



# Protocol between AFL-CIO and the TUC

The TUC and the AFL-CIO believe that workers throughout the world should have the right to organise, and be represented by, independent trade unions.

Many employers respect this fundamental right, which is enshrined in the ILO's 1998 Declaration on Fundamental Principles and Rights at Work. Decent employers respect the right of workers to organise, and work positively with unions.

But on both sides of the Atlantic there are too many employers who do not respect this fundamental right. For these employers the routine use of union busters, threats, intimidation and other forms of coercion are all deployed to frustrate the efforts of workers to organise.

In the US union busting is big business – each year unscrupulous employers spend up to \$4bn to keep their workplaces union free. The problem is much more limited in the UK, but there is worrying evidence that a number of US union busters are intent on exporting their 'worst practice' to the UK.

Recognising the scale of this problem – and the impact it has upon the ability of workers to organise - the TUC and AFL-CIO commit to a joint programme of work which includes efforts to:

- Pro-actively share information about the activity of union busting firms in the US and the UK, and to develop a shared database of union-busting activity
- Work together to develop and deliver 'Busting the union busters' training materials for union officers and organisers in both the US and UK, and to exchange training and organising staff
- Jointly work to lobby governments and relevant international bodies to restrict the activities of the union busters
- Promote public awareness of this issue in both our countries, naming and shaming where appropriate those employers who use union busters to deny workers their right to organise
- Work with other union Federations around the world in an effort to tackle this issue.