

SPRING 2023

SOLIDARITY

The magazine for UAW members and our families



WHAT WE'RE
FIGHTING
FOR



SPRING 2023 | VOL. 66 NO. 1

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A MESSAGE FROM THE PRESIDENT

SHAWN FAIN, PRESIDENT, INTERNATIONAL UNION, UAW



Earlier this year, our union completed our first-ever direct elections of top officers. It is an honor of a lifetime to have been chosen by the membership to lead our great union.

Your newly-elected International Executive Board has hit the ground running to take on the many challenges that our union currently faces.

Perhaps the biggest of those challenges is ensuring that the transition to electric vehicles in the auto industry is a just transition. Right now, the Big Three automakers are attempting to circumvent our collective bargaining agreements by forming joint ventures that leave UAW auto workers out of the equation. Worse yet, our government has handed out billions of dollars in tax subsidies to the automakers to transition to EVs without making a single commitment to the very workers who produce the billions of dollars of profits the Big Three have made year after year.

The Detroit Three can no longer be allowed to unilaterally implement the transition to EVs with zero accountability to our members or to the American taxpayers who are financing it. The UAW is committed to fighting to protect the interests of our members and our communities.

During a recent trip to the White House to meet with President Biden's Administration, we let officials know just that. We need to know national leadership has our back in this fight. We will stand with the political leaders who stand with our members.

In other happenings around our union, members have been busy taking on the boss and winning. UAW members at Goddard College in Vermont, and Metal-Matic in Illinois recently went on strike and won new agreements that will improve their standard of living and working conditions.

As we go to press, UAW members at the Hispanic Society Museum in New York (Region 9A, Local 2110), at Constellium in Michigan (Region 1A, Local 174), and battery manufacturer Clarios in Ohio (Region 2B, Local 12) are currently walking the picket lines to win fair contracts. We are committed to supporting these members during their fight for justice on the job.

Hundreds of workers in the IPS sector at the Yanfeng facility just outside of Kansas City recently voted overwhelmingly to join the UAW.


Higher education workers continue to organize, fight, and win, with major campaigns and organizing activity from the University of Maine to the University of Southern California.

Staff at the Hispanic Society Museum in New York (Local 2110) and workers at Sherwin Williams in Maryland (Local 171) and battery manufacturer Clarios in Ohio (Local 12) are currently walking the picket lines to win fair contracts. We are committed to supporting these members during their fight for justice and equality on the job.

We are in a promising time where thousands of workers all across the country are courageously standing up to the greed of corporate America and public support for unions is at its highest point in decades. Now is the time for our union to go from defense to offense. The UAW must lead the way and once again raise the standard not just for our membership, but the entire working class.

In solidarity,

Shawn P. Fain

A photograph of Shawn Fain, newly elected UAW President, speaking at a podium. He is wearing glasses, a blue zip-up jacket over a white collared shirt, and a blue lanyard with UAW gear icons. A microphone with a UAW logo is in front of him. The background is a blue wall with a yellow and blue UAW logo on the right.

NEWLY ELECTED PRESIDENT SHAWN FAIN

“The only limits we face are our own limits that we put on ourselves. I don’t see any limits to what we can achieve when we unite in a common cause.”

UAW President Shawn Fain is a 29-year member of the United Auto Workers. Fain got his start with the union in 1994 as an electrician for Chrysler at the Kokomo Casting Plant in his hometown of Kokomo, Indiana. Shawn hails from a family of UAW members. His grandfather started working at Chrysler in 1937, the same year GM workers first unionized with the UAW. Fain still carries his grandfather’s pay stubs with him to this day.

Fain served five terms as Skilled Trades Committeeman and Plant Shop Chairman for Local 1166, and became an International Representative for the UAW in 2012. He also became a voice against concessionary bargaining and for more membership involvement at every level of the union.

A photograph of Chuck Browning, a middle-aged man with grey hair, wearing a red polo shirt and a blue lanyard with circular logos. He is standing at a podium, speaking into a microphone. His right hand is raised in a fist-like gesture. The background is dark, and the lighting is focused on him.

NEWLY ELECTED VICE PRESIDENT CHUCK BROWNING

“All our members want is a decent standard of living and the opportunity, after working their entire lives, to one day retire with dignity. What the hell is greedy or wrong about that?”

Chuck Browning was first elected to serve as UAW Vice President by the International Executive Board in June 2021, overseeing the National Ford Department, Agricultural Implement, and the Chaplaincy.

Browning joined the UAW in 1987 and became a member of Local 3000 when he went to work at the Mazda Plant in Flat Rock, Michigan. He served as Committeeperson, on the Bargaining Committee, and Plant Chairperson before being appointed to the staff by UAW President Emeritus Stephen P. Yokich.



NEWLY ELECTED REGION 9 DIRECTOR DANIEL VICENTE

“The labor movement across the entire country has so much energy right now, and we need to tap into that. It’s critical that we work together with other unions and not see each other as competition, but as allies to take on corporate America.”

Region 9 Director Daniel Vicente got his start in the UAW at Dometic, a marine manufacturer in Pennsylvania, with Local 644. He came to the job after serving in the US Marine Corps.

Vicente served as a local shop steward, Vice Chairman of his local’s bargaining committee, and Recording Secretary on the local executive board. Vicente has also served as a CAP delegate, as well as chairman of the education committee of Local 644.

Vicente was born in Philadelphia, and currently lives in Chester County, PA with his wife Eman and their four children.

SPOTLIGHT ON RETIREES

DEBI KIRCHNER

RETIRED | LOCAL 598

"WE ONLY HAVE POWER WHEN WE HAVE AN EDUCATED MEMBERSHIP, WHERE THEY KNOW WHAT THEIR RIGHTS ARE, AND WHEN WE STAND TOGETHER IN SOLIDARITY."

Debi Kirchner may have retired from the General Motors Flint Assembly Plant in February of 2019, but it hasn't slowed her down a bit. In fact, retirement has given her more time to do the things that she's passionate about, especially at Local 598, where she remains highly active.

Debi serves as the UAW Region 1D advisory council member for the Local Union Communication Association (LUCA) and is the Recording Secretary for the retiree chapter of her local as well.

She advocates for retirees to attend their monthly meetings and to stay as active as possible at their respective locals. "What happens in our union affects our retirees just as much as it affects our active members," Sister Kirchner said. "The meetings don't take a long time and you may be surprised by who you run into at a meeting."

Debi, who has been the chair of the Education Committee at her local since the 1980's, sees increasing membership involvement as a key issue for the UAW moving forward.

"There has been a lot of apathy in the last decade or more within our union," Debi told *Solidarity Magazine*. "But if we are going to succeed, we all must be involved



and understand how our union works. It's on each one of us to take responsibility for finding that out."

"We only have power when we have an educated membership, where they know what their rights are, and when we stand together in solidarity. We have a lot of work to do in that regard, but I believe we can get there."

MAKING UAW HISTORY!



The recent International Executive Board officer elections were historic in more ways than one. Not only were they the first-ever where the membership of the UAW had a direct vote, but three winners in particular have already carved out a place in our union's rich history.

The elections of Region 1A Director Laura Dickerson, Secretary-Treasurer Margaret Mock, and Region 1 Director LaShawn English mark the first time in the UAW's 88-year history that three African American women have ever served on the same board.

**FOR THE FIRST TIME IN OUR UNION'S HISTORY,
THREE AFRICAN AMERICAN WOMEN SERVE TOGETHER
ON THE INTERNATIONAL EXECUTIVE BOARD**



MARGARET MOCK

Margaret Mock has come a long way since first joining the UAW in 1994, hiring in at the then-Chrysler Detroit Axle Plant. She is the first African American woman in UAW history to ever hold the position of Secretary-Treasurer. Sister Mock hopes that her election will inspire other women in the UAW to get involved.

"Women have always brought ideas to the table," she said. "But for many decades it was a fight to have those ideas heard and respected, even within the UAW. Decades of struggle against the forces that discounted women as leaders within our union have resulted in progress. Today we stand before you as three women who have stepped forward to take our rightful and hard-earned places at the bargaining table."

LASHAWN ENGLISH

Director English has always been a natural leader, but she credits a number of women in the UAW for providing encouragement and advice along the way. "They saw something in me that I didn't even see in myself at the time," English said. "I wouldn't be where I am today without them." The mentorship she has received over the years is one of the primary reasons why she so strongly advocates for women to play a major role at all levels of our union.

"Women have always been the backbone of the UAW," English said. "Even in the UAW's earliest days, women played a pivotal role. The Women's Emergency Brigade was crucial to winning the sit-down strike in 1937. So it's important that women are involved. It's important that we have mentors; someone that we can see ourselves in and look up to."



LAURA DICKERSON

This isn't the first time Sister Dickerson has been a trailblazer in our union. She was the first African American woman in the history of the UAW to be elected to the International Executive Board as Regional Director in 2021. She was also the first African American woman promoted to Assistant Director of a Regional UAW office in 2020.

Director Dickerson says that although she may be the first African American woman Regional Director, she won't be the last. "I have a responsibility now to make sure that other women are inspired to lead in this great union," she said. "I would not be here if someone wouldn't have inspired me. So I hope that my story inspires you to lead. Inspires you to take charge. We've earned our seat at the table, bargaining contracts, grievance handling, and holding elected positions."



WOMEN OF



MELISSA BENNETT | REGION 8 | LOCAL 862

Sister Bennett is a third generation UAW member. Her grandfather, Joe Druien, started working at Ford over seventy years ago and retired about thirty years later. He just recently celebrated his 92nd birthday.

Fellow Local 862 member Norma Hill-Milby was the first person who encouraged Melissa to run for committeeperson. She would run and win her election, ultimately serving three terms.

Sister Bennett continues to serve as Chair of Ergonomics, Election Committee and Treasurer of the Riders for Heroes motorcycle group.



ZOE CAREY | REGION 9A | LOCAL 7902

Zoe Carey is the President of ACT-UAW Local 7902. She's also a member of Student Employees of the New School-UAW (SENS-UAW).

Carey was a master's student working a part-time job while teaching four classes just to be able to support herself. Zoe, along with her colleagues, decided to form a union with the UAW because they knew the UAW would support them through the long fight to win recognition.

Zoe is excited to keep growing the union and helping to improve working and learning conditions in higher education.



JESSIE JESSON | REGION 9 | LOCAL 686

Jessie Jesson was born into a union family and learned at an early age the importance of not only being a union member, but being a woman in the UAW. Her grandmother was a member of Local 686 as well.

During her twenty three years in the UAW, she has worn many hats at her local, as well as the region.

She is currently an alternate benefit representative at the GMCH plant in Lockport, New York. She also sits on Local 686's Women's Committee, Legislative Committee, and is the Region 9 LUCA Advisory Council rep.





JESSICA MORGAN | REGION 4 | LOCAL 838

Jessica Morgan has been involved in the UAW in many ways. Since joining the union she has been a steward, committeeperson, acting chairperson during contract negotiations, Election Committee member, chair of her Local's Women's Committee, and most recently, serving on the Resolutions Committee for the 38th UAW Constitutional Convention.

Her goal has always been to make a difference in the union in a positive way. She enjoys helping her coworkers understand their contract and the benefits they enjoy as members of the UAW. Sister Morgan also encourages members to get involved to make the union stronger.



JOAN PATTERSON | REGION 1 | LOCAL 1248

Joan Patterson is an example of what unionism is all about. Through her work as the Educational Director at Region 1, she coordinated the educational and training programs for 80,000 members and started the Regional Women's Council.

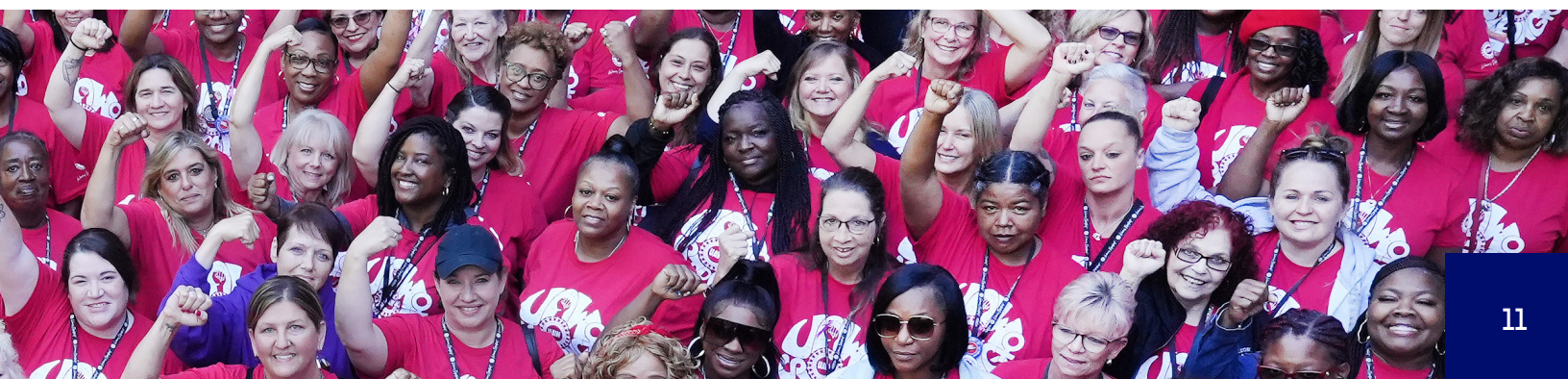
In 1979, she was the first woman to be appointed to the National Chrysler Department. She would later become the Executive Co-Director of the UAW-Chrysler joint training programs that included Tuition Assistance, New Technology, Employee Assistance Program, Child Care, Absenteeism, and Dislocated Workers. Joan was instrumental in establishing UAW Child Care Centers across the country.



MIRIAM POE | REGION 1A | LOCAL 630

Miriam Poe is noted as one of the women who challenged Chrysler's archaic maternity leave policy with the help of the UAW Legal Department. After serving two terms as Recording Secretary at Local 630, Sister Poe would become the first woman appointed to Region 1A staff. She then established the Region 1A Women's Council, an invaluable tool designed to bring women together through conversation and deliberation.

She would later be appointed Director of the UAW Civil Rights Department, where she established the Regional Advisory Council on Civil Rights (RACOCR).



WHAT WE'RE FIGHTING FOR

The UAW Special Bargaining Convention (SBC) is where our union sets our negotiating agenda. In March, hundreds of elected delegates convened in Detroit to debate and determine our union's bargaining priorities. Here are some of the highlights.

For months, UAW local unions across the country were invited to submit resolutions for consideration by the Resolutions Committee at the SBC.

After reviewing the submissions, the Committee released its report, containing recommendations to the delegates to set the union's bargaining agenda.

Numerous bargaining topics were taken into account during the three days of the SBC. From wages and work schedules to environmental standards and issues affecting our communities, delegates meticulously deliberated the omnibus resolution.

You can view the Resolutions Committee report by scanning the QR code on this page.



Here are just a few of the priorities passed by our Special Bargaining Convention:

NO TIERS

The International Executive Board **shall reject management proposals for contract language which seeks to divide the membership through tiered wages, benefits, or post-employment income and benefits.** Where current contracts provide for such divisive compensation, it shall be the obligation of the [IEB] to seek the elimination of all such tiers by raising lower tiers to the higher level, holding to the long-standing union principle of 'equal pay for equal work.'

COLA FOR ALL

The UAW intends to secure wage increases or other compensation that **ensures earnings keep pace with or exceed inflation** and productivity increases, whether through general wage increase, bonuses, profit sharing, Cost of Living Adjustments (COLA), or other means.

JOB SECURITY

Our bargaining goals must include protecting bargaining unit work for the duration of the collective bargaining agreement by seeking commitments from employers not to subcontract work, outsource work, idle plants, or close plants. Such provisions should include expedited procedures to determine whether the employer violated the agreement and **strong remedies in case of a violation including the right of bargaining unit employees to strike.**



Two resolutions not included in the report were brought out of committee onto the convention floor for discussion.

Delegates would ultimately vote to pass both. One was a resolution to honor picket lines during strikes. The other was a resolution to build wall-to-wall unions in higher education.

RESOLUTION TO HONOR PICKET LINES

The UAW will bargain for language allowing members to respect picket lines and not be required to enter buildings to work when other workers in those buildings are engaged in a strike or a lockout.

Just like in manufacturing, employers in higher education attempt to divide workers in order to undermine solidarity and weaken the bargaining power of the unit. Due to the UAW's great success organizing in higher education, bosses in the academic sector have sought to find ways to exploit arbitrary distinctions in order to carve student workers out of their bargaining units.

RESOLUTION TO BUILD STUDENT WORKER SOLIDARITY: INCLUSIVE UNITS, WALL-TO-WALL UNIONS, & SECTORAL STRATEGY

The resolution to build student worker solidarity states that the UAW will pursue an organizing strategy that includes all student workers based on the labor they perform rather than the job title given by their employer, the degree they are pursuing, the number of hours worked per week, or the source of their position's funding.

It commits our union, at both public and private universities, to organizing student worker unions that include "at least all instructors and researchers enrolled as students, in the broadest set of contexts possible." If workers are ever excluded from a unit, we must ensure that the decision "will always be made democratically by workers who are organizing."

"THAT'S THE KIND OF SOLIDARITY WE NEED!"

NOLAN TABB, LOCAL 281



MICHIGAN REPEALS SO-CALLED “RIGHT-TO-WORK”

This March, Michigan became the first state to repeal a so-called “right-to-work” law in sixty years.

With the backing of labor supporters from across the state, the Michigan Legislature voted to strike the anti-worker law that has sought to weaken unions for over a decade.

Governor Gretchen Whitmer signed the repeal legislation on March 24th.

So-called “right-to-work” laws allow workers to receive the benefits of unionization without being a union member or paying fees for union representation. This makes it harder for workers to form, join and sustain unions, weakening worker power in the workplace and at the bargaining table.

“Right-to-work” became law in Michigan in 2012. Up to that point, Michigan had one of the highest unionization rates in the country, with workers in the state making a higher median wage than the national average.

According to a recent study conducted by the Economic Policy Institute, the implementation of “right-to-work” had an immediate effect on unionization efforts in the state: “Michigan’s unionization rates declined faster than in the nation as a whole, and the state’s relative median wage fell below the U.S. median.”

UAW President Shawn Fain said the repeal is a major step in the right direction. And the win couldn’t have happened without years of organizing by UAW members.

“There’s nothing right about ‘right-to-work,’” Fain said. “I applaud state legislators for repealing this anti-worker law. We need to empower workers, and to do that, we have to make it easier for workers to have a voice and to build power at their workplaces. Michigan did just that.”

YANFENG WORKERS VOTE TO JOIN UAW IN A LANDSLIDE

The third time was the charm for workers at the Yanfeng facility in Riverside, Missouri. After two previous efforts to join the UAW fell short in 2016 and 2019, hundreds of workers at the parts supplier outside of Kansas City voted 310 to 26 – a stunning 92% victory – to join UAW Local 710.

The workers join over 1,000 UAW members at the supplier in five other locations: Highland Park, Romulus, and Monroe, Michigan, Mississauga, Ontario, and McCalla, Alabama. The Riverside location produces parts for the General Motors Fairfax Assembly Plant in Kansas City, represented by UAW Local 31.

Workers organized to put an end to low pay, lack of seniority rights, understaffed shifts, and little to no work-life balance. Workers of color have faced discrimination from management in job placement and rights at work.

“This is a big win for the newest members of Local 710,” said President Jeff Schweedler. “They’ve suffered for years, being beat down by management for one reason or another; because of the different dialects they speak, to what they look like. It’s time for them to have a voice at the table and a voice in the workplace.”

Lynette Armstrong, who has worked at Yanfeng for the last six years, says conditions have steadily gotten worse since she first started working at the company. “Our work schedules are whatever management wants them to be,” she said. “We’re at the whim of the company every day. They have no regard for our personal time at all.”

Raheem Burns, who’s been working at the company since 2015, shares Armstrong’s

sentiment: “It seems like management just keeps getting worse and worse. They have no rapport with us out on the floor. We don’t get a say in anything.”

The Yanfeng workers hail from across the world, with dozens of languages and nationalities represented in the plant.”

Congolese, Swahili, French, Spanish, and Somali are just some of the languages workers speak at the plant.





This language barrier between workers created a very real challenge when it came to organizing.

“Management has tried to divide us in any way they can,” worker Sharon Gilliam said. “It’s especially hard for workers who don’t speak English, because no one in management can speak these languages to understand workers’ issues or to even communicate with them.”

The UAW brought in a worker organizer named Will Alith, who is South Sudanese and can speak Arabic and Swahili, to help mend the language divide between workers.

“Will has been a rock star for this campaign,” said

International UAW organizer, Clint McGill. “Without Will, we wouldn’t be where we are today. He’s been invaluable.”

Alith and fellow member organizer, Sean Petit, spent hours going door-to-door to workers’ homes. The two would listen to worker concerns and answer any questions they might have about joining the UAW.

Hafsa Sheikh-Hussein, who was hired in 2020, is focused on a better work-life balance. “We should work to live, not live to work,” Sheik-Hussein told *Solidarity Magazine*. “And, with better wages and benefits, people won’t feel forced to have to work so much overtime just to make ends meet.” Now that the workers of

Yanfeng have won their election, they know another big challenge awaits just over the horizon: negotiating a first contract with the company. However, for today, they’re more than happy enjoying their victory after so much hard work.

“This struggle was all about fair treatment for every worker and holding management accountable,” Gilliam said after the vote count was finished. “We want every worker to be educated and informed of their rights and to empower them on the shop floor, and this is the first step.”

“We finally have our union!”

**"THIS STRUGGLE WAS ALL ABOUT
FAIR TREATMENT FOR EVERY WORKER
AND HOLDING MANAGEMENT
ACCOUNTABLE"**



...MIGHTY, MIGHTY



RIGHTY, UNION!



BEYOND BORDERS

SEAN CRAWFORD | LOCAL 160

US and Canadian auto workers were once part of the same union, working together across borders towards a common goal. With the Big Three contracts expiring this year on both sides of the border, the time to show our power through international solidarity is now. Are we ready to work with our neighbors to build a better life for all?

Corporations have no loyalty to a particular country. They leave when it is convenient, dedicated only to the bottom line. Yet labor unions are still organized nationalistically. This makes no sense. If we only bargain for the workers of our own nation, we create an incentive for companies to move production to where labor is cheaper.

Nativist strategies have failed us. Blaming workers from neighboring countries for our problems is a decoy. The corporations alone are the ones both offshoring and automating jobs away at a relentless pace. To scapegoat workers from other parts of the globe is to miss the point entirely. We have a collective self interest in helping our neighbors win better pay and working conditions. This lessens the incentive for companies to move overseas, and thus, better secures our own

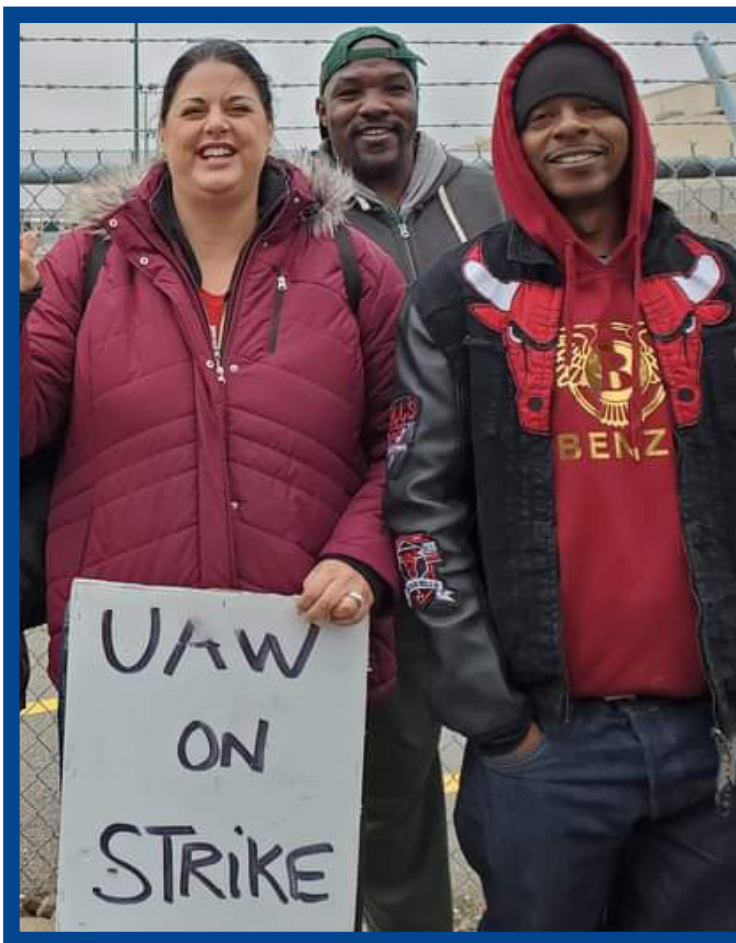
livelihoods. For example, the Flint Truck and Oshawa plants both make the same high-profit product. We shouldn't let the company pit us against one another. We should help each other with cross-border solidarity. If we fight separately, only the company wins.

Or take the workers in Silao, Mexico, who were fired for refusing overtime in solidarity with US workers during the 2019 GM strike. This, along with pro-labor provisions in the recently negotiated USMCA trade agreement, led workers in Silao to form their first independent union. The results were impressive wage increases and improved rights on the job.

Imagine how much more we could accomplish if these acts of solidarity weren't just made by small groups of exceptionally brave individuals, but organized with the full might of an explicitly international auto workers union!

The business class sees itself as just that - a class with common interests that they're willing to fight aggressively for. You can see this in the "free" trade deals they have worked to ram through. They enshrine freedom for capital

***“WHEN WE’RE IN
COMPETITION WITH ONE
ANOTHER, LOCKED INTO
A RACE TO THE BOTTOM,
THERE’S NO WAY FOR US
TO EARN WHAT WE’RE
TRULY WORTH.”***



to flow, for factories to relocate, but little to no guarantees for us to organize across borders or to work free of dangerous and exploitative conditions. We are segregated into nations, weakened and divided.

When we're in competition with one another, locked into a race to the bottom, there's no way for us to earn what we're truly worth.

Now is the time to let go of the outdated, failing strategy of nationalistic segregation. Now is the time to embrace our working class brothers and sisters from across the globe and create a broad vision of solidarity. That way, when a company relocates overseas, organized workers are ready to greet them, strong in the knowledge that they have international support. That no matter where the corporations go to exploit, the union movement will be there, waiting in solidarity to demand rights and fair wages. This is a strategy of empowerment that

would allow us to successfully challenge the largest corporations in the world.

Global unity of the working class is the only way to win in the struggle we're facing. We need a new international labor movement, visionary enough to make this concept a reality. The larger the bargaining unit, the more power we have.

We must forget about the imaginary lines in the dirt that divide us and come together as working class people to achieve lasting economic justice.

This "Member's Voice" submission features the views of a rank-and-file UAW member. Want to submit an article for consideration? Write to feedback@uaw.org.

Q+A

CHRISTINE
OLIVIER



Christine Olivier, a former electronics factory worker and trade union pioneer, is now the Assistant General Secretary of the IndustriALL Global Union, a global federation of unions in the mining, chemical, textile, and metal industries based in Geneva, Switzerland. IndustriALL represents more than 50 million workers in over 140 countries throughout the world.

Elected in 2021, Olivier is the first woman of color to hold such a position in the history of the organization. As a member of the powerful National Union of Metalworkers of South Africa (NUMSA), she is no stranger to breaking the glass ceiling, having served as NUMSA's first female regional chairperson back in 2005.

The UAW spoke with Sister Olivier on International Women's Day. She explained why international solidarity and active and engaged unionists are as important today as ever.

WHY IS GLOBAL SOLIDARITY AMONG WORKERS SO IMPORTANT?

As capital continues to globalize the exploitation of workers at an accelerated pace, countries where trade union movements are weak or lack the capacity to fight back are particularly vulnerable.

As workers, we are on our own and we can only really depend on one another. Governments abandoned workers a long time ago and have thrown working people to the corporate wolves.

Work is also changing drastically as automation becomes more prevalent. Worker rights are under severe attack in a clear attempt by capital to undermine the legitimate role of trade unions and the interests of the entire working class.

We cannot live in a vacuum, because exploitation is global, and therefore, we must practice global solidarity and understand the struggles workers are waging daily across the world.

HOW DO GOOD UAW CONTRACTS AFFECT WORKERS AT THE GLOBAL LEVEL?

We are living in an unequal world. Good contracts are used as a benchmark for negotiations. Negotiations in North America by unions like the UAW are followed closely because they have a significant impact on standards around the world, particularly in the auto industry. When unions such as the UAW improve standards through collective bargaining, often countless of other non-UAW workers in those industries see their conditions improve as well.

WHAT DOES INTERNATIONAL WOMEN'S DAY MEAN TO YOU?

It reminds me of the struggles that brave women through the years have waged against exploitation, inequality, and the fight for total emancipation. It reminds me of the continued daily struggles of ordinary, every-day, working-class women. It's a day for me to take stock on where we are, what we have achieved, and where we are going moving forward.



METAL-MATIC WORKERS WIN EQUAL PAY FOR EQUAL WORK IN FIRST-EVER UNION CONTRACT!

After 65 days on the picket line, workers at Metal-Matic in Bedford Park, Illinois have ratified their first union contract, winning equal pay for equal work, and an end to major pay disparities.

The 140 workers who make steel tubing for major automakers and suppliers joined UAW Local 588 in June of 2021, and have been fighting for a first contract for nearly two years.

“These UAW members held a 24/7 picket line for two months through torrential rain, hurricane-force winds, and bitter cold,” said UAW Region 4 Director Brandon Campbell. “They showed us all the power of solidarity. Where our members want to fight, we will offer the resources they need to win.”

“If you’re doing my job, we should make the same pay,” said Robert Stirn, a member of UAW Local 588. “It was a tough

fight, but we have to stand up for what’s right. I’m proud to be part of this union.”

**“THESE UAW MEMBERS
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RAIN, HURRICANE-FORCE
WINDS, AND BITTER COLD.
THEY SHOWED US ALL THE
POWER OF SOLIDARITY.”**

Successfully forming a union is a big step in achieving justice at the workplace. However, after a union is recognized by the National Labor Relations Board, workers still have to come

to an agreement with their employer on a first contract.

Unfortunately, less than half of newly formed unions have a contract one year after the election. This is often due to employers committing unfair labor practices and refusing to bargain in good faith.

This reality makes the recent contract victory by UAW Local 588 at Metal-Matic an even more impressive accomplishment.



LUCA

COMMUNICATE EDUCATE ACTIVATE

Communication is the key to an educated, informed, and activated membership. The importance of local union communications in the age of instant information has never been more important than it is today. No one understands this importance more than our representatives for the Local Union Communication Association (LUCA). LUCA has been around since the 1980's and is the support system for local union communicators throughout the UAW.

LUCA, working in tandem with the Regional Advisory Council, acts as a resource for Local communicators. This allows them to disseminate information more effectively to the membership through training, networking, and information sharing.



The Regional Advisory Council is composed of one representative from each region, appointed by the Regional Director. The council elects a chair, vice-chair and recording secretary.

John Davis of Region 8 has served as LUCA Advisory Council Chair for the past 17 years. "Local union communication is the backbone of union education and growth," Davis states. "Locals who support and invest in communication reap benefits through activism and growth in their membership.

"A strong union is composed of members who understand the challenges that working families face every day and pass along the tools they need to be activists, taking ownership of their local. Our local communicators are some of the hardest working people in the union, often doing it on their own time with equipment they have purchased themselves."

**"LOCAL UNION
COMMUNICATION
IS THE BACKBONE OF
UNION EDUCATION
AND GROWTH."**

Local unions belong to LUCA, with local union leadership appointing the representatives for their local. Newsletters, websites, social media, podcasts, email blasts, and postings all are part of a communication plan for a local union. LUCA provides instruction and support for local union communicators, both online and in person.

The yearly LUCA Conference held at the Walter and May Reuther Family Education Center at Black Lake features skills classes, communication strategies and networking for local union communicators.

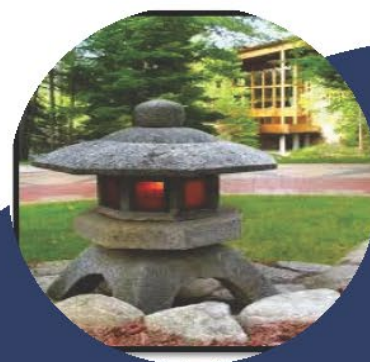
If your local does not belong to LUCA, register at <https://uaw.org/members/uaw-luca/>



FAMILY SCHOLARSHIP

July 23 – 28, 2023

Walter and May Reuther UAW Family Education Center
Onaway, Michigan



For more than 45 years, the Family Education Center has been a place where UAW members and their families come together for an experience that combines education with recreation.

It's a place to learn about our union, unlock ideas, and build new friendships with other UAW families. This one-week summer experience will leave you and your family filled with a spirit guaranteed to strengthen your understanding and appreciation of our union.

WHERE *UNIONS* MEET THE *OUTDOORS*!



Yes! ✓
I Want to Join

**MORE THAN 325,000 UNION
MEMBERS LEADING THE WAY TO
PRESERVE NORTH AMERICA'S
OUTDOOR HERITAGE!**

YOU CAN HELP US CHANGE LIVES

The Union Sportsmen's Alliance (USA) unites union members who share a love of the great outdoors and a commitment to help preserve North America's outdoor heritage for future generations. The IUE-CWA is proud to offer all of its active and retired members a no-cost USA membership. All you have to do is sign up to enjoy the benefits and help change lives.



"I'm proud to be a USA member because the USA's conservation projects have benefited union outdoor enthusiasts and communities alike." - Michael Gross, IUE-CWA Local 84755

REASONS TO ACTIVATE YOUR USA MEMBERSHIP

- ✓ The opportunity to help introduce thousands of kids to the outdoors
- ✓ Chance to win great prizes in USA member contests and giveaways
- ✓ 10% discount on Liberty Ammo
- ✓ Chance to help improve outdoor access for people of all backgrounds across the nation
- ✓ Ability to connect with fellow union members who share your interest in the outdoors
- ✓ Chance to be a guest on the USA's *Brotherhood Outdoors* YouTube series

ACTIVATE YOUR USA MEMBERSHIP: MYUSAMEMBERSHIP.COM



Or call 877-872-2211 (toll-free) or mail form to the address below.

Name _____

Street _____

City _____

State/ Province _____ Zip/Postal _____

Union _____ Local # _____

Phone # _____ Cell # _____

Email _____

Do you: ☐ Hunt ☐ Fish ☐ Shoot

Union Sportsmen's Alliance • 4800 Northfield Lane • Spring Hill, TN



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UNIONPLUS

Union members and family members save up to 35%* off Avis or Budget base rates for summer travel. *Terms apply. Book now at <https://unionplus.click/i03>.