

# PRESIDENT'S REPORT

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



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# President Bob King's



## Report to the 36<sup>th</sup> UAW Constitutional Convention

June 2014

The near-demise of the U.S. auto industry in the financial meltdown of 2008 and 2009 was a crisis unlike any other our union has faced. It was the culmination of decades of sweeping economic change, including globalization, the outsourcing of U.S. jobs, the expansion of nonunion production in auto and other core UAW sectors and concerted efforts by many in industry and government to weaken or destroy unions. In the wake of the immediate crisis, but facing continued attacks on our right to organize and bargain, we had to look at the big picture and devise approaches that would ultimately lead to greater power and greater justice, even if in the short term we had to make sacrifices. It was incumbent on us to develop new strategies to respond to the grave challenges confronting workers at this moment in history.

And that's exactly what we have been doing since the last convention. Our overarching goal, as always, is to improve the lives of our members and their families while building a more just economy for all working people. Our strategy to move our union forward toward our goal of social and economic justice has multiple components:

***Preserving and creating jobs through our collective bargaining relationships.*** Our country needs good, middle-class jobs now and for the future. The loss of union-represented manufacturing jobs paying middle-class wages has hollowed out our economy and contributed to growing inequality. Our union has an important role to play in revitalizing U.S. manufacturing and bringing investment and good, middle-class jobs to our communities.

***Mobilizing UAW members inside and outside the workplace.*** Participation by UAW members is essential to make our voices heard within our workplaces, in our communities and in society at large. Each and every one of us has a role to play in strengthening our union. To broaden participation, we must ensure that each and every member has the information, tools and opportunity to become more fully engaged. We also need to magnify our own strength by deepening our relationships with community allies.

***Advancing the fundamental right of all workers to organize, while building bargaining power in***



**our core sectors.** The right to join a union is a fundamental democratic principle, but it is nonetheless under assault by corporations and billionaires and their political allies. They know that declining union membership and density strengthen their ability to drive down wages and benefits for workers. To increase our bargaining power to win the justice we deserve, we must organize. We especially need to organize the direct competitors of our members' employers.

***Establishing strategic alliances with global unions with whom we share common employers.*** Our largest employers are global corporations that operate across national borders. If we are to be an effective voice for U.S. workers, we must do the same by joining forces with workers in other countries across the globe.

***Pursuing partnerships with employers and innovation in bargaining and representation.*** In the past, when our largest employers were part of a fully unionized industry operating in a national economy, we did not have to focus as much on innovation and adding value. Managers managed, and we bargained over our share. Today's economic environment is very different. We have to find ways to make our employers more successful while still sharing fairly in the wealth we produce. That means embracing innovation in collective bargaining and experimenting with new forms of representation, such as works councils. Above all, it means seeking an expanded role for our members in decisions that were once the sole purview of management.

This report looks at each of these areas in turn and reports on our progress over the last four years. Challenges that have developed over decades will not be resolved quickly or easily. However, I am confident that we are headed in the right direction, and that with UAW members' active participation, our union will continue to move forward.



## Preserving and creating jobs

At the time of our last convention, our country and our union were in the grip of a deep jobs crisis. The national unemployment rate had been above nine percent for more than a year; in many of our communities, it was much higher. For our members in manufacturing,



the 2008-2009 recession was an especially cruel blow. Manufacturing employment had never recovered from its collapse in the early 2000s, and by 2010 it had fallen to its lowest level in almost 70 years. Creating jobs – good jobs – was our most urgent challenge.

That challenge was heightened in auto, where the industry's crisis was still fresh in all of our minds. In 2008 and 2009, we had faced the very real possibility that at least two major employers – probably more, given the likely ripple effects in a complicated, interdependent industry – would go belly up, their plants shuttered and equipment auctioned off. Active members would have lost their jobs. Retirees would have faced pension and health care cuts. Communities would have been devastated.

Our right to collective bargaining gave us a voice in the auto companies' restructuring. Thanks to our collective voice, the sacrifices of our members and the support of the federal government, the worst outcome was averted and the companies were saved. But job security remained the top priority of our members at General Motors, Ford and Chrysler heading into our 2011 negotiations. We knew through hard experience that our only real job security comes from having more work in our plants. We also felt a deep sense of responsibility toward our communities and toward the American public. So we used our bargaining relationship with the companies to press for new investment and product commitments in the U.S.

And we succeeded. As a result of our negotiations, GM, Ford and Chrysler committed to invest more than \$13 billion to upgrade and retool their U.S. facilities by 2015. Plants that were closed have reopened (like GM's assembly plant in Spring Hill, Tenn.) and plants whose closings had been announced were saved (like Chrysler's Sterling Heights Assembly Plant in Michigan). Product commitments included work brought back from Mexico, Europe and Asia. In other cases, new work that had been slated to go to other countries was redirected to our UAW facilities.

In 2011, being able to point to 20,500 jobs saved or created as a direct result of our negotiations was an amazing accomplishment. And now, in 2014, we can point to even more. Jobs and investment in UAW facilities have already surpassed the original 2011 commitments, exceeding 28,000 jobs created or saved.

Each one of these jobs supports additional jobs at companies that supply parts and materials and the local businesses where workers spend their paychecks. Taxes paid by newly hired workers support teachers, police and firefighters in the community. All told, each auto job generates another nine jobs throughout the economy – meaning those 28,000 jobs in our plants are 280,000 jobs for our country.

Our union's focus on winning jobs and investment extends beyond the Detroit automakers to other employers and sectors. The UAW-represented Mitsubishi plant in Normal, Ill., desperately needed new product; in 2010, its

total output was fewer than 30,000 vehicles. Multiple international locations were vying to become the next production site for Mitsubishi's Outlander Sport crossover. Because of the strong work ethic and high quality vehicles made by UAW members in Normal – and because of the strong, collaborative relationship between the UAW and Mitsubishi management both locally and globally – the Outlander was awarded to Normal and is now made by members of UAW Local 2488.

At truck manufacturer Navistar, where UAW Secretary-Treasurer Dennis Williams sits on the board of directors, we've also won new work for UAW facilities, including the Melrose Park, Ill., engine plant where all of our laid-off members are back to work and the plant is hiring. The Illinois facility was awarded more work after Navistar and the local bargained to move work from its nonunion plant in Huntsville, Ala.

Decades of disinvestment and capital flight have left many Americans deeply pessimistic about their ability to influence corporate investment decisions. There's a pervasive sense that corporations have the power to do whatever they want; that the pull of the "China price" is too great to overcome; that the industrial communities of the 20th century are destined to become the ghost towns of the 21st. Obviously, corporate power is real, and our unfair trade relationships are a serious challenge. But over the last four years, we have shown that we can move capital back into our communities, saving jobs and creating new ones. That's the power our union gives us.

## Mobilizing our members



Members drive this union. The only way we can be successful in growing and strengthening the UAW is through the participation of our entire membership. Mobilization, direct action, political involvement and engagement in the workplace and in the community are all critical to achieving our strategic goals. To meet the challenges we're facing, we need

every member's ideas and help.

We have been challenging our members to take personal responsibility for becoming more active in our union. It's tempting to sit back and expect "the union" to fix problems and injustices in our workplaces. But the union is each of us: Fixing problems and winning justice is all of our jobs, together. When employers see an active and engaged membership acting together, we win better contracts (and better enforcement of our existing contracts). When politicians see UAW members turning out in force at rallies, town hall meetings and district offices, they feel the heat of our demands.

Calls to "get involved" ring hollow if there are barriers in the way. As we challenge members to become more involved, the union has been working to provide new tools to facilitate that involvement. Better two-way communication is at the top of the list. Over the last four years, we greatly increased our presence on social media, such as Facebook and Twitter; our Facebook page is the site of lively discussion among members from UAW locals all over the country.

Another example of our use of new media is the GimmeFIVE program that we kicked off at the 2010 convention. GimmeFIVE encourages member mobilization by quickly sending out timely, targeted text messages and emails about opportunities to take action. Anyone can sign up to receive GimmeFIVE alerts about key issues, national events, and mobilizations in their community, and more than 73,000 active and retired members have already done so. While we're still looking to grow the program, that level of involvement is something we should all be extremely proud of.

Others are taking note of UAW members' activism. Our members played an outsized role in President Obama's re-election and have been credited with his victory in key states like Michigan and Ohio. Scores of other races at the national and state level have been determined by the on-the-ground efforts of UAW members. On key issues, from fair trade to protecting Social Security to extending benefits for the long-term unemployed, calls and emails from our members make it clear to politicians that they are being held accountable for their votes. Because of our activism – and the activism of our allies inside and outside the labor movement – proposals to reduce cost of living adjustments for Social Security beneficiaries have been taken off the table.

Joining with community allies in support of a broad justice agenda is not new for our union; it was part of our founding vision, and led Walter Reuther to join hands – literally – with Dr. Martin Luther King Jr. in the long march for civil rights. Over the last four years, we have deepened our relationships with organizations advocating for civil rights, women's rights, LGBT rights, immigration reform and the environment. UAW members were highly visible at major national rallies for social and economic justice, including the 50th anniversary of the 1963 March on Washington, where we joined with tens of

thousands of Americans to renew our commitment to Dr. King's ideals – and where shirts, signs and banners made the point that “labor rights are civil rights.”

When members turn out in force at events like the 50th anniversary march, it shows that the UAW is not a narrow special interest group, but an organization that fights for the broader community, strengthening our relationships with allies. One outcome of this stepped-up engagement is that religious, community, civil rights and student groups are now playing a key role in our organizing efforts at the nonunion automakers in the South. In Mississippi, for example, the Mississippi Alliance for Fairness at Nissan and Concerned Students for a Better Nissan are supporting the right of Nissan workers to join our union in an environment free of threats and intimidation.

In the end, it all comes back to building our union as a powerful force to improve the lives of our members and win justice in the workplace, the economy and society. When our members are engaged – in the workplace, in our local unions, in the streets and in the political process – we can win incredible gains. And unlike so many of the big issues swirling around us, the decision to get involved in our union is entirely within our control. Each and every member has the opportunity to decide for themselves: Will I be part of making our union stronger?

Our goal is for the answer to that question to be “yes.”

## **Advancing the fundamental right to organize**

Organizing is both a fundamental right and a strategic necessity. Being able to come together to improve our economic situation is central to our democracy; it's also an internationally recognized human right, enshrined in numerous international conventions. Strategically, when we organize, we build our power to bargain with employers from a position of strength. What's crucial to recognize is that organizing doesn't just build the power of the newly organized. It's equally important for the already-organized, whose wages and benefits would otherwise be





undercut by nonunion competitors and for the not-yet-organized, who are lifted up by rising industry and community standards.

To see how that works, we only need to remember our history. Before the UAW and collective bargaining, autoworkers were exploited and abused. When we organized all the auto companies, we bargained great contracts that provided our members a middle-class standard of living and a secure retirement. Our contracts also raised the expectations of nonunion workers in our communities, leading to broad gains that built the American middle class.

The UAW is committed to organizing in all of our core sectors. This commitment led to the decision after the last convention that instead of having just one officer responsible for organizing, we would give each international officer responsibility for developing organizing plans in their specific areas. The common thread in every sector is the importance of eliminating threats and intimidation by first winning the employer's commitment to neutrality. In many cases, this commitment to neutrality has been coupled with an agreement for majority recognition, allowing workers to form their own UAW local and bargain a contract when a majority indicate their desire for a union – typically through a simple check of authorization cards. The vast majority of the members who organized into the UAW in the last four years – almost 90 percent – did so under a neutrality or neutrality/majority recognition agreement.

In auto and other manufacturing industries, our fight to organize the nonunion manufacturers is a fight to ensure that manufacturing jobs remain good, middle-class jobs. Manufacturing jobs should not consist of low-wage, temporary labor working under unsafe conditions. But without unions, that is the direction they are going. In the 1980s, for example, 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, the percentage organized (our “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. Similar loss of union representation and union density has occurred in aerospace, agricultural implements and throughout our manufacturing sectors. Global companies operating in the U.S. are moving in the direction of hiring vast numbers of temporary workers who earn very little, receive few benefits and have no job security. All manufacturing workers share a common interest in preventing a race to the bottom in which companies compete not on the basis of quality but on the basis of paying lower wages and benefits. It is simply wrong for jobs in highly productive, high-value-added industries to be turned into low-wage jobs – we must fight aggressively against this trend.

Since the last convention, we have helped workers greatly expand their

organizing committees at transnational auto plants, especially in the South. It is a great irony that these companies work cooperatively with unions in their home countries and all over the world, yet choose to wage fierce opposition when American workers organize. Workers in the U.S. want a seat at the table just like their co-workers in Japan, Germany, Britain, Spain, South Africa, Brazil, South Korea and elsewhere. American workers must not be treated as second-class global citizens.

At Nissan, when U.S. workers decided they wanted the same dignity and the same voice as Japanese workers, hundreds of them joined together to form an organizing committee. The company reacted fiercely, with the message – both implicit and explicit – that the workers risked losing their jobs if they join the UAW. Recently the company has targeted union leaders for disciplinary action and even termination. The employer’s goal is to create a climate of fear and to prevent workers from exercising their civil right to organize. This attack on the fundamental right to join a union should come as an affront to every UAW member.

Nissan is moving in a direction where a majority of production workers will not be regular employees at all, but temporary or “perma-temp” workers, lacking job security of any kind. Nissan workers believe the company should hire workers as regular employees, and we support them in this. The growing use of temporary labor in auto production is a grave threat to the ability of working people to join the middle class. It creates pressure on other employers to adopt similar policies, driving down wages and increasing insecurity for all.



At Volkswagen in Tennessee, it is governmental officials rather than managers who are using intimidation and fear tactics to suppress union activity. State legislators and the governor threatened to withhold financial incentives from the state unless the workers voted against the UAW. Tennessee Sen. Bob Corker went so far as to tell workers that if they voted

against the union, a new product would be announced for their plant within a few weeks. These political leaders coordinated with wealthy anti-worker forces, including the Koch brothers and Grover Norquist, to try to mislead and intimidate workers and their families from choosing to form their UAW local union and establish a works council at their Volkswagen Chattanooga facility. In the end, if 44 votes out of more than 1,300 cast had swung the other way, Volkswagen workers would have won the election. Even with the unprecedented threats coming from their own elected officials, it was an amazingly close election. To the great credit of our UAW leadership council at Volkswagen and our courageous activists, the effort to win representation at Volkswagen continues as this report goes to press.

Where we have been able to eliminate or neutralize threats and intimidation – whether from employers or outside parties – we have had important organizing victories that led to significant gains for our members. In the parts industry, which became largely de-unionized in the 1980s and 1990s (with disastrous consequences for workers' wages and benefits), we continue to rebuild our density. Our strategic focus has been on key components where we have the greatest potential to raise standards for both existing and newly organized members. In seating, for example, all of the plants that supply seats to Ford, General Motors and Chrysler are now

union-represented. We have used that density to bargain industry-wide wage and benefit standards that have raised the bar for workers in seating – a success story we are working to replicate in other components like frames, axles, stampings and interiors.



In higher education organizing, graduate student employees at New York University waged an eight-year struggle to regain their union after being stripped of collective bargaining rights by the Bush administration. It was a long fight, but the workers' persistence and creativity eventually carried the day when the university agreed to respect the results of a free and fair election. Under the gaze of a mobilized campus community, the university administration scrupulously observed its commitment to neutrality – and in the absence of threats and intimidation, the union vote in last December's election was an

overwhelming 98 percent. Now 1,247 UAW graduate, research and teaching assistants have a union voice to address their concerns and improve the university's operations.

Over the last four years, workers all across the country – adjunct faculty in Massachusetts, graduate employees in Connecticut, casino workers in Ohio and Las Vegas, workers making buses in Oklahoma, and many others – have all organized into the UAW. The notion that Southern workers – or workers in any industry, region or occupation – do not want unions is false. The fact is, workers in our country face intimidation and threats of job loss whenever they seek to exercise their right to organize. As we saw at Volkswagen, when employers don't oppose unionization, politicians and outside special interests step in to fill the void. Forming a union in the U.S. requires enormous courage. While we salute the brave men and women who step out on the organizing front lines, it shouldn't be this way: Joining a union shouldn't take courage, just a desire to join together for a better life. We will continue to support the basic democratic right of all workers to organize and collectively bargain without being spied on, harassed, intimidated or threatened with loss of jobs or plant closings.

## **Establishing strategic global alliances**



In a global economy, where workers confront the power of global corporations daily, it's increasingly important to form our own global alliances. Over the last four years, we have taken strong steps to forge such alliances and to build solidarity across national borders. These alliances have played a critical role in our organizing efforts at the transnational auto companies, and will continue to be essential in the future – not just in auto, but in other UAW sectors dominated by global companies. Our relationships with the global union federation IndustriALL and global unions in our representational sectors have deepened through a range of solidarity



activities, and we are continually raising our level of strategic cooperation. Our goal is to use these strengthened relationships to achieve successful cross-border organizing and better contracts for our members and the members of our global sister unions.

In this process, we have forged deep and meaningful relationships with unions in other nations. The struggle of Mexican workers for a living wage and for strong, independent unions is our struggle. With help from the UAW, workers at Flex-N-Gate in Puebla, Mexico, won a new independent union and a new contract that included significant gains. We are also actively supporting workers in India, Thailand and elsewhere to win their rights to organize and to be treated humanely. Instead of a race to the bottom, we are working to create strong global unions that can create a global middle class.

We are insisting that U.S. corporations respect worker rights in their foreign operations. In a major breakthrough in global worker rights, the UAW and our global union federation, IndustriALL, won the first ever Global Framework Agreement with a U.S.-based auto company, Ford. The agreement enshrines a commitment to basic rights and worker safety throughout Ford's global operations, and creates the Ford Global Information Sharing Forum – an annual meeting through which the company and its unions worldwide can collaborate for better working conditions and quality production. We have also secured GM's agreement to similar information-sharing forums with unions from GM facilities globally.

At Ford, GM, Fiat Chrysler, Caterpillar and John Deere, we are partnering with other unions to form global company networks through which we share information and develop global approaches to bargaining and winning better contracts and fully participating in the success of our employers .

Just as the UAW has supported struggles of workers in other nations for justice, our own fight for justice has been boosted by the enormous support of auto unions in other nations. Union delegations from Germany, Brazil, South Africa, France, and Japan have all met with workers trying to organize



at transnational automakers in the U.S., and are mobilizing support in their own countries for the rights of U.S. workers. For example, Brazilian unions are holding demonstrations outside of Nissan dealerships demanding that Nissan stop treating American Nissan workers as second-class global citizens. The German works councils and their union, IG Metall, have been incredible in their support for American workers at German-owned facilities in the U.S.

Corporations are global. We must also act globally if our members are to have an effective voice in their economic future. The more we engage with other unions to build a global labor movement, the more we realize that workers in other nations are not our competitors, but our sisters and brothers. Our destinies are inextricably intertwined. By building union power across national borders, we can amplify our power to improve our members' lives here at home.

## **Pursuing partnerships and bargaining innovations**

No one has a greater stake in the long-term viability of UAW employers than UAW members. Our goal is to compete on the basis of quality and innovation, while ensuring that our members share in their employers' success. To that end, we have embraced flexibility, innovation and joint problem solving. We believe that nurturing an environment of open communication and trust is an essential and effective means of adding value and achieving success. Obviously, we can and will disagree – vigorously – with our employers. But standing up for our members does not have to imply an adversarial culture.

It can and should mean finding innovative ways to meet members' needs, while extending our members' voices into areas where they have not traditionally been heard.

In our difficult 2011 negotiations in the auto industry, our members at Chrysler, Ford and General Motors faced the challenge of preserving and creating jobs while also sharing in the companies' success. We can all be proud of what we accomplished through collective bargaining. In particular, we gained a dramatically improved, transparent and simplified profit-



sharing formula that has allowed members to share in the companies' success while keeping them competitive globally. We also won substantial wage increases for new hires, moving them closer to traditional wage rates.

Innovation in bargaining – often under difficult circumstances – is not, of course, something new for our union. Our members at the domestic automakers took a big risk in 2007, when we agreed to create an independent trust to take over responsibility for retiree health care. For decades, we'd looked to the companies to provide health care coverage for our retirees. But with growing nonunion competition, weak employer finances, a dysfunctional health care system and a hostile legal climate, that arrangement was no longer something on which we could comfortably rely. That was the origin of the UAW Retiree Medical Benefits Trust, more commonly referred to as the VEBA.

Then the auto industry crashed, and the VEBA – which was still in the process of being funded – was caught up in the companies' restructuring. If we had not already created the VEBA, retirees could have lost everything; even with the VEBA in place, it took a combination of tough bargaining, sacrifice by our active and retired members, and a supportive president in Washington to protect health care for retirees and their families from the demands of other creditors. When the VEBA took over responsibility for retiree health care benefits at the beginning of 2010, its assets had been diminished by the stock market crash, and were heavily concentrated in company stock (a requirement of the restructuring), which greatly raised the level of risk.

Today, more than 860,000 people are getting their health care through the VEBA, the country's largest purchaser of health care. Although the VEBA started out with a large projected shortfall, it is now financially strong. Its cost saving and strength comes from much better administration

of our retirees' health care, including tough bargaining with insurance carriers and very positive turnarounds of the values of our Ford, GM and Chrysler holdings. But the most important source of strength goes back to that bold move by our Big Three members in 2007 – creating a trust to be overseen by independent trustees and managed to provide to the greatest degree possible strong, stable benefits for our retirees



and their families. That structure has allowed the VEBA – managed by health care experts, not accountants – to do a much better job providing retiree benefits in a cost-effective manner than any profit-driven company ever could. Instead of trying to get cost savings through contract concessions (the usual approach), the Trust has focused on cutting administrative costs, managing its various carriers effectively and improving the quality of care. By providing better coverage for basic preventive services, giving retirees with chronic conditions like diabetes tools to better manage their health, and helping retirees navigate different health care settings, the Trust is holding down costs not by cutting benefits, but by enhancing them.

From second-hand smoke exposure in casinos to job security for adjunct faculty, from hospital staffing levels to the visa concerns of international postdoctoral researchers, from job ladders for manufacturing workers to electronic rights for freelance writers – our diverse members face a wide range of issues. Whatever the issue, our goal is always to find innovative solutions that improve our members' lives on the job, enhance long-term employment security and contribute not just to the success of the enterprise, but to the broader public good.

Our openness to innovation extends to our policy agenda. Our union played a key role in negotiating new fuel economy standards for cars and light trucks that will almost double average fuel economy by 2025, to the equivalent of 54.5 miles per gallon. Working with our environmental allies, on the one hand, and the auto companies on the other, we pushed for the highest feasible increase in fuel efficiency without jeopardizing American auto jobs – sometimes serving as an honest broker among groups that have historically regarded one another with distrust. The new standards provide regulatory certainty for the manufacturers, allowing them to invest more confidently in their U.S. plants. They also mean a bonanza for auto suppliers, as new technologies such as turbo chargers, stop-start systems and electric power steering are added to vehicles to make them more fuel efficient. These new technologies, in turn, mean new jobs in the auto sector. We can all be proud of our union's role crafting CAFE standards that are a "win-win-win" – producing greater energy independence for our nation, a cleaner environment for ourselves and our children, and an increased number of jobs for auto and auto parts workers.

Looking ahead, we seek further innovations in workplace representation and corporate governance. We know our members have a lot to say about the operations of their employers – and that employers would be smart to listen to them. With our increasing exposure to the global labor movement, we have studied the ways in which unions function in other countries – including, in particular, co-determination and the works councils that are legally required in Germany and a number of other European countries. We



want to adopt innovative approaches to integrating our members' voices into their employers' operations and decision-making, from the shop floor to the board room.

## Conclusion

UAW members are strong, united, determined and confident of our path. We are proud of our legacy of creating the American middle class, and we are dedicated to restoring the American dream for our children and their children.

We are also aware of the challenges we face. Income and wealth inequality, fueled by attacks on unions and collective bargaining, threaten the existence of the U.S. as a middle-class democracy. With one percent of the population controlling 40 percent of the nation's wealth, the current concentration of wealth is unacceptable. Concentrated wealth destabilizes our economy, corrupts our political system and erodes our democracy.

From our union's beginnings nearly 80 years ago, our mission has been to secure a decent and just standard of living for our members, to ensure that workers share in the wealth that they create, and to seek justice for all working people. Each generation of UAW members has fought and sacrificed to pass a strong and vibrant union on to the next. In the face of intense pressure from powerful anti-union forces, our generation must do the same.

By working collaboratively with unionized employers to create and preserve middle-class jobs; by fighting for the right of unrepresented workers to form unions; by uniting with unions around the world; and by linking our struggle with the struggles of immigrant, women, environment, LGBT, faith, and civil rights advocates, we will continue to bend the arc of history toward a more just nation and world.





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