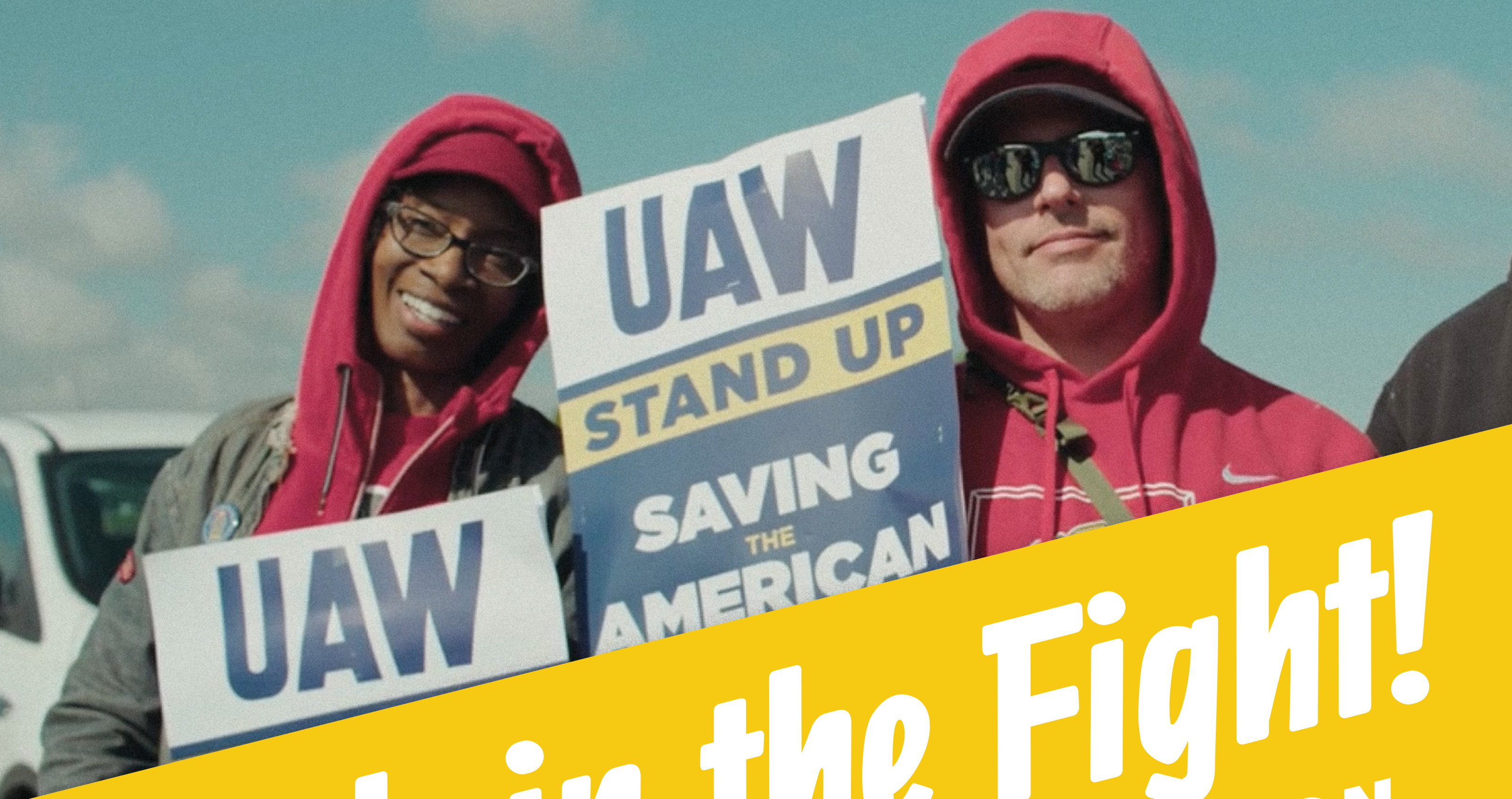
FALL 2025

SOLIDARITY

THE MAGAZINE FOR UAW MEMBERS AND OUR FAMILIES



Back in the Fight!

UAW 90th ANNIVERSARY EDITION

International Union, UAW

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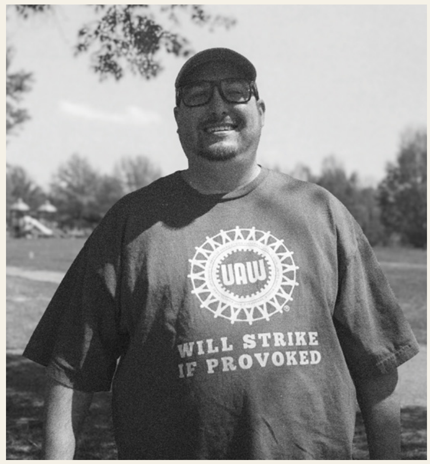


A Message from the President

SHAWN FAIN, PRESIDENT INTERNATIONAL UNION, UAW

ON AUGUST 26, we celebrated our union's 90th anniversary. It was a moment to reflect on the UAW's fighting spirit—on the shop floor, at the bargaining table, and in the halls of power. This issue of Solidarity magazine is about honoring that spirit.

Over the last two years, thousands of UAW members across the country have stood up to the boss, demanded more, and won life-changing victories. Whether at Daimler Truck, Cornell University, or the Big Three automakers, the UAW is rewriting the playbook on what many thought was possible at the bargaining table. Record wage increases, profit sharing, and cost-of-living adjustments are once again becoming the standard in our contracts.

That's not by coincidence or luck. When this International Executive Board took office in 2023, we committed to doing things differently. After years of playing nice with the bosses, we knew it was well past time for the UAW to become the fighting union it once was. And at every level of our union—from the IEB, to our bargaining teams, to members on the shop floor—we are working hard to get back to our union's roots.

The progress we're making is a team effort, but I want to make something clear: these victories are only possible because of the courage, determination, and solidarity of our members. We're winning because thousands of our members are engaging in our union and standing up to their employers by waging strategic contract campaigns. Our bargainers are engaging members by communicating openly about what's happening at the bargaining table. And members are responding by taking action to show employers that we mean business.

It's you, the members, who power this union. It's your hard work, day in and day out, that makes the profits, and it's you who sacrifice when you stand in solidarity on the picket lines to fight for a better tomorrow. None of our recent wins would be possible without our members standing up and answering the call time and time again.

Your involvement means we'll keep winning against the world's most powerful corporations, whether it's securing a first contract at BlueOval SK and Volkswagen, raising the standard in Higher Education, negotiating a strong contract at John Deere in 2027, or ending retirement tiers at the Big Three in 2028.

Thanks to you, we are back in the fight!

In Solidarity,
Shawn Fain

Shawn P. Fain

UAW MEMBERS ARE FIGHTING THE BOSS AND CHANGING THEIR LIVES...

Ford

Whitney Crocker

AUTOWORKER, LOCAL 862

When UAW members at Ford's Kentucky Truck Plant (KTP) were called on to join the Stand Up Strike at the Big Three automakers in October of 2023, worker **Whitney Crocker** says she and many of her coworkers were surprised.

"We were prepared to strike, but we didn't really think we were going to be asked to walk out," she says. **"KTP is Ford's money maker, so we were a little shocked. But shocked in a good way, because we knew we were fighting for what was right."**

Crocker, who has worked in the chassis department at KTP for her entire 12-year career at Ford, says the support strikers received from the Louisville community during their two-week strike was tremendous. **"I had never been on strike before. This was my first union job, so it was eye-opening,"** she says. **"People were driving by, honking and cheering us on. We felt like we had support from everyone."**

As an in-progression worker, it took Crocker eight years before she finally reached top pay. For her, shortening the time it takes for a worker to reach top pay was an important win for the union. **"You want better for the people that come in behind you,"** she says. **"I'm grateful that those people don't have to wait as long I did."**

By the time Crocker hired in at Ford, cost-of-living adjustments (COLA) were already a thing of the past. Still, she had spoken to enough traditional auto workers over the years to understand just how valuable a benefit COLA was and that winning it back during negotiations would be life-changing for many members.

"I couldn't believe we got COLA back and the raises we won," Crocker says about the gains in the 2023 agreement. **"We deserved those raises after all these years."** ■

Big Three Workers Won:

- ✓ **25% wage increase**
- ✓ **COLA: will add at least $2 per hour to wages by 2028**
- ✓ **The end of wage tiers**
- ✓ **Reduced progression from 8 years to 3 years**
- ✓ **10% 401(k) employer contributions: far above the national average**
- ✓ **Restoration of the $500 Holiday Bonus for retirees**

General Motors

Tommy Robinson

AUTOWORKER, LOCAL 1097

Heading into Big Three bargaining in 2023, workers at GMCH were dispirited after decades of being left behind by General Motors.

"I don't think many of us thought much of anything would be different this time around," GMCH worker and UAW Local 1097 member **Tom Robinson** says, recalling the lead-up to the 2023 contract negotiations at GM. **"We knew we weren't being treated right by the company, but at some point, it's gone on for so long, you just get used to it and start to accept it."**

GMCH workers, who build parts for GM vehicles, have long been considered second-class by the company. For years, their wages and benefits lagged behind those of a worker on the line at one of GM's traditional assembly plants. Under the previous contract, GMCH production worker wages topped out at $22.50 an hour, regardless of how long they had worked for the company.

"GM has been making record profits for a decade, but our wages weren't keeping up," Robinson says. **"People were really struggling to get by. We have families to provide for, just like everyone else."**

Robinson, who has worked at the GMCH in Rochester, New York, for twelve years and at GM since 1983, says the shift to open-style bargaining pioneered during the Stand Up Strike energized Local 1097 members and gave our negotiators power at the table.

"We realized pretty quickly that there was a lot more communication from our leadership than what we were used to," he says. **"Everyone in the plant would be waiting for the weekly Facebook Live updates from President Fain, wanting to see where we were at with negotiations and who was going to get called on to go out on strike next. We all wanted it to be us. It was exciting."**

Robinson is elated that the UAW was finally able to end the wage tiers between GMCH and GM workers, and he's looking forward to continuing the fight in 2028.

"This contract has been a gamechanger for us," Robinson says. **"I got a $10 an hour raise overnight with this new contract. I can actually afford to buy the cars that I help build now."**

Ending the GMCH Wage Tier:

- ✓ **Workers received raises ranging from 55% to 89% at ratification**
- ✓ **Top base pay will go from $22.50 per hour to $41.17 per hour at the end of the contract**

Margaret Miglia

RETIREE, LOCAL 412

"My biggest takeaway from the Stand Up Strike is that it empowered our membership." UAW retiree **Margaret Miglia** says. **"It empowered our retirees. It made us feel like we were finally heard."**

Miglia, a second-generation UAW member, worked in the Salary Bargaining Unit (SBU) in Warren, MI, for 28 years before retiring in March 2020. She says that retirees were told for years that the union was unable to bargain for them during Big Three negotiations. But that changed thanks to the Stand Up Strike. Retirees won back both their annual Christmas bonus, which had been taken away during the Great Recession, and programs to offset medical costs not covered by retiree insurance.

"Did we win everything we wanted? Of course not," Miglia says. **"That's not how negotiations work. But we did win for the first time in a very long time, and I feel like that's very important."**

While Miglia says the gains secured for retirees are a big step forward, perhaps the most satisfying victory of the Stand Up Strike for her was the union's success in saving the Salary Bargaining Unit, the place where she spent so much of her career. The SBU includes designers, engineers, mechanics, technicians, and other classifications, spread across almost every single Stellantis facility. **"The company has been cutting jobs there for so long. Leading up to negotiations, Stellantis wanted to shut down the SBU entirely,"** she says. **"But our leaders, and the solidarity of our members, helped save our jobs."**

Miglia says she looks forward to building on the success of the Stand Up Strike in 2028 when the current contracts at the Big Three are set to expire. **"I'll be on the picket line, supporting my union brothers and sisters if they need to go on strike to win the contract they deserve. If I didn't have the UAW, I wouldn't have the life that I do now."**

✓ Big three retirees win first raise in decades

UAW MEMBERS ARE MAKING WAGE TIERS A THING OF THE PAST.

SINCE THE STAND UP STRIKE, WE'VE ELIMINATED WAGE TIERS AT DOZENS OF LOCATIONS.

THESE ARE SOME OF THE HIGHLIGHTS.

Michigan

Ford
Rawsonville
Sterling Heights

GM—CCA
Willow Run
Ypsilanti
Pontiac
Flint
Lansing

GM—GMCH
Grand Rapids

GM—Subsystems
Hamtramck
Brownstown
Flint
Lansing
Lake Orion

Stellantis—Mopar
Marysville
Centerline
Auburn Hills
Romulus
Warren

California

GM—CCA
Rancho Cucamonga
Fontana

Stellantis—Mopar
Los Angeles

Colorado

GM
Denver

Stellantis—Mopar
Denver

Florida

Stellantis—Mopar
Orlando

Georgia

Daimler
Doraville

Stellantis—Mopar
Atlanta

Illinois

GM—CCA
Bolingbrook

Stellantis—Mopar
Chicago

Indiana

GM—GMCH
Kokomo

Rolls-Royce
Indianapolis

Allison Transmission
Indianapolis

Minnesota

Stellantis—Mopar
Minneapolis

Mississippi

GM—CCA
Brandon

Nevada

GM—CCA
Reno

New York

Cornell University
Ithaca

GMCH Division
Lockport
Rochester

Stellantis—Mopar
Fishkill

TCAT
Ithaca

North Carolina

Daimler
Mount Holly
Statesville
High Point
Gastonia

GM—CCA
Charlotte

Ohio

GM—CCA
Cincinnati

Stellantis—Mopar
Cleveland

Oregon

Stellantis—Mopar
Portland

Pennsylvania

BMW
Palmer Township

GM—CCA
Langhorn

Tennessee

Daimler
Memphis

GM—CCA
Memphis

GM—Subsystems
Spring Hill

Texas

GM—CCA
Fort Worth

Stellantis—Mopar
Dallas

Virginia

Stellantis—Mopar
Winchester

West Virginia

GM—CCA
Martinsburg

Wisconsin

GM—CCA
Hudson

Stellantis—Mopar
Milwaukee

The COLA Difference

Big Three

As of September 2025, COLA is $1.10 per hour and is projected to grow to $2.36.

$11,400

This adds up to $11,400 over the entire contract.

Rolls-Royce

As of September 2025, COLA is $0.65 per hour and is projected to grow to $4.61.

$23,700

This adds up to $23,700 over the entire contract.

Daimler

As of September 2025, COLA is $0.82 per hour and is projected to grow to $2.16.

$9,100

This adds up to $9,100 over the entire contract.

Estimates by the UAW Research Department assume 2.6% annual inflation and 2080 hours worked every year.

How COLA Works

Step 1

The government reports the Consumer Price Index (CPI) every three months.

The CPI measures inflation, which is how the cost of basic goods and services changes over time.

Step 2

The current 3-month CPI average is compared to the previous 3-month CPI average. The COLA amount is calculated by taking the difference between these averages.

Step 3

If inflation goes up, COLA grows.

At the end of the contract, that amount is rolled into the worker's total hourly wage as a permanent increase.

Step 4

A small amount of the quarterly COLA is sometimes diverted to offset health care costs.

In the Big Three the diversion is 10 cents, but each contract is different.

Step 5

COLA formula restarts with new contract.

Rolls-Royce

Sherri Webster

AEROSPACE WORKER, LOCAL 933

Like many companies, Rolls-Royce had made a nasty habit of demanding concessions every contract cycle, regardless of how well the company was doing. UAW Local 933 members at the company's Indianapolis facility had made many sacrifices since the Great Recession but hadn't received anything in return for their commitment to the company's success.

For Rolls-Royce worker **Sherri Webster,** the time to finally stand up to management's continual demands for concessions was now. **"The wage tier issue had caused a lot of division among workers,"** says Webster, who has worked at the company for 27 years. **"I know for me, being a traditional worker, it wasn't right seeing my union brothers and sisters doing the same job, but knowing they'd never reach the same pay no matter how long they worked here."**

Before the local's Tick-Tock rally, which members used to pressure the company and show widespread support, Webster was asked by her local leadership if she would share her story with the hundreds of rally-goers in attendance. Although reluctant at first, she agreed to take part. **"It's not something I would normally ever do, getting up and speaking in front of so many people,"** she says. **"I was definitely nervous when I got up there. But I felt like I needed to get out of my comfort zone and speak out."**

The enthusiasm and solidarity shown at the Tick-Tock rally played a major role in members getting COLA folded into their base pay, winning real profit sharing for the first time, and finally ending the divisive wage tiers at Rolls-Royce. **"The energy from our members was incredible," said Webster. "People were fired up. We were ready to do what we needed to win. I know it made a difference for the company to see us standing together like we did."**

Rolls-Royce Workers Won:

- ✓ **Double-digit wage increases**
- ✓ **COLA-for-all that is rolled into base pay**
- ✓ **Improved profit-sharing formula**
- ✓ **Ended wage tiers**

Robert and Kendall Ulmer

WORKERS AT THOMAS BUILT BUSES, LOCAL 5287

For Thomas Built Buses workers **Robert and Kendall Ulmer,** the historic contract won at Daimler Truck last year has been truly life-changing.

Leading up to contract negotiations, the Ulmers found themselves in a precarious situation: The couple was homeless and living out of Robert's van while still having to find a way to report to work at two different facilities on two different shifts every day. To add to the stress, they were expecting their first child together.

"If we didn't have each other going through everything back then, I don't know if I could have kept going," Robert says, recalling those difficult times.

With wages stagnating at Thomas Built Buses for years, the Ulmers knew many of their coworkers were feeling the same financial anxieties that they were. The couple decided to share their situation with Daimler executives at the bargaining table and the public to help shine a light on the struggles so many workers at the company were experiencing.

"Deciding to tell our story was definitely a difficult decision because you're exposing your vulnerabilities to everyone," Kendall says. **"But we felt like we needed to speak up. Sometimes, all it takes is one person to speak up to empower others to stand up and fight for something better."**

Robert and Kendall say the record wage increases won in the new contract have allowed them to afford an apartment, a second car, and to better care for their baby, R.J. The couple is also saving up to put a down payment on a house in the near future.

"The raises have been wonderful," Kendall says. **"We don't have to worry nearly as much as we used to because we can take care of what we need to now. We're very grateful for that."**

Daimler Workers Won:

- ✓ **Record wage increases—25% over four years**
- ✓ **Profit sharing—first time ever**
- ✓ **COLA—first time ever**
- ✓ **Ended wage tiers**

Eric Jennings

MATERIAL HANDLER AND FORMER CHAIRPERSON, LOCAL 1972

SCAN TO WATCH THE VIDEO

Tensions between JVIS Manufacturing workers and the company were at a breaking point earlier this year. The approximately 200 members of UAW Local 1972 in Benton Harbor, Michigan, were attempting to negotiate a new contract with management that would raise their standard of living above the poverty line.

JVIS was dug in and determined to give workers only the bare minimum. The company offered what amounted to a paltry $10 raise every paycheck. For Local 1972 members, who often have to work seven days a week, the company's offer was a slap in the face.

"It was very disheartening dealing with JVIS when it came to the financials," material handler and union bargainer **Eric Jennings** recalls. **"The company didn't see anything wrong with that offer. It was disrespectful."**

With management refusing to budge at the bargaining table and attempting to stoke racial division to weaken the union, local leaders knew they needed to take a different approach if they were going to win the contract members deserved. They decided to organize a picnic to help build solidarity and to show JVIS the union was united and wasn't going to back down. The event was a huge success, with local politicians and union leaders attending to show their support.

"To see the big turnout at that picnic. To know that all those people took time out of their weekend to come there to show support and to rally with us, it was beautiful," Jennings says. **"We had the people so riled up, they were ready to strike. That was the key part."**

The positive momentum fostered at the picnic continued to build as negotiations progressed, and JVIS management was taking notice. **"The company realized that we were steadily getting more and more people joining the union during negotiations,"** Jennings says.

Ultimately, JVIS management caved, offering workers the best contract in the local's history. Jennings said the deal, which includes significant wage increases, will be life-changing for many members. **"We stood up against a company when they didn't want to give us nothing,"** he says. **"They thought they could pay us anything. But they forgot; we're the UAW."**

Cornell University

Gopini Lama

FOOD SERVICE WORKER, LOCAL 2300

"In the 17 years that I've worked at Cornell, I had only seen $4.40 in wage increases," says **Gopini Lama**, a food service worker at the Ivy League university in Ithaca, NY. **"The price of everything has gone up so much, and workers here just kept falling further behind."**

UAW Local 2300, which represents maintenance workers, gardeners, and dining workers at Cornell, began negotiations with the university for a new contract in June of last year. One of the key demands of workers was to win a cost-of-living adjustment to protect their wages from the effects of high inflation.

According to the U.S. Bureau of Labor Statistics, prices in New York are an astounding 20.88% higher today than in 2020. That fact made winning COLA during negotiations an absolute necessity for Cornell workers like Lama.

After months of bargaining, with the university still refusing to address key demands, Local 2300 members walked off the job, determined to win the contract they knew they deserved.

For Lama, walking the picket line with her coworkers and the local community was an empowering experience. **"Standing together and seeing the support of the Ithaca community right there with us was inspiring,"** she says. **"We had faculty members, students, and local legislators joining us on the line every day."**

After two weeks of workers striking and with many services at the college being disrupted, university administrators caved and agreed to record wage increases and a cost-of-living adjustment, the first ever in Cornell's history. **"I think we showed that workers are the ones who make Cornell run,"** Lama says. **"A lot of us felt like if we didn't stand up to the university now, it might never happen. But we stood our ground and won. I'm so thankful to everyone who came out to support us in our fight."**

Cornell Workers Won:

- ✓ **The first-ever COLA in higher education**
- ✓ **Average wage increase of 21% to 25%, depending on job title**
- ✓ **The end of wage tiers**

University of Oregon

Jacob Gattone

STUDENT TECHNICIAN (IT), LOCAL 8121

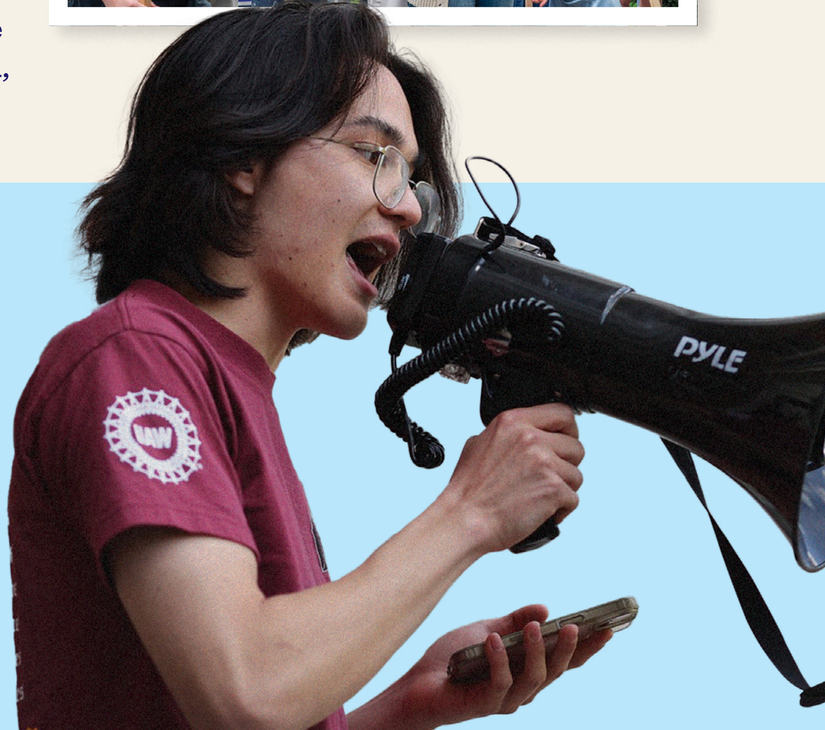
UAW members at the University of Oregon walked off the job in May in what was a historic 10-day strike, a year and a half after forming their union, University of Oregon Student Workers (UOSW-UAW). The strike took place after months of fruitless bargaining for a first contract with university officials who were attempting to stall negotiations.

UOSW-UAW member **Jacob Gattone** works as a student technician at the university, assisting faculty with IT issues and managing software programs. He says the major sticking points for most workers were wage increases, allowing for arbitration language specifically around harassment and discrimination, and improving the university's pay cycle from monthly to bi-weekly.

On the seventh day of the strike, looking for a way to ratchet up the pressure, the union decided to stage a sit-in to demand a fair contract. Fifty-four workers sat down in the university's administration building for roughly five hours before being escorted out by riot police. It was an action that made university officials take notice, and a moment that Gattone feels was a turning point in negotiations. "**It was big,**" he says. **"It was a boost of energy when we felt like we needed it. It definitely made us feel more united, standing up to the university the way we did."**

Just three days later, the university and UOSW-UAW agreed to a first contract, which included wage increases and arbitration language for harassment and discrimination, a demand the college fought adamantly but eventually gave in to.

For union members like Gattone, the strike brought workers together in ways that didn't feel possible before. **"A lot of us are somewhat isolated from each other in our everyday work,"** he says. **"But walking the picket line together, just having conversations, it really helped us to understand each other and build our solidarity."**



University of Oregon Workers Won:

- ✓ **Full arbitration language**
- ✓ **Improved work leave language**
- ✓ **Increased base wage**

THE UAW IS BACK IN THE FIGHT, BUT WE HAVE MORE TO WIN.

We aren't stopping, whether it's negotiating COLA and quality health care in every sector, or winning back post-retirement health care and pensions in our contracts with the Big Three.

May Day 2028 is about building a movement powerful enough to win back what we're owed at the Big Three and to once again set the standard for all our sectors and the entire working class.

uaw.org/may1

Secretary-Treasurer Margaret Mock's

Financial Report of the International Union, UAW

As we move beyond the halfway mark of 2025, it is an ideal moment to reflect on our financial progress over the past year and set our sights on the opportunities ahead. The International Union remains steadfast in its commitment to managing members' dues with the utmost responsibility and in your best interests. This Financial Report, published in Solidarity Magazine, serves as a testament to our dedication to transparency and prudent stewardship of your hard-earned contributions.

Upon reviewing our financial reserves and their performance, I am pleased to report that our union's foundation remains strong. Our investments continue to yield solid returns, positioning us well for future challenges and opportunities. The Fund Balance—representing our union's resources minus liabilities—stood at $1.1 billion as of December 31, 2024, reflecting an increase of over $29 million compared to the previous reporting period, December 31, 2023. The Strike and Defense Fund, which has been rebuilding since the historic 2023 Big 3 Strike, has grown by over $45 million since that pivotal event, bringing its total as of December 31, 2024, to $774 million.

It continues to be my honor to demonstrate that the trust you have placed in me to protect our union's financial health is well-founded. Despite skepticism in uncertain times, I have consistently upheld my commitment to safeguarding your interests, maximizing value, and avoiding unnecessary expenditures. I reaffirm my dedication to the responsibilities entrusted to me as your Secretary-Treasurer, and to the principles embodied in the UAW Constitution.

Next year marks a significant chapter in our union's storied history, as members will elect a new International Executive Board—including the President, Secretary-Treasurer, three Vice Presidents, and nine Regional Directors. My pledge is to ensure that every member's voice is heard and counted in this important process.

In 2024, with the support of my fellow board members, I established the UAW Membership Department. Working closely with the UAW Monitor, this department was immediately tasked with reconciling and updating the membership list—a crucial initiative we call the Membership List Project. Your active participation is essential for its success.

Your Local Union Financial Secretary is responsible for maintaining accurate and up-to-date records of all UAW members within their jurisdiction. To ensure our membership list remains current, I urge you to promptly notify your Financial Secretary of any changes to your personal information—including address changes, updated contact numbers, marriage, or other significant life events. By taking this simple but important step, you help guarantee that all eligible members remain in good standing and are able to participate fully in the next International Union, UAW Executive Board election.

I am deeply proud to serve this remarkable membership. Fiscal responsibility remains our top priority, as we believe that careful management of our collective resources is the surest path to continued success.

Our union is strongest when we stand together and unite in pursuit of our shared goals.

Forever in solidarity,

Margaret Mock

Margaret Mock
Secretary-Treasurer
International Union, UAW

Financial Report for the Year Ended December 31, 2024

At the direction of the International Trustees, Calibre CPA Group, PLLC audited the books of the International Union, UAW for the year ended December 31, 2024. The following report reflects the changes in the financial position of the International Union, UAW as of December 31, 2024 in comparison to our Union's financial position as of December 31, 2023.

Overview Of UAW Financial Structure

The International Union's financial structure is based on a system of individual funds. The UAW Constitution establishes this system and sets forth the source of income and objectives of each fund. The Secretary Treasurer's office ensures compliance with the Constitution by segregating all the Union's financial resources into separate funds and otherwise ensuring that expenditures are made in accordance with the Constitution. The Union has a total of 11 separate funds. The combined resources of these 11 funds are set forth in the figures below. A summary of several of the Union's larger funds is also included in this report.

Total Assets

Total Assets were $1,110,205,967 as of December 31, 2024, an increase of $32,661,303 from the Total Assets of $1,077,544,664 as of December 31, 2023. Total assets are primarily comprised of cash on hand and the cost of various investment securities. Total assets also include other less liquid assets such as real and personal property that are used in the day-to-day operations of the union.

Total Liabilities

Total Liabilities, consisting of Rebates to Local Unions and the General Fund, Payroll Deductions Payable, and Monies Due to Affiliated Organizations were $6,597,463 as of December 31, 2024, an increase of $2,840,034 from Total Liabilities of $3,757,429 as of December 31, 2023.

Total Fund Balance

The Total Fund Balance of the International Union, represented by Total Assets less Total Liabilities, was $1,103,608,504 as of December 31, 2024. This is an increase of $29,821,269 from the Union's Fund Balance of $1,073,787,235 as of December 31, 2023.

General Fund Assets

General Fund Assets totaled $236,709,027 as of December 31, 2024. Assets include portions of Cash, Investments, Accounts Receivable, Mortgage and Notes Receivable, Supplies for Resale, Furniture, Equipment, Vehicles, and the Union Building Corporation.

General Fund Liabilities

General Fund Liabilities amounted to $4,058,186 as of December 31, 2024. These liabilities consist of Payroll Taxes of ($100,892), Accounts Payable to Troubled Workers totaling $583,200, and Accounts Payable to Affiliated Organizations at $3,575,878.

General Fund Balance

The General Fund Balance, which is represented by General Fund Assets less General Fund Liabilities, amounted to $232,650,841 as of December 31, 2024. Of this amount, $83,871,277 of the General Fund balance represents cash and investments, which are available to meet the day-to-day expenses of the Fund. General Fund cash and cash equivalents decreased by $23,004,680 from December 31, 2023. The remaining balance of the General Fund, $148,779,564 represents the cost of assets that cannot be readily converted to cash such as real and personal property, inventory and mortgages due from local unions.

Union Building Corporation

The Union Building Corporation is the holding corporation for all properties owned by the International Union, UAW. During 2024, $6,165,084 was spent on the acquisition, development and capital improvement of UAW-owned properties.

Organizing Expenditures

Organizing expenses amounted to $28,601,583 during 2024. Of that amount, $23,616,723 was spent from the Strike and Defense Fund, in accordance with Article 16, Section 11. At the 36th Constitutional Convention, the delegates approved Article 16, Section 11 which authorized total transfers up to $60 million from strike fund assets to support organizing over the four-year convention cycle. Since the last convention, $45 million has been spent on targeted-organizing efforts approved by the International Executive Board. As of December 31, 2024, there was $15 million remaining for the current convention cycle that ends June 2026.

Fund Transfers

Periodically, it becomes necessary to transfer funds from the General Fund to other Funds in order to eliminate deficits and establish working balances. During 2024, $19,400,000 was transferred from the General Fund to the Citizenship Fund. The General Fund also transferred $4,500,000 to the Education Fund, $975,000 to the Civil and Human Rights Fund, and $538,812 to the Councils Fund.

Comparison of Resources, Liabilities, & Fund Balance

Year Ended December 31

	2023	2024	Increase (Decrease)
Cash on Hand and in Banks	$17,043,668	$7,827,668	($9,216,000)
Investments—At cost	$912,582,859	$952,168,919	$39,586,060
Accounts Receivable	$5,370,819	$6,451,177	$1,080,358
Mortgages Receivable	$60,889	$44,398	($16,491)
Notes Receivable	$2,329,978	$2,192,300	($137,678)
Supplies for Resale	$175,933	$175,933	$0
Furniture, Equipment, & Vehicles	$5,577,802	$5,123,635	($454,167)
Union Building Corporation	$134,402,716	$136,221,937	$1,819,221
TOTAL ASSETS	**$1,077,544,664**	**$1,110,205,967**	**$32,661,303**
Liabilities	$3,757,429	$6,597,463	$2,840,034
FUND BALANCE	**$1,073,787,235**	**$1,103,608,504**	**$29,821,269**

Comparison Of Liquid Fund Balance By Fund

Year Ended December 31

	2023	2024	Increase (Decrease)
General Fund	$106,875,957	$83,871,277	($23,004,680)
Citizenship Fund	$9,376	$6,682	($2,694)
Education Fund	$6,436	$13,307	$6,871
Civil and Human Rights Fund	$19,980	$22,668	$2,688
Recreation Fund	$1,120,168	$1,138,785	$18,617
Family Education Center Fund	$2,479,125	$3,017,088	$537,963
Emergency Operations Fund	$34,164,520	$35,610,300	$1,445,780
Strike and Defense Fund	$576,378,567	$638,076,327	$61,697,760
Retired Workers Fund	$40,291,725	$42,684,961	$2,393,236
Regional Activities Fund	$6,927,616	$7,459,124	$531,508
Councils Fund	$6,583,188	$7,146,555	$563,367
TOTALS	**$774,856,658**	**$819,047,074**	**$44,190,416**

UAW Operating Fund At-A-Glance

The International Union's Operating Fund, also known as "The Check Book," includes six of the eleven funds listed above: General Fund, Citizenship Fund, Education Fund, Civil and Human Rights Fund, Recreation Fund, and Family Education Center Fund. These funds are available to cover day-to-day operations.

	2023	2024	Increase (Decrease)
Receipts	$328,279,108	$167,948,043	($160,331,065)
Less—Disbursements	$165,493,393	$182,836,716	$17,343,323
Less—Asset Disbursements	$66,954,664	$6,975,967	($59,978,697)
Less—Net Gain from Major Financial Events*	$114,656,543	$0.00	($114,656,543)
Excess Receipts/Over Disbursements	**($18,825,492)**	**($21,864,640)**	**($3,039,148)**

**Net Gain from Major Financial Events: In preparation for the Big 3 Strike in 2023, investments were liquidated which triggered investment gains from the sale of securities that amounted to $188.4 million. $73.7 million of the investment gains were used to pay off a VEBA note obligation. These types of major financial events do not occur every year and therefore are presented separately in the table above to allow for a more detailed comparison of years 2023 and 2024.*

Reallocation Of Per Capita Dues

Of the total dues that Local Unions collect each month from members, a portion is remitted to the International Secretary-Treasurer. The dues collected will be allocated between the Local Union, the International Union UAW General Fund, and the Strike and Defense Fund as follows.

Private and Public Sector with the Right to Strike

The allocation of the first two hours (or 1.15%) will be allocated as set forth in the following table:

	Dues Allocation	Rebates*	Dues Allocation After Rebates
Strike and Defense Fund	30%	(25.00%)	5.00%
General Fund	32%	12.65%	44.65%
Local Unions	38%	12.35%	50.35%
Total Dues	**100%**	**0.00%**	**100.00%**

**Both Local Unions and the General Fund are eligible for a dues rebate from the Strike and Defense Fund. If the Strike and Defense Fund balance falls below $500 million, all rebates are suspended until the fund balance exceeds $550 million.*

The remaining one half (.50) hour of dues income (or .29%) shall be allocated entirely to the International Union-UAW Strike and Defense Fund.

Public Sector

Public sector members generally do not have the right to strike. The allocation of the first 1.4 hours (or .805%) will be allocated 45.7% to the International Union, UAW General Fund and 54.3% to the Local Union.

The remaining one half (.50) hour of dues income (or .29%) shall be allocated entirely to the International Union UAW Strike and Defense Fund.

Private and Public Sector

A portion of each member's monthly dues allocated to the General Fund is distributed among several other activities/funds on a monthly basis. Each amount is expended only for the designated programs or activities.

The allocation is as follows:

Communications	$0.05
Civil and Human Rights Fund	0.01
Education Fund	0.03
Recreation Fund	0.01
Citizenship Fund	0.05
Retired Workers Fund	0.01

In addition, both the Local Unions and the General Fund are eligible for an additional rebate from the Strike and Defense Fund referred to as the "13th check."

Each month beginning July 1, 2006, the amount of actual strike assistance benefits (weekly benefits and medical costs) are compared to 5% of the first two hours of dues. To the extent that the actual strike assistance benefits are less than 5% of dues for the month, the excess is accumulated for the 13th check rebate. In any month in which the actual strike assistance benefits exceed the 5% of dues, no additional amount will be accumulated. In April of the following calendar year, the accumulated total 13th check rebate from the preceding year is rebated to Local Unions and the General Fund in the same proportion as dues allocation after rebates.

	Dues Allocation After Rebate	13th Check Rebate Allocation
General Fund	44.65%	47%
Local Unions	50.35%	53%
Total	**95.00%**	**100%**

(a) 53% = (50.35 / 95.00), 47% = (44.65 / 95.00)

Strike and Defense Fund

Strike and Defense Fund Total Assets amounted to $778,647,804 as of December 31, 2024. Income to the Strike and Defense Fund amounted to $86,451,643 during 2024. A breakdown of income by sources follows:

Per Capita Taxes $86,451,643

TOTAL $86,451,643

Expenditures of the Strike and Defense Fund for 2024 amounted to $40,563,104.

The following is a comparison of the Strike and Defense Fund Net Resources as of December 31, 2024 and the preceding year-end.

Strike and Defense Fund Net Resources

	2023	2024	Increase (Decrease)
Cash and Investments	$576,378,567	$638,076,327	$61,697,760
Other Investments	$154,404,061	$140,571,477	($13,832,584)
Gross Resources	$730,782,628	$778,647,804	$47,865,176
Liabilities*	$2,812,972	$4,789,611	$1,976,639
Net Resources	**$727,969,656**	**$773,858,193**	**$45,888,537**

Liabilities—13th check due to Local Unions and the General Fund

Emergency Operations Fund

This fund had a balance of $35,610,300 as of December 31, 2024. By actions of the 33rd Constitutional Convention in June 2002, the Emergency Operations Fund was established. The assets of the Emergency Operations Fund, including accrued interest and earnings on investments, shall be available to finance operations of the International Union in the event Operating Fund resources are insufficient to sustain operations due to the effects of a protracted or expensive strike, a series of strikes, or other events posing a serious threat to the economic viability of the International Union.

Retired Workers Fund

This Fund had a balance of $42,684,961 (which includes the Regions' 25 percent share of each retiree's dues dollar) as of December 31, 2024. Local Unions received $2,277,512 for their retiree chapters.

Family Education Center (FEC) Fund

When it was originally established in 1968, the FEC Fund included the Family Education Center Department, which formulates and implements programs at Family Education Centers for the education and training of UAW members and their families through participation in the Family Education Scholarship Program.

Over the years, the structure and funding of the Family Education Center in Black Lake and the Pat Greathouse Center in Region 4 have changed. The FEC is receiving a regular source of income.

Effective January 1, 2003, the UAW established Union Building Education, Inc. (UBE), a 100 percent-owned subsidiary corporation of the International Union, UAW, for the purpose of operating the Family Education Center in Black Lake. UBE collects income and pays expenses associated with the programs at Black Lake.

The International Executive Board is authorized to transfer money, as necessary, to help supplement the cost of education activities at the Family Education Center. As of December 31, 2024, the Family Education Center Fund had a balance of $3,017,088.

Dues

The dues structure has resulted in monthly dues of $71.13 for 2024, compared with $64.11 for 2023.

Membership

The average dues-paying membership for calendar year 2024 was 372,990 compared to 366,945 in 2023, an increase of 6,045 members.

I wish to thank my fellow Officers, Board Members, Staff Members and Office Employees for their cooperation and commitment to the financial stewardship of this great union.

Respectfully submitted,

Margaret Mock

Margaret Mock, International Secretary-Treasurer

Independent Auditor's Report

To the Board of Trustees of International Union, United Automobile, Aerospace & Agricultural Implement Workers of America — U.A.W.

Opinion

We have audited the accompanying financial statements of the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America — U.A.W. (the Union), which comprise the statement of assets, liabilities and fund balances (modified cash basis) as of December 31, 2024, and the related statements of cash receipts, disbursements and changes in fund balances (modified cash basis) and functional expenses (modified cash basis) for the six months ended June 30, 2024 and December 31, 2024, and the year ended December 31, 2024, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and fund balances of the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America — U.A.W. as of December 31, 2024, and its cash receipts, disbursements and changes in fund balances for the six months ended June 30, 2024 and December 31, 2024, and the year ended December 31, 2024 in accordance with the modified cash basis of accounting described in Note 2.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Union and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis of Accounting

We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting described in Note 2, and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Union's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary information on pages 26 through 77 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Calibre CPA Group, PLLC

Bethesda, MD
August 7, 2025

Reconciliation Of Cash

	YEAR ENDED DEC. 31, 2024
CASH BALANCE December 31, 2023	**$17,043,667**
ADD – RECEIPTS:	
General Fund	$161,145,894
Emergency Operation Fund	$1,445,780
Strike and Defense Fund	$86,451,643
Citizenship Fund	$417,104
Education Fund	$455,890
Civil and Human Rights Fund	$209,765
Recreation Fund	$52,228
Retired Workers' Fund	$8,586,462
Family Education Center Fund	$5,667,162
Regional Activities Fund	$2,185,689
Councils Fund	$1,898,058
Total Receipts	**$268,515,675**
Together	**$285,559,342**
LESS – DISBURSEMENTS:	
General Fund	$151,723,012
Strike and Defense Fund	$40,563,104
Citizenship Fund	$19,819,798
Education Fund	$4,949,019
Civil and Human Rights Fund	$1,182,077
Recreation Fund	$33,611
Retired Workers' Fund	$6,193,226
Family Education Center Fund	$5,129,199
Regional Activities Fund	$2,015,646
Councils Fund	$1,549,821
Sub Total, Funds Disbursements	**$233,158,513**
Excess (deficit) of Purchases Over Sales from Asset Disbursements	($2,231,840)
Excess (deficit) of Sales over Purchases of Investment Securities	$46,805,001
Total Disbursements	**$277,731,674**
CASH BALANCE— December 31, 2024	**$7,827,668**

INTERNATIONAL UNION
UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL
IMPLEMENT WORKERS OF AMERICA—U.A.W.

Statement of Assets, Liabilities and Fund Balances

AS OF DECEMBER 31, 2024

Assets

ASSETS			
Cash and Cash Equivalents			**$7,827,668**
Investment Securities			**$811,219,406**
OTHER ASSETS:			
ACCOUNTS RECEIVABLE:			
Miscellaneous Advances	$6,349,051		
Rotating Funds	$102,126		
Total Accounts Receivable		$6,451,177	
MORTGAGES RECEIVABLE:			
Other		$44,398	
NOTES RECEIVABLE		$2,192,300	
INVENTORIES:			
Supplies for Resale		$175,933	
OTHER INVESTMENTS: (General and Strike and Defense Funds only)			
Alternative investments	$140,571,477		
Stocks	$378,036		
Total Other Investments		$140,949,513	
TOTAL OTHER ASSETS			**$149,813,321**
FIXED ASSETS:			
Furniture and Equipment	$51,787,730		
Vehicles and Equipment	$1,913,494		
Subtotal	$53,701,224		
Less-Reserve for Depreciation	($48,577,589)		
Net Subtotal Furniture, Vehicles, and Equipment		$5,123,635	
PROPERTIES:			
Union Building Corporation	$193,684,243		
Less-Reserve for Depreciation	($57,462,306)		
Net Subtotal Properties		$136,221,937	
TOTAL FIXED ASSETS			**$141,345,572**
TOTAL ASSETS			**$1,110,205,967**

Liabilities and Fund Balances

LIABILITIES			
Accounts Payable:			
Affiliated Organizations		$3,575,878	
Troubled Workers		$583,200	
Local Union Rebates		$2,539,277	
Payroll Taxes Payable		($100,892)	
TOTAL LIABILITIES			**$6,597,463**
FUND BALANCES: Allocated to cash and cash equivalents and investment securities			
General Fund	$83,871,277		
Emergency Operations Fund	$35,610,300		
Strike and Defense Fund	$638,076,327		
Citizenship Fund	$6,682		
Education Fund	$13,307		
Civil and Human Rights Fund	$22,668		
Recreation Fund	$1,138,785		
Retired Workers' Fund	$42,684,961		
Family Education Center	$3,017,088		
Regional Activities Fund	$7,459,124		
Councils Fund	$7,146,555		
TOTAL		$819,047,074	
Allocated to Other Assets and Liabilities			
General Fund	$148,779,564		
Strike and Defense Fund	$135,781,866		
TOTAL		$284,561,430	
TOTAL FUND BALANCES			**$1,103,608,504**
TOTAL LIABILITIES AND FUND BALANCES			**$1,110,205,967**

Summary of Fund Balances

	YEAR ENDED DEC. 31, 2024
GENERAL FUND	
Balance—Beginning	$106,875,957
Add Receipts	$161,145,894
Transfer of Funds from Councils Fund	$323,682
	$268,345,533
Less—Disbursements	$151,723,012
Asset Disbursements	$6,975,967
Transfer of Funds to	
Citizenship Fund	$19,400,000
Education Fund	$4,500,000
Civil and Human Rights Fund	$975,000
Councils Fund	$538,812
Regional Activities Fund	$361,465
Balance-Ending	**$83,871,277**

EMERGENCY OPERATIONS FUND	
Balance—Beginning	$34,164,520
Add Receipts	$1,445,780
Balance-Ending	**$35,610,300**

STRIKE AND DEFENSE FUND	
Balance—Beginning	$576,378,567
Add Receipts	$86,451,643
Asset Receipts	$15,809,221
	$678,639,431
Less-Disbursements	$40,563,104
Balance-Ending	**$638,076,327**

CITIZENSHIP FUND	
Balance—Beginning	$9,376
Add Receipts	$417,104
Transfer of Funds from General Fund	$19,400,000
	$19,826,480
Less-Disbursements	$19,819,798
Balance-Ending	**$6,682**

EDUCATION FUND	
Balance—Beginning	$6,436
Add Receipts	$455,890
Transfer of Funds from General Fund	$4,500,000
	$4,962,326
Less-Disbursements	$4,949,019
Balance-Ending	**$13,307**

CIVIL AND HUMAN RIGHTS FUND	
Balance—Beginning	$19,980
Add Receipts	$209,765
Transfer of Funds from General Fund	$975,000
	$1,204,745
Less-Disbursements	$1,182,077
Balance-Ending	**$22,668**

RECREATION FUND	
Balance—Beginning	$1,120,168
Add Receipts	$52,228
	$1,172,396
Less-Disbursements	$33,611
Balance-Ending	**$1,138,785**

RETIRED WORKERS' FUND	
Balance—Beginning	$40,291,725
Add Receipts	$8,586,462
	$48,878,187
Less-Disbursements	$6,193,226
Balance-Ending	**$42,684,961**

FAMILY EDUCATION CENTER FUND	
Balance—Beginning	$2,479,125
Add Receipts	$5,667,162
	$8,146,287
Less-Disbursements	$5,129,199
Balance-Ending	**$3,017,088**

REGIONAL ACTIVITIES FUND	
Balance—Beginning	$6,927,616
Add Receipts	$2,185,689
Transfer of Funds from General Fund	$361,465
	$9,474,770
Less-Disbursements	$2,015,646
Balance-Ending	**$7,459,124**

COUNCILS FUND	
Balance—Beginning	$6,583,188
Add Receipts	$1,898,058
Transfer of Funds from General Fund	$538,812
	$9,020,058
Less-Disbursements	$1,549,821
Transfer of Funds to General Fund	$323,682
Balance-Ending	**$7,146,555**

GRAND TOTAL FUND BALANCES	
Allocated to Cash and Cash Equivalents and Investment Securities	**$819,047,074**

Membership Department

We are excited to introduce our new Membership Department under the leadership of International Secretary-Treasurer Margaret Mock.

The newly formed Membership Department was established to help create a defined process and formal approach to capturing and managing the UAW's membership data. Over the past few months, the Department has started developing procedures, best practices, and practical methods for collecting, updating, verifying, and maintaining proper and up-to-date membership records.

The top priority is improving membership data management. Accurate, efficient, and well-organized membership information is critical to supporting our local unions, increasing member involvement, and facilitating International and local union elections.

The Membership Department will have a supportive role leading to and throughout the 2026 UAW International Executive Board Election. During that entire time, we will perform and work with local unions to continuously review and improve local union member data.

If you have moved addresses or changed any of your contact information since January 2023, please contact your local union to update your member record.

If you have any questions about the Department or its objectives, please email them to: **membershipdept@uaw.net**.

Region 9A

From winning record contracts (striking when necessary!) to growing our strength through new organizing to building political power, Region 9A's membership is mobilizing for the entire working class.

Connecticut's Marine Draftsmen Association-UAW Local 571 led by example this summer with their powerful contract campaign that won the richest agreement in their long history of designing the world's most advanced submarines. By breaking with the old tradition of blackout bargaining and enlisting over 100 strike captains who readied workers to walk out at a moment's notice, the local made unprecedented gains at the table through the power, strength, and unity of the membership.

Inspired by what UAW workers have won, new organizing continues to explode across New York and New England. Despite the Trump administration's devastating attacks on workers and universities, higher ed workers are fighting back and winning union elections, including hundreds of researchers at UMass Chan Medical School and at Mt.Sinai, and faculty at the School of Visual Arts who voted in landslides to join UAW. Thousands more higher ed workers in Maine, Vermont, New Hampshire, Massachusetts, and New York continue their fight for first contracts.

New York's Local 2325 exemplifies the power of combining both new organizing and aggressive bargaining with its sectoral strategy this summer. Since 2021, the local has pursued 24 new organizing drives, and every single one has been victorious. With this hard-won density in New York's legal services sector, Local 2325 launched a coordinated sectoral bargaining campaign this spring, followed by hundreds of workers simultaneously striking multiple employers this summer, culminating in record wage increases for these public servants.

Also in New York City, our CAP Council voted to make the UAW the first union to endorse Zohran Mamdani for mayor. Our region threw down and mobilized hundreds of members to support his underdog campaign to beat a corrupt incumbent and disgraced former governor to win the Democratic nomination. We are now mobilizing our membership to propel Zohran over the finish line in the general election, so that we can work with his mayoral administration to enact our top priorities such as universal childcare, affordable housing, and new procurement policies that will ensure NYC's fleet of over 30,000 vehicles and garbage trucks are UAW-made.

For years, the livelihoods of our members in Puerto Rico have been under attack by the defunding of public services implemented by the federal government. Austerity policies have led to massive layoffs, frozen pensions and salaries, and a general crisis for the Puerto Rican working class. Our members in the public sector hadn't seen a raise since 2017, until last year when members of Local 2396 finally won the implementation of a salary increase for school cafeteria workers after a long battle. The struggle of our Puerto Rican UAW siblings continues to inspire us all in our fight for the entire working class.

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 non-members 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 2024. This Report provides the basis for the amount which will be charged to Objectors for the period from Aug. 1, 2025, through July 31, 2026. The report arrives at this amount by an analysis of the UAW's 2024 expenditures which provides a detailed allocation of those expenditures between the **79.11%** of such expenditures which are related to the UAW's representational activities, and from which the amount charged Objectors is derived, and the **20.89%** 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 2024 Report must be received by the UAW on or before November 4, 2025, except for challenges by Objectors who have already received a FY 2024 report, who have been notified of the deadline applicable to them.

CONVENIOS DE SEGURIDAD SINDICAL

Aviso a las personas cubiertas por los Convenios de Seguridad Sindical regulados por la Ley Nacional de Relaciones Laborales (National Labor Relations Act)

El sindicato de Trabajadores Unidos de la Industria Automotriz (UAW, por sus siglas en inglés), al igual que otros sindicatos, destina la gran mayoría de sus fondos a actividades relacionadas con las negociaciones colectivas, y algunas sumas de dinero a cabildeo político, servicios comunitarios, actividades del fondo para la ciudadanía, asuntos internacionales, organización, donaciones benéficas, publicaciones que dan a conocer las posiciones políticas del sindicato, ciertos litigios y otras cuestiones. En virtud del fallo de la Corte Suprema en *CWA v. Beck*, los miembros no sindicalizados que proporcionan dinero al sindicato en virtud de convenios de seguridad sindical pueden objetar los gastos que no sean de representación del dinero que pagan en virtud de dichos convenios. (Dichos convenios, incluidos aquellos de los que el UAW es parte, pueden ser y son aplicados por el UAW solo para exigir como condición para el empleo que los empleados cubiertos “entreguen las cuotas periódicas y los cargos de iniciación que se requieren en general como condición para adquirir o conservar la membresía” en el sindicato. Esto significa que, en cualquier momento, usted puede renunciar a la membresía en el sindicato y ser un pagador de comisión de agencia no miembro. Además, si hace eso, será elegible para presentar una objeción al UAW en virtud de *Beck* de acuerdo con lo descrito a continuación).

A fin de cumplir con el fallo de *Beck*, el UAW acepta objeciones de no miembros del sindicato cubiertos por los convenios de seguridad sindical de la Ley Nacional de Relaciones Laborales que notifiquen su objeción por escrito a Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214. Las objeciones pueden presentarse en cualquier momento, pero deben renovarse todos los años. A las Personas que las presenten solo se le cobrarán los gastos relacionados con las actividades de representación. Todos los no miembros que presenten dicha objeción recibirán el Informe de gastos incurridos en la provisión de servicios relacionados con las negociaciones colectivas del UAW para el año fiscal 2024. Este Informe servirá como base del monto que se les cobrará a las Personas que presenten objeciones durante el período que abarca desde el 1 de Agosto de 2025 hasta el 31 de Julio de 2026. El informe calcula este monto mediante un análisis de los gastos de 2024 del UAW que proporciona una asignación detallada de dichos gastos entre el **79.11** por ciento de aquellos gastos relacionados con las actividades de representación del UAW, y de donde se deriva el monto que se les cobra a las Personas que presentan objeciones, y el **20.89** por ciento de los gastos que no están o quizás no estén relacionados con dichas actividades.

Todo cuestionamiento por parte de una Persona que presenta una objeción a los cálculos incluidos en el Informe o todo cuestionamiento por parte de una Persona que presenta una objeción en el que plantee que el Informe no determina de manera adecuada qué parte de los gastos del UAW se destinaron a cuestiones no relacionadas con asuntos de representación se remitirán a una persona responsable imparcial designada por la Asociación Americana de Arbitraje en virtud de sus Normas para la determinación imparcial de las cuotas del sindicato. Los cuestionamientos al Informe por parte de las Personas que presentan objeciones deben plantearse por escrito, y dirigirse a Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214. Para que el arbitraje se lleve a cabo este año, el UAW debe recibir los cuestionamientos al Informe del año fiscal 2024 a más tardar el 4 de Noviembre de 2025 salvo los cuestionamientos por parte de Personas que presentan objeciones que ya hayan recibido un informe del año fiscal 2024, y a los que se les hubiera notificado la fecha límite aplicable a ellos. ■

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