

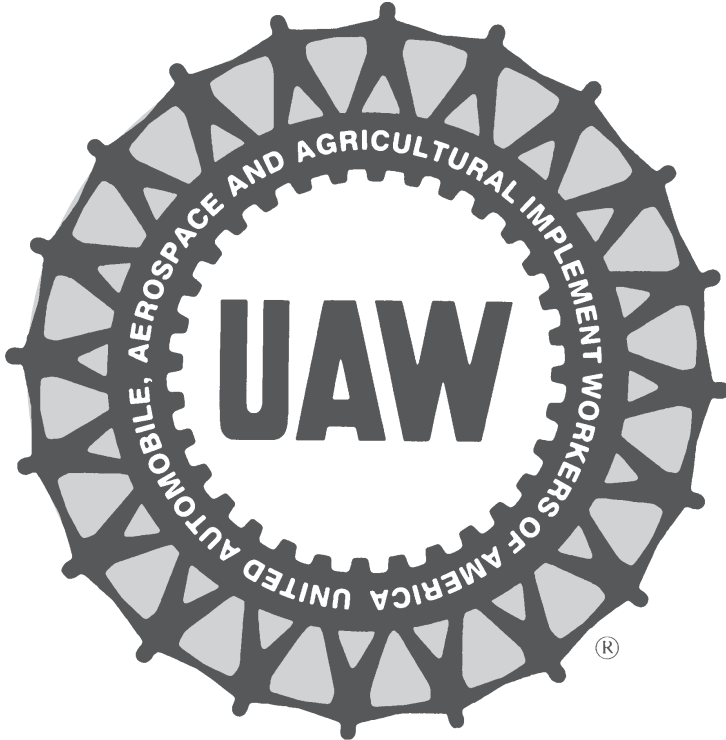
# DEPARTMENT REPORTS

to the 36<sup>th</sup> Constitutional Convention



Detroit, Michigan • June 2-5, 2014

# Department Reports



**Submitted to the 36th UAW  
Constitutional Convention**

June 2-5, 2014  
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# **Aerospace Department**

## **Vice President**

### **Jimmy Settles, director**

UAW Aerospace members are skilled technicians who manufacture highly advanced products: airframes, space flight hardware, defense systems, aerospace ground equipment and the sophisticated components that go into all of these. Our members work in clean room environments, tool rooms, aircraft hangers, flight lines and aerospace testing facilities. They perform test procedures on aircraft and spacecraft to ensure that avionics, hydraulics and guidance systems are all in good working order. Tolerances are exacting, noise levels can be deafening, deadlines are tight and quality is paramount. UAW members in aerospace know that the safety of our troops and the traveling public is, quite literally, in their hands.

The Aerospace Department monitors the industry on the national and global levels and assists UAW regions in negotiations and day-to-day issues when requested. Because the aerospace industry is highly regulated, and much of the demand for its products comes from the U.S. Department of Defense, we are also active in the legislative arena and work closely with the UAW's legislative office in Washington.

This last cycle of aerospace negotiations took place in one of the most uncertain economic times in the history of our country. Negotiations in this environment were difficult, but the outcome was successful. At many of our aerospace locations, UAW bargaining committees won new jobs, resulting in a wave of new hires. For example:

- Local 647 in Evendale, Ohio, representing members at General Electric Aircraft Engines, ratified a new four-year agreement. The agreement has created a steady growth in new hires, and we anticipate further growth as the “teaming” concept that was part of the agreement matures.

- Local 952 in Tulsa, Okla., represents members at Spirit AeroSystems. Our members in Tulsa manufacture wings and leading edges for Boeing aircraft. Local 952 secured an unprecedented 10-year collective bargaining agreement that provides for both economic gains and employment growth. In 2005, this location had 525 members; today they are near 2,000 members.
- Local 1821 in Ocala, Fla., represents members employed by the Lockheed Martin Company. They manufacture state-of-the-art military hardware with sophisticated manufacturing techniques that keeps our troops prepared and safe while in conflict. Local 1821 members ratified a five-year agreement that included significant economic improvements. As a direct result of negotiations, the company has hired and trained new hourly represented employees with the potential for additional growth in the near future.
- Members at Local 766 in Denver, a unit of the master agreement within Lockheed Martin's Space Division, ratified a new agreement with economic gains. As a result of the negotiations, the company has designated this site as its "Center of Excellence" for electrical manufacturing. Growth at this location is anticipated to be significant.

As part of the Aerospace Department's work in the legislative arena, we are assisting Local 148 in Long Beach, Calif., where our members are responsible for the final integration of Boeing's C-17 Globemaster III Aircraft. Our members at Local 148 were recently notified that Boeing intends to terminate the program. This termination notice directly impacts 1,200 UAW members in Southern California; additional members in Texas at Local 848 will also be impacted. In total, about 20,000 aerospace workers across the country may be affected. We continue to work with UAW Region 5, drawing on the resources of the UAW Washington

office, Strategic Research and the Legal Department, to develop a strategy to preserve good, highly-skilled U.S. manufacturing jobs in the wake of Boeing's announcement.

## **Agricultural Implement Department Secretary-Treasurer Dennis Williams, director**

The Agricultural Implement Department represents a total of 19,797 active members at Caterpillar, CNH and Deere & Co., with 411 additional members on layoff across the three companies.

All three corporations manufacture construction equipment; CNH and Deere are also major manufacturers of agricultural equipment. The construction and agricultural equipment industries were both hit hard by the global recession. In the space of just 12 months, from the end of 2008 to the end of 2009, U.S. employment in the agricultural equipment industry fell by more than 15 percent. Employment in construction equipment fell more than 25 percent. Since then, employment in both industries has rebounded strongly.

Plants manufacturing agricultural equipment employ more Americans today than they did before the recession. Employment in construction equipment has recovered more slowly, but is still up almost 20 percent from its low in 2009.

The continuing challenge is to ensure that our members in agricultural and construction equipment share in the industry's upside. That challenge is heightened by the global nature of all three employers, and the fact that both CNH and Caterpillar operate nonunion plants that compete with our UAW facilities. Ultimately, the way to improve our contracts in Agricultural Implement is to organize to build UAW density in the sector.

### **Caterpillar**

As of February 2014, we represented 6,917 active/traditional, 411 members on indefinite layoff and 88

supplemental employees for a total of 7,416 UAW-represented members in six bargaining units. That is down from 7,636 active and 2,608 laid-off members with recall rights and an additional 2,500 supplemental employees laid off without recall rights reported at the last convention. The drop in membership since the last convention is due mainly to the decline in mining; we have also lost one UAW-represented facility, the Memphis, Tenn. parts distribution unit, which handled parts for Land Rover.

Our previous agreement with Caterpillar expired March 1, 2011. The current six-year agreement was the first in nearly 50 years to be settled prior to the deadline and without a strike. It became effective Feb. 28, 2011 and expires March 1, 2017. The agreement included a general wage increase and additional wage adjustments for members in Caterpillar's manufacturing plants hired after Jan. 10, 2005, including supplemental employees, as well as for "competitive wage" employees in logistics facilities. The agreement also provided a cost-of-living adjustment for employees hired prior to Jan. 10, 2005, and an upfront ratification bonus and lump sums for all employees. Current retirees receive two \$300 lump-sum payments under the agreement.

On Oct. 4, 2012, Caterpillar informed the UAW that it was contemplating a complete closing of its York, Penn., logistics facility and that a decision would be made by April 4, 2013. Instead, on Sept. 30, 2013, Caterpillar announced to employees at the York Distribution Center that they will purchase and modernize the 1.1 million-square-foot leased facility and will retain the nearly 200 employees.

On Oct. 2, 2013, Cat gave notice of a layoff of up to 195 members from the Montgomery, Ill. facility beginning Dec. 2, 2013, and running through Dec. 20, 2013. This was due to the relocation of its hydraulic excavator to a nonunion facility in Victoria, Texas.

## CNH

The UAW represented 1,392 active members at CNH as of February 2014, up from 678 active at year end 2009. The increase represents the company's recovery from the



recession, which has included the callback of members previously on layoff and new hiring at the Racine, Wis., and Burlington, Iowa plants.

On Sept. 30, 2013, the New York Stock Exchange in the U.S. and the Mercato Telematico Azionario in Italy began trading shares of CNH Industrial – a new group created from the merger of Fiat Industrial and CNH Global. The merger united CNH’s agricultural and construction equipment operations with Iveco Trucks, commercial and specialty vehicles and Fiat Powertrain.

We concluded a new collective bargaining agreement with CNH in May 2010. The agreement allows CNH to move forward with its World Class Manufacturing process, which we believe will enhance the viability of the company’s UAW-represented facilities. It also provided wage increases and vacation improvements for workers hired after May 2004, narrowing the gap between first- and second-tier workers. Members hired prior to May 3, 2004 (and all skilled trades regardless of hire date) receive lump sums in each year of the agreement. The current agreement expires April 30, 2016.

## Deere

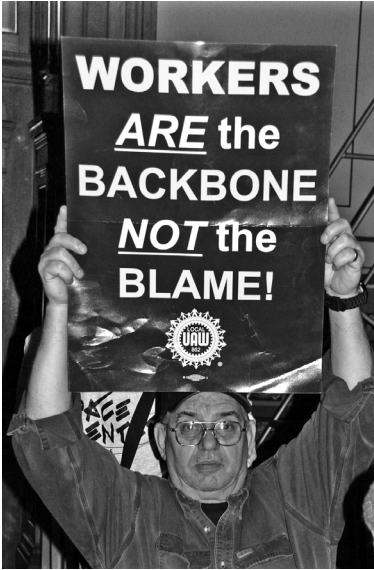
The UAW represented 11,400 members at Deere as of February 2014, up from 8,500 active at year end 2009. The increase is the result of strong agricultural sales (the segment in which our UAW membership is concentrated) and insourcing actions. Deere continues to invest in its UAW-represented facilities, strengthening the job security of our members. Production of a new sprayer is to begin early this year at a newly constructed, 300,000-square-foot building at the Des Moines, Iowa, plant. Deere’s Ottumwa, Iowa facility will be doing an early production run of a new large baler in preparation for the 2015 model year release. The Waterloo, Iowa, foundry has also received new investment.

Historically, the UAW and Deere have enjoyed a constructive collective bargaining relationship. The current agreement, which expires Oct. 1, 2015, protected health care and cost of living adjustments, improved pensions, provided increased paid time off and included

both basic wage increases and lump sum bonus payments.

## **Arbitration Department**

**Greg Drudi, director**



The UAW Arbitration Department, established by International Executive Board action in November 1964, helps our union provide an important advocacy service to the membership. The department is under the jurisdiction of President Bob King. The arbitration process continues to be a powerful vehicle to win workplace justice and protect economic benefits negotiated by our members. To cite just one example, our union has been

engaged in an ongoing dispute with Boeing over pension and retiree insurance benefits for members affected by the sale of the company's UAW-represented Oklahoma facilities in 2005. After an arbitrator ruled in our members' favor, the company sought and failed to have the decision overturned. Even after it was upheld in federal court, Boeing continued to drag its feet, and we had to return to the arbitrator to ensure that workers received the payments to which they were entitled. Finally, in 2012, our members began to collect the monetary damages they were owed, along with their retiree insurance. As difficult and frustrating as this drawn-out process has been, it highlights the importance of maintaining robust arbitration skills at every level of our union.

To that end, the Arbitration Department serves as a resource for both International staff and local union leadership, providing research and consultation services to

increase our effectiveness when a case is taken to arbitration. The department routinely reviews and evaluates arbitration cases from both the UAW and other unions throughout the United States. Regions and national departments regularly provide the department with copies of decisions in their areas; the Arbitration Department reads, studies and files these cases by topic, local union and arbitrator name. By evaluating a large number of cases, the department is able to spot trends, help our union meet new challenges and seek out the fairest and most competent arbitrators for future cases. Upon request, arbitrators' backgrounds, awards and evaluations are made available to staff.

The UAW Arbitration Department also develops educational materials for arbitration advocates and grievance handlers; and conducts training workshops. The department's training curriculum includes the duty of fair representation, offensive bargaining techniques, access to data, rules of arbitration, selection of arbitrators, preparing witnesses, contract construction, evidence in arbitration, writing post-hearing briefs, due process and just cause.

If requested by regional directors, the department is available to assist in specific arbitration proceedings. The department works hand-in-hand with the UAW Legal Department.

## **Chrysler Department**

### **Vice President**

### **General Holiefield, director**

Chrysler has regained its position after its near collapse during the economic crisis as a fierce competitor in the automobile industry.

Chrysler emerged from bankruptcy and was acquired by Fiat SPA in June 2009. Since then, the company has posted strong and consistent sales gains with year-over-year increases in market share, from 8.2 percent in 2009 to 12.6 percent in 2013. In May 2011, Chrysler repaid nearly \$8 billion in loans to the United States Treasury and the

Canadian government, six years before the due date.

At the time of the 2010 Constitutional Convention, the UAW Chrysler Department represented approximately 23,500 hourly and salaried members. Today, the department represents nearly 36,000 members. Our increased membership reflects the success of our 2011 bargaining for product and investment and the commitment of UAW members to product quality. Chrysler's double-digit quality improvement has been recognized by J.D. Power, Motor Trend, Automotive News and other automotive publications. These improvements are driven by UAW members' hard work and involvement in World Class Manufacturing (WCM) and the World Class Manufacturing Academy (WCMA).

All of Chrysler's assembly plants now have new or significantly refreshed vehicles. The Sterling Heights Assembly Plant, slated to close in 2010, instead received a new product – the Chrysler 200 – and major investments in a state-of-the-art paint shop and body shop. Chrysler also introduced an array of new, fuel-efficient, UAW-built engines, such as the Pentastar V-6, the Tiger Shark and FIRE Four cylinder engines. In addition to these state-of-the-art engines, Chrysler will be producing a fuel-efficient six-speed transmission. Chrysler is the only auto manufacturer to offer an eight- and nine-speed transmission. It is manufactured by UAW members in Indiana.

Since emerging from bankruptcy in 2009, through the end of 2013, Chrysler invested more than \$5.1 billion in our UAW plants, including:

- Belvidere Assembly - new body shop (\$700 million).
- Sterling Heights Assembly - new body and paint shop (more than \$1 billion).
- Toledo Assembly Complex – plant upgrade for new Jeep Cherokee (\$500 million).
- Toledo Machining Plant - new 8- and 9- speed torque converter (\$91.6 million).
- Mack Avenue Engine Plant 1 - new Pentastar V-6 engine line (\$198 million).

- Dundee Engine - launch of new 1.4 liter 16-valve fully integrated robotized engine (\$179 million); increased volume and flexible engine production line (\$150 million).
- Kokomo facilities (Kokomo Transmission, Kokomo Casting, Indiana Transmission I and II) – total of almost \$1.5 billion for upgrades, increased volume, and new 8- and 9-speed transmissions.
- Trenton Engine - new Tiger Shark and Pentastar V-6 Flex Assembly line (\$154 million).
- Tipton Transmission – assembly site for new 9-speed transmission (\$162 million).

For the first time in a decade, there are currently no UAW-Chrysler members on involuntary, indefinite layoff.

## National Training Center

### Health and safety

Health and safety continues to be the National Training Center's highest priority. Instruction is scheduled for newly-appointed health and safety representatives within 30 days of their official appointment. Instruction topics are agreed upon by the National Joint Committee on Health and Safety.

All UAW-Chrysler health and safety representatives complete 240 hours of training to earn Health and Safety Specialist certification. In addition, 24 hours of online training is required annually to maintain that certification. Employees who have completed a degree in health and safety, a related degree or have achieved a nationally recognized certification in health and safety, are exempt from this requirement.

Updated language in the 2011 UAW-Chrysler agreement supports continued funding for joint health and safety training activities at the local and national levels. The company agreed that, in the event funding is depleted, health and safety training and research will be paid for when approved by the Joint Activities Board, through national training funds.

Jointly developed health and safety training programs are

currently available through the company's web-based training system. Training programs for UAW-represented employees are scheduled and delivered under the direction of the facility's UAW health and safety trainer. Blood borne pathogens awareness training is provided for Skilled Trades. Hands-only CPR training is available to all employees who request it.

Preventive maintenance for process ventilation systems at manufacturing locations is reviewed by the local joint health and safety committee and corporate industrial hygienist at one weekly incident review board meeting each year.

Other health and safety initiatives include:

- Increased UAW involvement in air monitoring and industrial hygiene activities, including improvements in maintaining and inspecting ventilation systems that protect workers.
- Alternate UAW health and safety representatives for Mopar locations.
- Improved "working alone" protections.

The UAW and Chrysler have agreed to work together and with other recognized leaders in workplace health and safety, such as the National Safety Council, to explore innovative methods of sharing the best safety practices and training wherever possible.

## Ergonomics

Ergonomics committees are required to identify and implement 30 ergonomic work station improvements per month. In addition, where elements are added to an existing work station that an operator with physical restrictions is assigned to, the local joint health and safety committee reviews the results of the updated ErgoPAL for additional ergonomic considerations. Each production and maintenance facility is audited jointly by the Chrysler Occupational Safety and Health Group and the UAW Chrysler Department to verify the process used by the committee.

## Skilled trades

During our difficult negotiations during the auto industry

crisis, Chrysler's skilled trades classification structure was reduced to two broad work groups, electrical and mechanical. This structure was revisited in 2011, and the number of work groups was increased to three with the addition of a tool and die work group. Five core classifications were negotiated within these three groups, along with 11 standalone classifications. Since then, we have continued to work to refine and improve the skilled trades rationalization process. In January 2014, the number of classifications within the three work groups was increased to 11, and an additional standalone classification was added.



As part of a comprehensive plan to implement the rationalization process, UAW tradespeople have received personalized training plans. They include existing courses at the UAW-Chrysler Technology Training Center (TTC), on-line courses conducted at the plant and on-the-

job training. Local technical training committees monitor on-the-job training to ensure competency in all areas of new skill development. The National Skilled Trades Rationalization Committee oversees overall progress across the Chrysler system.

In 2011, the TTC implemented an aggressive training schedule to meet a September 2014 target date for full implementation of the rationalization process. From June 27, 2011 through April 25, 2014, the TTC has trained 9,195 skilled trades members. Although we are proud of this accomplishment, the TTC's training capacity of 17,014 available seats meant that an even greater amount of training could have occurred. This was due to several factors, including new product launches at various plants, and a shortage of skilled trades workers at some plants.

The Chrysler UAW National Apprenticeship Committee (CUNAC) is in the process of updating and restructuring Chrysler's apprenticeship program so that the program matches the new classification alignment and to ensure that the UAW and Chrysler jointly turn out journeypersons who are world class. There are currently 26 new apprentices who started the program on March 24, 2014. These are the first new apprentices at the company since 1999.

## **World Class Manufacturing Academy**

World Class Manufacturing (WCM) is the UAW-Chrysler production system. For WCM to be most successful, UAW members must be at its center and play a critical role in its implementation. Some Chrysler facilities have achieved this. At others, there is work to be done to fully implement WCM as a joint program with full ownership and voice for both management and workers.

The World Class Manufacturing Academy (WCMA) was created as an institution of higher learning to inspire both rigor and creativity. Through the WCMA, the lessons and knowledge created in our Chrysler facilities can be synthesized and disseminated across the UAW-Chrysler system. WCMA showcases the joint commitment by the UAW and Chrysler to build the highest quality vehicles, utilizing the best processes in the cleanest, safest facilities.

The WCMA has been expanded and renovated, including the addition of a robot cell, assembly line, low-cost automation laboratory, and a workplace integration control room. Also added were online classes and the WCMA mobile unit, which will allow the academy to reach team members directly. Since the WCMA opened in January 2012, nearly 7,000 members have participated in training, with tens of millions of dollars in forecasted savings at the plant level.

## **New hire orientation program**

As Chrysler comes roaring back from bankruptcy, it has hired 15,700 new hourly and salaried members. New hire orientations are delivered jointly by the company and the UAW, and include information on the union's history and perspective on workplace and community issues.



# **Civil and Human Rights Department**

**Miguel Foster, director**

“We oppose all discrimination and believe there is a definite connection between civil, human and workers’ rights. This belief continues to define us today. Solidarity means economic and social justice for all, regardless of race, religion, gender or sexual orientation,” said UAW President Bob King.

Throughout our history, the UAW was at the forefront of movements for civil and human rights, partnering with individuals like the Rev. Martin Luther King Jr., A. Philip Randolph and Bayard Rustin and community organizations like the NAACP and the Sojourner Truth Citizens’ Committee to eradicate discrimination in employment, housing and recreation. Long before the Civil Rights Act of 1964, the UAW emphasized labor-community solidarity in the fight for social justice and equality for all workers. Dividing workers by race, religion, national origin, gender, sexual orientation and other attributes weakens our movement and makes it much harder to tackle the problems we share as workers. Support for civil and human rights is a fundamental expression of the solidarity that is our greatest strength.

## **Meeting today’s challenges**

Globalization, shifts in the economic landscape and legislative attacks on collective bargaining are some of the issues workers face today. To meet the challenge of changing times and new issues, the UAW Civil and Human Rights Department has reevaluated its work to better support activism and member mobilization at the local and regional level. The department acts as a catalyst for change by:

- Educating and training local union civil and human rights committees.

- Researching and responding to the needs presented by the civil and human rights situation at the regional and local levels.
- Coordinating a national network of community coalitions to work on civil and human rights issues at the grassroots.
- Coordinating strategic action at the regional and local level.
- Strengthening the capacity of local union civil and human rights committees to eradicate discrimination and harassment in the workplace.
- Promoting respect and dignity for all.

Key issues on which the UAW Civil and Human Rights Department has focused since the last convention include:

## Voting rights and voter suppression

Attacks on the right to vote have intensified since the last convention, culminating in a legal challenge (Shelby County v. Holder) to the constitutionality of the Voting Rights Act of 1965. This landmark law outlawed racial gerrymandering and other discriminatory voting practices. In response, the UAW Civil and Human Rights Department organized and mobilized UAW members to rally in Washington during the U.S. Supreme Court's hearing on the case.

In a major setback for all Americans, the Supreme Court's decision in June 2013 overturned key provisions of the law. The justices ruled that Section 4 is unconstitutional, and that the approach used for decades to identify jurisdictions with long histories of voter discrimination can no longer be used. Since the enforcement provisions in Section 5 draw on Section 4 (by requiring that jurisdictions with histories of discrimination receive approval from the Justice Department for any changes they make to voting rights), that section of the law was rendered toothless. By striking down these parts of the Act, the court freed nine states, mostly in the South, to change their election laws without

advance federal approval.

The Supreme Court's ruling was especially troubling because it followed a surge in restrictive voting legislation across the country. Voting discrimination and suppression remain critical issues, and the UAW will continue to fight for the fundamental right of all Americans to vote without fear or intimidation. The UAW Civil and Human Rights Department will continue building union-community partnerships to mobilize and organize our family, friends and neighbors to pressure Congress to correct the Supreme Court's decision. We will continue to make voter registration in our communities a top priority.

## **Workers' rights as civil rights – building broad support for organizing**

The right to join a union and to have collective bargaining is a fundamental human right.

Under the direction of President Bob King, the union has developed a set of "Fair Election Principles" and challenged employers to agree to them; gathering public support for these principles is part of the broader effort to grow our union through organizing so that we can win more gains for our members. The UAW's long history of involvement in civil rights causes gives us unique credibility to make the case that workers' rights are civil rights. The Civil and Human Rights Department educates our community partners about the UAW's "Fair Election Principles" and has won important support.

Over the past four years, we have deepened our alliances at both the national and local levels with organizations such as the NAACP, Rainbow PUSH Coalition, National Action Network, Jobs with Justice, and BlueGreen Alliance, working together on issues and events. These alliances have provided valuable support for UAW organizing, including a unanimous vote by delegates at the 104th Annual NAACP Convention in 2013 to support the right of workers at Nissan and other automotive plants owned by foreign companies operating in the South to a free and fair union election.

At the local level, the Civil and Human Rights Department helped organize civil rights leaders, elected officials, faith leaders, and community and student activists to form the Mississippi Alliance for Fairness at Nissan (MAFFAN) after Mississippi Congressman Bennie Thompson called on other Mississippi leaders to stand up for Nissan workers. At the 2014 North American International Auto Show in Detroit, MAFFAN joined Nissan workers and other supporters to launch the campaign, “Tell Nissan: Labor Rights are Civil Rights.”

The department also works closely with AFL-CIO constituency groups at the national and local chapter levels, including the A. Philip Randolph Institute (APRI), Asian Pacific American Labor Alliance (APALA), Coalition of Black Trade Unionists (CBTU), Labor Council for Latin American Advancement (LCLAA), and Pride at Work. As a result of the department’s work with APALA, delegates to the 2013 National APALA Convention unanimously passed the “Fairness in Labor Practices in the Auto Industry” resolution in support of Nissan workers.

## Immigration reform



The immigration system in the United States is broken. Millions of undocumented workers are forced by their employers to work long hours in miserable conditions for low pay and no benefits. Unscrupulous employers abuse immigration laws to prevent immigrant workers from exercising the same rights as other workers, including the

right to join a union. This undermines the wages, benefits, and job security of all workers. Native-born and naturalized citizens face profiling and discrimination because of their accent or appearance. Arbitrary deportations separate husbands from wives and parents from children. For all these reasons, immigration reform is very much a civil and human rights issue. We need a system that provides a pathway to citizenship for undocumented immigrants and a process that depoliticizes the immigration system for allocating temporary and permanent employment visas.

In the fight for comprehensive immigration reform, the Civil and Human Rights Department has worked with other unions, community organizations, faith groups, students, ethnic and civil rights groups and concerned businesses. The broad labor effort around immigration reform also includes AFL-CIO constituency groups, like the APALA, LCLAA and the CBTU. A major focus of the past year was working with UAW regions to organize and mobilize members to participate in a major rally for immigration reform in Washington, in April 2013.

## Marriage equality and workplace rights for LGBT workers

Marriage is a civil right and a matter of civil law. Many workplace benefits, including health insurance coverage and survivors' pensions, are tied to marital status. Without the right to marry their partners, lesbian, gay, bisexual, and transgender (LGBT) workers are denied full access to these benefits, costing them a significant portion of their overall compensation and depriving them of the ability to care and provide for their families. That is why as early as 1982, the UAW was among the first unions to negotiate domestic partner benefits. Health care benefits have been available to the domestic partners of Chrysler, Ford and GM workers since 2000.

In keeping with the UAW's commitment to workplace fairness, the Civil and Human Rights Department closely monitored the Supreme Court's case, *U.S. v. Windsor*, which

focused on the constitutionality of the 1996 Defense of Marriage Act prohibiting federal recognition of same-sex marriages. The court's 5-4 ruling striking down the law was a major civil rights victory. It means that legally married, same-sex couples cannot be denied federal benefits provided to other married couples, including Social Security and the ability to file joint tax returns.

The UAW continues to support the Employment Non-Discrimination Act to prohibit job discrimination against individuals based on their sexual orientation or gender identity. Many UAW members are surprised to learn that in most states, it is legal to discriminate against workers on the basis of their sexual orientation or gender identity. As a result, thousands of Americans are harassed, fired or denied employment opportunities each year because of who they are. The UAW Civil and Human Rights Department will keep working with our community allies to end discrimination against LGBT workers.

## Local union civil and human rights committees

Our UAW local union civil and human rights committees help members with issues of harassment and discrimination, while working to prevent workplace discrimination/harassment from occurring in the first place. They also mobilize members and community allies to participate in voter registration drives and address civil rights issues within their communities.

## Education and training

The Civil and Human Rights Department provides ongoing training to local union leaders, members and civil and human rights committees on topics such as:

- Policy and Procedures.
- Understanding Diversity in the Workplace.
- Union-Coalition Building.
- Mentoring the Next Generation of Leaders.
- Employment Laws and EEOC Case Studies.

- Discrimination and Harassment Prevention in the Workplace.
- Bullying in the Workplace.
- Building Political Power.
- Harassment and Discrimination Investigation.

## EEOC and state agency cases

The Civil and Human Rights Department investigates and responds to discrimination and harassment complaints filed by members against the union with the U.S. Equal Employment Opportunity Commission and/or Fair Employment Practice Agencies.

## Advisory Council

The Civil and Human Rights Department has been working with the National Advisory Council on Civil and Human Rights (NACOCHR) to develop a strategic planning process to engage union and nonunion members, community activists, neighbors, friends, and family members within our communities. By building union-community coalitions at the local level through the leadership of our NACOCHR Council members, and through their work with their respective Regional Advisory Councils on Civil and Human Rights, we can rebuild grassroots power to win justice and fairness in our communities.

## Building power with labor-community coalitions

The Civil and Human Rights Department will continue our work in organizing and mobilizing union leaders, members and activists to take an active role in civic engagement and building strong labor-community partnerships. Now, more than ever, we must recognize the importance of building a strong grassroots people's movement, with a "center of gravity" at the community level. Both labor and community must work together on a defined common purpose and strategy and build the necessary structures and adequate resources to

strengthen our collective voice for civil, human and workers' rights for all. People power begins with individuals. To build power, each of us must take on the role of change agents, starting with our families, friends, neighbors and members.

## **Community Action Program (CAP)**

**Mary Beth Cahill, director**

The UAW's Community Action Program (CAP) is the political action arm of the UAW. CAP's mission is to engage membership in political activities that secure economic and social justice for UAW members and their families.

The National CAP staff work multiple fronts. They help UAW regions screen candidates for endorsements, work with local unions to raise voluntary political contributions (V-CAP), disseminate and train on educational materials related to endorsed candidates and legislative issues and work with members to lobby their elected officials. CAP staff also work very closely with allied organizations and in coalitions to promote a progressive agenda.

### **National CAP conference**

The National CAP Department holds the National CAP conference in Washington. This conference brings thousands of UAW members together to hear from major speakers, learn from expert panels and participate in educational workshops. Over the last four years, delegates have been addressed by President Barack Obama, former President Bill Clinton, Vice President Joe Biden and former Brazilian President Luiz Inacio Lula da Silva, among many others.

The National CAP conference is also a key component of our legislative program, as UAW delegates from across the country and from diverse sectors participate in mass lobbying on Capitol Hill. Bringing rank-and-file members to Washington to tell elected officials directly how their policies affect our members' lives is extraordinarily powerful and effective. These lobbying visits help sustain the legislative program that continues long after our members return home.



## A data-driven program

The entire CAP staff is now fully trained on a data management system that allows us to run a data-driven political program where we can use our resources more wisely. With this information, we can now run targeted voter registration drives, identify likely voters in off-year elections, and generally increase the effectiveness of our political program.



## Defending workers through the electoral process

Since the last UAW convention, the right-wing attacks on working families have been relentless. Wisconsin, Indiana, Ohio, Michigan, Missouri, Minnesota, Florida, Maine and Pennsylvania all had extreme anti-union proposals advance in their state legislatures. In too many situations, conservative control of state government meant we were not able to stop or mitigate these efforts. Hence, Michigan and Indiana – two states with significant union density — are now right to work, with additional states at risk. The billionaires funding these efforts have made their agenda clear. They are determined to weaken the most effective institutions to speak out for working families: labor unions.

And we are determined to stop them. In 2011, we worked with other Ohio unions and community allies to successfully repeal Senate Bill 5, a law that barred public sector strikes, curtailed bargaining rights for 360,000 public employees and

scrapped binding arbitration of management-labor disputes. For the third time in three years, right-to-work legislation in New Hampshire was soundly defeated in 2013 by a labor-led coalition. Despite the cash pouring in against us, we have shown that we can win when we have a plan, resources and partners in the fight.

CAP staff worked hard in the 2012 re-election of President Barack Obama and to defeat anti-labor candidates for Congress. Almost 100 UAW members attended the Democratic National Convention in August, where the UAW and the recovery of the auto industry played central roles in the story of the first Obama administration, and UAW President Bob King gave a speech on national television during prime time programming. Following the convention, the UAW engaged in a robust membership communication plan that included phone, mail and work site leafleting. In the end, the UAW ranked highest among unions for its support of President Obama.

But elections were not just about the president: in the last four years, the National CAP Department has worked on numerous municipal, state and federal elections, particularly in areas of significant UAW density. In the Illinois 17th Congressional District, UAW members worked tirelessly to unseat Republican Bobby Schilling and elect Cheri Bustos, a true friend of working families. Most recently, the Virginia gubernatorial race resulted in an upset victory by Democrat Terry McAuliffe over Tea Party favorite Ken Cuccinelli. The UAW active and retired members campaigned vigorously for this outcome. UAW CAP's aggressive political action efforts proved the importance of defining the issues that our members cared about: jobs and the economy; preserving Social Security; access to quality, affordable health care.

## V-CAP

As elections have become more expensive and outside, unregulated funds have been pouring into Super PACs in a post-Citizen's United world, UAW regions have also redoubled efforts to raise V-CAP funds from members. In 2012, the UAW International Executive Board set a goal of having 20 percent of active membership voluntarily giving

at least \$10 a month toward V-CAP. This action, coupled with intensified attention to V-CAP by UAW regions and locals, has had very positive results. The 2013 UAW V-CAP drive raised the highest amount of V-CAP dollars in the history of the program – up a whopping 20 percent from 2012.

## **Community Services Department**

**Miguel Foster, director**

It is said that the quality of a community can be measured by how well they care for those in need among them. UAW members are, first and foremost, members of the community. Throughout our history, UAW leaders, starting with Walter Reuther, have advocated a model of unionism not confined simply to improving life at the workplace, but in which the union plays a key role in social movements that uplift the community. At a time when our communities and our union are facing immense challenges, having an effective and fully functioning community services committee in each of our local unions is needed now more than ever. UAW community services committees have a long, proud history of community outreach, service and helping those who are struggling. They strengthen our local unions by offering opportunities for member involvement while teaching others in our communities about the UAW.

The role of the UAW Community Services Department is to support the work of local union community services committees and coordinate community outreach and involvement nationally to ensure that the human service system meets the needs of working families. Since the last convention, the department has focused on developing a pipeline to groom future generations of labor leaders to take an active role in volunteerism and coalition building. To that end, the department incorporated a new training model on building union-community coalitions.

## Touching lives while building our union

Local union community services committees respond to member and community issues and needs by providing leadership for community action in the following ways:

- Building a strong vibrant community through advocacy and community organizing.
- Providing peer support and referral services that assist workers and their families with dignity and respect on the job as well as at home.
- Mobilizing community partners to improve human service delivery.
- Advocating for policy choices that effectively promote positive outcomes for working families.
- Partnering with community leaders to support allocation of funds to address human needs.
- Assisting members in need during a workplace closing or lay-off situations.
- Building labor-community coalitions.

All of these aspects of community service help strengthen our union while improving the lives of members, their families and the communities in which we live. At the national level, the Community Services Department has established partnerships with organizations that address the needs and concerns of UAW members. Key partnerships include:

## School of the Americas Watch

The Community Services Department mobilizes union and community activists to participate in the vigil weekend at Fort Benning in Columbus, Ga., each November to continue the pressure to close the School of the Americas (SOA/WHINSEC). The SOA is a combat training school for Latin American soldiers that has long been linked to human rights violations. SOA graduates have consistently targeted educators, union organizers, religious workers, student leaders and others who work for the rights of the poor. Hundreds of thousands of Latin Americans have been tortured, raped, assassinated, “disappeared,” massacred,

and forced into exile by those trained at the SOA. Standing against these abuses is not just a moral imperative, but also a concrete way to raise living standards for workers throughout the Americas. In an interconnected world, the suppression of union rights anywhere weakens workers everywhere.

## March of Dimes

The UAW has supported the March of Dimes since 1948. Each year the Community Services Department participates in March for Babies walks to help raise funds to support programs for mothers in the community to have healthy, full-term pregnancies. The funds raised also support research to find answers to prematurity and other problems that threaten the health of babies. Since 1970 the March of Dimes has raised an incredible \$2 billion to benefit all babies.

In addition to supporting direct services and medical research, the March of Dimes advocates for public policies to improve care for women and children across the country, including increased health care coverage and access to preventive services.

## United Way

The Community Services Department works with United Way labor liaisons to help coordinate services and resources to assist members in need. This kind of mutual aid is especially important in the wake of natural disasters, workplace closings or prolonged strikes. By helping one another, we all become stronger and more resilient.

Several projects undertaken in partnership with the United Way have special meaning for the UAW. One is the Ray West Memorial ramp project. In 2011, the UAW National Ford Department and Ford Motor Co. donated \$200,000 to build 40 ramps in 20 weeks for people with disabilities in southeast Michigan. In 2013, the department partnered with the United Way to sponsor the Nelson Mandela Day of Service to celebrate and reflect on Mandela's life and work by volunteering a day for service to the community.

## Communities In Schools

The UAW Community Services Department works with the Communities in Schools, a nonprofit national network of advocates, to create an integrated model that provides community support to empower students to stay in school and graduate. The Communities In Schools network works with the public school system to assess student needs and build linkages with local businesses, social service agencies, health care providers, and parent and volunteer organizations to provide needed resources.

## YMCA

During the summer of 2013, the Community Services Department partnered with the YMCA to provide internships for students. Through these internships, students were afforded the opportunity to learn about the labor movement, participate in labor actions, and undertake training on diversity and harassment in the workplace. Interns used social media to do outreach to their peers on right to work and other labor issues, part of a broader effort to create a communication network at their respective universities. Interns also participated in the Nelson Mandela Day of Service by planting flowers for the residents at the Stapleton Senior Housing in Detroit.

## People Before Banks Coalition

The Community Services Department collaborates with the People Before Banks Coalition to coordinate a campaign to stop foreclosures and evictions. People Before Banks is a coalition of faith communities, organized labor and community groups such as the Occupy Detroit Eviction Defense Committee. Directly or indirectly, the epidemic of foreclosures has touched many UAW families: some have lost their homes, some have watched friends and neighbors lose theirs, and many others have seen the value of their homes decline and their neighborhoods deteriorate as the result of unchecked foreclosures. By publicizing the situation of workers who face the loss of their homes because of

abusive financial practices, the coalition puts a human face on this injustice and builds support for financial reform and affordable housing as a human right.

## **Labor-community coalition building**

The department continuously meets with community organizations and constituency groups such as the Peoples Platform to collaborate on strategies to address community issues and the sharing of resources. The purpose of the Peoples Platform is to provide communications, outreach and educational support around the issues of land, food, transit, good jobs and governance.

The department's goal in building labor-community coalitions is to foster cooperation between grassroots organizations, community members and diverse sectors of the community to address issues that matter to UAW members while building our union to become an even more effective vehicle to improve workers' lives on and off the job. Effective coalition-building requires trust and consensus between labor and the community. Our approach to community services builds trust by addressing issues that are core to the people living in the community and then working together on issues that are important to both labor and other groups in the community.

## **Competitive Shop/ Independents, Parts and Suppliers Department**

**Vice President**

**Cindy Estrada, director**

Over the last four years, workers in the parts industry have faced many tough challenges. The auto crisis threatened to drag suppliers down along with their customers, while the global financial crisis heightened the post-bankruptcy struggles of some UAW employers. In addition to economic

turbulence, major changes in the industry environment continue to challenge us to rethink our own strategies. Just-in-time concept delivery systems dictate that suppliers locate closer to original equipment manufacturer (OEM) assembly plants, leading U.S.-based companies to expand worldwide while more foreign-based companies begin operations here. New entrants into the U.S. market have increased the competitive pressure on workers in UAW-represented facilities. Too often, employers demand that our members compete on wages rather than on the employer's ability to address its real cost issues, such as efficiency and quality. After all, the cost of labor is generally just a small percentage of the total cost. The challenge is to find solutions to enhance total cost competitiveness rather than lower wages. That requires a plan to standardize – and raise – wages across specific employers and components.

## Coordinated bargaining

Working closely with the entire International Executive Board (IEB), UAW regional leadership, industry councils and local unions, the Competitive Shop/Independents, Parts and Suppliers (CS/IPS) Department has focused on restoring a more positive approach to bargaining in a concession-weary industry. In particular, we've used the power of coordinated bargaining as a tool to raise wages for parts workers.

We first had to recognize that during the last few years, many parts industry contracts were negotiated in a purely defensive manner – the industry, and our local unions, were in survival mode. Local unions were not always communicating with each other, since their immediate goals were to protect their own members. Too often, the result was whipsawing that lowered wages and benefits across the industry. The idea of coordinated bargaining is not new; it goes back to the vision that inspired Walter Reuther to first establish the IPS Department. In his words, "There can be no excuse for a negotiating team in one region whose efforts have a direct bearing upon the outcome of negotiations in another region, not working together with the other team as we do in other sections of this union." Coordinated



bargaining is a way to eliminate the whipsawing of contracts between local unions and/or regions. To do this effectively, it was necessary to have the entire IEB in full support of the plan. That support was never in doubt, and has been outstanding.

## Standardizing contracts by component



A detailed, continually updated database of IPS contracts is an important resource that helps the staff of the CS/IPS Department identify contract issues across the union. With the support of the full IEB, we have focused on those segments of the parts industry where we had the greatest density and, consequently, the most bargaining leverage to create and raise industry standards. Working with the Strategic Research Department, we identified seven components/services where the UAW has the greatest leverage: axles/drivelines, frames, stampings, seats, instrument panels, headliners and sequencing. Our plan was to standardize wages in these seven components/services through coordinated bargaining, while organizing the unorganized competition.

The standards developed by the CS/IPS Department and adopted by the IEB include wages, health insurance cost sharing, limits on temporary workers, single-tier wages, contract duration and wage progressions.

A significant part of moving forward was how to address

the issue of “flipping” customer agreements. This occurs when the OEM sends work out for bid. Too often, we saw UAW shops competing with other UAW, union or nonunion shops based on labor cost, even though labor costs do not actually drive the cost of the product. By standardizing labor costs, we could compel companies to compete on efficiency, marketing, engineering and quality instead.

## Establishing a new relationship at Dana Corporation

Prior to the last convention, the CS/IPS Department had created an alliance with the United Steelworkers (USW) union to address Dana’s bankruptcy and to organize the corporation’s unorganized plants. The department continued to work with USW as negotiations on 21 separate contracts commenced in 2010. In this coordinated effort, the collaboration between the two unions resulted in agreements which substantially reduced the gap between first- and second-tier workers and, in some cases, eliminated third tiers. Although these different tiers were necessary to help companies survive during the recession, the department’s goal has been to level workers’ wage and benefit levels. In addition, benefit levels in Dana were protected and pensions were improved. Equally important, the parties agreed to historic language which created a new partnership relationship designed to eliminate roadblocks to success. We have been able to significantly change the culture to reflect cooperation and collaboration. Through these efforts, we anticipate that our 2014 negotiations will reflect this new culture of cooperation through more transparent discussions.

## Setting a national standard in frames and stamping

Metalsa is a major supplier of frames to the auto industry. Having purchased former Dana plants, the company faced many of the same legacy costs as Dana. However, Metalsa had also been awarded significant new work, with the award predicated on substantial price cuts. The company

wanted workers to shoulder the burden of these cuts. Our members, knowing they were on the front line of establishing a standard for the frame industry, rebuffed the company concessions and instead forged contracts at both UAW-represented plants that provided significant wage and benefit increases. At one of the two plants, members successfully fought against two-tier wages. At the other, the situation was complicated by the bid processes that had brought new work into the plant, and we were unable to completely eliminate the second tier. However, the groundwork has been laid for our 2014 negotiations to complete the task.

The standards established in the frame sector have proved to be a valuable organizing tool. As a result of the successful agreement covering the two Metalsa plants in Kentucky, workers at a third Metalsa plant in Roanoke, Va., chose to join the UAW and quickly reached a first agreement. The UAW enjoys over a 90 percent membership rate at this facility in a right-to-work state.

Our success at Metalsa carried over to Tower, which has both stamping and frame businesses employing UAW members. Entering into negotiations, our Tower locations had a variety of wage agreements, some of which included three and even four tiers. Working closely with UAW regional staff, the department was able to work with our Tower locals to put together a strategy to provide maximum leverage at the bargaining table. This required considerable discipline, patience and commitment on the part of our members, who in some cases had to work months without contracts in order to synchronize expiration dates. The result was that workers at three Tower plants were able to eliminate two-tier wages and benefits while winning significant wage increases. The negotiations showed the power of coordinated bargaining coupled with a smart strategy.

Thanks to the hard work and solidarity of our members at Metalsa and Tower, the UAW now has a frame standard that can be used at a variety of plants to raise standards across the industry.

## Building density and raising standards in seating

Our members in the seating industry have won major improvements as a result of high union density and the standard-setting work of the CS/IPS Department. The UAW represents 95 percent of seat manufacturers who supply seats to the Detroit Three. However, flipping of contracts was rampant and wages continued to decrease. Two-and three-tier wage systems were implemented in order to protect the existing workforce. Plants without two-tier wage systems were then jeopardized, since their labor costs were higher than those of their competitors. For the industry's workers, it was a race to the bottom with no winners.

To stop the downward spiral, the CS/IPS Department set out to establish a reasonable wage standard that all seat companies could adhere to. Our template for the seating industry includes elimination of two-tier wages and benefit systems, a standardized wage progression, a minimum top wage rate, limitations on the use of temporary employees and maximums on health care premium cost sharing. This standard has now been incorporated into agreements at 20 of the 21 UAW-represented seat suppliers in the U.S. (we expect the standard to be in the final agreement when it expires as well). As a result of our efforts, U.S. seat manufacturers now realize that they must compete based on quality, efficiency and engineering, and not by driving down wages. Our achievements in seating would not have happened without close collaboration between the CS/IPS Department, UAW regional offices and the Detroit Three departments. The assistance from UAW Ford, Chrysler and GM vice presidents was crucial in this campaign.

As in the Metalsa experience, organizing in the seating industry is crucial to the mission of the department; density helps us set and raise standards, and the standards we establish are a powerful demonstration to unorganized workers of what we can achieve together. As a result of our success at other seating plants, workers at Magna in Louisville, Ky., opted to form their own union with the UAW.

So did workers at a Faurecia plant in Tuscaloosa, Ala., who supply seats to Mercedes. The workers in Tuscaloosa are the first of a hoped-for many seat suppliers to the non-domestic automakers to join forces with the UAW. In spite of much adversity, these workers were able to negotiate a first agreement which largely conforms to the standards established for suppliers to the Detroit Three.

Our success at raising standards also led to organizing workers at an IMA plant in Detroit. This plant had previously been represented by Workers United, a Service Employees International Union (SEIU) affiliate. Since the UAW had established much higher standards in seating and components, SEIU agreed that the workers would be better placed in the UAW. This was accomplished through the coalition-building work of the department, the UAW President's Office and SEIU. The plant's workers quickly recognized that the standards we have established in seating matched their expectations and overwhelmingly joined the UAW.

## A tough fight in interiors

Workers at interiors manufacturer International Automotive Components (IAC) had gone through a series of devastating concessionary agreements in order to save their plants. Even as IAC progressed out of bankruptcy, profit margins remained critically low. Workers who had sacrificed so much needed to share in their employer's recovery, but in a way that would not jeopardize a still-fragile company. At the same time, the headliners and instrument panels produced by IAC were both among the components the CS/IPS Department had identified as commodities that required a standardized agreement – and with roughly 80 percent density, we had the ability to create one.

As in other sectors, using our leverage to bring good contracts back in interiors required a tremendous amount of discipline on the part of the membership and close cooperation across regions. The 11 UAW-represented IAC plants had contracts expiring over a 12-month period. In order to line up the plants for maximum leverage, many members had to work months without an agreement. When

the company refused to meet at a single bargaining table, insisting on bargaining each agreement separately, our IAC locals agreed that no local would negotiate outside of the standards established for this industry. As a result, we were able to bring agreements back to the membership in 10 of the 11 locations. Each agreement established standardized wages and significantly reduced health care premium sharing for the workers. In addition, the wage progressions we established in IAC bargaining have been used as a standard for other agreements covering workers in the Interiors industry.

## Looking ahead

Our negotiations in key segments of the parts industry were successful because we entered into them with a strategy that included the creation of leverage points. We believe this puts us in a position to continue to bargain better contracts, even in areas where our density is not as great.

The best way to keep UAW-represented employers competitive while ensuring that workers share in their success is to encourage innovation and efficiency, provided that workers' jobs are not jeopardized. For too long, companies have tried to compete based largely on labor costs. We have been successful in neutralizing company arguments that the cost of labor is the controlling factor in determining pricing, and encouraged employers to view their UAW workforce as a competitive asset. Chrysler supplier CSP is a good example of this philosophy in action. By utilizing lean manufacturing principles, we were able to reverse the company's losses while achieving gains for our members.

Our efforts to strengthen the operations and competitiveness of UAW-represented suppliers would not have succeeded without the commitment of all of the UAW's international officers to a new Sourcing Department. Although assigned to the UAW President's Office, the Sourcing Department is based in the CS/IPS Department and reports to the vice president. The task of the Strategic Sourcing Team is to identify work in the supplier sector which, once the determination has been made that the

work is to be outsourced, can be performed in UAW shops. The team actively promotes strategies to the Detroit Three purchasing departments to source work to UAW-represented suppliers. This is accomplished by challenging sourcing decisions, examining cost drivers and promoting lean manufacturing systems. Through the collaborative efforts of the Detroit Three departments and the CS/IPS Department, those who work on sourcing decisions in the Detroit Three now realize the importance of directing work to UAW-represented shops whenever decisions are made to outsource.

Improving the lives of our members in the fast-changing parts industry demands flexibility. All plans must evolve. In seating, we have seen companies answer our contract standards with threats to outsource more of their work, often to their own joint ventures. In response, we have worked to identify the second and third-tier suppliers, many of them nonunion, and developed a national plan to deepen our leverage in seating.

We also recognize that if we only represent workers at plants that supply the domestic automakers, the standards we have worked so hard to establish will quickly be diminished in the face of competition. We now have a plan to reach out to the seat manufacturers who supply the transnationals. Although the task in front of us is formidable, we are excited about the opportunities to continue building density and power to improve the lives of workers in the parts industry.

## **Education and Mobilization Department**

**Cathie Booher, director**

The Education and Mobilization Department has a two-fold mission: to inform and educate the membership about struggles that defined us yesterday and issues that face us today, while also empowering and motivating members to act together to build our union. An educated, engaged

membership gives us the strength to address issues in the workplace and to win positive change in our communities and our country.

That mission has become increasingly important over the last four years, as right-to-work legislation was adopted in Indiana and the very cradle of the labor movement, Michigan. Our approach to education is grounded in the knowledge of our members. We seek to engage leadership and membership in a way that draws on their own experience to show the value of union membership, and inspires them to make a personal commitment to build their union. Creating an atmosphere of active engagement in which all of our members use their day-to-day interactions with co-workers, friends and neighbors to not only show the value of the union, but to strengthen it, has become a theme that the department has sought to weave into everything it produces. By fostering the personal engagement of each member, an effective education program leads to stronger workplace representation and the power to win better contracts that improve the lives of our members and their families.

## Educational programs

The Education and Mobilization Department reaches and influences leadership and membership in a variety of ways. Many programs are held at the Walter and May Reuther Family Education Center (FEC) in Onaway, Mich. (Black Lake). At the FEC, the primary goal is to introduce new and experienced members to today's issues and challenges and prepare them to mobilize to build our union and win positive change in our workplaces and communities.

For three weeks each year, the department hosts Winter Leadership Institutes at the FEC. Local union leaders and activists from across the United States, the Commonwealth of Puerto Rico and Canada meet to learn, through creative and visionary programming, about our union, its rich history, current challenges and how we can each take responsibility for strengthening it.

The department has revised and strengthened its programs



on basic representation skills, including grievance handling and collective bargaining. The goal is to encourage creative, aggressive and proactive work site representation that fixes problems and builds power for our members. A popular new program, UAW 101, was introduced in response to leadership requests for content designed not only to gain an understanding of the birth and struggles of the labor movement, but also of bargaining history, the UAW Constitution and our union's basic structure.

The Family Scholarship Program, in association with the Local Union Discussion Leader (LUDL) programs, continues to be a vital program that touches many of our members. Held at the FEC for three weeks each July, rank and file members and their families participate in a variety of pertinent programming and discussion groups, with age-appropriate classes and activities for their children. The only cost borne by the member is the use of their vacation time to attend for one week. The adult programs are led primarily by the LUDLs, rank-and-file members who are trained each year for five weeks by the Education and Mobilization Department staff. Members teaching and learning from other members is a powerful way to build commitment and engagement. The goal of the Family Scholarship Program is to inspire members to new levels of activism within their local unions and communities.

Any member is eligible to spend a week at Black Lake participating in this inspiring program, with applications open to all available through local unions or online at [uaw.org](http://uaw.org). To further broaden participation, the International Executive Board adopted a new policy in 2013, permitting active members to bring their grandchildren to the Family Scholarship Program. This has allowed us to include more members and more children in our programs. We continue to encourage all UAW families to spend a week at their education center.

The department's educational programs are also delivered in other settings, including regional summer and fall schools, regional leadership meetings, council meetings and conferences, wherever a region or national department

identifies a need. The department is also responsible for providing an orientation program for new International staff.

## Mobilization

In 2010, our union stepped up its commitment to member mobilization – turning members out at marches, rallies and demonstration and participating in nonviolent, direct action to win justice for the 99 percent of Americans who have been hurt by the growth of inequality, Wall Street greed, and attacks on working people by corporations, billionaires and right-wing extremists.

UAW members have responded by the thousands. Our union was a visible presence within the Occupy movement in 2011 and played a leadership role in the 99 Percent Spring trainings and associated actions. Members have been active in support of fast food strikers and Walmart workers fighting for living wages. UAW locals have successfully fought foreclosures, saving the homes of community members facing eviction by banks. In Detroit, UAW members turned out in force to support city workers and retirees during the city's bankruptcy ordeal.

Some of our biggest mobilizations over the last four years were in response to the state battles that began in 2011, when newly elected Republican governors and legislators launched an offensive against unions and collective bargaining. The UAW was part of the massive mobilization to defend public employee collective bargaining rights in Wisconsin. In Ohio, UAW members were instrumental in the repeal of anti-worker Senate Bill 5. In Michigan and Indiana, unfortunately, a strong mobilization effort did not stop right-wing legislators from ramming through anti-worker right-to-work laws. In those states, our focus has shifted to building up the strength of UAW locals to represent members more effectively than ever despite the new laws.

Since the days of Walter Reuther's great leadership, the civil rights movement and the labor movement have been inextricably linked. UAW members celebrated and honored this bond by mobilizing to re-enact the Selma to Montgomery, Ala. march, participate in a new Detroit Freedom Walk

honoring the great, slain civil rights leader, the Rev. Martin Luther King Jr., and by taking our continuing fight for justice to Washington, on the 50th anniversary of the March on Washington.

## GimmeFIVE

The UAW's GimmeFIVE program kicked off at the 2010 convention as a tool to activate and engage our members to mobilize, organize and give back to their communities. Over the last four years it has matured into a union-wide communication tool that can be rapidly accessed by local unions and regions. The program can have information regarding a mobilization, an event, an issue, a key congressional vote or other urgent calls to action in activists' hands in a matter of minutes via text or email. A total of 73,174 active and retired members are now signed up for GimmeFIVE.

UAW regions have entered into a friendly annual competition, vying for recognition for recruiting activists into the GimmeFIVE program. Awards are made each year at the National CAP Conference. A summary follows:

### 2010 Award Recipients

#### Outstanding Member Recruitment

- First place, Region 9A.
- Second place, Region 1.
- Third place, Region 3.
- Fourth place, Region 1C.
- Fifth place, Region 1A.

### 2011 Award Recipients

#### Outstanding Overall Member Recruitment

- First place, Region 2B.
- Second place, Region 1C.

#### Highest Retiree Member Recruitment

- Region 1C.

## Highest Active Member Recruitment

- Region 2B.

## 2012 Award Recipients

### Outstanding Overall Member Recruitment

- First place, Region 1.
- Second place, Region 9A.

### 25 Percent Active Member Recruitment

- Region 2B.

## 2013 Award Recipients

### Outstanding Overall Member Recruitment

- First place, Region 1A.
- Second place, Region 2B.

From the inception of the program through February 2014, a total of 2,269,952 emails and 914,177 text messages have been sent to members, and the program continues to grow.

The GimmeFIVE program is also a vehicle for member education prior to events or actions and for thanks and follow-up afterward. Through links to the GimmeFIVE web page, Facebook, Tumblr and Twitter, the program provides members with issue background, pictures and information on the impact of their activism.

## **Ford Department**

### **Vice President**

### **Jimmy Settles, director**

The years since our last convention have been a time of recovery for the domestic automotive industry – a recovery made possible by the sacrifices, hard work and dedication to quality of UAW members. The domestic automotive industry is now beginning to stabilize at an annual sales rate above 15 million – up from below 10 million at the height of the economic crisis – and Ford is sharing in this industry growth.

By working together with the UAW, Ford has increased its volume, market share and profits. In fact, Ford's strong performance in North America in 2012 offset losses in other regions and allowed the company to post a worldwide profit of almost \$8 billion. With the new profit-sharing formula negotiated in 2011, this generated an average profit-sharing check of \$8,000 per member.

## Collective bargaining

In 2011 negotiations, the UAW-Ford local union leadership, national negotiators and national Ford Department made significant gains in securing the future of our facilities and growing our UAW membership.

The economic gains in the 2011 agreement included a \$6,000 ratification bonus for employees with one or more years of seniority (\$5,000 for employees with less than one year seniority), four inflation-protection lump sums of \$1,500 each, an annual \$250 competitive bonus and an improved profit sharing formula. Wages for entry-level employees will increase to \$19.28 by the end of the agreement.

The biggest achievement of the 2011 agreement, though, was securing investments of \$16 billion to produce new models and upgrade vehicles and components. Of the \$16 billion, \$6.3 billion will be invested into U.S. plants for re-tooling and upgrading.

The U.S. investments include the following:

- Flat Rock Assembly Plant (Michigan) is producing additional Fusion volume (currently produced in Mexico), with a plant investment of \$555 million.
- Chicago Assembly Plant (Illinois) received an investment of \$117 million to continue producing the Explorer and Taurus and insource police vehicle production.
- Dearborn Truck Plant (Michigan) will continue production of the F-series with the next generation launching in 2014. This requires a \$359 million investment.

- Kansas City Assembly Plant (Missouri) will have a total investment of over \$1 billion to produce the new Transit van as well as the next generation of the F-series truck; the Transit is being insourced from Europe. An integrated stamping plant has been built at the Kansas City site.
- Kentucky Truck Plant received \$621 million of investment to enable production of the next generation Super Duty truck as well as continuation of the Lincoln Navigator and Ford Expedition business.
- Louisville Assembly Plant (Kentucky) launched the all-new Escape in 2012 and began producing the new Lincoln MKC, the Lincoln version of the Escape, in 2014. Total new investment in the plant is \$639 million.
- Michigan Assembly Plant continues production of the Focus along with the Focus battery electric vehicle. The Ford C-Max will be insourced from Europe, resulting in a total plant investment of \$297 million.
- Ohio Assembly Plant will receive an investment of \$128 million to enable production of the medium truck and frame assembly. This work is being insourced from Mexico.
- Dearborn Engine Plant has incremental capacity to help support Ford's fuel economy initiatives. A new F-series vehicle modification center was also opened. The total investment commitment is \$130 million.
- Cleveland Engine Plant (Ohio) was awarded a new small engine assembly line. The site also added a third shift of production for the Duratech 3.5/3.7L V6 engines, resulting in a \$278 million total investment.

- Lima Engine Plant (Ohio) had volume increases for its 3.5/3.7L V6 engines and added a small V6 engine at an investment of \$400 million.
- Romeo Engine Plant (Michigan) has had more than \$41 million invested to update current programs and introduce new program work.
- Livonia Transmission Plant (Michigan) will manufacture Ford's next generation transmission, a \$192 million investment.
- Sharonville Transmission Plant (Ohio) continues to be Ford Motor Company's Center of Excellence for Gears. With increased volume of current models, the plant has been running at full capacity. Future model transmissions will have even more gearing, so Sharonville will have a great future. Investment in the plant has been \$220 million.
- Van Dyke Transmission Plant (Michigan) has also been running all-out, producing more than 1.3 million transmissions yearly. The HF 35, the first hybrid transmission produced at Ford, was insourced from Japan. Plant investment for Van Dyke was \$220 million.
- Rawsonville Plant (Michigan) insourced several products, including the 6R140 transmission pump from China, the HEV battery pack from Mexico, HF35 transmission kitting and sequencing for Michigan Assembly and Dearborn Trucking. This resulted in a \$53 million investment for the plant.
- Sterling Axle Plant (Michigan) had a total investment of \$141 million to grow the plant's business in the rear drive units for the Edge, Escape, Fusion, MKZ, Flex, MKT, and global products such as the Kuga and Eco-Sport. The Transit axle assembly and gear manufacturing was insourced here also.
- Woodhaven Forging Plant (Michigan) had been slated for sale or closure. With the resurgence of

the auto industry and our push to keep the location viable, the plant is now running at full capacity and has been awarded new work. The plant received an investment of \$4 million.

- Buffalo Stamping Plant (New York) received incremental stampings in support of new product programs, and continues to provide stampings for the Edge, MKX, Flex, and MKT vehicle lines. A new blanking line was also installed, with total investment of \$136 million.
- Chicago Stamping Plant (Illinois) continues to provide stampings for the Taurus and Explorer, with an investment of \$86 million.
- Dearborn Stamping /Dearborn Diversified Plants (Michigan) will get major improvements and investment for four new press lines, three new blankers and four new hydro-form lines. New investment in the plant totals \$484 million.
- The Ford Customer Service Division also insourced work, resulting in an additional 115 jobs.

## Supplier initiatives

The Supplier Initiatives Program continues to give union members direct involvement in efforts to improve supplier operations and the lives of workers in the supplier industry. As customers of supplier plants, UAW-represented Ford workers see firsthand the critical impact of suppliers on the quality of Ford vehicles. A well-functioning supply chain is essential to achieving world-class quality, which in turn enhances the job security of UAW-Ford members.

The National Ford Department is committed to helping suppliers improve productivity, quality, health and safety while also addressing workplace culture issues. Our Lean Supplier Optimization (LSO) team works with the UAW supplier facilities to identify opportunities to reduce waste, control costs and improve quality – all of which enhance the job and income security of our supplier company UAW



members. The team identifies specific strategies and action plans to improve plant effectiveness. Through plant visits and biweekly conferences, the LSO team monitors the supplier's progress.

## **Total cost /continuous improvement**

All UAW-Ford manufacturing plants are now team-based organizations, with each work team directed by an hourly UAW team leader selected through a jointly established process. A standard process allows work groups/teams to escalate unresolved issues. By including UAW members in the continuous improvement process, we ensure that the company looks at other cost saving initiatives, and not just at labor costs. The involvement of work group/team members in daily operations improves the business, enhancing the long-term viability of our plants and the job security of our members.

The roles and responsibilities of our UAW Employee Resource Coordinators (ERC) and Ford Production System (FPS) Coordinators have been expanded, with the company now recognizing the value these members can add to the business. ERC and FPS representatives facilitate communications among work groups, assuring that work groups have the tools they need to deliver business metrics and address the concerns of team members.

## **Job security**

During the auto industry crisis, and under pressure from the Bush administration, we faced many tough decisions – including making changes to our Job Security program. When the economy finally turned the corner, we were left with many of our UAW members displaced: some were on indefinite layoff while some of our skilled trades had been placed in production jobs. Over 500 production and 673 skilled trades workers were laid off or displaced through 2010.

In our 2011 negotiations, we secured product and investment commitments that brought jobs into our plants

and negotiated special separation programs. As a result, all of our displaced members have been able to return to work or separate from the company with substantial retirement packages.

With the closure of the ACH (former Visteon) plants, over 1,100 UAW members were placed into Ford locations. There have also been more than 9,300 entry-level production workers and 450 new skilled trade employees hired.

## Legal services

The UAW Legal Services plan shut down at the end of 2013. The plan had opened over 30,500 cases through November 2013 (our agreement allowed members to continue to open cases through Dec. 31, 2013). All cases opened will be handled until completed.

## Chaplaincy

Over the last four years, UAW chaplains have provided spiritual support to members and leaders throughout the Ford system. That support is especially important in difficult times. Chaplains are constantly seeking new and better ways to serve not only the UAW membership but our communities as well. A planned chaplaincy website will link all the UAW chaplaincy websites together to enable them to communicate with each other. An online labor studies chaplaincy class is also being developed. Work site posters and one-on-one conversations are being used to help promote the chaplaincy program and ensure that members know what the program has to offer.

## Equality and diversity

Diversity is a matter of respect for other human beings. In a global economy, businesses cannot become or remain competitive unless they recognize and respect differences and act inclusively. Our Equality and Diversity Committees are committed to implementing and improving the Equality and Diversity Program. Since the last convention, the national committee has expanded diversity training to become an

integral part of the new employee orientation process at Ford locations. Through a train-the-trainer approach, we have developed more member-trainers to deliver these vital programs.

## Education, Development and Training Program (EDTP)

Building on the negotiated reinstatement of active member tuition assistance benefits (ETAP) in August 2010, the 2011 contract extended ETAP benefits to entry level employees. Through this program, active employees can receive tuition assistance of up to \$5,000 per year for college credit classes toward a degree, with up to \$200 for class-related book purchases.

The program continues to fund Personal Development Assistance (PDA) classes, including labor studies workshops/conferences through Wayne State University, the University of Michigan and the Walter and May Reuther Family Education Center. Job-related education and technical training programs, including Dale Carnegie and communication and computer skills, are also covered. Retiree Education and Training Assistance (RETAP) provides eligible retired UAW Ford members with up to \$1,750 per year for on-site degree programs, labor studies classes, Dale Carnegie classes and select computer classes.

National Vocational Retraining Assistance (NVRAP) remains available to help employees on indefinite layoff continue their education, with funding up to \$8,400 based on seniority with the company. The reinstatement of the Survivors Tuition Assistance Program (SETAP) allows the dependent survivors of a deceased active employee to use the balance of the employee's tuition assistance.

The 2011 agreement continues the Collective Bargaining Agreement Training Program (CBAT). This training was delivered to leadership of both the union and company beginning in 2012 and will continue through 2014 as needed.

Since January 2012, EDTP responsibilities in Ford locations have been handled by the ESSP representatives. This includes

assisting employees with applications for tuition assistance as well as general promotion of educational programs and opportunities.

## Skilled trades

As a result of the economic downturn, hundreds of UAW-Ford Skilled Trades were assigned to production jobs or put on indefinite layoff. Under the 2011 contract, these trades were offered a number of different options: retirement incentives, return to base classification, re-skilling or voluntary redeployment to production with incentive.

With \$16 billion in product and investment commitments adding many shifts and increasing general skilled needs, these options allowed all Skilled Trades who so desired to return to skilled classifications.

The self-directed Mechanical Work Teams we negotiated in all UAW-Ford manufacturing locations have maintained integrity within the trades while providing skilled trades members with an increased voice in operations. These teams, working under the direction of a UAW Mechanical Team Leader, make job assignments, order parts, material and equipment, and meet with management to improve equipment efficiency and uptime. Team members keep their trade status as their individual classification.

With rapidly changing industrial technology and the increasing use of advanced automation that requires complex integrated controls, we have created a new classification called Integrated Controls Specialist. This is a bid classification from our existing electrician classification. Members accepting this new position will be trained to replace current salaried controls engineers.

## Skilled trades and apprentice training

Training for skilled trades and production members in high-tech occupations at Ford is centralized at the Skilled Trades Technical Training Center (TTC) in Lincoln Park, Mich. Classes offered at TTC are geared for both apprentice training and re-skilling, and cover such areas as hydraulics, pipefitter training, welding to mechanical and electrical

troubleshooting, as well as Programmable Logic Controller training. In 2013, a total of 1,115 participants went through training at the TTC.

In addition to training in technical skills, the National Ford Department has developed bidding and estimating training for local union leaders as well as skilled trades. This training provides skills needed to submit effective bid proposals on project work. This class also covers contractual roles and responsibilities of both union and management when submitting a bid to keep work in-house. The bidding and estimating class has trained over 200 people, and many more are requesting this valuable training to maintain and increase skilled work in our UAW locations.

Under the 2011 agreement, the UAW-Ford apprenticeship program has added over 250 apprentices and 56 re-skills. The expansion of apprenticeships is a direct result of our success winning a new methodology to forecast future trades needs and apprentice indenturement.

## Employee Support Services Program

Balancing the demands of the workplace with personal and family responsibilities presents a challenge to our members. Some members are a part of the “sandwich generation” – raising children while also caring for their parents. Recent economic turbulence – an industry crisis followed by recovery – mean that many members have transferred between plants or are new hires, creating additional stress.

The Employee Support Services Program (ESSP) includes a range of initiatives to enhance the well-being of our members and their families.

One such initiative is the Employee Assistance Plan (EAP). The key to a successful EAP is confidentiality and knowledge. Through the EAP, members can access confidential assistance to address personal and family concerns. Trained ESSP representatives help our members dealing with substance abuse, emotional stress, and financial or legal concerns, among other issues. To enhance and strengthen the skills of ESSP representatives, the UAW-Ford National ESSP Committee provides annual training to ESSP representatives

to ensure that they stay current with best practices in the EAP field and are effective and efficient in serving the membership.

The National ESSP Committee recognizes the importance of early intervention training to educate supervisors, committee persons and others on warning signs that a member may be in trouble and in need of help. There is greater success if problems are addressed early. Currently, early intervention training is being held on-site at various Ford locations, and will continue until all locations have received the training.

In 2011, the National ESSP Committee renewed its membership in the Labor Assistance Professionals (LAP) organization, which provides certification training for individuals in the member assistance field; the majority of ESSP representatives have participated in certification training. The committee is in the process of finalizing webinar classes that ESSP representatives will be required to attend to prepare for the LAP certification exam. This is a cost-effective way to ensure that local ESSP representatives are equipped to be successful in obtaining LAP certification, and more important, to meet the highest professional standards in serving the membership. The work of the UAW-Ford ESSP has been recognized and honored by the LAP, including presentation with the EAP/ESSP Joint Conference Leadership Award.

On-site fitness centers to help members become or remain active are another ESSP initiative. Although ongoing funding through the National Programs Center has been discontinued, \$650,000 was negotiated in the 2011 agreement to help locations replace specific fitness center equipment. After undertaking a comprehensive evaluation of the condition of fitness equipment at all Ford on-site fitness centers, the National ESSP Committee began repairing and replacing equipment where needed.

In addition, a fitness center voucher program gives members at parts, supply and logistics locations that do not have on-site fitness centers up to \$150 per year to attend a fitness center or gym of their choice.

The National ESSP Committee also conducts Behavior Emergency/Critical Incident Stress Debriefing (BE/CISD) trainings. The training provides local response teams from various Ford locations with awareness, education, and training to maintain a safe, stable workplace. The goal is to prevent incidents, but if one should occur, the training also covers a wide range of crisis intervention services. The ESSP Committee is in the process of updating BE/CISD training materials and brochures to address additional issues, including bullying, threats, and any other conduct that creates a hostile work environment.

## Wellness and health promotion



Focusing on wellness is important not just to controlling health care costs, but first and foremost, to the well-being of our members. Although wellness and health promotion programs are currently suspended, discussions on the significance of wellness and health programs and how to possibly offer them to the membership in the near future are ongoing. As part of our commitment to wellness and prevention, approximately 16,740 employees have participated

in the flu shot clinics that were provided at all Ford plants with populations of 200 or more during a period of three flu seasons. This program is ongoing.

## Health care benefits

Access to affordable and quality health care continues to be at the center of the national debate. In our 2011 negotiations, we were able to make a number of improvements in the health coverage of UAW-Ford

members, most notably \$20 office visit co-pays under the Blue Cross Blue Shield National PPO Plan. Since Jan. 1, 2012, our Ford members and their dependents have unlimited office visits (including specialists) for \$20. Previously, members covered by the BCBS plan had to pay 100 percent of the cost for an office visit. Other improvements were a direct result of the Affordable Care Act (also known as “Obamacare”). Because of the new law, members’ children are now able to stay on their parents’ plan until they turn 26. In addition, effective Jan. 1 of this year, new hires now receive medical benefits after 90 days, instead of from the first day of their eighth month.

The earlier Mental Health Parity and Addiction Equity Act also benefited our members by broadening coverage for mental health and substance abuse treatment, removing the danger of restrictions on appropriate care.

Additional negotiated improvements include:

- Full coverage for ambulance transportation to the emergency room from a plant location. If an employee is taken to ER from their plant, the company will pay the \$100 co-pay. Previously our members had to pay this cost.
- Improved dental coverage. Effective Jan. 1, 2012, members now receive composite resins for all fillings when restoring posterior teeth, regardless of surface. Members at risk for oral cancer (or unresolved oral lesions or ulcerations) are now covered for one brush biopsy per calendar year at 100 percent, regardless of age.
- Improved vision coverage. Effective Jan. 1, 2012, transition lenses are fully covered (in-network) every two years.

## **Accident and sickness group and optional life insurance**

A change in broker and insurance carrier has led to a 30 to 40 percent decrease (depending on a person’s age) in



optional life insurance rates, effective Jan. 1, 2012. Open enrollment also increased by one level with no proof of insurability. During the open enrollment period, members can now enroll on-line. In addition, entry-level employees are now eligible to sign up for optional life insurance

A streamlined process for medical leave is being phased in at UAW-Ford locations. Although the initial pilot of the new medical substantiation process was effective Nov. 1, 2012, we negotiated a phased rollout and scheduled launch for each location to be completed through May 2014.

## **Tax-Efficient Savings Plan (TESPHE)**

Effective Aug. 1, 2013, members may choose a Roth contribution option. These designated Roth contributions are made with after-tax dollars and deferred to a separate designated Roth account under the TESPHE. Although taxes on Roth contributions are paid upfront (at the member's current tax rate), earnings on those contributions are tax-free when taken out on a "qualified" withdrawal. This option gives members additional flexibility in their retirement savings plans.

## **AAI retirement benefits**

In our 2011 negotiations, we addressed the special circumstances of Auto Alliance International (AAI) retirees. Effective Oct. 24, 2011, the UAW-Ford personal retirement plan (PRP) was amended so that the UAW-Ford supplemental allowance replaced the UAW-AAI temporary supplemental allowance.

## **Advanced manufacturing and sourcing**

In our 2011 negotiations, we again protected thousands of jobs by extending the moratorium on outsourcing. The company also agreed to insource identified jobs during the life of the 2011 agreement and, depending on a favorable business case, to insource additional jobs. Under the enhanced sourcing language in the agreement, our union continues to have direct involvement in all business cases

related to insourcing opportunities. This gives our members input into decisions affecting their job security. Local Job Security Operational Effectiveness Committees (LJSOECs) are encouraged to develop proposals on ways to add jobs on a competitive basis, and a new time requirement gives local union leadership more time to prepare a solid business case in response to a request for quotation sent to outside suppliers. All product commitments, insourcing actions and head counts are closely monitored and tracked by the National Ford Department.

The insourcing flowchart is maintained and updated by the National Job Security, Operational Effectiveness, and Sourcing Committee (NJSOESC) and utilized by the LJSOECs. Under the new language establishing a specific time requirement, copies of the request for quotation (RFQ) package, along with a list of the suppliers that have been identified to participate in the market test, must be sent to the Local Job Security Representative of the affected location(s) four days in advance of copies being sent to external supplier(s). The RFQ package helps locals better understand all of the details associated with the bidding process. The 2011 agreement also provided for the development and implementation of training for LJSOECs; this training was developed by the NJSOESC and held in June 2013.

In addition, negotiators won enhanced commitments to UAW participation in product sourcing decisions. With greater input in the sourcing process, UAW-Ford members are positioned to take maximum advantage of our competitive cost structure to win new work at our facilities. The UAW now reviews the five-year global cycle plan as it relates to North American plants twice each year, allowing us to stay on top of plans affecting our plants. In addition, upon request, a senior member of finance management will meet with the vice president and director of the UAW National Ford Department to discuss financial issues that impact sourcing. We also have access to the company's master file of commodities and associated sourcing information.

## Quality initiatives

UAW members at Ford continue to make steady progress in quality, affirmed by the 2013 J.D. Power U.S. Automotive Performance, Execution and Layout (APEAL) study, which recognized both the 2014 Mustang and the 2014 Super Duty.

Appendix Q and related letters of understanding provide the compass for the UAW-Ford National Quality Committee work plan. In this regard, the following actions were taken:

- A “best-in-class” quality program letter of understanding highlighting the joint commitment to the global quality improvement process – engaging all Ford employees in quality processes and problem solving – was sent to the field from UAW Vice President Jimmy Settles and Ford Group Vice President John Fleming.
- Semiannual distribution of the quality leadership initiative message.
- Joint conferences for Ford Manufacturing and the Ford Customer Service Division/Parts, Supply and Logistics operations.
- Ongoing plant quality operating system reviews.

In 2012, the UAW-Ford National Quality Committee initiated a review of the effectiveness survey and updated it to align with the quality operating system support process. The updated effectiveness survey was made accessible to all facilities through the UAW-Ford National Quality Committee website.

The ongoing need for improved skills and training for UAW Quality Representatives, coupled with a desire to answer member requests, resulted in the following project initiatives:

- A focus group to better understand the needs of UAW Quality Representatives. Outcomes were reviewed and used to plan the annual fall conference.
- Updates to the targeted training single point lessons.

Education and engagement are the heart of our quality improvement efforts, with a wide variety of training and skill-building opportunities for UAW Quality Representatives and Quality Operating System Coordinators. To address upcoming launch efforts from 2013 through 2015, the UAW-Ford National Quality Committee held its annual conference at Black Lake. UAW Quality Representatives and Quality Operating System Coordinators (QOSCs) attended. Training offered updates on products and supplier relationships, introductions and refreshers on mandatory topics, focus group opportunities for engaging with the National Quality Committee on training and communication development, as well as opportunities to attend elective courses. This approach to conference training was newly rolled out in 2013 and offered members job-related opportunities to build knowledge and increase skills.

During the conference, the UAW National Quality Committee took the opportunity to reward and recognize facilities, teams and individuals:

- President's awards.
- North American President's Award for Vehicles.
- Black Belt Certification recipients.
- Service Award recipients.

Empowering the hourly workforce with valuable job aids and problem-solving tools, as well as opportunities for personal growth and advancement in job-related knowledge, was the goal of certifying a minimum of two hourly Six-Sigma Black Belts at each UAW-Ford facility. There have been a total of 137 hourly Black Belt candidates since 2008. That opportunity has now been taken a step further, with seven hourly Six-Sigma Black Belts completing a train-the-trainer course to qualify as Green Belt Training instructors. Once qualified through the certification process, these UAW members will be able to return to their facilities and train both hourly and salaried employees.

The joint UAW-Ford Quality Improvement Steering Committee continues to direct and expand the quality improvement activities of the UAW-Ford "best-in-class"

quality program to support continuous improvement in products, services, and processes. During 2013, the focus was on enhanced communications:

- Annual quality review meeting with UAW vice president and Ford Group vice president.
- Quarterly Operations Committee meetings.
- Monthly conference calls hosted by Ford quality program managers for plant quality representatives and plant quality managers.
- Monthly conference calls hosted by the UAW-Ford National Quality Committee staff representatives for Quality Representatives and Quality Operating System Coordinators.

To improve customer service – and therefore enhance our job security – UAW members participate in decision-making within the Ford Customer Service Division. The annual Ford Customer Service Division conference provides updates, training and plant report-outs.

A one-day Vehicle Service Concern Resolution Process Representative Training offered UAW members opportunities for coaching new members, networking, focus group participation, skill development and computer training. A trip to the Dearborn Truck Plant provided UAW members from the Ford Customer Service Division a better understanding of manufacturing operations.

## Community services

Since the last convention, the National Ford Department has dramatically increased UAW-Ford's charitable giving and community outreach.

Our community involvement has taken many forms. To cite a few examples of the many actions we have taken to strengthen the communities where our members work and live, we have built more than 300 modular handicap ramps in four communities across the United States. Local leadership and membership have delivered thousands of turkeys to needy families in 13 communities across the country during the holidays. We have partnered with the

Horatio Williams Foundation to build a community center to serve underprivileged children in the Detroit metro area. UAW Ford locals have provided identification kits for over 100,000 children to help law enforcement find them in the unfortunate event of abduction.

As a result of this work, we are building lasting relationships with community members and leaders of community organizations and nonprofits. These relationships will be fundamental to replenishing the power of our union and introducing a new generation to our members and our union.

## Health and safety

The National Joint Committee on Health and Safety works to enhance the health and safety of our members on the job. Enhancing the safety culture in our plants means doing the right things even when no one is looking; the overriding principle is to look out for each other in our workplaces. We continue to strengthen the elements of the safety operating system toward the ultimate goal of injury prevention through training, education and robust, tested processes.

Specific safety initiatives include:

- Adding health and safety representatives to the PS&L division.
- Recognizing Workers' Memorial Day in our contract to remember workers killed on the job, and renew our commitment around safety efforts.
- Building on successful system-wide stand down strategies to deliver severe weather stand downs annually for emergency preparedness awareness.
- Focusing on high-risk work, especially skilled trades, through enhancements to the pre-task analysis process and focused training and communication.
- Winning a commitment to enhance auditing of the safety operating system at Ford facilities, including focused audits for electrical safety, combustion safety, and other areas of high concern.

- Updating and redesigning the Energy Control and Power Lockout training program, including putting it into digital format.
- Establishing a clear and documented process to resolve issues at the plant floor, whenever possible, but with clear escalation direction as well. The intent is that safety issues get resolved expeditiously at the lowest level of the organization.
- Power Material Handling Vehicles (PMHV): PMHV's continue to present high risk to our facilities and the NJCHS has been added to the PMHV core team in conjunction with corporate material handling to provide input and direction to initiatives to ensure safe operations are a high priority.
- Continuing to explore ergonomic and safety improvements for PMHVs, which remain a safety risk for their operators as well as other workers.
- Working with corporate safety and fire to identify improvements to plant emergency response teams to ensure the program is viable and functioning to fulfill the needs of each facility.

## **Gaming Department**

### **Vice President**

### **Joe Ashton, director**

Workers in the gaming industry first chose the UAW in 1988, when the Jai Alai Players Association affiliated with our union. Since that time, more than 10,000 gaming workers from across the country have chosen to join the UAW; most recently, casino workers from Ohio and Las Vegas voted "UAW Yes."

In Ohio, our new members come from the Horseshoe Casinos in Cincinnati and Cleveland and the Hollywood Casinos in Columbus and Toledo. As in Detroit, gaming workers in Ohio are represented by an innovative coalition of unions that work together to achieve the best contracts

possible for workers in all represented occupations within the casinos.

The organizing victory for dealers at the Flamingo Las Vegas/Margaritaville casinos in Las Vegas was especially significant. After voting 3-to-1 in favor of UAW representation in a National Labor Relations Board election, they became the first UAW gaming members on the Las Vegas strip.



Our recent victories in Ohio and Las Vegas highlight our history of organizing and bargaining innovations in the sector. When the UAW organized the first casino in Detroit in 1999, we opened the door to collective bargaining for a new group of workers – dealers and slot technicians. Now, the UAW represents dealers and slot techs in the country’s largest gaming markets and at some of the largest companies. UAW members work in casinos owned by MGM, Tropicana, Caesar’s and Penn National. We also represent dealers and slot techs at North America’s largest resort casino, Foxwoods Casino in Connecticut. Not only is Foxwoods the largest, but it also showcases our union’s creativity. At Foxwoods, we have now bargained two agreements under tribal law as opposed to federal labor law – a creative solution to a unique challenge that can be used to address complicated sovereignty issues at other tribal casinos.

Like the economy generally, the gaming sector suffered



during the recession as unemployment soared and people's disposable income sank. Although the recession was hard on all workers, those with UAW contracts benefited from having a seat at the table when it came to addressing the ups and downs of the economy and of employer's finances. With the economy recovering but many challenges remaining, the UAW stands ready to help our existing members bargain new contracts and bring new members into the UAW.

Going forward, there are a number of organizing opportunities in existing gaming markets like Nevada, Mississippi and New Jersey as well as in states where gaming is just getting started, including Massachusetts, Pennsylvania, Maryland and Maine. In many of these states the casinos are owned by companies that already have UAW-represented properties. Although organizing is never easy, especially in the face of challenges from well-financed anti-union groups, the strength of our local unions in gaming will be the foundation on which we continue to grow.

## **General Dynamics Department Vice President General Holiefield, director**

General Dynamics Corp. purchased Chrysler Defense Inc. in 1982. UAW-represented workers at GD's Land Systems Division manufacture military tanks and armored vehicles under three master agreements. The production and maintenance agreement covers members in Local 2075 (Lima, Ohio), Local 1193 (Eynon, Penn.) and Local 1248 (Sterling Heights, Mich.). The office and clerical agreement covers members in Local 412 (Sterling Heights), Local 1193 (Eynon) and Local 2147 (Lima). The technical and engineering agreement covers members in Local 2147 (Lima), Local 1193 (Eynon) and Local 412 (Sterling Heights and Warren, Michigan).

In 2010, UAW members in the Land Systems Division

ratified new five-year contracts. The new agreements included a \$1,200 ratification bonus, two 2 percent general wage increases and three 3 percent lump-sum increases. Gains were also made to the Stock Savings Investment Plan, pensions and health care, and members won more input to sourcing decisions.

The General Dynamics Department also coordinates the activities of the General Dynamics Council. In addition to the Land Systems Division, the council includes members of Local 291 at Axle Tech International in Oshkosh, Wis.; the UAW Marine Draftsmen Association, Local 571 at General Dynamics Electric Boat Division in Groton, Conn.; Local 2850 at General Dynamics Armament Division in Marion, Va.; and Local 3999 at Bath (Maine) Iron Works.

## **General Motors Department Vice President Joe Ashton, director**

During the last four years, investment in General Motors Corp.'s U.S. plants has increased significantly – as has UAW employment at the company. Since June 2010, GM has invested nearly \$8 billion in its UAW-represented U.S. facilities, resulting in the creation or retention of more than 16,700 jobs. In total, GM plans to invest approximately \$16 billion in U.S. factories by 2016; this level of investment exceeds the amount GM plans to spend in China. At long last, jobs are coming back home.

With GM introducing approximately 20 new or refreshed vehicles in the U.S. the UAW has also negotiated to insource activities such as major sub-assemblies, stampings, sequencing and kitting, engines, transmissions, and component parts. Through February 2014, our successful insourcing efforts have resulted in the addition of more than 2,000 jobs to UAW-represented GM facilities under the current agreement.

## 2011 General Motors negotiations

The 2011 National UAW-GM Agreement not only created jobs, but resulted in economic gains for our members. Negotiated bonus payments could result in over \$36,000 being paid to eligible UAW-GM members during the term of the agreement. At a time of rising health care costs and aggressive cost-shifting by employers, we were able to maintain and improve on our medical benefits. A good example is the unlimited \$25 doctor's office visits.

The contract increased the entry level wage to \$19.28, and provided a \$5,000 signing bonus, \$3,000 in inflation protection, opportunities for up to \$1,000 in quality performance bonuses, and strong improvements in transparency, simplicity and higher payouts in the profit-sharing plan.

## UAW-GM sourcing and work allocation overview

The General Motors Department has worked hard to get specific future products assigned to UAW-represented facilities. Highlights of the gains include, but are not limited to:

- Spring Hill Assembly Plant (Tennessee)– Two mid-size vehicle programs; \$419 million investment; 1,700 jobs. This work was originally slated for Mexico.
- Spring Hill Powertrain Plant – Next Generation Ecotec Engine; \$483 million investment; 480 jobs.
- Wentzville Assembly Plant (Missouri) – Next generation mid-size pickup; \$380 million investment; shift added; 1,850 jobs.
- Lansing Grand River Assembly Plant (Michigan) – Small Cadillac; \$190 million investment; 600 jobs. Lansing is also the assembly site for the next generation Chevrolet Camaro.
- Warren Transmission Plant (Michigan) – \$325 million investment; 360 jobs for new transmission

program. This work was originally slated for Mexico.

- Saginaw Metal Castings Operations (Michigan) – Next generation engine castings; \$215 million investment; 255 jobs. This was work originally slated for Mexico.
- Flint Truck Plant and Fort Wayne Truck Plant (Michigan and Indiana, respectively) – Next Generation Chevy and GMC Pickups; \$558 million investment; 300 jobs.
- Arlington Assembly Plant (Texas) – Next Generation Chevy, GMC and Cadillac SUVs; \$551 million investment includes new stamping facility; shift added; 1,100 jobs.
- Toledo Transmission (Ohio) – Eight Speed Transmission; \$260 million investment; 400 jobs.
- Bay City Powertrain and Flint Engine (Michigan) – \$109 million investment to support new engine program; 100 jobs.
- Detroit/Hamtramck Assembly Plant – (Michigan) \$121 million investment; 500,000-square-foot building expansion; 1,100 jobs to support multiple vehicle builds.
- Tonawanda Engine Plant – (New York) \$1.2 billion investment to support new engine builds; 1,280 jobs.
- Bowling Green Assembly Plant (Kentucky) – Next Generation Corvette; \$131 million invested; 250 jobs.

The moratorium on outsourcing was retained through the life of the 2011 UAW-GM National Agreement, allowing the UAW-GM National Sourcing Department to focus attention on the Advanced Sourcing Process, highlighted by the formation of Business Review Teams. These teams provide our union early access to high-level corporate manufacturing representatives at the earliest stages of GM's vehicle and product development process.

Early involvement begins 3½ years prior to the start of regular production for vehicles, and even earlier for future powertrain products. This allows for early information sharing and an open forum for UAW input to promote investment and future job growth in UAW-represented facilities in the U.S.

## **UAW-GM Center for Human Resources (CHR)**

The CHR has continued to serve as the national headquarters and principal training center for the UAW-GM joint programs. The CHR focuses on activities such as training and skill development, employee educational opportunities, work and family support, and joint product quality initiatives. Additionally, the CHR works in the community. Among other activities, the CHR has adopted the Marcus Garvey Academy in Detroit and raised money to pay for uniforms for the students.

## **Health and safety**

The health, safety and well-being of UAW members in GM facilities remains a top priority. Building on previous achievements, significant progress has been made in the areas of audits, new technology, training and investment in equipment to protect members on the job.

UAW-GM Health and Safety achieved a number of important initiatives while safeguarding previous programs that require GM to be in compliance with state and federal occupational safety and health laws, as well as jointly negotiated internal standards. Health and Safety audits were completed at all 62 UAW-GM facilities in 2012.

Newly developed health and safety training involving safe die handling, laser safety awareness and equipment safety buy-off procedures are underway at the CHR. This training, developed by UAW-GM Health and Safety, identifies hazards associated with job assignments related to each task. Once members are trained, they will be proficient in common practices and safe handling procedures.

During 2012, 566 members received training at the CHR

in health and safety related courses. Already a total of 645 members have been trained at the CHR through September 2013, demonstrating a significant increase from the previous year. Additionally, over 300 members attended the UAW-GM health and safety training at Black Lake in 2012 and 2013. A total of 49 newly appointed health and safety representatives attended initial health and safety training in 2012 with an additional 18 trained in December 2013.

Significant investment was made in the areas of ergonomics and industrial hygiene as a result of the 2011 negotiations. Revised ergonomic guidelines were also developed. There have been 397 updated ergonomic tool kits distributed to UAW-GM facilities. UAW-GM facilities were issued 225 new industrial hygiene tools with 38 plants now housing complete kits.

Other new developments include the continued distribution of new health and safety training computers and development of accompanying software to all UAW-GM facilities.

## Quality Network

The Quality Network has worked hard to implement the 2011 contract language. We know that when we have a say in quality, our customers benefit. That's why it's so important to preserve our members' voice in quality issues, and why negotiators insisted on and won language that retains the quality structure that helped achieve our turnaround. The UAW-GM Leadership Quality Council will continue to provide direction and support for the implementation of GM's Global Manufacturing through its annual Quality Network Objectives and Goals.

Our suggestions submitted in the quality network suggestion plan will be heard and acted on much more quickly thanks to new language won during the 2011 negotiations. The UAW won a new web-based system to allow for faster and easier submission, processing, tracking and reporting of suggestions made from the shop floor.

UAW members know we have to use new communication methods available to us to change the misguided perceptions about our products and services. That's why the Quality

Network employs various forms of social media, community events, mobile phones, newsletters, open houses, plant tours and internal communications to promote our products and people. The Quality Network Communication Action Strategy will be updated to ensure that social media policies set at the joint Quality Network level are being carried out at the local level.

The VPAC program communications will be transitioned to electronic medium to make sure members are quickly notified about sales promotions, vehicle information, and vehicle concerns. The company also committed to updating awareness training and manuals for the VPAC program.

General Motors has sought to end or limit our input in a number of areas, including Quality Network Planned Maintenance (QNPM) and our input into the Maximo system. The UAW was able to get the company to commit to a joint study on how we can increase QNPM's value to the plants. Topics in this study will include but not be limited to capacity assurance coordinators, predicted maintenance technologies, Maximo and continuous improvement of QNPM to support world-class manufacturing.

### **Diversity and equal application**

The UAW has a long-standing commitment to fostering a workplace environment free of harassment, discrimination and hostility. This effort continues with the support of dedicated resources, awareness campaigns and education. Annual training is provided to Diversity/Equal Application leadership within UAW-GM facilities to properly identify, investigate, and prevent cases of discrimination and harassment. The UAW negotiated that all UAW-represented GM facilities provide diversity awareness training for their GM employees and UAW members.

### **Regional Paid Educational Leave (PEL)**

The UAW's commitment to membership education is demonstrated by the negotiated continuation of the regional PEL program. The goal of the program is to develop and

maintain an informed membership that fully understands the history of the labor movement and its impact on existing laws and economic practices, as well as the domestic automotive industry and the global economy. This program demonstrates for our members the interrelationship between political outcomes and social activism, and reinforces the need to work tirelessly for the promotion of laws and social programs that support workers in the U.S. and across the globe.

### **Skill development and training**

We support our members' training and skill development through various CHR training department programs, including joint learning centers, Document 46 joint program certification and the leadership skills development program. These programs, delivered at the CHR and in facilities across the U.S., provide a wide range of learning opportunities to our skilled trades and production members, team leaders, elected union officials and appointed program administrators to ensure they have the skills needed to be effective at their jobs and in their communities.

Training is further encouraged and supported by the CHR's training department through the global launch training process, the training plan development program and the technical training network. These processes provide structure, administrative tools, and access to the organization-wide information sharing network for trainers and program administrators to ensure our skilled trades and production members receive the best training in the most timely, effective and efficient manner possible.

### **Tuition Assistance Program (TAP)**

Over \$1.5 million of tuition assistance is provided annually to over 2,000 UAW-GM members. Due to successful negotiations, we now provide TAP benefits to entry-level employees who make up over 25 percent of all new applicants. Immediate online tuition application and approval is now available to all members.

### **Work and Family Program**

The UAW-GM Work and Family Program includes Employee



Assistance Program (EAP) referral, child care/elder care resources and referral services, workplace violence training, and critical incidence response. The UAW's long-standing commitment to work and family programs is based on the understanding that our members are also family members, and that no worker should have to choose between their family and their job. We also understand that substance abuse, mental health and other personal problems can interfere with a member's health, happiness, safety, and overall job performance.

To ensure that our members are always able to get timely and effective assistance, all UAW-GM Work and Family representatives are provided education and training through our internal certification program. In addition, each location has a well-trained backfill for the UAW Work and Family representative when personal or professional needs dictate they be away from their jobs.

## **UAW-GM legal services**

The legal service benefit continues to close out any legal cases that were initiated by members prior to Dec. 31, 2013.

# **Health and Safety Department**

## **Cindy Suemnick, director**

The UAW Health and Safety Department helps members improve their work environment. Department staff bring expertise in industrial hygiene, safety engineering, epidemiology, and ergonomics to the collective bargaining, organizing, educational and governmental arenas. The goal is to prevent and eliminate safety and health hazards in the workplace.

In the last four years, the department has intensified its activities in support of organizing and first contract efforts, political action and direct training of rank-and-file

members in their workplaces. The department maintains its long-standing involvement in internal union education, Occupational Health and Safety Administration (OSHA) rule-making, collective bargaining and responding to local union requests.

## **Facility inspections and other direct services**

The major part of the day-to-day activity of the department is helping to evaluate safety problems in UAW workplaces. Staff members make inspections at the request of national departments and regional directors.

The purpose of the workplace inspections is to ensure that members have safe and healthy workplaces. Staff members communicate with the local leadership, evaluate work conditions and, when needed, recommend corrective actions. Staff also visit work sites to provide locals with technical assistance to resolve health and safety issues, and to assist in OSHA and other regulatory proceedings. With the assistance of the UAW Legal Department, the Health and Safety Department has been a pioneer in forging creative settlement agreements between employers, OSHA and the union to ensure that hazards are abated.

## **Collective bargaining**

The UAW has a long history of using collective bargaining to address health and safety issues and improve the workplace environment. OSHA standards and regulations set the bare minimum requirements that employers must meet; these minimum requirements have many gaps and shortcomings. The Health and Safety Department works with UAW bargaining committees to develop and negotiate tougher contract language that exceeds the minimum requirements set by OSHA. The department helps develop model safety programs in all UAW sectors. Even in a challenging bargaining environment, health and safety is an area in which the union can win significant gains that improve the lives of our members. For example, in the 2011 auto industry

negotiations, we were able to implement improvements in ergonomics, industrial hygiene, skilled trades safety, and workplace violence prevention.

## Joint programs

Well-designed joint programs create opportunities to continue to improve health and safety in UAW workplaces on an ongoing basis. Health and Safety Department representatives serve on a number of union-employer national health and safety committees which meet regularly to plan and monitor joint programs. Since the last convention, the department helped negotiate language that maintained jointly administered health and safety training and research, auditing and program enforcement, plant health and safety training, and evaluation of the hazards of new technology. As the collective bargaining departments and joint programs have expanded their staff dedicated to health and safety issues, department staff activity in design and implementation has increased. Implementation of jointly directed research projects has been a special focus.

## Organizing and building the union

Health and safety is a rallying issue for workers seeking to organize and join the UAW, as well as a force in winning first contracts. The department regularly assists in these organizing activities. For example, UAW Health and Safety staff members have been closely involved in documenting and responding to hazardous conditions in unorganized shops that supply parts to auto manufacturers. The UAW's engagement on behalf of workers at Flex-N-Gate led to a large fine against the employer and significant investments in protecting workers from combustible dust. It was a powerful demonstration of the difference a union makes in workers' lives.

Health and safety issues are also a focus of activism within existing UAW workplaces, providing opportunities for rank-and-file members to become engaged and involved in their union. By training local union health and safety representatives, department staff help to build a stronger union.

## Education programs

Education programs developed by the UAW Health and Safety Department center on the recognition of hazards, the use of contractual and legal procedures to correct problems, union bargaining and political strategies and the design of technical solutions to hazards, such as noise control techniques, job safety analysis and ventilation design.

The annual Health and Safety Conference at Black Lake is an important vehicle to activate and train health and safety representatives in the union. Targeting representatives who are new or whose employers don't provide training, the conference brings together department staff, joint program representatives, Local Union Discussion Leaders (LUDLs) and outside experts to provide a unique and inspiring educational program. In addition to the Black Lake conference, Health and Safety Department staff members regularly present programs in regional summer schools.

The department also provides training for several hundred full-time local union health and safety representatives, industrial hygiene technicians, ergonomics committee members and many other local union representatives and officers whose responsibilities include health and safety.

Workers' Memorial Day, a national observance on April 28, continues to be an annual focus point for education and action on health and safety matters. The UAW is responsible for more Workers' Memorial Day activity than any other union.

## Government and political action

The UAW Health and Safety Department advocates for the needs of UAW members with OSHA, OSHA state plans, the National Institute for Occupational Safety and Health (NIOSH), the Environmental Protection Agency (EPA), the Department of Homeland Security, the National Institute of Environmental Health Sciences (NIEHS), and the Agency for Toxic Substances and Disease Registry and other federal and state agencies insofar as their activities are related to worker safety and health.

Under the Obama administration the UAW Health and Safety Department has more access to regulators than at any time in recent memory. With the top levels of OSHA filled with strong advocates for health and safety, the union's health and safety staff have been deeply involved in discussions on how to improve regulations and enforcement. For example, the UAW has drawn attention to the experience of workers who faced retaliation for reporting injuries and hazards, leading OSHA to develop a policy statement explicitly clarifying that such policies are illegal. OSHA also drew on UAW experience to produce a policy interpretation that allows a nonunion workforce to designate a qualified union staff member as its representative for the purpose of an OSHA inspection.

Another important new policy from OSHA under President Obama is the Severe Violators Enforcement Program (SVEP). An employer is considered a severe violator if there is a fatality or a catastrophe with one or more willful or repeated violations or failure-to-abate notices or no fatality but multiple such citations. Severe violators automatically receive follow-up inspection. Out of 180 SVEP inspections as of February 2012, 67 had settlements that required the employer to take enhanced action such as audits or training. In addition, OSHA changed its penalty process in 2010 leading to a doubling of the average OSHA fine the very next year. Enhanced enforcement gives UAW health and safety activists new tools to ensure that every worker has a safe and healthy workplace.

Department staff regularly participate in OSHA rule-making proceedings, serve on OSHA advisory committees and attend "stakeholder" meetings on ergonomics, chemical hazards, enforcement enhancement and other important programs.

In the coming year, the UAW will work for enactment of the proposed OSHA silica standard to protect against deadly lung diseases, especially among our members employed at foundries, and for a proposal requiring the electronic reporting of injury and illness data. In addition, we will continue efforts aimed at enactment of an Injury and Illness Prevention Program Standard.

## Environmental issues

Workplace chemical protections overlap with environmental protection. Department staff participate in top-level EPA advisory activities, injecting worker concerns into EPA actions. Because of this effort, worker concerns are now taken into consideration in the development of nanoparticle regulations. The Health and Safety Department's current focus is on the implementation of federal standards for hazardous waste operations and hazard communication.

## Occupational health and safety research

The UAW maintains a unique union program of health and safety research. Research identifies chemical, ergonomic and noise hazards and recommends how to control them. The Health and Safety Department is able to get practical, prompt answers to membership questions where management, or the government, has failed to fulfill its role. The UAW is now able to respond to observations by local union representatives of cases of cancer and other disease suspected to be of occupational origin. Working with national departments and regional offices, the Health and Safety Department helps work site representatives gather information to confirm or deny suspicions.

The department also assists with a much larger number of studies conducted by university-based researchers. Results of specific studies are presented to union leadership, union membership, and management, with recommendations for control measures and other follow-up actions. Research has provided the evidence needed for the UAW to negotiate programs to control ergonomic, machining fluids and other hazards. The findings have also been presented in scientific meetings and published in influential, peer-reviewed scientific journals.

The UAW has an ongoing project with the University of Michigan School of Public Health on the safety of skilled trades workers. This project's achievements to date include identification of previously unknown hazards, installation of equipment to reduce job hazards, more functional pre-

task analysis and an improved near-miss reporting system. The ultimate goal is to reduce skill trades fatalities, which account for over 40 percent of all UAW fatalities, despite the fact that the skilled trades are less than 20 percent of the membership.

Through research drawing on the experience of our members, the UAW believes it has identified alarming levels of breast and other cancers in the automotive plastics sector and will be pursuing additional research in this area.

## Publications

An active publications program has developed, revised and reformatted nearly 300 publications tailored to the needs of the UAW membership. The Health and Safety Department section of [uaw.org](http://uaw.org) contains a vast array of useful information and links to current technical and political information that affects our members' safety and health.

Major publications include an emergency response manual; this is part of an overall course for local union representatives to implement the hazard communication and hazardous waste operations standards. An ergonomics manual guides local unions in implementing ergonomics programs. This manual has been translated to Spanish for delivery to underserved populations and our brothers and sisters in Puerto Rico.

Manuals on hazard recognition for occupational disease, ergonomics of casino workers, a general manual for union representatives, crane safety, energy lockout, isocyanate hazards and fall protection have also been developed and published. The department has increased its capacity for designing and developing training materials for the benefit of UAW members across all sectors.

## Grants

The UAW Health and Safety Department has won grants for occupational health and safety training from NIEHS, OSHA and the Michigan Department of Licensing and Regulatory Affairs. All these projects are carried out by project staff and worker trainers from each region. The LUDLs conduct

health and safety workshops for their co-workers and fellow members. By providing opportunities for local union representatives to share their experience and expertise with other members, this program has greatly expanded the health and safety capabilities of the union. The response from our members has been overwhelmingly positive.

The largest grant-funded project conducts chemical hazard and emergency response training related to hazardous waste operations, including joint training at the work site, on work time, using UAW staff and LUDLs. Another grant provides for ergonomics and general health and safety training for members in the Competitive Shop/Independents, Parts and Suppliers sector of our union. As a result of these efforts, hundreds of members have been trained in a hands-on manner at their work site or in their local union halls around the country. A similar program on ergonomics continues to be in high demand.

## Professional activities

The Health and Safety Department represents the UAW on a large number of governmental advisory bodies and professional organizations that develop health and safety standards, conduct research on safety and health issues, promote improvements in workplace safety, and/or serve as a venue for training. Among these organizations are the American Conference of Governmental Industrial Hygienists; the World Health Organization; the National Institute for Occupational Safety and Health; the National Council for Occupational Safety and Health; the National Academy of Sciences; National Toxicology Program; American Public Health Association; American National Standards Institute; American Society of Safety Engineers; National Safety Council; International Labor Office Safety Conference and the Kentucky Governor's Safety and Health Conference.

The UAW has become a member organization of the Technical Advisory Group for ISO PC 283 that seeks to develop international management systems to improve health and safety protections for all workers worldwide.



# **Heavy Truck Department**

## **Vice President**

### **General Holiefield, director**

The UAW Heavy Truck Department was established by President Stephen P. Yokich shortly after our 31st Constitutional Convention in 1995.

On August 17, 1996, a founding Bus, Engine and Truck (BET) Council meeting was held in Nashville, Tennessee. The BET Council is made up of delegates from Daimler Trucks LLC; IC Corp., International Truck and Engine, Mack Trucks, Volvo Trucks and Detroit Diesel Corp.

The objectives of BET Council include:

- To share information and better inform affiliated local unions about economic data and working conditions of firms within the bus, engine, truck and related industries.
- To promote and cooperate in UAW organizing activities at all bus, engine, truck and related industry facilities.
- To promote higher standards of wages, benefits and working conditions in all affiliated local unions.
- To develop relationships with other international unions representing workers in bus, engine, truck manufacturing and related industry facilities.
- To develop and implement coordinated bargaining with other international unions and their local unions.

## **Navistar**

The UAW has 10 locals representing approximately 2,000 members and more than 24,000 retirees at Navistar. In addition to our voice at the bargaining table, our union is represented on the company's board of directors by Secretary-Treasurer Dennis Williams. We have used that position to advocate for better management and for a new partnership to increase quality and productivity, improve

working conditions and bring new product and investment to our UAW-represented facilities.

In October 2010, UAW bargainers achieved a new four-year agreement that expires Oct. 1, 2014. As a result of the 2010 contract, the UAW-represented engine facility in Melrose Park, Ill., was awarded new work to add a Test and Validation Technology Center. A recently ratified local agreement will bring additional engine work into the plant, resulting in the recall of all members currently on layoff and additional hiring. The new local agreement will remain in effect through the current master agreement and the next.

UAW members in Ohio produce medium-duty and heavy duty trucks at Navistar's Springfield, Ohio, plant, where our union represents production, maintenance, clerical and technical employees. In November 2012, Navistar announced the closing of its non-represented Garland, Texas, assembly facility and moved a portion of that production into our UAW facility in Springfield.

Workers at Navistar parts distribution centers in Atlanta, York, Penn., and Dallas, Texas are also represented by the UAW. Workers at the company's Las Vegas parts distribution center organized into the UAW in August 2013 through a card-check election.

UAW members at Pure Power Technologies Foundry (formerly Indianapolis Casting Corp.) produce blocks and heads for Navistar engine plants. The foundry was scheduled to close in July 2010, but a new five-year agreement reached July 16, 2010, kept the facility open. We represent production, maintenance, clerical and technical employees at this location.

Navistar's truck engineering facility in Fort Wayne, Ind., was closed in December 2012. The company has a nonunion truck assembly plant in Mexico.

## IC Corp.

International Truck and Engine Corp., a wholly-owned subsidiary of Navistar International, owns IC Corp., which manufactures school bus parts at a UAW-represented plant in Conway, Ark., and assembles school buses in Tulsa, Okla.

The Tulsa plant had been an organizing target for years. Last year, we were at last able to leverage our relationship with Navistar to win a commitment to neutrality and majority recognition (card check) at Tulsa. In an atmosphere free of fear and intimidation, the 650 workers at the Tulsa assembly facility chose UAW representation, and are now members of Local 5010. The local is currently in the process of implementing the terms of its first agreement, which will reduce the use of temporary employees at the plant.

In January 2013 the Heavy Truck Department, Region 5 and Local 1762 agreed to a two-year extension of the expiring agreement covering Local 1762 members at IC Corps Conway parts plant in Arkansas.

## Daimler Trucks LLC

The UAW represents work sites in Mount Holly, Cleveland, Gastonia and High Point, North Carolina. Mount Holly, where workers organized in 1990, was the first UAW-represented Freightliner facility. Since then, through neutrality agreements that gave workers a free and fair process to decide on union representation, workers at Freightliner facilities in Cleveland and Gastonia and Thomas Built Buses in High Point, along with parts distribution centers in Atlanta and Memphis, Tennessee, have all organized into the UAW. This makes Freightliner the largest employer in the Heavy Truck Department.

UAW Local 5285 in Mount Holly produces medium duty trucks, Class 5, 6, 7 and 8; the local also represents members at the Pre-Delivery Inspection (PDI) facility. As of February 2014, there were 1,584 members working and no layoffs. Members at the Mount Holly plant produce 92 trucks per day. They ratified a new agreement during voting May 17-18, 2014.

Members of UAW Local 3520 in Cleveland produce the Class 8 and military truck and work at the Cleveland PDI facility; the local also represents clerical workers at the plant. The local has 1,861 members as of February 2014, producing a total of 96 trucks over two shifts. They ratified a new agreement during voting May 17-18, 2014.

UAW Local 5286 in Gastonia is a parts plant, supplying other Freightliner facilities. As of February 2014, the local has 1,201 members working three shifts and no layoffs. Like the other Freightliner facilities, they ratified a new agreement during voting May 17-18, 2014.

UAW Local 5287 in High Point produces Thomas Built Buses. There were 1,169 members working as of February 2014, at the plant, producing roughly 50 units per day. They are also working on a new product, the Sprinter van (which is on a Mercedes-Benz chassis). Their contract expires October 10, 2014.

Workers at Freightliner parts distribution centers are represented by UAW Locals 10 (Atlanta) and 2406 (Memphis).

## Mack Trucks

Mack Trucks, Inc., part of the Volvo Group, is a major producer of heavy commercial trucks, engines and transmissions. Current UAW membership at the company is roughly 2,600 workers.

Mack's world-class powertrain facility for North America in Hagerstown, Md., is represented by UAW Local 171. Our members there make the new Class 8 engines, designed in 2010 to meet the current EPA emission standards.

At the Mack Macungie Manufacturing Facility located in Macungie, Penn., members of UAW Local 677 currently produce all of the Mack Truck heavy-duty highway, garbage and construction vehicles on a two-shift assembly operation.

In May 2013, the UAW successfully concluded negotiations for a new collective bargaining agreement with Mack that expires Oct. 1, 2016.

## Volvo Trucks North America

Volvo is one of the world's largest producers of trucks, buses and construction equipment, with facilities in over 120 countries; it is the parent company of Mack Truck. Volvo also produces marine and industrial power systems and air craft components.

Local 2069 represents both hourly and salaried workers

at Volvo's New River Valley manufacturing facility in Dublin, Va. The plant currently produces highway and construction vehicles on a two-shift operation, and is hiring new workers as off-line repair and shipping ramps up a third shift. The UAW Volvo bargaining committee reached an agreement with the company in March 2011, which was overwhelmingly ratified by the membership. The current agreement, covering approximately 2,100 workers, expires March 2016.

## **Information Systems Department**

### **Michael LaCour, director**

The Information Systems Department provides support for the union's computer systems and information resources. The overarching goal of the department is to ensure that the information needed to serve our membership is available quickly, efficiently and accurately. Much of the department's focus since the last convention has been on streamlining and updating UAW databases to better capture information about UAW members and their workplaces and to share information more seamlessly within the union, especially with UAW locals.

### **Local union information system**

Working with other UAW departments, Information Systems staff have helped in the development of an online local union information system. The new information system will replace incompatible and duplicative standalone databases and systems maintained by the International Union, while also making information more accessible to UAW locals. The Local Union Information System centralizes data on membership, per capita, collective bargaining agreements and local unions. Eventually it will also incorporate local union bylaws, retired workers dues and other information that is now scattered across offices and departments. By centralizing this information and providing access to local unions to make updates and corrections, the

new system will help keep our data transparent, consistent and more accurate. That, in turn, will allow more timely communication with UAW members on issues in their local unions, workplaces and communities, while reducing duplicate mailings.

## **Retired workers dues check-off**

The Information Systems Department maintains a database of 382,873 retired members and surviving spouses who voluntarily contribute to the retired workers dues check-off program. While the program is administered by the Retired Workers Department, Information Systems maintains the files and processes contribution data from employers where retired workers dues are deducted directly from their pension checks. Many parts of this system are being redeveloped to integrate with the new Local Union Information System.

## **Support for internal systems**

The Information Systems Department is responsible for acquiring and maintaining the computer systems that keep the UAW running smoothly. That includes maintaining and supporting all the firewalls, file servers, PCs, printers and other associated computer hardware and software. Our current infrastructure connects all the departments at Solidarity House in Detroit with regional and sub-regional offices, the Washington office and Black Lake.

Over the past year we have started a major overhaul of internal email and server systems. The new systems provide better access, mobile device integration and the ability to develop team sites for collaboration across offices.

Information Systems continues to assist other UAW departments by providing hardware and software for the registration of delegates to various meetings, including this Constitutional Convention, the Special Collective Bargaining Convention, sub-councils, CAP, Civil Rights, Health and Safety, Competitive Shop/Independents, Parts and Suppliers (IPS), Financial Officers and the Local Union Communication Association (LUCA).

The UAW Information Systems help desk provides internal support for all of our staff and clerical employees. We are also responsible for maintaining the phone systems at Solidarity House and a number of the regional and sub-regional offices.



## **Insurance Department**

### **Vice President**

### **Jimmy Settles, director**

Workers at Blue Cross-Blue Shield of Michigan (BCBSM) organized into the UAW in 1981, becoming the union's first health insurance unit. They have since been joined by workers at Health Alliance Plan (HAP), the Accident Fund Company (Michigan's workers' compensation insurer), Delta Dental, HealthPlus of Michigan and others, bringing our total insurance membership to more than 3,600. BCBSM remains our largest insurance sector employer.

Nationally, union density in insurance is extremely low; less than 3 percent in 2013, according to U.S. Census Bureau data. Because UAW membership is concentrated at health insurers in one state (Michigan), we have significant density – and thus bargaining power – in that particular segment of the industry.

## Collective bargaining

Our largest insurance industry contracts, with BCBSM and its affiliated HMO, Blue Care Network, cover roughly 2,400 members in eight bargaining units at multiple work sites across the state. The current BCBSM and Blue Care Network agreements were concluded in 2011 and 2012, respectively, and expire in 2015.

The 2011 negotiations with BCBSM were challenging, but our bargaining committee secured a contract with improved economics and important new language to address outsourcing and work rules. Economic gains included wage increases or lump sums in every year of the contract, incentive pay that allows members to share in the success of the company and pension increases.

Looking ahead to 2015, the Insurance Department is already working with the statewide bargaining team to review current language, identify issues and develop proposals. Key areas identified by the team include representation, seniority, paid time off and production and quality.

## Health care reform

The Affordable Care Act included sweeping reforms of the health insurance industry. One major provision was the establishment of minimum “medical loss ratios” requiring insurers to spend a minimum percentage of each premium dollar on actual medical care and quality-improvement initiatives, as opposed to administrative costs and profits. Prior to reform, some companies spent more than half their premium revenue on administrative overhead. In 2011, when the minimum loss ratios took effect, some insurers operating in Michigan were ordered to return a total of \$89 million to policyholders in the form of rebates because they did not meet the requirement for minimum loss ratios of 85 percent (for large groups) and 80 percent (for small groups and individual policies). We are proud that the major UAW health insurance employers, all nonprofits, maintain medical loss ratios well above the legal minimum.



The implementation of health care reform has so far been a positive force for UAW members in the insurance sector. The new health insurance marketplaces for individual coverage have brought in additional customers – in no small part because of the excellent service our members provide – enhancing our members’ job security and creating opportunities for employment growth.

## **International Affairs Department**

**Kristyne Peter, director**

From joining workers in South Africa in their struggle against apartheid; to standing by metalworker union leader and future Brazilian President Lula when he was put on trial by the former military dictatorship of Brazil; to supporting South Korean auto workers in forming their union, including providing bail and other assistance to jailed leaders, the UAW has a proud history of defending labor and human rights wherever injustice has occurred. The benefits of such UAW international solidarity are now being returned to American workers as our sister unions in Europe, Japan, Brazil, South Korea, South Africa and around the world lend significant support to UAW organizing campaigns at transnationals such as Nissan, Volkswagen and Mercedes-Benz.

The International Affairs Department has developed innovative global strategies and programs to support UAW organizing and contract campaigns. A global approach to labor solidarity is necessary in the 21st century, given that employers are no longer confined within national borders and all too often pit workers in different countries against each other in a brutal race to the bottom. This exploitative pursuit of low wages has taken a heavy toll on American workers. Shoulder to shoulder with unions around the world, we must build sufficient power to counterbalance transnational corporations and level the playing field so workers have a real seat at the table. Only by expanding our reach and cooperation in this way can we maintain and

improve wages and benefits here in the United States and around the world. In today's globalized world, we must push ourselves to think beyond national borders, to organize for justice alongside all working people, and to present a global united front in bargaining.

## **UAW engagement with global union organizations**

In addition to coordinating our activities with UAW transnational organizing, the International Affairs Department has increased the UAW's involvement with global union federations such as IndustriALL Global Union and the International Transport Workers Federation (ITF). Additionally, the department coordinates the UAW's work with the AFL-CIO International Affairs Department and Solidarity Center, and strengthens our bilateral relationships with foreign industrial unions. Increasingly, corporations with good labor practices elsewhere in the world embrace an aggressively anti-union, anti-worker stance at their U.S. facilities. Strengthening our global relationships is critical to counter corporate misinformation regarding unionization and compensation at their global facilities and to hold corporations accountable wherever they operate. The UAW also participates in numerous company networks that group unions who share a common transnational employer, and maintains relationships with Works Councils in Europe that have a voice in day-to-day operations of their corporate employers. Working closely with affiliates of IndustriALL and the ITF, the UAW is better able to ensure our members gain access to such institutional structures as full participants.

### **IndustriALL Global Union**

The UAW is a long-standing member of IndustriALL Global Union (formerly the International Metalworkers' Federation, formed under UAW President Walter Reuther's visionary leadership), which represents 50 million workers in 140 countries in the mining, energy and manufacturing sectors. Over the last four years, we have strongly supported the global union federation's efforts to adopt a more proactive

international organizing agenda. The UAW and affiliates from around the world have pressed for less emphasis on meetings and more focus on strategic planning and concerted action. UAW President Bob King chairs the IndustriALL Automotive Department and we have worked closely with IndustriALL leadership to develop ways to integrate international solidarity with critical organizing campaigns in the auto sector, a move that will greatly strengthen our effectiveness at the global and national level.

IndustriALL has negotiated many Global Framework Agreements (GFAs); non-binding agreements covering the labor relations practices of transnational corporations, including BMW, Bosch, Daimler, Ford, MAN, PSA Peugeot Citroën, Renault, Saab, Siemens, and Volkswagen. Some of these agreements are stronger than others, and significant debate has taken place on how best to make use of them and expand the model outside of Europe to more North American and Asian-based automotive companies. The UAW and other U.S. unions have made positive contributions to this debate by advocating for stronger language around organizing and neutrality in order to better arm ourselves against union-busting. Such changes would be a step forward in the global struggle for the right of all workers to organize and bargain collectively.

## International Transport Workers' Federation

Shortly after the 2010 Constitutional Convention, the UAW affiliated with the International Transport Workers' Federation (ITF), a global union federation made up of around 700 unions representing over 4.5 million transport workers from some 150 countries. Although we affiliated on a relatively small membership base, our membership in the ITF has provided greater access to transport unions and opportunities to develop new strategies for global organizing including supporting our transnational organizing campaigns. Transport workers have clear strategic significance for us, as they move finished vehicles and parts to and from assembly plants and dealerships around the

world. In November 2012, the UAW presented the outlines of our Nissan campaign to the Road and Rail Sections of the ITF and received strong support. The UAW and the ITF also held an exchange between our strategic research departments and are now collaborating to map global supply chains.

## **Company networks: developing a global approach to bargaining Caterpillar**

The Caterpillar Global Union Network was founded in 2010 by union delegates representing Caterpillar workers from seven countries. Recognizing that Caterpillar is the world's largest manufacturer of construction and mining equipment, the delegates agreed to establish links with Caterpillar workers in countries not represented at the founding meeting.

The overall objective of the Caterpillar Network is to work together to promote workers' rights at Caterpillar, as well as its dealers, distributors, suppliers and sub-contractors throughout the world, and to develop joint initiatives in support of collective bargaining and union building. The Caterpillar Network has met annually since its founding, with UAW Secretary-Treasurer and Agricultural Implement Department Director Dennis Williams serving as the chairperson. Since its founding four years ago, the network has grown to include 11 countries — Australia, Belgium, Brazil, Canada, France, Germany, India, Italy, Japan, United Kingdom, and the United States (UAW, the International Association of Machinists and Aerospace Workers and the United Steelworkers). So far, the network has developed a common bargaining approach regarding safety and health, and training and re-training.

Caterpillar continues to be an extremely difficult company to deal with, and top Caterpillar management has refused to recognize the network or meet with network leadership. However, proof of the network's effectiveness and potential

is clear. For example, the Steelworkers have stated that a solidarity letter signed by all network affiliates in 2011 helped it achieve a contract breakthrough in Wisconsin. The global union network was also an important resource in our 2011 Caterpillar negotiations. Global solidarity and the network will continue to grow as more workers and unions at Caterpillar realize that workers must present a united front to demand and receive decent wages, benefits and working conditions from this global corporate giant.

### **John Deere**

In October 2013, union representatives from five countries — Brazil, Finland, Germany, Spain, and the United States — met in Geneva to create an international trade union network for John Deere, the world's leading manufacturer of agricultural equipment. The company has over 100 facilities located in more than 30 countries on six continents. The John Deere Network is committed to gathering more information on John Deere's worldwide facilities, broadening contacts with their unions and compiling information on collective bargaining agreements. The network will meet again in 2014 to evaluate progress in achieving these objectives and to adopt steps to expand its effectiveness and further build the strength of trade unions and workers at the company.

### **Ford, General Motors and Fiat-Chrysler**

The UAW is a leader in the automotive IndustriALL company networks at Ford Motor Co., General Motors Co. and Fiat-Chrysler Automobiles. The International Affairs Department coordinates between the UAW Ford, GM and Chrysler Departments and these global union institutions. The GM Network, for example, has worked to resolve labor-management conflicts in Russia, Thailand, Colombia, South Korea and elsewhere where GM has production operations. The Fiat-Chrysler Network has helped bring unions from around the world together to address critical issues surrounding the merger and joint operations of the new company. The Ford Network played a critical role in supporting our Russian Ford colleagues in achieving their first contract and is actively involved in supporting Ford

of India workers in winning union recognition. Because of global concern raised by the Ford Network, Indian workers who had been terminated because of a work dispute were returned to work.

The UAW played a leading role in the formation of the Ford Network and the negotiation of the historic 2012 Ford Global Framework Agreement (GFA). The Ford GFA, which was signed by the company and network, enshrines a commitment to basic rights and safety at work. It also created the Ford Global Information Sharing Forum, an annual meeting for the company and unions worldwide to collaborate for better working conditions and quality production. The agreement is the first GFA signed by a non-European automotive company, and President King called it “a significant step forward in international cooperation and mutual support among the workers at Ford plants all over the world.”

## **Global support for UAW transnational organizing**

### **Nissan**

In terms of production capacity, Nissan is the sixth largest automaker in the world, sitting just behind Ford and ahead of Honda. It operates in a close alliance with Renault and is headed by the same CEO. In the United States, Nissan has abandoned the international norms of corporate behavior it follows in the rest of the world. Many of the aggressive anti-union tactics regularly used in the U.S. are unheard of or illegal in other parts of the world and threaten the rights of all American workers. Given Nissan’s massive size and global reach, a strong international component to the UAW’s organizing drive is vital. The global component of our Nissan campaign is a trailblazing model for overcoming challenges through international cooperation and a demand for common standards across borders.

The UAW has launched an exciting and unprecedented global campaign to support our organizing on the ground. This includes active partnerships with our sister unions in

roughly 10 countries across Europe, Africa, Latin America, Asia and the Pacific. The result has been the establishment of a broad global alliance of Nissan and Renault unions committed to ensuring that fundamental labor standards, including the right to organize without fear, are adhered to wherever the company operates.

The UAW Nissan campaign slogan “Do Better Together” is a simple one that expresses the desire of American Nissan workers to positively collaborate with their employer and to form global alliances with other Nissan autoworkers’ unions in their struggle for the simple right to organize in Canton, Miss., and Smyrna, Tenn. Nissan U.S. management believed it could isolate workers and intimidate them into silence. Instead, our allies have worked tirelessly to shine a light on Nissan USA’s anti-union approach. Through visits to the U.S. by global automotive union leaders and members, and delegations of Canton workers to other countries, we have built partnerships with our foreign counterparts and have strengthened the resolve of these workers to organize.

The Japan Autoworker’s Union (JAW), Nissan’s home-country union, works closely with the UAW to advance the global Nissan campaign. In September 2013, a high-level delegation from Japan traveled to Mississippi to learn first-hand what workers face in attempting to form a union in the United States. Nissan workers in Canton received a delegation from Japan that included Nissan Roren President Takakura and JAW Assistant General Secretary Ichinowatari. The Japanese union officers met with Nissan workers and community leaders, and had an opportunity to learn more about Nissan’s intensive anti-union campaign. The JAW pledged its ongoing support for U.S. Nissan workers as they fight for a fair union election.

In Brazil, the UAW’s Nissan campaign has been taken up by the largest labor federations in the country. Together, the Unified Workers’ Central (CUT), General Workers’ Union (UGT) and Forca Sindical (FS) federations represent over 40 million workers in Brazil, including Nissan-Renault production workers and Nissan dealership employees. Our Brazilian allies have conducted an active and boisterous

solidarity campaign that includes frequent, well-attended and high-profile dealership actions and consistent media attention.

Thanks in large part to the special relationship the UAW holds with Brazilian unions, the campaign for fairness at Nissan has gained major political support in Brazil. The most prominent supporter has been Luiz Inácio Lula da Silva, an auto worker whose trial by the military dictatorship in 1980 was the focus of a major UAW solidarity campaign. He went on to become the nation's president from 2003-2011 and continues to enjoy great popularity. Lula has frequently used his platform to speak about Nissan. In 2013, he wrote a letter of concern to Nissan CEO Carlos Ghosn. Gilberto Carlvaho, general-secretary to the current president, has also spoken in the press and met with the leadership of Nissan Brazil to express concern. Lula and Carlvaho are joined in their outspoken support by numerous mayors, state legislators and congressional representatives.

The National Union of Metalworkers of South Africa (NUMSA) has also joined the UAW Global Nissan Campaign. NUMSA is South Africa's largest metalworkers' trade union with more than 320,000 members. President King led a UAW delegation of workers and community supporters, including our great ally and friend, Danny Glover, to meet with NUMSA union officers and Nissan shop stewards and to further develop our international campaign strategy. The delegation conducted a joint organizing workshop with NUMSA and other labor unions, engaged in direct actions at the Nissan plant and Japanese Embassy, and met with South African government officials and civil society organizations to build political pressure on the company.

Shortly after the UAW visit to South Africa, Archbishop Desmond Tutu sent a letter to Nissan management in Japan, severely criticizing the company for its anti-union behavior in Mississippi. In the letter, Archbishop Tutu acknowledged that "the right to form a union is a fundamental human right, as expressed in the United Nations Global Compact and the ILO Declaration of Fundamental Principles and Rights at Work, and enshrined in our South African Bill of Rights. Nissan



has publicly stated that it endorses these principles, but its actions in Mississippi discredit this public position.”

Because France is home to the headquarters of Renault, Nissan’s alliance partner and a major shareholder, the active involvement and solidarity support of our French auto union partners has been critical to moving the UAW Nissan campaign forward at the global level. All four French union federations — the General Confederation of Labor (CGT), the French Confederation of Management-General Confederation of Executives (CFE-CGC), the French Democratic Confederation of Labor (CFTD) and the General Confederation of Labor-Workers’ Force (FO) – have contributed greatly to the struggle by engaging Renault management and Nissan/Renault CEO Ghosn around the issue of fair union elections in the United States. In 2013 our French allies negotiated a new Global Framework Agreement with Renault which explicitly called on Renault to remain neutral during organizing drives at all of its worldwide operations. It is hoped that this agreement will also be applied to Renault’s business partner Nissan.

Other global solidarity actions include exchanges with our Australian counterparts, a demonstration at the Japanese Embassy in South Africa, plant actions in Russia and Brazil and a social media campaign in multiple languages representing Nissan workers in a number of countries. The UAW is also actively reaching out to Nissan management through our European partners in France, Germany, the United Kingdom, and Spain who hold positions on the Renault and Nissan European Works Councils. These Works Councils serve as a vehicle for unions to raise issues of concern about the companies’ European and global operations.

## **Volkswagen and Mercedes-Benz**

The UAW has a long and proud relationship with IG Metall, the German metalworkers’ union representing approximately 2.2 million members. IG Metall is an invaluable partner in UAW efforts to organize workers at German-based transplants operating in the United States, including at

Volkswagen, BMW, and Mercedes-Benz. IG Metall, the world's largest industrial union, along with the works councils at the German-based automotive companies, has consistently supported the right of American employees to organize and bargain collectively. In Europe, works councils are legally mandated bodies that provide a formal structure for labor-management relations and co-determination. Members of the Volkswagen Global Works Council provided invaluable education about the works council model and how it could be expanded to the American context, thereby bringing U.S. workers to the table at the council. They were also consistent supporters of the workers in Chattanooga, Tenn., who wanted the same opportunities for participation as their counterparts around the world. Numerous productive exchanges with the Volkswagen Works Council and IG Metall led to a model of co-determination that can work for Volkswagen and other companies in America, creating a venue for discussion, improvement and shared prosperity.

At the Mercedes-Benz assembly plant in Vance, Ala., an anti-union campaign against workers trying to organize is in full swing. Recent communications from local Mercedes management to its Alabama employees have disparaged the union and implied that routine organizing activity and communication with workers is somehow threatening and borderline illegal. The UAW is working closely with IG Metall and Daimler Works Council leaders to counter such misinformation and press management in the United States and Germany to stop the union-busting immediately. Members of the Daimler Works Council in Germany have spent a considerable amount of time on the ground in Alabama to talk to workers at the Mercedes facility. This level of solidarity has been critical in breathing new energy into the Mercedes organizing campaign and will be critical in assisting the U.S. Mercedes workers in successfully organizing their own UAW local union.

IG Metall, the UAW and the various works councils are committed to this approach to co-determination and international union building in the years ahead.

# **Advancing workers' rights through cross-border organizing**

## **Mexico**

Following the enactment and implementation of corporate-backed economic policies in Mexico in the late 1980s and the North American Free Trade Agreement (NAFTA) in the early 1990s, Mexico presented a low-wage manufacturing alternative for global producers. Wages and benefits for an average Mexican autoworker are currently just four to six dollars per hour – on par with China. Mexico also offers weaker standards on issues like health and safety and the environment. Another major problem is corrupt unions eager to make deals with management that are of no benefit for workers. As a result, approximately 40 percent of automotive jobs in North America are currently located in Mexico, and this number is increasing by the year. GM, for example, is now the third largest automaker in Mexico. Nissan is currently the largest auto manufacturer in the country, and is making a massive investment into a third assembly plant that will bring annual production up to 850,000 vehicles, which will be primarily bound for export. Such expansion of assembly operations will have a cascading effect in expanding and attracting parts makers. These developments obviously have had a deeply corrosive effect on the UAW's power to negotiate higher wages and benefits for our members.

The root cause of low wages and standards in the auto industry in Mexico and the resulting mass shift in auto jobs to our southern neighbor is a state-supported, undemocratic, corrupt Mexican labor movement that cuts deals favorable to management and that actively conspires to keep wages low. Consequently, for more than a decade, the UAW has supported legitimate, independent labor unions in Mexico in their efforts to raise standards in the Mexican auto industry and improve workers' lives. Since the last convention, we have redoubled this commitment.

When Mexican workers bravely choose to confront state-sponsored corruption, international solidarity is key to success. In 2011, when workers at a Honda assembly facility

in the state of Jalisco organized an independent union in the face of firings, intimidation and disruption by the company union, President King wrote a strongly worded letter to the head of Honda Mexico, and commented to Solidarity magazine that “It is time to say enough with the politics of division that make us weaker. It’s time to join forces in solidarity and defend ourselves against the attack of the anti-union transnational corporations ... the workers have our backing and to deny their rights, their justice, their democratic union is an attack on us as well.”

The UAW has provided support, including leadership and organizing training, to Mexican auto and parts workers who are fighting to build independent unions. When workers at Flex-N-Gate in Puebla and Queretaro faced strong challenges from anti-union management, UAW members in the U.S. came to their aid. Bargaining committee chairperson for UAW Local 2270, Kathy Morgan, observed that “auto workers in Mexico have the same concerns we do, including safe working conditions, fair treatment, and a voice on the job. If we don’t speak up when Flex-N-Gate mistreats workers in Mexico we’re going to pay a price sooner or later. Because whatever they get away with there, they’re going to try here.” Several UAW Flex-N-Gate locals delivered letters to their plant managers expressing support for the demands of the Mexican workers. In a ground-breaking victory, Flex-N-Gate workers in Puebla, Mexico won a neutrality agreement from management in 2012 after a one-day sit-down strike, and negotiated a strong contract with historically high raises shortly afterward.

In 2011 and 2012, the UAW also provided material support, educational training and organizing assistance to the independent Mexican Mineworkers Union in its efforts to organize the over 5,000 workers at wire harness provider PKC in Ciudad Acuña, Mexico. The Mineworkers narrowly lost the controversial and irregularity-mired election but the PKC workers are continuing their heroic fight to bring legitimate union representation to the Coahuila state “maquiladora” region.

Finally, the UAW is an active supporter of the Mexico Global

Days of Action organized by IndustriALL, an annual series of worldwide protests in support of union rights in Mexico. The UAW remains engaged on an ongoing basis with independent union activity in Mexico through IndustriALL and CONSTA, a forum of independent Mexican auto unions.

There is a deep need for an even more ambitious approach to truly take on the challenges that Mexico poses for UAW members. Moving forward, the UAW must link our efforts to other U.S. unions and a broader global alliance to meet the challenges of organizing in Mexico.

## Turkey

The UAW helped Turkish workers win union recognition after a long, hard two-year fight at logistics giant DHL, a major supplier to Ford in Turkey. In 2011, the UAW was contacted by one of our global union federations, the International Transport Workers' Federation (ITF). The ITF requested our immediate assistance in support of 1,600 members of the Turkish Motor Vehicle and Transport Workers' Union (TUMTIS), who were fighting an intense battle against an anti-union employer. President King and Vice President Jimmy Settles, who directs the union's Ford Department, raised the case with Ford, the largest DHL customer in Turkey.

The global campaign intensified with rolling actions in Turkey and around the world. A few months later DHL recognized TUMTIS as the legitimate representative of its Turkish workers. TUMTIS President Kenan Qzturk thanked all those who had supported the 1,600 DHL workers in their fight: "After a long struggle we now have the collective bargaining competency notice from the Ministry of Labor and Social Security for DHL Turkey. This victory is not just TUMTIS's victory but it is the victory of collective struggle and international solidarity."

## China

The UAW has opened a new relationship with the All-China Federation of Trade Unions (ACFTU). The ACFTU, which is directly tied to the government, is the only legal union in

China. It is the largest union in the world with around 200 million members. A relationship with Chinese auto workers is of special importance as China is now the largest auto producer in the world — exceeding the combined production of the U.S., Canada, Germany and France. China is now home to joint ventures operated by GM, Ford and Fiat-Chrysler, along with the major Asian and European automakers.

In 2012 and 2013, the UAW had several exchanges with the ACFTU. The most recent included meetings with the ACFTU International Department and the Chinese Machinery, Metallurgical and Building Materials Workers' Unions (CMMBWU, which represents Chinese autoworkers), and a tour of a GM joint venture facility. ACFTU delegates visited the U.S. and met with the UAW in 2012, and another exchange has been proposed for 2014. Following the UAW's work, the AFL-CIO has opened its first formal relationship with the ACFTU as well. Together with the AFL-CIO, we are seeking to build a positive relationship that will benefit American and Chinese workers.

## Russia

UAW efforts to build international solidarity and cooperation with autoworkers' unions from around the world took another significant step forward in 2013, when UAW representatives traveled to Helsinki to meet with 26 members of the Russian Interregional Trade Union of Autoworkers (ITUA) who work at General Motors, Ford, and Spanish parts supplier Antolin.

Although ITUA is based in St. Petersburg, the meeting was held outside of Russia due to Russian President Vladimir Putin's intense crackdown on labor activists and human rights defenders. St. Petersburg is rapidly becoming a major location for automobile production. In addition to GM and Ford, other automakers such as Mitsubishi, Nissan, Renault, Toyota and Volkswagen have invested heavily in assembly operations in Russia in recent years. The meeting was a lively exchange on organizing, bargaining and building strong local committees. As a

follow-up, the UAW reached out to GM concerning health and safety problems in Russian facilities and later lent critical solidarity support to Grupo Antolin auto parts workers after the company illegally terminated 20 workers for striking. President King's condemnation of Antolin's actions was widely reported in Russian media, helping to win the reinstatement of 19 of the workers. Ford is a major customer of the Spanish parts maker.

## India

In 2011, leadership of the Ford India Employees Union (FIEU) reached out to the UAW requesting help in their struggle for union recognition. The UAW immediately began building a relationship with the FIEU. In March 2012, six members of the FIEU leadership were suspended from their jobs, and the UAW began an urgent campaign to gain their reinstatement, which was achieved a year later. In talks with Ford's Detroit leadership, the UAW, along with the IndustriALL Ford Network unions, has pressed for recognition of the workers' union in India. Ford has expressed a willingness to develop a fair process for the union to be recognized.

## Defending human rights in the Americas

Continuing the UAW's long history of involvement in human rights struggles in Latin America, President King has annually led delegations to Fort Benning, Ga., calling for an end to militarization of the Americas and for the closure of the School of the Americas (SOA, also known as WHINSEC), an institution linked to human rights abuses throughout the hemisphere. UAW members have been joined in these public demonstrations by thousands of human rights activists, torture survivors, anti-war veterans, students, families, nuns, and other union members. In a November 2012 letter to Denis McDonough, deputy national security advisor to President Obama, President King called for "a new approach to addressing our national security concerns in Latin America," and an end to SOA/WHINSEC's "long history of targeting civil society leaders, including labor union officials

for merely engaging in organizing, sharing information, and other representational activities. In our view, closing the school would send a clear message to the people of the region, as well as workers here in the United States, that past undemocratic practices have been abandoned.”

As we move forward in the next four years, the UAW International Affairs Department will continue to strengthen our strategic ties with our sister unions. When global corporations do not respect workers’ rights, we must take sustained, strategic, global action to enforce internationally-recognized labor standards, including the right to organize independent unions and engage in collective bargaining. Our challenge is to find new and innovative ways to execute effective, targeted global strategies that achieve measurable results and give workers a voice, fairness and the opportunity to gain middle-class living standards here in the United States and around the world.

## **Legal Department**

### **Michael Nicholson, general counsel**

The UAW Legal Department defends the rights of our active and retired members in legal forums across the United States, including state and federal courts, state labor agencies and the National Labor Relations Board (NLRB). Staff lawyers handle legal matters directly and also work closely with outside law firms retained by the UAW to represent our union and its members. Legal Department staff lawyers also provide legal advice and assistance to union representatives in their day-to-day work and conduct training on collective bargaining, union representation, new developments in laws affecting the workplace and other concerns. We also support the union as we look ahead to find new ways to advance our members’ interests. For example, we have worked closely with our union’s leadership to develop new approaches to organizing and representation that work around the many traps and pitfalls of our dysfunctional labor laws. By



providing creative alternatives – such as German-style works councils – we can find new ways to build power for workers even in the face of a legal system that is stacked against us.

Given the UAW's diverse membership across many sectors, the Legal Department's staff lawyers have accumulated experience and expertise in many areas of the law, along with a deep understanding of past precedents and evolving trends. The Legal Department has always been strong in traditional areas of labor law centered on the National Labor Relations Act, including contract enforcement, the right to strike and picket and the duty to bargain in good faith. However, staff lawyers also specialize in additional areas that affect our members, including organizing, corporate bankruptcy, employee benefits (both pensions and health care) and public sector organizing and bargaining. All of these have been the focus of pointed attacks on workers' rights in recent years. Other areas of specialization include civil rights and employment discrimination, constitutional law, occupational health and safety, internal union affairs and election law. Our staff lawyers are nationally recognized as experts in many of these areas.

Since the last convention, UAW staff lawyers have served our membership in the following ways:

## **Supporting workers organizing to secure UAW representation**

Organizing is how we build our power to win gains for our members and raise standards in our sectors. Facing sustained attacks on workers' right to organize, including efforts from outside groups to prevent workers from voicing their preference for workplace representation, the Legal Department has worked closely with the union's organizing drives and other efforts to protect legal rights of workers who want to be represented by the UAW. Traditionally, organizing drives had involved an election process with the NLRB (in the private sector) or the appropriate state agency (in the public sector). Employers frequently use the election process to litigate issues such as the appropriate scope of the bargaining

unit, voter eligibility and whether the employer's anti-union campaign violates worker rights. In these situations, the Legal Department works to defeat employer efforts to derail a free and fair election through intimidation, delay and other anti-worker tactics

Unfortunately, employers frequently conclude that breaking the law is a cost-effective way to discourage workers from organizing. In that environment, neutrality agreements are an important tool to obtain a binding commitment from employers to allow workers to decide on union representation in an atmosphere free of coercion and interference. The Legal Department provides advice on neutrality agreements, including handling legal action to defend and enforce them. UAW staff lawyers were especially focused and involved in protecting these agreements from earlier attacks in proceedings before the NLRB and in the federal courts, and we have consistently prevailed in our position that these agreements are lawful and consistent with federal labor law.

Staff lawyers in the Legal Department assisted the Gaming Department with its inaugural victory in organizing dealers at the Flamingo Las Vegas/Margaritaville casinos in Las Vegas. The Legal Department also assisted in negotiation of a neutrality agreement with Penn National Gaming, paving the way for victories in organizing that employer's casinos in both Toledo and Columbus, Ohio.

The Legal Department was also involved in negotiating the election agreement for Volkswagen's Chattanooga facility. The subsequent NLRB election took place in an environment of unprecedented interference by publicly elected officials and well-funded outside interest groups. Elected officials told workers that voting in favor of representation would result in the withdrawal of promised tax incentives, and falsely suggested it would lead Volkswagen to select another location for production of a new SUV. Based in large part on these chilling statements and other conduct intended to interfere with workers' choice of representation, we appealed the Volkswagen election results.

## Protecting retiree health care and pensions



The Legal Department continues to fight employer efforts to reduce or terminate retiree medical benefits. Our active and retired members have worked hard for their negotiated retirement benefits, in many instances foregoing wage improvements to

keep retirement benefits in place. We owe it to them to build alternative vehicles to ensure their retirement security, even in an adverse legal environment. Going back over 20 years, the UAW pioneered the use of Voluntary Employee Beneficiary Association (VEBA) trusts – funded by employer contributions – as a strategy to protect retirement benefits when employer insolvency or collapse is a threat. From negotiating VEBAs to developing new contractual safeguards, staff lawyers continue to assist UAW representatives in securing new methods to fund and protect retirement benefits.

Those efforts are more important than ever. As the cost of retirement benefits continues to increase, and as courts have become more reluctant to protect them, employers have escalated their attempts to walk away from contractual promises. Staff lawyers are often called upon to sue to enforce an employer's contractual obligation to provide negotiated medical or pension benefits, as well as the employer's obligation to comply with the Employee

Retirement Income Security Act (ERISA) in the operation of its pension plans.

An example of employer tactics, and a swift union response, involves American Axle and Manufacturing (AAM). In mid-2011 the company notified the union that it intended to close its Detroit and Cheektowaga, N. Y., plants when the collective bargaining agreement expired in 2012. Rebuffing union proposals that would have allowed the plants to continue operating, AAM announced the decision was final. During effects bargaining, the company informed the UAW that it would not provide plant shutdown pensions to workers who were eligible for them, arguing that law precluded them from providing the contractual benefit. In addition, when the labor agreement expired, AAM closed plants and deemed the workers “terminated,” and thus ineligible for contractual layoff benefits. The UAW sued to obtain the plant shutdown pensions and layoff benefits. Pressured by the lawsuit, AAM agreed to provide the shutdown pension benefits and retiree medical insurance to all eligible workers.

Over the course of this case, two things were made abundantly clear: The company created a smokescreen in order to avoid paying the plant shutdown pensions and it required legal pressure – including a lawsuit – to get the company to honor its contractual obligations.

While the courts have become more reluctant, and in some cases even hostile, toward finding retirees’ medical benefits to be contractually “vested” and not subject to modification, UAW lawyers have continued our union’s tradition of protecting our members’ retirement benefits. That includes members from closed plants, like Moen’s Elyria, Ohio, facility. In 2008, the company closed its plant, but continued to provide retirement medical benefits as required under its collective bargaining agreements. However, in 2013 the company announced significant cost increases for many of its retirees and the complete elimination of medical benefits for some. The UAW filed suit in federal court challenging the company’s actions. Given the age of the affected retirees and the limited pension income they were receiving, UAW

lawyers asked the court to enjoin and prevent Moen from implementing any benefits changes until the matter was heard at trial. In December 2013 the court granted the union's request and ordered the company to maintain the retirees' benefits unless and until the court ruled otherwise. As a result of our lawsuit and this preliminary victory, Moen retirees continue to receive their medical benefits while the lawsuit remains pending.

## Employer insolvency and restructuring

Even as the economy recovers from the 2008-2009 recession, employers continue to file for bankruptcy or restructure their businesses. In many cases, employer action is aimed at reducing their perceived financial liabilities to workers and retirees. The Legal Department has historically had several lawyers with expertise and experience representing our active and retired members in bankruptcy situations that often involve an employer's efforts to modify or terminate retiree medical or pension benefits.

Staff lawyers also assist UAW representatives in dealing with corporate restructurings. Employers sometimes attempt to use transactions such as spinoffs, asset sales and mergers to avoid their contractual obligations to our active and retired members. The Legal Department provides advice in these situations and, when necessary, can sue on the union's behalf to protect and enforce the rights of our members.

In mid-2013, the City of Detroit filed a Chapter 9 petition with the United States Bankruptcy Court in Detroit. That case – the largest municipal bankruptcy in history – was the end result of a Republican-led effort to undermine the rights of citizens to democratically elect their representatives. An emergency financial manager law allows the governor's appointed manager to replace democratically elected officials and cancel collective bargaining agreements. Michigan's Republican governor and his emergency manager in Detroit made clear that a main objective of the bankruptcy filing was to reduce pensions earned by union members, despite a state

constitutional provision prohibiting such impairment.

The UAW Legal Department has taken a strong stand in the proceedings to defend the collective bargaining rights of our members working in the city of Detroit, and of all union members. We have argued against the city's eligibility to even be in bankruptcy, taking the issue to the United States Court of Appeals for the Sixth Circuit. With the fate of retired city workers still undetermined, Detroit's bankruptcy demonstrates the need for active union representation to protect workers' hard-earned rights and protections.

The Commonwealth of Puerto Rico – home to more than 11,000 UAW members and tens of thousands of members of other unions — is also facing a financial crisis. The recession hit Puerto Rico even harder than the U.S. mainland, and Puerto Rican workers continue to face harsh austerity proposals. The Legal Department is working with Region 9A to assist our members in Puerto Rico in this new and evolving situation by exploring creative approaches to restructuring that do not solely focus on concessions from our members and reductions in services to the public.

## Negotiations and contract administration

The Legal Department was actively involved in the last round of bargaining with GM, Ford, and Chrysler, as well as additional negotiations with both private and public sector employers. Employers are usually represented at the bargaining table by attorneys or have legal counsel accessible for advice on bargaining issues and strategy. UAW staff lawyers play that same role for our members. Some recent success stories include negotiations with a private college in New York that had sought significant concessions from our membership as part of a restructuring. Through creative bargaining and engagement with staff from other departments and the region, we were able to come up with a plan to recapture concessions during the term of the agreement and win a seat on the school's board of directors.

## Concerted action and unfair labor practices

The Legal Department assists union representatives in filing and pursuing unfair labor practice charges against employers. These may involve an employer's anti-union campaign during an organizing drive or an employer's bad-faith conduct at the bargaining table.

Employers also continue to aggressively challenge our members' right to engage in a variety of protected, concerted activities. Our staff lawyers defend against these employer attacks and identify and litigate cases that will not only resolve the matter at hand but also set strong precedent to protect these rights for all workers.

## Defense cases

The Legal Department defends the International Union and – when requested by the International Executive Board – local unions in duty of fair representation charges and lawsuits. We also defend our union security agreements against attacks by the National Right to Work Committee and other anti-union forces intent on weakening labor unions.

## Campaign finance and election law

In 2010, the United States Supreme Court decision in *Citizens United v. FEC* dramatically altered campaign finance laws in the United States. The decision struck down political spending restrictions on corporations and labor organizations, allowing unlimited spending in the form of independent expenditures. This ushered in a new era of politics marked by increased spending by third parties in both federal and state elections. The Legal Department has helped the UAW adapt to this change and other new developments by offering compliance advice and on-going review and analysis of legal changes. The Legal Department has also monitored and participated in legal actions related to election law and the protection of voting rights.

## Legislation

The Legal Department works closely with the UAW's Legislative, Governmental and International Affairs Office in Washington to advance the UAW's legislative agenda on a variety of issues and to defend against efforts to undermine or eliminate federal and state legislation beneficial to workers and their families. Staff lawyers in the Legal Department have been actively involved with our Social Security Department in discussions and efforts to improve protections to workers' retirement benefits through legislation and federal agency rule-making initiatives. We have been involved with others in the labor movement in evaluating proposed new rules on how the NLRB conducts representation elections, which could result in real changes to reduce employer interference.

## **Legislative Affairs Department**

### **Josh Nassar, director**

The Legislative Department is housed in the UAW's Washington. The department represents the UAW to Congress and executive branch agencies on the wide range of issues of concern to UAW members and working families generally. This includes development of issues, presentation of testimony and lobbying efforts. The legislative team has the responsibility to work with members of Congress on issues that impact every sector of our union. In keeping with our union's diverse membership, the issues we lobby on include the right to organize, worker safety and health, protecting Social Security and Medicare, fair trade, tax justice, energy policy and fuel economy, and all aspects of the federal budget.

The Legislative Department works closely with the Community Action Program (CAP) and other departments on activities associated with our legislative efforts, including carrying out the functions of our union's Conservation and Consumer Affairs departments (which have been consolidated into CAP). The department also supports UAW



officers and regional directors on sector specific issues and regional priorities. An important part of the department's work is to strengthen and maintain our relationships with elected officials, other unions, progressive allies, and stakeholders in key UAW sectors in order to build strategic alliances.

The goal of all of these activities of the Legislative Department is to advance the interests of UAW members and help to improve the living standards, working conditions and political and economic power of all workers through positive changes in federal laws and regulations. We are up against corporate lobbyists with deep pockets, so our success depends on the active engagement of UAW members.

## Political and legislative overview

The legislative and political landscape has changed dramatically since 2010. At the time of the last UAW constitutional convention, Democrats had majorities in both the House and Senate. In November 2010, Republicans took control of the House of Representatives and gained six seats in the Senate. These elections took place in the context of a bad economy, an overwhelming Republican advantage in secret and unaccounted donations, the rise of the Tea Party and low voter turnout. With the difficult economy taking a toll on President Obama's approval ratings and the 2012 presidential race already in full swing, the stage was set for sharp partisan disagreements during 2011.

Instead of focusing on Democratic proposals to boost the economy and create jobs, much of 2011 was dominated by GOP calls to slash spending on government programs. In addition to undermining prospects for economic growth, this threatened to cripple vital programs that benefit working families, seniors and the poor. In the 2012 elections Americans reaffirmed our commitment to progress and stopped wealthy special interests from hijacking our country. President Barack Obama won re-election to another term with strong backing from UAW members. Over the course of the campaign, the auto industry became central to the economic story of the previous four years. That put workers

in the industrial Midwest at the forefront of the electoral battle, and the UAW played a key role in getting out the facts on President Obama's rescue of the domestic auto industry. UAW-backed candidates made significant gains in the U.S. Senate, and picked up crucial seats in the U.S. House of Representatives. However, continued Republican control of the House means that passing positive legislation to address the concerns of UAW families is still an uphill battle. Even House Speaker John Boehner has had a difficult time controlling extremist members of his caucus, who continue to resort to obstructionism and blackmail – going so far as to shut down the U.S. government and nearly cause our country to default.

On a positive note, President Obama's re-election and the retention of Democratic control in the Senate ensure that the defining achievements of the president's first term will not be reversed during this session of congress. In particular, Americans can continue to count on the Affordable Care Act's expansion of health care coverage and protections against insurance industry abuses. By retaining the Dodd-Frank Act, consumers can count on additional protection in the financial marketplace.

Much remains to be done, from combatting unemployment and inequality to fixing our broken immigration system. The last four years taught us that winning an election is not enough. Though 2012 was a progressive victory, we cannot sit back and count on our elected representatives to fight our battles for us. We must – and we will – keep the pressure on.

## **The federal budget, Social Security and Medicare**

In 2011, Republicans held our entire economy hostage in an effort to force the president and congressional Democrats to pass deficit reduction legislation that included damaging cuts in important programs. The result was the 2011 Budget Control Act (BCA), which requires \$1.2 trillion in automatic defense and nondefense spending cuts over 10 years through a process known as sequestration (sometimes referred to as "the sequester"). Despite Democratic efforts

to find alternatives to these damaging, across-the-board cuts, sequestration went into effect in March 2012. While Social Security and other entitlement programs were largely protected, the cuts came at a terrible time for our ongoing economic recovery and have had a direct, negative impact on many UAW members who work in areas such as defense weapons systems, legal services, state government and higher education.

Budget battles continued through 2012 and 2013. House Republican Budget Committee Chairman Paul Ryan put forward an extreme proposal that would have turned Medicare into a voucher program and dismantled funding for programs that the middle class and poor rely upon, while cutting income tax rates for the wealthiest Americans. In the fall of 2013, Republican obstruction led to a 16-day shutdown of the federal government and brought the country to the brink of an unprecedented default on its debts. While default was averted, the 16-day shutdown of the federal government created enormous hardship and anxiety for millions of Americans, including thousands of UAW members. For example, state employees in Michigan were threatened with furlough notices. Throughout this process, we urged Congress to raise the debt ceiling and fund the government with no strings attached.

In December 2013, the House and Senate finally passed a compromise budget agreement for the next two years that averted harmful sequestration cuts in key programs such as defense, Legal Services and Head Start; in addition, aggressive advocacy by the UAW and our allies headed off beneficiary cuts to Medicare, Medicaid, Social Security and food assistance programs. However, the budget agreement also contained many unfavorable provisions and did not take the steps needed to fix the economy and create jobs. The UAW was deeply disappointed that the deal included an increase in single employer premiums to the Pension Benefit Guaranty Corp. (PBGC). It also increases retirement contributions from federal employees hired after Dec. 31, 2013, and does not include any new revenues from the wealthiest Americans or corporations. Importantly, the deal did not extend Emergency

Unemployment Compensation, and 1.3 million Americans lost their benefits on Dec. 28, 2013. When this report went to press in spring 2014, we were still fighting hard to have unemployment insurance extended for unemployed workers.

As House and Senate appropriators continue to create spending legislation based on the budget allocations agreed to at the end of last year, we continue to work with allies to advocate for progressive tax policies, an end to sequestration, additional investments in infrastructure and job creation, and protections against benefit cuts to Social Security, Medicare, and Medicaid. We will be particularly vocal in our opposition to any changes that hurt working families and seniors.

Attacks on the Medicare program remain a particular concern. Previous proposals have included raising the Medicare eligibility age, a move that would actually increase the total cost of providing health care because the cost of coverage through employers, VEBAs and the individual market is generally higher than the cost through Medicare.

In an even more extreme proposal, House Republicans (led by Budget Chairman Ryan) have attempted to turn Medicare into a voucher program that would give beneficiaries a set dollar amount to use toward health care coverage on the private market. Such a change to the structure of Medicare would represent a huge cost shift to beneficiaries. Working with our allies, we will continue to mobilize grassroots opposition against changes in the structure of the Medicare program, which remains one of the most successful and cost-effective government initiatives in our country's history.

## Filibuster

The filibuster takes advantage of Senate rules that permit unlimited debate as a way to delay or defeat a bill or amendment that would probably pass if voted on directly; it is typically used by the minority party. To end a filibuster, a cloture motion must obtain the votes of three-fifths of the Senate membership (60 if there are no vacancies). During the second session of the 112th Congress alone, Senate Republicans used the filibuster an unprecedented 109 times

through November. Since 2007, they have used it more than 400 times. Democrats were able to break the 60 vote requirement only 37 times in the 112th Congress. The scale of this obstructionism is unprecedented, negatively impacting the ability of the executive and judicial branches to carry out their legal responsibilities.

In the face of continued obstruction, the UAW urged Senate leaders to change the Senate rules to allow the democratic process to function. Following a long battle with Republicans, Majority Leader Harry Reid's threat to change the Senate rules finally broke the logjam on stalled nominations, and forced Senate Republicans to allow some nominations through in July 2013. Votes on a handful of key appointments followed, including Thomas Perez for U.S. Department of Labor secretary, Gina McCarthy for U.S. Environmental Protection Agency administrator and Richard Cordray for director of the U.S. Consumer Financial Protection Bureau. In addition, the Senate confirmed appointments to the National Labor Relations Board (NRLB), thereby bringing the board its first full slate of appointees in a decade.

Unfortunately, Republicans quickly resumed their obstructionist tactics. In November 2013, they blocked the nomination for Rep. Mel Watt, D-NC, to head the Federal Housing Finance Agency. Not only did they block the appointment of several judges to the D.C. Circuit, they made clear their intention not to act on any nominees to that important court. As a result, at the end of November, Senate Democrats finally changed the rules of the Senate to eliminate the filibuster for all presidential nominees other than Supreme Court justices. We strongly supported this change because it will increase the Senate's ability to act on nominees through the normal democratic process — in other words, to do the job the people elected their Senators to do. We are optimistic that the new rules will help address high vacancy levels in the executive and judicial branches, but will remain vigilant in our opposition to obstruction by right-wing extremists.

## Attacks on unions, worker and consumer protections

Since regaining control of the House, Republicans have passed dozens of bills to weaken our labor laws and the right to collectively bargain. We anticipate continued efforts to erode consumer and worker protections through so-called 'regulatory reform' measures this year and we will continue working with our allies to fight back. We are especially concerned that if any of these bad regulatory reform bills are passed, the NLRB would be disproportionately impacted. Although it is not likely such bills would be passed in the Senate this session, we continue to monitor such legislation and will fight to defeat any such proposals.

In addition to broad regulatory policy proposals, the NLRB and worker rights have again been the direct target of far-right Republican bills during this session of Congress. In April, House Republicans passed H.R. 1120, the so-called Preventing Greater Uncertainty in Labor-Management Relations Act, by a 219-209 vote.

This bill would strip the NLRB of any implementation or enforcement power that requires a quorum of board members to enact. In a true display of hypocrisy, it was Senate Republicans and their abuse of the filibuster who were the main reason the president had been forced to make recess NLRB appointments in the first place.

## Trade

The UAW seeks fair trade and a more equitable global economy: one that raises the standard of living for workers who have created enormous wealth around the world. We have a long and proud history of advocating for fair trade and believe that worker and consumer interests must come first, not just the interests of multinational corporations. We support and advocate for trade policies that strengthen and not weaken worker and consumer rights here and abroad. We also seek trade policies that increase employment in the United States.

Clearly, we have our work cut out for us. Over the four-year

period from 2009 to 2013, the overall U.S. merchandise trade deficit grew by nearly 90 percent, from \$517 billion to \$980 billion. Our NAFTA (Canada and Mexico) trade deficit grew by similar amounts from \$67.7 billion in 2009 to \$125 billion last year. The U.S. automotive trade deficit has doubled since 2009, reaching \$150 billion in 2013.

The Obama administration is currently negotiating with Japan, Australia, Brunei Darussalam, Chile, Malaysia, New Zealand, Peru, Singapore, Canada, Mexico and Vietnam on a free trade agreement known as the Trans-Pacific Partnership (TPP). The TPP will reduce tariffs, reform commercial regulations, set rule-of-origin requirements, and establish multilateral labor and environmental standards. All of these issues will impact our ability to maintain and create good-paying jobs in the United States. Negotiations were ongoing at the time this report was written, but an agreement could be concluded soon. Once an agreement is reached, it will be sent to Congress for ratification.

We have been meeting with the administration and Congress regularly, and continue to advocate strongly for our fair trade principles. While it is premature to take a final position on the overall TPP at the time of this writing, we have taken a clear and strong position to oppose the inclusion of Japan in the talks. Nearly 70 percent of our overall trade deficit with Japan is in automotive products. We strongly oppose an agreement with Japan that would have a negative impact on our domestic auto sector and the middle class. The Detroit Three automakers support this position as well.

No other union is nearly as focused on this issue as we are, and our strong advocacy is having an impact. Tens of thousands of petitions gathered by UAW members and delivered to Congress and the administration have boosted our ongoing lobbying efforts on Capitol Hill and made it clear to our trade negotiators that we need significant changes to the agreement. In several productive meetings with the lead U.S. negotiator, Ambassador Michael Froman, President Bob King has directly expressed our concerns about the agreement's potential impact on our members and domestic manufacturing generally, including workers

at the U.S. operations of Japanese automakers and their supply chain.

If the TPP fails to create a level playing field and open Japan's auto market, Japan's inclusion will hurt our domestic auto industry by eliminating tariffs on imported Japanese cars and parts (2.5 percent on cars and most auto parts, and 25 percent on light trucks). The Japanese auto industry relies heavily on selling cars in the United States and other countries, yet it keeps a closed market at home. Japan needs to prove that it has opened its market to international autos and auto parts before a phase out of our tariffs even begins. Less than 9 percent of cars sold in Japan are imported; our position is that this must reach at least 20 percent before our tariffs are reduced, and that this standard must apply to cars, light-duty trucks and parts. In addition, any free trade agreement that includes Japan must also ensure that Japanese automakers adhere to international laws governing a worker's right to organize when they are operating in the U.S.

In addition to our advocacy on the TPP and other trade agreements, the UAW's legislative office works in support of enforcing and strengthening our existing trade laws. The Obama administration has taken some important steps in that direction by cracking down on unfair practices by China in the auto parts sector, and we strongly supported their efforts. Our trade advocacy also includes work in support of protecting and strengthening "Buy America" laws that help create good jobs in the United States.

## Health care reform

The UAW has a long history of fighting for health care coverage for all Americans. We scored a major victory in this fight on March 23, 2010, when President Obama signed the Affordable Care Act (ACA) into law.

The UAW, other unions and our progressive allies strongly supported the passage of health reform. ACA includes the following benefits:

- Elimination of lifetime limits on essential benefits for over 165 million Americans with



private insurance. Before reform, families facing devastating illnesses became uninsured when they reached their lifetime benefit limit.

- Elimination of exclusions for preexisting conditions.
- An end to the practice of “rescission,” meaning that insurance companies can no longer cut off a patient’s health coverage when they need it most because of a simple error on an application.
- New insurance plans are now required to cover recommended preventive services, like mammograms and flu shots, at no cost. These benefits are also available to Medicare beneficiaries.
- Over 1.2 million young adults can remain on their parents’ health plans until age 26.
- Important improvements in Medicare:
  - Full coverage for an annual check-up visit, giving 44.1 million seniors relief from having to pay extra or forego lifesaving regular check-ups.
  - Over 2.7 million Medicare beneficiaries will benefit from discounts on brand name and generic drugs after falling into the prescription drug “doughnut hole” coverage gap (eliminated entirely by 2020).
  - Stronger program finances through payment reforms, service delivery innovations, and increased efforts to reduce fraud, waste and abuse, including reducing overpayments to private Medicare plans that have been paid more than traditional Medicare.
  - Funding of \$5 billion to reimburse employer-based plans and VEBAs for a portion of claims for pre-Medicare retirees who are at least age 55, along with their dependents (regardless of age). This was a significant help to many UAW auto retirees and their families by reducing the Detroit Three VEBA’s overall costs during the reimbursement period.

When the Republicans regained control of the House of Representatives in 2010, their fierce opposition to health care reform led to countless attacks on the law – including 46 separate votes to defund or repeal it.

In June 2012, with a 5 to 4 vote, the U.S. Supreme Court upheld the major provisions of the ACA, saying its requirement that most Americans obtain insurance or pay a penalty was authorized by Congress' power to levy taxes. This ruling was a major victory for President Obama and the Democrats, but did not stop attacks from House Republicans, who went so far as to shut down the government in yet another misguided attempt to defund the health care law. The UAW and our progressive allies continue to fight to ensure that health care reform is fully and appropriately implemented.

We continue to have reservations about the law's excise tax on high-cost, so-called "Cadillac" health care plans and are working to further modify or eliminate this provision. The UAW and other unions have already had some success in this effort. By working with the Obama administration and pro-worker members of Congress, we were able raise the tax threshold from the level that was originally proposed (to \$27,500 for family coverage, up from \$21,000), exempt dental and vision coverage, and delay implementation until 2018. The UAW and our allies also won higher thresholds for plans that cover workers in dangerous occupations, or have higher costs because of the age and gender composition of the group.

## Civil and human rights

From the right to vote to majority rule, basic democratic principles are under attack. In 2013, the Supreme Court struck down key portions of the Voting Rights Act in its *Shelby County v. Holder* decision, which challenged the constitutionality of provisions in the law that required state and local governments with a history of voting discrimination to get approval from the federal government before making any changes to their voting laws or procedures. The Court held that Section 4 of the Voting Rights Act, which sets out

the formula that is used to determine which state and local governments must comply with Section 5's preapproval requirement, is unconstitutional and can no longer be used. Thus, although Section 5 survives, it will have no actual effect unless and until Congress enacts a new statute to determine who should be covered by it. The Shelby decision essentially suspended the use of the most effective protection voters had against racial discrimination in voting. While other important sections of the Voting Rights Act remain in force, those sections alone are not sufficient, especially in places with a recent and persistent record of voting discrimination.



While the decision in Shelby is troubling, it presents an opportunity for Congress to act – to provide for an updated response to voting discrimination. Ensuring that every American can exercise his or her constitutional right to vote free from racial discrimination is paramount. We will continue to push members of Congress to come together in a

bipartisan way to respond to this decision with a legislative answer to the court's ruling.

The Supreme Court's decision could not have come at a worse time. Since 2011, our country has witnessed some of the most extreme voter suppression attempts in decades. A dozen states have passed voter ID laws intended to put obstacles in the path of potential voters. Citing (but never documenting) the threat of voter fraud, these measures selectively target certain groups. Requirements to produce current, government-issued photo identification at the polls

fall hardest on young people, seniors, and urban residents who are less likely to have a driver's license or who move frequently.

Other attempts to narrow our democracy have targeted the voter registration process. According to the Brennan Center for Justice, at least 51 million voting-age Americans are not registered to vote. That is equivalent to losing the entire voting population of California, New York, and Texas combined. A disproportionate number of these missing voters are people of color: 37 percent of eligible African-Americans and 48 percent of eligible Latinos are not registered. Unlike most democracies, in which citizens are automatically eligible to vote, the U.S. puts the burden on individuals to follow registration requirements that vary from jurisdiction to jurisdiction and are, in the words of a bipartisan 2001 commission, "among the world's most demanding." Instead of working constructively to streamline voter registration, a number of states have imposed new restrictions on community voter registration drives. After Florida passed a harshly restrictive law in 2011, groups including the League of Women Voters, Rock the Vote and the NAACP were forced to abandon or curtail their voter registration efforts. Tea Party partisans in Ohio went even further, challenging the eligibility of hundreds of registered voters in an effort to purge them from voter lists.

We look to the democratic process to win political and legislative victories that make our lives better. In an increasingly unequal nation, democracy is the great equalizer: The vote of an hourly worker counts the same as the vote of a billionaire boss.

Through our votes, we can elect pro-worker candidates and then hold them accountable. That's how we won Social Security, the minimum wage and stronger workplace health and safety laws, and why we must continue to fight to make sure that every American has the right to vote and have their vote count.

Right-wing attacks on civil and human rights include efforts to stall or block equal rights for the LGBT community. In late 2013, the Senate passed the Employment Non-Discrimination

Act (ENDA) to ensure that LGBT people have the opportunity to work and be judged on their merits. It exempted religious institutions and employers with fewer than 15 employees. We strongly supported the bill and urged Senators to vote for it. Despite numerous efforts, the bill was not brought to the floor in the House, where the Republicans are in the majority. Having ENDA pass the Senate was a major victory and we will continue our fight in the House to push for its passage.

## Immigration

Comprehensive immigration reform is at the top of President Obama's agenda for his second term. It also is a major priority for the UAW, and we have worked with immigrant rights advocates to fix our broken immigration system. We have lobbied aggressively on Capitol Hill and participated in demonstrations and hunger strikes in support of comprehensive reform with a pathway to citizenship.

Immigration reform is a priority for the UAW because our members have seen firsthand how the current system does not work for either native-born workers or immigrants. Instead, it gives unscrupulous employers a tool to create fear and division, depressing wages and weakening labor standards for all workers. Individuals seeking to immigrate to the U.S. face a slow and often arbitrary process that divides families and keeps out workers whose skills and commitment to our country would benefit us all. Out of fear of being deported, undocumented workers have little recourse against wage theft and other abuses.

With our support and legislative action, a bipartisan bill (S.744) passed the Senate on an overwhelming 68-32 vote in June 2013, boosted by strong support from a broad coalition that included labor, business, immigrant rights activists, civil rights organizations and the faith community. The Senate-passed bill provides a path by which undocumented immigrants can gain "registered provisional immigrant" status, authorizing them to live and work in the U.S., and eventually acquire citizenship. It includes an expedited path for undocumented immigrants who were brought here as children under 16 – the young people who have

become known as “DREAMers” because of their courage and determination to become full citizens of this country. The bill couples these provisions with increased border security funding.

However, House Republicans have blocked consideration of comprehensive reform. In fact, several House Republicans have urged Speaker John Boehner to not bring any immigration bills up for vote out of the fear that this could lead to negotiations with the Senate. We will continue to push for immigration reform this session.

## Energy

Acting as though climate change is not real puts our country on an unsustainable course. It doesn’t just threaten our security and our planet – it is also a direct threat to our jobs, and an even bigger threat to the jobs of our children and grandchildren.

As other countries race to develop renewable energy sources, they are investing in technologies that will create new industries and new manufacturing jobs. The UAW supports proactive policies to spur job creation right here at home, and has taken an active role in supporting the development of clean energy and related industries. To see how policies to reduce fossil fuel consumption can support good jobs, look no further than the work of our members. In 2012, after extensive discussions that involved environmental advocates, manufacturers and the UAW, the National Highway Transportation Safety Administration and the Environmental Protection Agency finalized new Corporate Average Fuel Economy (CAFE) standards to raise the average fuel economy of passenger vehicles sold in the U.S. to the equivalent of 54.5 miles per gallon by 2025, double the 2010 standard. By providing regulatory certainty, the 2017 to 2025 standards have already spurred investments in new products that employ thousands of UAW members. They will also save 2 billion metric tons of carbon pollution, reduce oil consumption by 2 million barrels a day, and save a typical consumer \$8,000 in fuel costs over the life of his or her vehicle. We are proud of the critical role we played in

securing the new standards

In May 2011, the Obama administration also finalized the first-ever fuel economy and emission standards of heavy-duty trucks, buses, and vans for model years 2014 through 2018. It is estimated that those standards will reduce greenhouse gas emissions by approximately 270 million metric tons and save 530 million barrels of oil, while cutting consumer and industry fuel costs by nearly \$50 billion.

The administration is now taking the next steps to finalize the more ambitious second stage rule, concerning standards for model years beyond 2018. President Obama wants to finalize heavy truck rules as part of his climate change/energy agenda, and we continue to engage on this important issue. The UAW is again providing valuable insight to the administration in support of a sensible standard that will create jobs and better protect the environment. It is important that we strike the right balance by putting in place rules that allow the industry to grow while strengthening fuel efficiency and emission standards.

## **Organizing**

Organizing is central to our union's plan to build bargaining power and win improvements for our members. Union density refers to the percent of workers represented by unions in a specific industry or economic sector. When we have density in specific industries or sectors, we have the ability to set and raise workers' standards of living for the entire industry. When we lack density, our nonunion competitors set the standard for us. That's bad for our members, and for all workers. It explains the tightening squeeze on the middle class over the last three decades, as the share of the nation's income going to middle-class families has fallen in tandem with falling union density.

Since the last convention, our union has worked strategically to rebuild bargaining power for our members by pursuing growth through organizing in our core sectors: auto, parts, heavy truck, agricultural implement, aerospace, gaming, higher education and technical, office and professional occupations. Organizing within our core sectors

provides a voice and workplace representation for workers who now lack it. Just as importantly it also directly benefits our current members by reducing the pressure nonunion competitors place on our negotiated wages and benefits, and strengthening our ability to win gains at the bargaining table.

To support this strategic approach, each of our officers has responsibility for developing organizing targets and plans in their sectors. The Organizing Department, under the president, provides general support for these sector efforts, with additional, specialized support coming from other national departments – including, but not limited to, Strategic Research, Legal and Public Relations.

Over the last four years, more than 16,000 workers have organized into the UAW. The great majority of those workers – almost 90 percent – joined under neutrality/majority recognition agreements, where we were able to win a commitment from the employer to respect workers’ decision on UAW representation in an environment free of threats and other forms of intimidation. In most of these cases, workers were able to express their desire to join our union by simply signing a card (the way most Americans join most organizations), with the employer voluntarily recognizing the UAW when a majority of the workforce had signed up. Pushing for employer neutrality is key to our organizing strategy. U.S. labor law is so broken, and the deck so stacked against workers, that the only way to give workers a free and democratic choice on whether they want union representation is through neutrality agreements. Instead of putting workers through the dysfunctional National Labor Relations Board (NLRB) representation process, our focus is on changing employer behavior upfront.

## Principles for fair union elections

In the absence of threats and intimidation, when workers have the opportunity, they overwhelmingly choose to form their own local union. Should they choose not to, we can accept (and learn from) that result.

This is part of our “21st Century UAW” strategy. Our efforts have been to challenge employers to rethink their



approach to labor-management relations and embrace a genuine partnership with workers. That means respecting the fundamental, human right to organize a union in an atmosphere free of coercion, intimidation and threats, on the one hand, and promises intended to sway voters, on the other. It means ensuring that the union and management have equal access to the electorate, and that both parties refrain from disparaging the other – and, importantly, that they disavow threats made by others in the community. The goal is not just a fair process for workers to decide on forming their own UAW local union, but a constructive, problem-solving relationship between workers and management.

Challenging employers to adopt these basic democratic principles and enter into a partnership with their workers gives us a clear, compelling focus in campaigns to change employer behavior. The idea is to employ a variety of forms of public pressure to move employers from their usual response (threats, bribes, intimidation) to a commitment to a fair representation process and constructive bargaining relationship.

## A global approach

We live and work in an interconnected global economy; most of our members work for global corporations with operations in many parts of the world. To be effective in building economic power for our members, we need to think and act globally, too.

Since the last convention, deepening our relationships with global union partners and other allies has been a major focus of our organizing program. Our global relationships and the support we are getting from unions around the world are making a critical difference in our efforts to give workers a free, democratic choice if they want to form their local unions.

UAW members have an especially strong stake in labor conditions and labor rights in Mexico. Mexico's proximity to the U.S., coupled with North American Free Trade Agreement's corporate-oriented approach to trade and investment, mean that employers' U.S. and Mexican operations are increasingly integrated. That is certainly

the case in auto, where automakers and major suppliers maintain plants on both sides of the border and a growing share of North American automotive production (40 percent and rising) is located in Mexico. As long as Mexican wages are depressed by the absence of a strong, independent labor movement, the wages and benefits of U.S. workers will be pulled down as well. Supporting efforts by Mexican workers to organize to raise standards in the Mexican auto industry isn't just the right thing to do – it is also in our own self-interest. One important success in Mexico is Flex-N-Gate's Puebla plant where support from UAW Flex-N-Gate members and resources provided by the UAW were essential in supporting the workers in organizing a stronger local union and in winning a strong contract that returned fired union leaders to work and included significant wage increases. It was the courage of the Mexican workers that ultimately carried the day – but the solidarity actions of UAW members provided an important boost.

## Global Organizing Institute and campus outreach

To further our organizing efforts, we established the Global Organizing Institute (GOI) in 2011. The GOI links UAW members, community allies, student activists and the broader global labor movement. The institute draws young people from across the U.S. and around the world to serve internships with the UAW, learning about the union, working on organizing campaigns, building relationships with community allies and developing the next generation of social justice activists. Although the internships are short-term, typically lasting eight weeks, interns carry their UAW experience with them to their home countries and communities, where they continue to use their skills as organizers and activists. For example, former GOI interns from Brazil and India have worked with us to engage other young people around the right to organize, and have helped deepen our relationships with unions in their countries. In just a few years, the GOI has recruited 34 international

interns from India, China, Brazil, Russia, Germany and South Korea, all countries where transnational corporations in UAW sectors play a major role.

The Student Justice Alliance (SJA) began as a project of the Global Organizing Institute. The SJA is focused on engaging young people at historically black colleges and universities and other campuses in the U.S. around social justice and workers' rights. The SJA currently has chapters on college campuses in Atlanta, Nashville, Tenn.; Washington, Miami, and Jackson, Miss. With this strong presence in the south, the SJA has been a valuable ally in the Nissan workers' fight for a union, spearheading the creation of the Concerned Students for a Better Nissan (CSBN) coalition to carry the message that the right to organize is a civil and human right. The coalition now includes over 100 student and community groups.

## Key campaigns by sector

### Auto transnationals

The growth of a nonunion domestic auto industry, located primarily in Southern states, has had a serious negative effect on the job security and standard of living of UAW members in auto. In the 1980s, the U.S. auto industry was virtually 100 percent organized. As a growing roster of transnational manufacturers set up and expanded operations in this country, density fell – first gradually, and then at an accelerated pace. As recently as 2000, unionized plants still assembled nearly 80 percent of the cars and light trucks produced in this country. By last year, that had fallen to roughly 55 percent. Falling union density has complicated bargaining in auto; where pattern bargaining across the Big Three once leveled the playing field, this is no longer the case; that was made explicit during the auto crisis, when achieving wages and benefits comparable to those at the transnationals became a condition for the government loans that kept GM and Chrysler alive through their successful restructuring. There is no better example of the role that density plays in setting standards for an industry.

Although all of the transnational auto manufacturers

are unionized in their home countries, most have taken advantage of our weak labor laws to fiercely resist union representation for their U.S. operations. After two unsuccessful representation elections at Nissan's assembly plant in Smyrna, Tenn., in 1989 and 2001, it was clear that the traditional NLRB process – with its long delays, ample opportunities for intimidation and weak remedies – was not an effective vehicle for the challenge of reorganizing the U.S. auto industry. That led to a fundamental rethinking of our approach. Instead of putting workers through a flawed and fundamentally unfair election process, rife with employer abuse, better to focus on changing employer behavior upfront to allow for a free and fair choice.

That was the approach we have taken in two very different transnational organizing campaigns, at Volkswagen in Chattanooga, Tenn., and Nissan in Canton, Miss.

At Volkswagen, we drew on our strong relationship with the German metalworkers union, I.G. Metall, and our strong relationship with the Volkswagen Global Works Council. Under German law, employers are required to maintain works councils, comprised of elected representatives of both hourly and salaried workers, to meet with management to address local issues. At large employers like Volkswagen, that model of shared decision-making extends to the very top of the corporation, where worker representatives serve on the company's supervisory board. Volkswagen, to its credit, views its works councils as a source of competitive advantage, and was eager to establish a similar structure in its Chattanooga plant. We worked with Volkswagen management, the leadership of the Volkswagen Global Works Council, IG Metall and Chattanooga workers to translate the German works council model to the U.S. context. The first step was for the workers to win union representation. With a majority of Chattanooga workers having already expressed their desire for UAW representation and with the employer maintaining a position of neutrality, a representation election was set for Feb. 12-14, 2014.

As soon as the election date was set, interference from Tennessee politicians and outside anti-union groups –

present throughout our campaign – greatly intensified. General anti-union statements turned into specific threats and promises; that, for example, the state would deny tax incentives for a plant expansion and that Volkswagen would reward a “no” vote with a new product.

The outside interference swayed enough workers to result in a narrow loss in the election (626 to 712). The Volkswagen Chattanooga workers are not giving up in their efforts to form their UAW local union and then to bargain for a contract that includes a Volkswagen Chattanooga works council. The UAW is committed to continue supporting the workers in their efforts.



At Nissan, where workers have significant concerns about workplace health and safety and the company’s increasing use of temporary labor, the employer is waging a classic anti-union campaign of threats, retaliation and intimidation. We have focused on building strong support in the community and globally in order to pressure the company to rethink its anti-union tactics and allow a free and fair election.

Although Nissan workers in Japan, Spain, the U.K., South Africa and Australia all have union representation, Nissan management in the U.S. has responded harshly to the efforts of workers in Tennessee and Mississippi to win a say in their workplace. Management has implied that plants could close

or lose future product opportunities if workers organize; interrogated workers about their union activities; required workers to attend one-on-one anti-union meetings, and made vicious and disparaging comments about the UAW.

At Nissan's Canton plant, workers see their struggle as a continuation of the civil rights movement from a half-century ago. Invoking the slogan "Labor Rights are Civil Rights," they have drawn strong connections between Mississippi's storied civil rights history and the call for a fair election at Nissan. In June 2012, a group of clergy, civil rights leaders and community leaders came together to form the Mississippi Alliance for Fairness at Nissan (MAFFAN). The Rev. Dr. Isiac Jackson, Jr., chair of MAFFAN and president of the General Missionary Baptist State Convention of Mississippi has stated publicly, "While we welcome the presence of foreign-owned companies like Nissan in Mississippi, we will not tolerate a company treating Mississippians as second-class citizens. The Mississippi Alliance for Fairness at Nissan will carry the message in Mississippi and everywhere, insisting that Nissan allow a fair process that allows workers to freely decide on unionization."

National civil rights organizations, such as the NAACP, have also lent strong support to the Nissan workers. In summer 2013, the NAACP passed a resolution at its annual convention calling upon Nissan to extend the same labor rights to U.S. workers as it affords workers in other parts of the world.

Young people are playing an especially critical role in the campaign. Recognizing that Nissan markets heavily to their age group, students are sending a message to the company that their generation cares about the workers who build Nissan products. After taking note of the mistreatment of friends and family members at the Canton plant, Mississippi students came together through the Global Organizing Institute to form the Mississippi Student Justice Alliance (MSJA) on two local campuses. Their efforts led to the formation of a national student coalition that has expanded to include groups at 17 colleges and universities and active students and alumni at dozens of others. With plans to expand to hundreds of campuses across the U.S. and abroad, the coalition is actively recruiting students and community

members to support the Nissan workers' campaign.

While this ongoing worker-community campaign has not yet led to an agreement for a fair election at the Canton plant, it has changed the company's behavior in smaller but still important ways. For example, when Nissan fired pro-union worker Calvin Moore and harassed Chip Wells, an Iraq/Afghanistan veteran, for being pro-union, community and global allies sprang into action. The resulting pressure on the company – which included large-scale demonstrations in Brazil – led to Calvin Moore's reinstatement, and Chip Wells' return to the plant after a stress-related medical leave. This is a concrete demonstration of the power of the union, and the ability of a sustained, global campaign to move a hostile employer.

## Parts

Once highly unionized, the parts industry became largely de-unionized in the 1980s and 1990s. Beginning with our successful campaign at Johnson Controls in 2002, we have begun to rebuild our density, focusing on key components where we have the greatest potential to raise standards for both existing and newly organized members. In seating, for example, all but one of the plants that supply seats to Ford, General Motors and Chrysler are now union-represented.

Our demonstrated ability to raise standards within a sector or at a specific employer is a powerful organizing tool. Over the last four years, we have successfully organized parts suppliers in Virginia, Alabama, Kentucky, Texas and South Carolina – giving the lie to the myth that workers in the south are not interested in joining our union. When fear and intimidation are removed from the occasion, our experience is that parts workers in every area of the U.S. are eager for a union voice.

## Gaming

Gaming has been another area of growth and extensive organizing activity. Since the last convention, more than 4,000 workers at casinos in Ohio and Las Vegas voted to organize into the UAW. In Ohio, where voters authorized four new casinos in a 2009 ballot initiative, workers at all four

(in Toledo, Cleveland, Cincinnati and Columbus) are now represented by the UAW and our partner unions. Because of our bargaining strength in the gaming industry, we were able to obtain commitments from the casinos to remain neutral and respect the workers' decision on union representation.

In Las Vegas, where the gaming industry as a whole is highly organized, the overwhelming majority of dealers still lack union representation. In a landmark victory in November 2013, 450 dealers at the Flamingo Las Vegas/Margaritaville casinos on the Las Vegas strip organized into the UAW by a 3-to-1 margin in an NLRB election.

## Higher education

Higher education is a growth area for our union, and the focus of extensive organizing activity. More than 6,000 postdoctoral researchers (postdocs) in the University of California system, who organized into the UAW in 2008, ratified their first agreement shortly after the last convention, in September 2010; their bargaining victory followed an extensive public campaign, including hearings by U.S. Rep. George Miller, D-Calif., on the university's behavior, targeting the employer's delay tactics and lack of transparency. Postdocs at the University of Massachusetts, who organized into the UAW by majority recognition in February 2010, successfully concluded negotiations for a first agreement in 2012. Since the 2010 convention, adjunct faculty at the University of Massachusetts-Lowell have also joined the UAW and successfully negotiated a first contract that saw significant improvements in pay and working conditions.

Last December, graduate student employees at New York University voted to join the UAW by a 98 percent margin. This overwhelming victory followed an eight-year struggle to regain collective bargaining rights after the employer withdrew its recognition in the wake of a bad decision by the Bush NLRB. The long campaign finally resulted in a commitment by the employer to remain neutral in the election – a commitment that, in this case, was scrupulously observed. The vote affirms our strategy of pressing for neutrality before proceeding to an election. In the absence



of threats, promises and retaliation, with workers free to choose between union representation and no representation, they overwhelmingly voted for the union.

Our most recent victory in higher education came in April, when more than 2,100 graduate student employees at the University of Connecticut organized into the UAW. Their organizing efforts focused on obtaining a commitment from the university's administration to respect graduate employees' right to organize and bargain collectively, to refrain from campaigning against unionization, and to recognize the union based on Connecticut's process for majority recognition.



## Heavy Truck

In the heavy truck and bus sector, we leveraged our bargaining relationship with Navistar – which includes a seat on the company's board of directors – to win neutrality in a campaign at the Tulsa, Okla., bus plant of Navistar's IC subsidiary. The neutrality agreement included majority recognition, and a majority of the 650 workers at the plant signed cards requesting UAW representation in February 2013.

Workers at Navistar's Las Vegas parts distribution center also organized into the UAW through a neutrality/majority recognition agreement with the employer.

# Public Relations and Publications Department

## Michele Martin, director

The UAW's Public Relations and Publications staff continues to use new approaches and technologies to communicate the union's message and positions on issues that affect UAW members and their families, to policymakers, the media and the public.



## Digital strategies

As part of its increased digital strategy effort, the department launched SolidWeb, a website creation tool that allows UAW regions and local unions to create their own websites, with shared content available from the International. Since the launch of SolidWeb, 200 local unions are using the tool. SolidWeb is free for regions and local unions, and the Public Relations and Publications Department provides training and support.

The department has since added a Salsa Labs component to SolidWeb, allowing regions and local unions to collect

email addresses and send out mass communications via sign up on their websites.

We also greatly increased our reach on social media, growing from 3,000 Facebook followers to more than 23,000 and growing our Twitter following from about 1,000 followers to more than 12,000 since the last convention.

## Communications support for organizing

One of the department's core functions is providing communications support for the UAW's organizing efforts. The department supported the union's campaign to organize the foreign automakers operating in the U.S. with the creation of videos, websites, logos, literature and other printed materials as well as coordinating the media strategy for these campaigns. The department also created websites and offered support for various other organizing campaigns, including those in higher education, gaming and parts suppliers.

## Communications support for collective bargaining

The department provides communications support to the UAW's collective bargaining teams. In 2011 the department worked with the domestic automakers bargaining departments to develop and train staff for a social media strategy around the collective bargaining campaign. PR staff developed messaging for UAW auto negotiations; coordinated opening day news conferences with Chrysler, Ford and General Motors; responded to numerous national and international media requests throughout the negotiations and organized individual press conferences for each of the contracts. These press conferences were broadcast via satellite and teleconference for national media. The department also produced contract summaries for each of the tentative agreements.

The PR department supported many other sectors of the union in bargaining by producing contract summaries for tentative agreements across UAW sectors.

## Earned media

The PR department elevated the status of the union in the mainstream media with a proactive strategy for outreach, increased communication and improved media relations. UAW members and local and international officers were featured in many stories with major news organizations to present the union's position on many topics, including auto bargaining, the successful turnaround of the auto industry (with an especially strong media presence around the North American International Auto show in Detroit), the 2012 presidential election and the UAW's campaigns to organize the foreign-owned automakers.

To accomplish this, the PR department develops messaging, provides media training, writes, and distributes press advisories and press releases, conducts media outreach and arranges media events, leading to many successful stories in earned media. The UAW's public image has dramatically improved since the negative attention focused on the union during the auto crisis and government restructuring.

When UAW members speak about their industries, they bring a perspective that is too often missing from major media outlets. UAW members and leaders were featured in a CNN piece on the auto recovery, in several BBC interviews, on MSNBC, including "Up with Chris Hayes" and "The Ed Show" and other major media outlets. UAW Vice President Jimmy Settles did a long segment on the "Morning Joe" show on MSNBC for the launch of the Ford Fusion in Flat Rock, Mich. These and other stories featuring UAW members helped reshape the story of the auto industry in a positive way.

The voices of UAW members and elected leaders were also important in the 2012 election. UAW members were featured in a video press release in response to presidential candidate Mitt Romney's "Let Detroit Go Bankrupt" op-ed in the Detroit News and in two stories on consecutive nights on ABC's "World News Tonight." A story on the Romney protest

in Detroit made the front page of the New York Times.

Many members, especially in Michigan and Ohio, participated in numerous international media requests related to the 2012 presidential election and auto recovery. We coordinated, prepped and accompanied workers on print, TV and radio interviews by correspondents from Britain, France, Germany, Switzerland, Canada, Japan, Italy, the Netherlands, Sweden, Norway, and Spain.

The UAW helped elevate and push into the national news sphere two stories related to the Romney presidential campaign – Romney's claim that GM was moving Jeep production to China, and another about Romney profiting from the auto loans through his holdings in Delphi Automotive, a recipient of Troubled Asset Relief Program (TARP) funds. The Delphi story went viral on social media and, in one day, generated 50,000 signatures on an online petition.

UAW members and leaders were featured in stories about the Michigan right-to-work battle with local and national outlets including MSNBC's "The Melissa Harris Perry Show," "The Ed Show" and "Andrea Mitchell Reports;" NPR's "Weekend Edition" and "The Takeaway;" NBC's "Nightly News;" Current TV's "The War Room with Jennifer Granholm;" a CNN interview with anchor Brooke Baldwin and many other media outlets.

Nissan workers, community leaders and students were the spokespeople for both domestic and international media campaigns. They were also spokespeople at a press conference at the United Nations in Geneva and at media events in the United States, France, South Africa, Australia and Brazil. The department also coordinated media relations for the Volkswagen organizing campaign, writing messaging, Q&As and press releases, providing media training and facilitating interviews. The department's work in support of campaigns at Nissan and Volkswagen resulted in many articles on Volkswagen, Nissan and UAW organizing in the South, including a piece in the New York Times, a comprehensive piece in the Automotive News, and a story on National Public Radio's show "All Things Considered."

## Solidarity magazine

The department continues to evaluate the effectiveness of its printed publication, Solidarity magazine, in meeting members' needs in an age of electronic communications. We implemented an electronic flipbook version of the magazine, available on [uaw.org](http://uaw.org) and through the Media Wire app. We increased the Spanish translation of the magazine from six articles per issue to a complete translation of the entire magazine. We updated and redesigned the new member issue of Solidarity. Regional editions were reduced from every issue of the magazine to twice per year, resulting in significant cost savings on coordination, printing, and distribution. In an effort to further reduce cost, the department would like to offer members the option of opting out of receiving the magazine in the U.S. mail since it is now available electronically. This will require amending the UAW Constitution.

## Local Union Communication Association

The UAW's Local Union Communication Association (LUCA) provides training, technical support and content to UAW local union editors, photographers, webmasters and other local union communicators. The name was changed from Local Union Press Association to Local Union Communication Association in 2013 to more accurately reflect the changing nature of union communication.

LUCA Communication Conferences are held yearly at the Walter and May Reuther UAW Family Education Center at Black Lake, and offer local union communicators the opportunity to develop their skills in hands-on workshops and to share experiences and ideas with each other. The department has conducted three such conferences since the last constitutional convention, with nearly 400 UAW members participating. The conference registration process was automated in 2011. Submission to the annual Excellence in Union Communication awards was also automated in 2011.

LUCA members played an important role in the 2012 elections, disseminating information to UAW members through the LUCA website.

# **Public Sector and Health Care Servicing Department Vice President Cindy Estrada, director**

After the 2010 Constitutional Convention, the Public Sector and Health Care Servicing Department was established to serve the UAW's public and health care sector members and provide direct services to 17,000 State of Michigan workers in the UAW's largest local union, Local 6000, as well as health care workers under national contracts, including Health Solutions, Staywell and SVS Vision.

## **Public Sector**

Under the direction of Vice President Cindy Estrada, the department established an organizing-servicing model to expand member mobilization and engagement, push authentic employer-employee partnerships to help solve workplace problems for best-in-class service, and reduce outsourcing. However, after the November 2010 national and state elections, the department soon realized that an empowered membership would be absolutely necessary to fight wealthy and powerful political forces hell-bent on disempowering public employees and dismantling the public services they provide.

In January 2011, fierce attacks against public employees began where Republican majorities took gubernatorial, legislative and judicial control. Hundreds of anti-labor bills were filed in Michigan, Ohio, Wisconsin, Pennsylvania, Indiana and elsewhere, where the UAW represented significant numbers of public employees. These bills had one goal: to eliminate public employee bargaining rights and silence their workplace and political voice.

Newly elected Republican governors and Republican-majority legislatures in battleground states coordinated a national strategy that blamed public employee benefits and

pensions for state budget problems to shift attention from greedy corporations and the 1 percent super-rich who are not paying their fair share in taxes. As the UAW experienced during the auto crisis – where members of Congress tried to destroy the union by vilifying autoworkers for their hard-won bargaining gains and pit them against workers suffering income erosion at the hands of corporations – this strategy could be effective. Without proper education to target the deception and misrepresentation underlying the myth of “gold-plated” public employee compensation, public sector workers can become scapegoats for the economic squeeze on all working families.

This anti-public sector campaign from 2010 to 2014 resulted in a fast and dramatic loss of collective bargaining rights for thousands of UAW-represented public employees.

- In Indiana, where the UAW had represented 16,000 state workers for over 15 years, the Republican-dominated legislature made it illegal for a governor to enter into any agreement with executive branch employees over wages, hours or other terms and conditions of employment by slipping the anti-worker provision into its budget bill during the last week of its 2011 legislative session.
- Just weeks after taking office, Michigan Gov. Rick Snyder withdrew the State Department of Human Services from a groundbreaking agreement that had covered over 15,000 UAW-represented subsidized child care workers, leaving those providers adrift in a system that was rife with turnover and lack of support and training and negatively impacting thousands of Michigan children under their care.
- 17,000 State of Michigan Local 6000 members were under right to work as of January 2014 at the behest of Michigan Governor Snyder as the UAW fought in a Republican-dominated state Supreme Court for a ruling to overturn its application, and Snyder and his political and corporate cronies waited to erode state workers’ remaining rights at the first opportunity.



These unprecedented attacks only challenged UAW public sector workers to unify in their commitment to fight for their union rights.

In 2011, the UAW and other state employee unions negotiated jointly with Governor Snyder for the first time at the urging of Vice President Estrada, who led these unprecedented negotiations for contracts covering 35,000 State of Michigan workers. The historic bargaining resulted in a strong voluntary agreement that defeated the state's original bargaining goal to strip workers of previously negotiated wage and benefit gains. The new contract also included new letters of understanding meant to bring the state to the table to work with state employees on health care cost management, staff-to-management ratio imbalances, insourcing opportunities, and implementing lean manufacturing concepts into state government.

These bargaining innovations were compromised by the state's inability to recognize labor as an equal partner, and the attacks on labor and working families in Michigan – and in other battleground states across the country– continued throughout 2012. Income inequality widened and the Michigan Legislature taunted labor by continuing to file anti-public worker bills to prohibit paid union leave, union meetings in public spaces, and dues check-off for public teachers.

To fight back, Michigan labor, community, business, and religious leaders came together to initiate Proposal 2 which would protect collective bargaining rights in Michigan's Constitution. State workers had a special interest to mobilize for Proposal 2 because it would also amend Michigan's Constitution to protect their separate collective bargaining rights.

Unfortunately, millions of dollars from powerful anti-worker interests, many from outside the state, funded a vigorous anti-Proposal 2 campaign that defeated the measure. The way was clear for Republicans to turn Michigan into a right-to-work state with bills that were rammed through the legislature's lame duck session in December

2012, even as thousands of UAW and other union members and community and business allies tried to stop the pre-ordained measure from passing.

The year 2013 brought new challenges, and the department faced them with renewed vigor. A full-time organizer was tasked with creating and implementing a dedicated organizing program for Local 6000 entitled “Can We Talk?” The program generated thousands of conversations in hundreds of state work sites and grew an activist base through train-the-trainer workshops and “social unionism” educational programming.

The “Can We Talk?” program also provided needed opportunities for state workers to talk about right to work and other anti-worker laws, and come together in solidarity to protect and advance their rights. The program also developed an infrastructure to help support worker engagement in 2013 State worker contract negotiations.

Unlike in 2011, state bargainers representing the governor in 2013 refused to negotiate economics with the UAW and other state employee unions at the same bargaining table, and rebuffed proposals to save the state money by working together on shared solutions rather than seeking those savings on the backs of workers. The UAW and other state employee unions refused to voluntarily take the state’s demanded concessions when the state was reaping unexpectedly high annual revenues. Instead, state workers took their economic bargaining issues to impasse for resolution and combined resources to obtain a result that was far better than the deal the state advanced at the table. Bargaining in 2013 taught state workers that their continued solidarity will be needed more than ever to derail Governor Snyder’s anti-worker agenda.

This year is an election year, and Local 6000 members have a chance to challenge Michigan’s anti-labor politicians and replace them with legislators who respect public employees and their bargaining rights. These changes and the continuation of the successful “Can We Talk?” program can provide the power they will need to make that happen.

## Health Care

The UAW represents nearly 8,000 health care workers across the country, including registered nurses, vision technicians, doctors, psychiatrists, psychologists, dental technicians, certified nursing assistants, and mental health case managers and counselors.

The Health Care Servicing Department negotiates national contracts for Health Solutions, SVS Vision and Staywell. It also helps regions bargain health care contracts and provides other support at their request. For example, the department helped Region 1D reorganize Spectrum Health-Kent Community Campus employees who were without union representation for nearly four years after Spectrum illegally withdrew recognition from the union in January 2008. After a long legal battle, workers won their union rights back and eventually agreed on a contract. The employer paid workers \$300,000 in bonuses to settle NLRB charges, with additional sums to the unit's certified nursing assistants who lost pay when the employer implemented unilateral work shift changes.

UAW members who work in the health care sector are represented on the International TOP Advisory Committee (ITOPAC) through the Health Care Council. Council members ensure that issues especially pertinent to the union's health care sector are understood and advanced in the ITOPAC structure.

## **Retired Workers Department**

**Warren Danford, director**

UAW retirees built our great union and continue to play a vital role in our fight for social and economic justice. They understand the need to continue to fight to keep our union strong as a voice for all working and retired people.

The Retired Workers Department provides opportunities for retirees to stay involved and, through the International

Retired Workers Advisory Council, ensure that retirees' issues and concerns are heard and addressed. The UAW is one of very few international unions with a dedicated department to represent and provide services for members after they retire from the workplace.

A newly updated (June 2012) booklet, "Join the Action," gives a detailed overview of the UAW Retired Workers program. This publication is available to all members in hard copy and electronically on [uaw.org](http://uaw.org). At [uaw.org](http://uaw.org), members can also find a retiree page that features articles about UAW retirees in their communities.

## Mobilizing to build power and win justice



UAW retirees and their families continue to build our union by assisting with organizing drives throughout UAW regions and industries. Retirees across the country participated in our GimmeFIVE mobilization program activities and discussed important issues at "Tele-Town Hall" meetings via conference calls with President Bob King, International Executive

Board (IEB) members and regional directors.

Over the last four years, UAW retirees converged on Washington a number of times to participate in mass mobilizations, including the One Nation March, rallies for immigration reform, and the 50-year anniversary celebration of the Rev. Martin Luther King Jr.'s "I Have a Dream" speech. In 2012, UAW retirees gathered in Selma, Ala. to mark the 47th anniversary of "Bloody Sunday" while bringing attention to modern-day attacks on voting

rights. In a re-enactment of the 1965 march from Selma to Montgomery, retirees again joined the fight for voting rights, equality, and fair immigration reform. Retirees also rallied at state capitals and local legislators' offices across the country to protect the rights of seniors and workers, calling on legislators to strengthen Social Security, preserve Medicare, expand Medicaid, and defend our right to organize and collectively bargain.

UAW retirees are kept informed of political issues and participate actively in electoral campaigns and grassroots lobbying. Retirees help drive the UAW's political program by assisting with candidate screenings, phone banking, and getting out the vote to elect labor-friendly candidates. Many attend the UAW's annual CAP conference in Washington, where they lobby senators and representatives in Congress.

## Other activities

Cultural, recreational, social and community service activities encourage fellowship and engagement among the UAW's retired members. UAW retirees enjoy singing in choirs, relaxing at picnics, sponsoring car shows, arts and crafts bazaars, dinner dances and raffles; and participating in bingo, golf, bowling and fishing tournaments. They organize and enjoy bus trips, sporting events, weekend outings, cruises and Labor Day parades, and give back to their communities by volunteering at local churches, hospitals, food pantries, veterans' events and other community activities. Retiree retreats at locations around our regions and at the Walter and May Reuther UAW Family Education Center (Black Lake) offer inspiration and opportunities to learn. We believe that activities such as these inspire commitment and activism that strengthen our union.

## Structure and history of UAW retired workers programs

The UAW has the largest, most progressive program for retired members within the American labor movement. The first resolution addressing retired workers was introduced

at the 1951 UAW convention. In 1957, the UAW began to establish a more formal organizational structure for retirees with its adoption of the resolution, "UAW Program for Older and Retired Workers and Other Citizens." At the 1966 convention, delegates adopted Article 53 (now 55) and created Local Union Retired Workers Chapters, Area Retired Worker Councils, and Regional Retired Worker Councils within the International Union. This structure, which has remained essentially unchanged, enables retirees to remain active participants of the union.

Local Union Retiree Chapters are the heart and soul of our UAW retiree program. Today we have nearly 400 active retiree chapters, where UAW retirees maintain their friendships and work together to build a stronger union. In areas where there are insufficient retirees to organize local union chapters, the UAW currently has nearly 100 regional area councils.

The 10 regional councils – one in each geographic region of the UAW – are made up of delegates from all of the chapters and area councils in that region. These councils provide a chance for retiree delegates from different locals to come together to learn about changing situations and issues that affect everyone.

Each regional director designates at least one International representative to work on retiree programs. Today, those International representatives assigned to the Retired Workers Department assist each region and drop-in center in the administration and funding of retiree programs.

## **UAW retiree drop-in centers**

The UAW maintains 51 drop-in centers and satellites located in vacation and retirement communities throughout the U.S. These drop-in centers are associated with an International Area Council or satellite and are there to meet the needs of UAW members who moved away from their home local and region after they retired. Most also have monthly meetings.

These drop-in centers are staffed by UAW retiree volunteers trained in areas such as Social Security, Medicare

and health care benefits, including the UAW Medical Benefits Trust (VEBA).Whether on vacation or permanently relocated, these centers are a good place for retirees to visit for help with medical bills, contractual benefits or other problems, and to learn about activities in their geographic areas. They also provide a valuable UAW presence in parts of the country where the active membership is small.

## International Retired Workers Advisory Council

The 24 UAW International Retired Workers Advisory Council members help guide the work of the UAW Retired Workers Department. The IEB consults with representatives of the International Retired Workers Advisory Council concerning retired worker programs, policies, and other matters that affect the welfare of our retired members and their families.

Each regional council elects a member to represent them on the advisory council. In addition, there are four elected regional area members and 10 appointed members-at-large.

Elected members of the Retired Workers Advisory Council are automatic delegates, with voice and vote, to the UAW Constitutional Convention. Other advisory council members may attend as guests.

These members currently serve as the UAW International Retired Workers Advisory Council:

|                     |                   |                   |
|---------------------|-------------------|-------------------|
| President           | Bob McNatt        | Region 8 Area     |
| 1st Vice President  | Stan Marshall     | Region 1C         |
| 2nd Vice President  | Elmer Duff        | Region 1A         |
| 3rd Vice President  | Walter Williams   | Region 5 Area     |
| 4th Vice President  | Ted Fleming       | Region 2B         |
| 5th Vice President  | Earl Henry        | Region 1D<br>Area |
| 6th Vice President  | Clarice Squillace | Region 1          |
| Recording Secretary | Olivia Fowlkes    | Region 1          |
| Member              | Bill English      | Region 1          |

|                 |                  |               |
|-----------------|------------------|---------------|
| Member          | John Howard      | Region 1D     |
| Member          | Jerry Zepplin    | Region 4      |
| Member          | Eldon Kincheloe  | Region 5      |
| Member          | Gerald Jacobs    | Region 5 Area |
| Member          | James Stewart    | Region 8      |
| Member          | Albert Gavetti   | Region 9      |
| Member          | Phil Wheeler     | Region 9A     |
| Member At-Large | Rudy Nelson      | Region 1A     |
| Member At-Large | James Ramey      | Region 1C     |
| Member At-Large | Charlie Sheppard | Region 2B     |
| Member At-Large | Wayne Hungerford | Region 4      |
| Member At-Large | Frank Wiggins    | Region 5      |
| Member At-Large | Don Stahl        | Region 5      |
| Member At-Large | Roger Griffin    | Region 8      |
| Member At-Large | Tony Fernandez   | Region 9      |

## In memoriam

Sadly, we report that four members of the Retired Workers Advisory Council passed away since the 2010 UAW Constitutional Convention – Graydon Bearden (Region 5), Larry Scott (Region 3), Robert Vicars (Region 4) and Clem Whittman (Region 5). The Advisory Council misses their talents, ideas and inspiration. Their contributions will never be forgotten.

## Allied retiree groups

UAW retirees work with the Alliance for Retired Americans (ARA) and other like-minded senior groups including AARP, National and Local Area Agencies on Aging and the Leadership Council of Aging Organizations (LCAO). The UAW is well represented across the country in state ARA Chapters. UAW retirees serve as state presidents in Florida, Georgia, Indiana, Michigan, Nevada and Texas. Leadership positions are also held by UAW retirees in Arizona, Illinois,



Maryland, Missouri, North Carolina, New Mexico, New York, Pennsylvania and Wisconsin. The director of the ARA's Midwest Sub Region 1, which includes Illinois, Indiana, Michigan, Ohio and Wisconsin, is retired National CAP Director Tim Foley. The ARA's national Secretary Treasurer is Ruben Burks, retired UAW Secretary-Treasurer.

## **UAW Retiree Medical Benefits Trust (VEBA)**

The UAW Retiree Medical Benefits Trust (usually referred to as the VEBA) provides health care benefits for retired UAW members of General Motors, Ford and Chrysler, along with their eligible dependents. As of December 2013, the VEBA was providing health care benefits to more than 777,810 people, making it the largest nongovernmental purchaser of retiree health care in the country. The VEBA was established in the 2007 collective bargaining agreements between the UAW and the three auto companies, which transferred all retiree health care liabilities from the companies to the new trust. The federal courts approved this agreement in a class action settlement.

The VEBA is governed by an 11-person committee of directors. Five of the directors are appointed by the UAW, and the other six are independent.

The UAW Retired Workers Department works closely with both the VEBA and our union benefit representatives to communicate accurate information to our retired Ford, GM and Chrysler members and their families and assist in resolving any issues that may arise. The VEBA provides a calendar of all meetings, updated weekly, that is sent to all Retired Workers staff and liaisons, so they are aware of meetings in their area. The department also meets with the VEBA's leadership quarterly for updates.

All told, the VEBA and/or other insurance carriers have participated in over 500 retiree meetings annually across the country since the VEBA's inception in January 2010

Dedicated phone numbers have been established to assist our Chrysler, Ford and GM retirees with information regarding medical benefits (Retiree Health Care Connect),

including prescription drug coverage (Express Scripts Rx) and dental benefits (Delta Dental). Information on the UAW Medical Benefit Trust and its resources are also available at [uawtrust.org](http://uawtrust.org).

## Finances

The Retired Workers Department depends on financial support from retirees in the form of voluntary dues check-off and other contributions to continue to fight for our retiree membership. UAW retirees have begun a push to recruit new members and are encouraging spouses of members to join and pay associate dues to continue financing the Retired Workers Department, Retiree Chapters, Regional Councils and International Area Councils.

UAW retirees have faced many challenges in the past few years, but we have faced tougher times and have always come through. With our strength and solidarity, we continue to work, to fight for the cause, and keep our hope and our dreams of a better America alive, with fairness, dignity, and social and economic justice for all.

## **Skilled Trades Department**

**Vice President  
Joe Ashton, director**

The Skilled Trades Department was created 72 years ago at the UAW's 7th Constitutional Convention to address the special needs of skilled trade workers. The department's basic function is to provide assistance and advice on skilled trades matters to UAW local unions, regions, and national departments.

## Collective bargaining

The solidarity of our skilled trades and production workers has proven to be a vital factor in our ability to establish pattern bargaining in the auto industry as well as

establishing models for the other sectors of the UAW.

When requested by bargaining departments or regional directors, the Skilled Trades Department assists in negotiating skilled trades agreements, including apprenticeship agreements and contract language regarding subcontracting, new technology training, overtime, tool allowances and other pertinent matters. Since the last convention, the Skilled Trades Department has participated in national negotiations with GM, Ford, Chrysler, Master Lock Company, John Deere Ottumwa Works and a number of firms in our aerospace sector, such as Middle River Aircraft Systems where gains were made in many skilled trades areas.

The department has also participated in more than 52 sets of negotiations with various local unions, with the majority of those parts suppliers, including Jacobs Vehicle Systems, Lennox, Martinrea Heavy Stamping, Dana Corporation, Johnson Controls and numerous others.

## Apprenticeships

Since the 2010 convention, the department has assisted GM, Ford and Chrysler in modifying and updating their national guidelines for apprenticeships. We have assisted in over 97 locations looking to advance the production membership through apprenticeship programs, including Oakland Stamping, Stant Corporation, seven John Deere locations, Johnson Controls, IAC Corporation, Daimler Truck North America, Thomas Built Buses, and many others. The Skilled Trades Department is responsible for registering all programs with the U.S. Department of Labor or the state agencies that are responsible for apprenticeships.

The department is currently working on an additional 60 new apprenticeship programs with 60 different local unions throughout the country in all 10 UAW regions. Efforts are ongoing to foster “direct entry” provisions in UAW apprenticeship programs for honorably discharged veterans.

## Plant entries

Upon request from regional directors, the department assists in performing plant entries in order to determine the

qualifications for various classifications and whether or not those classifications will be approved for journeyman card status. Since the last convention, the department has visited 134 locations for such determinations. This represents an increase of plant entries of over 36 percent, largely because of an increase in newly organized plants and re-negotiated skilled trades classifications, which require the department to assist new and older locals in setting up and reviewing skilled trades classification structures.

In the overwhelming majority of plant entries to review skilled trades classifications, issuance of journeyman cards was approved.

## Journeyman cards

The issuance of journeyman cards continues to be the exclusive responsibility of the Skilled Trades Department. All applications are first sent to their respective regional card committee for their review and recommendations. The Skilled Trades Department's staff then reviews applications, making determinations of whether or not approval will be given.

The staff has processed more than 2,678 journeyman card applications, approving 2,061 for issuance since Jan. 1, 2010. The staff rejected 115 applications that had been approved at the regional level, with 68 classification changes, 424 duplicates and three name changes. Seven cards have been revoked. During its history, the department has issued well over 300,000 journeyman cards.

The appeals committee of the Skilled Trades Department has reviewed 60 appeal cases regarding the rejection of members' applications for journeyman cards. This is an increase over the activity reported at the previous convention.

## Pre-apprenticeship training

Technological advances make it imperative that today's workforce possesses up-to-date technical knowledge and skills for skilled trade occupations. The UAW supports the full development of the skill potential of our members through

apprenticeships and stands ready and willing to render all possible assistance to achieve this goal. The success of pre-apprenticeship training as a stepping stone between today's jobs and tomorrow's advancement into skilled trades occupations is well documented. This program is available to all UAW locals that have a recognized apprenticeship program in place. By helping our members develop the necessary skills to move into skilled occupations, pre-apprenticeship training broadens participation in UAW apprenticeships and helps bring more women, minorities and educationally disadvantaged members into the trades.

Since the last convention, the department has provided 17 local unions with pre-apprenticeship training, including at Volvo Truck and Navistar. A number of Chrysler locations are in the process of providing training to production workers to upgrade into skilled trades occupations. Since the inception of our pre-apprenticeship training program, the UAW Skilled Trades Department has graduated well over 20,000 UAW members, half of whom were women and minorities and many of whom entered and successfully completed their apprenticeships.

## **International Skilled Trades Advisory Committee**

The 24-member International Skilled Trades Advisory Committee (ISTAC), which was established in 1959, advises the International Executive Board and the Skilled Trades Department on policy matters affecting UAW journeymen and apprentices. The members are tradespeople elected from various regional and company councils and subcouncils within the union.

ISTAC recommends trades and classifications to the IEB for skilled trades recognition. This occurs only after a thorough and detailed investigation, including in-plant visits by Skilled Trades Department staff. ISTAC also serves as the guardian of the UAW journeyman and apprenticeship standards. From time to time, it recommends changes in such standards, including the apprenticing of new trades to meet changing technology.

ISTAC met three times since the last convention, approving a new wastewater treatment technician journeyman card and an 8,000-hour bona-fide apprenticeship program for the trade. The committee also approved the industrial equipment repair journeyman card for numerous plants. The committee rejected the request for a millwright/welder journeyman card, which was rejected. In September 2013, ISTAC approved an 8,000-hour apprenticeship for tool cutter grinder. All of the above were subsequently approved by the International Executive Board (IEB) of the International Union.

ISTAC also plays an integral role in formulating skilled trades bargaining goals, and most of the members serve on national and local negotiating teams.

## **Social Security Department**

### **Susanne Mitchell, director**

The Social Security Department provides our union with specialized expertise in pensions and health care in support of collective bargaining, organizing, political advocacy and membership education. Ensuring a dignified retirement and affordable, quality health care are two of the most complicated, challenging and important issues that UAW bargaining committees face in any negotiations. Typically, employers – supported by their attorneys and consultants – are looking to shift costs and risks onto members. Staff members of the Social Security Department serve as the membership's experts in these areas, critically analyzing employer claims, evaluating costs and crafting alternatives.

The department also supports active and retired members in the broader political sphere, working to strengthen Social Security and Medicare in the face of political threats to these vital programs. By providing technical expertise and developing educational materials, the Social Security Department is helping bargainers and members understand the changes brought about by the ACA so that UAW families can benefit from the law's reforms.

## Collective bargaining

Health care is a critical issue in contract negotiations. Health care cost trends continue to put great pressure on economic packages at the bargaining table. The Social Security Department provides valuable support in the evaluation of health care proposals and in seeking options to improve benefits and help rein in escalating costs. The Social Security Department also provides retirement plan expertise. Department staff draw upon their knowledge of Employee Retirement Income Security Act (ERISA), the Pension Protection Act and other laws and regulations to interpret proposed retirement plan language and suggest improvements. The Social Security Department also provides ongoing support in the administration of negotiated benefits.

## Organizing

The Social Security Department supports organizing drives by analyzing employer benefit plans to help identify issues of concern.



## Political advocacy

The Social Security Department works with our union's political and legislative staff to promote and advance public policies to protect and improve retirement security and

access to quality, affordable health care. The department has provided information and analysis to support the fight against cuts in Social Security and Medicare benefits, and has advocated for UAW members on issues ranging from the Pension Protection Act to the development of rules and regulations under the ACA.

## **Membership education**

The Social Security Department staff makes presentations and conducts training sessions on health care and retirement plans, including the ACA, Social Security and Medicare.

## **Boards, commissions and committees**

Social Security Department staff members represent the UAW on a number of outside boards and committees that help shape policy on health care, pensions and other social programs. Committee and board positions include the Pension and Retiree Group Health committees of the American Academy of Actuaries, the Economic Alliance of Michigan Health Staff Group and the boards of the National Institute of Health Care Reform, Blue Cross Blue Shield of Michigan and the Health Alliance Plan. Staff members also serve as trustees for a number of VEBAs and sit on boards of pension plans and health care committees.

# **Strategic Research Department**

## **Eric Perkins, director**

Whether at the bargaining table or on an organizing drive, a clear understanding of the issues at hand is crucial to winning justice for workers. The UAW Strategic Research Department provides subject matter expertise and strategic research to support the union in bargaining, organizing and industry analysis. Our department consists of experienced accountants, economists, industry analysts and strategic



campaign researchers. Together, we work to use research to inform strategies to strengthen and grow our union.

## Collective bargaining

The Strategic Research Department gives UAW negotiating teams the information they need to bargain strong contracts in good times and bad. UAW strategic researchers review company finances, analyze proposed economics packages and provide industry context to help negotiators respond to trends nationally and worldwide. In addition, strategic researchers assist with designing profit-sharing plans and wage schedules.

Strategic Research also works with other departments and UAW regions to maintain a union-wide contract database. The database allows us to analyze our density within companies and industries, plan strategically for bargaining and understand wage and benefit patterns throughout our membership.

With health care a major focus of almost all UAW negotiations, the Strategic Research Department has developed its capacity to design innovative programs to reduce costs while improving care, particularly for members with chronic conditions. We work closely with the UAW Social Security Department to bargain, implement and measure the impact of pilot projects in health care.

## Organizing

As the union has intensified its efforts to help workers organize, the Strategic Research Department has developed new skills and strategies to support our renewed focus on growth. This has been a major focus of the department since the last convention, with greatly expanded capabilities to deploy research strategically to inform and support organizing that builds power for our members. Working with National Organizing and other departments, researchers use corporate analysis to build a deep strategic understanding of the positions and priorities of companies where workers

seek to form a union. Once an organizing campaign is in progress, UAW Strategic Research puts that understanding to work, designing strategies to protect the rights of workers to a free and fair organizing process. Strategic Research works closely with organizers and community allies on the ground as well as UAW regions, locals, and other national departments to design and execute comprehensive campaigns to protect the right to organize and help grow our union.

## **Industry analysis**

A key part of supporting bargaining and organizing is having an understanding of our industries. UAW Strategic Research studies the industries and issues of strategic importance to our union. We cover automobile assembly and parts production, agricultural implements and mining equipment, aerospace, public employment, higher education, health care, gaming and much more. Researchers use market data, regulatory filings, and other resources to build and maintain expertise on UAW-employer industries and to analyze other strategic issues such as component sourcing, corporate finance and accountability, and health care. As many UAW industries are global, the Strategic Research Department often works closely with other unions and allied groups around the world to coordinate strategies to build power for our members in America and workers around the globe.

## **Transnational and Joint Ventures Department**

**Secretary-Treasurer  
Dennis Williams, director**

The UAW Transnational and Joint Ventures Department was established by the International Executive board in September 1989 to coordinate our union's collective

bargaining relationships and activities with foreign-based vehicle manufacturers.

We currently represent workers at one transnational employer – Mitsubishi Motors North America (MMNA) in Normal, Ill., where associates are members of Local 2488. NUMMI, the UAW-represented Toyota-GM joint venture in Fremont, Calif., closed shortly before our last convention. The Mazda plant in Flat Rock, Mich. is now covered under the UAW Ford National Agreement.

Much of the focus of the Transnational Department is, consequently, on organizing. Transnationals now account for a substantial share of U.S. vehicle production – more than 45 percent in 2013. If they remain nonunion, our ability to set wage and benefit standards for the industry through collective bargaining will continue to erode. To raise standards throughout the auto industry – at transnationals and domestics alike – we simply must rebuild our density through organizing.

## Mitsubishi

UAW membership as of February 2014 is 973, plus 56 supplemental employees and 54 on layoff.

MMNA was created in 1988 as Diamond Star Motors, then a joint venture between Mitsubishi and Chrysler Corp. After three years, Mitsubishi acquired Chrysler's 50 percent share and the operation became a wholly owned subsidiary of Mitsubishi Motors, based in Japan. In November 2005, Daimler Chrysler divested itself of all remaining interests in MMNA.

Since the last convention, MMNA has discontinued production of the Eclipse, Eclipse Spyder, Endeavor and Galant sedan and in mid-2012 began production of the Outlander Sport. The new product represents an investment in the future of the Normal facility. Production volume estimates for 2014 and 2015 are 70,000 and 69,000 Outlander Sports, respectively.

The current UAW-MMNA agreement has been in effect since Dec. 9, 2010 and expires Aug. 27, 2015.

## **Veterans Affairs Department Vice President Joe Ashton, director**

The mission and goal of the UAW Veterans Affairs Department is to address the needs and problems of the veterans who are members of our union while serving as a voice for veterans throughout our society. The department is dedicated to responding to the political and social needs of veterans and their families by providing leadership, guidance and education on matters of concern. When requested by regional directors or national departments, the Veterans Affairs Department will provide assistance and/or information for regional and local veterans committee meetings.

### **National Veterans Advisory Committee (NVAC)**

The 2013 National Veterans Conference was held at the Walter and May Reuther Education Center Aug. 25 through 30, 2013. some 218 delegates – the most in six years – attended well-received workshops on topics such as veterans' medical benefits and post-traumatic stress disorder.

### **Regional activities**

All UAW regions continue in their efforts to support veterans in various ways. They volunteer at veterans' homes and hospitals and they also support building veterans' monuments and memorials. In addition, UAW veterans' committees participate in a variety of fundraisers and activities, including serving as color guards.

## **Women's Department Vice President Cindy Estrada, director**

The UAW Women's Department leads the International's programming for UAW women and serves as a resource for regional women's councils and local union women's

committees. Under the direction of UAW Vice President Cindy Estrada, the department has focused on supporting UAW women as they develop their leadership, encouraging women to create and participate in community coalitions to build caring and beloved communities, and amplifying the voice of UAW women who comprise an estimated one-third of the UAW total active membership.



## Leadership training

The department worked with the national AFL-CIO to design a program to teach about and examine structural sexism. This effort took place against the backdrop of a national “War on Women” marked by anti-woman attacks from the extreme right wing, including Rush Limbaugh’s shameful example when he called Georgetown Law School student Sandra Fluke a “slut” on national radio because she wanted to testify in favor of the ACA. UAW and AFL-CIO instructors partnered to facilitate this program that was introduced at the 2013 International Women’s Conference and tremendously impacted the more than 250 UAW women who participated. Understanding how privilege and structures constrain women from reaching their full potential and impact men in their own negative way allowed UAW delegates to tell their stories about how they feel living in that structure and being subject to that privilege. As part of the workshop, delegates described their greatest frustrations with structural sexism and provided recommendations for the International Executive Board to consider and implement.

The “War on Women” workshop has been groundbreaking for UAW women who must understand structural sexism and their response to it as they work to increase their numbers in union leadership. The workshop has attracted attention across the country from other labor union women and the AFL-CIO is receiving many requests for it to be replicated elsewhere.

## Women’s conferences

The department focused workshops on building effective women’s committees, organizing and empowering UAW women, the power of mentoring relationships, women and economic inequality, immigration and the impact on women and children, community coalition building, social unionism, and other workshops to encourage and empower women to plug into their union and community upon their return home from the conference. Plenary sessions were devoted to UAW history, intergenerational issues for UAW women, women in politics, and other topics to inspire and motivate UAW women to step into their leadership.

In a real show of solidarity, and with Vice President Estrada’s urging and encouragement, conference delegates created a scholarship fund for Competitive Shop/Independents, Parts and Suppliers (IPS) and Technical, Office and Professional (TOP) women whose local unions are often unable to send them to the women’s conference due to a lack of available financial resources. The fund has grown over the past four years and can now accommodate both conference fees and lost time costs, allowing women from these sectors to attend the conference in greater numbers.

## Women’s Advisory Council

The Women’s Advisory Council – consisting of one delegate from each UAW region – met several times during Vice President Estrada’s term and contributed a strong voice on behalf of the UAW women in their region for needed programming, services and resources. The council has served as a critical guide to assist the department in its work and in the direction of the annual Women’s Conference. The council

is also testing a pilot program to see how peer mentoring works among UAW women and what would be needed to roll out this support program across the union in the future.

## **CAP - Women's breakfast and tele-town hall**

Beginning in 2011, the department – in close cooperation and collaboration with the National CAP Department – has hosted a women's breakfast at the annual CAP conference in Washington, to highlight political issues important to UAW women. All delegates and guests are invited to hear that perspective. Past guest speakers have included Democratic National Committee (DNC) Chairwoman Debbie Wasserman Schultz and House Democratic Leader Nancy Pelosi.

Active and retired UAW women were also targeted for their strategic importance in the 2012 election with a nationwide telephone town hall hosted by Vice President Estrada, with President Bob King, Michigan Sen. Debbie Stabenow and special guest, DNC Vice Chair and Democratic strategist Donna Brazile. Nearly 25,000 UAW women were on the call at its peak and over 600 UAW women from across the country volunteered to work with their local CAP on GOTV and electoral activities.

## **International Women's Day – “Women Creating Caring Communities”**

This event premiered in 2011 when women around the world commemorated the 100th anniversary of International Women's Day, March 8. The concept was the brainchild of near-centenarian and Detroit-based human rights activist and scholar Grace Lee Boggs of the Boggs Center and Vice President Estrada. The purpose of the launch for this now-annual celebration and working meeting is to bring labor and community women together to create beloved communities with a common purpose and vision. Now in its fourth year, hundreds of labor and community women have participated in the conference, planned by a UAW-led labor and community committee. The group has now expanded

beyond the conference to also hold actions, panel discussions and public meetings throughout southeast Michigan.

The event has been discussed and featured at past Women's Conferences to encourage this model to be replicated wherever UAW women work and live.

## Internet and social media

The department was able to stake out space on uaw.org in 2011 so that members of the public and UAW women could catch up on news important to UAW women and engage with the union's overall message and education. In 2012, the department established an official Twitter account – @UAWWomen – to generate a social and educational forum for UAW women and other interested parties. New followers are being added to the account as more UAW women establish their Twitter accounts and others find us. The department also recently established a Facebook page.

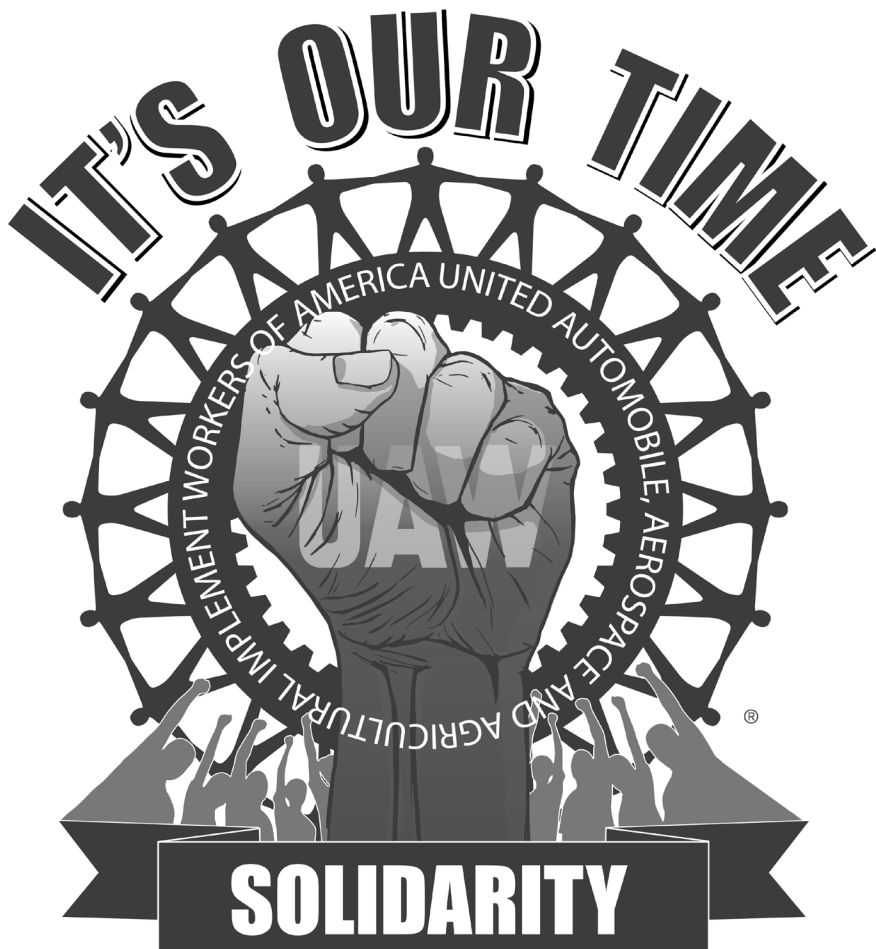
A special social media session was also held at the 2012 UAW Women's Conference to teach delegates about various social media platforms and how to use them to attract visibility and engage members.

## “Making Strides Against Breast Cancer”



UAW Women have embraced this national program since 2011 when the department first became involved in the American Cancer Society breast cancer online fundraising campaign. Since its engagement with “Making Strides,” the International Union, UAW Women’s Department has grown its fundraising from an initial \$24,000 in 2011 to nearly \$140,000 in 2013, doubling donations every year.





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