

SOLIDARITY



The magazine for UAW members and their families



We're Ready!



UAW Local 160
Region 1

Nov. 3 is Coming!
Are YOU Ready?

Your Vote = Your Voice

'We do not have government by the majority. We have government by the majority who participate.'

— Thomas Jefferson



Civil rights icon John Lewis, who passed away in July, said voting is the most powerful non-violent tool citizens have in a democracy.

As we mourn the death of the late Congressman John Lewis, longtime friend of the UAW and the conscience of voting rights in our nation, it is important to continue to fight for his legacy of access to the ballot box.

Since the UAW was established in 1935, we have fought for workers' rights to have a voice in their work and life experiences. From health care, to safety conditions, to the overall work environment, the UAW and its membership has been at the forefront in making sure those affected by a process or system have a voice in how it is run.

We have worked together — our brothers and sisters and our communities — to ensure a rewarding, safe and positive future for all. As individuals we also have an avenue, and responsibility, to enhance that collective voice — by voting.

Why is your voice, your vote, so critically important?

Right now, across the nation, we are in the midst of an unprecedented crisis on many levels. We are in a pandemic, with the economy at risk but more important, the health of our people at stake.

And we are in the midst of the ongoing struggle for equality and equity, of the battle against systemic injustice, and the fear of being a person of color in America.

Our economy and employment of our people is in crisis. In order to come back from the effects of this crisis on jobs and unemployment, we need leaders focusing on investments in new technology, increasing demand for American-made products, investing in our worksites and our auto manufacturing facilities, and creating new safe jobs.

But How? By VOTING

Many fought to overcome roadblocks to voting in our nation's history through blood and sacrifice. As Lewis, who passed on July 17, 2017, noted when the U.S. Supreme Court rolled back aspects of the Voting Rights Act, "I have said this before, and I will say it again. The vote is precious. It is almost sacred. It is the most powerful non-violent tool we have in a democracy."

But voting is still coming across roadblocks. The coronavirus pandemic is making in-person polling a questionable activity just as absentee and mail-in voting is hitting partisan snags in Washington. Some in power, out of political expediency, attempt to block access to mail-in voting out of petty concerns of which party would benefit more than the other. Worse, there is rhetoric undermining the legitimacy of mail-in voting ahead of the election — a pretext for an excuse if one party loses the next election.

This partisan crusade against absentee and mail-in voting has escalated with threats to withhold federal funds from states using absentee and/or by mail voting. This includes Michigan, which in 2018 approved a ballot initiative to amend the state's constitution to allow absentee voting without an excuse. It is entirely legal for the state to mail applications to voters who can then vote remotely.

But as our history foretells from the Jim Crow South, often our voting laws are less about protecting the right to vote, and more about laws that game the system by

placing hurdles for voters that may not be in agreement with those who write the laws. This must stop.

And the best way to overcome these obstacles is take full advantage of that right to share our voice, our vote in the upcoming elections. Make sure you are registered to vote, and – in the midst of this COVID-19 crisis – that you KNOW how to use absentee and mail-in voting options.

Since Proposal 3 passed in 2018, there is no deadline to register to vote in the State of Michigan: Michigan now allows same-day registration. However, it is always best to get registered ahead of time. If you haven't registered yet, visit the Michigan Voter Information Center at mVIC.sos.state.mi.us.

All registered voters in Michigan have the right to vote by mail. It's a safe way to vote and protect your health, and the process is secure and accurate. To vote by mail, fill out the simple application, print and sign it, and then mail or email it to your local clerk.

The Michigan General Election is Nov. 3. You must request an absentee ballot by Friday, Oct. 30 at 5 p.m. and return the ballot by Nov. 3 at 8 p.m.

We have so much on our plate right now, and so much at stake in the upcoming elections. Priority one is ensuring that ALL AMERICANS have the ability to vote and vote safely via mail-in ballots. And then making sure we do vote.

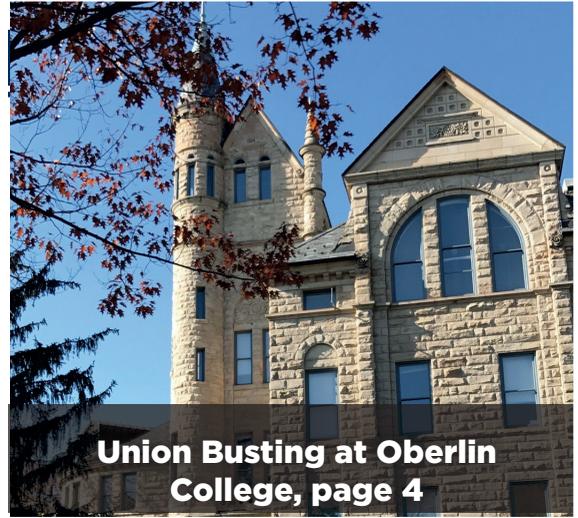
Choosing elected representatives, at the local, state, and national level is imperative to combatting the injustices many Americans still face, to ensure our economy, and jobs for our people get back on track. We must support legislators who work for us in enacting laws and policies that keep everyone safe, prosperous, and healthy.

What we need now is action, and we need people in place to make those crucial – and I mean crucial – changes immediately. To ensure this happens we must VOTE.



A handwritten signature in black ink, appearing to read 'Rory L. Gamble'.

Rory L. Gamble
President
International Union, UAW



Union Busting at Oberlin
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Oberlin College Parents, Alumni Slam Union Busting

Donations Withheld in Support of UAW Workers

The Princeton Review, which evaluates institutions of higher learning, says this about Oberlin College in northern Ohio:

“At Oberlin, ‘academics are very highly valued, but balanced with a strong interest in the arts and a commitment to society.’”

The supposed commitment to society has many alumni worried that the institution has strayed from its historical progressive roots by outsourcing the work of its UAW-represented custodial and food service staff earlier this year. In fact, they’re so concerned that many alumni and parents have withheld donations to the school and instead placed them in a separate fund designed to help the workers who lost their jobs.

“We were going to keep the college’s progressive tradition alive by not screwing the workers,” said Les Leopold, a 1969 graduate. “We hope we can do something positive for the workers and take some of the sting out.”

At press time, \$145,000 was placed in a special fund.

Three groups of Local 2192 workers were affected when the university went ahead with its plans to run counter to the university’s long-standing commitment to social justice. Most of the food service workers were retained by the company the university selected to outsource the work to. They are able to remain UAW members, but their overall compensation took a hit. Groundskeepers and skilled trades workers are in the midst of difficult negotiations with the administration.

But its custodial staff was callously sent packing in August, their jobs outsourced in the midst of a pandemic. And that sticks in the craw of alumni like Leopold, whose son also graduated from the school. The Oberlin he knew as a student and later as a proud alum was committed to social justice, and the recognition that the contribution of blue-collar workers like custodians, food service workers and skilled trades workers were just as important to society as the work of others. The “draconian subcontracting” that Oberlin administrators pushed on their UAW-represented workforce would have never happened under previous administrations.

Leopold, a noted author of many books on inequity and social justice, said the message is, “We care.”



PHOTOS COURTESY OF CHRIS HOWELL

Above and right: Oberlin faculty show their appreciation for the UAW Local 2192 workforce during a farewell parade in August.

“I was pleasantly surprised by just how many of my classmates, all the way up and down the line, were disturbed by this,” said Leopold, who co-founded the Labor Institute in 1976, a non-profit organization that designs research and educational programs for unions, worker centers and community organizations. “Why is the college so intent on creating so much ill will?”

It’s a question that Mary Doehr, who was a custodian at Oberlin for 18 years, would like an answer to, as well. Doehr, whose late husband, Lloyd, also worked at Oberlin for 25 years and retired in 2011, retired herself after seeing what the university intended to do to its custodial staff. Thanks to her union contract and Social Security benefits, she can retire and live somewhat comfortably, she said.

But she worries about the workers who cannot retire and must now find new jobs thanks to the policies put forth by the administration.

“It’s destroyed a lot of people,” she said.

Both Leopold and Doehr are still trying to figure out why. One answer might be that the university that once celebrated “one Oberlin” has allowed its administrators to “go corporate.” Parents do not send their children to Oberlin to be bankers or lawyers, for the most part, Leopold said. They send them to Oberlin because they love learning – and to use that learning to further society.

At one time, he said, Oberlin had the largest percentage of students who went on to earn doctorates in the nation.

For Doehr, the college had a family feeling that has now been lost. Late August has always been a difficult time for her because it's when she lost her husband. But being around the freshmen during move-in day always helped her get through. It was therapeutic to show the parents around and reassure them that they would take good care of their now-adult children.

"It was a pleasure to be able to see them start their journey in college," she said.



PHOTO COURTESY OF MARY DOEHR

Mary Doehr says Oberlin has lost that family feeling as a result of its poor treatment of its UAW-represented workers.

Doehr said she prays that her coworkers will be OK. They will have health care until June 2021 and severance, but after that runs out is what concerns her. "For me, I'm done," she said. "I don't want to work for a school like this. I don't have to."

Jones Lang LaSalle Workers Celebrate Contract Win

Raises, Lump Sums, New Holiday Among the Gains

Cleaning work facilities has taken on far more importance these days with the danger surrounding COVID-19. Industrial cleaners who work for Jones Lang LaSalle in August ratified a contract that rewards them for their roles as essential workers.

The contract, ratified with an 87% majority voting in favor, covers 579 workers at 25 General Motors' facilities throughout the country. There are two work classifications labeled Division 1 and Division 2. In Division 1, workers won a 5% immediate general wage increase, plus 3% in October 2020, 3% in October 2021 and 4% in October 2022.

In Division 2, workers won an immediate 3% lump-sum bonus, a 3% general wage increase in October 2020, a 3% lump-sum bonus in October 2021 and the 3% general wage increase in October 2022.

Full-time workers hired on or before Oct. 21, 2019 received a \$5,500 signing bonus. Part-time workers hired on or before the same date won a \$2,800 bonus. Full-time and part-time workers hired after that date received \$125 for each month of service.

Workers also won a \$250 Christmas bonus in December 2021 and December 2023. Effective 2021, the Monday after Easter becomes a paid holiday.

Former Flint 9 Aramark workers won a \$1,000 bonus. Quarterly attendance awards of \$150 a quarter were also won. Health care was maintained and an additional 24 hours of paid vacation was won.

"Industrial cleaners are key workers whose jobs often went unnoticed by many. These days, everyone understands how important their work is to plant health and safety," said UAW Vice President Terry Dittes. "The bargaining committee did an outstanding job in making sure they are fairly compensated for the hard work that they do."

Workers also will receive a \$150 annual shoe allowance if the shoes are required for work.

Renee Morgan, a Local 163 member who is an industrial cleaner at the GM Romulus Powertrain facility in Michigan, said the compensation reflects the fact that workers have been on a 2½ year contract extension.

"For me, the strongest part of the contract is that we held on to our health care without any additional costs," said Morgan, who was recently elected bargaining chair for the unit.

May We Never Witness This Again

The Killing of George Floyd is a Tipping Point



By Ray Curry

Over the past weeks across the nation, united demonstrations have made the message clear: People have had enough of the ongoing struggle for equality and equity, of the battle against systemic injustice, and the fear of being a person of color in America.

The catalyst for the latest demonstrations was the senseless and tragic death of George Floyd on May 25 at the hands of four police officers in Minneapolis. Floyd's death, those horrific eight minutes and 46 seconds as this American was begging for his life on an American street, was one of the most violent events witnessed through global media outlets.

Like all tipping points, this was nothing new. It was just too much. The weight of this horror became too heavy for our nation to bear.

Over years ... decades ... generations ... the situation is simply all too familiar. Black, brown and white, we cannot pick it up anymore and just carry on. I believe we are all too tired and we are all too weary of this. Too much pain, too much loss and too much grief.

IT MUST STOP – NOW

So, how do we proceed from here to heal this nation and finally institute meaningful change to make tragedies like George Floyd's death a thing of the past?

Here is my answer. WE VOTE.

What is necessary to make the real systemic change

needed in this country is to not only to make our voices heard in peaceful demonstration but to make our voices heard at the polls as well. One will not work without the other.

We must unite and come together to elect leaders who are committed to reform, committed to real change and committed to the well-being of all of us.

Now, as we know, voting has roadblocks, too. The COVID-19 pandemic has truly called into question why should we stand in long lines at the polls, running the risk of spreading the virus? The good news is, we don't need to take those risks. We have a system for absentee and mail-in voting, and we know it works.

A New Look at Voting

In our current environment, mail-in voting should be a viable and easy-to-access alternative to standing in long lines and exposing one another to the virus. The good news is, in more and more states like Michigan, Texas, Arizona and Virginia, it is easier than ever to vote absentee.

And contrary to the claims of opponents of mail-in voting who say it is not secure or does not work, there is no data to support this. Voter fraud – and especially fraudulent use of absentee ballots – is very rare. According to an article in The Hill, "Over the past 20 years, about 250 million votes have been cast by a mail ballot nationally. The Heritage Foundation maintains an

'Black, brown and white, we cannot pick it up anymore and just carry on. I believe we are all too tired and we are all too weary of this. Too much pain, too much loss and too much grief.'

online database of election fraud cases in the United States and reports that there have been just over 1,200 cases of vote fraud of all forms, resulting in 1,100 criminal convictions, over the past 20 years. Of these, 204 involved the fraudulent use of absentee ballots.”

Considering that in the last midterm election 120 million voters turned out – in one election not 20 – that’s a miniscule percentage.

Let’s Reach Our Goal

So, we have two things on our plate right now: ensuring that Americans, ALL AMERICANS, have the ability to vote and vote safely – and then making sure we do vote.

Choosing elected representatives, at the local, state and national level is imperative to combating the injustices people of color face every day in this nation. We must support legislators who will work for us in enacting laws and policies that keep everyone safe from the type of actions that took the life of George Floyd, and so many others.

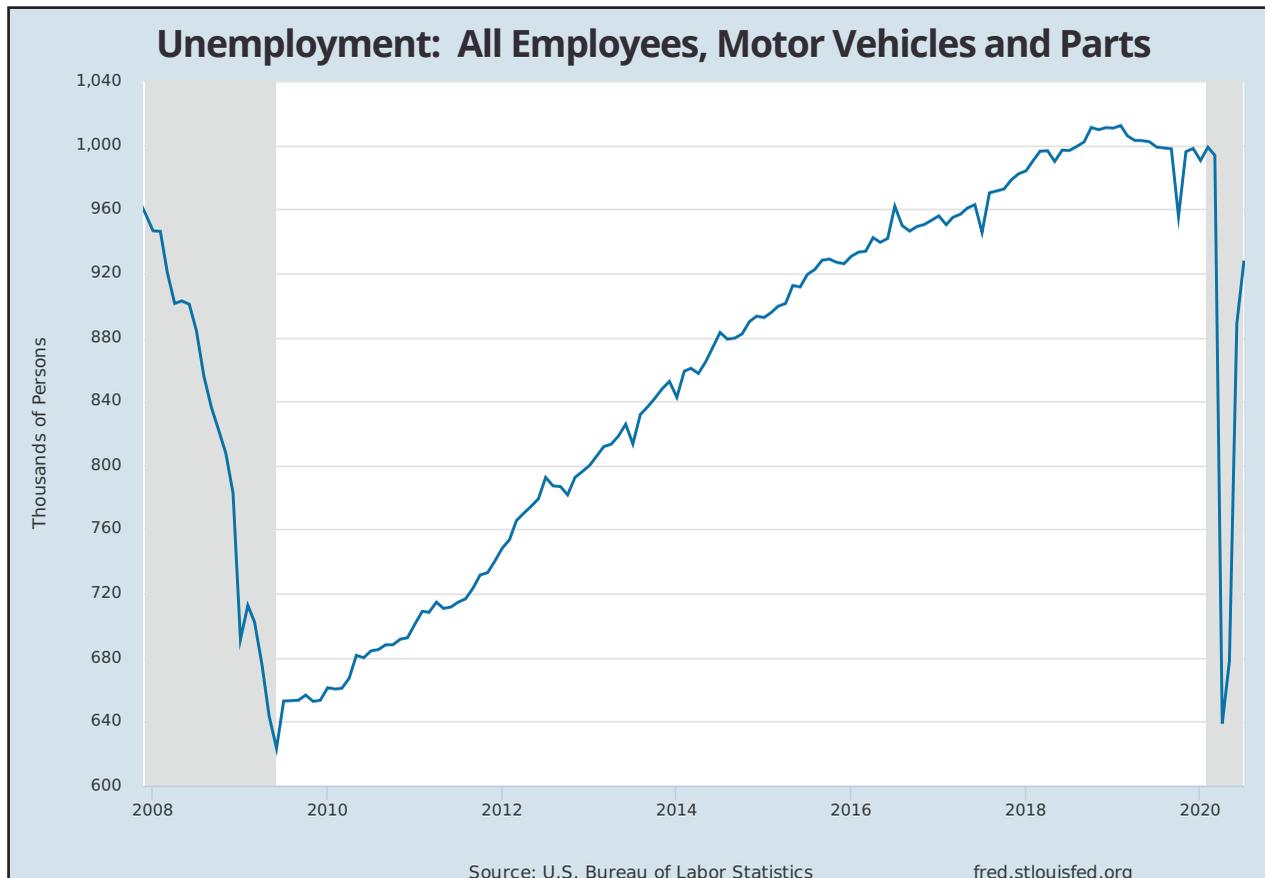
The Justice in Policing Act of 2020, currently being considered, would ban chokeholds, establish a national database to track police misconduct and prohibit certain no-knock warrants, among other initiatives. The bill,

which has 230 co-sponsors as of this writing, contains several provisions that would make it easier to hold officers accountable for misconduct in civil and criminal court and includes law enforcement training provisions. To get measures like this one passed, we need the right people in elected office. That is the only way we will see real, systematic change.

As Rep. Karen Bass, D-California, chairwoman of the Congressional Black Caucus, said during a recent Capitol Hill news conference, “Never again should the world be subjected to witnessing what we saw on the streets in Minneapolis: the slow murder of an individual by a uniformed police officer.”

To ensure this happens we must choose leadership that represents all of us. This November we can collectively get our arms under this awful burden and lift as one, lift as we say, in SOLIDARITY, to throw this terrible obstruction into the ditch where it forever belongs.

Ray Curry is the secretary-treasurer of the UAW. This opinion piece first appeared in June on the National Newspaper Publishers Association’s (NNPA) website. The NNPA is a trade association of the more than 200 African American-owned community newspapers from around the United States.



The Right for Women to Vote — 100 Years Later

Let's Not Waste What Took Decades of Struggle to Win



UAW Vice President Cindy Estrada, director of the UAW Women's Department.

On Aug. 18, 1920, women finally gained the right to vote with the passage of the 19th Amendment. The right to stand as equals with men and cast ballots to choose the people who would represent them.

It did not come easy. And the fight to make sure all Americans have an equal right to exercise their franchise remains an ongoing battle, especially for people of color.

The 19th Amendment stated that no U.S. citizen could be denied the right to vote based on their gender. Women gained the right to stand alongside their brothers, fathers, sons and other men and participate in the American democracy, to be counted as citizens with the attendant full rights of citizenship.

"Like all rights, getting the 19th Amendment passed took courage, determination and decades of hard work, struggle and sacrifice," said UAW Vice President Cindy Estrada, who directs the union's Women's Department.

"There were brave women — and men — who stood up to the pressures of the day; who stood up to a president of the United States who did all he could to suppress this fundamental human right; who yelled

'NO' in a resounding voice at all those who sought to keep them silent," Estrada said.

The suffragettes, as they were called, began their long, arduous fight in 1848 with the first women's conference, held in Seneca Falls, New York.

From there, it took decades of countless demonstrations, protests, arrests — and a great deal of sacrifice. Several of the leaders on the front lines — Lucy Barton, Alice Paul, Susan B. Anthony and others — braved prison sentences for the cause.

"They refused to be deterred. They refused to be bullied or put in 'their place,'" Estrada stressed. "And they refused to give up.

"I see that same spirit, that same tenacity and that same strength to fight for a just cause in my UAW sisters today."

Sadly, the fight for voting rights is far from over. Over the past decade, there have been numerous assaults on the right to vote from the highest court in the land and from state and local governments.

This year, Aug. 6 marked the 55th anniversary of the Voting Rights Act (VRA) being signed into law. The act, one of the most sweeping pieces of civil rights legislation, was designed to knock down barriers to African Americans' right and access to vote.

Section 5 of that law had assured that voting changes in several states — including Alabama, Alaska, Arizona, Georgia, Louisiana, Mississippi, South Carolina, Texas, and Virginia — were transparent, vetted, and fair to all voters



regardless of race by requiring changes to be pre-cleared by federal judges.

A 2013 Supreme Court decision, *Shelby v. Holder*, gutted those protections and voter suppression in states and communities across this nation has been on the rise since then. The Brennan Center, a non-partisan law and public policy institute, had warned that without the protections provided by Section 5, states might seek to reinstate or push a wave of discriminatory voting measures that were previously blocked or deterred by the law, threatening the rights of minority voters across the country to cast a ballot.

And that is exactly what happened. Within 24 hours of the *Shelby* ruling, Texas announced that it would implement a strict photo-ID law. In the years since, The Brennan Center has consistently found that states previously covered by the preclearance requirement have engaged in significant efforts to disenfranchise voters. Its 2018 report, for example, concluded that previously covered states have increased the purging of voters after *Shelby* when the purge rates in non-*Shelby* states stayed the same.

Earlier this summer, voters – including many voters of color – faced faulty voting machines, long lines, and extended wait times to cast their ballots in Georgia, one of the states previously subject to the preclearance requirement. If Section 5 were still in effect, the state, which has closed hundreds of polling places since *Shelby*, would have been required to clear its voting changes before enacting them.

John Lewis, one of the greatest champions of voting rights for all Americans, died in July. Congressman Lewis, beaten and battered on Bloody Sunday in Alabama by white supremacists during the Civil Rights era, was one of the leading activists in the passage of the VRA.

Like the suffragettes before him, Lewis never gave up.

“And neither will we,” Estrada said. “We fight on today in the same spirit of the suffragettes, John Lewis and all Americans who believe in justice and the integrity of our democracy. We fight to reinstate the powers of the VRA, to ensure that all Americans have a voice in our democracy and to send a message to those who would stand in our way: We will not give up!”

If elected, Joe Biden has committed to signing the John R. Lewis Voting Rights Act, which would repair and restore the law that the Supreme Court struck down. The measure, which passed the House in December, sits in Majority Leader Mitch McConnell’s legislative graveyard in the Senate.

Voting will be very different in this presidential election. The pandemic has created some new challenges to voting, and those who would seek to suppress voter participation and minorities’ access to voting, will try to capitalize on this situation.

As we celebrate the brave women and men who stood strong for a women’s right to vote 100 years ago, it’s more important than ever to

stand strong for voting rights for all today.

“I urge you to vote in this presidential election year and vote up and down the ballot,” urged Estrada. “In the 2018 midterms, more than 250 women ran for our nation’s public offices and we sent an unprecedented number of women to serve.”

The result of the 2018 election is that the concerns of women are represented in the halls of Congress and in local and state governments as never before, and in unprecedented numbers.

“I want to encourage my sisters to not only make our voices heard at the polls, but to consider running for political office,” Estrada said. “More than ever, America needs your strength, your tenacity, your intelligence, your management skills, your compassion, your perspective, your judgement.

“And young women need role models – we will define ourselves.”

With Biden’s selection of U.S. Sen. Kamala Harris, D-California, as his running mate, the country just might see its first woman, and first woman of color as its next vice president.

To make that happen, Estrada stressed, we must honor the work of the suffragettes and fighters like John Lewis and vote like the future of our country depends on it. Because it does.

The suffragists in the years leading up to 1920 took to the streets. They marched for their generation and every generation following. They marched to proclaim that a woman’s place is wherever her day takes her – whether it’s the kitchen, the president’s office or on the moon. A woman’s place on voting day, said the suffragettes, is at the ballot box – whether they stuff that box in person or by mail.

“Sisters, let’s do our sisters across the century proud,” Estrada said. “Let’s show them we know our place like never before.”



Getting Through the Tough Times

Union Plus

Benefits Can Help Save Your Home

The coronavirus has had devastating effects on American workers and union workers are no exception. Job losses and layoffs and the inevitable financial and psychological stress that they cause are a serious problem in the country.

But workers who carry a union card have some distinct advantages over those who do not. One of them is access to the wide array of services and benefits available to union members through the Union Plus program.

Union Plus Mortgage Assistance Program is a solid resource for union members during difficult times, especially during a layoff.

The program, administered through the AFL-CIO Mutual Benefit Plan, provides interest-free loans and grants to help make mortgage payments for members who are disabled, unemployed, locked out or on strike, or on layoff. Members who qualify for the Mortgage Assistance loan benefit also receive a one-time grant of \$1,000.

To be eligible:

- You must have a Union Plus mortgage for at least one year.
- You or your eligible cosigner are out of work due to a union-approved strike, lockout, involuntary unemployment, or disability.
- Your income or the eligible cosigner's income is reduced by an amount equal to at least 50% of the monthly mortgage payment.
- The income loss occurred within one year of application.

Documentation verifying union membership, out-of-work status and related income loss is required at the time of application for benefits.

Visit unionplasmortgage.com/index.html to learn more about the Union Plus Mortgage Program, how it helps union members and how to apply for its benefits.

There are other Union Plus programs as well during this time of uncertainty. The programs, under the Union Plus Hardship Help banner, are designed to help union families in a number of ways:

Financial Assistance

Strike Benefits

Strike Grant for Union Plus Credit Cardholders

Strike Grant for Union Plus Personal Loan-holders

Layoff Assistance

Job Loss Grant for Union Plus Credit Cardholders

Job Loss Grant for Union Plus Personal Loan-holders

Debt Management

Credit Counseling

Bankruptcy Counseling Fee Waiver

Legal Help

Homeowner Assistance

Mortgage Assistance

Save My Home Hotline

Disaster Relief Grants

Healthcare Assistance

Medical Bill Negotiating Service

Hospital Grant for Mortgage, Supplemental Insurance

Hospital Grant for Union Plus Credit Card Cardholders

Disability Benefits

Visit unionplus.org/hardship-help/union-plus-hardship-help-benefits to check out the numerous programs available to UAW members.



BUY UNION-MADE PRODUCTS FOR A GREAT AMERICAN COOKOUT

Let's grill our way to a **STRONGER AMERICA** by supporting union-made products from workers who enjoy fair wages, safe working conditions and access to health care through **COLLECTIVE BARGAINING.**

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- Text **AIRLINE** to **22555** for union-friendly airlines
- Text **APPLIANCE** to **22555** for union-made appliances
- Text **BEER** to **22555** for union-made beer
- Text **CARS** to **22555** for union-made vehicles
- Text **CANDY** to **22555** for union-made candy
- Text **HOTEL** to **22555** for union-friendly hotels
- Text **PETS** to **22555** for union-made pet products
- Text **TOYS** to **22555** for union-made toys

**Message & Data Rates May Apply. Reply STOP to opt-out.*



Union Label Department

HOT DOGS

Al Pete
Imperial
Armour
John Morrell All Beef Hot Dogs
Ball Park
Luther's Hot Dogs
Boar's Head
Oscar Meyer
Brummel & Brown

DESSERTS

Ding Dongs
Keebler Vanilla Wafers
Twinkies
Kit Kat
SnoBalls
Laffy Taffy
Rice Krispies Treats
Breyer's Ice Cream
Chips Ahoy
Good Humor Ice Cream
Nabisco Nilla Wafers
Prairie Farms Ice Cream

SNACKS

Alexander & Hornung
Cheez-It
Chex Mix
Ball Park
Doritos
Banquet
Fritos
Butterball
Humpty Dumpty Potato Chips
Dearborn Sausage Co
Lay's
Farmer John
Pirate Booty
Farmland
Smartfood Popcorn
Hebrew National

SUPPLIES

Durex Maverick Barbeque Tools
Solo cups, plates, and bowls
Igloo Cooler
Thermador Grills
Rubbermaid coolers
Weber Grills (Genesis, Summit and Q Series)

BEER

Bass Ale
Coors
Budweiser and Bud Light
Burger Light
Eye of the Hawk Select Ale
Genesee 12 Horse Ale
Killian's Irish Red
Landshark Lager
Leinies Summer Shand
Miller Products
White Hawk Select IPA
Stella Artois

POP

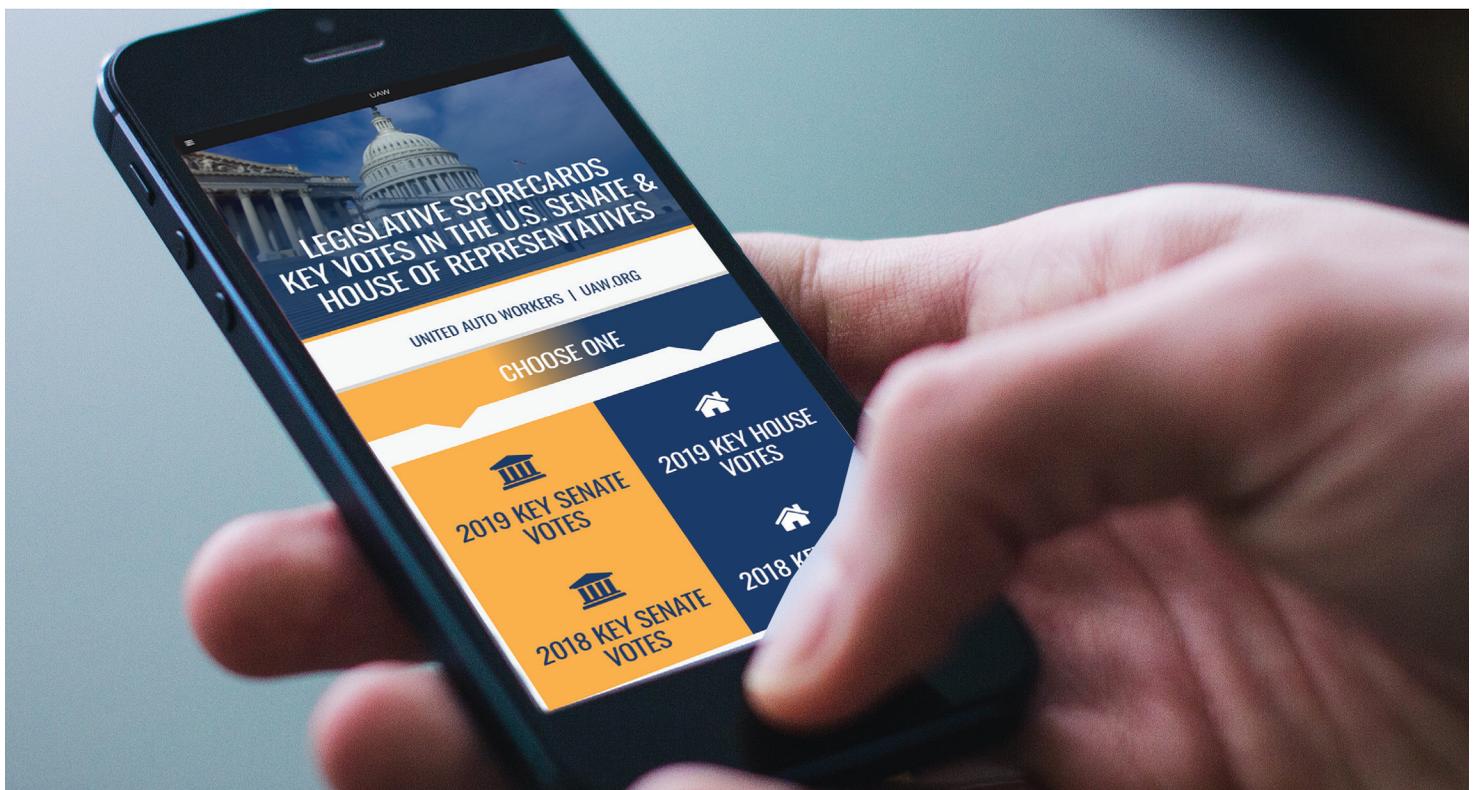
A&W Root Beer
Canada Dry
Coca Cola
Orange Crush
Pepsi
RC Cola

What legislation is out there and how did my elected officials vote?

Find out using the Legislative Scorecards: a quick online resource on UAW.org today!

1 First, go to UAW.org/legislative-scorecards or scan the QR code with your smart phone or tablet

2 Then, choose which year under House or Senate



3

Check out key votes in the U.S. House of Representatives and Senate

4

Scroll down to the bottom section to see if elected officials voted for the UAW position (+) or voted against it (-)

SENATE VOTE DESCRIPTIONS

1. ALLISON JONES RUSHING, UNITED STATES COURT OF APPEALS FOR THE FOURTH CIRCUIT

The Senate confirmed Allison Jones Rushing to the U.S. Court of Appeals for Fourth Circuit by a vote of 53-46. The UAW opposed Rushing because of her anti-worker record and poor record on civil rights issues.

2. CHAD READLER, UNITED STATES COURT OF APPEALS FOR THE SIXTH CIRCUIT

The Senate confirmed Chad Readler to the U.S. Court of Appeals for the Sixth Circuit by a vote of 52-45. The UAW opposed Readler's nomination based on his anti-worker record.

3. NEOMI RAO, UNITED STATES CIRCUIT JUDGE, DISTRICT OF COLUMBIA

The Senate confirmed Neomi Rao for the U.S. Court of Appeals by a vote of 53-46. UAW opposed Rao's nomination because of her extensive record of rolling back civil and human rights advances for millions of Americans, including undermining protections against racial discrimination.

HOUSE VOTE DESCRIPTIONS

1. FOR THE PEOPLE ACT (H.R. 1)

The UAW endorsed this pro-democracy bill aimed at expanding and protecting voting rights, reforming campaign finance laws, and strengthening government ethics.

2. PAYCHECK FAIRNESS ACT (H.R. 7)

The UAW has been a long-time supporter in opposing wage discrimination. This bill would bar employers from demanding salary history and prohibit retaliation against workers who discuss or share their wage compensation.

3. PROTECTING AMERICANS WITH PRE-EXISTING CONDITIONS ACT (H.R. 986)

The UAW endorsed this bill to halt the Administration's expansion of junk plans that could exclude health care coverage to millions of Americans with pre-existing conditions.

4. DREAM AND PROMISE ACT (H.R. 6)

SCORECARD 

2019 HOUSE VOTING RECORD

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | Percentage of Agreement with UAW Position |
|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---|
| UAW POSITION | YES | |
| | - | - | - | - | + | - | + | - | + | - | - | 27 |
| | - | - | - | - | + | - | - | - | X | X | - | 11 |
| | - | - | - | - | + | - | - | - | - | - | - | 9 |
| | X | - | - | - | + | - | - | - | - | - | - | 10 |
| | - | - | - | - | + | - | - | - | - | - | - | 9 |
| | - | - | - | - | + | - | - | - | - | - | - | 9 |
| | + | + | + | + | + | + | + | + | + | + | + | 100 |

Let's hold our elected officials accountable!
 Visit [UAW.org/legislative-scorecards](https://www.uaw.org/legislative-scorecards) today



Critical Decisions Ahead

Elect Candidates Who Support Active and Retired Workers and Their Families

On Nov. 3, 2020, American workers will make critical decisions on who will lead the country, who will make the laws and how they will be enforced and interpreted.

While it's easy to get caught up in the constant back-and-forth of political campaigns, 24/7 news and social media coverage, and dueling political attack ads, it is clear that this election will be like no other. The question is which candidates have the vision and the policies to help the country move forward in this dual economic and health care crisis. The UAW's vision is one that supports working families, provides a pathway to a middle-class existence for all Americans, and ensures access to affordable health care, education, a safe workplace, and a secure retirement. It's no different from what the overwhelming majority of Americans, union and non-union alike, want and need. Worker protections have been rolled back over the past few years, and the GOP-led Senate has primarily focused on confirming anti-worker judges while largely refusing to bring up any of the House passed-legislation that benefit workers. Meanwhile, the federal judicial system frequently sides with corporate interests over those of the working families.

UAW members can turn the tide by voting for candidates who support policies that help their families and communities or choose to support anti-worker legislators who strip the very protections they need.

Here is what has happened on issues critical to UAW members in the last four years. UAW members, retirees, and their families can shape the direction of our country by knowing where candidates stand on and then voting for leadership that will stand up for working families.

Issue #1: Labor Rights

The percentage of workers belonging to unions was 20.1% in 1983, while today it is less than 11% – and in the private sector it has shrunk to 6.4%, levels not seen since 1932. Recent polls show a strong majority of workers would vote for a union if they had the chance, but unfortunately weak labor laws and intimidation by employers have had a detrimental effect on working people. According to the Economic Policy Institute (EPI), in one out of every three campaigns employers fire pro-union workers. At least \$1 billion is spent annually in opposition to organizing. Ninety

percent of employers require captive-audience meetings to pressure workers to vote against joining a union.

Over the last few years, a relentless anti-worker agenda has been carried out through executive orders, federal rulemaking, and stacking the courts with anti-union judges who enjoy lifetime appointments. The collective bargaining rights of federal government workers have been severely eroded. It is now easier to fire federal workers, and at least in one case, unilaterally impose a new contract for unionized employees of the Environmental Protection Agency. These attacks are part of larger efforts by anti-worker forces to eliminate unions in order for the wealthy to get an even bigger piece of the pie.

Anti-worker agencies officials throughout the federal government are being confirmed by the Republican-led Senate. Once in a position of power, these officials have favored big business and have showed little regard for workers' rights, including Labor Secretary Gene Scalia, who is in charge of enforcing workers' rights and U.S. labor laws. Secretary Scalia spent much of his career fighting on behalf of America's largest businesses who are trying to silence the voice of workers.

Under the law, the president's party controls three of the five seats on the National Labor Relations Board (NLRB), an agency of the federal government whose purpose is to enforce U.S. labor law. The NLRB has been outright hostile to workers' rights. Over the last couple of years, the Republican majority on the NLRB has made fair elections more tenuous, and it easier for employers to interfere with elections and threaten workers with impunity. Currently, the NLRB only consists of Republicans. Having a board with members from just one party is a departure from a long standing, bipartisan tradition of the Senate, which is responsible for confirming board members.

Many of these attacks are more below the radar screen but no less harmful. Last year's vote at Volkswagen in Chattanooga, Tennessee, is a clear example. After Volkswagen workers filed to have an election to form a union, the NLRB put the election on hold for weeks, giving the company ample time to ramp up its anti-union campaign and defeat the drive.

The Change Workers Need: The House of Representatives

passed, with the strong support of the UAW, The Protecting the Right to Organize Act (H.R. 2474) mostly along party lines in 2019. It would strengthen penalties against corporations that violate workers' rights, provide for mediation and arbitration of first contracts, eliminate right to work, prohibit captive audience meetings, and support workers' right to strike for basic workplace improvements. The Public Service Freedom to Negotiate Act, introduced in the 116th Congress, would strengthen labor rights in the public sector by reversing the Supreme Court's dreadful *Janus v. AFSCME* decision and add additional protections.

The House, also mostly along party lines, passed the Forced Arbitration Injustice Repeal (FAIR) Act, which would reinstate the right of workers to sue employers in court. As a condition of employment, many workers have to sign arbitration agreements that force them to waive their right to sue their employers for labor violations, discrimination, sexual harassment and more. In a majority of cases, workers do not win their cases through arbitration and if they do, are more likely to receive less compensation than they would through the courts. The Supreme Court issued several decisions in recent years that side

with employers in arbitration disputes.

Senate Majority Leader Mitch McConnell refused to bring any of these bills to a vote.

Issue #2: Retiree Benefits

Everyone deserves a secure retirement that provides for their basic needs and keeps them out of poverty. In 2017, Republicans in Congress gave sweeping tax cuts to multinational corporations and the super wealthy while exploding the national debt. Anti-worker politicians have made it clear that they want to pay for these tax cuts by cutting entitlement programs such as Social Security and Medicare, which has long been a goal of conservatives and Wall Street. Majority Leader McConnell has said that the national debt is driven by "the three big entitlement programs that are very popular, Medicare, Social Security and Medicaid" and that he hopes Congress will "get serious" about making cuts.

Social Security is the most successful anti-poverty program in our nation's history. For about half of seniors, it provides at least 50 percent of their income, and for about one in four seniors, it provides at least 90 percent of income, making it the only thing standing between them and poverty.

Another avenue for retirement security is pensions, but unfortunately

in recent years many workers have had to face uncertainty over whether their benefits could be cut after decades of contributing their hard-earned investments. The House passed the Butch Lewis Act (H.R. 397) to strengthen multi-employer pension plans, which cover millions of union retirees. However, McConnell has refused to allow a vote on it.

The current administration has also weakened regulations designed to ensure financial advisors work for their clients' best interest, also referred to as the "fiduciary rule," rather than their own. The administration's weakening of it puts the retirement savings of everyone at greater risk.

The courts have also dealt UAW retirees other major setbacks: In 2018, the Supreme Court decided that CNH Industrial, an agricultural implements manufacturer, was no longer obligated to provide retirees with lifetime health care benefits, even though it signed a contract committing itself to doing just that. The court ruled that the "lifetime" health care benefits do not survive the expiration of the collective bargaining agreement. A year later, it refused to hear a case that stripped UAW retirees at Honeywell Inc. of their collectively bargained lifetime benefits.

The Change Workers Need: Support candidates who pledge to protect

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Union Membership



According to BLS, the union membership rate — the percent of wage and salary workers who were members of unions — was 10.3 percent in 2019. The number of wage and salary workers belonging to union was 14.6 million in 2019.



In 1983, the first year for which comparable data is available, union membership was 20.1 percent and there were 17.7 million union workers.



6.2 percent of workers in the private sector are unionized. The union membership rate for public sector workers is 33.6 percent.

U.S. Bureau of Labor Statistics (BLS),
Jan. 2020

Social Security – and mean it. Raising the cap on the payroll tax – currently set at \$132,900 – would go a long way toward strengthening Social Security. But protecting Social Security is not enough, candidates must support strengthening pensions with the Butch Lewis Act. Elected officials who do not commit to protecting Social Security and pension benefits don't deserve workers' votes. Also, the meaningful standards for investment advisors set by the Obama administration need to be reinstated so workers and retirees know that advisors are working in their best interests.

Issue #3: Health Care

Over the last four years, anti-worker policy makers have taken mighty swings at the Affordable Care Act (ACA) – and they're not done. In December 2018, a federal court in Texas declared the entire ACA invalid. In the case brought forth by 20 Republican attorneys generals and governors, the judge agreed with the plaintiffs who argued that since the individual mandate tax penalty was eliminated under the Tax Cuts and Jobs Act, the entire ACA should be struck down. That case is now before the Supreme Court.

The ACA is known for drastically reducing the uninsured rate, helping 20 million people gain coverage, making health care more affordable and providing critical consumer protections. What is often overlooked is that the ACA has also had pronounced benefits for employer-based health plans. Because of Obamacare, all plans must cap out-of-pocket costs, must provide 10 essential health benefits with no annual or lifetime dollar limit and cannot impose waiting limits for people with pre-existing conditions. Incredibly, amid a pandemic, the administration continues to support repealing Obamacare although 5.4 million laid off workers lost their insurance between February and May 2020. Here are just a few of the terrible policy decisions that have been made:

- Federal agencies are allowing the sale of “junk” health insurance policies that do not have to comply



High Cost of Prescription Drugs

- Americans pay on average nearly four times more for drugs than other countries – in some cases, 67 times more for the same drug
- 1 in 4 Americans report difficulty affording their prescription drugs
- Many often ration their medication or skip life-saving drugs all together because they cannot afford the cost

with the ACA standards covering prescription drugs, maternity care, mental health services or people with pre-existing medical conditions. These plans are not required to comply with consumer protections that limit out-of-pocket costs or coverage of essential health benefits, including those that are needed to pay for the treatment and prevention of COVID-19, such as hospital care, emergency care, laboratory services or preventive services.

- Funding has been cut by 80 percent since 2016 for consumer enrollment assistance and outreach through the Obama navigator program for the 34 states whose ACA marketplaces are facilitated by the federal government.

- Some members of Congress have proposed increasing the Medicare eligibility age from 65 to 67 and turning the guaranteed benefit program into a voucher system where seniors would be given a set amount of money to purchase coverage in the private market. Both proposals would raise the out-of-pocket costs for seniors. Proposals to raise the Medicare eligibility age are particularly concerning to UAW members because it could negatively affect early retirees who receive their health coverage through the VEBA trust.

There has been some positive action on health care in the House of Representatives. In December, the House passed legislation, The Lower

Drug Costs Now Act (H.R. 3), to address the skyrocketing cost of prescription drugs. It would allow the government to negotiate the price of up to 250 medications annually, including insulin, the cost of which tripled over the past decade. Companies that do not comply with the negotiated price would face steep fines. The Senate has yet to vote on the bill or other measures to lower prescription drug costs.

The Change Workers Need: Electing candidates who see affordable health care as a right and not a privilege would be a good start. The rising cost of prescription drugs is a top issue for voters. Too many working families are often faced with the difficult choice of rationing or foregoing their medications because they cannot afford them.

Support candidates who back the Lower Drug Costs Now Act, legislation supported by the UAW to lower the cost of lifesaving medications. Review the positions of candidates to determine where they stand on preserving and strengthening the ACA. The COVID-19 pandemic has amplified the importance of advancing policies to ensure that everyone has access to affordable, accessible health care coverage.

Issue #4: Voters' Rights

Voting rights goes to the core of what the UAW has historically fought for. Everyone – regardless of race, creed, color, religion, and gender



Rampant Voter Suppression

should have equal access to the ballot box. Unfortunately, in recent years, obstacles to voting have only intensified with numerous court decisions curtailing voting rights. In recent times, our country has witnessed some of the most extreme voter suppression attempts in decades. Since 2010, 25 states have enacted new voting restrictions, including strict photo ID requirements, early voting cutbacks, and registration restrictions. Registered voters have been intentionally purged from voter rolls and hundreds of polling stations have been closed, many in predominantly African American communities.

Voter suppression attempts are continuing, and some states may use the COVID-19 crisis to justify limiting access to the ballot box. Voter suppression, despite being against democratic principles, aids right-wing candidates at the federal, state and local levels. Some policymakers have opposed the idea of expanding vote by mail or online voting during the pandemic, claiming that it will increase voter fraud. The reality is that extensive research shows that voter fraud is very rare, voter impersonation is virtually non-existent, and many instances of alleged fraud are, in fact mistakes by voters or administrators. They have been emboldened by the 2013 Supreme Court ruling in the *Shelby County v. Holder* case which struck down key portions of the landmark Voting Rights Act of 1965 that required federal oversight of election laws in certain Southern states.

This year is a critical election year as the U.S. Census will be taken and it will determine how many representatives each state will get in Congress. The party in control in each state generally gets to set the boundaries for voting districts. Gerrymandering, where voting lines are deliberately drawn to help or hurt the voting power of certain parties and candidates, has already expanded in several states. Lower courts have deemed extreme cases of

gerrymandering to be unconstitutional, but the Roberts Supreme Court ruled that partisan gerrymandering is not within the federal courts' purview, damaging attempts to curtail the practice, which essentially allow states to continue to put up barriers to voting.

The Change Workers Need: The most effective way to battle voter repression is to vote – and then demand that candidates support laws that increase voter participation such as the For the People Act. The legislation, which has passed the House and remains stalled in the Senate, would expand voting rights, strengthen government ethics, and reform campaign finance laws. It would restore provisions in the Voting Rights Act that were struck down in *Shelby County v. Holder*; prohibit voter roll purges as seen in Ohio, Georgia, and elsewhere, and end partisan gerrymandering by establishing independent redistricting commissions. It would also expand voting participation by allowing same day and automatic voter registration and making Election Day a national holiday.

Issue #5: Health and Safety

Perhaps nothing has demonstrated the need for adequate health and safety measures in the workplace more than the COVID-19 pandemic. UAW members have been on the frontlines of this pandemic while union leadership at all levels have strongly urged those in power to protect workers from potential exposure. In the last four years, policies coming from Washington have shown little but contempt for the health and safety of workers. Republicans in Congress used an obscure law to repeal an Occupational Health and Safety Administration (OSHA) regulation that required an employer to keep accurate injury and illness

- Since 2010, 25 states have enacted new voting restrictions, including strict photo ID requirements, early voting cutbacks, and registration restrictions.
- Registered voters have been intentionally purged from voter rolls and hundreds of polling stations have been closed, many in predominantly African American communities.

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records for more than six months. It then repealed an Obama administration OSHA rule that required employers with 250 or more workers to electronically submit reports on workplace injuries and illnesses. These measures make it harder for workers, unions and the government to identify who is getting sick or injured, the type of work being performed, and what remedies should be implemented, thereby putting workers in unnecessary jeopardy. These rollbacks also make it harder to collect the evidence that is necessary to make other much-needed OSHA rules.

The current administration also:

- Repealed a regulation designed to prevent chemical facility disasters that kill workers and release poison gases into densely populated areas.
- Eliminated worker protection from regulations and bans to protect the public from hazardous chemicals.
- Repealed a rule that would have required companies to disclose safety and health and labor violations in order to qualify for federal contracts.
- Withdrew an OSHA policy that gave nonunion workers the right to have a representative participate in OSHA inspections.
- Refused to make public employer injury data reported to OSHA, even though similar data has been posted on OSHA's website for years.

The Change Workers Need: Five actions by the next Congress that would greatly enhance worker health and safety:

- Repealing the Congressional Review Act would prevent Congress from reviewing and then repealing regulations like the ones established by OSHA that required adequate and timely recordkeeping of workplace

fatalities and injuries.

- Passing the Workplace Violence Prevention Act that calls on OSHA to create a national standard requiring employers in health care and social services sectors to implement a workplace violence prevention plan.
- Passing the Protecting America's Worker's Act, which would protect America's workers by requiring OSHA to investigate all workplace fatalities and serious injuries, increase penalties for willful and repeated OSHA violations, and improve protections for workers who blow the whistle on unsafe conditions.
- Passing the Alan Reinstein Ban Asbestos Now Act that bans importation and all uses of asbestos-containing material within 12 months of the effective date. It includes measures to protect working people and the public from previously installed asbestos and asbestos that is currently in commerce.
- Passing the Asuncion Valdivia Heat Illness and Fatality Prevention Act to require that workers in high heat environments – whether indoors or outdoors – have paid breaks in cool spaces, access to water, and limitations on how long they can be exposed to heat.

Issue #6: The Courts

Often overlooked is the impact that judicial and administrative nominations and appointments have on workers. Federal judges from the district court level to the U.S. Supreme Court often make the final decision on many issues affecting workers. Low-level administrative appointments all the way up to Cabinet-level appointments often make decisions outside the glare of

the media and public that have extraordinary impact on workers' lives. It is critically important that when the president nominates or makes appointments that these people are qualified and take workers' interests to heart. In the last four years, workers' interests have taken a back seat to those of corporations and others. As noted earlier, in 2018 the Supreme Court took away health care coverage from UAW retirees when it ruled that the "lifetime" health care benefits do not survive the expiration of the collective bargaining agreement.

Hundreds of judicial nominations of federal judges have been pushed through the GOP-led Senate with little or no debate. The biggest priority in the GOP-controlled Senate, by far, is approving anti-worker ideologues across federal courts – the Supreme Court, District Courts and Courts of Appeals. Leader McConnell has said he is intent on "changing the federal courts forever."

Their efforts have been highly successful. The Senate famously blocked votes on President Barack Obama's judicial nominations, leaving hundreds of vacancies now being filled at a rapid pace. McConnell even changed the Senate rules and broke long-standing bipartisan traditions to allow judges to be confirmed even faster. McConnell used a procedural maneuver referred to as the "nuclear option" to cut debate for lower level nominees from 30 to two hours. Republicans earlier abandoned a tradition that allowed senators to block judges from their home states.

Confirmed nominees have largely been extreme partisans with track records indicating they are unsuitable for the federal bench, rather than qualified jurists who would apply the law fairly and impartially. By stuffing the federal judiciary with these extreme nominees, Senate Republicans are shifting the court system in ways that will impact working families for decades. Most of the confirmations have moved forward along party-line votes.

The Change Workers Need: Support candidates who oppose confirming judges to the federal courts who have records of opposing labor

| Current judge | Date | President |
|------------------------------|------|-----------|
| Chief Justice – John Roberts | 2006 | G.W. Bush |
| Clarence Thomas | 1991 | H.W. Bush |
| Ruth Bader Ginsburg | 1993 | Clinton |
| Stephen Breyer | 1994 | Clinton |
| Samuel Alito | 2006 | G.W. Bush |
| Sonia Sotomayor | 2009 | Obama |
| Elena Kagan | 2010 | Obama |
| Neil Gorsuch | 2017 | Trump |
| Brett Kavanaugh | 2018 | Trump |

STATES THAT HAVE ENACTED VOTER SUPPRESSION LAWS SINCE 2010

Since 2010, 25 states have enacted new voting restrictions, including strict photo ID requirements, early voting cutbacks, and registration restrictions. Registered voters have been intentionally purged from voter rolls and hundreds of polling stations have been closed, many in predominantly African-American communities.

Source: Brennan Center for Justice



- Alabama
- Arizona
- Arkansas
- Florida
- Georgia
- Illinois
- Indiana
- Iowa
- Kansas
- Mississippi
- Missouri
- Montana
- Nebraska
- New Hampshire
- North Carolina
- North Dakota
- Ohio
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Virginia
- West Virginia
- Wisconsin

rights, health care, civil rights, and health and safety issues in the workplace. The same applies to nominees for administrative positions.

Issue #7: The Economy and Jobs

The gap between the richest and the poorest U.S. households is at levels unseen since the Gilded Age over a century ago. The concentration of wealth at the top has taken a real toll on working families and a multifaceted plan of attack is needed to change course. Policies to directly raise the minimum wage and increase overtime pay for white collar workers must play a role.

The Fair Labor Standards Act (FLSA), enacted in 1938, requires employers to pay overtime to their workers at a rate of time-and-a-half after they have worked over 40 hours a week. It also sets the federal minimum wage, currently \$7.25 an hour. The purpose of the overtime provision was to create more jobs by providing a disincentive for employers to require their employees to work longer hours.

Congress has not passed legislation to increase the minimum wage since 2009, as House Republicans refused to allow a vote on increasing the minimum wage when they were in control.

More recently, the Department of Labor (DOL) lowered the overtime pay threshold for white-collar workers, such as UAW members who work as post-docs conducting often vital research at our nation's colleges and universities. In 2019, the DOL issued a final rule to reduce the overtime threshold to \$35,568. Under the Obama administration,

the DOL issued regulations raising the salary level for overtime eligibility from \$455 per week (\$23,660 annually) to \$913 per week (\$47,476 annually).

The 2016 overtime rule would have made over a million more Americans eligible for additional pay, including thousands of UAW members who work in our colleges and universities.

The Change Workers Need: In 2019, under the control of Democrats, the House passed the Raise the Wage Act, which would raise the minimum wage from \$7.25 to \$15 per hour by 2025 and include automatic increases. It is vitally important to have the minimum wage indexed so workers do not have to depend on the generosity of employers and Congress to act.

The Restoring Overtime Pay Act, which would raise the minimum salary threshold for executive, administrative and professional employees exempt from federal overtime compensation threshold to \$47,476 per year along with automatic indexing of the salary threshold every three years. This standard would codify regulations that were finalized by the Obama administration in 2016 but never implemented as special interests successfully had the higher thresholds blocked in the courts.

Take Action:

This is just a small snapshot of the issues affecting working families in the 2020 elections. Review the positions and scorecard of candidates before voting. The next four years and future of our democracy depend on it.

A Letter to UAW Retirees From the President

Solidarity House

8000 EAST JEFFERSON AVE.
DETROIT, MICHIGAN 48214
PHONE (313) 926-5000



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

RORY L. GAMBLE, *PRESIDENT*

RAY CURRY, *SECRETARY-TREASURER*

VICE-PRESIDENTS: TERRY DITTES • CINDY ESTRADA • GERALD KARIEM

August 2020

Dear UAW Retirees,

Thank you for your commitment and solidarity to your union in these most difficult times. Much has changed in the last year. We have new leadership and many challenges to overcome as we remake the ethical foundations of our union, try to stay safe during a vicious pandemic and forge ahead in a presidential election year that we all know will have long-lasting consequences.

A year ago, no one had heard of COVID-19, social distancing and wearing masks in public. Now, it is front and center in our daily lives. We mourn the loss of many active and retired members who have fallen to this deadly virus. We worry about the health of our loved ones, especially our fellow retirees and older relatives who fall into the most vulnerable risk category. It hurts to not be able to visit and hug loved ones, many of whom have had no social interaction since the lockdowns began. We miss being with our fellow UAW retirees as most, if not all, retiree meetings, drop-in centers, conferences and gatherings have been postponed since March. Phone calls and Zoom meetings cannot replace the feeling of physically being there for each other.

When we will return to some semblance of normal is not known. But know that the UAW remains committed to those who have served their union so honorably over the decades. We will get through this together. Our tradition of looking out for each other remains as strong as ever.

What also remains strong is our solid commitment to remaining active and engaged in the affairs of our communities and nation. The 2020 elections could very well be a turning point in our nation's history, but only if we make it so. A lot of critical issues hang in the balance such as the future of retirement security, especially Social Security. Affordable health care and the future of Medicaid and Medicare also are at risk. This election year will be like no other because of the challenges COVID-19 presents to voting. But we are up to the challenge. We need UAW retirees to continue their fine tradition of remaining active because we know the many gains we have made at the bargaining table can be wiped out in Washington and in state capitals by politicians who favor business interests at our expense.

Your role is an important one. Your knowledge and willingness to educate and inspire the next generation is critical to making sure working families have a voice. We want to personally thank you for all you have done in the past and will continue to do in the future. One of the best ways to stay active in your union is to become a dues-paying retiree. For just \$3 a month — or more if you so choose — you can support the UAW Retired Workers Department and the programs it operates that will resume when it is safe to do so. The Retired Workers Department has many avenues for retirees to be involved with their union and community. To find out more about these opportunities, please visit UAW.org/retirees. Dues cards are printed in the following pages and may be filled out and mailed back to the International at the address provided.

We will get through this difficult time in the spirit of solidarity that forged this union as a forward-looking advocate for the best interests of its members, active and retired.

God Bless and Stay Safe and Healthy,

A handwritten signature in black ink, appearing to read "Rory L. Gamble". The signature is fluid and cursive, written over a light-colored background.

Rory L. Gamble
President
International Union, UAW

Clip out the card that corresponds to your former workplace, fill it out, sign it and send to:

UAW Retired Workers Dept.
8000 E. Jefferson Ave.
Detroit, MI 48214

For Ford Retirees

RETIRED EMPLOYEE'S AUTHORIZATION FOR CHECK-OFF OF DUES

TO: FORD, Trustee under the Ford-UAW Retirement Plan, and any Successor Trustee(s). Date _____

I hereby assign to the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), from any monthly retirement benefits payable to me as a retired employee under the Retirement Plan established by agreement between Ford Motor Company and the International Union, UAW, the sum of \$3.00 or more _____ as monthly membership dues in accordance with the Constitution of the International Union, UAW. I authorize and direct you to deduct such amount from said monthly retirement benefit and to remit same to the Union at such times and in such manner as may be agreed upon between Ford Motor Company and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall remain in full force and effect until written revocation is received by the Company, except that it shall be suspended and not in effect with respect to any monthly retirement benefit payable at a time when there is not in effect (1) an agreement between the Company and the Union concerning the maintaining of the Plan which permits or provides for the deduction of Union dues from monthly retirement benefits payable to a retired employee and (2) an authorization by the Board of Administration to the Trustee to make such deductions.

Contributions or gifts to the UAW are not deductible as charitable contributions for Federal Income Tax purposes.

| | | | |
|---------------------------|-------|---------------------|--------|
| Name - Type of Print Name | | Local Union No. | Region |
| Street | | Social Security No. | |
| City | State | Zip | |
| Phone | Email | | |

Return to: UAW Retired Workers Dept.
8000 E. Jefferson - Detroit, MI 48214

Signature of Retired Employee here


 UAW
 FORD
 Rev. 07/14
 FORM RW 1388


For Chrysler Retirees

RETIRED EMPLOYEE'S AUTHORIZATION FOR CHECK-OFF OF DUES

TO: CHRYSLER, Trustee under the Chrysler-UAW Retirement Plan, and any Successor Trustee(s). Date _____

I hereby assign to the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), (hereinafter referred to as the "Union") from any wages earned or to be earned by me as your employee or as a retired employee, including any pension payable to me, monthly dues in the amount of Three Dollars (\$3.00) or more _____. I authorize and direct that such amounts be deducted from my pension each month and be remitted to the Union at such times and in such manner as may be agreed upon between you and the Union while this authorization is in effect.

This assignment, authorization and direction shall remain in full force and effect until written revocation is received by the Corporation and the Union or until the termination of the applicable collective bargaining agreement between the Corporation and Union that is in force at the time of delivery of this authorization and I agree and direct that this assignment, authorization and direction shall be automatically renewed for the period of each succeeding applicable collective agreement between the Corporation and the Union. This authorization is made pursuant to the provisions of Section 302(c) of the Labor Management Relations Act of 1947, as amended.

Contributions or gifts to the UAW are not deductible as charitable contributions for Federal Income Tax purposes.

| | | | |
|---------------------------|-------|---------------------|--------|
| Name - Type or Print Name | | Local Union No. | Region |
| Street | | Social Security No. | |
| City | State | Zip | |
| Phone | Email | | |

Return to: UAW Retired Workers Dept.
8000 E. Jefferson - Detroit, MI 48214

Signature of Retired Employee here


 UAW
 CHRYSLER
 Rev. 07/14
 FORM RW 1387


Clip out the card that corresponds to your former workplace, fill it out, sign it and send to:

UAW Retired Workers Dept.
8000 E. Jefferson Ave.
Detroit, MI 48214

For General Motors Retirees

RETIRED EMPLOYEE'S AUTHORIZATION FOR CHECK-OFF OF DUES

TO: GM, Trustee under the GM-UAW Retirement Plan, and any Successor Trustee(s). Date of Signing _____

I hereby assign to the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), hereinafter referred to as "Union," from any monthly pension benefits payable to me as a retired employee under the General Motors Hourly-Rate Employees Pension Plan, the sum of \$3.00 or more _____ as monthly membership dues in accordance with the Constitution of the International Union, UAW. I authorize and direct you to deduct such amount from said monthly pension benefit and to remit same to the Union at such times and in such manner as may be agreed upon between General Motors Corporation, hereinafter referred to as "Corporation," and the Union at any time while this authorization continues to be in effect and operative.

This assignment, authorization and direction shall remain in full force and effect until revoked by my written notice given to the Corporation, except that during any period when there is not in effect a written collective bargaining agreement or supplement thereto between the Corporation and the Union which permits or provides for the deduction of Union dues from monthly pension benefits payable to a retired employee, such assignment, authorization and direction, if otherwise in effect, shall automatically be suspended for the duration of such period only.

Contributions or gifts to the UAW are not deductible as charitable contributions for Federal Income Tax purposes.

| | | | |
|---------------------------|-------|---------------------|--------|
| Name - Type or Print Name | | Local Union No. | Region |
| Street | | Social Security No. | |
| City | State | Zip | |
| Phone | Email | | |

Return to: **UAW Retired Workers Dept.**
8000 E. Jefferson - Detroit, MI 48214

Signature of Retired Employee here



UAW
General Motors
Ret. GM
Rev. 07/14
FORM RW1389



For Other Retirees

RETIRED EMPLOYEE'S AUTHORIZATION FOR CHECK-OFF OF DUES

I hereby assign to the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), from any monthly retirement benefits payable to me as a retired employee under a Retirement Plan established by agreement between _____ and the International Union, UAW, the sum of \$3.00 or more _____ as monthly membership dues. I authorize and direct that such amounts be deducted from my monthly retirement benefits, and be remitted to the Union at such times and in such manner as may be agreed upon by you and the Union while this authorization is in effect. This assignment, authorization and direction shall remain in full force and effect until written revocation is received by the Company and the Union. This authorization is made pursuant to the provisions of Section 302(c) of the Labor Management Relations Act of 1947, as amended.

Contributions or gifts to the UAW are not deductible as charitable contributions for Federal Income Tax purposes.

| | | | |
|---------------------------|-------|---------------------|--------|
| Name - Type or Print Name | | Local Union No. | Region |
| Street | | Social Security No. | |
| City | State | Zip | |
| Phone | Email | | |

Return to: **UAW Retired Workers Dept.**
8000 E. Jefferson - Detroit, MI 48214

Signature of Retired Employee here



Rev. 07/14
FORM RW 1221



As a retiree/surviving spouse, I want to continue to protect my benefits and secure my family's future through the UAW V-CAP political action program!

AUTHORIZATION FOR ASSIGNMENT & CHECKOFF OF CONTRIBUTIONS TO UAW V-CAP

To: _____ I hereby assign to UAW V-CAP, from any pension payments made or to be made to me
(Company name)
as your retired employee or surviving spouse, the sum of (check one) \$10.00 \$15.00 \$25.00 Other_____, each and every month. I hereby authorize and direct you to deduct such amounts from my pay and to remit same to UAW V-CAP at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This authorization is voluntarily made. I understand that the signing of this authorization and the making of payments to UAW V-CAP are not conditions of membership in the Union or of employment with the Company, that I have the right to refuse to sign this authorization and contribute to UAW V-CAP without any reprisal, and that UAW V-CAP will use the money it receives to make political contributions and expenditures in connection with federal, state and local elections, that all UAW members may be eligible for V-CAP raffle drawings, regardless of whether they make a contribution to UAW V-CAP, and that monies contributed to UAW V-CAP constitute a voluntary contribution to a joint fund-raising effort by the UAW and AFL-CIO.

I also understand that the guidelines for contributions to UAW V-CAP set forth above are merely suggestions, that I can contribute more or less than the guidelines suggest, and that the Union will not favor or disadvantage me based on the amount of my contribution or my decision not to contribute.

Contributions or gifts to UAW V-CAP are not deductible as charitable contributions for federal tax purposes. All UAW members and spouses may be eligible for related raffle drawings, regardless of whether they make a contribution to UAW V-CAP.

UAW V-CAP is an independent political committee created by the UAW. This committee does not ask for or accept authorization from any candidate and no candidate is responsible for its activities.

Signature: _____ Date: _____



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Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 in a calendar year.

Region _____ Local _____ Soc. Sec. # _____
Name (print) _____ Member retiree Survivor
If survivor, spouse name _____ Spouse Soc. Sec. # _____
Address _____
City _____ State _____ Zip _____
E-mail _____
Phone (home) _____
Phone (cell) _____
Employer _____ Occupation _____ Retired _____



I would like to receive text alerts from the UAW. (Text messaging and/or data rates may apply.)

UAW National CAP Dept., 8000 E. Jefferson, Detroit, MI 48214



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Golf in the Fall at Black Lake

Vibrant fall colors offer an unrivaled panorama of nature's beauty. Summer's heat has given way to the coolness of autumn, a perfect time to get some final swings in before winter's chill ends another golf season.

There's no better place for fall golf than at the Black Lake Golf Course in Onaway, Michigan. It combines the natural beauty of Northern Michigan with a challenging, championship-caliber golf course, plus a nine hole "little" course to work on your short game.

The course is part of the Pure Michigan 18, and was named one of the Top 20 courses to play in Michigan by Golf Week magazine.

FALL STAY & PLAY SPECIAL

Come play the Rees Jones-designed course at Black Lake Golf Club and stay at the UAW Black Lake Conference Center

Fall
(Sept. 14 - Close)

18 Holes with Cart & Lodging* \$87

*Per Person, Based on Double Occupancy
(Rates subject to occupancy tax & resort fees)

- 18 holes with a cart on the award-winning golf course designed by Rees Jones
- 9 holes on the walking "little" course
- One night's lodging in a standard hotel room at UAW Black Lake Conference Center

www.blacklakegolf.com
(989) 733-4653

PRB a Way for Members to Resolve Disputes

The UAW Public Review Board (PRB) was established in 1957 as an additional way to safeguard members' rights and act as a watchdog over the union's moral and ethical practices. The board, which is funded by the UAW, acts independently on internal appeals and its decisions are final.

The UAW is believed to be the only U.S. union that allows an independent board such authority. As the final decision-maker on internal appeals, those who wish to bring a case before the PRB must first try to have their dispute resolved where it started; if the dispute is with a local, the member's appeal starts there. If with an international representative, the member appeals to the International Executive Board (IEB), which also hears appeals of unresolved local issues.

In most cases, if the IEB denies the appeal, the member may then request the PRB review the case.

The PRB has internationally recognized experts in a variety of fields such as labor-management relations and law and ethics. It meets in person on appeals and also

via conference call on issues such as election results, the proper withdrawal of grievances, or any other action by union officials or representatives.

Sixty-one years after President Walter Reuther's vision for a more democratic union, the PRB still holds true to the values of fairness and integrity, PRB Co-chair Janice R. Bellace told delegates at the 37th UAW Constitutional Convention in June, 2018. The board heard 72 appeals, a slight increase in volume from the prior four-year period, and in the vast majority of cases the PRB concluded that the union has acted properly, consistent with the terms of the UAW Constitution, of negotiated agreements, or of local bylaws, said Bellace, a professor of legal studies at The Wharton School at the University of Pennsylvania. More information can be found on the PRB's website, uawpublicreviewboard.com

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

Members' Right to Appeal Protected by UAW Constitution

The UAW Constitution (Article 33) gives any UAW member the right to appeal on the whole range of issues and disputes which can arise in the life of our union. This includes grievances, election protests or "any action or inaction" by union officials or representatives. The appeal must be filed with the body responsible for the action in question. So, if you have a complaint about a committee person withdrawing a grievance, the starting point is the membership of your local union. If an election protest is involved under Articles 38 or 45, the protest is to the membership. If the problem is with an International representative, your appeal would be to the International Executive Board. Article 33 maps out the common causes. After the case has been decided by the International Union, in most cases, it may be appealed to either the Public Review Board (PRB)

or the Convention Appeals Committee (CAC), but not both. The PRB, an independent board of four nationally renowned scholars, has functioned since 1957 as the guardian of not only members' rights but of the moral and ethical practices of the union. Its decisions are final and binding. The CAC is the other supreme tribunal and is comprised of elected delegates from local unions chosen by lot at UAW conventions. Their review and decisions are equally final and binding. The person(s) making the appeal choose(s) the tribunal. Where an ethical issue is involved, the UAW's precedent-setting Ethical Practices Codes give the PRB exclusive appellate authority over the appeal. For further information, please call or write your regional director.

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**

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 nonmember 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 2019. This Report provides the basis for the amount which will be charged to Objectors for the period from Aug. 1, 2020, through July 31, 2021. The report arrives at this amount by an analysis of the UAW's 2019 expenditures which provides a detailed allocation of those expenditures between the **85.08** percent of such expenditures which are related to the UAW's representational activities, and from which the amount charged Objectors is derived, and the **14.92** percent of such expenditures which are not or may not be so related.

Any challenge by an Objector to the calculations in the Report or any challenge by an objector claiming the Report does not properly determine what portion of the UAW's expenditures were expended on matters unrelated to representational matters will be referred to an impartial decision maker appointed by the American Arbitration Association under its Rules for Impartial Determination of Union Fees. Such challenges by Objectors to the Report must be made in writing, and must be addressed to Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214. For arbitration this year, such challenges to the FY 2019 Report must be received by the UAW on or before December 4, 2020, except for challenges by Objectors who have already received a FY 2019 report, who have been notified of the deadline applicable to them.

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