

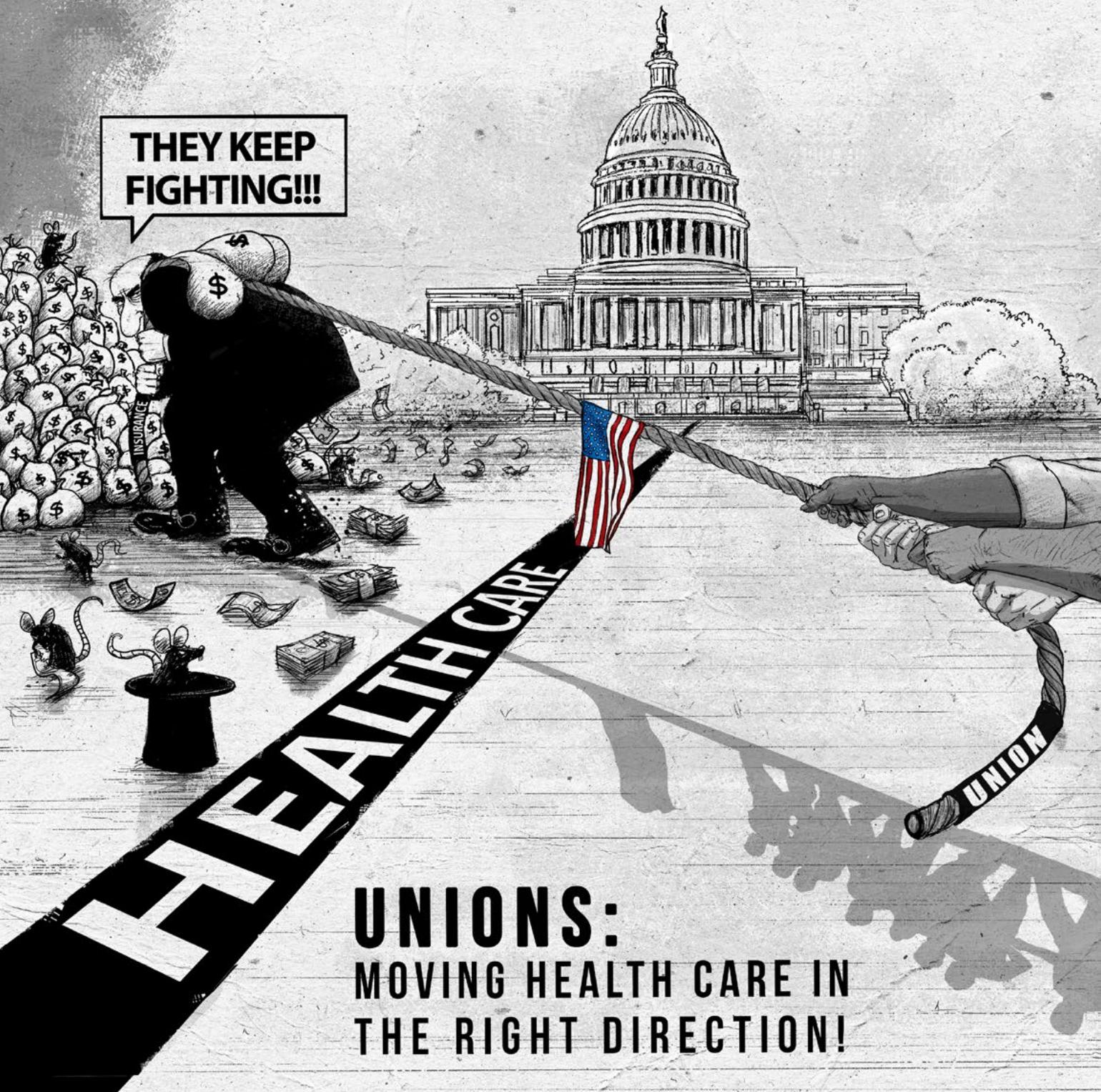
FALL 2019

SOLIDARITY



The magazine for UAW members and their families

THEY KEEP
FIGHTING!!!



UNIONS:
MOVING HEALTH CARE IN
THE RIGHT DIRECTION!

UAW Strong

A New Way Forward; And a Solidarity Way at the Bargaining Table

A New Way Forward

On Dec. 5, I had the honor of becoming the president of your union. At this stage in my life, I was expecting to retire soon to spend more time with my 34 grandchildren. But the very serious issues confronting the UAW were just too important for me to sit on the sidelines.

Together, we represent more than 400,000 active members and over 500,000 retirees. Our union has been at the center of some of the most historic labor moments in this country and has been the economic engine bringing prosperity to millions of Americans and creating this country's middle class.

While we have had major victories for our workers, including securing better wages, protecting affordable, quality health care and job security, the union is also facing significant challenges.

In the last few months, an ongoing federal investigation has uncovered financial and ethical wrongdoing by members of our union and others. We are re-examining the effectiveness of our principles and standards set forth by great past leaders like Walter Reuther. And, we are dismayed that some members of this union could violate the oath of their office.

I believe that we have a responsibility to learn from these failures and bad actions and bring forth changes that will ensure greater transparency, accountability, and ultimately a better future for the UAW.

That is why I've announced the following reforms adopted by the International Executive Board:

- Establishing an Ethics Ombudsmen to internally receive, review, and respond to ethics complaints and allegations;
- Implementation of measures that increase oversight by the UAW Accounting Department to help ensure misconduct will not occur moving forward;
- Creating the role of and beginning a national search to hire the UAW's first-ever Ethics Officer who will be empowered to investigate allegations, complaints or matters referred by the Ethics Ombudsman or the International Executive Board (IEB). The Ethics Officer will not be an employee of the UAW, but rather an external position appointed by the IEB.
- Developing an "Ethics Hotline" to allow members and International Union employees to anonymously and confidentially report allegations or file complaints related to the potential breach of the UAW's Ethical Practices Code.
- While our union deeply believes in giving back to the community, after uncovering the misuse of charity

funds by former UAW officers we have instituted a strict policy directing that no charities run or controlled by UAW officials can receive any donations from any joint program center, vendor or employer.

- Finally, we are implementing a new policy that will enhance enforcement against those who have been found guilty of misusing funds and claw back the money wrongfully taken from this union.

As president, I'm committed to ensuring UAW leaders and members abide by our founding principles and values, adapt and grow stronger.

A Solidarity Way at The Bargaining Table

Even while we face our challenges, solidarity still matters, and UAW members remain strong in the face of adversity.

Critics have said the UAW would not have the solidarity to picket in the days of social media. They said UAW rank and file had changed. They said the UAW would be in trouble if a picket line went longer than a week or two. They said the UAW wasn't powerful enough to make a dent in the economy.

They were wrong. Union spirit is alive and well in this country, and UAW members stood up and showed that as our contracts go — so goes our country's middle class.

Our pattern bargaining made major inroads in eliminating the hated two-tier system and providing a path for all temporary workers to full-time pay. And we held the line on health care, job security protections and a role in future jobs and technology.

To date, GM, Ford and FCA have eliminated the permanent status of temporary workers. Those agreements now have a defined pathway for temporary workers to become permanent; and permanent workers to reach top-pay. No longer will UAW members be stuck without a way to top pay.

In fact, in Ford's case, every single temporary worker and full-time worker currently employed will be at top pay at the conclusion of the four-year contract.

And the pattern, at FCA includes holding the line on health care and benefit protections and protections for our job security.

It is a proud day for the UAW and for working men and women everywhere.

Tragically, along the way we lost a few of our brothers and sisters. Sister Jennifer Taylor McDowell passed away after picket duty in Fort Wayne. She had recently transferred from Detroit-Hamtramck, relocating to Indiana. And Brother Roy A. McCombs lost his life tragically in a traffic accident near the picket line in Spring Hill, Tennessee, on Oct. 23. Both died having served a greater calling for a better future for General Motors workers.

For Aramark workers, often unmentioned by the press, their dedication on the picket line was inspiring. UAW members made clear that they would not cross the line if their Aramark brothers and sisters were still on strike. We are truly – One.

Mack Trucks workers too understood the threats to their job security and went out on strike to show the company they would not be bullied. The power of union sustained them through some tough times and after almost two weeks, they were able to prevail with job security gains as well as gains in compensation and benefit protections.

For our brothers and sisters at Langeloth Metallurgical in western Pennsylvania, the struggle was the longest of all. A mighty 90-member local held out longer than General Motors, standing united for our workplace, for dignity and for seniority rights.

What our striking members didn't anticipate was the tremendous outpouring of support from other unions, communities, and elected officials. The outpouring of support in the form of everything from donations of food and household goods, to monetary gifts, to walking the picket line alongside our brothers and sisters, sustained families and strengthened our cause.

Politicians and presidential candidates picketed with UAW members. The Teamsters refused to deliver goods to plants and the NFL players union supported our members, as well as countless other unions in the U.S. and abroad.

UAW members surprised those who thought a union could not sustain a strike in today's age by showing that solidarity wins and creates a pattern bargaining that benefits us all.

If there were any doubt about the future of unions in America with younger workers – we have the answer. Worker solidarity is strong. In fact, union approval is at a near 50-year high. Workers across the country, standing up for what is right, won the hearts and minds of millions.

It was not perfect. We do not take lightly the failure to keep some plants open, no matter how hard we tried to cushion the blow to members.

No contract passes by 100% of the vote. And that's OK. Because the greatest thing about a union contract, whether you are happy or unhappy, is that you have the right to your opinion and your vote.

Our work is too important to our members, their families and the American middle class for us not to be strong, create a new ethical path forward, and all the while maintain the solidarity that our brothers and sisters on the picket line have demonstrated this fall.

And you have my word that I'm committed to handing over a more ethical, stronger union than the one I inherited.



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COVER ILLUSTRATION BY MATTHEW WILLIAMS

Fuyao's Anti-Union Tactics Hit with A Double Whammy

NLRB Tells Company to Pay Fired UAW Supporters Back Wages and Netflix Documentary Reveals its Anti-Union Sentiments

Fuyao Glass America, which converted an abandoned General Motors plant in Moraine, Ohio, into a glass manufacturing company, has agreed to pay nearly \$118,000 total to three employees in a National Labor Relations Board (NLRB) settlement.

The settlement covered four cases, with allegations ranging from discharging workers, interrogating or disciplining them, refusing to hire them or changing conditions of employment. It gives 90% of full backpay to three fired Fuyao workers who supported the UAW. In addition, the workers will receive money for expenses, interest and adverse tax consequences.

Terminating workers for supporting a union is a civil violation of federal law.

The settlement also requires Fuyao to post a notice in English and Mandarin Chinese telling workers they have a right to form, assist or join a union, and Fuyao had to pledge not to prevent workers from exercising those rights.

"We will not discipline or fire you because of your membership in or support for the UAW, or any other union," states the notice that Fuyao was expected to place on an official board where employees could see it.

Fuyao, located outside Dayton, is a Chinese manufacturing company that promised to turn an empty 1.4 million-square-foot General Motors plant into an automotive glass supplier that would provide needed jobs and a financial boost to the community. The company has more than 2,300 workers and supplies both North American automakers and aftermarket auto glass suppliers.

In November 2017, Fuyao workers lost the election by a vote of 444 in favor to 868 against a backdrop of anti-labor tactics and intimidation by management.

The campaign and charges by the workers drew national attention. In March, fired worker Cynthia Harper testified before a House subcommittee.

"I was fired while on medical leave for allegedly exceeding available leave time," Harper told the House Education and Labor, Health, Employment, Labor and Pensions Subcommittee. "I was fired just days after the UAW filed a petition to represent a unit of Fuyao employees. It didn't seem fair since I had a good record with the company," Harper testified "My performance and attendance was good. I organized department bowling parties. It didn't seem right."

Recently, a Netflix documentary, "American Factory," captured conversations of high-level Fuyao officials saying they would fire workers who supported a union.

In one meeting, Fuyao Chairman Cao Dewang tells his managers, "If a union comes in, I am shutting down." He says, "American workers are not efficient, and output is low." Also, Chao says, "I can't manage them. When we try to manage them, they threaten to get help from the union. How can we make the Americans understand that the Chinese can open factories in America? This is a big problem."

Also, in the film, Fuyao Glass America President Jeff Liu tells Fuyao Global Chairman Cho Tak Wong that he has fired some workers who wanted to join the union.

"This is yet another example of why U.S. labor laws are stacked against workers and enforcement needs to be strengthened," said UAW President Rory Gamble. "While we were not aware of those comments at the time, firing supporters and threatening to shut a plant appear to be clear violations of U.S. labor law. Fuyao workers deserved better from management and, quite frankly, from American labor laws which stacked the deck against them."



NLRB Rules Tesla's Threat to Union Organizing Drive are Illegal

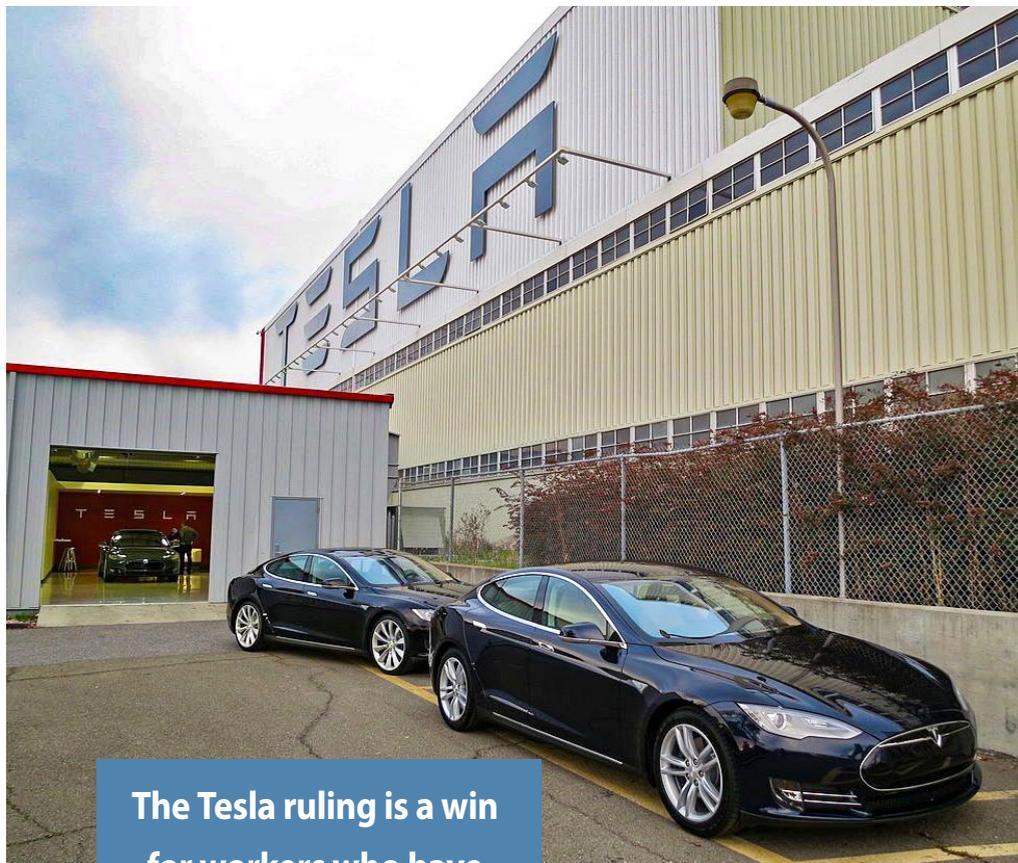
In a terse ruling about Tesla's union busting tactics, an administrative law judge ordered CEO Elon Musk himself to be present as a series of legal worker protections are read to Tesla employees. The judge ruled that Musk had committed not one, but a series of violations of the National Labor Relations Act ordering the extraordinary move.

The Tesla ruling is a win for workers who have complained about the anti-union and unlawful tactics at the luxury electric car assembly plant since 2016 when they began an organizing campaign to join the UAW.

Incidents have included the firing of one worker for pro-union activity and a warning for another. In one case, Tesla required workers to sign a confidentiality agreement that could bar them from talking about their working conditions and safety issues at the Fremont, California, plant.

Workers were told they could not pass out leaflets in the parking lot. The law says they can. They were threatened with being fired if they distributed pro-union stickers and pamphlets. The law says that's illegal. In March, Musk posted multiple anti-union messages on Twitter, including one that suggested employees would no longer have stock options if they formed a union. The judge said that is against the law, too.

The ruling by Administrative Law Judge Amita Baman calls for Tesla to offer reinstatement and backpay to a fired, pro-union employee, and to revoke a warning issued to another union supporter. Also, the company must hold



The Tesla ruling is a win for workers who have complained about the anti-union and unlawful tactics at the luxury electric car assembly plant since 2016 when they began an organizing campaign to join the UAW.

a meeting at its Fremont plant, that Musk must attend. Either he or an agent with the labor board must read a notice to employees informing them that the National Labor Relations Board (NLRB) concluded the company broke the law.

"This is a victory for workers at Tesla who want to organize and become union members but have been subjected to unlawful attempts to thwart their success," said UAW President Rory Gamble. "This ruling reinforces for Tesla workers that they do have the right to organize and they do have the right to join a union free from intimidation and threats regardless of what the employer

attempts to do."

The ruling is likely to be appealed.

Meet the 'New' Walter Reuther

Continuing a Proud Union Tradition

The memory of the UAW's dynamic leader Walter Reuther is alive and well in the spirit of a newborn: Meet Walter Reuther Schindler, the 11-week-old son of two committed union members whose family history is steeped in unionism, especially the UAW.

To commemorate that family history with the UAW, mom Renee Freeman, an IBEW Local 1 pre-apprentice working at Guarantee Electric, and dad David Schindler, a plumber member of Plumbers & Pipefitters Local 562, named their first child after the iconic Reuther.

"My parents were third generation UAW members ... and Walter Reuther has been my personal hero since I was a kid," Renee says proudly. Her mother, father and grandfather were all UAW members, as were an aunt and uncle. And the family history extends to David's side as well, His father was a member of Machinists District 9.

"Walter Reuther was one of the greatest role models for all union members. I love educating people that ask about the namesake. The staff at the hospital asked if I was a history teacher when I told them of all the great things he accomplished. "I feel like our country would be a better place if more people knew his history."

With the smile of a new mother she added: "I hope my Walter grows up to display the same modesty, family orientation, and character no matter what career path he chooses."

Walter was born May 20, weighing in at seven pounds, nine ounces and measuring 20-1/2 inches long. "We couldn't be happier to have such a happy and healthy baby!"



Renee Freeman and David Schindler named their baby boy Walter Reuther Schindler.



A MAN OF THE TIME

A man of his time, Reuther spoke in plain terms to his members. One poignant comment made at the union's 1970 convention rings so true today:

"There's a direct relationship between the ballot box and the bread box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls."

Or as has been said so many times, "Elections have consequences."



Reuther was president of the UAW from 1946 until his death in 1970 in a plane crash. Under his leadership, the UAW grew to more than 1.5 million members, becoming one of the largest unions in the United States.

Reuther was widely admired as the model of a reform-minded, liberal, responsible trade unionist — the leading labor intellectual of his age, a champion of industrial democracy and civil rights who used the collective bargaining process and labor's political influence to advance the cause of social justice for all Americans.

A Premonition of the Future 49 Years Ago!

"We in the UAW have been in the forefront of every basic struggle in the country, and we have learned some very simple, fundamental truths; that you cannot solve a human problem by pitting one human being against another human being.

"We have learned that the only way you can solve human problems is to get people to join hands and to find answers to those problems together. And it's for this reason that we reject the voices of extremism in America, whether they be white or black; for there are no separate answers.

"There are no white answers to the problems, there are no black answers; there are only common answers that we must find together in the solidarity of our common humanity."

— Walter Reuther, April 1970

UAW Members Win Appeals Court Ruling on Lifetime Benefits for Honeywell Pre-1997 Retirees

Several hundred pre-1997 retirees of the Stratford Army Engine Plant in Stratford, Connecticut, won a major victory preventing the termination of retiree medical insurance recently in a U.S. Second Circuit Court of Appeals decision against Honeywell, Inc.

The appeals court decision in August upheld injunctions issued by U.S. District Judge Vanessa Bryant in *Kelly vs Honeywell* that prevented the company from unilaterally terminating UAW-negotiated medical insurance it agreed to provide for life to all future retirees and surviving spouses.

“The second circuit ruled in favor of UAW retirees who worked their whole lives for the collectively bargained right to lifetime benefits – Honeywell tried to take that away and they lost because UAW retirees are tenacious, smart and fought every step of the way,” said Beverley Brakeman, Region 9A director. “Our retirees and their families would have faced enormous hardship if Honeywell had its way. This decision restores their lifetime benefits and gives those who later retired a chance at trial to restore the benefits they thought they had.”

The District Court ruled by summary judgment for anyone who retired under the collective bargaining agreement that promised benefits “for the life of the retiree or surviving spouse.” In addition, the UAW members also won a preliminary injunction on behalf of those who retired after June 1997. That portion of the case was to go to trial. The company challenged the decision to the Second Circuit Court of Appeals.

Honeywell agreed to these provisions in contract negotiations with the UAW when AlliedSignal acquired the business from Textron, Inc. In 1999 AlliedSignal acquired



the Honeywell Corporation and changed its name after it closed the Honeywell corporate offices in St. Paul, Minnesota. The appellate court upheld the legally enforceable contract language which it voluntarily agreed to in 1994 negotiations with UAW locals 1010 and 376.

The UAW represented workers at the Textron Army plant in Stratford, Connecticut. In 1993 Textron sold the plant to AlliedSignal. The UAW negotiated an agreement that covered various benefits if AlliedSignal were to close the plant. As part of the agreement, the company promised to provide past and future retirees and surviving spouses’ retiree health care benefits for life. AlliedSignal continued to operate the plant until 1998 when it closed and moved operations to various non-union plants. Subsequently, AlliedSignal adopted the Honeywell name. Honeywell continued to provide retiree health care until 2015.

“We are overjoyed by this decision. After 3 1/2 years of fighting to preserve our health care, we won. Without the help of our union and

its amazing legal team, we’d be in the same situation that thousands of retirees across the country are in as more and more companies like Honeywell jump on the effort to strip retired American workers of the benefits we worked for and earned,” said David Kelly, president of UAW Local 1010. “Today we are relieved but remain disgusted at the corporate greed that is driving this trend.”

The appellate court upheld the lower court decisions in favor of the retirees. The appellate court agreed that the contract language clearly established lifetime health care benefits for any pre-1997 retirees and ordered a trial on the issue for anyone who retired afterward. The company may try to appeal to the U.S. Supreme Court. Otherwise, the case will be remanded back to the U.S. District Court for trial on the small group of retirees and surviving spouses who retired after June 1997. In the meantime, the company is required to maintain the benefits for all the retirees.

UAW International Executive Board Appoints Rory Gamble President

Gamble Serves as Union's First African-American President

Rory Gamble was elected a vice president of the UAW in June 2018, at the union's 37th Constitutional Convention in Detroit. Gamble previously served three terms as director of UAW Region 1A. On Nov. 3, 2019, he assumed the position of UAW Acting President, as appointed by the International Executive Board. On Dec. 5, 2019, the UAW International Executive Board named Acting President Rory Gamble to fill the vacancy of President until the June 2022 Convention. He maintains his position as UAW Ford Vice President.

Gamble, a welder fixture repairman, joined the UAW in 1974 when he was hired at the Ford Motor Co. Dearborn (Mich.) Frame Plant. He immediately became active in UAW Local 600 and has since served in numerous elected and appointed positions.

In 1975, Local 600 members elected him to serve as a plant trustee.

From 1976 to 1979 he was the local's alternate benefit representative. He served as bargaining committee chair in 1984. In 1988 he was appointed staff director and administrative assistant for Local 600's president, with responsibilities for third-stage grievance agendas for all Ford Rouge plants and as editor of UAW Facts, the local's newspaper. He was elected delegate to the UAW's 32nd Constitutional Convention and served on the Constitution Committee.

Since 1987 Gamble's assignments have included local union health and safety coordinator, employee support services program, education director, civil rights coordinator, fitness center coordinator, and family services and learning center coordinator.

He has served as director of Local 600 Ford units, including Dearborn Engine and Fuel Tank, Dearborn Truck Plant, Milan, Industrial Athlete and Dearborn Frame. Other assignments have included retirees' liaison and coordinator of the Rouge Rehabilitation Center.

In 1998 and 2003 Gamble served on the UAW Ford National Negotiating Team. From 1993 to 2002 he was elected to three terms as the local's recording secretary. Gamble was elected first vice president of Local 600 in 2002 and re-elected in 2005.

In 1999 Gamble received the Spirit of Detroit award; the 2006 Horace L. Sheffield Jr. Humanitarian Award; and the 2008 Minority Women's Network (Detroit chapter) Man of the Year award. He is a member of the Coalition of Black Trade Unionists, the Trade Union Leaders Council, the Michigan Humane Society and a life member of the NAACP. He serves on the board of Bridging Communities, a grassroots collaborative of Southwest Detroit businesses, labor organizations, churches and residents.

In addition, he is co-chair of the Michigan Labor History Society, treasurer of the Rouge Employees

Credit Union and a lifetime supporter of Southwest Detroit Little League. He is a financial contributor to numerous charitable organizations, including the Detroit City Chess Club, Detroit Duffield City Chess Club and the Cornerstone Chess Club. He also contributes to countless school projects; drag racing, youth hockey, softball, hockey and soccer groups; GIVES (Giving is Very Extra Special), in support of the Muscular Dystrophy Assoc.; Young Explorers worldwide development program for young scientists focusing on the environment; United Negro College Fund and the March of Dimes. Gamble was one of the first major sponsors of the Detroit Public Schools' Martin Luther King Jr. High School

marching band trip to China; sponsored bus trips to Washington to protest the attempted reversal of the Brown v. Board of Education court decision and the closing of the NUMMI auto plant in California; worked with the NAACP and Detroit media on a Charles H. Wright Museum of African-American History fundraiser for Haitian earthquake victims and helped organize a Comcast Cable symposium on home foreclosures. He is also an ardent supporter of causes for armed forces veterans.

Gamble is a graduate of the labor studies program at Wayne State University. He lives in Detroit and is the father of five children: Anthony, Rory Jr., Raenard, Rashaun and Rahshidah, and grandfather to 34 grandchildren.



UAW Members Pitch in to Warm Detroit-Area Homeless

UAW members and Metro Detroit residents flowed into a local McDonald's restaurant recently to show their support and join UAW President Rory Gamble in a community effort to raise money for sleeping bags and winter necessities for homeless residents in the Detroit area.

The fundraiser, which took place Dec. 1, kicked off with the Bed-in-a-Bag Radiothon, with local radio personality Mildred Gaddis broadcasting live on 105.9 FM. The radiothon included an interview with Michigan Lt. Gov. Garlin Gilchrist.

The goal is to raise more than \$35,000 and distribute at least 1,000 sleeping bags to beat 2018 totals.

"We are blessed that we have been able to receive such broad support for this effort and it gets better every year," said Gamble. "This event makes a real difference for people in the community who need these items. We will distribute the bags on Jan. 20, 2020, when teams of volunteers will hit the streets and take the sleeping bags, blankets and other necessities out to where people need them."

Gamble has been the leading sponsor of this sleeping bag drive for the homeless for four consecutive years. This year the event is conducted in partnership with the EMG Foundation. The bags are designed to handle temperatures as low as 17 degrees below zero.

"I have only missed one year," said UAW Local 163 member and Region 1A chaplain Constance Bobbitt. "It makes such a difference when you go out there and hand someone a sleeping bag and they tell you how much they appreciate it. People are thankful and grateful."

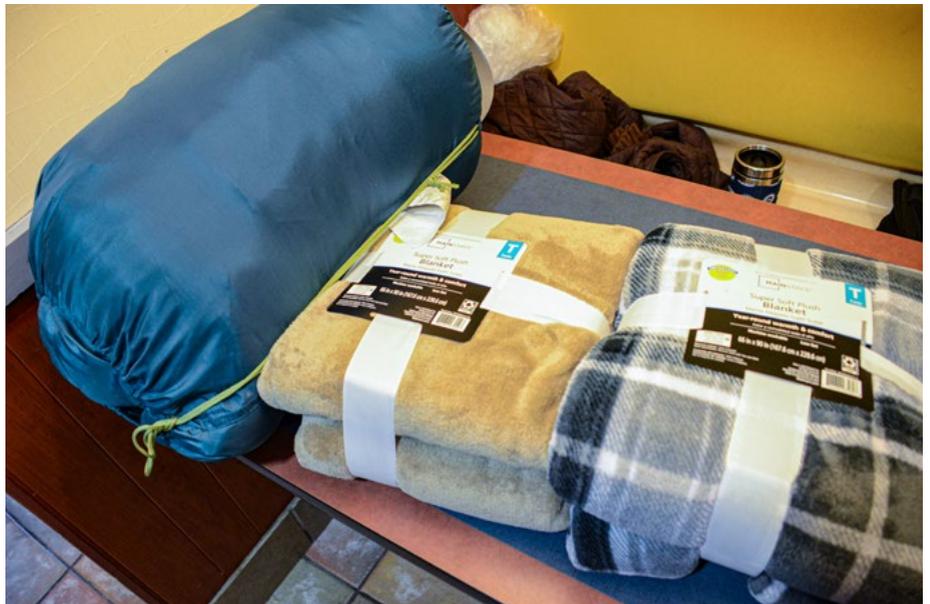
Fellow UAW member Tony Braggs echoed this sentiment.

"This is what we do as UAW members. We give back to the community," said Braggs, also of UAW Local 163. "This is something

that comes natural to me as a chaplain and as a proud UAW member. We give back to those who are homeless or less fortunate. It's in our DNA."



UAW Chaplains Constance Bobbitt and Tony Braggs joined other Local 163 members and community activists to raise donations for sleeping bags for Detroit-area homeless.

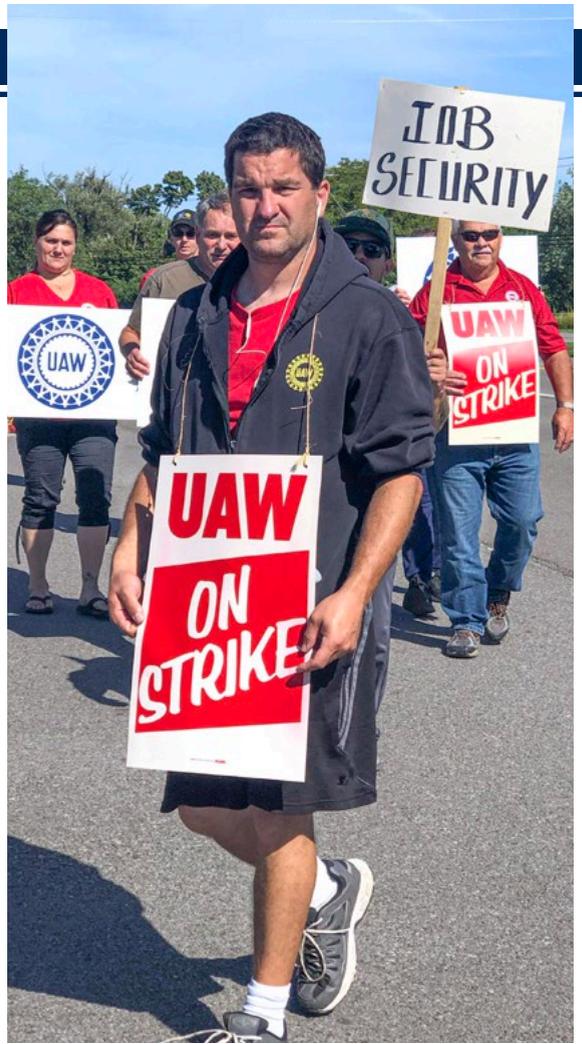


Taking a Stand for Fairness

Solidarity Reigns on and off the Picket Lines

Big Three negotiations with General Motors, Ford and FCA US were ongoing throughout the fall. During talks with General Motors, UAW members took their demands for fairness to the picket lines. So did members at Mack Trucks.





2020 UAW Union-Built Vehicle Guide



BUY USA • BUY UNION • BUY USA • BUY UNION • BUY USA • BUY UNION • BUY USA • BUY UNION

UAW CARS

Cadillac ATS
Cadillac CT4
Cadillac CT5
Cadillac CT6
(excluding plug-in hybrid)
Cadillac CTS
Chevrolet Bolt (electric)
Chevrolet Camaro
Chevrolet Corvette
Chevrolet Impala
Chevrolet Malibu
Chevrolet Sonic
Ford Mustang
Lincoln Continental

UAW TRUCKS

Chevrolet Colorado
Chevrolet Medium-Duty Silverado
Navistar (regular and crew cab)
Chevrolet Silverado Light Duty
(crew** and double cab only)
Chevrolet Silverado Heavy Duty
Ford F Series
Ford F-650/750
Ford Ranger
Ford Super Duty Chassis Cab
GMC Canyon
GMC Sierra Light Duty
(crew** and double cab only)
GMC Sierra Heavy Duty
Jeep Gladiator
Ram 1500 (classic model — DS)*
Ram 1500 (new model — DT)*

UAW SUVs/CUVs

Buick Enclave
Cadillac Escalade
Cadillac Escalade ESV
Cadillac Escalade Hybrid
Cadillac XT4
Cadillac XT5
Cadillac XT6
Chevrolet Suburban
Chevrolet Tahoe
Chevrolet Tahoe (police)
Chevrolet Tahoe (special service)
Chevrolet Traverse
Dodge Durango
Ford Escape
Ford Expedition
Ford Explorer
GMC Acadia
GMC Yukon
GMC Yukon Hybrid
GMC Yukon XL
Jeep Cherokee
Jeep Grand Cherokee
Jeep Wrangler
Lincoln Aviator
Lincoln Corsair
Lincoln Navigator

UAW VANS

Chevrolet Express
Chevrolet Express (cut-away)
Ford E-Series (cut-away)
Ford Transit
GMC Savana
GMC Savana (cut-away)

UNIFOR CARS

Cadillac XTS
Chevrolet Impala
Chevrolet Impala (police)
Chrysler 300
Dodge Challenger
Dodge Charger

UNIFOR SUVs/CUVs

Chevrolet Equinox*
Ford Edge
Lincoln Nautilus

UNIFOR VANS

Chrysler Pacifica
Dodge Grand Caravan

These vehicles are made in the United States or Canada by members of the UAW and Canada's Unifor union, formerly the Canadian Auto Workers (CAW). Because of the integration of vehicle production in both countries, all of the vehicles listed as made in Canada include significant UAW-made content and support the jobs of UAW members.

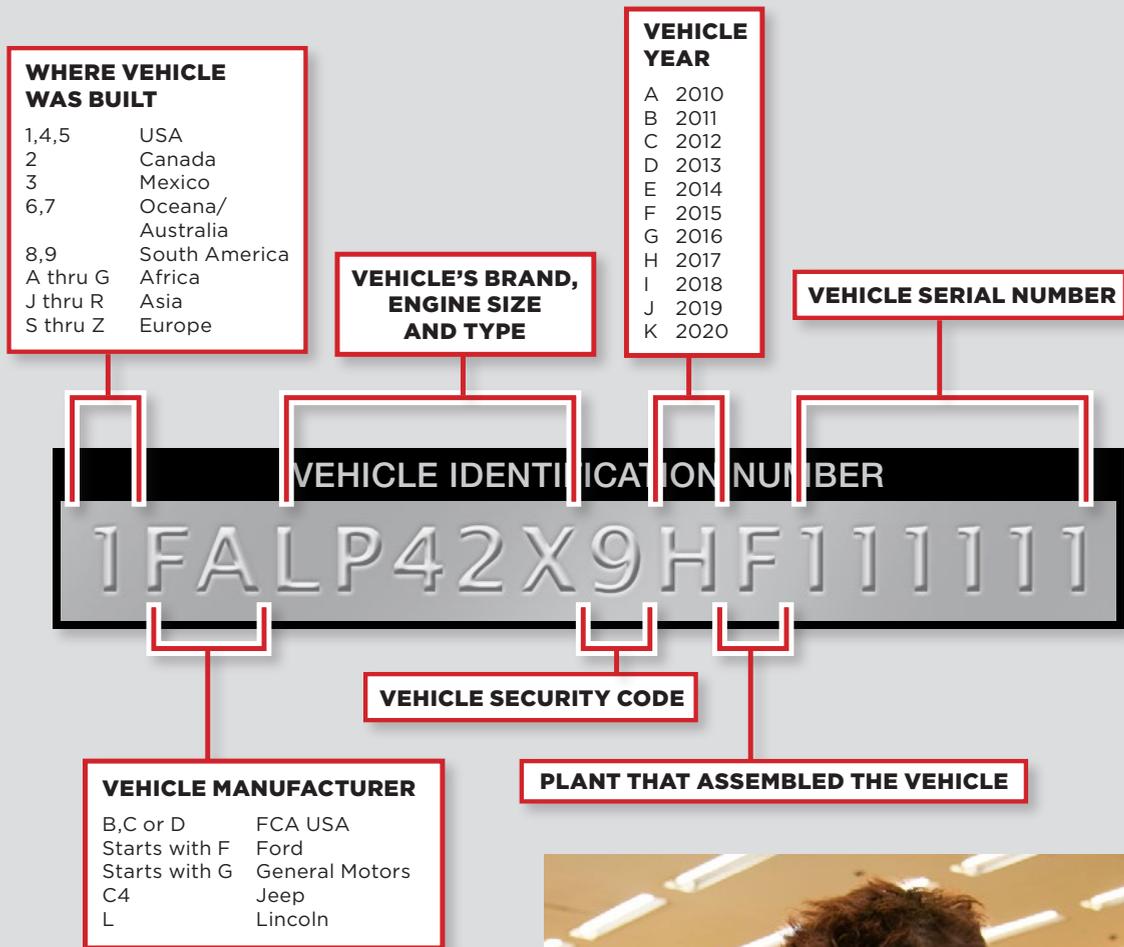
However, vehicles marked with a single asterisk (*) are also produced in Mexico.

All heavy-duty Chevrolet Silverados and GMC Sierras will be built in Flint, Michigan, only. Light-duty Chevrolet Silverado and GMC Sierra regular cabs are produced in Mexico only. Vehicles marked with a double asterisk (**) are the crew cab versions of the Chevrolet Silverado light-duty and GMC Sierra light-duty trucks. Those are assembled by UAW members in Fort Wayne, Indiana, and also in Mexico.

When purchasing a vehicle marked with a single or double asterisk, it's important to check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle; a "2" identifies a Canadian-made vehicle; a "3" identifies a vehicle made in Mexico. Not all vehicles made in the United States or Canada are built by union-represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union made.



What's in a VIN?



Vehicle Recommendations

One way to tell if you are buying a UAW-made vehicle is to consult the list on the opposite page. If it has an asterisk, you need to do a little detective work. The vehicle sticker will tell you the final assembly plant as well as the Vehicle Identification Number (VIN).

The UAW recommends buying certain Canadian-built vehicles because they are built by our brothers and sisters in Canada's Unifor union and have significant UAW-made content that supports the jobs of our brothers and sisters in transmission, foundry, stamping and parts plants. Those are listed under Unifor.

And just because a vehicle VIN starts with a 1, 2, 4, or 5, doesn't automatically mean it's a recommended buy. Vehicles not on the list that start with these numerals are made in nonunion plants.



History, Health Insurance, and the UAW

Universal Health Care:
It's Good For All of Us



“My name is Leonard Woodcock and I am pleased to appear before you, with my colleagues, in support of the Health Security Bill. I am here today representing ... the 80 national organizations which comprise the Health Security Action Council. The members of these organizations number in the tens of millions and represent a broad cross-section of American life.”

On Dec. 8, 1975, Leonard Woodcock, president of the UAW, spoke those words as testimony during a hearing of the House Committee on Interstate and Foreign Commerce and on behalf of the Health Security Action Council. He was speaking to them in support of National Health Insurance legislation.

It wasn't a new idea: United States President Harry Truman had proposed national health insurance legislation as far back as 1945.

Yet almost 75 years after the Truman proposal, the debate continues. As the nation begins to narrow its focus on the 2020 presidential election, once again the American health care insurance system is under a microscope, and national (or universal) health care remains critical to containing costs that UAW members face at the bargaining table.

The Beginnings of Health Insurance

Some form of health insurance has been around for more than a century. In the 1920s, hospitals started offering

services to individuals on a prepaid basis. This eventually led to the development of the first health insurance providers — Blue Cross organizations — in the 1930s.

The very first employer-sponsored hospitalization plan was created by teachers in Dallas, in 1929, when Baylor University Hospital approached teachers in the Dallas school district with a plan that guaranteed up to 21 days of hospitalization per year for subscribers and each dependent for a \$6 annual premium (*Source: Blue Cross Blue Shield*).

Taking President Truman's lead in the 1940s and '50s, UAW President Walter Reuther also began supporting government-sponsored coverage. However, he was unsuccessful at the legislature, so Reuther pushed for health insurance at the bargaining table.

But Reuther and the UAW understood then as we do now that without national insurance for all Americans, UAW members are bargaining against the inflationary cost of uninsured or underinsured care.

That is why the UAW first proposed comprehensive health coverage for all Americans in the early 1960s and was instrumental in passing both Medicaid and Medicare as well as preserving the modern Social Security system

By the 1970s UAW leaders were among the first to go one step further and propose comprehensive dental coverage and mental health for all Americans.

The Challenge and the Solution of Universal Health Care

Despite UAW efforts, the current system of health insurance still has many challenges. In most cases, the type and quality of insurance a person has — and even IF the person has insurance — is in the hands of the person's employer. The coverage, the deductible, the copays are all via the employer. Jobs with good benefits — including insurance with reasonable employee contributions — are at a premium.

The current system leaves more than 27.5 million individuals without insurance.

A 2018 survey by the Kaiser Family Foundation of 2,160 interviews with non-federal public and private firms, found that 56% of small firms and 98 percent of large firms offer health care to at least some of their workers, with an overall rate of 57%. The average company-provided health insurance policy totaled \$6,896 a year for single coverage. On average, employers paid 82% of the premium, or \$5,655 a year. Employees paid the remaining 18%, or \$1,241 a year, according to the report.

“While employer-provided health care benefits are a critical part of our compensation, and we are committed to preserving good collectively bargained benefits for our members and retirees by fighting to protect our gains, maintaining quality coverage, and resisting shifting costs to workers, Universal Health care — care that will provide for all Americans whether they are our UAW brothers and sisters or not — is also essential,” said UAW President Rory Gamble. “The fact is when we sit at the bargaining table, we are negotiating against the high costs created by those who remain uninsured or underinsured.”

Rising Costs of Health Care

The 2010 Affordable Care Act (ACA) contained important provisions that improved health care benefits and slowed rising health care costs. But since the current administration came into office, attacks on the ACA jeopardize these gains, such as ensuring coverage for patients with pre-existing conditions or eliminating lifetime maximums and other maximums.

In addition, access to health care coverage improved under the ACA.

More than 20 million people gained health coverage due to the ACA, according to the Center for Budget and Policy Priorities. This was due to ACA policies such as subsidies for individual market coverage, reforms to the individual insurance market, letting young adults stay on their parents' plans. The rest comes from increased Medicaid coverage, due primarily to the ACA's Medicaid expansion to low-income adults but also to ACA policies making it easier for eligible people to enroll in Medicaid (*Source: cbpp.org*).

“This is why our ultimate goal remains retaining and enhancing the ACA to provide quality coverage for every person in the United States. Health care should be a right, not a privilege,” Gamble said. “It's OK to bargain for increased coverage and lower deductibles. But right now, as our negotiators bargain, we are absorbing the cost of the uninsured or underinsured in a failed system.”

In fact, because of these inflationary costs management continues to raise health care costs in lieu of other important economic gains. Employers, looking to maintain positive company bottom lines, are also trying to shift costs to workers and erode the quality of health care benefits at the bargaining table. Proposed cost-cutting measures often include:

- Eliminating coverage for spouses and dependents
- Raising deductibles, copays or premiums
- Limiting the choice of providers

And because of this employees are paying more. According to the Kaiser Family Foundation, worker share of the premium has remained in the range of 26.4% to 28.3% over the past 10 years, resulting in higher and higher out-of-pocket costs.

It is not just inflation that is increasing health care costs for workers. Non-union employers are compounding the problem by shifting health care costs to workers by increasing deductibles, copays, and coinsurance in the benefit design, as well as through so-called ‘innovations’ such as high-deductible health care plans.

This adds to pressures as we bargain contracts, as high-deductible plans can be appealing to the healthiest workers, but are out of reach for most workers, especially those with serious illnesses. The result is siphoning off the healthiest enrollees and driving up costs for other coverage options. High deductible plans are not a solution to increasing health care costs; they only serve to shift costs to workers.

For UAW bargaining teams this means that increasingly management is demanding concessions in other areas to avoid these shifting health care premium costs.

UAW leaders such as Reuther and Woodcock predicted this decades ago. In fact, Woodcock told Congress in 1975 “unless Congress faces this problem head on and adopts a comprehensive solution, it will be necessary again and again to face partial, more costly and increasingly unsatisfactory solutions.”

“Frustrations growing out of unsolved economic problems and the absence of effective leadership in the federal administration and the Congress have led many to look for scapegoats. Our union membership is not essentially different from the rest of the nation. They recognize the mess in which we wallow. They are fed up with the lack of force, of direction, of leadership from those charged with those responsibilities” said Woodcock.

Many UAW members understand that thanks to collective bargaining they have more affordable, quality health insurance than most Americans. The question for all of us, is that without universal coverage, what other economic gains get left at the table over the rising cost of the uninsured or underinsured?



Top Issues for Election 2020: Health Care, Prescription Drug Reform

The economy, the environment, education...among these hot issues in the 2020 U.S. presidential election, health care and prescription drug reform are at the top. Health insurance and pricing were dominating topics during the latest round of Democratic debates and are a key talking point among Republicans.

For the UAW, it has long been a focal point in Washington D.C. Containing health care costs by eliminating uncompensated care for the uninsured also contains and lowers the cost for UAW-negotiated health care benefits. Lowering the overall cost of health care means that as we bargain, we do not bargain against those inflationary health care costs.

The latest U.S. Census report (released in September 2019) showed an increase in the number of uninsured Americans, putting the number of people without coverage at 27.5 million in 2018. In Michigan, 5.1% of the population has no health insurance coverage. At the same time, health care and prescription drug costs continue to rise as we bargain benefits.

Health Insurance – Preserve the ACA

While Republicans' efforts to repeal the Patient Protection and Affordable Care Act (ACA) have not been successful – and the party's own American Health Care Act (AHCA) – has not found footing, Democratic candidates are also divided on exactly how to proceed. The AHCA, which provided billions in tax cuts to the wealthy and took away coverage from approximately 23 million people, passed in the U.S. House of Representatives but not by the U. S. Senate. It would have partially repealed the ACA. As the 2020 election campaigning enters full swing, Republicans indicate they will put off any new health care plan until after the election.

Democratic candidates, on the other hand, remain divided. Several support eliminating private health insurance and replacing it with Medicare for All; others support a Medicare buy-in with an option to keep private, commercial policies. Here's where the candidates stand:

President Donald Trump supports repealing the ACA.

Democratic candidates supporting Medicare for All include Vermont Sen. Bernie Sanders and Massachusetts

Sen. Elizabeth Warren.

South Bend, Indiana, Mayor Pete Buttigieg and entrepreneur Andrew Yang encourage a continuation of private plans with a single-payer system available as well.

A mixture of a private insurance and a public option, including buying into Medicare, is espoused by former Vice President Joseph Biden, New Jersey Sen. Cory Booker, Minnesota Sen. Amy Klobuchar and former Housing and Urban Development Secretary Julian Castro.

The 2020 presidential election brings with it many immediate, pressing priorities and we must look closely when choosing a candidate with regard to health care

insurance. As conservatives in Washington try to chip away at the ACA – by lessening individual and employer mandates; encouraging health insurance plans that do not conform to ACA rules; and

cutting back on Medicaid spending while promoting the use of health savings accounts – UAW members need to support plans such as the ACA which insure health care for all.

Access to health care coverage has improved under the ACA. Yet too many people remain uninsured. The UAW's ultimate goal continues to be a comprehensive, universal health care plan that will provide quality coverage for every person in the United States which will bring down the cost of UAW-negotiated health benefits. According to the AARP, some key benefits of the ACA are requiring insurers to provide:

- Ambulatory patient services
- Prescription drug coverage
- Emergency care
- Mental health services
- Hospitalization coverage
- Rehabilitative services
- Preventive and wellness services
- Laboratory services
- Pediatric care
- Maternity and newborn care

The UAW has long supported various approaches to ensure working families have access to affordable health care. Preserving the ACA and access to health insurance and care ensures that health care costs remain under control and become less of an issue at the bargaining table.



Prescription Drugs – We Must Lower Costs!

The rising cost of prescription drugs is at a crisis level. In 2018, nearly 28 million Americans watched the cost of their medications rise while pharmaceutical companies benefited from huge tax breaks. From insulin to blood pressure medicine to life-saving cancer drugs, these inflated costs are devastating families across the country. UAW members and retirees are no exception.

Consider This:

The U.S. Department of Health and Human Services estimates that Americans spent more than \$460 billion on prescription drugs, which was 16.7% of their total health-care spending in 2016 (the last year for which there are definitive data.)

The costs of more than 3,400 drugs significantly increased in the first half of 2019, compared with 2,900 drugs that experienced a similar price hike a year ago, according to a CBS News report. The reports state these costs “spiked by an average rate of 10.5%, five times the rate of inflation.”

According to a CNN piece on a new report by the Centers for Disease Control and Prevention, one-third of uninsured Americans skipped taking their prescribed medication to lower their costs. The report states that 12.5% of Medicaid enrollees choose to miss medication because they could not afford the cost and that “overall, 11.4% of non-elderly adults did not follow doctor’s orders on drugs in order to lower their costs.”

American consumers pay \$116 billion more per year for the same prescription drugs as people in other countries who are – in theory – supposed to be helping fund that same innovative research.

From 2014 to 2017, the UAW’s VEBA Trust’s single largest drug spend was for insulin. In 2018, insulin products represented the second largest drug expenditure at \$235.2 million. Although insulin is a common and long-manufactured drug – on the market for almost 100 years – the cost of insulin has nearly doubled from 2012-2016. In most industries, the cost of a product goes down as it becomes more commonplace.

According to Open Secrets and the Center for Responsive Politics, Pharmaceutical Research and Manufacturers of America (PhRMA), a trade group representing companies in the pharmaceutical industry, “has spent \$16.3 million on lobbying this year. More than 70% of its lobbyists previously held a position in government.”

It’s time to fight back. To address these issues, UAW members must support candidates willing to create solutions that ensure employees are receiving high-quality, cost-effective care, while discouraging waste in the system. The UAW has recently signed on to a grassroots campaign to lower the cost of prescription drugs. “Lower Drug Prices, Now!” is a coalition comprised of 53 state and national organizations that are committed to bold prescription drug reforms that will stop Big Pharma price-gouging and put people ahead of profits.

We must focus on improving quality, reducing the cost, and promoting the health and wellness of UAW members.

For a complete wrap-up of where the candidates stand on health care issues, visit <https://ballotpedia.org/2020-presidential-candidates-on-healthcare>.

UAW Commends Passage of Drug Bill to Lower Prescription Costs

As prescription drug prices dominate the 2020 presidential election and consumers continue to foot the bill for rising prescription and health care costs, on Dec. 14, the U. S. House of Representatives passed a bill aimed at bringing relief.

“Today, the UAW commended the House of Representatives, led by Speaker Nancy Pelosi, for passing the Elijah E. Cummings Lower Drug Costs Now Act (H.R. 3). This is a good day for our country, and it is long overdue,” UAW President Rory Gamble said.

“We proudly support H.R. 3 as it would lower the price of many high cost drugs, including insulin, which has nearly doubled in price from 2012-2016 despite being on the market for almost 100 years,” he added.

“UAW members, retirees and families are deeply concerned about the skyrocketing cost of prescription drugs and the devastating impact it has on people across the country. Bold policy solutions like H.R. 3 are sorely needed to drive down the cost of prescription drugs, which has become a national crisis in our nation. No one should fear going bankrupt or skip taking life-saving medicines because the costs are out of reach. It’s long past time our elected leaders put the interest of families and communities over powerful drug companies who are raking in billions in profits by gouging working families. The same families that help subsidize their research” said Gamble.

Gamble added, “We urge Senate Majority Leader Mitch McConnell to allow a vote on H.R. 3 and H.R. 986, which protects tens of millions of people with pre-existing conditions who are at risk of losing coverage.”



Good News for Auto VEBA Members in 2020

Pharmacy Copays Lowered

Retired UAW members from GM, Ford and Chrysler receive their medical benefits from an independent trust fund, officially known as the UAW Retiree Medical Benefits Trust (the “Trust”) and sometimes called the “VEBA.”

These UAW retirees from the domestic auto companies will see new benefit improvements in 2020, including a lower-cost \$5 pharmacy copay for each 90-day supply of generic drugs obtained through mail order. As part of the change, all mail order copays for 90-day supplies will be reduced to the same copay amount as the 30-day supply at retail pharmacies. The new benefits begin Jan. 1, 2020.

“That’s a change from an annual cost of \$96 to an annual cost of \$20 for each generic mail order medication,” said Dan Sherrick, former UAW General Counsel who is currently serving as UAW Liaison to the Trust. “Many retirees are on 10 or more different medications, so the savings will be very significant for a large number of our retirees.”

A full wrap up of 2020 Benefit Highlights can be found at <http://uawtrust.org/documents>.

The Trust was originally created during 2007 national collective bargaining negotiations between the UAW, General Motors, Ford and Chrysler. The Trust was created just before the financial crisis of 2008/2009 went into full swing. The Trust structure provided vital protections for retiree medical benefits when that crisis ultimately resulted in bankruptcy filings by GM and Chrysler in 2009. If the 2007 National Agreement had not created the Trust — and the funding obligations that went along with it — the retirees would have been far more vulnerable to dramatic benefit losses during the crisis.

By 2007, “it was evident that — to

protect the health care benefits of our retirees — a fundamental change in retiree health care funding was required,” Sherrick said. “To protect retirees, we agreed to establish an independent Trust to hold assets on behalf of retirees, which can only be

“Under the old system, retiree medical benefits were at risk from several sources, including company insolvency and litigation.”

used to provide medical benefits to covered retirees and their eligible dependents.”

“Under the old system, retiree medical benefits were at risk from several sources, including company insolvency and litigation,” he explained. “Over the years, too many retirees have walked to the mailbox and opened a letter telling them that their former employer has terminated their medical benefits. With the Trust fund, that risk is eliminated since the assets in the Trust will always be dedicated to the retirees and can never be used for anything else.”

The Trust is independent of both the UAW and the auto companies. The Trust is governed by an 11-member board of trustees, with five members appointed by the UAW and six independent members.

Officially launched in January 2010, the Trust became the largest non-governmental purchaser of retiree health care in the United States. Now moving into its 10th year of operations, the Trust is on solid financial footing and is viewed as a success by reviewers, leadership and retirees. A 2015 article in Bloomberg Newsweek declared “The UAW Benefits Failure That Wasn’t: A health plan for retired auto workers

is a surprising success.”

Since launch, the Trust has steadily improved its financial position while at the same time providing important improvements to the benefits for retirees.

Improvements to coverage over the years have included urgent care, retail health clinics, unlimited Primary Care Physician and specialist office visits, improved hearing benefits, dependent child coverage to age 26, and a variety of care management and other programs designed to meet the unique needs of retirees. The Trust was also successful in restoring full dental and vision coverage for GM and Chrysler retirees that was lost in the bankruptcies.

The Trust has expanded the choice of plans available to retiree members on a national level with Medicare Advantage PPO plans. Over 80% of the Trust members are eligible for a Medicare Advantage plan offering coverage that goes beyond original Medicare, and provides important value-added programs, while at the same time reducing member out-of-pocket costs.”

The Trust now has 656,000 members. Nearly \$60 billion in Trust assets are invested on behalf of retirees. In the nine years since inception, the Trust has spent over \$33 billion for health care. Through prudent purchasing and good stewardship, asset values have increased since launch, contributing to even greater financial security for covered retirees in the future.

Because the Trust is dedicated to providing benefits on a cost-effective basis, retirees (and not the company) benefit from actions that increase efficiency or reduce overall plan costs. “Every dollar we save by running the plan well is another dollar we can use for retiree benefits,” said Sherrick.

More information about the Trust can be found at <http://uawtrust.org>.

A New CEO Readies to Take the Helm of the UAW Retiree Medical Benefits Trust

Debbie Rittenour Will Succeed Francine Parker as CEO of the UAW Retiree Medical Benefits Trust

Following a national search, the governing committee of the UAW Retiree Medical Benefits Trust has appointed Debbie Rittenour as CEO, to succeed Francine Parker. Rittenour is health benefits executive with expertise in administering Medicare Advantage, retiree health care programs. She most recently served as senior vice president, Government Markets and Commercial Products at Capital Blue Cross in Harrisburg, Pennsylvania.



Outgoing CEO Francine Parker

Rittenour will join the Trust effective February 1, 2020.

Parker has served as executive director of the Trust since its launch in 2010 and is credited with building the Trust's team and infrastructure. "The Trust is indebted to Fran Parker for her vision and remarkable leadership. Her accomplishments have been extraordinary. She and a small team built the Trust from the ground up, in essence 'writing the book' on retiree health care while building a Trust organization that meets the unique needs of the Trust's retiree members at every stage of life. The Trust is truly a national model for retiree health care," said Naftaly.

"Debbie Rittenour brings a depth of health care knowledge and experience to the Trust," said Bob Naftaly, chair of the Trust's governing committee. "She has held a variety of leadership positions in multiple markets in the health benefits industry with a special focus on retirees and Medicare programs. Her strategic planning, management and financial expertise will serve the Trust well as it enters its second decade of service to approximately 650,000 members."

Rittenour's experience and accomplishments while at Capital Blue Cross include leadership of CBC's government products including Medicare Advantage, Medicare Supplement Products, Individual Products and other products. Her responsibilities have included strategic planning, member experience, financial reporting, and collaboration with providers to ensure quality care. As president of Vibra, she was instrumental in developing innovative health management solutions for retirees such as monthly fresh produce deliveries for members with special nutrition needs, no cost transportation to medical appointments, and other services. In addition to her tenure (2015-2019) at CBC, Rittenour has held leadership positions at Florida Blue, Harvard Pilgrim Health Care, Blue Cross Blue Shield of Tennessee, as well as other health-related organizations.

Launched in 2010, the UAW Retiree Medical Benefits Trust is the largest non-governmental purchaser of retiree health care in the U.S. The Trust's mission is to provide every member with health benefits and the opportunity to achieve their best quality of life. Today the Trust administers the health care plans covering approximately 650,000 eligible UAW-represented retirees and family members from General Motors, Ford and FCA US.

Collective bargaining for our retirees

Since the early 1970s, bargaining for our retirees has been an especially difficult challenge. And there is one simple reason for this: In 1971, the U.S. Supreme Court ruled that retiree benefits cannot be "mandatory" subjects of bargaining and are permissive in nature. This simply means the UAW can't strike over retiree issues and management must voluntarily agree to talk about the items the union is trying to change on the retirees' behalf.

In some sets of negotiations management has been receptive to having these conversations. Unfortunately, during the last few sets of talks, they have not.

When the UAW is able to convince management to improve retiree benefits, under the Pension Protection Act of 2006, the cost of the benefit agreed to must immediately be placed into the pension fund. This act requires the companies to keep their pension plans adequately funded, so any additional draw to the fund, over the base pension, must be pre-funded.

In the current political climate, the union is also fighting the companies in court. To sight an example, the union had been fighting Case New Holland (the union has active and retired members at this company), in court, for many years. After the 2016 Presidential elections and Judicial appointment changes in the federal courts, workers lost the battle and the company was allowed to take benefits from the retirees. The UAW appealed this decision to the U.S. Supreme Court, which currently is not labor friendly. The UAW lost the appeal and the company did remove benefits from the retirees.

Every set of negotiations is different, from the autos, ag imp, aerospace, higher ed, gaming, IPS, public workers, all sectors have their own challenges. That's why in elections are so vitally important to the ability to negotiate and protect benefits. A famous quote from Walter Reuther at the 1970 UAW Constitutional Convention certainly rings true today, "There's a direct relationship between the ballot box and the bread box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls."

Consumers Need Better Health Care, Not More Costly plans Dictated by Big Pharma Companies

Americans are concerned about their ability to afford quality health care when they need it the most. Poll after poll has made clear it will be one of the top issues voters care about in the 2020 elections. Working people rightfully want to know where presidential candidates and members of Congress stand on lowering the price of prescription drugs and what they will do to preserve and strengthen the Affordable Care Act (ACA) and Medicare. After all, what is more important than one's health and that of the people they love?

Health care costs continue to rise at an alarming rate and employers constantly try to pass on more of the costs to workers. UAW members and their families are no exception. Big Pharma, insurance companies, and deep-pocketed, anti-worker interests are mounting misinformation campaigns to maintain the status quo and dispense their powerful lobby in Washington. Unfortunately, they have had success over the last couple years. The Trump administration and Senate Republicans allowed junk insurance plans to get taxpayer support and even pulled public advertising aimed at letting uninsured people know they could get affordable care. The ads had already been paid for. There are dozens of examples of misguided policies that have made it harder and not easier to afford health care. These actions might be the tip of the iceberg.

Any day now, the 5th Circuit Court of Appeals will rule on the constitutionality of the entire ACA in the Texas v Azar case. How did it get this point?

ACA included an individual mandate that required everyone who could afford health insurance to get it or pay a fine (technically a tax). The rationale behind the individual mandate is that if everyone is required to have insurance – especially healthy people – premiums will drop, even those with expensive medical conditions. In 2017, Congress eliminated the fine and set into motion the Texas vs. Azar lawsuit, arguing the entire law should be struck down. The case is before the 5th Circuit Court of Appeals.

Why does this matter to you? It is important because without the ACA insurance companies will be able to charge more or deny coverage to 130 million people with pre-existing conditions such as cancer, diabetes, and asthma. Annual and lifetime caps would be eliminated,



if insurance companies are allowed to deny coverage to people who are ill, we will have to bargain for them with employers. Young adults up to age 26 would no longer have access to their parent's plan coverage.

Ultimately the ACA could be decided by the U.S. Supreme Court.

At the same time, Congress is debating how to best lower the cost of prescriptions. Price hikes are surging in 2019. The average price hike is five times the rate of inflation. Drug makers have boosted prices by more than 100% of many medications, including Fluoxetine, an antidepressant whose price surged to 879%. A study found that all 210 drugs approved between 2010 and 2016 benefitted from publicly funded research, either directly or indirectly.

In response, House Democrats introduced the Lower Drug Costs Now Act to reduce the price of prescription drugs for every American family. It would stop price gouging for thousands of medications, including insulin, and require drug companies to lower their prices. The UAW supports the bill and is working hard to get it passed.

It will not be easy, as Senate Majority Leader Mitch McConnell has long sided with drug companies over working people. The good news is that if pro-worker candidates win, in 2020 lowering the cost of prescription drugs and expanding access to affordable comprehensive care for all Americans can finally become a reality.

UAW Members at General Dynamics Get New Agreement

UAW members at General Dynamics Land Systems Corporation ratified a new four-year agreement on Nov. 15, with 58% voting in favor of the contract.

“Our membership’s approval of this agreement solidifies the quality work and pride they have in designing and building vehicles and equipment that provide daily safety for our nation’s military,” said UAW Secretary-Treasurer Ray Curry, director of the UAW General Dynamics Department.

Key gains from the contract include protecting job security, wages and benefits. General Dynamics is the fifth-largest defense contractor in the United States and has UAW members at manufacturing plants in Lima, Ohio; Scranton, Pennsylvania; and Sterling Heights, Michigan.

UAW members make military vehicles including tanks and light armored vehicles.

Members at Detroit Axle Ratify New Five-Year Agreement

UAW Local 163 members at Detroit Axle ratified their new five-year agreement with 87% of the membership voting in favor of ratification on Nov. 15. This new agreement secures the assignment of the Axle to the UAW Detroit Axle Bargaining Unit if Daimler brings the work to the Detroit Campus. The Axle is a critical component in Daimler Trucks North America (DTNA) electric trucks.

“This agreement recognizes the invaluable contribution our UAW members make, every day, to this company,” said UAW Secretary-Treasurer Ray Curry. “With this strong agreement in place, we now look to a bright future.”

This agreement reduces the time that current members are able to reach max rate by four years. Each member will receive at minimum a \$2 wage increase in January and a ratification bonus totaling \$4,000, which will be paid in two installments: \$3,000 paid in December and \$1,000 paid in January. The agreement also provides members with Personal Time Off and a Company Match on 401k contributions starting in 2022.

Chuck Browning, UAW director of Region 1A, emphasized the significance of today’s vote. “This is clear recognition of what we’ve built here in Detroit over generations and the future of this American manufacturer in tomorrow’s economy. Our members have been the backbone of this company’s success.”

Local 163 President Ralph Morris Jr. added. “This agreement continues and solidifies the over 80-year standing tradition of building one of the world’s most recognized Powertrain brands in Detroit at the Detroit Campus and enables the plant to transition to future electric components. The accomplishments made during these set of negotiations are a testament to the commitment that the membership makes every day to produce axles, transmissions, and gear sets with world class quality.”

Local 163 Shop Chairman Justin Thompson added, “We have a strong hardworking membership that deserves good wages and benefits. I think we achieved that in this agreement.”

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International Union, UAW
President: Rory Gamble
Secretary-Treasurer: Ray Curry
Vice presidents: Cindy Estrada, Terry Dittes, Rory Gamble

Regional directors: Frank Stuglin, 1; Chuck Browning, 1A; Gerald Kariem, 1D; Rich Rankin, 2B; Ron McInroy, 4; Jim Soldate (assistant director), 5; Mitchell Smith, 8; Jeff Binz, 9; Beverley Brakeman, 9A

Communications Department Staff
Brian Rothenberg
Sandra Davis

Solidarity Editor: Vince Piscopo

International Representatives: Denn Pietro, Joan Silvi & Chris Skelly, members of CWA/The Newspaper Guild Local 34022.

Clerical staff: Susan Fisher and Shelly Restivo, members of OPEIU Local 494.

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Solidarity House is in New Temporary Location

Move Follows Major Fire at Union Headquarters

The UAW headquarters has been temporarily located to 23600 Northwestern Highway in Southfield, Michigan.

The move comes after a fire July 13 that left the headquarters, also known as Solidarity House, on East Jefferson Avenue in Detroit idled due to fire, smoke and water damage.

The building was largely empty when the fire occurred. Two firefighters sustained minor injuries. “It was heartbreaking to see our headquarters damaged, but a relief that no one was seriously injured,” said UAW President Rory Gamble. “We appreciate everyone who reached out to us and we certainly thank the firefighters who worked hard to locate the fire and extinguish it,” Gamble said. “Things could have been a lot worse.”

One firefighter broke his wrist while another suffered from smoke inhalation. Both were treated at the hospital and released.



Immediately after the fire, the union relocated Solidarity House operations to regional offices and other locations. Operations at the

Southfield location began Oct. 7. Solidarity House is currently undergoing repair.

Strike Nets Fair Pay, Benefits and Job Security Protections

UAW Mack Trucks members ratified a four-year collective bargaining agreement by over 79% on Nov. 3.

“Through the new four-year agreement, the UAW looks to further expand its long-term relationship with Mack Trucks. The members at Mack were able to hold the line on health care and add job security provisions and substantial raises during a difficult economic time in the industry,” said Ray Curry, UAW secretary-treasurer.

“The solidarity of Mack Truck workers on the picket line achieved significant wage increases, bonuses, job security protections and held

the line on health care costs,” said Curry. “Our members look forward to returning to their jobs of designing and building Mack Trucks for the marketplace.”

Curry said strikes are never easy on members or their families. “We can’t thank enough the surrounding communities for the outpouring of support for our striking families.”

Mack Trucks has facilities in Macungie, Pennsylvania; Middletown, Pennsylvania; Hagerstown, Maryland; Baltimore, Maryland; and Jacksonville, Florida.

Address Changes for Solidarity Magazine

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Editor's Note: A Day in the Life gives readers a glimpse at some of the varied tasks our sisters and brothers perform during their workday.

Britt Williams

*Material Handler
UAW Local 2164
Bowling Green
Assembly-Corvette
Region 8
Bowling Green,
Kentucky*



“I am a tugger top hat material operator. It is my responsibility to deliver small lot parts to the line and kit cells. Without my parts being delivered on time, and correctly, the line operators would not have the parts needed to build the car properly. My job is enjoyable because it gives me a sense of accomplishment. Keeping my parts organized and easily accessible for the operator to do their job keeps everyone happy and working efficiently. I am proud to be a UAW member for several reasons. First is the comradery we share in the UAW. Another is for the benefits, as they have afforded me the chance to get an education and to take care of my health needs when they arise.”

Steven Kamyk

*Master Firearms
Engraver
UAW Local 376
Colt Manufacturing
Region 9A
West Hartford,
Connecticut*



“I am a 43-year employee at Colt Manufacturing. I’m a master firearms engraver and I use hand tools and precious metals to embellish various firearms for customers, collectors and dignitaries. I have engraved guns for four U.S. presidents, plus celebrities and sports stars. I am able to freely use my artistic experience and talents to produce a product of historic collectability. It gives me the opportunity to work with collectors and aficionados of the art and history of firearms. The most expensive gun I have worked on that was sold went for \$96,000, and my most intricate engraving on a firearm took two engravers two months to complete. I was on strike at Colt for 4 1/2 years with my union starting in 1986. I never thought I’d be at a burn barrel on the streets of Hartford with my local president! But we kept the solidarity with rallies, meetings, other unions and the community backing us. Our U.S. senators even came to picket with us. Now, as a union steward for more than 15 years, I greatly appreciate the oversight of the union protecting our workers’ labor rights.”

UAW V-CAP: Investing in Our Future

The UAW cannot use union dues to directly support federal candidates and, in an ever-increasing number of states, any candidate for public office. Our only means of monetary support for many labor-friendly candidates is voluntary political contributions from UAW members to UAW V-CAP (our union’s political action fund).

Members can contribute to V-CAP in multiple ways. Many of our contracts have “check off” which

allows for direct contribution to V-CAP through payroll deduction. Members and retirees can also give to V-CAP directly with a check. Either way, a modest contribution of \$10 a month comes to about 33 cents a day and allows our union to support candidates who support our values.

Send to:

**UAW National CAP Department
8000 E. Jefferson Ave.
Detroit, MI 48214**

Growth and Diversity Needed in the Skilled Trades

Apprenticeship Program Continues to Graduate UAW Members

Increasing plant automation, retirements and a tight labor market have created opportunities for over a thousand UAW members to become skilled apprentices in the manufacturing skilled trades through the joint UAW-Labor Employment and Training Corp (UAW-LETC) and its UAW American Apprenticeship Initiative.

The five-year program is funded through a \$5 million federal grant that the UAW Skilled Trades Department secured in partnership with the UAW-LETC. The UAW-LETC is a private, nonprofit national labor-management organization that has been operating federal, state and local workforce programs since 1984. More than 725 workers have received or are receiving pre-apprentice and apprentice training in a variety of UAW-represented facilities since 2017.

The UAW's goal is to graduate 1,070 new apprentices, with nine out of 10 being current UAW workers. Apprentices can earn anywhere from \$40,000 to \$75,000 a year. Once they graduate, their pay can jump to as much as \$85,000.

"The AAI grant is an excellent example of the UAW partnering with the private sector and the government to make sure workers have the skills to succeed in the future," said UAW President Rory Gamble. "We want our members to have the best opportunities to become the skilled trades workers of the future."

So far, 37 UAW-represented employers have either established or modified existing apprenticeship programs using the UAW-LETC grant, which covers the first 144 hours of technical instructional apprenticeship training, as well as 500 hours of on-the-job training.

Participating employers range from the Detroit Big Three automakers to smaller auto suppliers, as well as aerospace and other manufacturing companies. The most popular trades in the program are electrician, machine repair, tool-and-die maker, plumber/pipefitter, millwright, industrial welder and machine repair, although there are many other trades represented.

The UAW has committed through the grant to provide apprenticeship opportunities to under-represented groups, and program officials said they are well on their way to achieving success. Nearly 39% of the apprentices thus far are black or African American, and more than 7% are Hispanic or Latino. Almost 22% are female. Veterans make up a quarter of the population.

"It's important to have the workforce reflect the diversity in society and this program is succeeding in attracting qualified apprentices from underserved groups," Gamble said.

Each apprenticeship program is approved by the U.S. Department of Labor and/or state agencies. They are designed jointly by the UAW Skilled Trades Department



and the employer.

Nearly 400 apprentices are from Ford Motor Co., which is by far the largest group in the program. At Ford, the program starts with taking courses in the Industrial Readiness Certificate Program (IRCP), which was won in collective bargaining in the 2015 contract with the automaker.

FCA US LLC rolled out its program last December, while a program is in the pipeline at General Motors.

Prospective apprentices must successfully complete three non-accredited courses in math, blueprint reading, and trade readiness before being accepted into the apprenticeship program, which takes 8,000 hours of training to become a journeyman, including 576 classroom hours.

Head North

FOR THE WINTER

Northern Michigan is America's premiere spot for winter fun. And as a UAW member, you don't need a cabin up north to enjoy all that winter in Northern Michigan has to offer. The Walter and Mae Reuther UAW Family Education Center is open this winter at discounted rates to all active and retired UAW members.

Bring your family to Black Lake to make some lasting winter memories. Enjoy ice fishing on Black Lake or go snowshoeing on our marked trails. We're close to major snowmobile trail systems throughout Northern Michigan and are located less than an hour away from downhill skiing at Boyne Highlands and Nub's Nob. And don't forget about nearby casinos and Mackinaw City and Mackinac Island.

So come visit us and make this winter one to remember. We even host weddings and other large events. For more information visit uawblacklake.com.



BLACK LAKE CONFERENCE CENTER



Shopping Guide

**BUY UNION
BUY USA**

Our loved ones deserve only the very best. Show them how much you care by buying union-made gifts. Union-made goods are high quality; they stand the test of time. Buying union also means you are supporting good-paying jobs that strengthen and grow our economy. Not all products from these manufacturers are union-made. Always check the country of origin. **TO FIND MORE UNION/USA MADE PRODUCTS, VISIT UAW.ORG.**

CAR SEATS



Cosco Scenera Next Convertible Car Seat is simply a smarter car seat. Safety? Convenience? Smart design? You get it all, and it's made by union labor represented by United Brotherhood of Carpenters Local 1155 in Columbus, Indiana.

WORK SHOES



Since 1905, Red Wing Shoe Company has been making purpose-built work footwear. The skilled employees in their USA factories, members of United Food and Commercial Workers, make over 1.2 million pairs of shoes annually.

BLANKETS



Pendleton has been making 100% virgin wool blankets for 150 years. Based out of the Pacific Northwest, Pendleton Blankets are made by Workers United/State Employees International Union Locals 39 and 157.

GLASSWARE



Since 1818, Libbey, based in Toledo, Ohio, ranks as a top glassware manufacturer and one of the largest tableware suppliers in the world. Workers are members of the International Association of Machinists, and Glass, Molders, Pottery, Plastics and Allied Workers International Union, and United Steel Workers.

COOKWARE



All-Clad bonded cookware is handcrafted in Canonsburg, Pennsylvania, by United Steel Workers, with American-made steel—the same way it was four decades ago. It is widely sought after by top chefs and passionate home cooks.

DINNERWARE



Fiesta, America's favorite dinnerware, was introduced in 1936. Today, Fiesta dinnerware is the most collected dinnerware in the history of the tabletop industry with well over one half billion pieces produced by Glass, Molders, Pottery, Plastics and Allied Workers International Union members.

BOURBON

WOODFORD RESERVE

Woodford Reserve, introduced in 1996, is an award-winning small batch Kentucky straight bourbon whiskey produced in the heart of Kentucky bourbon country by Teamsters members.

KNIVES



Founded in 1939 and based in Portland, Oregon, Gerber is a manufacturer of outdoor gear, tools, and pocket knives. Their Made in USA knives are made by workers who are International Association of Machinists members.

SOCKS



Made in Sheboygan, Wisconsin, since 1905, Wigwam socks are made with high standards and Inntrowool sourced almost exclusively from American yarn suppliers. The sock makers are members of the International Chemical Workers Union and United Food and Commercial Workers Local 147T.



WIN A VANCOUVER ISLAND FISHING TRIP



Carhartt and Union Sportsmen's Alliance have once again teamed up to provide one lucky union member and a guest with a once-in-a-lifetime fishing trip to Vancouver Island, BC fishing for salmon, halibut, red snapper, and other species.

GRAND PRIZE PACKAGE – 1 WINNER \$15,000 value

- All-inclusive 4-day trip for 2 at Serengeti Fishing Charters in Port Hardy, Vancouver Island, BC
- \$5,000 Cash for travel, taxes, and spending money
- \$2,000 Carhartt gift card to purchase clothing for your trip

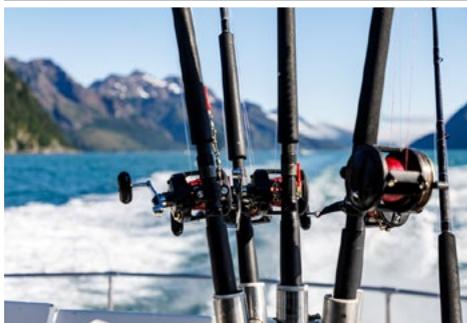
RUNNER-UP PACKAGE - 3 WINNERS

\$500 Carhartt gift card to be used on-site or in-store

Must be a Union Sportsmen's Alliance or AFL-CIO affiliated union member to qualify.

Deadline: January 31, 2020

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