

January 5, 2017
M17-003

To: SPEEA Council Delegates
From: SPEEA Diversity Committee, Legislative & Public Affairs Committee
Subject: PRESUBMITTED NEW BUSINESS: Motion to Support ILO Core Labor Standards in Aerospace Supply Chain

Background

Over the past 3 decades the aerospace industry like many US based industries has been transformed by a combination of advanced automation and outsourcing or less obliquely, job exporting both domestic and international on an unprecedented level. NAFTA and follow on neoliberal trade agreements have only accelerated this trend. Suppliers of an expanded range of airplane components and technologies are now responsible for a large percentage of what goes into - design and manufacturing of finished products. We are linked as a labor force in many ways to an extended national and international community of workers. Many do not enjoy the rights of representation that we have with a union.

In the past year there have been high profile news stories regarding suppliers for commercial airplanes that have cast a spot light on institutional racism and bigotry in the supply chain that previously had gone largely unseen and unheard. In some cases this had been ignored or tolerated in companies for years.

2016 national and state political campaigns have seen a flood of paid advertisement exploiting everything from race, class, gender, ethnic background, religion, sexual orientation, etc exploited to further polarize the public - to score political points. This has served as a destructive force in society. Increases in hate crimes, racial profiling and harassment of communities based on ethnicity, religion, etc now occur with alarming frequency.

SPEEA contracts have included language that directs – respect and adherence to International Labor standards

Ref: The ILO has identified eight conventions as "fundamental", covering subjects that are considered as fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation. These principles are also covered in the ILO's [Declaration on Fundamental Principles and Rights at Work](#)

SPEEA has consistently stood in Solidarity with labor and community allies to support workplace fairness, equality and a harassment free work environment. This corresponds with core International Labor Organization ILO standards recognized around the world.

Motion

It is moved: that the SPEEA Council encourage the Companies employing our membership, to insist that all suppliers comply with core ILO labor standards, and enforce those standards as a condition for doing business with the Companies, where the core labor standards include prohibitions against child labor, forced labor or slave labor, protection for freedom of association, equal opportunities in pay and employment, and non-discrimination on the basis of race, color, sex (including sexual orientation and identity), religion, political opinion, national extraction or social origin.

Pro: improved oversight of facilities not working to the same high standards as SPEEA members may allow for greater stability and healthier workplaces in the supply chain.

Con: May require greater oversight and additional staffing to validate.

Note: Per SPEEA Policy Section V Subsection A, Paragraph 5 "Passage or adoption of any SPEEA legislative or public issues proposal shall be by published ballot and require:

a) Total affirmative vote cast must be at least a simple majority of the total number of seated Council Representatives. Council Representatives who are employed beyond 50 statute miles from the meeting and are unable to attend are excluded from the total number required."