. Such actions might include Solidarity letters, protest letters to a company, employers' association, a government, or even direct shop-floor action in support of the recipient union if warranted. Sometimes the request might mean as little as a few lines in an e-mail, in respective languages, to the recipient. The ICEM strongly requests those being called upon to make an earnest effort to distribute the message widely within their own organisations, specifically to branch unions and others inside forestry and inside pulp and paper products manufacturing. The ICEM strongly encourages cross-postings of all pulp and paper **Alerts** and **Actions**. The ICEM will undertake the task to make as much of the information possible, including background notes and relevant background information, available in respective languages, even by rudimentary means.

- The ICEM will review Global Framework Agreements (GFAs) with Norske Skog and SCA in 2009. The ICEM will continue to press for inclusion of language regarding agency labour and use of short-term contract workers. The ICEM will also bring global issues that affect affiliated trade unions, workers at non-union enterprises, and issues from other GUFs to the table in these review meetings. The ICEM will engage affiliates to seek likely global pulp and paper transnationals in which dialogue can be initiated to embark on a course for GFAs.

- The ICEM will coordinate a Finnish trade union project within the pulp and paper sector in Latin America in 2009 and beyond. The ICEM priority in the project will be to bring greater unity and association between the large number of pulp and paper trade unions in South America with the ICEM-affiliated trade unions of the region. The project's objectives will be to promote agreement and joint action on central issues related to collective bargaining, safety and health, building of workers' networks – both within companies at different locations, and between workers' organisations at different companies – as well as to build viable and workable global union links between the ICEM network of pulp and paper unions and participating unions in the Latin America region. The ICEM will administer, monitor, and partner with its two Finnish trade union affiliates on this project, as well as the Finnish national labour centre, SASK. The ICEM will use its mail network of global pulp and paper unions to disseminate information on the project, to report the activities of participating Latin American unions, as well as to issue **Action** communiqués for Latin American unions when warranted. The ICEM intends to enhance the success of the project by giving it a global focus through the ICEM network of **Alerts** and **Actions**.
  
- The ICEM will assist and defend workers of affiliated and other trade unions within the sector in the developed countries, particularly those faced with mill shutdowns, machine shutdowns, and other restructurings that inevitably bring social deterioration. The ICEM will work in coordination of these affected trade unions to demand necessary and adequate social protections, and pursuit and achievement of sustainable alternatives for facilities to continue operation. The ICEM will use the network of **Alerts** and **Actions** in the communication of this effort, as well as other means that become available.