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# SOLIDARITY

THE MAGAZINE FOR UAW MEMBERS & OUR FAMILIES



BIG THREE  
SPECIAL  
ISSUE



# BIG THREE SPECIAL ISSUE

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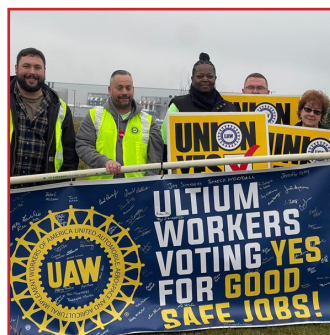
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The Fight to End Tiers



Fighting for Our Communities



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### UAW Family,

Thirty years ago, I was a young parent in Kokomo, Indiana, just trying to make ends meet. Times were tough. Work was slow. I dealt with layoffs and unemployment, trying to survive on eighty dollars a week as my only income. My family received WIC to get formula and diapers for our first-born child. But then, something happened. I was blessed that I got a job at Chrysler and became a member of the UAW. It changed my life.

I want every member of the UAW to have the same opportunities and standard of living I was afforded when I joined our union. Whether you work at a casino or a parts plant, at a university or in ag-imp, you deserve to have the better life that our union's founders fought for almost 90 years ago.

Our generation faces another defining moment. This round of negotiations with the Big Three automakers is the most consequential our union has faced in decades. With the auto industry's rapid transition to electric vehicle (EV) production, the future of the industry is being decided right now.

We have written this special issue of Solidarity Magazine to help explain what's at stake in Big Three bargaining and show how UAW members are back in the fight to win justice for autoworkers and every worker. The Big Three have been busy forming joint ventures to circumvent our master agreements and their commitments to our members. Meanwhile, the United States government continues to funnel billions of taxpayer dollars into subsidizing the EV transition with no protections for workers.

I can't stress this point enough; the transition to EVs must be a just transition, where workers' jobs and standard of living are protected.

Over the last decade, the Big Three made over a quarter of a trillion dollars in North American profits. That's trillion with a "t." Meanwhile, conditions for our members remained stagnant.

Under our 2019 agreements with the Detroit automakers, members' wages increased by just 6%. Inflation skyrocketed by 18% during that same time. Big Three CEO pay increased by 40%.

Despite massive profits for the Big Three, factories continued to close, jobs continued to move or be eliminated, and worker conditions continued to deteriorate. This wasn't the result of a recession or slow sales. It was the result of one thing - corporate greed. The Detroit automakers proved repeatedly; no amount of profit will ever be enough.

In ten of the most profitable years in these companies' history, our members' pay did not keep up. That is the reason we've been mounting the most intensive Big Three contract campaign in decades.

The fight to win our fair share is incredibly important and personal for me. Three of my four grandparents were UAW retirees. The UAW helped provide a life for them that they could never have imagined before our union existed. For years, I have carried one of my grandfather's paystubs in my back pocket every day as a reminder to never forget where I come from.

Our members today aren't asking for the moon; we're simply asking for our fair share. I firmly believe we are in a strong position to win a better future in this contract cycle - but only if we are organized, ready to strike, and willing to hold the line for as long as it takes.

This is our generation's defining moment. What we win will set the standard not only for our members, but for the entire working class.

This is our time to fight; for our families, for our communities, and for working people everywhere.

**SHAWN FAIN**  
**UAW INTERNATIONAL PRESIDENT**

# BIG THREE BARGAINING

## OUR GENERATION'S DEFINING MOMENT



The UAW was born fighting, and in this new era for our union, we're returning to our roots.

This special section of Solidarity Magazine focuses on our fight for strong contracts at Ford, General Motors and Stellantis.

Our National negotiators are already hard at work at the bargaining table as the Big Three contracts are set to expire on Sept. 14. We've already been preparing for the fight ahead. For months, UAW organizers have been out at local union halls and regional offices holding contract action trainings to mobilize members to take on the boss to win our members' fair share.

As UAW President Fain has said, "What we win at the bargaining table is determined by the power we build on the shop floor."

And we are building serious power. From Arlington, Texas, to Lansing, Michigan, from Buffalo, New York, to Bowling Green, Kentucky, and in dozens of other cities and towns, UAW member-activists have turned out for trainings and returned to their plants to organize and fire up their Big Three co-workers.

We're mounting a historic campaign because we have historic demands. We are fighting to:

**END TIERS** – Win Equal Pay for Equal Work

**RESTORE COLA** – Bring Back Cost-of-Living Protections

**SECURE JOBS** – Stop Plant Closures and Make EV Jobs Good Jobs

In this special section, we put a face to each one of those demands. We tell the story of three UAW members who've been hurt by the Big Three's decades-long attack on UAW members. And we show how winning these demands will change their lives—and the lives of all UAW members.

We also focus on three retirees who, like all our retirees, have been neglected for far too long by the Big Three. UAW retirees haven't had a pension increase since 2007. They built the engine that's been driving the Big Three's massive profits, but they've been denied their fair share time and time again.

UAW autoworkers have sacrificed long enough. Across our union, our members are preparing to do what is necessary to take on the immense greed of the Detroit automakers.

This is our generation's defining moment. It's time for us to win justice for all UAW autoworkers.

## THE MEMBER'S HANDSHAKE:

As negotiations with the Big Three automakers kicked off in mid-July, UAW leaders refused customary handshakes with CEOs and instead shook the hands of members at the front gates of three Big Three worksites. Leaders spoke with members, answered their questions, and listened to their concerns about upcoming contract talks.



## THE BIG THREE BOTTOM LINE

*Our contract demands are historic. Here's why the Big Three can easily afford them.*

**\$1/4 TRILLION** The combined North American profits of Ford, GM and Stellantis over the past decade.

**\$21 BILLION** The combined bottom line profits of the Big Three in just the first six months of 2023.

**\$1.25 BILLION** The federal subsidy that a Big Three battery cell plant could receive each and every year.

# COLA: PROTECTING OUR WAGES

***Like most Americans, UAW Local 2177 member Mike Hall and his wife Sandra have been feeling the pain of inflation.***

So much so that they decided to calculate just how much more they are paying for groceries today than before the pandemic. “I think we figured that we spend about \$90 more per week on groceries now than before COVID,” Hall says. “That’s \$360 more a month than just a few years ago. It’s crazy. It keeps getting harder to keep up.”

Addressing inflation is front and center for Hall as the UAW bargains with the Big Three automakers. He sees the reinstatement of cost-of-living adjustments as a major part of the solution.

Hall works at the General Motors Philadelphia Parts Distribution Center (PDC) in Lang Horne, Pa. He’s worked there since 2012. The PDC fulfills parts orders for GM dealers and ACDelco customers.

Hall, who has three children, says that working overtime is not only forced by the company, but is often a necessity for him and many of his coworkers if they want to be able to make ends meet with the ever-rising cost of living.

PDC members currently work mandatory ten-hour days, typically five to six days a week. Hall works on the first shift at the facility, from 4 a.m. to 2 p.m. On occasion, GM also forces mandatory Sunday production. Hall says the long work weeks often leave him exhausted when he gets home.

“There have been times when I’ll be watching TV with my wife on the couch after work and I just pass out from exhaustion,” Hall says. “At some point in time, with all the hours you are forced to work, it can take a toll on your family life at home. It can be a struggle.”

The long hours at PDC are taking its toll on everyone at the facility. “A lot of workers are just beaten down at this point,” he says. “It’s an everyday grind. You feel the lack of sleep, but you force yourself to keep going because you have to, for your family.”



Many GM workers like Hall are trapped in a Catch-22 situation. On the one hand, they need overtime just to make ends meet. On the other, because they are forced to work so much overtime, they have little to no work-life balance and are physically drained.

**HALL SAYS HE IS WILLING TO STRIKE FOR AS LONG AS IS IT TAKES TO WIN A STRONG CONTRACT FOR HIMSELF & HIS UNION FAMILY.**

Hall believes that a substantial wage increase and the reinstatement of COLA would be life changing for him and his family. "Just knowing that my wages would be protected," he says, "that they would keep up with inflation, it would be incredible."

Hall says he is willing to strike for as long as it takes to win a strong contract for himself and his union family. "I have three children that I want to be able to take care of," he says. "I want to be able to provide for my kids in a way that I wasn't able to receive growing up."

"I have a son that's in college" Hall says. "I'd like to be able to send a little money his way sometimes so that he doesn't have to work as an Uber driver while he studies at school. I have a teenage daughter that wants to be a doctor. I want to be able to help cover the costs for her schooling. My youngest son is a straight-A student that plays every sport. In many ways, I have been blessed. But these companies have been so profitable for so long, and workers keep falling further behind. I just want what's fair. I think that's what all of us at the PDC want."



## HONORING OUR LEGACY

**WENCE VALENTIN JR.**  
RETIRED | LOCAL 774

UAW retiree Wence Valentin, Jr., joined the UAW in 1973 when he hired in at General Motors' Niagara Machine and Tool Works in Buffalo, New York. He retired in 2020.

He says the only reason he can survive today is because of the money he was able to save during his time working at GM, but he realizes not everyone was in the financial position to do the same. Ever since the Big Three stopped making COLA payments to retirees more than a decade ago, many of them have been struggling.

"Our retirees have seen their benefits wither under inflation, and we're not going to forget them in these negotiations," says UAW President Shawn Fain.

Valentin believes that now is the time to fight for retirees. "Retirees really are the backbone to GM's history, to the Big Three's history," he says. "Without retirees, we wouldn't have what we have. But most of us just can't keep up anymore."

Valentin's message to the Big Three is clear: "Honor your legacy in these negotiations" he says. "Honor the workers who made your company great through the years. Retirees have been forgotten. The auto companies are making billions. President Biden is giving them billions to transition to EVs. We need to make sure it's all done right and that we don't leave anyone behind."

*Photo: Wence Valentin Jr. with his son Wence Valentin III.*

# THE FIGHT TO END TIERS

“It was such a difficult time,” Sara Schambers says as she recalls having to uproot her life in Michigan to transfer to the Ford Louisville Assembly Plant in Kentucky in 2012. “Aside from a few people from my local union who transferred at the same time as me, I didn’t know anybody at my new plant,” Schambers says. “We were staying in hotels.... We couldn’t afford anything with the money we were making.”

Schambers’ move to the Bluegrass State was her opportunity to finally hire in as a permanent employee at Ford after working six years as a “temporary” worker at its subsidiary Visteon in Plymouth, Mich.

Because of her classification as a “temp,” Schambers wasn’t eligible to receive relocation benefits when she made the move to Kentucky. She had to cover all of her own moving costs and ended up living in a loft above a Louisville resident’s house.

Schambers was finally able to get a Ford job back in Michigan in 2017, though she never got back to the standard of living that the Ford workers in her

own family once enjoyed. Schambers is a fourth generation Ford employee, but she is the first to see her benefits cut and her future threatened.

Like the majority of today’s Big Three members, Schambers is an “in-progression” worker. For workers officially hired after 2007, it takes eight years to reach top pay instead of the three it took pre-2007 hires. According to the 2019 contract, these workers will not receive a pension or post-retirement healthcare like traditional employees do.

For decades, assembly line jobs at the Big Three were considered some of the best in the manufacturing sector. Premium wages, as well as solid health and retirement benefits, meant workers had a comfortable middle-class

life during their careers and enjoyed their golden years because of their collectively bargained pension and retiree health care.

That all changed during the Great Recession when UAW members made enormous sacrifices to save the auto industry. The automakers took advantage







of the crisis and forced the union to give up pensions and post-retirement healthcare for future workers. Although Ford, GM and Stellantis made a quarter-trillion dollars in North American profits over the last decade, they have never made in-progression workers whole.

“When I first hired in, I felt like I found a golden ticket,” Schambers says. “I was thinking, ‘I finally got my foot in the door.’ But the job today isn’t the same job as it was for my mother and my grandparents. It’s sad to say this, but Ford has ruined these jobs. It’s no longer a career. Now I can’t even talk my cousins that are just graduating from high school into applying at Ford.”

Schambers, who is the mother of two children, now works at the Ford Livonia Transmission plant in Livonia, Mich., and is a proud member of Local 182. She says she believes the UAW will turn things around during the current negotiations.

“I believe it’s time to change the mindset we’ve had in our union for a long time,” Schambers says. “We are worth more. And we should have been given more by the companies throughout the years, and we weren’t. Every day, every employee that works on that line is the reason that these companies are making huge profits. We have a terrific opportunity right now to win back the things we lost 15 years ago, and to actually get ahead for the first time in a long time.”



# WHAT EVERY GENERATION DESERVES

**CLETUS KRUSE**  
RETIRED | LOCAL 862

Cletus Kruse was 53 when he retired from Ford’s Louisville Assembly Plant in 2003. “Being able to retire young was good,” says Kruse, who left with a full pension and retiree health care after 30 years as a member of UAW Local 862. “The union gave me opportunities to do what I wanted to do.”

After retiring, Kruse helped his grandsons start a lawn service, and he continued to manage an apartment building he was able to buy while working at Ford. The second income from that building has kept Kruse financially stable even though Ford, like the other automakers, hasn’t paid COLA for years.

“The number one thing for me is the health benefits,” Kruse says. In 2014, he had a heart attack that landed him in the hospital. Although he fully recovered, Kruse says it would have been a financial disaster without his UAW-won retiree health care.

“You don’t realize how much you need it until you get older,” says Kruse.

It troubles him that current UAW members have been denied the benefits his generation enjoys. “I’ve had everything I needed,” he says. “I want to know that the people coming up behind me have the same opportunities.”

*Photo: Cletus Kruse and his wife Debbie.*

# FIGHTING FOR OUR COMMUNITIES

Although Stellantis had a record-breaking year in 2022 – amassing over \$17 billion in profits – you would never know it by the company’s actions.

In February, the company closed its Belvidere Assembly Plant, one of its most dependable facilities in North America. For nearly 60 years, the plant was a mainstay in Belvidere, providing thousands of good-paying, middle-class jobs. The company’s decision to shut down Belvidere sent shockwaves through the local community. The 1,350 Local 1268 members at the plant were forced to either transfer to another Stellantis worksite or stay and hold out hope that the facility will be reopened at some point.

The Belvidere shutdown is just the latest in a long line of Big Three plants that have been shuttered over the past two decades. Combined, the Detroit automakers have closed or spun off 65 plants during that time. That’s 65 UAW communities that have been devastated by corporate greed. Even though the Big Three have made a quarter-trillion in North American profits over the last decade, they continue to close plants and ruin communities.

For Dawn Simms, who has worked at Belvidere since 1999, Stellantis’ decision was hard to understand. “We always built quality vehicles here,” she says. “We won numerous awards, reached our daily target goals. We overcame every obstacle the

company threw at us. For them to shut us down, none of us can make any sense of it.”

She recalled the last days of production at the plant and how, despite the grim reality of the situation, she and her Belvidere coworkers continued to build Jeep Cherokees with the same pride and passion they always have. “There were people literally crying on the line, me included,” Simms says. “But we kept going until the end. We kept building an excellent product.”

Simms is a mother of two, and the company’s decision forced her into an extremely difficult situation: transfer to another facility and move away from her two teenage children or stay in Belvidere and face the possibility of ending her career at Stellantis altogether.

“I don’t want to move away from my kids,” she says. “My number one job is to be a good mother. I’m five years away from retirement. The company has just put so many of their workers in a horrible situation.”

Simms initially chose to stay in Belvidere in hopes that the company would change its mind and reopen the plant. However, she says now she wouldn’t be able to transfer to another facility even if she wanted to. “There just aren’t any openings anywhere anymore,” she says. “So, now it’s all a waiting game.”





Simms hopes the UAW will be able to bargain with the company during current negotiations to reopen Belvidere and have product allocated to the plant, but she is quick to point out: “Of course I want to see our jobs come back, but I don’t want it to be at the expense of my union brothers and sisters at other UAW facilities. I don’t want them to take a product from another UAW local.”

**“I DON’T WANT TO MOVE AWAY FROM MY KIDS. MY NUMBER ONE JOB IS TO BE A GOOD MOTHER.”**

Simms believes there is enough product to build that locals should not have to compete with one another to survive. Instead, she wonders why, despite Stellantis being so extremely profitable, the company chooses to continue to outsource jobs and close U.S. plants. The next generation of the Jeep Cherokee is now slated to be produced in Toluca, Mexico.

“Belvidere is all I’ve ever known my entire life,” Simms says. “My grandfather worked here. My father worked here. I’ve spent twenty-five years of my life working in this plant. And the company is making so much money. How much money does Stellantis need to make before they stop doing this to their workers and our communities? At what point in time is enough enough?”



## IT’S ABOUT ALL OF US

**CHUCK BRODELL**  
RETIRED | LOCAL 110

UAW Local 110 member Chuck Brodell retired in 2009 after the Chrysler St. Louis Assembly plant where he worked was shut down during the Great Recession.

Like most UAW retirees, Brodell would like to see an increase in monthly payments, as well as a cost-of-living adjustment to protect pensions. But most important, in Brodell’s view, is that the union find a way to end the divisive tier system in the auto plants.

“Of course, I would love COLA on retiree pensions,” Brodell tells *Solidarity* magazine. “I’d love to see an increase to our monthly payments. The cost of living is taking its toll on everyone. But I look at the generation of workers that have come in since the bankruptcy and they’re making poverty wages. And it takes years for them to reach top pay. They have no pension, no healthcare in retirement.”

Brodell says UAW members have sacrificed more than enough through the years, and that it’s time to take on the automakers to win what active and retired members deserve. “It’s criminal what the Big Three have done,” he says. “The government and U.S. taxpayers bailed these companies out, and they’ve turned their backs on the people that kept them alive.”

*Photo: Chuck Brodell, left, with fellow Local 110 retirees, Joe Shields and Robert Lord.*

# FRONTLINE OF THE FIGHT FOR GOOD EV JOBS

When General Motors closed the Lordstown Assembly Plant in northeast Ohio in 2019, it was a devastating blow not only for its 1,600 workers, but the entire community. For over 50 years, the thousands of good-paying union jobs at the Lordstown plant powered the local economy. When the plant closed, so did local businesses.

times for serious safety violations. And the good pay was nowhere to be found. New hires started at \$16.50 an hour and workers were told it would take seven years to reach top pay of just \$20 an hour.

In response, the Ultium workers, many of them



Families split apart as GM workers left to follow jobs and those left behind wondered how they'd hang on.

Then, shortly after Lordstown shut down, GM announced that it was building a new facility right next to it, a joint venture called Ultium to manufacture battery cells. Along with its joint venture partner, LG Energy Solution, GM promised that Ultium would provide “good paying jobs with strong labor standards” on the forefront of the auto industry’s electric vehicle (EV) future.

Unfortunately, that wasn’t what workers found when Ultium opened. After starting operations in the spring of 2022, Ultium was cited multiple

former Lordstown UAW members, quickly got together and organized. In December 2022, they voted 710 to 16 in favor of joining the UAW.

Having the strength of their union, the workers spoke out about the problems at Ultium. In early July, the UAW released “High Risk & Low Pay,” a case study that exposed the hazardous conditions in the plant. Mandy McCoy, a quality inspector at Ultium, talked about the dangers of her job.

“In quality, there’s different tests you have to do,” McCoy said. “You have to tear down the cell.... It makes a mess and all you’re wearing is one of



those papery masks. It's not an N95, it's not even as good as a surgical mask. I come home every day and I'm blowing black stuff out of my nose."

Other workers talked about explosions in the plant, spills of highly toxic chemicals, and of course about the poverty-level pay. The report offered a clear solution: Bring Ultium workers up to the same strong pay and safety standards that UAW members enjoyed right next door at Lordstown Assembly.

That report garnered national attention and put serious pressure on the company. By late July, 28 U.S. senators signed on to letter calling on GM and Ultium to apply the same strong standards in the GM national agreement to the Ultium workforce.

That commonsense solution hasn't happened

yet, but the Ultium workers have won several major victories. In the spring, they won four full-time health and safety positions in the plant, and in August they won an interim wage agreement that raises pay \$3 to \$4 and provides thousands of dollars in backpay to hundreds of workers.

"Ultium workers deserve this immediate relief from the poverty wages they have been earning," said UAW Region 2B Director David Green. "We will continue to have our members backs as we move forward in fighting for the wages and benefits that autoworkers have won over generations. The race to the bottom is over!"

By forming their union to fight for better working conditions at Ultium, UAW members are making clear that we must build a better model for America's EV future.

***"ALL YOU'RE WEARING IS ONE OF THOSE PAPERY MASKS. IT'S NOT AN N95, IT'S NOT EVEN AS GOOD AS A SURGICAL MASK. I COME HOME EVERY DAY AND I'M BLOWING BLACK STUFF OUT OF MY NOSE."***

# HOLDING THE LINE

ACROSS OUR UNION, FROM SECTOR-TO-SECTOR, WORKERS ARE TAKING ON THE BOSS AND WINNING JUSTICE ON AND OFF THE JOB. HERE ARE JUST A FEW OF OUR MEMBERS' LATEST VICTORIES:

***After more than 200 days on strike, UAW Local 171 members at Sherwin Williams in Hagerstown, Md., won a new collective bargaining agreement in June that contains significant improvements.***

The three-year contract includes an increase in starting wages and top pay, as well as improved pension multipliers. The wage progression to top pay was also reduced from three years to two.

Another major win for members is that the entire 200-plus days workers spent on strike will count towards their seniority for pensions, vacation, disciplinary action, and seniority.

“Every member of our unit became a stronger union member,” said Local 171 President, Robert Keller. “Through the good times and the bad times of the strike, the membership stood strong and fought for what they believed in.”



UAW LOCAL 174 ON STRIKE

UAW LOCAL 171 ON STRIKE



***Around 200 UAW 174 members that work at Constellium Automotive in Van Buren Charter Township, Mich., stood strong on the picket line for nearly a month in June and won a new contract that provides solid wage increases, additional holidays, and a stronger grievance procedure.***

The company continually refused to negotiate in good faith with union bargainers and canceled numerous bargaining sessions. This prompted union leadership to file multiple Unfair Labor Practice charges against Constellium. Ultimately, the company gave in to worker demands, leading to a new agreement.

Dorice George, a Local 174 member with a year's seniority at Constellium, pointed to the increase in strike pay from \$250 to \$500 as a big factor in allowing workers to stay on strike as long as they needed to win a fair contract. “It was a very, very big help,” George said.

**After holding the line for nine days at the University of Washington in Seattle, Local 4121 members won a contract that makes substantial improvements for Postdocs and Research Scientists/Engineers. The tentative agreement, voted on in June, passed by a resounding 99 percent.**

The top issues for workers leading up to negotiations were a more inclusive workforce, increased childcare funding, and stronger pay. Wages were a critical issue for postdoctoral researchers, as UW officials claimed that the state's minimum wage act does not apply to Postdocs.

**“EVERY MEMBER OF OUR UNIT BECAME A STRONGER UNION MEMBER. THROUGH THE GOOD TIMES AND THE BAD TIMES OF THE STRIKE, THE MEMBERSHIP STOOD STRONG AND FOUGHT FOR WHAT THEY BELIEVED IN.”**

Local 4121 was able to win improvements on all three major issues in the new agreement.

“Every single day on the picket lines, we came together as workers united in a shared struggle to improve our working conditions for the sustainability of our positions now and into the future,” said Tricia Wu, research scientist in biological structure. “I am so proud of what we were able to accomplish with this contract.”



UAW LOCAL 4121 ON STRIKE

**In June, members from two units of amalgamated UAW Local 647, ratified a new contract with General Electric Aviation. Given that GE amassed over \$4.5 billion in profits in 2022 alone, union bargainers felt it was absolutely critical to negotiate a contract that provided gains for workers, with no concessions made to the corporation.**

The 26-month contract provides a 12.7% wage increase, a headcount guarantee, improved recall rights, successorship language, and enhanced grievance procedure language.

“I feel confident we’ve won a contract that will help mend the wounds afflicted to us by the inflation we live with today,” said Local 647 member, Garrett Bauer. “With the new agreement, our jobs are more protected now than ever before. It feels like we left nothing on the table.”

UAW LOCAL 4121 ON STRIKE



UAW LOCAL 647 RALLY



# GETTING BACK TO OUR CIVIL RIGHTS ROOTS

UAW International President Shawn Fain, members of the UAW International Executive Board, and thousands of UAW members joined the Detroit community on June 24th to celebrate the 60th anniversary of the Detroit Freedom Walk of 1963.

During the 1963 “Walk to Freedom,” Dr. Martin Luther King, Jr. gave an early version of his iconic “I Have a Dream” speech at Cobo Hall in Detroit.

President Fain marched shoulder to shoulder with NAACP President Derrick Johnson, Reverend Dr. Wendel Anthony, president of the Detroit Branch of the NAACP, and other community leaders. They retraced the steps that Dr. King, then-UAW President Walter Reuther and an estimated 125,000 participants walked sixty years ago.

UAW Vice Presidents Chuck Browning and Mike Booth, along with Region 1 Director LaShawn

English, Region 1A Director Laura Dickerson, Region 2B Director Dave Green, Region 9A Director Brandon Mancilla, and many UAW members and local leaders also participated in the 60th anniversary event.

**“THE LABOR MOVEMENT AND THE CIVIL RIGHTS MOVEMENT HAVE ALWAYS BEEN INEXTRICABLY INTERTWINED.”**

The walk culminated in a rally at Hart Plaza, where President Fain emphasized the UAW’s commitment to civil rights and labor rights. “The labor movement and the civil rights movement have always been inextricably intertwined,” Fain told the crowd. “That means in good times we rise together. And in bad times we stick together.”

The UAW has a long history of supporting the civil rights movement. UAW President Reuther, who led the union from 1946 to 1970, was a major supporter of Dr. King and the civil rights cause in the 1960s. Not only did he march with Dr. King in Detroit in 1963, he joined him a few weeks later at the March on



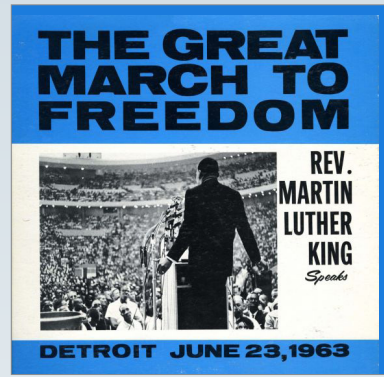




Washington for Jobs and Freedom in Washington D.C. “I am here today,” Reuther told an estimated crowd of 250,000 at the March on Washington, “because the struggle for civil rights and the struggle for equal opportunity is not the struggle of Negro Americans but the struggle for every American to join in.”

The UAW also provided support to the movement in other ways. The union gave Dr. King an office at our headquarters, Solidarity House, and it was there that parts of his iconic “I Have a Dream” speech were first drafted.

Gavin Strassel, a UAW Archivist with the Walter P. Reuther Library at Wayne State University, told Michigan Radio: “Reuther put the resources that the UAW had built up, becoming such an important union in the country, at the disposal of Dr. King. Both King and Reuther saw connections between the civil rights and labor movements, including shared priorities on issues like right to work and fair wages.”



# 2021 FINANCIAL REPORT

This financial report provides information about the union's financial position. Among the highlights:

- The Union's Operating Funds reported a net loss of \$7,141,431 for 2021. Operating Funds include the General Fund, as well as the Citizenship, Education, Civil Rights, Recreation and FEC Funds.
- The Union's Strike and Defense Fund received \$56 million in 2021 from the ½ hour dues increase approved by the delegates to the 36th Constitutional Convention.
- The Strike and Defense Fund paid out \$33 million in strike benefits in 2021.
- Overall active and retired membership stood at 1,006,064.

The following is a summary from UAW Secretary-Treasurer Margaret Mock. The full report is available for examination at all local unions.



## REPORT OF SECRETARY-TREASURER MARGARET MOCK FOR THE YEAR ENDED DECEMBER 31, 2021

At the direction of the International Trustees, Calibre CPA Group, PLLC audited the books of the International Union, UAW for the year ended December 31, 2021.

The following report reflects the changes in the financial position of the International Union, UAW as of December 31, 2021 in comparison to our Union's financial position as of December 31, 2020.

### OVERVIEW OF UAW FINANCIAL STRUCTURE

The International Union's financial structure is based on a system of individual funds. The UAW Constitution establishes this system and sets forth the source of income and objectives of each fund. The Secretary-Treasurer's office ensures compliance with the Constitution by segregating all of the Union's financial resources into separate funds and otherwise ensuring that expenditures are made in accordance with the Constitution.

The Union has a total of 11 separate funds. The combined resources of these 11 funds are set forth in the figures below. A summary of several of the Union's larger funds is also included in this report.

### TOTAL ASSETS

Total Assets were \$1,107,342,716 as of December 31, 2021, an increase of \$50,930,332 from the Total Assets of \$1,056,412,384 as of December 31, 2020.

Total assets are primarily comprised of cash on hand and the cost of various investment securities.

Total assets also include other less liquid assets such as real and personal property that are used in the day-to-day operations of the union.

### TOTAL LIABILITIES

Total Liabilities, consisting of Rebates to Local Unions and the General Fund, Payroll Deductions Payable, Monies Due to Affiliated Organizations and amounts due to the VEBA were \$90,827,680 as of December 31, 2021, a decrease of \$10,268,033 from Total Liabilities of \$101,095,713 as of December 31, 2020.

### TOTAL FUND BALANCE

The Total Fund Balance of the International Union, represented by Total Assets less Total Liabilities, was \$1,016,515,036 as of December 31, 2021. This is an increase of \$61,198,365 from the Union's Fund Balance of \$955,316,671 as of December 31, 2020.

## COMPARISON OF RESOURCES, LIABILITIES, & FUND BALANCE YEAR ENDED DECEMBER 31

	2021	2020	Increase   (Decrease)
Cash on Hand and in Banks	3,004,388	5,353,699	(2,349,311)
Investments - At cost	980,679,791	953,640,439	27,039,352
Accounts Receivable	16,066,675	9,684,933 6	6,381,742
Mortgages Receivable	276,756	410,949	(134,193)
Notes Receivable	2,155,445	2,517,582	(362,137)
Supplies for Resale	287,550	310,887	(23,337)
Furniture, Equipment, & Vehicles	2,731,878	3,338,073	(606,195)
Union Building Corporation	102,140,233	81,155,822	2 0,984,411
<b>TOTAL ASSETS</b>	<b>\$1,107,342,716</b>	<b>\$1,056,412,384</b>	<b>\$5 0,930,332</b>
<b>Liabilities</b>	<b>\$90,827,680</b>	<b>\$101,095,713</b>	<b>(\$10,268,033)</b>
<b>FUND BALANCE</b>	<b>\$1,016,515,03</b>	<b>\$955,316,671</b>	<b>\$6 1,198,365</b>

## COMPARISON OF LIQUID FUND BALANCE BY FUND YEAR ENDED DECEMBER 31

	2021	2020	Increase   (Decrease)
General Fund	80,175,556	85,775,315	(5,599,759)
Emergency Operations Fund	43,618,261	40,166,994	3,451,267
Strike & Defense Fund	672,849,490	683,517,715	(10,668,225)
Citizenship Fund	5,250	14,137	(8,887)
Education Fund	3,710	16,012	(12,302)
Civil & Human Rights Fund	14,874	12,328	2,546
Recreation Fund	1,028,112	986,906	41,206
Family Education Center	2,141,486	3,491,743	(1,350,257)
Retired Workers Fund	28,567,896	24,227,852	4,340,044
Regional Activities Fund	5,216,265	4,935,958	280,307
Councils Fund	5,231,185	4,568,492	6,626,936
<b>TOTALS</b>	<b>\$838,852,085</b>	<b>\$847,713,452</b>	<b>(8,861,367)</b>

## **GENERAL FUND ASSETS**

General Fund Assets totaled \$205,141,794 as of December 31, 2021. Assets include portions of Cash, Investments, Accounts Receivable, Mortgage and Notes Receivable, Supplies for Resale, Furniture, Equipment, Vehicles, and the Union Building Corporation.

## **GENERAL FUND LIABILITIES**

General Fund Liabilities amounted to \$89,730,657 as of December 31, 2021. These liabilities consist of a note payable to the UAW Retirees Health Care totaling \$86,367,076, Payroll Taxes to be forwarded in the amount of \$81,359, Accounts Payable to Troubled Workers totaling \$674,727, and Accounts Payable to Affiliated Organizations at \$2,607,495.

## **GENERAL FUND BALANCE**

The General Fund Balance, which is represented by General Fund Assets less General Fund Liabilities, amounted to \$115,411,137 as of December 31, 2021. Of this amount, \$80,175,556 of the General Fund balance represents cash and investments, which are available to meet the day-to-day expenses of the Fund. General Fund Cash and Cash Equivalents increased by \$5,599,759 from December 31, 2020.

The remaining balance of the General Fund, \$35,235,581 represents the cost of assets that cannot be readily converted to cash such as real and personal property, inventory and mortgages due from local unions.

## **UNION BUILDING CORPORATION**

The Union Building Corporation is the holding corporation for all properties owned by the International Union, UAW. During 2021, \$43,529,580 was spent on the acquisition, development and capital improvement of UAW-owned properties. UBC disposed of property with a book value of \$17,061,725 during 2021, and a closed local building reverted to the UAW of \$80,000.

## **ORGANIZING EXPENDITURES**

Organizing expenses amounted to \$11,865,119 during 2021. Of that amount, \$6,249,736 was spent from the Strike and Defense Fund, in accordance with Article 16, Section 11. At the 36th Constitutional Convention, the delegates approved Article 16, Section 11 which authorized total transfers up to \$60 million from strike fund assets to support organizing over the four-year convention cycle.

## **FUND TRANSFERS**

Periodically, it becomes necessary to transfer funds from the General Fund to other Funds in order to eliminate deficits and establish working balances. During 2021, \$5,175,000 was transferred from the General Fund to the Citizenship Fund. The General Fund also transferred \$2,725,000 to the Education Fund, \$625,000 to the Civil and Human Rights Fund, \$345,655 to the Councils Fund and \$100,129 to the Regional Activities Fund.

# REALLOCATION OF PER CAPITA DUES

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

## PRIVATE SECTOR DUES ALLOCATION

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

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

The remaining one half (.05) hour of dues income (or .29%) shall be allocated entirely to the International Union-UAW Strike and Defense Fund.

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

## PUBLIC SECTOR

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

The remaining one half (.05) hour of dues income (or .29%) shall be allocated entirely to the International Union UAW Strike and Defense Fund.

## PRIVATE AND PUBLIC SECTOR

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

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

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

## REALLOCATION OF PER CAPITA DUES-CONTINUED

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

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

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

## STRIKE & DEFENSE FUND

Strike and Defense Fund Total Resources amounted to \$815,276,860 as of December 31, 2021. Income to the Strike and Defense Fund amounted to \$67,594,342 during 2021. A breakdown of income by sources follows:

**Per Capita Taxes.....\$67,594,342**  
**TOTAL.....\$67,594,342**

Expenditures of the Strike and Defense Fund for 2021 amounted to \$41,992,419 for Strike expenses. A breakdown of these expenditures by Region is contained in this report. During 2021, strike assistance was provided to 14,907 members of our Union.

The following is a comparison of the Strike and Defense Fund Net Resources as of December 31, 2021 and the preceding year-end.

	2021	2020	Increase (Decrease)
Cash & Investments	\$672,849,490	\$683,517,717	(\$10,688,227.00)
Other Investments	\$144,497,133	\$110,953,004	\$33,544,129.00
Gross Resources	\$817,346,623	\$794,470,721	\$22,875,902.00
*Liabilities	\$2,069,763	\$4,795,784	(\$2,726,021.00)
Net Resources	\$815,276,860	\$789,674,937	\$25,601,923.00

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

## **EMERGENCY OPERATIONS FUND**

This fund had a balance of \$43,618,261 as of December 31, 2021. By actions of the 33rd Constitutional Convention in June 2002, the Emergency Operations Fund was established. The assets of the Emergency Operations Fund, including accrued interest and earnings on investments, shall be available to finance operations of the International Union in the event Operating Fund resources are insufficient to sustain operations due to the effects of a protracted or expensive strike, a series of strikes, or other events posing a serious threat to the economic viability of the International Union.

## **RETIRED WORKERS FUND**

This Fund had a balance of \$28,567,896 (which includes the Regions' 25 percent share of each retiree's dues dollar) as of December 31, 2021. Local Unions received \$2,988,313 for their retiree chapters. There were approximately 633,810 retired members as of December 31, 2021.

## **FAMILY EDUCATION CENTER (FEC) FUND**

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

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

Effective January 1, 2003, the UAW established Union Building Education, Inc. (UBE), a 100 percent-owned subsidiary corporation of the International Union, UAW, for the purpose of operating the Family Education Center in Black Lake. UBE collects income and pays expenses associated with the programs at Black Lake. The International Executive Board is authorized to transfer money, as necessary, to help supplement the cost of education activities at the Family Education Center.

As of December 31, 2021, the Family Education Center Fund had a balance of \$2,141,486.

## **DUES**

The dues structure has resulted in monthly dues of \$58.47 for 2021, compared with \$58.07 for 2020.

## **MEMBERSHIP**

The average dues-paying membership for calendar year 2021 was 374,704 compared to 348,307 in 2020, an increase of 26,397 members.

Initiation fees were received on 52,163 members during 2021 compared to 40,174 in 2020, an increase of 11,989.

We had approximately 633,810 retired members as of December 31, 2021.

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

Respectfully submitted,



Margaret Mock, **International Secretary-Treasurer**

# HISTORIC CONTRACT WIN AT NISSAN PARTS DEPOT

UAW Local 2210 members at the Nissan Parts Distribution Center (PDC) in Somerset, New Jersey have agreed to a first-ever collective bargaining agreement between the UAW and the Japanese auto manufacturer.

The new one-year contract provides workers with a grievance procedure, seniority rights, joint health and safety committee meetings for workers to review worker concerns, and wage increases - the first in thirteen years.

“Working people are really fed up,” Alton Richardson, an organizer at Local 2210 said. “They want better wages. They want better benefits. They want job security.”

The Nissan PDC in Somerset handles numerous parts for the automaker, including engines, transmissions and fenders. It also supplies parts to more Nissan dealerships on the East Coast than any other distribution center.

Workers at the PDC voted to join the UAW in September of 2020, despite the company spending more than \$2 million on various union-busting tactics to convince workers to vote no to unionizing.

Mandatory captive audience meetings where management would tell workers the union would bankrupt the company were commonplace. Favoritism has been a major problem at the facility prior to workers joining the UAW as well. Prior to the new one-year contract, workers had no seniority rights and numerous health and safety issues went unaddressed by the company.

viability. The automaker has had trouble retaining new employees, mainly because starting wages have been so low. UAW leaders expect to close the gap on pay discrepancies even more during negotiations at the end of the current one-year agreement.

UAW Local 2210 President Pete Murphy and others in the UAW are hopeful the contract at the Somerset PDC will be the catalyst

for organizing Nissan assembly plants in the future.

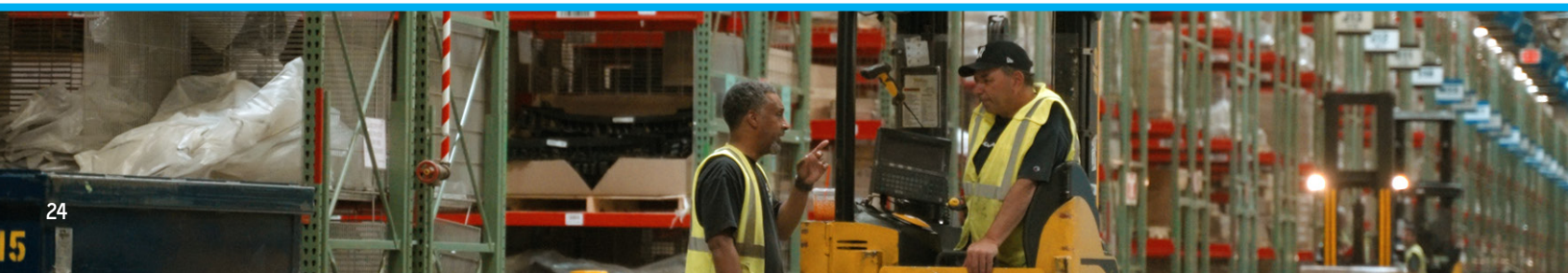
“Workers are energized right now,” Murphy said. “They see the difference being part of the UAW makes. They just want what is fair and this contract is a first step as we continue to improve the working lives of our members.”



“Low wages have been a problem for sure,” said Kenny Smith, a worker at the PDC. “But more important than the low wages has been the lack of respect the company has shown us on a daily basis.”

Surprisingly, the corporation agrees with the UAW that the two-tier wage system implemented by the company shortly after the Great Recession has been a detriment to Nissan’s long-term

“This is a historic contract for workers at Nissan,” said Region 9 Director, Dan Vicente. “Local 2210 members withstood numerous anti-union tactics from the company over the last few years and now have a contract that will improve their working conditions on the job. I’m excited to see what the future holds for workers at Nissan and look forward to supporting them in any way that we are able.”





# LUCA

## COMMUNICATION, EDUCATION, & ELEVATION OF OUR MEMBERS

Solidarity is the strength of any union, with education being one of the keys to solidarity. The UAW offers many training programs, both at the International and Regional levels, but realistically there are many members who never participate in these programs. Because of this, local union communication is one of our most important tools to offer education to our membership.

Local union communication is supported through LUCA (Local Union Communication Association), offering support and training for local union communicators. The LUCA Advisory Council is the driving force behind LUCA and is made up of one representative from each region. LUCA Advisory Council members are appointed by their regional directors and represent their director on the council.



**LUCA ADVISORY COUNCIL MEMBERS:**  
Chair, John Davis Region 8  
Vice Chair, Tracey Dye Region 1  
Recording Secretary Tiffany Thatcher Region 2B  
LUCA Chair Emeritus Debi Kirchner Region 1D  
Ryan Martin Region  
Doris Guilford Region 4  
Jessie Jesson Region 9  
Karina Whitaker Region 9A

John Davis is the LUCA Advisory Council Chair and represents Region 8. “Our local union communicators are some of the hardest working people within our union,” Davis states. “They work to keep their memberships informed of pertinent information, often on their own time and using their own equipment. Our communicators believe in this membership and go that extra mile to provide them with the information and education they need to function as UAW members.”

Newsletters, websites, social media, videos, and postings all help drive union leadership’s message to our members. The International Union has their own communication methods, while local union communication provides information specific to each local. Local union leaderships provide direction for their local union communications.

“Our LUCA Advisory Council has been working on a LUCA membership drive,” Chair John Davis adds. “We recently sent out a notice for local unions to sign up for LUCA and to update their representative list. Local unions belong to LUCA and then designate LUCA representatives for their local. Membership in LUCA is free, so every local union in our union should belong.”

To enroll your local in LUCA, a local union President should contact LUCA Coordinator Roy Escandon at the International Union Communications Department. Email Roy at [rescandon@uaw.net](mailto:rescandon@uaw.net) and request membership for your local in LUCA and designate your LUCA Representatives. Be sure to include your representative’s email and phone number if possible.

The next LUCA Conference is scheduled for April 28-May 3, 2024, at the Walter and May Reuther Family Education Center at Black Lake. The conference will include skill classes in writing, photography, web design, social media, video, and other subjects. All local union communicators should take advantage of these informative workshops to enhance their communication skills we work to educate, activate, and elevate our membership.

# UNION SECURITY AGREEMENTS

## NOTICE TO PERSONS COVERED BY UNION SECURITY AGREEMENTS REGULATED UNDER THE NATIONAL LABOR RELATIONS ACT

The UAW, like other unions, spends the vast majority of its funds on collective-bargaining-related activity, as well as some amounts for political lobbying, community services, citizenship fund activities, international affairs, organizing, charitable donations, publications advancing the union's political positions, certain litigation and other matters.

Under the Supreme Court decision in *CWA v. Beck*, nonunion members who pay money to the union under union security agreements may file objections to nonrepresentational-related expenditures of the money they pay under such agreements. (Such agreements, including those that the UAW is a party to, may be and are applied by the UAW only to require as a condition of employment that covered employees "tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership" in the union. This means that at any time you may decline membership in the union and be a non-member agency-fee payer. In addition, if you do so, you are eligible to submit an objection to the UAW under Beck as described below.)

To comply with the Beck decision, the UAW honors objections by nonmembers of the union covered by National Labor Relations Act union security agreements who notify in writing the Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214 of their objection. Objections may be filed at any time but must be renewed each year. Objectors will be charged only for expenditures related to representational activities. All non-members who file such an objection will receive the UAW's Report of Expenditures Incurred in Providing Collective Bargaining Related Services

for Fiscal Year 2022. This Report provides the basis for the amount which will be charged to Objectors for the period from Aug. 1, 2023, through July 31, 2024.

The Report arrives at this amount by an analysis of the UAW's 2022 expenditures which provides a detailed allocation of those expenditures between the 82.29 percent of such expenditures which are related to the UAW's representational activities, and from which the amount charged Objectors is derived, and the 17.71 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 2022 Report must be received by the UAW on or before October 6, 2023, except for challenges by Objectors who have already received a FY 2022 report, who have been notified of the deadline applicable to them.

# YOUR RIGHTS ARE PROTECTED



Protecting the rights of our members is a top priority of the UAW. Two of the most important processes our union has implemented to protect your rights are the Public Review Board (PRB) and the Ethics Hotline.

UAW members have the right to have an independent review of actions by elected officials and official bodies of the union, and alleged violations of the UAW ethical codes.

The review is conducted by the PRB. The PRB is an additional way to safeguard members' rights and act as a watchdog over the union's moral and ethical practices. The board consists of four members and is funded by the UAW.

The UAW Constitution states that the PRB was formed "...for the purpose of insuring a continuation of the high moral and ethical standards in the administrative and operative practices of the International union and its subordinate bodies, and to further strengthen the democratic processes and appeal procedures within the Union as they affect the rights and privileges of individual members and subordinate bodies."

PRB members are independent of the union, and the board's decisions are binding. The UAW was the first union to establish an independent board of appeals to safeguard the democratic rights of its members.

## LEARN MORE ABOUT THE PRB AT [PRBUAW.ORG](http://PRBUAW.ORG)

In addition, the UAW Ethics Hotline is a direct and confidential channel where any UAW member can report an ethical concern related to: fraud, financial mismanagement, racial or sexual harassment and discrimination or improper use of union resources by UAW International officials, staff, or employees.

The hotline is available 24 hours-a-day, 7 days-a-week, 365 days-a-year in English or Spanish via a toll-free phone call or the web. Each method of communication is independently administered and external to the UAW International.

## TO LEARN MORE ABOUT THE UAW ETHICS HOTLINE, SCAN THE QR CODE ON THIS PAGE.





*Black Lake*

**CONFERENCE CENTER**

## 2023 Tour Golf Package

### GOLF PACKAGE INCLUDES:

- 1 (18 hole) round of golf with cart at Gaylord Golf Club
- 1 (18 hole) round of golf with cart at the Rees Jones designed Black Lake Golf Club
- 1 walking (9 hole) round on the Little Course at Black Lake Golf Club
- 1 (18 hole) round of golf with cart at Michaywé Pines Golf Club
- 2 nights lodging at UAW Black Lake Conference Center in a standard room

RATES	MIDWEEK	WEEKEND
Shoulder Season (Sept. 18 to closing)	\$211 per person	\$231 per person
Summer Season (May 26-Sept 17)	\$231 per person	\$261 per person

\* Rates are per person and based upon double occupancy, per stay. Advance reservations only, full payment is required. (Upgraded rooms may be available at a surcharge).



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# Union Plus Credit Card



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