

JULY/AUGUST/SEPTEMBER 2022

SOLIDARITY



The magazine for UAW members and their families

2022

INTERNATIONAL OFFICER ELECTION

OF THE INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE, AND AGRICULTURAL
IMPLEMENT WORKERS OF AMERICA

SOLIDARITY

Summer 2022 | Vol. 65, No. 3

International Union, UAW

President
RAY CURRY

Secretary-Treasurer
FRANK STUGLIN

Vice Presidents
CINDY ESTRADA
TERRY DITTES
CHUCK BROWNING

Regional Directors
JAMES HARRIS, 1
LAURA DICKERSON, 1A
STEVE DAWES, 1D
WAYNE BLANCHARD, 2B
RON MCINROY, 4
MITCHELL SMITH, 8
JEFF BINZ, 9
BEVERLEY BRAKEMAN, 9A

Communications Department Staff

SANDRA ENGLE
RAENELL GLENN
*SUSANNE MEREDITH
*CHRIS SKELLY
*DENN PIETRO
*FRANK GATES
*MATTHEW WILLIAMS
*ROY ESCANDON
*YONETTA KENDALL
*PAUL LENZI
*DENVER ROCHON

Members of CWA
The Newspaper Guild Local 34022

Clerical Staff

SHELLY RESTIVO
ANTOINETTE TROUP
Members of OPEIU Local 494



Solidarity (USPS
0740610) Copyright© 2022
by the International Union,
UAW is published quarterly by
International Union, UAW 8000
E. Jefferson Ave., Detroit, MI
48214 (313) 926-5000 uaw.org.

Periodical postage paid in
Detroit, MI and at additional
mailing offices.

POSTMASTER: Send address
changes to Solidarity House at
8000 E. Jefferson Ave., Detroit,
Michigan 48214

ADDRESS CHANGES
Requests for address changes and/
or deletion from the Solidarity
magazine mailing list must first go
through the member's local union.
The local union updates the address
and sends it to the International.

Printed in USA
Circulation this issue: 1,046,050



Delegates to the 38th UAW Constitutional Convention prepare for debate.

Inside

- 3 FROM THE PRESIDENT
- 4 Changes to UAW Constitution
and Policies passed by Delegates
to the UAW 38th Constitutional
Convention
- 6 Election Overview
- 7 Candidate Literature
- 26 PRB Protects Members'
Rights
- 27 Union Security Agreements

FROM THE PRESIDENT



This issue of Solidarity magazine focuses on the important direct election of International Executive Board members. You will have a chance to meet the candidates to help you make an informed decision about the future of our great Union.

But there is another important election this fall — November’s midterm elections will not only go a long way towards determining what happens for the next two years Washington, D.C. and state capitols across the country but the very future of our country. Electoral politics can often be polarizing, but the policies enacted by elected officials should not be. Our union needs elected leaders in Washington, D.C. and state capitols who put the needs of working families at the head of the line. We need more leaders who want to rebuild our manufacturing base and invest in our core industries. Public officials who understand that union workers raise the standard of living not just for themselves but their entire communities. We need to elect leaders who will fight for a government that works for us, not the ultra-wealthy and union-busting corporations

When Joe Biden was sworn in in January 2021, our union gained a seat at the national table. We got a president who

has put skin in the game when it comes to worker rights. He appointed a General Counsel to the National Labor Relations Board who understands the right to organize is not meaningful if employers retaliate against you for freely using it. He has made it a priority to bring down the costs of medications for our seniors. He knows that we can protect the planet while also creating good union jobs. This summer we worked with Congress to sign into law the CHIPS and Science Act which takes on the critical issue of addressing our nations semiconductor shortage that affects jobs, our economy and national security. President Biden also signed into law “Inflation Reduction Act,” which will help reign in skyrocketing drug prices and reduce energy costs, invests in US manufacturing and workers and pays down the debt. It does all of this by ensuring the wealthiest corporations and people pay their fair share of taxes.

This November we have the chance to invest in working families and our country’s future. That means electing candidates who are committed to our values, our vision and our priorities. There is still much left to do. We need to protect the right to organize. The needs of retirees must be met. And as technological advancements change our core industries, we need to ensure that transitions do not happen at the expense of current members.

Now is the time to make sure your registration is current. That you talk to friends and family about registering. And start to learn about the candidates our union will be endorsing. You can find the latest list of endorsed candidates by visiting uawendorsements.org.

UAW members have always made a difference at the polls and this year must not be different. The opportunity to have public policies that truly support UAW active and retired members is before us. See you at the polls!

In Solidarity,

A handwritten signature in black ink that reads "Ray Curry". The signature is written in a cursive, flowing style.

Ray Curry
President, International Union, UAW



FOR UAW'S OFFICIAL ENDORSEMENTS
www.uawendorsements.org



Changes to UAW Constitution and Policies passed by Delegates to the UAW 38th Constitutional Convention

The 38th UAW Constitutional Convention was held in Detroit from July 25-28. Our union entered this convention after a period of tremendous challenges that have included investigations, convictions, oversight, reforms and building a path forward. This was also the first convention addressing how we will be conducting direct elections of our International Executive Board.

Delegates remained engaged on the issues brought to the floor and issues were well-debated. Here is a recap of all of the changes that were passed by the delegates to the 38th UAW Constitutional Convention.

- Delegates approved amendments aligning the UAW Constitution with the recent referendum on direct elections of UAW International officers and regional directors. The new language also keeps elections in sync with the consent decree entered into between the UAW and the U.S. Government on January 29, 2021, and the court-appointed Monitor's election rules.
- Delegates voted to begin strike pay on Day 1 instead of Day 8, as provided in previous UAW strike policy.
- Delegates voted to retain the Constitution's existing system of utilizing a runoff election for candidates for International office if a candidate fails to receive a majority vote on the first ballot. In so doing, delegates also rejected a resolution that would have adopted a ranked choice voting system for IEB elections.
- An amendment passed by delegates provides stronger language to the Constitution to clarify and more solidly include higher education in the union's areas of jurisdiction.
- The union gains a new Region 6, comprised of Washington, Oregon, California, Nevada, Idaho, Utah, Arizona, Hawaii and Alaska, in an amendment approved by delegates.
- Delegates voted that, beginning in 2026, in all UAW elections, including elections for International Executive Board Officers and Members, Local Union Officers, and any other elected position within the UAW, only UAW members and retirees in good standing may contribute anything of value to a candidate's campaign. The maximum amount any member or retiree in good standing may contribute during any campaign cycle is \$2,000 per candidate. A motion was made to make the rules applicable to the current election, but it was ruled out of order as the Monitor had issued the campaign finance rules in May for the current election.
- Consistent with longstanding UAW policy, Public Review Board decisions, and existing constitutional interpretation on eligibility to seek union offices that carry collective bargaining responsibilities, Convention delegates rejected a resolution that would have permitted retired members to run for International office. The delegates' action affirms a recent court decision and a constitutional interpretation adopted by the International Executive Board earlier this year on retirees' eligibility to run, and as a result that interpretation will be added to the Constitution.
- The International Executive Board will now hold up to two unionwide Town Hall meetings per year, to which all active and retired UAW members are invited.
- Delegates amended the UAW Constitution, as prior delegates have done at past conventions, to update the language to reflect the last round of Staff Council bargaining. The amendment also removes the formula for IEB pay which was put in place in 2018. The new language uses a straight dollar amount instead of a formula, which offers more transparency by specifying International Representatives' and IEB members' base salaries.
- Delegates passed an amendment to require that collective bargaining agreements be made available to the membership on a Union website.

- The section of the Constitution permitting charges against International Executive Board Officers and Members was amended by delegates to lower support required for filing such charges from a majority of members in good standing within the filer's local and at least ten other local unions, to a majority of the members in good standing within the filer's local and at least five other local unions.
- An amendment calling on each member to participate in Local Union meetings; to vote in Local and International Union elections; and to become educated and active in policy discussions of the union met with delegates' approval.
- Delegates initially voted to increase strike pay to \$500, but then subsequently voted to keep it at \$400.
- Former UAW President Ron Gettelfinger and former UAW President Rory Gamble both received the status of President Emeritus following resolutions approved by delegates.
- A unanimous vote approved a resolution committing to advocating for women's equity and gender justice and combating gender-based harassment and violence in the workplace.
- Following a report by UAW Ethics Officer Wilma Liebman, delegates approved a recommendation to extend the union's ethics committee until the next constitutional convention in 2026.
- Delegates approved strengthened UAW Ethical Practices Codes. The change adds that members have the right and responsibility to report activities or practices that they reasonably and in good faith believe are in violation of the Ethical Practices Codes; such reports should be provided to the UAW Ethics Officer with no discrimination or retaliation of any kind against a member who has exercised this right and responsibility.
- The Constitution will now use gender-neutral language and pronouns whenever possible, to unite UAW members regardless of gender identity or gender expression, delegates agreed.
- With a resolution passed by delegates, Organizing now joins the list of Local Union standing committees: Constitution and Bylaws, Organizing, Union Label, Education, Conservation and Recreation, Community Services, Civil and Human Rights, Citizenship and Legislative, Consumer Affairs, Veterans, and Local Union Women's Committee.
- Delegates unanimously approved a resolution to authorize the International Executive Board to use legal resources to recoup from UAW officials convicted of felonies the estimated \$12.9 million in costs related to the court-appointed Monitor. This is in addition to the \$1.1 million currently still owed in restitution for monies fraudulently taken from the UAW.
- Finally, the delegates approved passing the remaining proposed resolutions which did not have enough time to be individually submitted and debated on the floor.

In other action, delegates elected Dana Davidson, UAW Local 249, Region 4, as a trustee for a term ending in 2034, and Emilio Ramirez, UAW Local 5242, Region 2B, to a trustee position ending 2030.

In line with previous conventions, an Administrative Letter to be published in coming weeks will detail changes approved at the 38th UAW Constitutional Convention, and an updated Constitution will be available later this year.

ELECTION OVERVIEW

2022 INTERNATIONAL OFFICER ELECTION OF THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE, AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA

In the following pages, you will see the candidates who have been duly nominated and qualified to run as candidates for International Officers of the UAW. Candidates have the option of having their information displayed as part of a slate or individually for the position they are running for. The Monitor has determined the order of the candidates by lot, per his rules.

Here are some important dates for you to keep in mind to make sure your voice is heard in this important election:

- **October 17, 2022:** First formal mail distribution of mail-in ballots distributed to the electorate.
- **October 24, 2022:** Second formal mail distribution of mail-in ballots distributed to additional voters.
- **October 31, 2022, at 5pm ET:** Deadline by which members MUST be in good standing to have their vote counted in the Election.
- **November 11, 2022:** Final date replacement ballots can be requested from the Election Vendor.
- **November 18, 2022:** Last day by which members should place their ballots in the mail to best ensure receipt by November 28, 2022, deadline.
- **November 28, 2022:** DEADLINE for all return ballots to be received by the designated U.S. Post Office or Postal Facility.
- **November 29, 2022, at 9am ET:** Tabulation of votes begins.
- **December 2022:** All official victors of International Officer races will be sworn in.

You must provide your updated mailing address information to your local union as soon as possible. If you are a new member who recently joined our union, you must make sure your local union has your information.

If you are not presently in good standing with your union and wish to participate in the election, it is your responsibility to immediately remedy that situation, including curing any dues delinquencies, to have your vote count.

For more information, visit uaw.org/2022iebelections/



UAW MEMBERS UNITED

Battle-tested leaders for the
UAW International Executive Board.

Shawn Fain for UAW President

I am a proud union electrician. I began at Local 1166 (Kokomo Casting Plant) in 1994, serving five terms as Skilled Trades Committeeperson and Shop Chair. For the past ten years, I've served as an International Rep, most recently working to clean up the mess left by corrupt leadership.

I'm putting everything on the line to run because I am fed up. **We need to restore Trust, Faith, Belief and Pride in being a UAW member.**

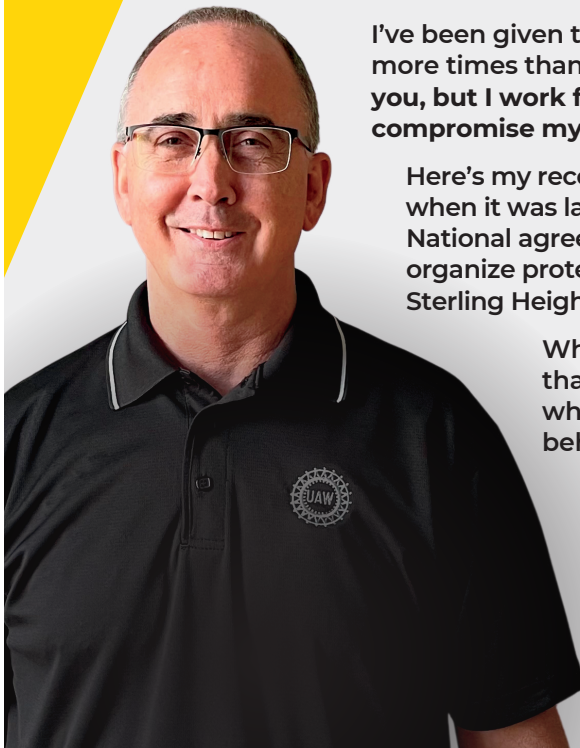
For too long, the UAW has been led by corrupt leaders who care more about the company than the membership. This has led to plant closing after plant closing, and spin-off after spin-off. We must elect new leaders that will serve notice to the companies that we will strategically hit you where it hurts, and fight for our jobs. We must say NO to tiers and concessions across all sectors of the UAW.

I've been given the "Who do you work for speech" by corrupt leaders more times than I can count. **Here's what I told them: I may report to you, but I work for the membership and I'm not going to compromise my integrity just because you've told me to.**

Here's my record: I opposed the 3/2/120 Alternative Work Schedule when it was launched in 2003 at Mack Engine Plant, and the 2007 National agreement implementing tiers at Chrysler. I helped organize protests in 2009 at Chrysler HQ and the St. Louis and Sterling Heights Assembly plants when they were slated for closure.

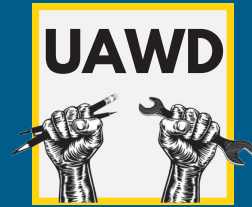
While on staff, I helped stop the conductor initiative that threatened the livelihood of skilled trades workers when then-VP Norwood Jewell agreed to with Chrysler behind closed doors.

Being President isn't an entry-level position, and fixing our union isn't a job for one person. That's why I'm honored to be running with Members United, and to be backed by diverse activists across our union. In order to fight alongside you, we need to have your support in this election. **Let's take back our union TOGETHER.**



No concessions. No corruption. No tiers.

- ✓ A fighting union we can be proud of again.
- ✓ Protect jobs and stand unified against plant closings.
- ✓ Negotiate higher wages and bring back COLA.
- ✓ Restore pensions for all.
- ✓ Win raises for retirees.
- ✓ Build solidarity by opposing racism and sexism.



Endorsed by UAWD, a caucus of UAW members building a reform movement for the long haul: uawd.org.

Margaret Mock for Secretary-Treasurer

I am an experienced financial officer and a fierce protector of the interests of UAW members. I currently work on the shop floor at Local 140 (Stellantis Warren Truck).

At Local 961, I was elected Treasurer, Financial Secretary, and Committeeperson for three terms, and served as Shop Chair. As a Health & Safety Rep, I fought hard for the membership, filing OSHA charges that placed the company into the Severe Violators Enforcement Program. As a result, corrupt union leaders removed me, claiming I needed to be friendlier with management. I refused to be bullied or compromise my integrity!

I am running because even after the exposure of a massive corruption scandal, we still do not have trustworthy leaders on the IEB.

According to the UAW Monitor's status report filed in July (uawmonitor.com/reports), my opponent used \$95,000 in UAW membership dues to purchase 1,500 backpacks with his name and title on them. Meanwhile, the IEB is still dragging its feet on implementing the Monitor's recommendations for improving our financial compliance standards and controls.

As Secretary-Treasurer, I vow to:

- Fully cooperate with the Monitor in all investigations.
- Fully implement all of the Monitor's recommendations.
- Make the financial records of the International Union transparent to the membership.
- Enforce strict bookkeeping and vendor protocols within the International Union.
- Ensure that the membership receives strike assistance in a timely manner.

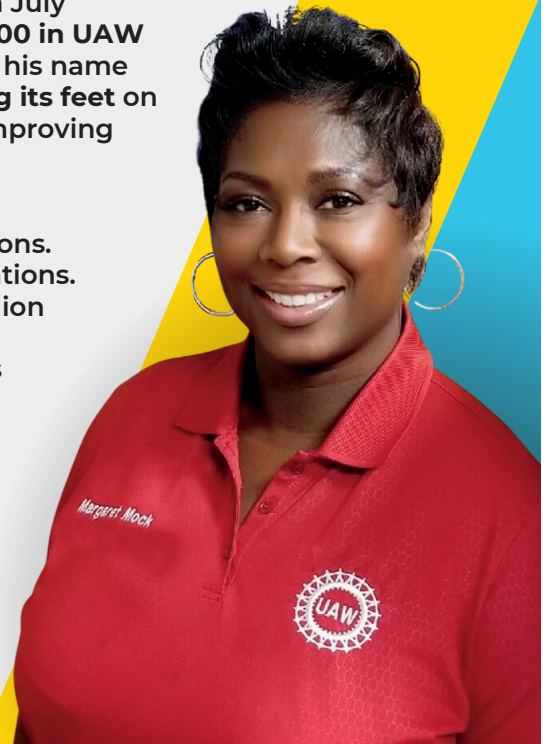
By working together as a TEAM, we can clean up our union and restore the trust of the membership!

Scan code or visit:

uawmembers.org



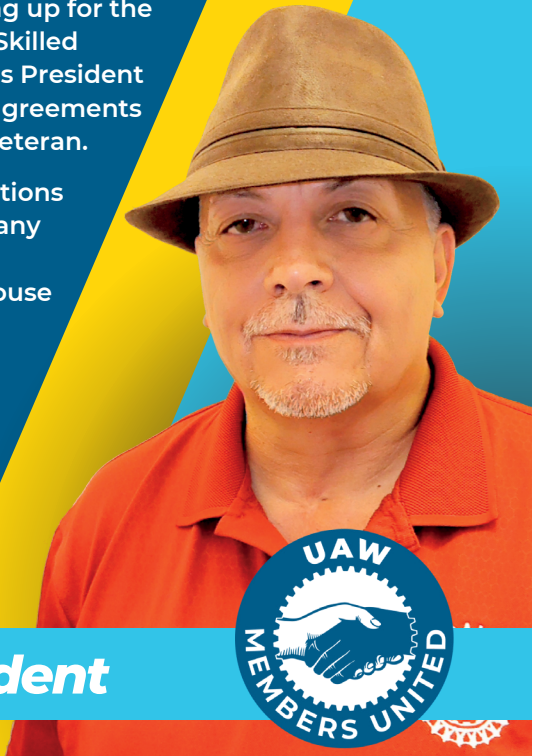
Vote by
mail in
October
2022



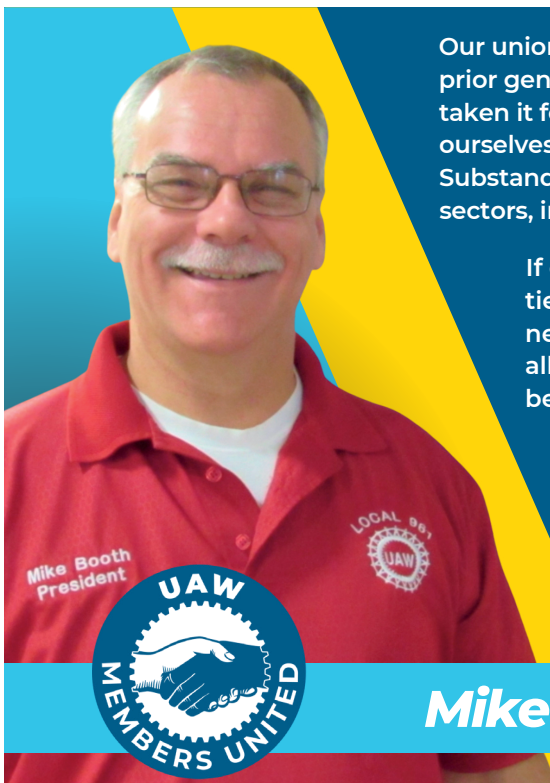
We deserve a Vice President with a strong record of standing up for the membership and battling the companies. I'm currently the Skilled Trades Committeeman at Local 140, and previously served as President of Local 961 for three terms, where I negotiated three local agreements as the Chair of the Bargaining Committee. I'm a U.S. Army Veteran.

In 2003, I was able to insource the WK Axle through negotiations at Detroit Axle. From 2008 to 2010, I fought BOTH the company and then-VP General Holiefield to try to stop the corrupt Marysville Axle deal. We were kicked out of the Solidarity House over our actions to stop the spin off of Detroit Axle. In 2013, I was part of the group of Skilled Trades who appealed the decision of the IEB to implement the 2011 Chrysler National agreement to the PRB after it was rejected by workers.

As a delegate to the 2022 Constitutional Convention, I voted for Day 1 strike pay, to increase strike pay to \$500 a week, to reject tiers, and against IEB pay raises. You can count on me to represent your interests.



Rich Boyer for Vice President



Our union is an inheritance that has been handed down to us from prior generations of members. But for too long, our leadership has taken it for granted. Our number one priority must be to rid ourselves of the company's agenda and fight for workers again. Substandard contracts have disenfranchised the membership in all sectors, including in the Big Three in 2011, 2015 and 2019.

If elected Vice President, I vow to fight stagnant wages, the tier systems for new hires, contractual giveaways, and to never treat our retirees as a disposable commodity. Above all, we must prepare our members in the Big Three and beyond for the possibility of a strike in 2023 .

I've opposed management for over 20 years. Before transferring to Local 1700 (Sterling Heights Assembly Plant), I served as Chief Steward (2013-2017) and President (2017-2021) at Local 961. I fought the selloff of the Marysville Axle Plant and helped organize a lawsuit against both the company and the International Union.

Mike Booth for Vice President

I'm currently the Recording Secretary of UAW Local 644, where I work as a machine operator at Dometic, a marine manufacturer. I also serve as the Vice Chair of the Bargaining Committee (Dometic Unit), Education Chair, and Convention Delegate. Last but not least, I'm a father of four, husband to my amazing wife Eman, and a Marine Corps Veteran (2008-2012).

I'm running because I believe we need to put power back into the hands of rank-and-file workers, whether we're in the Big Three, independent parts, gaming, or higher education. For too long, Region 9 leadership has taken a top-down mentality. If elected, I will open up lines of communication using 21st century tools, and begin an education campaign for our membership.

As Regional Director, I will fight for higher wages and COLA reinstatement. I'm proud of the contract I negotiated at Dometic with no tiers and a 45-day progression for temps.

As a delegate, I voted against IEB pay raises, and I pledge to donate 34% of my wages as Regional Director. I will also support forensic audits of Region 9 and work with the UAW Monitor to expose corruption.



Daniel Vicente for Region 9 Director

I'm a proud member of Local 5118 (Harvard Graduate Students Union), where I worked as a teaching and research assistant—and where I helped organize two strikes against the world's wealthiest university, including a 29-day strike in 2019. I became the first President of our Local and worked aggressively to enforce our first contract and negotiate our second.

I'm now a staff organizer with UAW 2325 (Association of Legal Aid Attorneys), where I've successfully negotiated three contracts and am in the middle of negotiating five more.

Whether they work at a plant, a casino, or a university, or whether they're retirees, Region 9A members are demanding strong contracts with better pay, healthcare, protections against abuse, and the restoration of pensions and dignity in retirement.

We can only make these gains if we have representation from across all the sectors and industries in the UAW.

As part of the Members United slate, you can count on me to fight for *all* Region 9A workers and the contracts we deserve. Learn more at brandonfor9a.org.



Brandon Mancilla for Region 9A Director

PRESIDENT CANDIDATE



WILL LEHMAN FOR UAW INTERNATIONAL PRESIDENT! POWER TO THE RANK-AND-FILE!

Brothers and sisters: We must transfer power to the rank-and-file!

I'm William Lehman. I am a 34-year-old Mack Trucks worker in Macungie, Pennsylvania. Conditions for 1 million UAW workers and retirees are worse than they have ever been since the UAW was founded in 1935. After decades of concession contracts forced through by the UAW apparatus, workers are struggling more than ever. Inflation—including the cost of gas, rent and food—is surging, and the pandemic is running rampant. At work, we confront brutal exploitation while corporate profits soar.

The UAW is a union in name only. Its leadership, including two past presidents, were convicted for robbing us of dues money and selling us out in exchange for bribes from the corporations. This is not the case of “a few bad apples.” The UAW bureaucracy is a subdivision of the companies, suppressing resistance to low pay and horrible working conditions. It doesn't “unite” us, it divides young against old, temporary against full-time, tier against tier.

The bureaucracy blocks us from doing what we want with the assets accrued using our dues money. It is staffed by people whose collective salaries are \$75 million a year. 450 International executives make over \$100,000, and that does not even include local officials.

This apparatus has abandoned the retirees. We must respect the honored veterans of labor. The UAW convention just insulted retirees by ruling they cannot even run for International office.

Now is the time to fight, not for what the corporations say they can afford, but for what we need! This includes:

- 50% pay increases for all
- Abolish the tiered system
- Convert all temps to full-time
- Return of COLA
- Full pension funding
- 8 hr day/40 hr week
- 3x overtime pay

My campaign is aimed at building a true international mass movement of the rank-and-file to break the dictatorship of the apparatus and return power to the shop floor. We must build a network of rank-and-file committees to fight for:

- Workers' control over all UAW assets, including the strike fund
- Establishing genuine democracy and ending the dictatorship of the UAW apparatus
- Reversing decades of attacks on workers' rights & living conditions
- A strategy to fight the transnational corporations based on the international unity of the working class in opposition to the nationalism of the UAW

Join my rank-and-file election committee
WillForUAWPresident.org
TEXT WILL TO (877) 861-4428

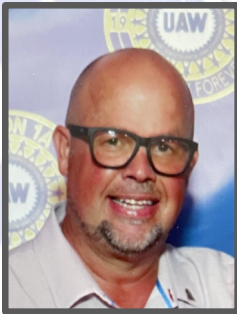


Vote Will Lehman For UAW International President!
Put rank-and-file workers in power!

PRESIDENT CANDIDATE

ELECT

Mark "Gibby" Gibson UAW International President



"There is no better satisfaction than knowing your actions elevate the well-being of others."

-Mark "Gibby" Gibson



FAMILY



"One-Team"
Collaborative and Collective Culture that supports ALL both professionally and personally..

www.Gibbynow2022.com

- Elected 4 term DDC Shop Chairperson (2011-current)
- Skilled Negotiator (zero concessions during tenure)
- Eliminated Tier 2 System at DDC (1st in UAW)
- Global Leadership (World Employee Committee)
- Instrumental in keeping DDC Open and Thriving
- Secured NEW Work
 - High Voltage Battery
 - Turbo Chargers
 - Medium Duty Engines
 - Increased Machining Capacity
 - Expanded DDC footprint beyond Detroit and Redford, Michigan

IN SOLIDARITY

MARK 'GIBBY' GIBSON



SOLIDARITY



Email:

gibbynow2022@gmail.com

Facebook: Mark "Gibby" Gibson UAW Local 163 DDC Shop Chairman

Leadership-Innovative-Commitment-Pride-Vision-Vigilant

PRESIDENT CANDIDATE

RECLAIM OUR POWER 2022



I Stand for, Will Fight for:

- Adhere to EQUALITY and DIGNITY
- Stand in SOLIDARITY and UNITY
- Dissolve the TIER SYSTEM
- Return to TRADITIONAL - 90 DAYS PERMANENT
- Return to Three (3) year Contracts
- Union Dues decrease to 2.0 hours or stay at 2.5 hours by VOTE OF THE MEMBERS
- Renegotiate COLA for ACTIVE WORKERS and RETIREES
- Fight for the RETURN OF PENSIONS FOR ALL
- Return STRIKE FUND TO JUST THAT
- Set up a separate DEFENSE FUND
- Dismantle UCM/JOINT VENTURES
- Renegotiate the VEBA back to the COMPANIES BOOKS (LIABILITY)
- Support the membership to Protect our way of life!

**Brian
Keller**
UAW PRESIDENT



I Brian Keller hereby announce my candidacy for the position of UAW International President. If chosen, it will be an honor and a privilege to serve the membership. Allow me to introduce myself to those who are not familiar with me. I am a U.S. Army Reserve and U.S. Naval Desert Shield/Desert Storm Veteran. I have been an active UAW Member since 1999. My original membership was with Local 412 unit 15 Chrysler, where I was Unit Steward and then Unit Chairman. After our jobs were outsourced, I was transferred to Local 1248 Mopar/Stellantis.

The main goal will be to get our union back on its foundation. I have confronted the Solidarity House when others were too scared to speak up against one of the largest organizations. I have 15 years and counting of fighting and still not silenced. In order to hold our International Executive Board accountable and responsible to the membership, Constitutional Amendments, By-Laws and good faith bargaining, these are necessities to ensure we rid our union of corruption and collusion, now and in the future.

This is a pivotal time in the history of the UAW, where the need of the membership as a whole - All Active UAW Members within and outside the automotive sector, SBU's, IPS, CH, GM subsystems as well as Skilled Trades and Retirees must be served, no matter what company or discipline one works for.

This may be our only chance in reforming this union under the Direct Voting System. We have a lot of work ahead of us, for true change can only happen through the membership with Solidarity and Unity.

Again, I humbly ask for your support and vote for UAW International President to change and improve our UAW.

In Solidarity

Brian L. Keller



PRESIDENT CANDIDATE

RAY CURRY FOR UAW PRESIDENT

- UAW member of Local 5285 since 1992
- UAW President since June, 2021
- As Region 8 Director, organized region's first two gaming locations
- As Region 8 Director, coordinated retired workers activities for the largest UAW retiree population outside of Michigan
- Successfully bargained to eliminate the tiers in national agreements with Daimler Trucks NA, Mack Trucks, Volvo Trucks and Navistar Truck
- Led financial ethical reforms as Secretary-Treasurer of UAW
- Led the International Executive Board efforts on ethics reforms and institutional analysis
- Proven track record of building effective coalitions with social justice groups
- U.S. Army and Army Reserves veteran
- Holds a Bachelor's degree in Business Administration/Finance and a Master's degree in Business Administration



RAY CURRY

For **UAW President**

The Curry Solidarity Team Mission

Fight for the members of yesterday UAW retirees paved the way for us, and we must advocate for them in all ways. We must not allow active members and retirees to be whipsawed against one another.

Fight for the members of today UAW members deserve dignity and fair wages. To take on the multi-national corporations, we need to act with solidarity and a strategy. As a successful union leader from the South, I know how to put in the work to build solidarity and coalitions. And win!

Fight for the members of tomorrow Organizing allows UAW members to bargain for sector-wide wages which protect all workers.



Leadership • Experience
Integrity • Vision

www.currysolidarityteam.org



SECRETARY-TREASURER CANDIDATE

FRANK STUGLIN FOR UAW SECRETARY-TREASURER

- **UAW member since 1979**, current member of Local 155
- **UAW Secretary-Treasurer**, since June 2021
- **UAW Region 1 Director**, Assistant Director, and Servicing Representative for UAW members in the U.S. and Canada
- **Served his local in various roles**, including President, Vice-President, Chair of the Independents, Parts, and Suppliers (IPS) Council, Elected Delegate to three Constitutional Conventions, local Servicing Representative, Bargaining Chairperson, and Alternate Committeeperson
- **Successfully arbitrated** numerous cases
- **Negotiated contracts** for Manufacturing, Gaming, and Technical, Office and Professional (TOP) sectors
- **Successfully organized worksites** and innovated local-based organizing as Region 1 Director
- **Empowers through education**, hosting workshops and spearheading online education at Region 1, and as Secretary-Treasurer
- **Upholds transparency** as a key voice in reforms



FRANK STUGLIN

For **UAW Secretary-Treasurer**

Frank Stuglin's Commitment

Safeguard our union's finances. Members' dues dollars are sacred. I take a "no exception" stance on policy exceptions. Under our leadership, our union's funds are securely managed and transparently reported.

Empower our rank-and-file members. I oversee many areas of our union, including the Independents, Parts, and Suppliers (IPS) Department, where we spearheaded local-based organizing to leverage the skills and passion of our rank-and-file members to organize and negotiate first agreements.

Listen to the needs of our local unions. I constantly engage locals and respond to recommendations, including upgrades to internal systems, publishing the quarterly Financial Officers Newsletter, enhanced education for financial officers, and much more.



Leadership • Experience
Integrity • Vision

www.currysolidarityteam.org



VICE PRESIDENT CANDIDATE



CHUCK BROWNING

For UAW Vice President

CHUCK BROWNING FOR UAW VICE PRESIDENT

- UAW member of Local 3000 since 1987
- Elected UAW Vice President in 2021
- Three decades of bargaining experience including multiple national Ford agreements
- Bargaining experience covering most sectors of the UAW
- U.S. Air Force veteran
- Avid advocate for UAW active and retired members

"Winning at the bargaining table is about strategy and resolve. I am resolute in my commitment to fight for every active and retired member of our great union."

Chuck Browning



Leadership • Experience • Integrity • Vision

www.currysolidarityteam.org

VICE PRESIDENT CANDIDATE

RICH LETOURNEAU INTERNATIONAL UAW VICE PRESIDENT

My name is Rich LeTourneau and I am running for one of three Vice President positions of the International UAW. I am currently the Bargaining Chair of UAW Local 2209 General Motors, Fort Wayne Assembly, where we are over 4,000 members strong. We build full size Chevrolet and GMC Pickup Trucks. I started my career in Janesville, Wisconsin in 1984. In 1987, I transferred to Fort Wayne, Indiana where I won my first UAW election as Alternate Committeeperson. Over the next 35 years my Local Membership elected me 25 more times, never losing an election. I have been a Delegate at the Constitutional & Bargaining Conventions since 1992. I was elected Committeeperson and Zone Committeeperson multiple times until being elected Bargaining Chair in 1997. From 2003-2010 I was appointed as an International Servicing Representative. After my 2010 return to Local 2209, I was re-elected Shop Chair and returned to the bargaining table locally in 2011, where I have been the Lead Negotiator on seven (7) Local GM contracts. With my experience, my love and undying loyalty to my UAW Family, the support of my wife, Cheri, of 34 years and my 3 sons I firmly believe that I would be an asset to the International Executive Board as Vice President.

For 8.5 years I negotiated contracts in the IPS sector in plants such as Dana, Metaldyne, Johnson Controls, Lear, Ford, Chrysler, and GM Supplier Plants. The focus of those contracts were wages, pensions, healthcare, severance packages, and continued improvements in contract language. I am familiar with all sectors, not just the Big 3. I would be honored to earn one of your three votes for Vice President. I look forward to sharing more about my qualifications for Vice President of the International UAW with the membership in the upcoming months.

Please visit: www.RichLeTourneauForVP.com



VICE PRESIDENT CANDIDATE



Vote and Support

Sharon Bell - "Ms. Bell"

for Vice President, UAW International Union



GM Work History

- **Currently Employed at FLINT ASSEMBLY TRUCK AND BUS**, Flint, MI (Transferred August 2019) - UAW Local 598 - Material Driver
- **GM WARREN POWERTRAIN TRANSMISSIONS**, Warren, MI - UAW Local 909 - (Sept. 2013 to 2019, plant closed) - 6 Speed Material Department as a D5 Driver
- **FLINT TRUCK AND BUS**, Flint, MI - Assembler, Material Driver, Quality, transferred to WARREN, MI - UAW Local 598
- **GENERAL MOTORS TECH CENTER**, Warren, MI - Temporary Worker, transferred to FLINT, MI - UAW Local 150
- **WILLOW RUN POWERTRAIN TRANSMISSIONS**, Ypsilanti, MI (plant closed in 2011) - UAW Local 735
36 years, as Assembly Line, Labor Clean-up, Quality

Qualifications, Union Involvement & Education

- **46 Years Seniority at General Motors**
- Associate Degree, U of D Mercy, Legal Assistant
- Advanced Grievance Handling Training (Arbitration), UAW Region 1A
- Grievance Handling Training, UAW Region 1A & 1 Wayne State Univ.
- Collective Bargaining Training, Wayne State Univ. & UAW Region 1A & 1
- WSU Labor Studies Ctr., Discharge & Discipline Certificate,
- WSU Labor Studies Ctr., Rights & Roles of Union Reps
- WSU Labor Studies Ctr., Grievance Investigation & Presentation
- 19 Years Locally Appointed UAW Quality Network & HRD Representative, UAW Local 735 Doc 46 Representative
- UAW Internal/external Consultant Certificate, UAW GM Training Center
- Prior: Vice Chairman of the Board of Directors at Unified Community Federal Credit Union, Belleville, MI where I negotiated employee wages (approximately 9 years)
- Elected Alternate Delegate to UAW 36th and 37th Constitutional International Convention for Local 909
- Chairperson Veterans Committee for Local 909
- Elected Co-Chair Women's Committee for Local 909
- Elected Chairperson Election Committee for Local 909 (Resigned)
- Elected Bylaws Committee for Local 909
- Elected Civil and Human Rights Committee for Local 909
- Elected Educational Committee for Local 909
- Elected CAP Committee Local 909
- Leadership Training, Black Lake

Education

- Bachelor of Arts (Cum Laude), University of Detroit Mercy
- Associate Degree, U of D Mercy - Legal Assistant
- Dale Carnegie Course Completion

GOALS

- **Eliminate Tiers**
- **Stop Corruption**
- **Pensions for ALL**
- **Retirees & All Workers**
- **C.O.L.A**

VICE PRESIDENT CANDIDATE



TIM BRESSLER

For **UAW Vice President**

TIM BRESSLER FOR UAW VICE PRESIDENT



Fighting for all members Bargaining is about the possible. We must root our demands in the basic principle that we fight for all members.

Empowering members Members become activists through education and opportunity. That is how we build solidarity.

Respecting the role of retirees Our retirees represent an army of political activists, rally goers and history keepers. We must recognize their ongoing role in our union.

- UAW member of Locals 260 and 3039 since 1985
- Three decades of bargaining experience including multiple national Chrysler-FCA-Stellantis agreements
- Extensive bargaining experience with Heavy Truck and Agricultural Implement
- As Chief of Staff, active in implementing ethical reforms within the UAW
- Broad knowledge of membership programs and their effectiveness in strengthening our union



Leadership • Experience • Integrity • Vision

www.currysolidarityteam.org

VICE PRESIDENT CANDIDATE

"Our membership are the strength of the UAW, and the membership and the families of our members, they are the purpose of the UAW. And in the years ahead, this union must remain true to its commitment to the welfare and the well-being of our rank and file. This union is not about Solidarity House; it is not about your local union headquarters; this union is about the men and women that we represent, and behind them their families."
(Walter Reuther, 1970 UAW Convention)

27 Years As An Active Union Member

"The time is always right to do what's right"
(Dr. Martin Luther King)

"Be the Change you Wish to See in the World"
(Gandhi)

A Fighter Against All Injustices

Linktree
@michaeltturner4uawvp



2022 ELECTION OF INTERNATIONAL OFFICERS

YOUR VOTE CAN & WILL MAKE A CHANGE

Michael "Mike" Turner for "IEB" Vice President



VICE PRESIDENT
2022

I Stand For

- * Honesty and Integrity...
- * Equal Pay for Equal Work...
- * Respect and Full Voice in the Workplace...
- * Being a Voice for All...
- * Always Standing For and Doing What's Right...

I Stand Against

- * Tiers and Long-Term Temps...
- * The Belief that Pensions and Retirement Healthcare are No Longer Possible...
- * Any and All Forms of Division That Lead Members to Believe We Cannot Be United As One...



750

Vote Mike Turner For...

- Pure Intent For Positive Reform
- Passion and Desire To Serve, Not Lead
- Rebuilding Faith and Trust In The Membership

Together We Can & Together We Will Bring Back Solidarity

It is my belief that we need to come together as a Union and have healthy, Respectable Communications and work towards oneness if we want to rebuild our union on a solid foundation.

Solidarity to me means that we are a family. It's time we stand together, not separated anymore.

Our Member's deserve a Moral Ethical Leadership, whose main focus and purpose is to Serve Our Members.

The time to Restore the Culture and Values we once held is Right Now.

Michael L. Turner
M.L.T.

VICE PRESIDENT CANDIDATE

BRYAN CZAPE FOR UAW VICE PRESIDENT



BRYAN CZAPE

For UAW Vice President

- UAW member since 1984 (Local 652, 599, 1810 and 160)
- General Motors Skilled Trades member
- Elected youngest chairperson in Local 1810's history
- Bargained in six national agreements with GM since 2000
- At forefront of two major strikes at GM in 2008 and 2019
- Helped secure \$13 billion in capital investments into UAW facilities from GM
- Led bargaining in multiple gaming contracts
- Proud son of Fred Czape (46 year member of UAW Local 602)

"We are at a pivotal point in our history. This is the time for experienced leadership who have a proven record of taking on corporations. I look forward to earning the support of all UAW members in this important election."
Bryan Czape



Leadership • Experience • Integrity • Vision

www.currysolidarityteam.org

REGION 1 DIRECTOR CANDIDATE

VOTE JAMES E. HARRIS FOR UAW REGION 1 DIRECTOR

SOLIDARITY

Solidarity is the lifeblood of our union and the key to winning at the bargaining table. Whether you work in a plant, casino, office, cafeteria, laboratory, a government building, a truck, remotely or are retired, James calls on all of us to stand together to fight for and enforce top quality contracts.

EDUCATION

Under the leadership of James Harris, Region 1 has expanded training opportunities to thousands of members, both in person and in an innovative online program. Developing the next generation of leaders among the 60,000+ active and 62,500+ retired members throughout Region 1 is James' top priority.

ORGANIZING

More than 1,500 new members were organized into Region 1 since James was elected Director in 2021. It's the most organizing wins in years - and we've only just begun! James prioritizes organizing because every worker deserves a union.

"This is not a job, it's a calling. When you are serving people it must be treated accordingly. That is my charge, and that is who I am."

James E. Harris



James E. Harris

A TESTED LEADER

- Skilled negotiator, grievance handler, and leader with a proven track record
- 2 years on Local 1700 Morale Committee
- 4 years Chief Steward of Local 1700
- 5 years service as Local 1700 Shop Committee Chairperson
- 6 years service as International Servicing Representative at Region 1
- Assistant Director of Region 1 since 2018
- Elected Director of Region 1 in 2021



Leadership • Experience • Integrity • Vision

www.ElectJamesHarris.com

www.currysolidarityteam.org

REGION 1 DIRECTOR CANDIDATE



I'm a proud pipefitter currently serving my third consecutive term as President of Local 1264 (Stellantis Sterling Heights Stamping Plant). Before that, I served as Recording Secretary for three terms. I've held many positions over the past 22 years, giving me the experience to move our union forward with greatness:

- UAW National Negotiator at FCA Group, elected 2015-2019
- National Skilled Trades Delegate, elected 2004-2018
- Region 1 Skilled Trades Council, elected 2006-2011

I promise to effectively communicate with you, establish an educational program for the membership, and arm our Local leadership with the knowledge to represent our members.

I will work tirelessly on the IEB to bargain on behalf of UAW members and ensure a prosperous future. The days of unchallenged concessions will end.

Together We Can, Together We Will return to the core values of the UAW! Learn more at lashawnenglish.com.



LaShawn English for Region 1 Director

REGION 1A DIRECTOR CANDIDATE

LAURA DICKERSON FOR UAW REGION 1A DIRECTOR



LAURA DICKERSON

For UAW Region 1A Director

- UAW Local 600 member since 1997
- Elected UAW Region 1A Director in 2021
- First African American Woman Director of a UAW Region
- Over two decades of bargaining experience including national agreements
- Bachelor's and Master's degrees from Central Michigan University
- Breast cancer survivor and activist

"I am proud to be part of the leadership team that is rebuilding our union to make it stronger and more accountable."

Laura Dickerson



Leadership • Experience • Integrity • Vision

www.currysolidarityteam.org



REGION 1D DIRECTOR CANDIDATE

STEVE DAWES FOR UAW REGION 1D DIRECTOR

For more than 33 years, I have been honored to proudly serve this great union in various elected positions. It has been an absolute privilege to have the opportunity to support our community, those in need, our amazing retirees and to represent our great membership. These achievements were accomplished through the daily fight to help improve our members' lives at the bargaining table and giving guidance when sometimes there is nowhere else to turn. It is the honor that you have given me, and that is why I am running for Director of Region 1D.

There is no better feel than when you wear the wheel.

Our union needs strong and steady leadership. The Curry Solidarity Team represents just that, and I am proud to be a part of it. I'm Steve Dawes and I approve this message!

Steve Dawes



STEVE DAWES

For UAW Region 1D Director



Leadership • Experience • Integrity • Vision

www.currysolidarityteam.org



REGION 2B DIRECTOR CANDIDATE



WORKING TOGETHER FOR A BETTER UAW

Wayne Blanchard is a proud 32-year UAW member with the proven experience to lead Region 2B by engaging and empowering all members on a large scale, as he believes they should be our top priority. When elected to serve as Director in September 2020, he made a commitment to do everything in his power to make members proud to be a part of UAW Region 2B. He has worked tirelessly every day since then to honor that commitment and will continue to do so.

Education

Having an engaged and educated membership is essential to building our strength. Director Blanchard has implemented new programs during his term in an effort to reach more members, including the UAW Region 2B Online Academy.

Organizing

Growing our ranks and reaching out to working people who want to be part of a union will continue to be a focus for Region 2B under Director Blanchard's leadership.

Communication

Transparency and member outreach are an essential part of Director Blanchard's leadership style. He believes that with an open dialogue, we can work to earn the trust and respect of the membership.

Elect

BLANCHARD

UAW Region 2B Director



www.wbfor2b.com

www.currysolidarityteam.org



REGION 2B DIRECTOR CANDIDATE



Vote Dave Green for Region 2B Director



Work experience:

- GM: Summer helper, 1989-1994
- Body shop
- Hired, 1995-present
- Pressroom
- General assembly
- Die Casting
- Material handling
- Hot metal driver
- Team Leader

Elected:

- Trustee UAW 1714, 2003-2006
- Vice-President UAW 1714, 2006-2007
- President UAW 1714, 2007-2013
- President UAW 1112, 2018-2019
- Delegate UAW 440, 2022-present

Education:

- BA in Social Sciences. Youngstown State University, 1999
- Masters in Organizational Leadership. Geneva College, 2008
- Graduate Certificate, Instructional Communication. Youngstown State University, 2019



I want to see change, this is why I'm running for Region 2B Director. There needs to be better contracts that sell themselves. I want to see two way communication that works and the most qualified members to be advanced based on their qualifications. I want to see people held accountable for their actions, but most importantly, for our members to be proud to be UAW. You can't teach this, it comes from a feeling. Now that you know what I want, please reach out to me so I know what you want. We are in this together! With your support and my passion, we can build a better UAW!

Visit me at votedavegreen.com to get in touch!



REGION 4 DIRECTOR CANDIDATE

BRANDON CAMPBELL FOR UAW REGION 4 DIRECTOR

- UAW Local 1268 member for 28 years
- Lead bargaining representative on many contracts across multiple sectors
- Led strike that prevented work from being off-shored
- Strong track record on winning grievances and arbitrations
- Member and staff organizer on multiple local and national campaigns
- Successfully negotiated multiple first contracts
- Staunch advocate of member education and training



BRANDON CAMPBELL

For UAW Region 4 Director

"I came up through the ranks and have never lost my passion for our union. It would be my great honor to serve as Region 4 Director. I look forward to earning your support."

Brandon Campbell



Leadership • Experience • Integrity • Vision
www.currysolidarityteam.org

REGION 6 DIRECTOR CANDIDATE



MIKE MILLER

for UAW Region 6 Director

As Region 6 Director, I will prioritize organizing to help grow all sectors of the labor movement and help all workers achieve their vision for a more just and democratic world.

Leadership • Experience • Integrity • Vision
www.currysolidarityteam.com



REGION 8 DIRECTOR CANDIDATE



TIM SMITH

For UAW REGION 8 DIRECTOR

Tim Smith For UAW Region 8 Director

A Trusted Proven Leader

- Helped organize Local 2370 in 1997
- Served on election committee, committee person and President of Local 2370
- Served on Kentucky State Board AFL-CIO, Region 8 CAP and Retired Workers Council
- 2008- appointed to International Staff, worked as a servicing rep and Regional Veteran's liaison
- June 2018 named Region 8 Assistant Director



Your vote and support are greatly appreciated!



Leadership • Experience • Integrity • Vision

currysolidarityteam.org

timsmithuaw.org

REGION 9 DIRECTOR CANDIDATE

Active and Retired members of UAW Region 9:

My name is Jimmy Lakeman and I have been an International Staff Representative in Region 9 for 12 years. On June 28, 2022, at the 38th UAW Constitutional Convention, I was honored to be nominated by our delegates for the position of Regional Director of UAW Region 9.

Over the past 12 years I have had the opportunity to negotiate over 75 collective bargaining agreements within all areas of the region excluding New Jersey. I have arbitrated grievances, worked with our CAP councils and elected officials on behalf of our members, and have been involved in several labor and community events throughout the region. I have accomplished all this with the help and support of all the leadership teams and members I have been fortunate enough to represent.

Prior to being appointed to International Staff, I was president of UAW Local 846 in Tonawanda, NY, during which time I was the WNY CAP Council, co-chair of the UAW/AAM 2008 National Negotiations Committee and was involved in several regional committees. While serving UAW Local 846, I was selected for the UAW Fellowship Program by then-Director Tom Fricano.

My goal in being director is to change the trajectory of Region 9. I believe we need to reenergize, educate, and communicate more transparently with our members by seeing, talking, and listening to our rank-and-file members and having open access within the office for all members to voice their concerns and opinions. We need to focus on organizing in the region, but first we need to make sure we are supporting our members by negotiating good agreements and addressing their needs. By doing all this, we can realize all our struggles, celebrate, and multiply our victories and work as one cohesive region.

I am running for Regional Director as an independent candidate. Though I am not endorsed by either of the major caucuses, I am endorsed by the several thousand active and retired members who have put their trust in me, worked with me and ultimately supported me to make this decision.

I would be humbled to have the honor to serve as our Regional Director and I would be privileged to have your support.

REGION 9 DIRECTOR CANDIDATE

VOTE

Lauren Farrell

FOR REGION 9 DIRECTOR



Commitments to the Membership

- 1 You will always be my first priority.
- 2 I will work to restore your faith in our union by leading with integrity and transparency, valuing all voices, and maintaining open and ongoing dialogue with members.
- 3 I will lead Region 9 by empowering members through training, and local leadership development.
- 4 I will make sure your representatives are armed with the expertise necessary to negotiate quality contracts that deliver justice.
- 5 With your help, we will strengthen our solidarity to increase our bargaining power.
- 6 With your help, we will organize the unorganized in our communities.
- 7 With your help, we will elect pro-worker candidates to office.

UAW Member for 22 years

Local 1097 Rochester, NY

- 2002 Appointed to National Organizing Dept.
- 2009 Assistant Director, National Organizing Dept.
- 2010 Assistant Director, Gaming Dept.
- 2013 CAP Director, Region 9
- 2015 Education Director, Region 9
- 2017 Servicing Representative, Region 9
- Present Assistant Director, Region 9



To volunteer or assist Lauren's campaign:
farrellforregion9director@gmail.com

Leadership Experience Integrity Vision
www.currysolidarityteam.org

REGION 9A DIRECTOR CANDIDATE

BEVERLEY BRAKEMAN FOR UAW REGION 9A DIRECTOR

- Eighteen years experience as a UAW Local 376 member
- As a veteran of the anti-gender based violence, marriage equality, universal healthcare movements, I have a unique perspective and natural ability to challenge the status quo
- Outspoken advocate on the International Executive Board for ethics reform, accountability and key Region 9A priorities
- A staunch advocate for UAW Region 9A members who supports strong local unions and is committed to solving problems collaboratively and creatively
- Prioritizes new worker organizing, bargaining strong contracts, strategic political power to improve workers lives, and fighting systemic inequality



BEVERLEY BRAKEMAN

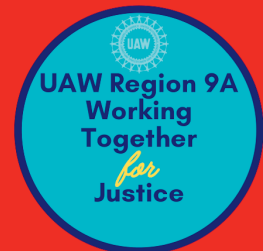
For UAW Region 9A Director

“As Region 9A's Director, I will remain true to the core beliefs and values that have been central to our members - inclusion, power and justice. Our members are dedicated and militant trade unionists who have grown our Region, stood up for justice and equality, and taught me that, with integrity, courage and vision, we can do anything.”

Beverley Brakeman



Leadership • Experience • Integrity • Vision
www.workingtogetherforjustice.com
www.currysolidarityteam.org



PRB PROTECTS MEMBERS' RIGHTS

Established in 1957 by approval of delegates to the 16th UAW Constitutional Convention, the Public Review Board (PRB) has long served as a safeguard for members' rights and as a watchdog over the Union's moral and ethical practices. The PRB is staffed by nationally recognized experts in a wide variety of disciplines, including labor-management relations, labor law, and ethics, and has authority to make final decisions on UAW members' internal appeals. The UAW was the first, and is believed to be the only, U.S. labor union that gives an independent board the authority to make final decisions on internal appeals. As Walter Reuther told convention delegates in 1957, the PRB should have teeth and the force of final decisions behind them. Delegates should be “. . . mindful of the fact that this is not window dressing. There are no constitutional loopholes. This is not the creation of a public board of apology,” said Reuther.

A member wishing to have the PRB review their dispute must first attempt to resolve the issue where it began. If the dispute is with the member's local union, the member's appeal must start there. If a member is disputing an action or decision made by an International Representative, the member begins by filing an appeal with the International Executive Board (IEB), which also hears appeals of unresolved local issues. In most cases, if the IEB denies the appeal, the member may then request that the PRB review the case. The PRB reviews cases involving issues such as election results, the proper withdrawal of grievances, and other actions by union officials or representatives, as well as alleged violations of the UAW's Ethical Practices Codes.

PRB members meet regularly throughout the year, and communicate by telephone and video conference, to deliberate about cases and hold hearings. In 2021, the Board decided 25 appeals. Copies of the Board's decisions since 2004, as well as more information about the Board, can be found on the PRB's website, www.prbuaw.org. Copies of decisions issued prior to 2004 may be obtained by contacting the Board.

Single copies of the PRB's annual report are available upon request to UAW members at no charge from the UAW Purchasing Department, 8000 E. Jefferson Ave., Detroit, MI 48214.

MEMBERS' RIGHT TO APPEAL PROTECTED BY UAW CONSTITUTION

The UAW Constitution (Article 33) gives any UAW member the right to appeal on the whole range of issues and disputes that can arise in the life of our Union. This includes grievances, election protests, or “any action or inaction” by Union officials or representatives. The appeal must be filed with the body responsible for the action or inaction in question. For example, a member's complaint about a local committeeperson's withdrawal of a grievance would start with the membership of the local union. If the appeal involves an election protest under Article 38 or 45, the protest also begins with the membership. Alternatively, if the complaint involves an International Representative's handling of an issue, the appeal is filed with the International Executive Board (IEB). Article 33 maps out the process for appeals. In most cases, after the matter has been decided by the International Union, it may be appealed to either the Public Review Board (PRB) or the Convention Appeals Committee (CAC), but not both. The PRB, an independent board of four nationally renowned scholars, has functioned since 1957 as the guardian of not only members' rights, but also of the Union's moral and ethical practices. Its decisions are final and binding. The CAC is the UAW's other supreme tribunal, and is composed of elected delegates from local unions, chosen by lot at UAW Conventions. The CAC's review and decisions, like the PRB's, are also final and binding. The person making the appeal may choose whether to file with the PRB or the CAC. Where an ethical issue is involved, the UAW's precedent-setting Ethical Practices Codes give the PRB exclusive appellate authority over the appeal. For further information, please contact your Regional Director.

UNION SECURITY AGREEMENTS

Notice to Persons Covered by Union Security Agreements Regulated Under the National Labor Relations Act

The UAW, like other unions, spends the vast majority of its funds on collective-bargaining-related activity, as well as some amounts for political lobbying, community services, citizenship fund activities, international affairs, organizing, charitable donations, publications advancing the union's political positions, certain litigation and other matters. Under the Supreme Court decision in *CWA v. Beck*, nonunion members who pay money to the union under union security agreements may file objections to nonrepresentational-related expenditures of the money they pay under such agreements. (Such agreements, including those that the UAW is a party to, may be and are applied by the UAW only to require as a condition of employment that covered employees "tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership" in the union. This means that at any time you may decline membership in the union and be a non-member agency-fee payer. In addition, if you do so, you are eligible to submit an objection to the UAW under Beck as described below.) To comply with the Beck decision, the UAW honors objections by nonmembers of the union covered by National Labor Relations Act union security agreements who notify in writing the Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214 of their objection. Objections may be filed at any time but must be renewed each year. Objectors will be charged only for expenditures related to representational activities.

All non-members who file such an objection will receive the UAW's Report of Expenditures Incurred in Providing Collective Bargaining Related Services for Fiscal Year 2021. This Report provides the basis for the amount which will be charged to Objectors for the period from Aug. 1, 2022, through July 31, 2023. The report arrives at this amount by an analysis of the UAW's 2021 expenditures which provides a detailed allocation of those expenditures between the 83.69 percent of such expenditures which are related to the UAW's representational activities, and from which the amount charged Objectors is derived, and the 16.31 percent of such expenditures which are not or may not be so related. Any challenge by an Objector to the calculations in the Report or any challenge by an objector claiming the Report does not properly determine what portion of the UAW's expenditures were expended on matters unrelated to representational matters will be referred to an impartial decision maker appointed by the American Arbitration Association under its Rules for Impartial Determination of Union Fees. Such challenges by Objectors to the Report must be made in writing, and must be addressed to Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214. For arbitration this year, such challenges to the FY 2021 Report must be received by the UAW on or before October 7, 2022, except for challenges by Objectors who have already received a FY 2021 report, who have been notified of the deadline applicable to them.





Solidarity House

8000 EAST JEFFERSON AVE.
DETROIT, MICHIGAN 48214



Real Estate Rewards

Earn cash back on your
home sale or purchase



UNIONPLUS