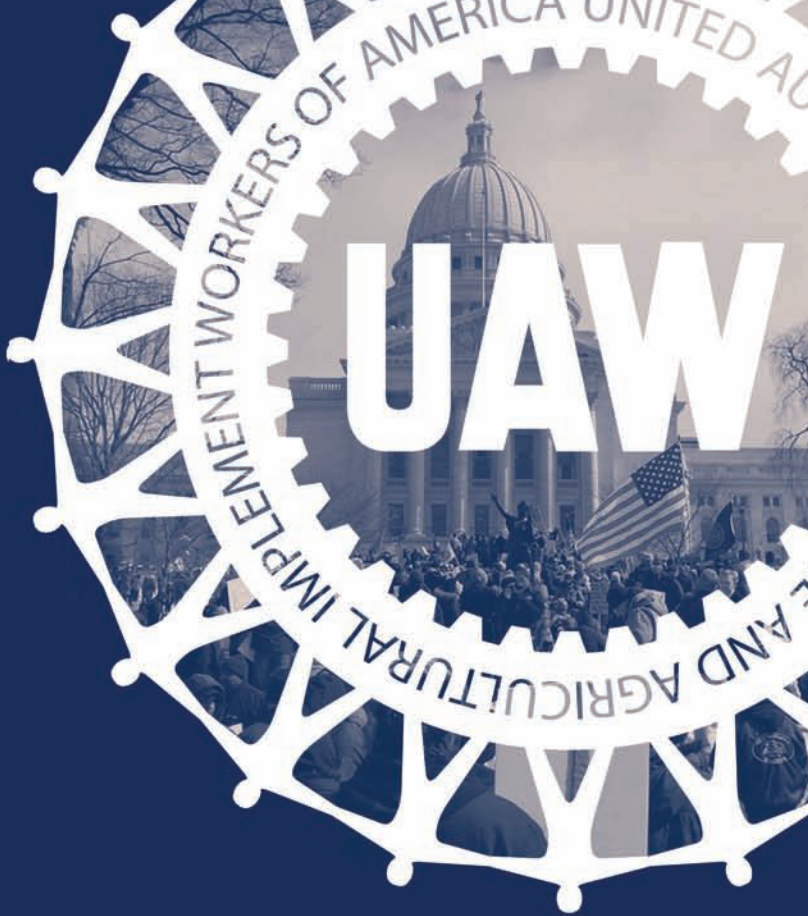
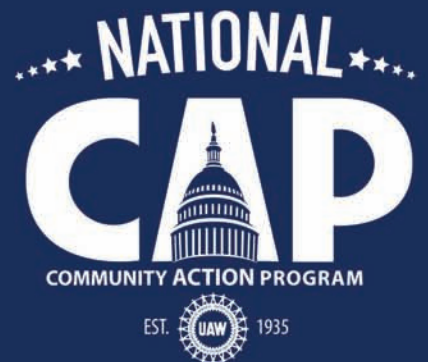


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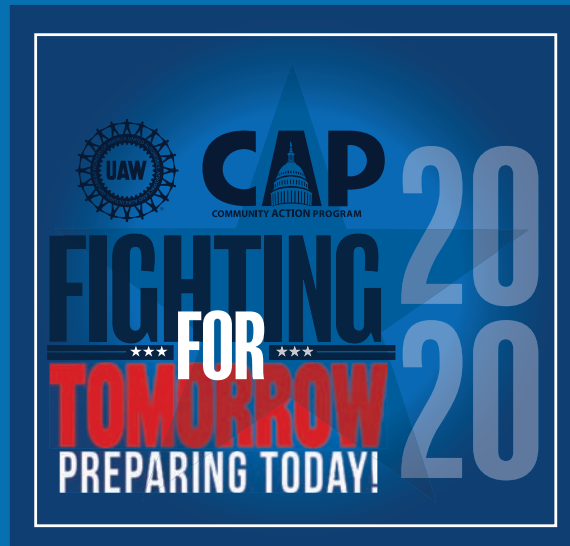


UAW 2020

GUIDE OF OUR ISSUES



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**UAW NATIONAL
COMMUNITY ACTION PROGRAM (CAP)
WASHINGTON, D.C. Feb. 2-5, 2020**



A MESSAGE FROM PRESIDENT RORY L. GAMBLE

Greetings Fellow UAW Activists:

Thank you for all your hard work and dedication. With a powerful Community Action Program (CAP) voice, the UAW is a champion for pro-worker policies in our cities and state houses, as well as in Washington. In this current political climate, our activism and energy are needed to defend against bad anti-worker legislation and regulations on health care, taxes, collective bargaining rights, and to fight for social justice and civil liberties. At the UAW we understand that political action is community action. We represent the voice of UAW members, America's middle-class families and the future jobs and prosperity for our nation.

Make no mistake, we are in a fight and we are up against a well-financed, aggressive anti-worker coalition. The influence of wealthy ultra-conservatives has been felt time and time again in Washington and in state capitals. So-called right-to-work legislation has spread into the industrial heartland. Decades of progress on issues such as health and safety, workers' compensation and others are in peril. Though we lack the money of wealthy conservatives and corporate America, we have an army of committed activists driven not by greed but by the values of equality, fairness and justice.

There is great discontent in our country and the 2020 elections will be a chance to elect pro-worker candidates. Our union, with CAP activists on the front lines, will have a crucial part to play in those elections. We need to elect lawmakers who understand and support our agenda; a president, state governors and other elected leaders, and lawmakers who understand that a healthy democracy represents all Americans rather than the wealthy few. Our objective this year is to advance through political action laws and policies that:

- Protect and strengthen collective bargaining and organizing rights.
- Advance and protect equality in the workplace and under the law.
- Prioritize the needs of working people over corporate greed.
- Make certain any rewrite of our trade agreements is enforced and benefits workers and communities.
- Protect our democracy from election rules that disenfranchise voters.

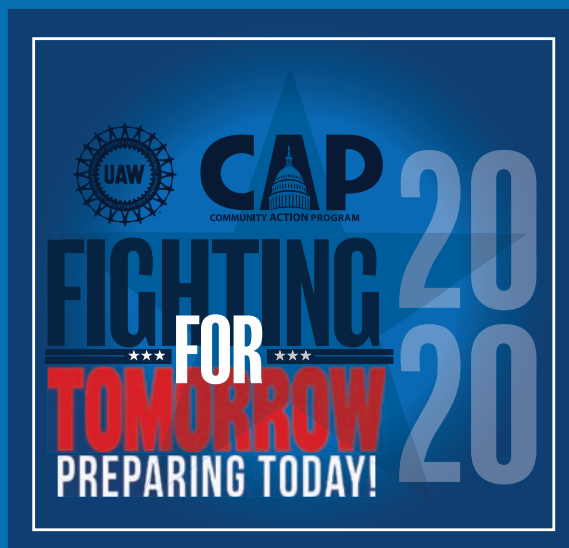
Clearly, we have a great task in front of us. We must be the tip of the spear that helps cut through the political gridlock and anti-worker sentiment that is so widespread. We do this through actively participating in the electoral process and in our communities. We educate our co-workers, neighbors and friends on the benefits of electing pro-worker candidates and the dangers of complacency. We work for pro-worker candidates by phone banking, door knocking, holding conversations in the workplace, at the dinner table, and on social media. But, most importantly, we bring passion and commitment to our task of making this country a better and more equal place to live and work. We thank you for what you have done in the past and for what we know you will do in this election year. With your continued activism, we can make a better future for all Americans.

In Solidarity,

Rory Gamble
President, UAW International Union



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FREEDOM TO FORM UNIONS

The right of workers to come together and collectively bargain with their employer is an internationally recognized human right protected by the First Amendment of the U.S. Constitution and enshrined in U.S. law by the National Labor Relations Act (NLRA) over eight decades ago.

The right to form a union paved the way for the creation of a strong middle class. Over time, unions have vastly improved workplace rights, wages, benefits, and conditions for all workers. A worker with a union contract earns, on average, 13.2 percent more in wages than a peer with similar education, occupation, and experience in a nonunionized workplace in the same sector.

The union advantage persists despite a decline in union density. The percent of workers belonging to unions was 20.1 percent in 1983, while today it is less than 11 percent. The decline is particularly pronounced in the private sector as the percentage has fallen to 6.4 percent, levels not seen since 1932. It comes as little surprise that as union membership declines, the gap between the extremely wealthy and everyone else gets wider and wider. The gap between the richest and the poorest U.S. household is now the largest that it has been in 50 years. The wealthiest 1 percent of families in the United States hold approximately 40 percent of all wealth while the bottom 90 percent of families hold less than one quarter of all wealth.

Why has this happened and what we can do to reverse the tide?

Staggering wealth inequality can be attributed to many factors and there is no silver bullet solution to close the gap. Bad trade and tax laws that encourage the outsourcing of middle-class union jobs are important factors. Yet misguided trade agreements and tax laws only tell part of the story as there is no doubt that constant attacks by anti-worker special interest groups and politicians have played an outsized role as the NLRA failed to protect workers as it was intended.

Employers routinely hire anti-union consultants who advise them to use a variety of legal and illegal tactics to stop workers from organizing and to frustrate the collective bargaining process. According to the Economic Policy Institute (EPI), in one of every three campaigns, employers fire pro-union workers, and spend at least \$1 billion annually in opposition to organizing. Ninety percent of employers require captive-audience meetings to dissuade workers from joining a union. Sadly, the efforts

of anti-worker forces have taken a toll as wages and benefits have not kept up with the true cost of living for the vast majority of working Americans.

Fortunately, the new Democratic House Majority is advancing pro-worker, pro-labor legislation. House Education and Labor Committee Democrats passed the Protecting the Right to Organize Act (PRO) Act last fall and it could be voted on by the full House anytime. We endorsed the PRO Act as 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.

In addition to the PRO Act, House Democrats introduced the Public Service Freedom to Negotiate Act (H.R. 3463). This bill would strengthen labor rights in the public sector by reversing the Supreme Court's dreadful *Janus v. AFSCME* decision and adding additional protections. Pro-labor legislation is nearly certain to be blocked in the Republican-led Senate but forward progress in the House is needed to take advantage of future opportunities to advance pro-worker legislation in a more favorable political environment.

At the same time, anti-worker policies and court rulings continue to proliferate. Since taking office the Trump administration has pursued an aggressive agenda aimed at curtailing workers' rights by gutting protections. These efforts have made it harder for workers to secure a better future for themselves and their families. Eliminating these basic labor protections is a loss to all working men and women.

The administration and right-wing members of Congress have advanced a relentless anti-worker agenda through executive orders, federal rulemaking, and stacking the courts with anti-union federal judges who enjoy lifetime appointments. Since the beginning of his administration, President Trump has signed over 130 executive orders. He has issued orders to undo a range of policies that were enacted by the Obama administration with our support. The Trump administration has zeroed in on federal workers. In 2017, President Trump issued three executive orders which severely erode collective bargaining rights of federal government workers. The administration has more direct control over labor standards of federal workers since the federal government is the employer. These executive orders are clearly designed to limit the power of federal employee unions

by streamlining collective bargaining negotiations, reducing the number of work hours union members can spend on union business, and making it easier to fire federal workers.

To cite one example of many, in June 2019 the Environmental Protection Agency (EPA) informed workers in an email that it would implement a new contract unilaterally. Attacks on federal workers are part of a larger effort to eliminate unions.

President Trump has nominated and appointed leaders who favor big business and have demonstrated no regard for workers' rights. For example, Labor Secretary Gene Scalia, who is in charge of enforcing workers' rights and U.S. labor laws, is a corporate lawyer who spent much of his career fighting labor laws on behalf of America's largest businesses, including Wall Street banks and Walmart.

Under the law, the president's party controls three of the five seats on the National Labor Relations Board (NLRB), an independent agency of the federal government whose purpose is to enforce U.S. labor law. The NLRB has been outright hostile to workers' rights. President Trump's nominees to the board, William Emanuel and Marvin Kaplan, had a lengthy history of siding with corporations over workers. Nevertheless, they were confirmed by the Republican majority in the Senate.

Over the past couple of years, the Republican majority on the NLRB has made organizing even more difficult, fair elections even more tenuous, and the employers' interference and threats without accountability even easier.

The NLRB's Republican majority continues to issue a series of anti-union decisions. It ruled that employers can block union representatives from public areas at their workplaces, reversing a 38-year precedent that allowed union representatives who were not employees of the company to access public areas. The NLRB has also issued regulations to deny teaching and research assistants at private universities legal protection to form unions, retreating from a 2016 decision that cleared the way for collective bargaining at some of the nation's elite schools. Enacting anti-worker policies is only one way the NLRB has sabotaged workers' rights. Some of their methods are more below the radar screen but no less harmful. Last year's vote at Volkswagen in Chattanooga, Tennessee, is a clear example of how the boards day-to-day actions impact workers. After Volkswagen workers filed to have an election to form a union, the NLRB put the union election on hold for weeks, giving Volkswagen time to ramp up its anti-union campaign.

President Trump is on pace to eclipse Richard Nixon

as the president with the highest number of judges confirmed in his first term. President Nixon appointed 235 federal judges during his presidency, which surpassed the previous record of 193 set by Franklin D. Roosevelt. Under Senator Mitch McConnell's leadership, Republicans are filling the appellate judicial seats they held open during President Barack Obama's final two years in office with right-wing judges who have lifetime tenure. A significant number of these pending and confirmed judges have judicial records of supporting corporate interests over workers' rights. Undoubtedly, these ultra-conservative judges will decide on cases impacting workers' rights and labor protections beyond the foreseeable future.

Of course, attacks on working people have been relentless at the state level as Republican legislatures and governors have passed so-called "right to work" (RTW) laws and stripped public sector workers of their rights, despite strong grassroots opposition. RTW laws make it illegal for workers to bargain for union security in their collective bargaining agreements. The intent is to weaken unions financially, making them a less effective counterweight to corporate power in the workplace and the political system.

There is good news as unions popularity within the general public is over 60 percent, the highest it has been in decades. This is, in no small measure, because workers across the country have persisted in the fight for better workplaces and a better future. Teachers in RTW states, General Motors workers at plants and distribution centers across the country, Mack truck workers, and academic workers at Harvard University, are among those who went on strike for a better life and stronger middle class. Unions' popularity among the general public is the highest it has been in decades. Without a union and the laws that protect workers, they would not have the leverage they had in recent contract negotiations.

ACTION: Tell your representatives and senators to pass the Protecting the Right to Organize Act (PRO) Act.

ACTION: Tell your representatives and senators to pass the Public Service Freedom to Negotiate Act.

ACTION: Urge your senators to oppose judicial nominees who have track records of opposing workers' rights and undermining labor standards.

ACTION: Urge your senators and representatives to support resolutions and/or legislation to overturn anti-worker regulations.



ISSUES

ACTION: Tell your senators to oppose nominees to the National Labor Relations Board (NLRB) who advance corporate and business interests over those of working families.

ACTION: Tell state legislators to oppose RTW and other attacks on collective bargaining.

ACTION: Join UAW members and union workers across various industries on the picket line striking for fair pay, affordable health care, retirement security, and job security.

ACTION: Ask your members of Congress to weigh in with employers/corporations who launch anti-union campaigns when workers try to organize.

ACTION: Get out the vote for candidates who support workers' freedom to have a voice in the workplace.

ACTION: Urge lawmakers to support broadening the definition of joint employment to expand the organizing rights of temporary and contingent workers, and to hold companies accountable for the working conditions for everyone working in their facility.

STRENGTHENING THE MIDDLE CLASS BY RAISING WAGES

The gap between the richest and the poorest U.S. households is at levels unseen since the gilded age over a century ago. As noted in the previous section, 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, it 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. The future of overtime and minimum wage laws are currently being debated by Congress and the administration.

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 control.

In 2019, the House of Representatives passed the Raise the Wage Act (H.R. 582), legislation to raise the minimum wage from \$7.25 to \$15 per hour by 2025 and include automatic increases. We endorsed this legislation because the minimum wage should be raised and indexed so workers do not have to depend on the generosity of employers and Congress to make ends meet.

Senate Majority Leader Mitch McConnell declared he will not advance the measure in the Senate. President Trump released a Statement of Administrative Policy (SAP)

in opposition to H.R. 582, promising to veto it if it passed both chambers and landed on his desk.

The Trump administration also 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 September 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. We vehemently opposed the weaker standard.

Legislation has been introduced to restore the previous rule, known as the Restoring Overtime Pay Act (H.R. 3197), 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.

ACTION: Urge your representatives and senators to pass the Restoring Overtime Pay Act (H.R. 3197), to codify the Obama administration's overtime rule and guarantee eligibility for workers making less than \$51,000 per year.

ACTION: Urge your senators to follow the House and pass the Raise the Wage Act, which increases the federal minimum wage from \$7.25 to \$15 per hour and includes indexing and parity for tipped workers.

ACTION: Oppose legislation that would undermine the 40-hour workweek and overtime requirements in the FLSA.

HEALTH CARE

Since our early inception, we have maintained that health care must be a right, not simply a privilege for the wealthy. No matter where people live or what is in their wallets, health care must be affordable and accessible to everyone. No one should be forced into bankruptcy because they cannot pay their medical bills or skip a life-saving medication because they cannot afford the cost of prescription drugs.

We have fought in the halls of Congress and at the negotiation table with the belief that more people should have affordable, comprehensive care. These efforts have borne fruit. We supported the creation of Medicare and Medicaid in the mid-1960s to make sure seniors and families with little means could receive affordable, quality care. More recently, we supported the Affordable Care Act (ACA), in 2010. The ACA, also known as Obamacare, has provided quality health care for millions of Americans since being passed into law. It has prevented insurance companies from discriminating against people who have pre-existing conditions such as diabetes, cancer, or asthma. Before the ACA, insurance companies could deny or take away health insurance based on pre-existing conditions. Now it is illegal.

As of 2018, more than 20 million Americans had gained health care coverage as a result of Obamacare. With the ACA in place, we have seen the largest decline in the uninsured rate in decades — the lowest level on record. These gains have occurred despite deep cuts to the health care marketplace navigators, which has been cut by 84 percent since President Trump took office. Navigator programs raise awareness about the availability of marketplace plans, help people apply for federal subsidies, and provide information about plan options.

It is not just the ACA that is under attack, there is also a bullseye on Medicare and Medicaid as right-wing Republicans in Congress, the administration, and wealthy special interests whose main goal is to let corporations decide who has health care in the United States.

Sadly, these gains are under serious attack and those attacks will only escalate as opponents of these critical laws gain more power. Republicans in Congress have steadfastly opposed the ACA and have attempted to

eliminate, weaken or repeal it over 100 times. In 2017, House Republicans passed the American Health Care Act (AHCA). This bill provided hundreds of billions in tax cuts to the rich by taking away health coverage from over 24 million people, raising health care costs for seniors and discriminating against individuals with pre-existing conditions. Following the House vote on the AHCA, the Senate made attempts to pass the bill. The UAW fought against the AHCA in Washington and around the country as tens of thousands of UAW members called on their elected leaders to oppose the bill. Since that time, it has become clear that the AHCA was a precursor of things to come under the Trump administration.

Under the Trump administration, the following actions have place:

- President Trump signed the Promoting Healthcare Choice and Competition Act, an executive order (EO) that removed federal subsidies to health insurance companies helping people purchase health care coverage. Without the subsidies, insurance markets could quickly collapse, drive up costs, and force insurers to no longer offer coverage in the exchanges.
- The Trump administration issued a final rule that cleared the way for the sale of health insurance policies that do not have to comply with the ACA standards covering prescription drugs, maternity care, mental health services or people with pre-existing medical conditions. These “short-term limited duration” health plans also known as junk plans, allow cheaper policies and fewer protections for consumers to be sold across state lines. President Trump promised the American people during his candidacy that he would protect people with pre-existing conditions, but his actions say otherwise.
- The Centers for Medicare & Medicaid Services (CMS) cut funding for consumer enrollment assistance and outreach through the navigator program to \$10 million for the 34 states whose ACA marketplaces are

facilitated by the federal government. Combined with the large cut in 2018, navigator funding has now fallen more than 80 percent from its 2016 level.

- In December 2018, a federal court in Texas Court declared the entire ACA invalid. In the case brought forth by 20 Republican attorney generals and governors, the judge sided with the plaintiffs who argued that since the individual mandate tax penalty was eliminated under the Tax Cuts and Jobs Act (TCJA), the entire ACA should be struck down. Usually, a presidential administration defends current law, but the Trump administration took a different approach in this case. The case is being litigated the Fifth Circuit Court of Appeals and marks the latest legal challenge to the ACA. If the ACA is invalidated, the rules prohibiting insurers from denying or taking away health care coverage based on pre-existing conditions along with the rest of the law will be struck down. *Texas v. Azar* is likely to be appealed and make its way to the Supreme Court where the fate of the ACA could yet again be decided.
- Right-wing 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 us because of the impact this change would have on early retirees who receive their health coverage through the VEBA trust.

Not all the news is bad as there is some momentum in Congress to preserve and strengthen the ACA and address the rising cost of prescription drugs.

In December 2019, the House passed legislation to address the skyrocketing cost of prescription drugs. The Lower Drug Costs Now Act of 2019 (H.R. 3) 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. Under H.R. 3, drug companies that do not comply with the negotiated price would face steep fines. The Senate is unlikely to vote on H.R. 3 and is instead considering much narrower bipartisan proposals.

Voters ranked health care as a top priority in 2018 elections. Besides legislation to drive down the cost of prescription drugs, Democrats have introduced measures to fundamentally transform the nation's health

care system. Medicare for All is a proposal would create a universal Medicare program covering all people with the same government-run health plan. Workers would no longer have to pay a co-pay to see a doctor.

We supported several health care bills that have passed in the House in 2019. The House passed the Middle-Class Health Benefits Tax Repeal Act, a bill to permanently repeal the excise tax. The excise tax, also known as the "Cadillac tax," was scheduled to go into effect on Jan. 1, 2022 and would have assessed a 40 percent tax on the cost of coverage for health plans that exceed \$11,200 for individual coverage and \$30,100 for family coverage. If implemented, hundreds of thousands of people would have likely faced higher out-of-pocket costs. The percentage of employers with a plan reaching the threshold is projected to grow fairly rapidly over time, to 28 percent in 2025 and 37 percent in 2030. We supported repealing this specific tax. The bill was passed by the Senate and signed into law.

The House also passed the Protecting Americans with Pre-existing Conditions Act of 2019 (H.R. 986), which would prevent states from creating and subsidizing health care plans that provide inadequate coverage and often fail people when they need coverage the most. H.R. 986 would block the Trump administration from granting states waivers to skirt Obamacare rules designed to ensure that patients with pre-existing conditions continue to receive affordable robust coverage. These waivers could lead to the proliferation of short-term, under-regulated plans that provide skimpy health care coverage. Insurers offering these plans could deny or fix price coverage based on a person's pre-existing conditions or age. It would likely drive up premiums for people with pre-existing conditions as more people with costlier conditions and fewer healthier individuals will be in ACA-compliant plans. President Trump has vowed to veto H.R. 986 if the Senate passes it.

ACTION: Urge your senators to support the Lower Drug Costs Now Act (H.R. 3), legislation that would significantly lower the cost of prescription drugs by prohibiting drug price gouging and put people over profits. This could be done, for example, by deterring price gouging, allowing the government to negotiate drug prices (especially for Medicare), and increasing generic drug market competition to make prescription drugs more affordable.

ACTION: Tell your members of Congress to oppose

efforts to repeal, replace, defund, delay or weaken the Affordable Care Act (ACA).

ACTION: Educate yourself on the ACA and share facts with friends and family on how the law has helped working families.

ACTION: Urge your senators to support legislation such as the Protecting Americans with Pre-existing Conditions Act of 2019 (H.R. 986) that prevents insurance companies from charging higher premiums or taking away health care coverage based on pre-existing conditions.

ACTION: Tell Congress to oppose efforts that hurt seniors' access to health care such as proposals to increase the eligibility age for Medicare, shift costs to seniors, and turn Medicare into a voucher program.

ACTION: Tell Congress to oppose cuts in Medicaid benefits by not capping or block-granting the program.

ACTION: Tell your members of Congress to support legislation to expand access to affordable, quality care.

INTERNATIONAL TRADE

International trade is a fact of life in our global economy. The question for us is under what rules trade will occur. Our agreements have promoted the economic interests of multinational corporations over those of working people as U.S. companies invest more in foreign countries where workers are poorly paid and labor rights are repressed. In turn, many of our current trade agreements put downward pressure on wages and have led to massive losses in U.S. manufacturing jobs. We need trade policies that raise the wages for workers and prevent multinational companies from outsourcing U.S. jobs. International trade can be of some benefit to workers if trade agreements are negotiated to benefit the broader public interest. This can only happen if our trade agreement model is fundamentally changed.

On the campaign trail, President Trump vowed to rip up trade agreements and reduce the U.S. trade deficit with global trading partners. These are laudable goals we support. The Trump administration has imposed more tariffs than any other president in modern history. He has harshly criticized the practices of many of our largest trading partners. Of course, what ultimately matters are the results, not the goals and number of headlines.

For decades, we have raised our voices against poorly designed trade rules, such as those embodied in the North American Free Trade Agreement (NAFTA). While the Trump administration's renegotiated NAFTA (also referred to as USCMA or NAFTA 2.0) has made some improvements, there is no strong evidence to support the notion that NAFTA 2.0 will lead to higher wages and plants moving back from Mexico.

At the time of this writing, USMCA negotiations

reached a new milestone. U.S., Mexican and Canadian lawmakers initially agreed to a new trade agreement, replacing NAFTA in late 2018. The agreement they reached was unacceptable as it did not have credible enforcement mechanisms. Without enforcement, standards and rules are just words on a page. House Democrats and administration negotiated for the better part of a year as House Democrats and pro-labor senators, like Sherrod Brown of Ohio and Gary Peters of Michigan, demanded putting teeth in the agreement and ending giveaways to drug companies. Thanks to these efforts, USMCA is significantly better than when it was originally put forward by the administration. To be clear, this new agreement will still not bring the hundreds of thousands of U.S. manufacturing jobs back from Mexico. At the same time, it contains a new enforcement mechanism that can be used to block Mexican goods from coming into the U.S. if they violate workers' rights. Tariffs and fees could be assessed to goods and services coming from Mexico from companies that violate workers' freedom to organize or their rights to collectively bargain. Goods can be blocked from coming into the U.S. for repeated offenses. The House passed USCMA in late December and the Senate is likely to approve it soon.

Ultimately, only time will tell if USMCA curtails the move of factories from the United States to Mexico. A great deal of work remains as Mexico needs to implement real labor reforms by eliminating phony unions that are aligned with employers, and instead strengthen the rights of Mexican workers to freely negotiate contracts with better wages and benefits. Over the past several decades, U.S. corporations have been all too eager to work with imposter unions that work to depress wages.



ISSUES

The administration has revamped the Auto Rules of Origin (ROO) with the goal of spurring more U.S. investment. The auto industry and the United States Trade Representative have failed to substantiate the claim that the revamped ROO will lead to massive new U.S. investments. The auto industry and the U.S. Chamber of Commerce support USMCA. These same groups strongly supported the original NAFTA.

Bilateral trade negotiations with the United Kingdom, the European Union (EU), Japan and China are also underway. Negotiations with the United Kingdom are in flux as their likely departure from the European Union has created uncertainty. U.S. trade negotiators have also periodically met with their counterparts from the EU. No agreement on key issues have been reached to date.

The administration announced a “Stage One” agreement with Japan that includes U.S. tariff cuts on machine tools, fasteners, steam turbines, bicycles and parts, and musical instruments. U.S. auto tariffs were not included in this phase but could very well be in the next. In exchange, Japan significantly lowered agricultural tariffs. The administration went around Congress on this agreement by utilizing authority granted to the president under Fast Track to reduce and eliminate certain tariffs. There is no question that the agreement with Japan is intended to help alleviate concerns voiced by agricultural interests. The administration has also provided generous financial assistance to these same constituencies.

Stage One was not a good deal for U.S. manufacturing workers and we are deeply concerned that a larger agreement with Japan could further widen our enormous auto trade deficit and hurt U.S. auto workers. In 2017, the U.S. had a \$68.9 billion trade deficit with Japan, 75 percent of the deficit came from motor vehicles and parts. Japan maintains one of the most closed auto markets in the world, using non-tariff trade rules, including currency manipulation, to maintain its competitive edge. We believe trade agreements must prohibit countries from unfairly lowering the cost of exports through currency manipulation. We also believe the auto sector should be excluded from any future deal that is reached. Trade agreements must prohibit countries from unfairly lowering the cost of exports through currency manipulation.

At time of this writing, high-stakes negotiations with China have reportedly yielded a modest agreement in which the Chinese have committed to buying U.S. agricultural products and reforming some of their many unfair trade practices. It is unclear how and if the

agreement will help working people. The administration had imposed a 25 percent tariff on \$250 billion worth of Chinese exports in 2018. In retaliation, China imposed duties on \$60 billion in U.S. exports, just under half of what the U.S. sends to China each year. This trade dispute roiled financial markets and farming communities.

ACTION: Urge your elected leaders to defend worker rights globally and raise labor standards across the global supply chain in the auto and other industries.

ACTION: Urge your congressional delegation to strengthen the ability of the United States to act to protect American workers against import surges that threaten their jobs.

ACTION: Ask your senators and representatives to support legislation requiring countries to stop manipulating their currencies to obtain an unfair competitive advantage for their products.

ACTION: Ask your senators and representatives to support excluding the auto sector in any future agreement with Japan.

JUDICIAL NOMINATIONS

The biggest priority in the GOP-controlled Senate, by far, is approving the nominees sent by President Trump for judicial seats across federal courts – the Supreme Court, District Courts and Courts of Appeals. Leader McConnell has said he and the President are intent on “changing the federal courts forever.”

Their efforts have been highly successful. In the first two years of his term, President Trump has had more judges on high-ranking federal courts confirmed than any recent predecessors. Conservative judges on the Supreme Court and lower courts are ruling on cases that impact the lives of working people ranging from health, voting rights, labor and health and safety in the workplace.

The Senate famously blocked votes on President Barack Obama’s judicial nominations, leaving hundreds of vacancies now being filled at a rapid pace with Trump nominees. They even changed the Senate rules and broke long-standing bipartisan traditions to allow judges to be confirmed even faster. Senate Majority Leader 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.

The nominees put forward by the administration

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, 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.

Meanwhile, the Supreme Court ruled that partisan gerrymandering is a political question and not reviewable by the federal courts. The ruling puts the onus on the legislative branch and individual states to oversee redistricting efforts. As a practical matter, gerrymandering is likely to continue for the foreseeable future. Gerrymandered districts have disproportionately harmed underserved and lower income communities as the vast majority of gerrymandered districts around the country have been put in place by Republican governors and state legislatures. This gaming of the system has notably increased since the last census nearly a decade ago.

ACTION: Urge your senators to oppose judges to the federal courts who have records of opposing labor rights, health care, civil rights, and health and safety issues in the workplace.

MANUFACTURING JOBS

We support a strong manufacturing base because it is essential to growing the middle class as well as our nation’s economic viability and national security. Manufacturing contributes 11.4 percent to the overall GDP and the domestic auto market is a critical component. In 2018, 17.2 million light vehicles were sold and nearly 900,000 people worked in auto and auto parts manufacturing alone. In 2019 the news was not good as manufacturing turned south and entered what Federal Reserve data show is a recession, or six-month slump.

This slump is far from the only problem we have in our manufacturing sector. Over the last 15 years, wages for U.S. auto production workers have fallen dramatically. When adjusting for inflation, average hourly earnings in auto assembly have declined by 23 percent, while wages

in the parts sector have declined by 22 percent. Real wages have dropped despite remarkable increases in productivity. From 1979 to 2018, net worker productivity rose 69.6 percent, while the hourly pay of typical workers essentially stagnated, increasing only 11.6 percent over 39 years (after adjusting for inflation). Since 1973, worker productivity has grown 6.2 times more than worker pay. To make matters worse, since 2000, the U.S. has lost of over 3 million manufacturing jobs – with trade playing a significant role. This is in no small part due to policies pushed by our elected leaders that favor the wealthiest and most powerful in our country. This trend is a result of corporate greed. Corporate greed and bad policies have also had a ripple effect on jobs from other sectors that are dependent on the auto industry, impacting an

estimated 7.25 million private sector jobs nationwide. It not only autoworkers who stand to benefit from good manufacturing policies. The tens of thousands of UAW members employed in the agricultural implement sector who manufacture combines, tractors, and products needed by our emerging biofuel industry as well as tens of thousands of UAW members in the heavy-duty truck industry, and those working in auto supplier network all stand to benefit from a national manufacturing strategy.

The manufacturing base in this country has been weakened over the last several decades by misguided policies and changes in our economy. For example, companies are increasingly shifting good manufacturing jobs overseas and continue to be rewarded for doing so because of loopholes in our tax code. These loopholes are best evidenced by the passage of the Tax Cuts and Jobs Act (TCJA) in 2017. TCJA gave enormous tax breaks to the super wealthy and powerful corporations and incentivized the outsourcing of U.S. jobs overseas.

This has to change. Raising wages and living standards, creating jobs, and combating income inequality must be the top economic priorities for our government. We need a coordinated, comprehensive national strategy that supports manufacturing and fixes our crumbling infrastructure. Many of the jobs that are being created are in fields like retail, food service, and temporary staffing where hourly wages are often low, benefits few and far

between, and a union voice is usually absent. There must be policies that hold employers accountable for using temporary workers instead of full-time workers on a large scale.

We need a manufacturing strategy that creates good jobs and strengthens our communities. We can accomplish this through trade policies that raise wages for workers and prevent multinational companies from outsourcing U.S. jobs; fair and equitable tax policies that do not benefit only the super wealthy and corporations; and investments in worker training and education to ensure there is a robust pipeline of skilled workers in the U.S. manufacturing sector.

ACTION: Advance budget and tax policies that promote the creation and retention of manufacturing jobs in the United States.

ACTION: Promote, enforce and expand “Buy American” requirements so taxpayer monies are used to support American products and jobs.

ACTION: Call on elected leaders to enact trade policies that strengthen middle-class manufacturing jobs, prevent the outsourcing of U.S. jobs overseas, and benefit workers.

INFRASTRUCTURE

U.S. wealth and economic power has been greatly aided by our public investments in our nation’s infrastructure. We built systems that connected communities and allowed for the efficient movement of goods and people. Now many of these systems are faltering and investments in the nation’s roads, bridges, airports, energy grids, and water systems are long overdue. According to the 2017 American Society of Civil Engineers report card produced every four years, U.S. infrastructure received a D+ and needs trillions in investments. Our roads, bridges, and water systems are crumbling due to a lack of public investment. We need to invest not only in these structures but in the workforce which makes them possible.

Although traditionally a bipartisan issue, a \$2 trillion infrastructure package with a focus on roads, water and rural broadband stalled after being introduced by Democrats in the spring due to right-wing opposition.

Congress is debating a more modest proposal that focus on transportation infrastructure.

Infrastructure investments should support strong jobs and technological developments. For example, charging stations for electric vehicles (EVs) will be an essential component of expanding clean vehicle use, and policies should ensure the equipment is manufactured in the U.S. and installed by a skilled and trained workforce. It is also imperative that vehicles of the future such as electric vehicles are manufactured in the United States. Worker standards must accompany EV incentives to promote the creation of high-quality jobs.

Autonomous Vehicle (AV) technology is an area that could provide benefits through investment in infrastructure and technology development. AV regulations should ensure that the pace of AV deployment is driven by safety, security, sustainability, and effectiveness and not used as a strategy to cut costs and

destroy quality jobs. Policies should ensure U.S. firms are global leaders in advanced transportation technology, and that U.S. workers have the opportunity to develop new skills and transition into good EV and AV jobs.

ACTION: Urge Congress to make significant public investments to our infrastructure, including roads, bridges, mass transit, schools, water and sewer systems and internet broadband. Congress should also not privatize these public goods. Congress should instead pass a comprehensive plan to address the \$3.2 trillion

infrastructure deficit, including energy infrastructure, water infrastructure, and transit.

ACTION: Support new federal investments and incentives to encourage the production of electric vehicles in the United States.

ACTION: Support linking worker and domestic build standards to EV incentives to promote the creation of high-quality manufacturing U.S. jobs.

THE FEDERAL BUDGET AND TAXES

Federal budgets are about a lot more than incomprehensible numbers. Budgets are a statement of our values and priorities as a country. We support funding for basic human needs, public investments in education and infrastructure, strong enforcement of workplace protections, and programs that strengthen the middle class and support good wages. Federal investment in manufacturing, physical infrastructure, human capital, and scientific knowledge are the right thing to do from a moral perspective, and they are also essential for ensuring that the industries and jobs of the future will be created in the United States.

We need an economy that works for all Americans, not just those at the top. In Washington, we are headed in the wrong direction. In 2017, with only Republican support, Congress passed the Tax Cuts and Jobs Act (TCJA). This sweeping law gives enormous tax breaks to multinational corporations and the super wealthy and incentivizes the outsourcing of American jobs overseas. Before TCJA, the United States taxed all profits of U.S. corporations, whether earned in the United States or in a foreign country, at the same rate. Under the new law, a business that creates jobs in the USA would pay U.S. taxes on its profits at a higher rate than a business that sends those same jobs overseas.

Working families are not reaping the same benefits under the law as the wealthy and powerful corporations. Under TCJA, the promise to grow American businesses, raise wages, and put Americans to work has fallen flat. To date, overwhelmingly most of the benefits have gone to top earners, including CEOs, company executives and shareholders. Only a small percentage of workers saw a temporary or one-time boost and bonuses, not the \$4,000 per year blanket increase originally promised to middle-class families. Since the tax cuts were enacted,

corporations have announced stock buybacks of roughly \$995 billion, 140 times more than what corporations have promised workers in pay increases. Buybacks mostly benefit the wealthy who own corporate stock. TCJA has had far-reaching implications, including tax incentives that encourage the outsourcing of U.S. jobs, the elimination of ACA's individual mandate tax penalty, and the modification of the estate tax so fewer wealthy families are required to pay their fair share in taxes. These provisions are discussed throughout the book.

Our elected leaders must refocus tax policies to put more money in the pockets of working people, create and sustain good jobs and discourage the offshoring of American jobs. They must also ensure the health care, education, housing, childcare and nutrition assistance needs of the American people are addressed. We must create policies beneficial to all Americans, not to just the wealthiest and most powerful at the expense of everyone else. Unfortunately, the Trump administration has consistently cut funding for the most vulnerable. In early December, it kicked about 700,000 people off the Supplemental Nutrition Assistance Program (SNAP), commonly known as food stamps, which provide money for people to purchase food.

Instead of taking away from the poorest, we should ensure we have the resources to take care of our country's needs. A good place for Congress to start is the For The 99.8% Act (H.R. 4857) and No Tax Breaks for Outsourcing Act (H.R. 1711/S. 780). H.R. 4857 would bring badly needed fairness to our tax code by reversing the harm done under TCJA, which expanded the number of super wealthy individuals and families who did not have to pay their fair share of the estate tax. H.R. 1711/S. 780 would end offshore tax avoidance and reverse TCJA's incentives to offshore U.S. jobs.



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Tax and budget policies have a direct impact on the lives of working families. Every year, the president releases the administration's budget, which is essentially an outline of funding priorities. Over the last several years, President Trump has called for defense and border security increases combined with deep cuts to Medicaid and Medicare, SNAP, Social Security and student loan programs. Congress has consistently struggled to pass appropriations measures which keep the government running. In fact, over the last four decades Congress has managed to pass all of its required appropriations measures on time only four times: 1977, 1989, 1995 and 1997. Congress has increasingly bought more time by relying on continuing resolutions (CR), typically extending previously funding levels but only for existing programs.

Part of the reason that Congress has had trouble passing annual appropriations bills is because less revenue is coming in as the well-connected fail to pay their fair share. Politicians have repeatedly tried to make up the difference by severely cutting spending to programs that help working families, retirees, and the vulnerable. If they have their way, programs and services essential to low- and middle-income families will bear the brunt of spending cuts.

The 2018 government shutdown, which was the longest government shutdown in history, occurred because President Trump threatened to veto a budget passed by Congress unless it included \$5.8 billion in funding to build 215 miles of wall at the southern border. Eventually, he retreated from his position and agreed to sign a CR to re-open the government. The shutdown had a negative impact on federal workers who were furloughed and the services we all depend on, like airport security.

A Republican Senate, Republican presidency and Democratic House has complicated the budget process with dueling priorities on funding for defense, health care and numerous social programs that working families depend on. It has also resulted in some measured victories. For example, despite President Trump's call to

eliminate funding for legal services in the FY 2019 budget, the House and the Senate passed a budget that included the largest increase since 2010. This was a significant win for UAW members in legal services who provide services to families on a range of issues including foreclosure, bankruptcy and unemployment.

ACTION: Support legislation to overturn tax breaks to the wealthy and corporations found in TCJA.

ACTION: Tell Congress that corporations must pay their fair share of taxes and stop sending jobs overseas.

ACTION: Tell Congress to support investments for permanent jobs that pay enough to lift working families into the middle class and benefit the economies of our communities.

ACTION: Do not cut the safety net for the poor and working families.

ACTION: Co-sponsor the No Outsourcing for Tax Breaks Act, a bill to eliminate incentives under TCJA to shift jobs and profits overseas, and ensure corporations pay the same tax rate on their offshore profits as they pay on U.S. profits.

ACTION: Co-sponsor and pass the For the 99.8 % Act, legislation to ensure that super wealthy individuals and families pay their fair share in the estate tax.

ACTION: Tell Congress absolutely NO cuts to Medicare, Medicaid and Social Security benefits. This includes opposing any proposals to increase the eligibility age for Medicare or Social Security.

ACTION: Support strong funding for the Legal Services Corporation, federal defenders, higher education, and procurement of UAW member-produced military vehicles and weapon systems.

RETIREMENT SECURITY

We have long advocated for retirement security for all working Americans, both at the bargaining table and in the halls of Congress. We have championed the Social Security program and played an important role in creating defined benefit pension plans at the bargaining table. Social Security and direct benefits have proven to be

important lifelines for tens of millions of American seniors. However, opponents of workers have repeatedly tried to weaken them by claiming the program is facing a crisis.

Social Security is the most successful anti-poverty program in our country's history. It provides the majority of income to most elderly Americans. 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 keeping many seniors out of poverty. The problem is that Social Security benefits are modest, and Congress should increase benefits. The average Social Security retirement benefit is about \$1,470 a month or about \$17,640 per year.

Despite the hype, Social Security is not in crisis and can provide full benefits until 2035. It is a self-sustaining program, and common-sense solutions can ensure that it will be solvent for much longer. We support removing the cap on wages under the current system. Presently, an individual pays no Social Security tax on income in excess of \$132,900. This results in millionaires paying a much lower percentage of their income to Social Security than working-class Americans.

When running for president, candidate Trump repeatedly promised to oppose cuts to Social Security. Instead, he has called for deep cuts to domestic spending and Social Security at the expense of working families in the last three budget cycles.

Tens of thousands of UAW members serve in the public sector in state, county and local governments. In recent years, the retirement benefits of public sector employees have been a recurring target for the right wing, exploiting the growing anxiety among private sector employees as they witness the diminishing of their retirement benefits. Despite the hysteria, most state and local government pension plans are not in crisis, and taxpayers do not shoulder the bulk of pension funding, nor are pension obligations a large portion of state and local budgets. State and local government pensions are important economic drivers, stimulating the U.S. economy as retirees have a steady income to spend in their local communities.

Workers in the private sector often have employer-based retirement plans. Workers with the advantage of union representation have negotiated for retirement contributions often into pension plans representing several employers, known as multiemployer plans. Multiemployer (and single employer) plans have provided secure retirement income security for millions of working people for decades. Now, as a result of reckless Wall Street behavior, industry deregulation and employers' use of corporate bankruptcy, important parts of that multiemployer pension system are at risk. Congress must act to stave off financial devastation for retirees across the nation. The Trump administration greatly weakened regulations put in place by the Obama administration to ensure financial advisors work for their clients' best interest, rather than their own. The proposal was known as the "fiduciary rule."

The House passed the Butch Lewis Act (H.R. 397), legislation that provides loan guarantees to help struggling multiemployer plans. We endorsed this bill. If the Senate and the President fail to act, insolvent plans could threaten the viability of all multiemployer pension plans. Single employers and multiemployer plans are not in the same risk pool. The bill has stalled in the Senate.

Senate Republicans have put forward a plan that would hurt multiemployer pension plans and deepens the risks for thousands of workers' retirement. GOP Senators Chuck Grassley of Iowa and Lamar Alexander of Tennessee presented a plan that will not help stabilize multiemployer pension plans, instead it would increase costs on the most vulnerable, including retirees, active pension plan participants, unions and employers.

Finally, retired mineworkers from throughout the country are at risk of not receiving their earned benefits, in large part due to prominent coal companies going bankrupt. Congress must act to ensure promises made to mine workers are kept.

ACTION: Urge members of Congress to support proposals to strengthen the financing of Social Security by raising the cap on the payroll tax, currently set at \$132,900.

ACTION: Tell your elected officials to oppose proposals to reduce Social Security benefits for future retirees.

ACTION: Tell your elected leaders to support meaningful standards for investment advisors.

ACTION: Oppose efforts to weaken protections for retirees with defined benefit plans and oppose premium increases for defined benefit plans.

ACTION: Support common sense rules for financial advisors to help guard against bad actors that threaten our retirement savings and investments.

ACTION: Oppose any plan to privatize Social Security by replacing any part of the guaranteed, lifetime inflation-protected benefits with a system of risky individual accounts that would tie workers' benefits to fluctuations in the stock market.

ACTION: Tell your senators to pass the Butch Lewis Act, legislation to protect the financial security of workers and retirees facing devastating cuts to pensions earned over a lifetime of work.

IMMIGRATION

We are predominantly a nation of immigrants and our union would not exist if immigrants and non-immigrants alike had not fought in solidarity for the rights we cherish today. When addressing immigration policy, we must protect national security while remaining true to the very values that have made us a great nation. We oppose discrimination of any kind and denounces any policy that judges people based on their religion or nation of origin.

Since the early days of his campaign, President Trump has vilified workers striving for the American Dream. President Trump has pursued highly restrictive and punitive immigration policies through executive actions which do not require congressional approval.

Anti-immigrant rhetoric has heated up, perpetuating falsehoods that undermine our democratic values. Immigrants contribute to our communities, have lower crime rates than the general population, and pay taxes. The Trump administration's aggressive policies are inhumane, and also unnecessary — the population of undocumented immigrants has lessened over the past decade, and apprehensions at the U.S.-Mexico border are down by half since 2000. In fact, increasing rights and protections for immigrant workers — who are more vulnerable to exploitation by bosses — would help lift standards and wages for our entire workforce.

Yet, the administration's attacks on immigrants have escalated. Immigrants have faced a barrage of punitive policies under the Trump administration that have detained children in overcrowded and unsanitary camps, blocked immigrant students from seeking higher education, banned immigrants from certain Muslim countries, and ramped up the deportation of immigrant parents whose children are U.S. citizens.

These policies have real life consequences. For example, a construction worker who was injured on a nonunion job site was deported, making the investigation of the case more difficult. Three workers were killed when the Hard Rock Hotel under construction in New Orleans collapsed in October, and dozens more were injured.

The Trump administration detained more than 70,000 immigrant children in 2019, based on an aggressive "zero tolerance" policy that unduly criminalizes people entering the U.S. The inhumane policy ignores constitutional protections and violates international human rights standards. Detaining and forcibly separating

children from their families is traumatic, putting them at risk of long-term physical and emotional damage. Thousands of children remain separated, at least seven children died last year after being taken into immigration custody, and hundreds have suffered sexual and physical abuse.

In 2019, the House passed the American Dream and Promise Act (H.R. 6). It would provide a pathway to citizenship for Deferred Action for Childhood Arrivals (DACA, also known as Dreamers) as well as immigrants eligible for Temporary Protected Status (TPS) and Deferred Enforcement Departure (DED). The bill is in response to President Trump's termination of the DACA program allowing qualifying undocumented immigrants who were brought to the U.S. as children to remain in the United States. The administration also rolled back TPS for migrants fleeing natural disasters and violent conflicts in their home nations.

An estimated 2.5 million immigrants could be permanently protected under the House bill if the Senate acted. Unfortunately, Senate Majority Leader Mitch McConnell refuses to allow a vote in the Senate and the White House threatened to veto it if it passes both chambers.

Research and scientific progress through international scholarship has also been damaged under this administration. Student visas have been arbitrarily revoked or blocked for scholars who had already been accepted into graduate programs at U.S. universities to contribute to research in areas like engineering and science.

We have pushed back against policies that divide us and are inconsistent with our values. From lending support to legal challenges against the travel bans to phone banking in support of stand-alone legislation to make DACA a permanent program, the we have spoken out. Standing up for fellow workers, regardless of national origin, religion or legal status, is part of who we are as a union.

We must choose what kind of America we want in the future — one that creates a responsible path for individuals to legalize their status and eventually become citizens, or one that keeps workers and neighbors marginalized and living in fear. When employers can cheat certain workers on wages and benefits and intimidate them out of exercising their rights, all workers are injured. By removing the fear of deportation, immigration

reform with a path to citizenship will strengthen our bargaining power with employers and bring millions of hard-working people out of the shadows.

ACTION: Engage with our labor, faith, student, veteran, immigrant and community allies to win comprehensive immigration reform that includes a fair and realistic pathway to citizenship.

ACTION: Urge your senators to co-sponsor and

pass the Dream and Promise Act (H.R. 6) to provide a pathway to citizenship for working people in the DACA program and those who received TPS visas.

ACTION: Support policies to protect millions of workers in our country today who lack status and rights on the job.

ACTION: Oppose the criminalization of asylum seekers.

CIVIL RIGHTS & VOTING RIGHTS

The right to organize is an internationally recognized human right. We have fought to protect and expand this right both at home and abroad. We work to promote civil rights goes well beyond fighting for labor rights. We have a proud history of promoting and advancing civil rights and voting rights dating back to the Montgomery Bus Boycott and the Freedom Rides. We were a critical partner in the fight for civil rights, with UAW President Walter Reuther joining forces with The Rev. Dr. Martin Luther King, Jr., to fight racial injustice against African Americans and lending support to Cesar Chavez and the farm workers' struggle. Today, we continue to support policies that protect voting rights, increase voter participation and advance civil rights for marginalized groups.

In recent years, 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.

The right wing is highly likely to only increase its voter suppression efforts at the federal, state and local levels, emboldened by the 2013 Supreme Court ruling in the *Shelby County v. Holder* case. The ruling struck down key portions of the landmark Voting Rights Act of 1965 that required federal oversight of election laws in certain Southern states. Anti-union forces have also pursued voter suppression to dampen turnout by union members in elections.

Gerrymandering has already expanded in several states, almost entirely under Republican governors and legislatures, by manipulating voting districts through drawing lines that isolate and weaken the voting power

of certain groups. The current process of drawing voting districts in many states is used to further political agendas rather than to ensure the equal voting power and fair representation of the citizens they represent.

The lower courts have deemed extreme cases of gerrymandering to be unconstitutional but have allowed manipulation of voting districts for partisan advantage. Sadly, the Supreme Court recently ruled that partisan gerrymandering is not within the federal courts' purview in cases from Michigan, Maryland and North Carolina. That puts the onus on states and Congress to end gerrymandering and make sure that one person, one vote is more than a slogan.

In 2019, we supported the For the People Act (H.R. 1), the first bill advanced by House leadership in the 116th Congress to expand voting. H.R. 1 is a pro-democracy measure to expand voting rights, strengthen government ethics, and reform campaign finance laws. As it pertains to voting rights, H.R. 1 restores provisions in the Voting Rights Act that were struck down in *Shelby County v. Holder*; prohibits voter roll purges as seen in Ohio, Georgia, and elsewhere; ends partisan gerrymandering by establishing independent redistricting commissions. Passed by the House and stalled in the Senate, the measure also expands voting participation by allowing same day and automatic voter registration and making Election Day a national holiday. Similarly, we supported the House-passed Voting Rights Advancement Act (H.R. 4), legislation to would restore voting rights protections that were struck down in *Shelby v. Holder*, making it harder for states that have a history of racial discrimination to change their voting practices.

In 2019, we supported the Paycheck Fairness Act that seeks to ensure equal pay for equal work — especially



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for women. The bill would equalize the legal remedies available for discrimination claims based on gender, race, and ethnicity, and protect employees against retaliation for discussing their pay with coworkers.

We also supported the Bringing an End to Harassment by Enhancing Accountability and Rejecting Discrimination in the Workplace (BE HEARD) Act (H.R. 2148), which strengthens existing civil rights laws by expanding protections in anti-discrimination laws, providing resources to prevent harassment, eliminating the tipped minimum wage which creates inequality in the workplace, and giving workers more time to file discrimination complaints.

A growing number of U.S. employers are increasingly requiring their workers to sign mandatory arbitration agreements and it is most prevalent in industries that are disproportionately composed of women and minorities. More than half of nonunion private sector employers have mandatory arbitration procedures. Mandatory arbitration agreements are often required as a condition of employment, and around 60 million U.S. workers have given up their rights to sue in court just to have a job. These agreements are prevalent in nonunion workplaces and many of the nation's major employers require them. Unfortunately, the Roberts-led Supreme Court once again sided with bosses over workers.

The House took steps to reverse the Supreme Court's dreadful decision by passing the Forced Arbitration Injustice Repeal (FAIR) Act (H.R. 1423), which would ban forced arbitration for workers and consumers. Forced arbitration blocks workers from getting justice for wage theft, overtime violations, and job discrimination. Instead they are forced into a secretive arbitration process controlled by the employee on serious violations like sexual harassment, racial discrimination and wage theft. The FAIR act now sits in Senate Majority Leader McConnell's legislative graveyard. President Trump issued an SAP on FAIR stating his opposition on grounds that the measure disregards the benefits of resolving

disputes through arbitration including, lower costs, faster resolution and reduced burden on judiciary.

ACTION: Tell your senators to pass the Paycheck Fairness Act (H.R. 7) which would strengthen the Equal Pay Act of 1963 by barring employers from demanding salary history and prohibits retaliation against workers who discuss or compare their wages compensation.

ACTION: Co-sponsor the Be Heard Act (H.R. 2148), a comprehensive measure to address and prevent workplace harassment.

ACTION: Urge your senators to pass the Forced Arbitration Injustice Repeal (FAIR) Act (H.R. 1423) which would ban forced arbitration, allowing workers and consumers to pursue legal action in the courts for injustices that occur in the workplace.

ACTION: Tell your senators to vote for the For the People Act, which expands pro-democracy reforms to increase voter participation such as same day and automatic voter registration, makes Election Day a national holiday, and limits purging voters from the voter rolls.

ACTION: Ask your senators to follow the House by passing legislation to reverse the Shelby County v. Holder Supreme Court decision.

ACTION: Oppose state-level voter suppression measures.

ACTION: Bargain for time off for voting and support efforts to make Election Day a federal holiday.

ACTION: Participate in voter registration drives in your workplace and community.

MONEY AND POLITICS

Corporate money continues to grow in political donations, spending \$3 billion in the 2018 election cycle alone. Labor groups are vastly outspent by corporate money. As the cost of political campaigns rise, candidates must dedicate immense amounts of time raising money. Special interests make enormous campaign contributions to get access to lawmakers, while average voters are increasingly left out of the process.

The 2010 Supreme Court ruling in *Citizens United v. Federal Election Commission* changed the political landscape, opening the floodgates for corporations and wealthy individuals to effectively silence the majority of voters by spending an unlimited, and often undisclosed, amount of money on elections.

The increased role of money in politics threatens the core of our democracy as the political process becomes another way for the wealthy to manipulate our laws and the economy. Money from corporations and wealthy individuals now plays a larger role in our political system than it has throughout much of our history, often by way of shadowy and unaccountable “super PACs.” Voters are bombarded with biased and often misleading information that is designed to favor candidates that are aligned with extremely wealthy and multinational corporations. We need campaign finance reform to ensure that our voices — not their dollars — are heard in debates that matter to UAW families.

We have a long history of supporting legislation that reins in campaign expenditures to level the playing field and ensure that the voice of the working class is not drowned out by corporate dollars. We supported the For the People Act (H.R. 1), to expand voting rights, reform campaign finance, and improve and strengthen government ethics.

Congress must act by overturning *Citizens United*, requiring corporations to disclose their political contributions, and closing loopholes that permit nonprofit front organizations and trade associations to anonymously spend money on politics.

We would like to see meaningful changes to how campaigns in this country are financed. We support free or reduced cost television and radio time for federal candidates, a constitutional amendment to overturn *Citizens United*, and public funding for congressional elections. These measures would ensure that candidates have more time to spend with constituents, instead of focusing on courting special interests.

The reality is that we have a long way to go to reform

our campaign finance system and we cannot afford to wait on the sidelines. V-CAP provides some counterbalance and it is more important than ever to raise V-CAP dollars.

ACTION: Support a constitutional amendment to overturn *Citizens United*. Support campaign finance reform to limit the role of money in politics, and increased disclosure of corporate contributions.

ACTION: Urge your senators to support and pass pro-democracy reforms included in the For the People Act (H.R. 1) to limit the influence of dark money in elections and establish an alternative campaign financing system that involves federal matching of small contributions for qualified candidates.

ACTION: Contribute to V-CAP and urge your co-workers to do the same.

ENERGY AND THE ENVIRONMENT

It is alarmingly clear that ignoring climate change creates risks for our planet, directly threatens to our jobs and poses an even bigger threat to the jobs and quality of life to be enjoyed by future generations. This is why we support a broad policy agenda to address climate change, including emissions regulations, investment in sustainable infrastructure and the green economy, and international cooperation.

Effective climate regulations promote investment in green technologies, advance U.S. competitiveness, create quality jobs and incentivize manufacturers to build products domestically. Working people need a seat at the table in designing policies to combat climate change to ensure the protection and creation of quality jobs as part of any new regulations.

Climate Change

The impact of rising sea levels and hotter temperatures is clearly visible. UAW members in Puerto Rico are still feeling the effects and impact of Hurricane Maria in 2017. The 2019 hurricane season continued a trend of increasing ferocity of storms. Hurricane Dorian wreaked catastrophic damage in the Bahamas, killing over 60 people and leaving tens of thousands homeless. It went on to create disaster-level flooding in North Carolina. Shortly after, Hurricane Imelda dumped rain, causing flooding across more than a dozen Texas counties and in Louisiana, resulting in at least five deaths. Though climate change is not solely responsible for catastrophic weather events, it has clearly played a role in creating stronger and more frequent storms. Scientists have noted that global warming worsened these already dangerous storms. The stronger storm surges and heavier rains of these hurricanes were caused by higher ocean temperatures and rising sea levels that can be linked to climate change.

Unfortunately, the current administration is not heeding these dire warnings. The United States is now the only country in the world that is not part of the Paris Climate Accord that aims to fight global warming. The National Aeronautics and Space Administration (NASA), 97 percent of climate scientists, the U.S. Government's National Oceanic and Atmospheric Administration, National Geographic and many other groups and scientists have shown that climate change and global warming are real dangers caused in large part by human activity. We all have a role to play in reducing America's

use of fossil fuels, reducing greenhouse gas emissions and protecting our environment.

Fuel-efficient vehicles, clean energy, clean manufacturing, renewable energy and other advanced technologies provide opportunities to combat global warming while creating new middle-class jobs with good pay, good benefits and economic security. Our economy is changing in real time and UAW members already design and build advanced cars and trucks, advanced engines and transmissions, lighter materials and other advanced green products.

Corporate Average Fuel Economy (CAFE) and Emissions Standards

Since the 1970s, the United States has regulated vehicle emissions through setting Corporate Average Fuel Economy (CAFE) standards to push automakers to improve fuel efficiency in passenger cars and light trucks. Fuel efficiency is regulated through the National Highway Traffic Safety Administration (NHTSA) while greenhouse gas (GHG) emissions are regulated by the Environmental Protection Agency (EPA).

A decade ago, we worked with regulators, industry, and environmentalists on Corporate Average Fuel Economy (CAFE) and greenhouse gas (GHG) standards for light and heavy-duty vehicles to promote good jobs. We have advocated for balanced standards that benefit manufacturing workers and address the climate change crisis.

Under the Trump administration, NHTSA and EPA have proposed changes to existing CAFE and GHG emissions, abandoning standards that had been negotiated over the last decade. The previous standards set under the Obama administration was achieved through a hard-fought consensus among a wide variety of stakeholders, we worked with environmentalists, auto manufacturers and state regulators. These standards demonstrated that well-constructed regulations and policies can promote investment in advanced technology, create jobs, and make our cars more attractive in foreign markets while allowing manufacturers the flexibility they need.

The Trump administration is pursuing a rollback of the standards and has eschewed consensus building. Instead of increasing fuel efficiency requirements through model years 2026 as required under the previous standard, the current administration wants to freeze emissions standards at the threshold for Model Year

2020. The administration's proposal is favorable to the fossil fuel industry, which operated a covert campaign to influence policy makers.

We opposed the Trump administration's proposed emissions standards as it risks allowing the U.S. auto industry to fall behind on advanced vehicle technology and sustainable innovation, just as other nations are promoting increased efficiency and lower emissions. The rollback would jeopardize efforts to address air pollution and the climate change crisis.

In addition to stalling the federal standards, the EPA moved to rescind the states' ability to enact emissions standards that are stronger than federal rules, a move that overturns decades of precedent under the authority of the Clean Air Act and affirmed by Congress. For decades, California has set higher emissions and EV requirements to address its acute air pollution. California's standards have been adopted by a dozen other states. The administration's moves to revoke states' authority to regulate their air has prompted lawsuits from California and 22 other states and environmental groups.

The Trump administration's proposals have also created deep rifts between automakers. Initially, nearly all automakers – including Ford and GM -- signed onto a letter opposing the administration's proposal and called for negotiations with California and other states. Then California announced a deal with four automakers, Ford, Honda, Volkswagen and BMW on emissions standards slightly below the Obama-era regulation, but stricter than the Trump proposal. A few months later other automakers succumbed to pressure from the administration and joined its side in the ongoing litigation, including GM and FCA US.

Unless the various stakeholders can come to agreement, it appears increasingly likely that the standards could be in limbo for years as the cases make their way through the courts. This would be a bad outcome for us because it could set our domestic industry behind in the development of more efficient vehicles and supporting technologies. All this uncertainty creates significant disincentives for U.S. investment and could hinder the manufacturing of diverse fleets in the U.S. Freezing standards also sets back efforts to address air pollution and the climate change crisis.

We are concerned that the Trump administration's changes threaten to fracture the market, disrupting the One National Program model we helped develop. The UAW has advocated for a uniform standard derived from a consensus-driven process that includes all stakeholders -- states, workers, manufacturers, environmental

advocates, and consumer groups -- working together to reach an agreement on regulations that help the economy and the environment.

Electric Vehicles (EVs)

EVs are creating changes in the industry that we must confront head on. While the cabins of the vehicles are similar, under the hood – and floorboards – they are completely different. The internal combustion engine (ICE) fuel tank is replaced by a battery pack. An internal combustion engine is replaced with an electric motor.

The development of EVs also presents a unique opportunity to simultaneously reduce our GHG footprint and create quality jobs. But this opportunity will be lost if EVs or their components are imported or made by low-road manufacturers who underpay workers.

Vehicle manufacturers are responding to a combination of regulatory requirements, incentives and consumer demand. EVs and plug-in hybrids are a small but growing part of the auto market, reaching nearly 2 percent of U.S. vehicles sales in 2018. The industry consensus projects EVs will increase their market share. It is just a matter of how quickly. Bloomberg New Energy Finance projects EVs will be around 10 percent of the market in the mid-2020s and over 50 percent by 2040.

Policy incentives like the EV Tax Credit influence where and under what conditions the vehicles are made. Public money used to incentivize EV adoption should be designed based on domestic production requirements and job quality standards, which will advance U.S. competitiveness and manufacturing while meeting our climate goals.

Renewable Fuel Standard

The Renewable Fuel Standard (RFS) is a national policy that replaces some conventional petroleum-based fuel with a certain volume of renewable fuel, such as biofuels like ethanol. Strong RFS standards are important for UAW members who build agricultural implement equipment. The Trump administration has been undermining the standard by granting dozens of exemptions to refineries. Due to these exemptions, billions of gallons of renewable fuel are no longer required, dampening demand when supply was already exceeding domestic needs. As a result, nearly 20 ethanol plants have halted production or closed.

We are working with other RFS proponents (corn growers and the biofuel industry) to try to limit exemptions to refineries that fail to comply with the

RFS mandate. The EPA has taken steps in part to mollify farm state senators and interest groups opposed to trade policies that have dampened agricultural exports as countries place retaliatory tariffs on our exports.

ACTION: Support sensible fuel efficiency standards that promote advanced technology and new jobs, include a single national standard, and provide flexibility for manufacturers.

ACTION: Tell Congress to support the EPA's

Renewable Fuel Standard (RFS) Program that reduces greenhouse gas emissions, reduces our reliance on oil, and promotes use of renewable fuels.

ACTION: Support linking worker standards to EV incentives to promote the creation of high-quality manufacturing U.S. jobs.

ACTION: Tell Congress to urge the President to rejoin the Paris Climate Accord.

EDUCATION AND JOB TRAINING

America can only continue to lead the way globally in productivity, service and quality if our country's higher education system, vocational training and workplace apprenticeship programs prepare us for the jobs of tomorrow. High technology jobs of the future, whether they are in manufacturing, health care, government, or any other UAW sector, require advanced knowledge and training.

American universities have long attracted students and researchers from around the world. Community colleges provide avenues for much-needed vocational training, and trade and apprenticeship programs cater to specific career paths and specialized skills. Our educational system is powering research of developing technologies that will be the basis for new jobs in several areas, including finding cleaner ways to power our economy, improving our health and quality of life, and making other contributions to a healthier, more prosperous and sustainable future.

Our educational system is under attack by right-wing politicians and interest groups that would rather provide tax breaks for millionaires and billionaires than invest in our future. Budget cuts, skyrocketing tuition, increasing student loan debt, and a squeeze on academic workers by school administrations threaten the quality and accessibility of higher education, as well as the success of the academic research enterprise. State-level funding cuts have driven up tuition costs as states shift the expense on to students, causing an explosion in student loan debt that is weighing down an entire generation. Two and four-year college degrees as well as vocational certificates are out of reach for many working families. These actions are compounded by restrictive immigration policies that limit the educational and job opportunities of Dreamers

because of their legal status, put in limbo by President Trump's termination of DACA. International students also face new immigration hurdles potentially impacting the pool of students and researchers studying here. Expensive visa application fees and more scrutiny over permit programs that enable students to work in the U.S. after graduating from their studies are a few examples of policies that are driving international students away from pursuing higher education in the United States.

Academic workers too often carry the burden of low pay, limited benefits and a lack of employment security. Poor working conditions make academic careers less attractive and put the long-term future of higher education and research at risk. Graduate research assistants and postdoctoral scholars with short-term appointments conduct a growing share of academic research. The key to improving conditions for academic workers is the right to organize and bargain collectively. In late 2016, the National Labor Relations Board restored the right of research assistants (RAs) and teaching assistants (TAs) to form unions and collectively bargain. This decision restored legal protection to TAs and RAs at private universities to bargain collectively through representatives of their own choosing. The board explicitly stated that RAs have the right to bargain collectively when the university exerts the requisite control over RAs' work and they are paid for their research activity, without regard to the funding source. We will fight efforts to rollback labor rights for higher education workers, including the NLRB's proposed rule to deny collective bargaining rights to graduate and research assistants.

Job training and apprenticeship programs provide a real opportunity for America's workers to train and

secure middle-class jobs while creating a pipeline of skilled workers sought by businesses and employers. Higher education should not be touted as the only pathway in advancing one's career and our nation's policies should reflect that. Apprenticeship — the worker-training model that combines on-the-job training with classroom instruction — is common globally, yet relatively under-utilized in the United States. Apprenticeships in skilled trades and advanced manufacturing are an investment in our country's future and are critical in expanding our skilled trades and creating well-paying jobs that support our local and national economies.

Apprenticeships that collaborate with employers, labor, schools, and local governments are a proven pathway to a better life. We have led the way by creating successful programs with many of our employers. Legislation to expand apprenticeship programs and close America's skills gap should be advanced in Congress.

Unfortunately, the Department of Labor (DOL) is taking steps to undermine registered apprenticeship programs. DOL issued a proposed regulation that would allow third parties such as trade and employer groups to develop standards for an entirely new privatized system of industry recognized apprenticeship programs (IRAPs) without having to meet existing federal registered apprenticeship program standards. IRAPs are not required to provide wage progression for apprentices nor do they have to comply with anti-discrimination requirements. The new IRAP system opens the door to low quality programs and standards that could undermine our highly successful training programs.

ACTION: Tell Congress to support legislation to overturn DOL rules that deny graduate and research assistants' the right to collectively bargain in higher education.

ACTION: Call on public officials at all levels to support the right of all academic workers to organize and bargain collectively.

ACTION: Urge Congress to reject IRAP proposals as it weakens registered apprenticeship programs that have a proven track record of training workers in skilled trades.

ACTION: Urge Congress to invest in high quality public education, community colleges, and vocational training.

ACTION: Urge Congress to support advanced manufacturing and develop a skilled workforce and support joint union/employer apprenticeships to retrain today's manufacturing workers for the jobs of tomorrow.

ACTION: Tell Congress to act to invest in making college affordable, increase federal support for research funding that is not financed by cuts to other critical programs and to ensure adequate pay and benefits for workers on federal grants.

ACTION: Urge Congress to support worker-training initiatives and invest in apprenticeship programs.

HEALTH AND SAFETY

The Occupational Health and Safety Administration (OSHA) was created in 1970 to put a stop to the tens of thousands of workers being killed every year on the job. Since then, the agency has saved the lives of more than 590,000 workers. Still, far too many Americans die, get sick or are injured at work. An estimated 95,000 Americans die annually from work-related diseases, such as cancer due to chemical exposures at work. More than 5,000 Americans are killed at work each year by traumatic events such as falls, vehicle crashes, or being caught in machinery. Employers report almost 3.5 million work-related injuries and illnesses each year, and they do not report all that occur. The true number is at least seven million but could be over 10 million.

OSHA needs to be strengthened, not weakened. Unfortunately, anti-worker forces want to gut existing standards even though weakening OSHA puts workers' health and safety at risk in the workplace and weakens our economy through the cost of lost worktime and medical treatment. In 2017, President Trump and the then Republican-led Congress used a little-known law called the Congressional Review Act to repeal an OSHA regulation that clarified an employer's obligation to keep accurate injury and illness records for more than six months. This is the same law that was used to repeal the ergonomics standard in 2001.

Subsequently, the Trump administration repealed an Obama administration OSHA rule that required employers with 250 or more workers to electronically submit reports on workplace injuries and illnesses. These rollbacks affecting requirements for employers to keep records of injuries and illnesses makes 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. These rollbacks also make it harder to collect the evidence that is necessary to make other much-needed OSHA rules. In addition, the Trump administration has:

- 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. For example, worker protection was eliminated from a ban on methylene chloride, which can cause cancer with years of low-level exposure or

can cause someone to pass out and die within hours at higher exposure levels.

- Repealed a rule that would have required companies to disclose safety and health and labor violations in order to qualify for federal contracts.
- Withdrawn 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.

Similar to other legislative issues laid out in this document, as the Senate focuses on judges, the House is advancing legislation to defend and strengthen OSHA standards while the administration is weakening health and safety standards through the regulatory process.

The House passed the Workplace Violence Prevention for Health Care and Social Services Act (H.R. 1309), bi-partisan legislation requiring that OSHA issue a workplace violence prevention standard within the health care and social service sectors. If enacted into law, employers would be required to develop and implement a plan to protect their employees from workplace violence, including environmental risks and threats of violence from patients. This measure is an important step to prevent violence in the workplace, particularly for nurses and front-line social service workers. The White House released an SAP stating it would veto this measure if Congress passes it.

The House also introduced the Protecting America's Workers Act (H.R. 1074) sponsored by Rep. Joe Courtney, D-Connecticut, which would reverse the rollback of OSHA's electronic recordkeeping rule and reinstate the "Volks" rule, allowing the agency to cite employers for recordkeeping violations within five years of an incident instead of six months. H.R. 1074 would enhance whistleblower protections and allow for felony charges against companies that knowingly commit OSHA violations that result in death or serious bodily harm. This bill could move as a whole or advance in pieces.

The House has introduced a number of pro-worker health and safety measures to protect workers from and communities from asbestos and require OSHA to issue a standard to protect workers from high heat environments.

We defend workers' rights and demands that improvements continue to be made to protect not only workers but air, water, travel, food, and drug supply as well.

ACTION: Repeal the Congressional Review Act.

ACTION: Urge your senators to support and pass 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 to protect employees against workplace violence.

ACTION: Urge your representatives in Congress to support and pass 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.

ACTION: Urge your representatives in Congress to support and pass support the Alan Reinstein Ban Asbestos Now (ARBAN) Act of 2019. The legislation 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.

ACTION: Ask your representatives to co-sponsor H.R. 3668, the Asuncion Valdivia Heat Illness and Fatality Prevention Act. The bill mandates OSHA 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. It will also direct employers to provide training for their employees on the risk factors that can lead to heat illness, and guidance on the proper procedures for responding to symptoms.

VETERANS

There are 18.2 million veterans in the United States, including tens of thousands of UAW active and retired members. As a country, more needs to be done to ensure that veterans have the essential support systems in place to transition from military to civilian life. Access to affordable health care and housing, opportunities for job training and job placement, and mental health treatment are important determinants for successful re-entry.

Millions of veterans encounter health challenges every day, often as a direct result of their service. Addressing the health and well-being of veterans in a holistic manner continues to be a major issue confronting veterans upon return to civilian life. Nearly 20 percent of military service members who have returned from Iraq and Afghanistan reported symptoms of post-traumatic stress disorder or major depression. Many veterans require health care to address severe physical injuries or disabilities. The need for comprehensive health services continues to grow, underscoring the importance of federal policies to strengthen health care access and affordability.

The Trump administration has taken steps to undermine the health and well-being of our veterans. One in five veterans relies on Medicaid to get health services. Two out of five veterans depends on Medicaid as their sole source of health coverage. As mentioned previously, President Trump has called for deep cuts to Medicaid over the last several budget cycles which would negatively impact low income communities, the disabled and veterans. On another front, there is a concerted effort to privatize the Veterans Health Administration (VHA) by moving millions of veterans from government-run veterans hospitals to private health care providers. Former Veterans Affairs (VA) Secretary David Shulkin stated that he was removed from his position because he opposed privatizing the VA. Opponents of privatization argue that private providers are ill-prepared to take on the volume and complexity of veterans' health. Further, many argue that efforts to privatize are politically motivated and not based on sound policy. Members of the Concerned Veterans of America (CVA), a well-known advocacy group funded by conservative billionaires, support privatizing the VA. Public documents show that CVA has close ties to the White House.

Successful veteran reintegration into civilian life rests upon providing veterans with training and stable employment after separating from service. Many veterans struggle with unemployment, poverty and

homelessness. Unions jobs, particularly those in the skilled trades, are a good fit for many veterans who acquire a range of skills in the military, some of which are not easily translated to civilian jobs. A career in the federal government is also a viable pathway for many veterans. In fact, 32 percent of all federal employees are veterans. Additionally, one out of five federally employed veterans serve other veterans at the VA. Yet, their economic future remains uncertain with good union jobs in federal government and the VA under attack by the administration. During the last federal government shutdown, many federal workers (who are also veterans) were furloughed and did not get paid during the shutdown. President Trump also issued three anti-union executive orders targeting federal workers. The executive orders limit union employees' ability to use official time, shorten collective bargaining negotiations and encourage agencies to fire employees, instead of merely disciplining them.

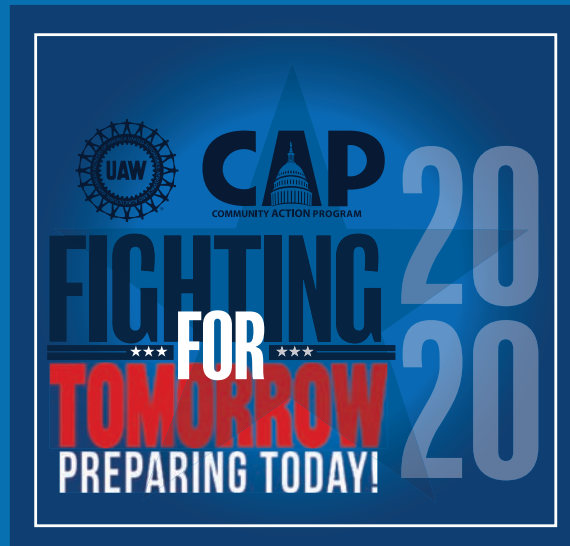
ACTION: Oppose Medicaid cuts, one of the major sources of health care coverage for veterans.

ACTION: Reject efforts to undermine veterans' access to comprehensive health care, including the privatization of the VA system.

ACTION: Support investments in job training and apprenticeships programs that are geared towards recruiting and hiring veterans.

ACTION: Protect and strengthen collective bargaining rights of federal workers, many of whom are veterans.

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POLITICAL ALMANAC

This section contains detailed information and reference materials to help CAP activists understand our federal government, the legislative process and the issues being debated in Washington. The Political Almanac lists the most recent election results, outlines the leadership structure in the U.S. House of Representatives and Senate, and provides a quick look forward to the next election cycle. Please note the issue papers contain detailed policy and background information on the specific policy issues we are seeking to address.

This year promises to be a valuable time on Capitol Hill for us all.

THE BILL OF RIGHTS

These articles were ratified Dec. 15, 1791.

Article I

Congress shall make no law respecting an establishment of religion or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the government for a redress of grievances.

Article II

A well-regulated militia, being necessary to the security of a free state, the right of the people to keep and bear arms, shall not be infringed.

Article III

No soldier shall, in time of peace be quartered in any house, without the consent of the owner, nor in time of war, but in a manner to be prescribed by law.

Article IV

The right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated, and no warrants shall issue, but upon probable cause, supported by oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized.

Article V

No person shall be held to answer for a capital, or otherwise infamous crime, unless on a presentment or indictment of a grand jury, except in cases arising in the land or naval forces, or in the militia, when in actual service in time of war or public danger; nor shall any person be subject for the same offence to be twice put in jeopardy of life or limb; nor shall be compelled in any criminal case to be a witness against himself, nor be

deprived of life, liberty, or property, without due process of law; nor shall private property be taken for public use, without just compensation.

Article VI

In all criminal prosecutions, the accused shall enjoy the right to a speedy and public trial, by an impartial jury of the state and district wherein the crime shall have been committed, which district shall have been previously ascertained by law, and to be informed of the nature and cause of the accusation; to be confronted with the witnesses against him; to have compulsory process for obtaining witnesses in his favor, and to have the assistance of counsel for his defense.

Article VII

In suits at common law, where the value in controversy shall exceed \$20, the right of trial by jury shall be preserved, and no fact tried by a jury, shall be otherwise re-examined in any court of the United States, then according to the rules of the common law.

Article VIII

Excessive bail shall not be required, nor excessive fines imposed, nor cruel and unusual punishments inflicted.

Article IX

The enumeration in the Constitution, of certain rights, shall not be construed to deny or disparage others retained by the people.

Article X

The powers not delegated to the United States by the Constitution, nor prohibited by it to the states, are reserved to the states respectively, or to the people.

THE PRESIDENCY OF THE UNITED STATES

Every four years, on the first Tuesday after Nov. 1, Americans vote to elect our president.

On Inauguration Day, the successful candidate for president of the United States takes this oath of office: “I do solemnly swear (or affirm) that I will faithfully execute the Office of President of the United States, and will, to the best of my ability, preserve, protect and defend the Constitution of the United States.”

President Donald Trump took this oath, as did all his predecessors, when he was sworn in to serve as the 45th president on Jan. 20, 2017. While the oath has remained the same, the obligations have continually evolved.

The Growth of the Presidency

The president of the United States is one of the most powerful elected offices in the world. Presidential actions have affected the course of world history. The men who wrote the Constitution of the United States were opposed to the idea of an all-powerful head of state and wanted to ensure the United States would never become a monarchy. The Founding Fathers envisioned the presidency as an office of great honor and dignity but one with little real power. The American colonists believed strongly that all governmental powers should not rest within a single body. So, in framing the Constitution, they provided for three separate branches: legislative, executive and judicial.

Article I of the Constitution lists the primary functions and powers of the House of Representatives and the Senate. Congress was granted the exclusive power to pass laws. Only Congress can raise and spend money on behalf of the federal government. The power of the purse is one of Congress’ primary checks on the executive branch. (Additional powers are discussed below.)

In Article II, the president is designated as the head of the executive branch of the federal government.

Early in our history, presidents of the republic were able to carry on the duties of their office with little assistance. When George Washington served as the first president of the United States, his staff consisted of a secretary, one or two clerks, and household servants who acted as messengers. But with the enormous growth in presidential power and responsibilities, the office of the presidency now requires a larger staff. Today, the president of the United States requires the assistance of more than 1,500 people.

President Trump has relied less on professional

staff than his predecessors. At time of this writing, he has filled less than 450 of the 739 key positions that require Senate confirmation, leaving 140 key positions with no nominees. In addition, the president has left many high-level positions vacant that do not require confirmation by the Senate. By not filling key roles, many agencies have less input in the administration’s decision process. Vacancies in key positions make it more difficult for agencies to achieve their missions on behalf of the American people.

The employees assigned to jobs directly relating to the office of the presidency are staff members of the Executive Office of the President. The Executive Office can be reorganized by the president through executive orders.

The Cabinet

The president’s Cabinet is one of the most important parts of the executive branch of government. The Cabinet was not designed by the Constitution, nor was it created by an act of Congress. It developed through necessity. The Cabinet traces its beginnings to George Washington when he assembled his department heads in 1793 to discuss U.S. neutrality in the French Revolutionary wars.

The composition of the Cabinet has changed over time. It is currently made up of the heads of the 15 departments of the government. Its function is to advise the president on matters of the greatest importance. One of the first tasks of a new president is to select a Cabinet. Cabinet secretaries are confirmed when a majority of Senators vote in favor of their nomination. President Trump has had more turnover in his Cabinet in the first 2 1/2 years of his presidency than any of his five immediate predecessors did in their entire first terms. He has also kept “acting” secretaries, who have not been confirmed by the Senate, in charge of agencies for unusually long periods of time. By avoiding Senate confirmation, officials working for the administration are put under less public scrutiny and are harder to hold accountable. As a consequence, President Trump has been able to assert his dominance and the power of the presidency has continued to grow.

The first executive posts, which became the president’s Cabinet, were created in 1789. They were the following:

- Attorney General.
- Secretary of Foreign Affairs.

- Secretary of the Treasury.
- Secretary of War.

The present-day Cabinet includes the following heads of executive departments:

- Secretary of Agriculture.
- Secretary of Commerce.
- Secretary of Defense (formerly Secretary of War).
- Secretary of Education.
- Secretary of Energy.
- Secretary of Health and Human Services.
- Secretary of the Department of Homeland Security.
- Secretary of Housing and Urban Development.

- Secretary of the Interior.
- Attorney General (Department of Justice).
- Secretary of Labor.
- Secretary of State (formerly Secretary of Foreign Affairs).
- Secretary of Transportation.
- Secretary of the Treasury.
- Secretary of Veterans Affairs.

The president may also choose other members of government to serve in the Cabinet; the vice president, the White House chief of staff, and the director of the Office of Management and Budget may all join the Cabinet at the president's discretion.

POWERS OF THE PRESIDENT

The Constitution explicitly assigns presidents the power to sign or veto legislation, command the armed forces, ask for written opinion from their Cabinet, convene or adjourn Congress, grant reprieves or pardons, and receive ambassadors.

While presidents cannot personally introduce bills in Congress, they have a major impact on the legislative process. The president's ideas are often incorporated into laws that affect the lives of every citizen. Once the president signs a bill into law, it goes immediately into effect unless otherwise noted.

As chief executive of the United States, the president is responsible for faithfully implementing our laws and leading the myriad departments and agencies created to conduct the business of the federal government.

In addition to the responsibility of upholding the Constitution and enforcing the laws of the land, the president has extensive powers in the following areas:

Foreign Policy

The president plays a primary role in formulating the United States' foreign and military policy. As commander-in-chief of the armed forces and chief executive of the nation, the president has extensive power to act independently of Congress. Without consulting Congress, President Harry S. Truman ordered the atomic bombing of Japan; President John F. Kennedy approved the Bay of Pigs invasion of Cuba; President Ronald Reagan sent troops to Lebanon, invaded Grenada, stationed troops in Central America and adopted a "re-flagging" policy in

the Persian Gulf. While Congress gave President George W. Bush the authority to use force in Iraq, he determined the level and intensity. President Obama unilaterally ordered the killing of Osama bin Laden by Navy Seals in 2011. President Trump's foreign and military policy has focused on an "America First" approach he campaigned on. He pulled the U.S. out of the Paris Climate Accord and Iranian Nuclear Agreement. He has publicly criticized traditional allies far more extensively than his predecessors and worked closely with many unelected strongmen from around the globe.

Overall, in the realm of foreign policy, the president can:

- Make treaties with the approval of the Senate.
- Represent the United States in talks with foreign countries.
- Act as commander in chief during war.
- Call out troops to protect the nation against an attack.
- Entertain foreign dignitaries.

Legislation

The president helps set the legislative agenda for Congress and a budget for the nation.

The president may:

- Lobby for or against bills.
- Ratify or sign bills passed by Congress.

- Veto bills they oppose. (Veto is seldom overturned because two-thirds of the House and Senate need to vote to override a veto.)
- Enforce the laws that Congress passes.

A president cannot:

- Make laws.
- Declare war.
- Decide how federal money will be spent.
- Interpret laws.
- Choose Cabinet members or Supreme Court justices without Senate approval.

Enforcement

The president is responsible for implementing and enforcing our laws. Presidents also have discretion in setting enforcement priorities.

The president can enact initiatives without congressional approval. Presidents may issue a proclamation, often ceremonial in nature, such as naming a day in honor of a hero, celebrity, or historical figure. A president may also issue an executive order, which has the full effect of law and is directed to federal agencies that are charged with carrying out the order. Examples include President Harry Truman's integration of armed forces, and President Dwight Eisenhower's order to integrate the nation's schools.

As a candidate, President Trump heavily criticized President Obama's use of executive orders and promised not to follow suit. President Trump is on pace to sign more executive orders than any president in the last 50 years. The Muslim travel ban, ban on transgender people from serving in the military, and order to end the administration's own policy of separating migrant children from their parents detained at the border are well-known executive orders issued by President Trump. No congressional consultation or consent is required when issuing executive orders.

Appointments

A new president can appoint between 3,000 and 4,000 people to high-ranking posts in government agencies. That includes many positions in agencies that are important to working families, such as the Occupational Safety and Health Administration (OSHA), the National Labor Relations Board (NLRB), the Environmental Protection Agency (EPA), the Consumer Financial Protection Bureau (CFPB), and the Federal Trade Commission (FTC). The president also nominates federal judges and justices of

the U.S. Supreme Court. The nominations are subject to confirmation by a majority of the Senate. A president may make a recess appointment while Congress is not in session, which circumvents the confirmation process, but only until the next Congress is sworn in.

Shaping Public Opinion

Presidents seek to mold public opinion in support of their ideas, programs and policies through social media, television appearances, press conferences, and speeches to the nation and Congress. The annual state of the union held at the end of January sets the stage for the president's agenda.

In recent administrations, presidents have used social media to amplify policy priorities and issue statements on a range of topics. Facebook, Twitter, and other mediums have become widely used to reach a broader audience instantaneously. President Trump has extensively used Twitter to advance his agenda. By using Twitter, he does not have to answer challenging questions from the press. On Twitter he does not need to provide information to back up his assertions. He has participated in very few traditional press briefings and has instead turned to social media to communicate directly with the American people. Comparatively, President Obama and President George W. Bush relied on diverse modes of communication to elaborate on his positions and more regularly participated in press briefings.

President Trump has limited the access of the White House press corps and has denied access for reporters who he has an adversarial relationship with. He has even gone so far as to call the media the "enemy of the people." These actions are troubling as a democratic republic cannot function well without a free press.

President Trump has repeatedly criticized individual reporters who question his claims and arguments. He is not the first politician to vilify the press and it is no secret that nearly all politicians stretch the truth or tell clear falsehoods. Every president has. Commentators and fact-checkers have described the rate of President Trump's falsehoods as unprecedented in American politics, numbering over 13,000 by October 2019. He has a pattern of making controversial statements on the record and subsequently denying having done so. He has repeated some falsehoods so many times that he has effectively engaged in disinformation.

Political scientists note that authoritarian regimes that exist now and throughout the history of the world have gone through great lengths to ensure people do not have access to information free from government coercion and have vilified the press.

IMPORTANCE OF THE SUPREME COURT

The Supreme Court of the United States (SCOTUS), which convenes the first Monday in October for a session that typically runs through June, often has the last word on controversial matters of the day. As the highest court in the land, the Supreme Court is charged with determining the constitutionality of our laws and reviewing decisions made by lower courts. In our system of checks and balances, SCOTUS is the final arbiter on whether the laws passed by Congress and actions taken by the president are constitutional. SCOTUS is where the most serious civil and voting rights disputes, labor and employment rules, and federal laws often go for final settlement. The court agrees to hear 100-150 cases every year. Decisions by the Supreme Court can expand our democracy and make it more inclusive or it can harm working families and increase the power of wealthy corporate interests.

Supreme Court justices are nominated by the president and are confirmed by the Senate. Once confirmed, justices serve lifetime appointments. The Supreme Court is extremely important because it rules on issues impacting working families including labor, health care, civil rights, education and more. As a voter, urging your senator to reject judicial nominees who have records of opposing workers' rights, consumer rights, and health and safety has become increasingly important. It is critical to pay attention to how your Senator votes on judicial nominees. The courts play a central role in our nation's checks and balances system, and without a fair and independent judiciary, vital democratic protections are at risk. Undoubtedly, President Trump and Senator Majority Leader Mitch McConnell will be remembered for stacking the lower courts with anti-worker judges at a breathtaking pace and confirming two contentious Supreme Court justices — Neil Gorsuch and Brett Kavanaugh. Majority Leader McConnell changed the Senate rules to accelerate confirmation of Trump's judges. He led an effort to prevent Senators from filibustering Supreme Court nominees. He has also willfully ignored the "blue slip" rule, a precedent upheld by the Senate tradition that has historically allowed a home state senator to stop lower court nominee by refusing to return the blue slip to the Judiciary Committee. The blue slip was one of the few options left for a home state senator who is in the minority to try and hold up a nominee they oppose.

Currently, there are nine justices on the Supreme Court of the United States:

- John G. Roberts, Jr., Chief Justice, appointed by George W. Bush.
- Clarence Thomas, Associate Justice, appointed by George H.W. Bush.
- Ruth Bader Ginsberg, Associate Justice, appointed by Bill Clinton.
- Stephen Breyer, Associate Justice, appointed by Bill Clinton.
- Samuel Alito, Associate Justice, appointed by George W. Bush.
- Sonia Sotomayor, Associate Justice, appointed by Barack Obama.
- Elena Kagan, Associate Justice, appointed by Barack Obama.
- Neil Gorsuch, Associate Justice, appointed by Donald Trump.
- Brett Kavanaugh, Associate Justice, appointed by Donald Trump.

The first Trump appointee to the Supreme Court, Neil Gorsuch, was named to the seat formerly held by the late Justice Antonin Scalia. Although President Barack Obama nominated Judge Merrick Garland to the seat, the Republican Senate leadership took the unusual steps of stonewalling the nomination in order to preserve the seat for a possible future Republican president. Judge Garland's nomination was not brought up for a vote despite being nominated in early 2016. Justice Gorsuch was nominated by Trump in January 2017, and confirmed on April 7, 2017, by a vote of 54-45 — after Republican leadership changed Senate rules to allow his nomination to go forward by a simple majority.

This change in the rules ensured that Gorsuch and other Supreme Court nominees could be confirmed by the Senate with a simple 51-vote majority instead of the previous 60-vote threshold. Congress is unlikely to reinstate the filibuster for nominees in the foreseeable future.

As time goes on we will likely continue to see more ideological judicial nominees as Republicans and Democrats will have little incentive to work together on the confirmation process.

The second Trump appointee to the Supreme Court, Brett Kavanaugh, was nominated to the seat vacated upon Justice Anthony Kennedy's retirement. Kavanaugh was nominated on July 9, 2018, and confirmed on Oct. 6, 2018, by a vote of 50-48. Kavanaugh's confirmation process was highly controversial and marked by allegations of past

sexual misconduct, including public testimony by Dr. Christine Blasey Ford. Prior to their confirmations, both Trump Supreme Court nominees had extensive anti-worker records prior to joining Supreme Court. Justices Gorsuch and Kavanaugh sided with employers on a range of issues from worker safety and health to gender discrimination and voting rights. The UAW opposed both nominations because of their anti-worker records and views.

Under the leadership of Chief Justice John Roberts, the U.S. Supreme Court has issued rulings on union retiree health care, mandatory arbitration, voting rights and collective bargaining — many of which are deeply problematic for our country and could have long-term ramifications for generations. A brief synopsis of recent SCOTUS decisions is highlighted below:

- February 2018: In *CNH N.V. v. Reese*, SCOTUS held that retiree health care benefits granted under a collective bargaining agreement do not continue beyond the agreement's expiration date unless otherwise specified, allowing employers to unilaterally drop or cut retiree health care even if the company said benefits were intended for life. This decision has directly hurt UAW retirees and their families who depend on employers keeping their end of the bargain.
- May 2018: SCOTUS ruled in *Epic Systems v. Lewis* that employers have the right to insist that labor disputes get resolved individually, rather than allowing workers to join together in class-action lawsuits. Millions of workers routinely sign such arbitration agreements unknowingly, only to find out later that they are barred from collective action. About 25 million workers are affected by such contracts. This decision reversed a long-held standard that class action or collective actions by workers are allowed. Workers now have to arbitrate disputes one by one, diluting their collective voice. This was a bad decision for all workers.
- June 2018: In *Husted v. A. Philip Randolph Institute*, SCOTUS ruled that Ohio did not violate federal laws by purging voters from registration rolls after they failed to vote for six years and did not confirm their residency. The ruling allows other states with similar laws to purge voter rolls. This move is a direct threat to voting rights and disproportionately affects minorities, the poor and people with disabilities.
- In June 2018, the Supreme Court ruled in *Janus vs. AFSCME* that public sector employees who do not want to pay for a unions' collective bargaining activities even though they benefit from collective bargaining are not required to pay a fee to cover the costs to negotiate a contract that applies to all

employees. This decision overturned an earlier ruling, dating back to 1977, that allowed unions to charge such fees, which are known as "fair share" or "agency fees." Weakening the power of public sector workers has been a clear goal of the right-wing politicians and many of their extremely wealthy campaign contributors for many years.

In 2019, SCOTUS ruled on several cases involving partisan and racial gerrymandering and the Trump administration's plan to add a citizenship question to the 2020 census. The Supreme Court temporarily blocked the Trump administration's plan to add a citizenship question to the 2020 census. In their ruling, justices explained that the administration's plan to ask about citizenship in the 2020 census was not adequately explained and must be returned to lower courts for review.

SCOTUS also ruled that partisan gerrymandering is a political question and not reviewable by federal courts. The ruling puts the onus on the legislative branch and individual states to oversee redistricting efforts. As a practical matter, gerrymandering is likely to continue for the foreseeable future. Gerrymandered districts have disproportionately harmed underserved and lower income communities as the vast majority of gerrymandered districts around the country have been put in place by right wing governors and state legislatures. This gaming of the system has notably increased since the last census nearly a decade ago.

Lower Courts

Senate Republican leadership and the administration have been moving aggressively to confirm extremely conservative anti-worker judges across the country, extending well beyond the Supreme Court. Federal judges, like justices, serve lifetime appointments. President Trump entered office with 105 judicial vacancies, nearly twice as many as President Obama's 54 openings when he took office. Republicans blocked dozens of President Obama's nominees, increasing the number of vacancies. At the time of this writing, the Senate has confirmed over 170 judges nominated by President Trump which includes two Supreme Court justices. President Trump and the Republican-led Senate have especially focused on powerful circuit courts. Circuit court judges often have the final say on thousands of cases dealing with labor, voting rights, education, health, the environment and equality.

Working people have an enormous stake in judicial confirmations. Our fundamental right to fairness on the job and in the political system can hinge on a single vote. The composition of the federal courts is one of the most important legacies of any president and senator.

2020 RACES: GUBERNATORIAL

Last year was filled with many important elections throughout several different states. Only three states had gubernatorial races, Kentucky and Mississippi held their elections on Nov. 5 and Louisiana's was on Nov. 16. These states conduct their gubernatorial elections every four years.

Of these three elections, Republicans had to defend an incumbent in Kentucky as well as an open seat in Mississippi, while the Democrats had to defend an incumbent in Louisiana. Even though Louisiana's incumbent governor was a Democrat, all three of these states are typically Republican run. Despite this, Kentucky and Louisiana were seen by many as competitive races, and Mississippi was considered to be favorable to Republicans but much closer than usual. Through the success of high voter turnout, Democrats were able to hold their seat in Louisiana and take control of the governor's office in Kentucky. Republicans were able to win the open seat in Mississippi; however, the race was much closer than in previous elections.

With the two victories by Democrats, one of which was in a previously held Republican seat, the total number of Democratic governors in the U.S. is now 24 and the Republicans have been reduced to 26. This decline in Republican gubernatorial seats and increase in Democratic seats has been a trend under Republican President Donald Trump. In 2017, Democrats gained one gubernatorial seat and in 2018 they lost one in Alaska, however gained seven throughout the rest of the U.S. Now, for the third year in a row, Democrats have won the total popular vote for the year's gubernatorial elections. This streak must continue through 2020 so that decisions made by governors protect our sisters and brothers.

Governors' policies often have a direct impact on working families. Unfortunately, in recent years, right-wing governors have often utilized their power to weaken state labor laws and make it more difficult for unions to operate. Many governors have taken steps to suppress voting rights.

The following seats are up for election in 2020 with the current incumbent in each race:

State	Governor	Party
Delaware	John Carney Jr.	Democrat
Indiana	Eric Holcomb	Republican
Missouri	Mike Parson	Republican
Montana	Steve Bullock	Democrat
New Hampshire	Chris Sununu	Republican
North Carolina	Roy Cooper	Democrat
North Dakota	Doug Burgum	Republican
Utah	Gary Herbert	Republican
Vermont	Phil Scott	Republican
Washington	Jay Inslee	Democrat
West Virginia	Jim Justice	Republican

2020 RACES: U.S. SENATE

The U.S. Senate consists of two senators elected statewide from each of the 50 states. States have the same power regardless of population size in the Senate. The Senate is divided into three groups or classes, according to what year they stand for election or re-election to their six-year terms. One-third of the seats are up for re-election every two years, and occasionally, additional seats become open due to retirements, deaths, or senators seeking other offices. Open Senate seats are filled according to the laws of that senator's state, either by appointment, special election, a combination of both or an appointment until a special election is held.

The U.S. Senate began the 116th session with Republicans holding a 53-47 majority (including two independents that caucus with the Democrats).

View of 2020 Elections

The 2020 elections will determine who controls the Senate. Among the seats currently up for election in 2020, 12 are held by Democrats and 23 are held by Republicans.

Seats that are up for re-election are marked with an asterisk (*). At the time of this writing, four incumbents are retiring, resigning, or running for other elected office. **Incumbents not seeking re-election are indicated with a plus sign (+).**

Below is a complete list of all the U.S. Senators serving in the 116th Congress, as of Jan. 8. States are listed in alphabetical order. While impossible to know with certainty, roughly a third of the races are likely to be competitive.

Alabama

Richard Shelby (R)
Doug Jones (D)*

Alaska

Lisa Murkowski (R)
Dan Sullivan (R)*

Arizona

Kyrsten Sinema (D)
Martha McSally (R)*

Arkansas

Tom Cotton (R)*
John Boozman (R)

California

Dianne Feinstein (D)
Kamala Harris (D)

Colorado

Cory Gardner (R)*
Michael Bennet (D)

Connecticut

Christopher Murphy (D)
Richard Blumenthal (D)

Delaware

Thomas Carper (D)
Christopher Coons (D)*

Florida

Rick Scott (R)
Marco Rubio (R)

Georgia

David Perdue (R)*
Kelly Loeffler (R)*

Hawaii

Brian Schatz (D)
Mazie Hirono (D)

Idaho

Michael Crapo (R)
Jim Risch (R)*

Illinois

Richard Durbin (D)*
Tammy Duckworth (D)

Indiana

Todd Young (R)
Mike Braun (R)

Iowa

Charles Grassley (R)
Joni Ernst (R)*

Kansas

Pat Roberts (R)*
Jerry Moran (R)

Kentucky

Mitch McConnell (R)*
Rand Paul (R)

Louisiana

Bill Cassidy (R)*
John Kennedy (R)

Maine

Angus King (I)
Susan Collins (R)*

Maryland

Ben Cardin (D)
Chris Van Hollen (D)

Massachusetts

Edward Markey (D)*
Elizabeth Warren (D)



POLITICAL ALMANAC

Michigan

Gary Peters (D)*
Debbie Stabenow (D)

Minnesota

Amy Klobuchar (D)
Tina Smith (D)*

Mississippi

Roger Wicker (R)
Cindy Hyde-Smith (R)*

Missouri

Josh Hawley (R)
Roy Blunt (R)

Montana

Steve Daines (R)*
Jon Tester (D)

Nebraska

Deb Fischer (R)
Ben Sasse (R)*

Nevada

Catherine Cortez-Masto (D)
Jacky Rosen (D)

New Hampshire

Jeanne Shaheen (D)*
Maggie Hassan (D)

New Jersey

Robert Menendez (D)
Cory Booker (D)*

New Mexico

Martin Heinrich (D)
Tom Udall (D)*+

New York

Charles Schumer (D)
Kirsten Gillibrand (D)

North Carolina

Richard Burr (R)
Thom Tillis (R)*

North Dakota

Kevin Cramer (R)
John Hoeven (R)

Ohio

Sherrod Brown (D)
Rob Portman (R)

Oklahoma

Jim Inhofe (R)*
James Lankford (R)

Oregon

Ron Wyden (D)
Jeff Merkley (D)*

Pennsylvania

Bob Casey Jr. (D)
Pat Toomey (R)

Rhode Island

Jack Reed (D)*
Sheldon Whitehouse (D)

South Carolina

Lindsey Graham (R)*
Tim Scott (R)

South Dakota

Mike Rounds (R)*
John Thune (R)

Tennessee

Lamar Alexander (R)*+
Marsha Blackburn (R)

Texas

Ted Cruz (R)
John Cornyn (R)*

Utah

Mitt Romney (R)
Mike Lee (R)

Vermont

Patrick Leahy (D)
Bernie Sanders (I)

Virginia

Tim Kaine (D)
Mark Warner (D)*

Washington

Patty Murray (D)
Maria Cantwell (D)

West Virginia

Shelley Moore Capito (R)*
Joe Manchin III (D)

Wisconsin

Tammy Baldwin (D)
Ron Johnson (R)

Wyoming

Michael Enzi (R)*+
John Barrasso (R)

2020 RACES:

HOUSE OF REPRESENTATIVES

The Democrats regained majority in the House in the 2018 elections for the first time since 2010. The Democrats' victory occurred despite extreme Republican gerrymandering in several states which reduced the number of competitive districts. The 2018 election results are on par with other mid-term waves like 1994, 2006 and 2010.

There are 234 Democrats and 196 Republicans in the 116th Congress. There are five vacancies at the time of this writing.

Representatives are elected to two-year terms, and there will be contests in every congressional district. At the time of this writing, 32 incumbents are retiring, resigning, or running for other elected office.

Incumbents not seeking re-election are indicated with a plus sign (+).

Below is a complete list of the members who are serving in the House of Representatives in the 116th Congress, listed by district as of Jan. 8. States are listed in alphabetical order.

Alabama

(6 Republicans – 1 Democrat)

1. Bradley Byrne (R)+
2. Martha Roby (R)+
3. Mike Rogers (R)
4. Robert Aderholt (R)
5. Mo Brooks (R)
6. Gary Palmer (R)
7. Terri A. Sewell (D)

Alaska

(1 Republican)

At-Large. Don Young (R)

Arizona

(5 Democrats – 4 Republicans)

1. Tom O'Halleran (D)
2. Ann Kirkpatrick (D)
3. Raul Grijalva (D)
4. Paul Gosar (R)
5. Andy Biggs (R)
6. David Schweikert (R)
7. Ruben Gallego (D)
8. Debbie Lesko (R)
9. Greg Stanton (D)

Arkansas

(4 Republicans)

1. Rick Crawford (R)
2. French Hill (R)
3. Steve Womack (R)
4. Bruce Westerman (R)

California

(45 Democrats – 6 Republicans – 2 Vacant)

1. Doug LaMalfa (R)
2. Jared Huffman (D)
3. John Garamendi (D)
4. Tom McClintock (R)
5. Mike Thompson (D)
6. Doris Matsui (D)
7. Ami Bera (D)
8. Paul Cook (R)+
9. Jerry McNerney (D)
10. Josh Harder (D)
11. Mark DeSaulnier (D)
12. Nancy Pelosi (D)
13. Barbara Lee (D)
14. Jackie Speier (D)
15. Eric Swalwell (D)
16. Jim Costa (D)
17. Ro Khanna (D)
18. Anna G. Eshoo (D)
19. Zoe Lofgren (D)
20. Jimmy Panetta (D)
21. TJ Cox (D)
22. Devin Nunes (R)
23. Kevin McCarthy (R)
24. Salud Carbajal (D)
25. Vacant, special election set for March 3, 2020
26. Julia Brownley (D)
27. Judy Chu (D)
28. Adam B. Schiff (D)
29. Tony Cárdenas (D)

30. Brad Sherman (D)
31. Pete Aguilar (D)
32. Grace F. Napolitano (D)
33. Ted Lieu (D)
34. Jimmy Gomez (D)
35. Norma J. Torres (D)
36. Raul Ruiz (D)
37. Karen Bass (D)
38. Linda Sánchez (D)
39. Gil Cisneros (D)
40. Lucille Roybal-Allard (D)
41. Mark Takano (D)
42. Ken Calvert (R)
43. Maxine Waters (D)
44. Nanette Barragán (D)
45. Katie Porter (D)
46. Lou Correa (D)
47. Alan Lowenthal (D)
48. Harley Rouda (D)
49. Mike Levin (D)
50. Vacant
51. Juan C. Vargas (D)
52. Scott Peters (D)
53. Susan A. Davis (D)+

Colorado

(4 Democrats – 3 Republicans)

1. Diana DeGette (D)
2. Joe Neguse (D)
3. Scott Tipton (R)
4. Ken Buck (R)
5. Doug Lamborn (R)
6. Jason Crow (D)
7. Ed Perlmutter (D)

Connecticut

(5 Democrats)

1. John B. Larson (D)
2. Joe Courtney (D)
3. Rosa DeLauro (D)
4. Jim Himes (D)
5. Jahana Hayes (D)

Delaware

(1 Democrat)

At-Large. Lisa Blunt Rochester (D)

Florida

(14 Republicans – 13 Democrats)

1. Matt Gaetz (R)
2. Neal Dunn (R)
3. Ted Yoho (R)+
4. John Rutherford (R)
5. Al Lawson Jr. (D)
6. Michael Waltz (R)
7. Stephanie Murphy (D)
8. Bill Posey (R)
9. Darren Soto (D)
10. Val B. Demings (D)
11. Daniel Webster (R)
12. Gus Bilirakis (R)
13. Charlie Crist (D)
14. Kathy Castor (D)
15. Ross Spano (R)
16. Vern Buchanan (R)
17. Greg Steube (R)
18. Brian Mast (R)
19. Francis Rooney (R)+
20. Alcee L. Hastings (D)
21. Lois Frankel (D)
22. Ted Deutch (D)
23. Debbie Wasserman Schultz (D)
24. Frederica S. Wilson (D)
25. Mario Diaz-Balart (R)
26. Debbie Mucarsel-Powell (D)
27. Donna E. Shalala (D)

Georgia

(9 Republicans – 5 Democrats)

1. Earl L. “Buddy” Carter (R)
2. Sanford D. Bishop, Jr. (D)
3. Drew Ferguson (R)
4. Hank Johnson, (D)
5. John Lewis (D)

6. Lucy McBath (D)
7. Robert Woodall (R)+
8. Austin Scott (R)
9. Doug Collins (R)
10. Jody B. Hice (R)
11. Barry Loudermilk (R)
12. Rick W. Allen (R)
13. David Scott (D)
14. Tom Graves (R)+

Hawaii

(2 Democrats)

1. Ed Case (D)
2. Tulsi Gabbard (D)

Idaho

(2 Republicans)

1. Russ Fulcher (R)
2. Mike Simpson (R)

Illinois

(13 Democrats – 5 Republicans)

1. Bobby L. Rush (D)
2. Robin Kelly (D)
3. Daniel Lipinski (D)
4. Jesús “Chuy” García (D)
5. Mike Quigley (D)
6. Sean Casten (D)
7. Danny K. Davis (D)
8. Raja Krishnamoorthi (D)
9. Jan Schakowsky (D)
10. Brad Schneider (D)
11. Bill Foster (D)
12. Mike Bost (R)
13. Rodney Davis (R)
14. Lauren Underwood (D)
15. John Shimkus (R)+
16. Adam Kinzinger (R)
17. Cheri Bustos (D)
18. Darin LaHood (R)

Indiana

(7 Republicans – 2 Democrats)

1. Peter J. Visclosky (D)+
2. Jackie Walorski (R)
3. Jim Banks (R)
4. Jim Baird (R)
5. Susan W. Brooks (R)+
6. Greg Pence (R)

7. André Carson (D)
8. Larry Bucshon (R)
9. Trey Hollingsworth (R)

Iowa

(3 Democrats – 1 Republican)

1. Abby Finkenauer (D)
2. David Loebsack (D)+
3. Cindy Axne (D)
4. Steve King (R)

Kansas

(3 Republican – 1 Democrat)

1. Roger Marshall (R)+
2. Steve Watkins (R)
3. Sharice Davids (D)
4. Ron Estes (R)

Kentucky

(5 Republicans – 1 Democrat)

1. James R. Comer (R)
2. Brett Guthrie (R)
3. John Yarmuth (D)
4. Thomas Massie (R)
5. Harold Rogers (R)
6. Andy Barr (R)

Louisiana

(5 Republicans – 1 Democrat)

1. Steve Scalise (R)
2. Cedric L. Richmond (D)
3. Clay Higgins (R)
4. Mike Johnson (R)
5. Ralph Abraham (R)
6. Garret Graves (R)

Maine

(2 Democrats)

1. Chellie Pingree (D)
2. Jared Golden (D)

Maryland

(6 Democrats – 1 Republican – 1 vacant)

1. Andy Harris (R)
2. C. A. Dutch Ruppersberger (D)
3. John Sarbanes (D)
4. Anthony G. Brown (D)

5. Steny H. Hoyer (D)
6. David Trone (D)
7. Special primary election set for Feb. 4, 2020)
8. Jamie Raskin (D)

Massachusetts

- (9 Democrats)
1. Richard E. Neal (D)
 2. Jim McGovern (D)
 3. Lori Trahan (D)
 4. Joseph P. Kennedy, III (D)+
 5. Katherine M. Clark (D)
 6. Seth Moulton (D)
 7. Ayanna Pressley (D)
 8. Stephen F. Lynch (D)
 9. William Keating (D)

Michigan

- (7 Democrat - 6 Republican – 1 Independent)
1. Jack Bergman (R)
 2. Bill Huizenga (R)
 3. Justin Amash (I) (Changed political affiliation in 2019)
 4. John Moolenaar (R)
 5. Dan Kildee (D)
 6. Fred Upton (R)
 7. Tim Walberg (R)
 8. Elissa Slotkin (D)
 9. Andy Levin (D)
 10. Paul Mitchell (R)+
 11. Haley Stevens (D)
 12. Debbie Dingell (D)
 13. Rashida Tlaib (D)
 14. Brenda Lawrence (D)

Minnesota

- (5 Democrats – 3 Republicans)
1. Jim Hagedorn (R)
 2. Angie Craig (D)
 3. Dean Phillips (D)
 4. Betty M. McCollum (D)
 5. Ilhan Omar (D)
 6. Tom Emmer (R)
 7. Collin C. Peterson (D)
 8. Pete Stauber (R)

Mississippi

- (3 Republicans – 1 Democrat)
1. Trent Kelly (R)
 2. Bennie Thompson (D)
 3. Michael Guest (R)
 4. Steven M. Palazzo (R)

Missouri

- (6 Republicans – 2 Democrats)
1. William “Lacy” Clay (D)
 2. Ann Wagner (R)
 3. Blaine Luetkemeyer (R)
 4. Vicky Hartzler (R)
 5. Emanuel Cleaver II (D)
 6. Sam Graves (R)
 7. Billy Long (R)
 8. Jason Smith (R)

Montana

- (1 Republican)
- At-Large. Greg Gianforte (R)+

Nebraska

- (3 Republicans)
1. Jeff Fortenberry (R)
 2. Don Bacon (R)
 3. Adrian Smith (R)

Nevada

- (3 Democrats – 1 Republican)
1. Dina Titus (D)
 2. Mark Amodei (R)
 3. Susie Lee (D)
 4. Steven Horsford (D)

New Hampshire

- (2 Democrats)
1. Chris Pappas (D)
 2. Ann McLane Kuster (D)

New Jersey

- (10 Democrats – 2 Republicans)
1. Donald Norcross (D)
 2. Jeff Van Drew (R)
 3. Andy Kim (D)
 4. Christopher H. Smith (R)
 5. Josh Gottheimer (D)
 6. Frank Pallone, Jr. (D)

7. Tom Malinowski (D)
8. Albio Sires (D)
9. Bill Pascrell, Jr. (D)
10. Donald M. Payne, Jr. (D)
11. Mikie Sherrill (D)
12. Bonnie Watson Coleman (D)

New Mexico

- (3 Democrats)
1. Deb Haaland (D)
 2. Xochitl Torres Small (D)
 3. Ben Ray Lujan (D)+

New York

- (21 Democrats – 5 Republicans – 1 vacant)
1. Lee Zeldin (R)
 2. Peter T. King (R)+
 3. Tom Suozzi (D)
 4. Kathleen Rice (D)
 5. Gregory W. Meeks (D)
 6. Grace Meng (D)
 7. Nydia M. Velázquez (D)
 8. Hakeem Jeffries (D)
 9. Yvette D. Clarke (D)
 10. Jerrold Nadler (D)
 11. Max Rose (D)
 12. Carolyn B. Maloney (D)
 13. Adriano Espaillat (D)
 14. Alexandria Ocasio-Cortez (D)
 15. José E. Serrano (D)+
 16. Eliot L. Engel (D)
 17. Nita Lowey (D)+
 18. Sean Patrick Maloney (D)
 19. Antonio Delgado (D)
 20. Paul Tonko (D)
 21. Elise Stefanik (R)
 22. Anthony Brindisi (D)
 23. Tom Reed (R)
 24. John Katko (R)
 25. Joseph D. Morelle (D)
 26. Brian Higgins (D)
 27. Vacant

North Carolina

- (10 Republicans – 3 Democrats)
1. G. K. Butterfield (D)
 2. George Holding (R)+
 3. Gregory Murphy (R)

4. David Price (D)
5. Virginia Foxx (R)
6. Mark Walker (R)+
7. David Rouzer (R)
8. Richard Hudson (R)
9. Dan Bishop (R)
10. Patrick T. McHenry (R)
11. Mark Meadows (R)+
12. Alma Adams (D)
13. Ted Budd (R)

North Dakota

(1 Republican)

At-Large. Kelly Armstrong (R)

Ohio

(12 Republicans – 4 Democrats)

1. Steve Chabot (R)
2. Brad Wenstrup (R)
3. Joyce Beatty (D)
4. Jim Jordan (R)
5. Bob Latta (R)
6. Bill Johnson (R)
7. Bob Gibbs (R)
8. Warren Davidson (R)
9. Marcy Kaptur (D)
10. Michael R. Turner (R)
11. Marcia L. Fudge (D)
12. Troy Balderson (R)
13. Tim Ryan (D)
14. David Joyce (R)
15. Steve Stivers (R)
16. Anthony Gonzalez (R)

Oklahoma

(4 Republicans – 1 Democrat)

1. Kevin Hern (R)
2. Markwayne Mullin (R)
3. Frank D. Lucas (R)
4. Tom Cole (R)
5. Kendra Horn (D)

Oregon

(4 Democrats - 1 Republican)

1. Suzanne Bonamici (D)
2. Greg Walden (R)+
3. Earl Blumenauer (D)
4. Peter A. DeFazio (D)
5. Kurt Schrader (D)

Pennsylvania

(9 Democrats – 9 Republicans)

1. Brian Fitzpatrick (R)
2. Brendan F. Boyle (D)
3. Dwight Evans (D)
4. Madeleine Dean (D)
5. Mary Gay Scanlon (D)
6. Chrissy Houlahan (D)
7. Susan Wild (D)
8. Matt Cartwright (D)
9. Daniel Meuser (R)
10. Scott Perry (R)
11. Lloyd Smucker (R)
12. Fred Keller (R)
13. John Joyce (R)
14. Guy Reschenthaler (R)
15. Glenn “GT” Thompson (R)
16. Mike Kelly (R)
17. Conor Lamb (D)
18. Mike Doyle (D)

Rhode Island

(2 Democrats)

1. David Cicilline (D)
2. Jim Langevin (D)

South Carolina

(5 Republicans – 2 Democrats)

1. Joe Cunningham (D)
2. Joe Wilson (R)
3. Jeff Duncan (R)
4. William R. Timmons (R)
5. Ralph Norman (R)
6. James E. Clyburn (D)
7. Tom Rice (R)

South Dakota

(1 Republican)

At-Large. Dusty Johnson (R)

Tennessee

(7 Republicans – 2 Democrats)

1. Phil Roe (R)+
2. Tim Burchett (R)
3. Chuck Fleischmann (R)
4. Scott DesJarlais (R)
5. Jim Cooper (D)
6. John W. Rose (R)
7. Mark E. Green (R)

8. David Kustoff (R)
9. Steve Cohen (D)

Texas

(23 Republicans – 13 Democrats)

1. Louie Gohmert (R)
2. Dan Crenshaw (R)
3. Van Taylor (R)
4. John Ratcliffe (R)
5. Lance Gooden (R)
6. Ron Wright (R)
7. Lizzie Fletcher (D)
8. Kevin Brady (R)
9. Al Green (D)
10. Michael McCaul (R)
11. K. Michael Conaway (R)+
12. Kay Granger (R)
13. Mac Thornberry (R)+
14. Randy Weber (R)
15. Vicente Gonzalez (D)
16. Veronica Escobar (D)
17. Bill Flores (R)+
18. Sheila Jackson Lee (D)
19. Jodey C. Arrington (R)
20. Joaquin Castro (D)
21. Chip Roy (R)
22. Pete Olson (R)+
23. Will Hurd (R)+
24. Kenny Marchant (R)+
25. Roger Williams (R)
26. Michael C. Burgess (R)
27. Michael Cloud (R)
28. Henry Cuellar (D)
29. Sylvia R. Garcia (D)
30. Eddie Bernice Johnson (D)
31. John Carter (R)
32. Colin Allred (D)
33. Marc Veasey (D)
34. Filemon Vela (D)
35. Lloyd Doggett (D)
36. Brian Babin (R)

Utah

(3 Republicans - 1 Democrat)

1. Rob Bishop (R)+
2. Chris Stewart (R)
3. John Curtis (R)
4. Ben McAdams (D)

Vermont

(1 Democrat)
At-Large. Peter Welch (D)

Virginia

(7 Democrats – 4 Republicans)
1. Rob J. Wittman (R)
2. Elaine Luria (D)
3. Robert C. Scott (D)
4. A. Donald McEachin (D)
5. Denver Riggleman (R)
6. Ben Cline (R)
7. Abigail Spanberger (D)
8. Donald S. Beyer, Jr. (D)
9. Morgan Griffith (R)
10. Jennifer Wexton (D)
11. Gerald E. Connolly (D)

Washington

(7 Democrats - 3 Republicans)
1. Suzan DelBene (D)
2. Rick Larsen (D)
3. Jaime Herrera Beutler (R)
4. Dan Newhouse (R)
5. Cathy McMorris Rodgers (R)
6. Derek Kilmer (D)
7. Pramila Jayapal (D)
8. Kim Schrier (D)
9. Adam Smith (D)
10. Denny Heck (D)+

West Virginia

(3 Republican)
1. David B. McKinley (R)
2. Alex X. Mooney (R)
3. Carol Miller (R)

Wisconsin

(4 Republican – 3 Democrat - 1 vacant)
1. Bryan Steil (R)
2. Mark Pocan (D)
3. Ron Kind (D)
4. Gwen Moore (D)
5. Jim Sensenbrenner (R)+
6. Glenn Grothman (R)
7. Vacant (Special election May 12, 2020)
8. Mike Gallagher (R)

Wyoming

(1 Republican)
At-Large. Liz Cheney (R)

THE POWERS OF CONGRESS

The U.S. Congress has a huge impact on our economy and the quality of work life for all Americans. Congress shapes our society and impacts our lives in more ways than we can imagine. As the legislative branch, Congress plays a critical role in our system of checks and balances. Congress has authority over financial and budgetary matters through the enumerated power to collect taxes, duties, and excises to pay the debts and provide for the common defense and general welfare of the country. The Constitution also grants Congress the exclusive power to appropriate funds. The power of the purse is one of Congress' primary checks against any president who may try to abuse the power of their office. The House of Representatives was given clear authority to launch impeachments investigations.

Congress also exerts power by providing advice and consent on trade agreements, military conflicts, and treaties. Congressional oversight of the executive branch is another power of Congress to monitor and change, if necessary, the actions of the executive branch. Congressional oversight includes the review, monitoring, and supervision of federal agencies, programs, activities, and policy implementation. Congress has the power to pass laws on issues such as collective bargaining rights, food safety, education, and retirement security, to name a few. Their actions affect us both now and in the future.

One of the foremost non-legislative functions of Congress is the power to oversee the executive branch. Congressional oversight is usually delegated to committee and facilitated by Congress' subpoena power.

Congress alone also has the power to remove the president, vice president and all civil officers, including federal judges, from office through an impeachment process in the House of Representatives followed by a conviction in the Senate for treason, bribery, or other high crimes and misdemeanors. When a majority of House members vote to approve articles of impeachment that cite specific alleged crimes or abuse of power, the process then moves to trial before the Senate.

When the president is tried, the chief justice of the Supreme Court presides. For a conviction to take place, at least two-thirds of the senators must vote to convict. In the history of our Republic, only two presidents, Andrew Johnson and Bill Clinton, were impeached. Both were acquitted by the Senate.

At the time of this writing an impeachment inquiry is underway in the House of Representatives. Congress is trying to determine whether President Donald Trump

improperly withheld a \$391 million military aid package to Ukraine in an attempt to have President Volodymyr Zelensky investigate a political rival, former Vice President Joe Biden and his son.

The inquiry was initiated on Sept. 24, 2019 after a whistleblower alleged that President Trump and top administration officials abused the power of the presidency by pressuring leaders of foreign nations, most notably Ukraine, to advance his personal interests. At the time of this writing, the allegations have been corroborated by more than a half a dozen White House officials and other witnesses under testimony before House committees involved with the impeachment inquiry.

The Trump administration released a memorandum of the call, confirming that President Trump had asked Zelensky to "do us a favor" and "look into" Biden. At the time of this writing, the administration has defied congressional subpoenas repeatedly and generally refused to cooperate with investigations.

Write Laws, Declare War, Monitor Federal Agencies

Under our Constitution, Congress has a wide range of powers, including the power to assess and collect taxes; regulate both interstate and foreign commerce; coin money; establish post offices; create courts inferior to the Supreme Court; raise and maintain a U.S. Army and Navy, and declare war. Another power vested in Congress is the right to propose amendments to the U.S. Constitution. Generally, the responsibilities of the two chambers overlap but both the House and Senate have some unique powers. Originally, the House of Representatives were directly elected by eligible voters while the Senate was selected by state senators until 1913.

The House of Representatives is granted the exclusive power to originate all bills for raising revenue. The Senate votes to confirm high-level presidential appointments, including all federal judges and the Supreme Court justices. The Senate must also concur in treaties with foreign countries by a two-thirds majority vote. The House does not vote on nominations and treaties.

Committees: The Legislative Engines

Committees are the engines of the congressional lawmaking machinery. There are 17 standing committees in the Senate and 20 in the House. Committees can move, stall or stop legislation under their jurisdiction. Without



committee approval, a bill generally has little chance of reaching the full House or Senate for consideration. The membership of the standing committees of each chamber is selected by the colleagues of their own party in Congress. Members of other committees are appointed under the provisions of the legislation establishing them.

In addition to standing committees, there are also select and special committees, created for a specific purpose. For example, the U.S. House Select Committee on Climate Crisis was created in the 116th Congress with the purpose of delivering policy recommendations to Congress. Select committees do not vote on legislation.

Power Committees

Representatives and senators generally seek membership on committees related to the economic

interests of their districts or state. Personal interests and professional backgrounds commonly play a role as well. Senators typically serve on more committees than their counterparts in the House of Representatives.

All committees have unique jurisdictions and make important decisions. Powerful committees like Energy and Commerce in the House, Senate Finance, and the House Ways and Means committees are coveted because these committees write tax, , trade, and health care legislation. Members often seek positions on prestigious committees like Appropriations because they dictate spending on defense and non-defense federal programs.

WHO CONTROLS CONGRESS?

The two-chamber U.S. Congress has various positions and officers that run the business of governing and legislating in each chamber. The leadership in each chamber is elected by the political party caucuses after each federal election. In the House, there is the Speaker of the House, the majority leader, the minority leader, and numerous whips for each party. In the Senate, there is a president, a president pro-tempore, a majority leader, a minority leader, and a whip for each party. Each chamber also has clerks, secretaries and sergeants-at-arms who are not elected officials.

U.S. House Leadership

The speaker of the House is the presiding officer of the U.S. House, and second in succession to the president of the United States, behind the vice president. In this role, the speaker has a number of chief responsibilities such as setting the chamber's overall agenda and presiding over floor debates. The current speaker of the House is Nancy Pelosi, D-California. Pelosi was first elected speaker of the House in 2007. She is the first woman to serve as speaker. Now in her third term as speaker, Pelosi made history again in January 2019 when she regained position second in line to the presidency, the first person to do so in more than 60 years.

Democratic leadership also includes Majority Leader Steny Hoyer, D-Maryland, and Majority Whip James Clyburn, D-South Carolina. Congresswoman Cheri Bustos, D-Illinois, joined the leadership team as Democratic Congressional Committee chair (DCCC) and Congressman Hakeem Jeffries, D-New York, as the new chairman of the Democratic Caucus.

Leadership positions have a variety of responsibilities and are essentially the same for the minority and majority, except the majority wields far more power. The House leadership sets the floor agenda and oversees the committee chairs. The majority whip assists the speaker and majority leader by trying to ensure members of the party vote according to the party platform. Whips are responsible for tracking the positions of their caucus members on pending legislation. The DCCC chair supports the DCCC goals of recruiting candidates and raising funds. The chairman of the Democratic Caucus is responsible for communicating the party's message to members.

House Republican leadership includes Minority Leader Kevin McCarthy R-California, and Minority Whip,

Steve Scalise, R-Louisiana. Minority Leader McCarthy previously served as House majority leader from 2014-2018. Minority Whip Scalise also served in same post when Republicans maintained majority. Minority Leader McCarthy serves as the spokesperson for the Republicans on their party's positions, while Minority Whip Scalise is responsible for knowing who is for or against a particular bill.

U.S. Senate Leadership

The Senate is constitutionally presided over by the vice president of the United States. Currently, Mike Pence serves as vice president. In practice the vice president serves to break tie votes and preside over ceremonial occasions. The Senate is led by the majority leader, and the minority leader heads the party that is not in power. Like the House, leaders in the Senate are elected within their respective caucus during the organizational period between elections and the beginning of a new Congress. There is also the speaker pro tempore, or "pro tem," the highest seniority senator of the majority party, it is largely a ceremonial position, although the speaker pro tempore is third in line of succession to the president. It is currently held by Sen. Chuck Grassley, R-Iowa.

In the 116th Congress, Sen. Mitch McConnell, R-Kentucky, was elected as the majority leader of the Senate. McConnell was first elected to the Senate in 1984 and was elected leader of the Republican Caucus in 2006 when Democrats had power.

In the 116th Congress, Sen. Charles Schumer, D-New York, became the Senate minority leader. Schumer was first elected to the Senate in 1998. Before his election to the Senate, he served in the House of Representatives. He was first elected in 1981, first representing New York's 16th congressional district before being redistricted to the 10th congressional district in 1983 and 9th congressional district in 1993.

The Senate majority whip for the 116th Congress is John Thune, R-South Dakota, who reports to Senate Majority Leader McConnell. The Senate minority whip for the 116th Congress is Richard Durbin, D-Illinois, who reports to Senate Minority Leader Schumer.

Similar to the House whips, the Senate whips are responsible for mobilizing votes within their parties on major issues.

WHAT IS V-CAP?

V-CAP is the UAW's political action program, which includes the union's Political Action Committee (PAC). The PAC fund is made up of voluntary contributions from UAW members, both active and retired. The money is used to support pro-worker political candidates who have earned the endorsement of the UAW Community Action Program (UAW CAP). This voluntary contribution is usually made through automatic payroll deduction, called V-CAP Checkoff. V-CAP Checkoff is established in the UAW Constitution, Article 12, Section 20.

Whether it is taxes, trade policy, retirement security, health care, education or infrastructure, politics affects our daily lives. That's why it is essential for working families to make our voices heard at local, state and national levels by supporting candidates who support us. One of the most effective ways to do that is by contributing to V-CAP.

By law, union dues cannot be used to support any federal candidates and, in an ever-increasing number of states, any candidate for public office. Our only means of monetary support for many labor-endorsed candidates is voluntary political contributions.

According to OpenSecrets, during the 2018 election cycle Super PACs donated \$822 million and business PACs contributed \$16 million to federal candidates. Labor PACs contributed just over \$8.1 million -- less than one-sixth the amount business PACs spent. Total election spending by business outpaced labor spending by a ratio of 17 to 1.

With the U.S. Supreme Court changing the landscape for elections with its 2010 decision in *Citizens United v. Federal Election Commission*, corporate spending for independent political commercials cannot be limited. This has led to right-wing groups like Americans for Prosperity (Koch Brothers) and American Crossroads (Karl Rove) pouring millions into advancing their agenda. Consider this: In the 2016 presidential election, 2,395 Super PACs spent just over \$1.1 billion on elections throughout the U.S. In the business sector, PACs spent close to \$400 million while labor PACs spent less than one sixth of that amount, just over \$58 million. While our fundraising efforts seem large, they are miniscule in comparison to overall election contributions.

Therefore, maintaining a strong counterweight is now more important than ever to have our voices heard. Individually, we could never dream of matching the contributions of the super wealthy, but together we have a much better chance of offsetting their power.

The following pages contain guidelines for running an effective V-CAP program, as well as discussion points on why V-CAP remains a vital part of our political voice.

"V" Means Voluntary

Always remember that both checkoff authorization and the amount to be deducted are purely voluntary. No UAW member can or should be compelled to contribute to the UAW V-CAP fund. A member can cancel his or her authorization by written request at any time. The keys to increasing participation in V-CAP and our other political action efforts are political education and communication, not high-pressure tactics. These are proven methods that have been very successful in many local unions. They can be successful in your local union, if used properly and adapted specifically to your workplace.

Note: UAW V-CAP is an independent political action 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. UAW V-CAP uses the money it receives to make political contributions and expenditures in connection with federal, state and local elections. Contributions to UAW V-CAP are purely voluntary and are made without fear of reprisal. All UAW members may be eligible for V-CAP fundraising activities, regardless of whether they contribute to UAW V-CAP. Money contributed to UAW V-CAP constitutes a voluntary contribution to a joint fundraising effort by the UAW and AFL-CIO.

Elements of an Effective V-CAP Program

All successful V-CAP programs start with planning. The following are some guidelines for you to consider when launching a new V-CAP program or revamping an existing one:

I. Bargaining for V-CAP Checkoff: Before embarking on a V-CAP program, it is worth taking the time to review the logistics of collecting funds under the program. V-CAP is a monthly contribution. Collecting funds individually each month requires a tremendous amount of resources. Thus, it is helpful to negotiate language in your collective bargaining agreement that lets the company administer V-CAP payroll deductions. Under the Federal Election Campaign Act (FECA) rules, the union must reimburse the company for these



administrative costs. For additional information on bargaining language and calculations on the administrative costs, contact the UAW National CAP Department.

2. Make a plan to plan: The first step in any project planning is to brainstorm with a small group to identify existing practices, get agreement on what works and a consensus on what needs to be improved upon. Local leadership should establish a planning team that can develop a project planning table with the specific details of how you expect to implement the drive in the workplace. A V-CAP drive coordinator should be designated. Come up with realistic targets. Remember, there is no such thing as too much planning.

3. Leadership support: For the drive to succeed, the leadership team must support the program with words and by publicly showing commitment for the program. The team should agree on monetary goals and time commitments. In fact, the first ones to sign up or increase their contribution to a V-CAP program should be the leadership team.

4. Make a calendar: Set a date for the kickoff of the V-CAP drive along with a stated goal of 100 percent personal contact with each identified potential V-CAP member contributor at work during a period of one targeted week in each local union. Identify materials that need to be collected for the drive and deadlines for receipts. Decide how many volunteers will be needed and a realistic timeframe for them to complete their work.

5. Notify members and recruit: Schedule a meeting and send a letter to all rank-and-file members, including the local union leadership, in advance of the drive kickoff, to explain the importance of V-CAP to the working families of the UAW. Use the meeting to not only sign up members for V-CAP (or increase their contributions), but also to recruit volunteers to canvass co-workers.

6. Train volunteers: Once volunteers are identified, it is important that they are trained so everyone has the same understanding and goal. Go over the legalities of V-CAP and typical questions. Focus the training on how to have issue-based conversations and listen to co-workers. Stress the importance of asking; too often we are fearful of making direct requests of co-workers, and we miss opportunities.

7. Target: Do not just cut loose a group of

volunteers to talk randomly to anybody. An assessment should be conducted of the membership's participation in the V-CAP program to determine the targeted audience for reaching your goal. Have a plan on who is going to talk to whom – whether it is talking to co-workers in the same area or in the lunchroom. Find out who is already giving to V-CAP and make a request of them to increase their participation. Know who has been active in recent elections (such as volunteering for phone banking) and approach them about giving to V-CAP for the first time. Don't forget to include retired members too!

8. Monitor movement: During the drive, have short strategy meetings with the volunteers to debrief tough questions and brainstorm new ideas. This step is very important in the process of completing a successful drive. Keep a record for future reference. Check to see if you are on track with your target; it may turn out that the coordinator needs to recruit more volunteers to reach your targeted audience and complete the conversations.

9. Track future work: Individual cards for members, who are not contacted during the drive, should be maintained by the local union in an action file, for contact upon the member's return to work. This vital step should be established as an automatic procedure in all local unions. Similarly, individual cards for members designating "no" should be retained on permanent file by the local union for a possible second contact in the future, depending on the situation.

10. Thank members: Acknowledging member support for a program can make all the difference. Whether it is a thank you letter or an acknowledgment of all givers in a newsletter, it is important to let members know their support is appreciated.

Talking to Members About Politics

In talking to members about politics, we are often tempted to just talk at them – only giving them statistics, facts, charts, and leaflets; overwhelming them with information so they will obviously come to the right conclusion. But this approach typically fails. Not because the facts are weak, but because our co-workers put up their walls and stop listening as soon as we start lecturing.

The most effective conversations are just that – conversations. When we take the time to listen and ask questions, we can get to know what our co-workers care about. Knowing what they care about helps us to help them connect the dots, so they see that supporting our issues or candidates will help address their concerns.

What Does a UAW Endorsement Mean?

UAW endorsements are based upon membership input and leadership ratification. Decisions are made after examining the voting records of incumbents and previous officeholders or the stated positions and pledges of new candidates. Members often get to grill candidates directly on important issues facing workers. Because the process is based on democratic principles and the issues affecting members, UAW endorsements are weighty matters.

Sometimes UAW members get sidetracked by issues or positions that aren't work-related, but that appeals to strong personal feelings or beliefs. It is important to know that UAW endorsements are based on a candidate's

positions and voting record relative to work-related issues. These issues include trade, workplace health and safety, unemployment insurance, union and bargaining rights, and other quality of work/life issues. There are many groups that take up other issues and rate candidates and officeholders based on their criteria.

Union members need to consider where their priorities and interests lie – with the union that is looking after their physical and financial well-being, or another interest that may be part of a plan to divide working people for the purpose of winning elections.

When working families stick together and vote together, we win. When workers are divided by so called “wedge issues,” our opponents win.

You can find UAW-endorsed candidates at uawendorsements.org

GLOSSARY OF LEGISLATIVE TERMS

Act

Legislation (a bill or joint resolution) which has passed both chambers of Congress in identical form and has been signed into law by the president.

Adjournment

The end of a day's legislative session. Recess does not end a legislative day.

Advanced Technology Vehicle Manufacturing (ATVM)

A direct loan program created by Congress in 2007 to invest in vehicles and parts manufactured in the United States. It is run by the Department of Energy. We have supported ATVM because it benefits domestic investments in advanced technologies that improve fuel efficiency. To date, the bipartisan program has provided over \$8 billion in loans (matched by over \$14 billion in private investment) to 18 facilities in eight states. Senate Republicans and the Trump administration are trying to end the program.

Affordable Care Act (ACA)

The Patient Protection and Affordable Care Act (PPACA), also commonly called "ACA" or "Obamacare," was signed into law by President Obama on March 23, 2010. The ACA is the most important law to overhaul the U.S. health care system since the passage of Medicare and Medicaid in 1965 and the UAW strongly supported it.

For starters, the numerous insurance protections included in the law do not need to be won at the bargaining table. The ACA has allowed tens of millions previously uninsured people to get health insurance coverage. It also requires insurance companies to cover all applicants within new minimum standards and offer the same rates regardless of pre-existing conditions or gender. ACA is beneficial to UAW members and retirees for a variety of reasons.

Amendment

A legislative proposal to change or an actual change

to a bill, a motion, an act or the U.S. Constitution. An amendment is generally debated and voted upon in the same manner as a bill.

American Health Care Act (AHCA)

The American Health Care Act of 2017 was passed by Republicans only in the House in 2017 to replace the Affordable Care Act (See ACA) and was rejected by a one vote margin in the Senate. We strongly opposed this bill because it was bad for UAW members, retirees, and our health care system as a whole.

The nonpartisan Congressional Budget Office (CBO) projected that the AHCA would increase the number of uninsured people by 23 million over 10 years. The AHCA reduces protections for people with pre-existing conditions and significantly raises out of pocket costs for people with insurance, while at the same time providing hundreds of billions in tax cuts to the wealthy and corporations. **President Trump strongly supported this legislation and has pledged to push for similar legislation if elected to a second term.**

Apportionment

Allocation of legislative seats by law. The 435 seats in the House of Representatives are apportioned to states based on population. Allocation is adjusted every 10 years based on the latest census. Without an accurate census count, more people are likely to be under-represented in Congress.

Appropriations Bill

Grants the actual money approved by authorization bills, but not necessarily to the total amount permissible under the authorization bill. Originates in the House.

Asylum Seeker

Foreign-born nationals have the right to pursue asylum in the United States if they have "credible fear" of persecution in their home countries on account of their race, religion, nationality, political opinions, or membership in a "particular social group," such as a tribe or ethnic group. Asylum seekers have to go through an

extensive vetting process before being granted asylum in the United States. This has been the case for decades. Once they are granted asylum, they can obtain social services through refugee resettlement agencies and apply for a green card one year later.

Historically, most asylum seekers apprehended while trying to cross the southern border would have been placed into deportation proceedings but released into the U.S. while awaiting a decision on their immigration cases. Under the Trump administration, that changed dramatically. New rules prevent most Central American migrants entering the United States from seeking asylum in the United States at the southern border, many of whom are fleeing violence and poverty. This shift reverses decades of U.S. policy. The Trump administration has pursued highly restrictive immigration policies since assuming office. Blocking the flow of asylum seekers has been a key part of those policies.

Authorization Bill

Authorizes a program, specifies its general aim and conduct, and often puts a ceiling on money that can be used to finance it. The authorization may be for a specific period of time or indefinitely.

Autonomous Vehicles

Autonomous Vehicles (AVs) are in the early stages of development and years away from widespread deployment. AVs are expected to be introduced initially as fleet vehicles, for deliveries, industrial applications, transport in controlled areas or ride hailing. UAW and others in the labor movement have argued that policies must consider the impact AVs will have on jobs, communities, and the environment.

Together with electrified powertrains, autonomous technology will require greater amounts of computer programming needing hundreds, if not thousands, of programmers and engineers. The mass production of AVs will create a valuable and strategic new supply chain in AV-specific components like semiconductors, graphic processing units, computer processing units, lidar, radar, cameras, and other sensors.

AV-specific components represent an economic opportunity to reinvest in US manufacturing to produce the most advanced vehicle technology. If the opportunity is squandered, domestic auto manufacturing will suffer in the future.

Bias

All human beings have prejudices, many of which are benign. In the political arena biases can be dangerous and democracies depend on putting in safeguards to limit their impact. Founders of our country recognized that people need ready access to unbiased information to make sound decisions. Our elected leaders and courts are charged with ensuring the laws of the land are administered fairly, without bias.

Bill

A proposed law. For reference, bills in the House begin with the letters H.R., and bills in the Senate begin with S. They are numbered sequentially. Our Constitution makes it abundantly clear that only Congress can modify and pass legislation.

Blue Slip

The Republican-led Senate no longer honors blue slips. As a result, more anti-worker, far-right judges have been confirmed to lifetime appointments to our federal courts.

Blue slip refers to a long-standing bipartisan tradition that was upended by Republican Senate Majority Leader Mitch McConnell in 2017. His decision to change this custom enabled several dozen anti-worker judges to be confirmed by the Senate without bipartisan support. In the past, blue slips effectively allowed senators to block judicial nominees from their home state.

When the president submits a judicial nomination to the Senate, the chairman of the Senate Judiciary Committee would send a blue-colored form (or “blue slip”) to both senators from the nominee’s home state. Until recently, those senators had the option of returning the blue slip with a positive or negative response. They could also choose to withhold the slip. A positive response meant they were in support of the nomination and a negative or withheld blue slip meant there was an objection to the nomination therefore the nominee would not be confirmed to the courts.

Budget Reconciliation

Budget reconciliation is a process that limits debate on budget bills to 20 hours. If the annual congressional budget resolution contains reconciliation instructions, these instructions direct a committee or committees



to make specific changes to a law by a certain date. Reconciliation is a way to pass legislation without facing the obstacle of the filibuster in the Senate. The Senate Republican health care bill in 2017 was voted on under these special rules. It was also used to pass the Tax Cut and Jobs Act in late 2017.

Buy American Act

The Buy American Act was passed in 1933 by President Herbert Hoover. The law requires federal agencies to give preferences to contracts with companies producing a given product in the U.S. rather than overseas. The number of loopholes to the law have risen over time and we support strengthening Buy American standards. We also believe our trade agreements and policies should abide by them. In addition, 21 states have laws which require state governments to choose domestically produced products and materials over foreign ones when possible.

Capital Gains Tax

A type of tax that is levied on profits an investor receives when selling an asset like a stock. Capital gains taxes are only triggered when an asset is sold, not while it is held by an investor. Capital gains are taxed at a lower rate than income. Current law is a problem as multi-millionaires and billionaires often make the lion share of their money from investments rather than their paychecks. This is especially true for heirs of great fortunes. We support equalizing taxes on investments and income.

The current long-term capital gains tax rates are zero percent, 15 percent, and 20 percent, while the rates for ordinary income range from 10 percent to 37 percent. Right-wing interest groups have long sought to eliminate capital gains taxes entirely. The Trump administration has openly contemplated weakening the tax through regulations, although that has not happened at the time of this writing.

Caucus

An organization of members in the House or Senate that exists to discuss issues of mutual concern and possibly to perform legislative research and policy planning for its members. There are regional, political, ideological, ethnic, and economic-based caucuses. Democrats and Republicans in the House and Senate form caucuses to organize themselves and advance their agendas.

Census

The U.S. Census is mandated by Article I, Section 2 of the Constitution and occurs every 10 years. The data collected by the census determines the number of seats each state has in the U.S. House of Representatives in a process known as apportionment. The census also determines how federal dollars are distributed to local communities. The Trump administration has sought to make controversial changes to census procedures in a manner that would likely lead to undercounting immigrants. (Please see the issue paper on civil rights for more information.)

Chamber

Refers to either the House of Representatives or the Senate.

Citizens United

A decision we opposed by the conservative Roberts Supreme Court made in January 2010 that paved the way for wealthy special interests to amass more political power. This decision tossed out the ban on corporations and unions making independent expenditures and financing electioneering communications. It gave the green light to spend unlimited sums on ads and other political tools to call for the election or defeat of individual candidates.

In response, campaign spending by outside groups, such as super Political Action Committees (PACs), more than doubled in the first five years after the decision was handed down. In the 2016 election cycle, 2,393 groups organized as super PACs and spending increased substantially from \$609 million in 2012 to \$1.1 billion in 2016. This growth is also mirrored in the number of super PACs formed to funnel this money from 1,300 in 2012 to almost 2,400 in 2016.

Citizens United did not affect direct contributions by individuals and political action committees. It remains illegal for companies and labor unions to give money directly to candidates for federal office.

We support overturning the Citizens United decision and strengthening our campaign finance laws to help ensure we all have a voice and not just the powerful few. House-passed H.R. 1 overturns Citizens United.

Closed Market

In the political context the term typically pertains to a

country that curtails or prevents imports through law or custom. The inability to export into closed markets hurts the U.S. economy and contributes to our trade deficit.

Cloture

In the Senate, the only way to end a filibuster (to allow an up-or-down majority vote on a bill) is through passing a cloture vote. A cloture motion requires the votes of three-fifths of the Senate membership (60 if there are no vacancies). The filibuster makes it difficult to pass legislation in the Senate without bipartisan support as neither party often has a three-fifths majority. If approved, cloture permits another 30 hours of debate before final vote on the underlying bill, amendment, or other measure.

In the current Congress, cloture is no longer required on presidential nominees because of changes in the Senate rules. The Senate can change the cloture threshold without a change in law.

Codify

The process of turning rules and regulations into law. Codified laws refer to the rules and regulations that have been collected, restated and written down for the purpose of providing civil order to a society.

Collective Bargaining

Refers to the negotiation of wages and other conditions of employment by unionized workers. The right to collectively bargain allows workers to have a voice on the job and fight for fair wages, benefits and working conditions. Now and throughout the history of the modern world, it has been demonstrated that when workers cannot collectively bargain wages stagnate, working conditions worsen, and economic inequality widens.

Conference Committee

A committee composed of senators and representatives, named by each respective chamber, to work out differences between bills passed by both chambers on the same issue. If a compromise is reached, it must then be voted on again and approved by the Senate and House before being sent to the president for approval or disapproval. The Senate and House must pass legislation in identical form in order for it go to the president's desk.

Conference Report

Shorthand for describing the final bill negotiated by the conference committee. "Conference report" literally describes a report that contains the legislative text that is submitted to both chambers for a vote of approval or disapproval. No amendments are permitted to a conference report.

Conflict of Interest

As it relates to government, a situation in which a public official's personal interests have a high possibility of running counter to their official responsibilities, thereby compromising their ability to carry out the best interests of the very people they took an oath to serve. When public officials are in a position where they might have a conflict of interest, they are required to remove themselves from the decision-making process. At times, conflicts of interest are inevitable. For example, a recent member of the Supreme Court might be presented with the case they have already deliberated over. People are not expected to view such a case without bias.

Federal and state laws have created to eliminate conflicts of interest in governmental bodies. In certain circumstances, conflict of interest can result in prosecution. For example, public officials are specifically prohibited from activities that would result in a personal gain because of conflict of interest.

Congressional Record

The printed, daily account of debates, votes and comments in the House and Senate published by the Government Printing Office.

Congressional Review Act (CRA)

CRA is a law passed in the 1990s that allows Congress to kill new federal regulations by a simple majority. Unlike most legislation, bills passed under CRA cannot be filibustered in the Senate. If the president vetoes the CRA, a two-thirds vote is required to override the veto. Once a rule is repealed, the CRA also prohibits the reissuing of the rule in substantially the same form or the issuing of a new rule that is substantially the same "unless the reissued or new rule is specifically authorized by a law enacted after the date of the joint resolution disapproving the original rule."

Prior to the Trump administration, the law was only utilized on one occasion. In 2017, the Republican-

led Congress and Trump administration used the CRA to eliminate 14 rules the Obama administration issued in 2016. Several of these rules we strongly supported because they were good for workers. CRA was used to repeal the “Fair Pay and Safe Workplaces” executive order, Accurate Records of Recordable Injuries, rules to reign in Wall Street, and environmental protections. These rules have now been erased from the books and, according to the terms of the CRA, they cannot be reinstated until there is a change in law. In other words, a federal agency is not allowed to propose new regulations on a policy area that was nullified under the Congressional Review Act unless there is a change in the law. We support the repeal of this law.

Continuing Resolution (CR)

If Congress has not enacted all the necessary appropriations bills when a fiscal year begins, it passes a joint resolution to fund government agencies at rates typically based on those of the previous year. The federal fiscal year begins on Oct. 1. At the time of this writing, the federal government is operating under a Continuing Resolution (CR) as has often been the case in recent decades. In order to avoid a CR, Congress must pass 12 appropriations bills in the House and Senate and president must sign them into law before the fiscal year begins.

Copyright

Copyright laws grant the creators of original works exclusive rights. Our members in the National Writers Union are confronted by widespread theft of those rights and economic benefits.

Currency Manipulation

Currency manipulation, also referred to as foreign exchange market intervention, occurs when a government buys or sells foreign currency to lower the value of its own currency to make their products cheaper. Studies estimate that currency manipulation by our trading partners has inflated trade deficits by up to \$500 billion annually and cost the U.S. up to five million jobs. Our trade agreements should not permit currency manipulation.

Deferred Action for Childhood Arrivals (DACA)

DACA is an American immigration policy established by the Obama administration that allows certain

immigrants who entered the country undocumented as children to receive a renewable two-year period of deferred action from deportation and eligibility for a work permit. As of the fall of 2019, approximately 800,000 individuals —referred to as “Dreamers” — were enrolled in the DACA program.

President Trump announced on Sept. 5, 2017, that DACA would end in six months and recipients of the program could be deported. At time of this writing, the administration’s efforts to end DACA have been rebuffed in the courts.

Deficits and the Debt

The federal budget deficit (or surplus) is the difference between annual revenues and annual expenditures. The national debt is the accumulated borrowing of the federal government over the years. In both cases, the absolute level – how many billions or trillions of dollars – matters less than the deficit/debt as share of the economy. Of course, it is preferable to spend tax dollars to invest in education, infrastructure and other important programs rather than interest payments on debt.

Not all debt is bad. Imagine trying to send your child to college, fixing your roof, or buying a car if you could not borrow. It would be impossible and harmful for your future. The same applies to the country. If we do not fix our bridges today, we will need more repairs and pay a bigger bill later.

Borrowing becomes a significant problem if you are unable to pay debts and, thus, unable to borrow in the future. In a recession, deficit spending injects money into a lagging economy by making investments when businesses are unable or unwilling to do so.

Anti-worker politicians often cite the nation’s debt and deficits as reasons for opposing policies that increase government spending. They often call for cutting spending in health care and education in the name of deficit reduction. Our deficit rose 26 percent to \$984 billion in 2019. The highest in seven years and the Tax Cuts and Jobs Act is responsible for a significant portion of the increase because much less revenue was collected from the wealthiest individuals and corporations.

Defined Benefits (DB)

A type of pension plan in which an employer/sponsor promises a specified monthly benefit on retirement that is predetermined by a formula based on the employee’s

earnings history, length of service, and age, rather than depending directly on individual investment returns. The benefit is guaranteed, and many were created because workers demanded them at the bargaining table. The decrease in DB plans over the last several decades have coincided with the decline in union membership.

Defined Contribution (DC)

A pension plan where an employer/sponsor provides a specific contribution. The benefit is not guaranteed. Instead, the amount of money a person receives is based on the performance of the investment. Fluctuations in the stock market impact the amount of money a person receives. Not surprisingly, employers that have retirement benefits s tend to prefer offering DC plans to DB plans since they cost less.

Discretion

The power or right to decide or act according to one's own judgement. The president has broad discretion determining how to manage the resources and staff of executive branch.

Discretionary Spending

Refers to spending explicitly appropriated by Congress. In contrast to entitlement programs for which funding is mandatory, discretionary spending is taken up each year in appropriations legislation. Discretionary spending may be changed or eliminated by Congress. Advocacy groups, corporate interests, and many others spend a substantial amount of time lobbying for increased spending for specific programs funded during the annual appropriations cycle. Spending on defense weapon systems, legal services, and federal research grants are examples of discretionary spending programs.

Dreamers

Refers to children of undocumented immigrants who entered the United States when they were children. President Obama issued executive orders to stop the deportation of Dreamers. (See DACA).

Dumping

In the context of economics, dumping refers to when a country or company deliberately lowers the price of

its exports below market rate to gain market shares and eliminate competition. Once competitors exit the market, the price is raised.

Duty Free

A product that is imported without a tariff. Trade agreements typically eliminate all tariffs, so products shipped among countries in an agreement do not have duties applied.

Earmark

Specifies funds marked for a particular purpose by Congress. Currently, earmarks are prohibited in appropriations bills in both the House and the Senate.

Electric Vehicle (EV)

While the electrification of the auto industry is in its early stages, manufacturers are responding to a combination of regulatory requirements and consumer demand to increase EV production. Automakers plan to spend over \$300 billion globally to transition to electric vehicles. Currently, EV sales represent 2 percent of U.S. auto sales but in states with EV rebate programs, sales have been higher – reaching 8 percent in California in 2018.

Nearly all industry participants and observers expect EVs to become a larger portion of the automobile market in the years ahead. There is a global competition for dominance of EV assembly and the supply chain, including lithium-ion batteries, the most valuable component in EVs. We believe any programs related to EV adoption must promote domestic production and high-quality jobs for workers across all vehicle classes (heavy, medium, and light duty) and across the supply chain, including batteries.

We think labor standards should be required for the greening of government fleets, consumer-side rebates, initiatives to promote the electrification of commercial fleets, and policies to stimulate clean-vehicle manufacturing.

Electric Vehicle Tax Credit

The Internal Revenue Service (IRS) (code section 30D) tax credit varies from \$2,500 to \$7,500 per new plug-in electric vehicle for passenger cars and light trucks. The size of the tax credit depends on the size of the vehicle and its battery capacity. The credit begins to phase

out for a manufacturer's vehicles when at least 200,000 qualifying vehicles have been sold for use in the United States. General Motors and Tesla have exceeded the sales cap of 200,000 vehicles and are nearing the end of the phase out.

Emoluments Clause

The foreign emoluments clause in Article I, Section 9 of the U.S. Constitution prohibits federal officeholders from accepting any present, emolument, office, or title from any foreign state or its rulers or representatives.

The domestic emoluments clause in Article 2, Section 1 of the U.S. Constitution prohibits the president from receiving any emolument, other than their salary, from the federal government or from any state.

The clause was intended to prevent corruption stemming from possible conflicts of interest. There is pending litigation on whether President Trump has violated this clause of the Constitution. Representatives from foreign governments and businesses often stay at Trump properties. The Trump Organization continues to seek lucrative business deals around the world. President Trump and his children continue to have a large stake in the success of the Trump Organization.

Entitlement

A federal program that requires payments to any person or unit of government that meets established criteria. Entitlements create a binding obligation on the part of the federal government. Social Security, Medicare, Medicaid and veterans' compensation are examples of entitlements. Many entitlement programs are structured like insurance because beneficiaries pay into them through payroll deductions. The American Health Care Act of 2017 (ACHA) would have ended Medicaid as an entitlement program and the numerous budget proposals put forth by right-wing politicians end Medicaid and Medicare's guaranteed coverage over time. Right-wing politicians have long sought to end the binding nature of these programs in order to cut spending.

Estate Tax

This tax was established by Republican President Teddy Roosevelt over a century ago to prevent wealthy dynasties, reduce economic inequality, and ensure government has resources to address the needs of the country. Under the Tax Cuts and Jobs Act (TCJA) passed

in 2017, the estate tax exemption was doubled. In 2018, the first \$11.2 million of an estate's value is exempt (\$22.4 million for a married couple). The change in the estate tax is in effect until the end of 2025. This rollback was ill-advised, prior to TCJA's enactment only the top 0.2 percent were subjected to the tax. This tax impacts only the wealthiest families.

The estate tax is the most progressive federal tax because it is applied only to the super wealthy. Wealthy special interests want to repeal the estate tax altogether and have had success in the past. By weakening the estate tax, less federal revenue is generated which forces Congress to make cuts to federal programs working families rely on or increase deficits even further. We support legislation to strengthen the estate tax by closing loopholes and increasing rates the extremely wealthy pay.

Executive Privilege

A privilege claimed by the president for the executive branch of the U.S. government for withholding information in the public interest. President Trump and his associates have claimed executive privilege as a reason for not cooperating across the board with Congress when performing traditional oversight. All presidents have claimed executive privilege, but rarely, if ever, in such a sweeping manner in our nation's history. The Trump administration's widespread use of this legal claim is being challenged extensively in the courts at the time of this writing.

Executive Session

A meeting closed to the public.

Expenditures

The actual spending of money as distinguished from appropriations. The administration makes expenditures; Congress appropriates funding. The two are rarely identical in any fiscal year, for expenditures may represent money appropriated in previous years.

Fast Track

Fast Track (also known as Trade Promotion Authority or TPA) is a mechanism employed by legislation, such as trade deals with foreign nations, that prevents Congress from amending such agreements and nullifies the use of the filibuster. In 2015, Congress passed legislation granting

Fast Track authority to the president until 2021. President Trump used TPA to strike a trade agreement with Japan in the fall of 2019.

The UAW opposes Fast Track because it is an undemocratic process that has led to the passage of trade agreements that have put the interests of multi-national corporations ahead of the interests of workers.

Federalist Society

This organization is one of the most influential legal organizations, which promotes a conservative and libertarian ideology that favors corporate interests and has received significant funding from wealthy, right-wing activists. The organization cultivates conservative lawyers and law students promoting anti-worker and anti-immigrant litigation and legislation. It has played a central role in developing lists of conservative judges to recommend as judicial nominees to Republican presidents. Many of President Trump's judicial nominees are current or former members, including Supreme Court justices Neil Gorsuch and Brett Kavanaugh.

Filibuster

A tactic in the Senate used by the minority party to delay or defeat a bill or amendment that, in many instances, would pass if voted on directly. The filibuster takes advantage of the Senate's rules that permit unlimited debate. To end a filibuster, a cloture motion must obtain the votes of three-fifths of the Senate membership (60 votes if there are no vacancies at that time).

As referenced earlier, the 115th Senate curtailed the use of the filibuster. No similar rules exist in the House of Representatives and is a major reason why the minority party has so little power in the House but retains influence in the Senate.

Five-Minute Rule

A debate-limiting rule of the House. Under the rule, a member offering an amendment can speak for only five minutes in its favor, and an opponent of the amendment can speak for five minutes in opposition. Debate is then closed.

Gag or Closed Rule

Prohibits votes on some or all amendments on a bill being debated on the House floor. At the request of the

sponsoring committee, the House must either accept or reject the bill as recommended by the sponsoring committee.

Gerrymandering

The practice of dividing a state, county, or municipality into electoral districts that gives one political party an unfair advantage over its rivals. In addition to its use to achieve desired electoral results for a particular party, gerrymandering may be used to help or hinder the voting power of a specific demographic, such as a political, ethnic, racial, or class groups. UAW-endorsed H.R. 1 would make it more difficult to gerrymander. Unfortunately, the Roberts Supreme Court has declined to reign in this clear violation of the democratic principle of one person, one vote.

Germane

Amendments are either designated as germane or non-germane to a pending bill. A germane amendment addresses the same subject as the matter being amended. A non-germane amendment would add new or different subject matter and may be considered irrelevant to the bill or measure it seeks to amend.

Gridlock

A term often used in politics to describe legislation that is stalled. The impasses are typically over substantive disagreements on the path forward.

Gross Domestic Product (GDP)

GDP is a broad measurement of a nation's overall economic activity. More specifically, it is the monetary value of all the finished goods and services produced within a country's borders in a specific time. GDP includes all private and public consumption, government outlays, investments and exports, minus imports that occur within a defined territory.

Hate Crime

A crime motivated by racial, religious, gender, or other prejudice, typically one involving violence. People convicted of these heinous acts typically face very stiff sentences.

Hate crimes are a direct attack on a core value of our

union which is to bring all workers together in common purpose, “regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation” (UAW Constitution, Article 2, Section 2).

Hearing

A meeting of the committee or subcommittee generally open to the public to take testimony or gather information on proposed legislation, investigate or review the operations of a federal agency or program. The UAW has testified at more than a half dozen hearings during this session of Congress, often at the request of the House Democratic majority.

Hold

A Senate practice whereby a senator tells his or her party leader that he or she does not wish for a bill or nomination to come to the floor for consideration.

Hopper

A wooden box in the House of Representatives that Members of Congress place proposed bills in.

H.R.

Stands for House of Representatives and designates a bill originating in the House.

Impeachment

A process that is used to charge, try, and remove public officials for misconduct while in office. Impeachment is a fundamental constitutional power belonging to Congress. This safeguard against corruption can be initiated against federal officeholders from the lowest cabinet member, all the way up to the president and the chief justice of the U.S. Supreme Court. Besides providing the authority for impeachment, the U.S. Constitution details the methods to be used. The two-stage process begins in the House of Representatives with a public inquiry into allegations. It culminates, if necessary, with a trial in the Senate. The House passed two articles of impeachment against President Trump in late December. At the time of this writing, the Senate has not conducted a trial.

Investor State Dispute Settlement (ISDS)

A provision in many past trade agreements that allows foreign corporations to challenge laws they view as creating unfair impediments to their business. We oppose the inclusion of ISDS in trade agreements. USMCA eliminates ISDS between the U.S. and Canada,

IRAP

In 2019, the Department of Labor (DOL) issued a proposed rule known as Industry Recognized Apprenticeship Programs (IRAPs) that would undermine registered apprenticeship programs by allowing third party industry groups to set new standards with little DOL oversight. We oppose IRAPs and have urged DOL to not move forward on this harmful proposal.

Joint Committee

A committee composed of both senators and representatives.

Joint Employer

Refers to the sharing of control and supervision of an employee’s activity among two or more business entities. The term commonly refers to a rule put forward by the Obama administration that workers hired by third parties to negotiate with their true employer under fact-specific circumstances. We have maintained that employers who use subcontractors and hiring agencies should not be able to use such arrangements to avoid having responsibility for the wages and employment conditions of their workforce.

The Obama administration’s Browning-Ferris decision put this issue in the forefront. Browning-Ferris was good for working families because it established that workers could negotiate with their parent company if they were in fact the true employer. The decision could have helped ensure workers hired by temp or staffing agencies have the right to bargain with the manufacturer as well as the staffing agency. Unfortunately, the Trump administration has reversed this decision, thereby making it harder for workers to receive a fair shake. The Protecting the Right to Organize Act (PRO Act) would reinstate the Obama administration’s rules.

Jurisdiction

The subject areas and duties assigned to a committee by rule, resolution, precedent, or practice, including legislative matters, oversight, investigations and nominations.

Labor Standards

Can apply to state, local, national and international standards for working conditions and employee rights. Due in large part to its history of unionization, the US auto industry created middle-class jobs for blue-collar workers and elevated working conditions and living standards across the manufacturing sector for decades. As unionization rates decline in the manufacturing sector, fewer workers are enjoying the benefits of quality manufacturing jobs, including in electric vehicle production.

The extensive taxpayer support intended to promote electric vehicle (EV) adoption must also incentivize the creation of high-quality jobs that provide safe working conditions, free exercise of workers' rights, stable career paths and economic stability for families. Manufacturers benefitting from public subsidies should commit to high road labor practices that contribute to stronger communities in the United States.

“Lame-Duck” Session

When Congress returns after an election in an even-numbered year to consider legislation. So-called because some members who return for this session are “lame ducks” who will not return. Congress might convene a “lame-duck” session at the end of the year after the November elections.

Legal Services Corporation (LSC)

LSC is the single largest funder of legal aid for low-income Americans in the nation. Established in 1974, LSC operates as an independent nonprofit corporation that promotes equal access to justice and provides grants for high-quality civil legal assistance. The corporation is headed by a bipartisan board of directors whose 11 members are appointed by the president and confirmed by the Senate. Throughout the country, many attorneys who work LSC are UAW members.. The Trump administration has called for ending all federal support of LSC.

Living Wage

A public policy term that addresses the minimum income necessary for a worker to meet basic needs to maintain a safe, decent standard of living within the community. The living wage differs from the minimum wage in that the minimum wage is set by law and can fail to meet the requirements to have a basic quality of life and leaves the family to rely on government programs for additional income. The UAW has supported living wage initiatives at both the state and local levels. The “Fight for Fifteen” campaign to raise wages for workers at retail and fast-food establishments is an effort to ensure more workers receive a living wage.

Lockout

Refers to the exclusion of employees by their employer from their place of work. Lockouts cause enormous hardships for workers are supposed to only be used as a measure of last resort. Unfortunately, some employers have aggressively used lockouts to try to pressure employees to agree to concessions. The PRO Act would reign in offensive lockouts.

Majority Leader

Leader of the majority party in either the House or the Senate. In the House, this individual is second in command to the speaker.

Mandatory Arbitration

Refers to a contract clause that prevents a conflict from going to a judicial court. As a condition of employment, many workers sign arbitration agreements which include clauses waiving their right to sue their employers for labor violations, discrimination, sexual harassment, and more. These clauses state that workers must resolve contract disputes through a private arbitrator rather than through the court system. 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. Unfortunately, the Roberts Supreme Court ruled that these clauses are legitimate in employment contracts. We have supported legislation to reverse this decision by taking them out of employment contracts. (See Vote Descriptions)

Mandatory Spending

Federal spending controlled by laws other than annual appropriations bills, including spending on entitlement programs. Social Security and Medicare are examples of mandatory spending.

Markup

The section-by-section review and revision of a bill by committee members.

Medicaid

A federal government program, financed by federal, state and local funds, is the nation's public health insurance program for people with low income. The Medicaid program covers one in five low income Americans. Medicaid is the largest provider of long-term care for seniors in this country. Medicaid is a crucial source of health coverage for Veterans. Nearly one in 10 non-elderly veterans have Medicaid coverage; of those, 40 percent receive their coverage solely through Medicaid. Under federal law, anyone who qualifies for Medicaid cannot be denied coverage by the federal government. Legislation to end this guarantee was passed by House Republicans in 2017.

To qualify for Medicaid, individuals must have incomes below a certain threshold. Roughly 74 million Americans rely on Medicaid. It is the largest source of funding for long-term care, like nursing homes. Without Medicaid, more of the financial costs of long-term would fall on workers. It is a means-tested program that is jointly funded by the federal and state governments and managed by the states, with each currently having broad leeway to determine who is eligible for its implementation of the program. States are not required to participate in the program, although all currently do. Medicaid recipients must be U.S. citizens or legal permanent residents.

Medicare

The federal health insurance program for people who are 65 or older, certain younger people with disabilities, and people with End-Stage Renal Disease (permanent kidney failure requiring dialysis or a transplant, sometimes called ESRD). Throughout the years many Republican budget proposal support turning Medicare into a voucher program and raising the eligibility age to 67.

The various parts of Medicare help cover specific services:

Medicare Part A (Hospital Insurance) covers inpatient hospital stays, care in a skilled nursing facility, hospice care and some home health care.

Medicare Part B (Medical Insurance) covers certain doctors' services, outpatient care, medical supplies and preventive services.

Medicare Part C (Medicare Advantage Plans) a type of Medicare health plan offered by a private company that contracts with Medicare to provide individuals with all their Part A and Part B benefits. Medicare Advantage Plans include Health Maintenance Organizations, Preferred Provider Organizations, Private Fee-for-Service Plans, Special Needs Plans and Medicare Medical Savings Account Plans. If individuals are enrolled in a Medicare Advantage Plan, most Medicare services are covered through the plan and aren't paid for under Original Medicare. Most Medicare Advantage Plans offer prescription drug coverage.

Medicare Part D (Prescription Drug Coverage) adds prescription drug coverage to original Medicare, some Medicare Cost Plans, some Medicare Private-Fee-for-Service Plans and Medicare Medical Savings Account Plans. These plans are offered by insurance companies and other private companies approved by Medicare. Medicare Advantage Plans may also offer prescription drug coverage that follows the same rules as Medicare Prescription Drug Plans.

Minimum Wage

Federal minimum wage provisions are contained in the Fair Labor Standards Act (FLSA). The current federal minimum wage is \$7.25 per hour and was last increased in July 2009. When a state, city or county minimum wage rate is higher than the federal rate, employers are required to pay workers the higher amount. As of October 2019, 29 states, plus the District of Columbia, Guam and Virgin Islands have a minimum wage higher than the federal minimum. The UAW supports the Raise Wage Act of 2019, legislation to raise the federal minimum wage to \$15 per hour in phases. This bill passed the House in 2019 but has since been stalled in the Senate.

Minority Leader

Leader of the minority party in either the House or the Senate.

Motion to Proceed

The motion to proceed on consideration of a bill, amendment, nomination or other measure is used in the Senate when unanimous consent to proceed cannot be obtained. Under the new filibuster rules, if senators wish to block a bill or nominee after the motion to proceed, they will need to be present in the Senate and debate.

Motion to Recommit

An often used but rarely successful procedural tactic used by the minority party in the House. A motion to recommit made without “instructions,” is not debatable, and if successful, it has the effect of the House killing the bill without a final vote on its passage. If the motion to recommit has “instructions,” the authorizing committee is bound to follow those instructions. To make a motion to recommit, a member must be opposed to the bill, absolutely or at least in its present form. Thus, the need for amendment. A member who offers the motion is obliged to vote against final passage of the bill, if the motion to recommit fails.

National Labor Relations Board (NLRB)

The NLRB is an independent federal agency charged with enforcing the National Labor Relations Act, which guarantees the right of most private sector employees to organize and engage in collective bargaining. The NLRB was designed to prevent, and remedy unfair labor practices committed by private sector employers and unions.

Congress enacted the National Labor Relations Act (“NLRA”) in 1935 to protect the rights of employees and employers, to encourage collective bargaining, and to curtail certain private sector labor and management practices, which can harm the general welfare of workers, businesses and the U.S. economy. Unfortunately, NLRA has very weak enforcement tools and unscrupulous employers frequently violate worker’s right without facing consequences. The current NLRB is stacked with anti-worker members who are overtly hostile to worker’s rights.

Non-Tariff Barriers (NTB)

A term used in trade debate to describe policies and practices that are designed to stop imports. For example, currency manipulation is an NTB that can make products

imported to the United States artificially inexpensive and U.S. exports artificially expensive.

North American Free Trade Agreement (NAFTA)

NAFTA is an agreement between the United States, Mexico and Canada that went into effect Jan. 1, 1994. NAFTA’s provisions granted new powers and privileges to multinational corporations. These new powers made it easier for corporations to offshore jobs. Instead of the economic gains for workers in all three countries as promised by NAFTA’s supporters, the deal has resulted in massive job loss and lower wages. NAFTA cost hundreds of thousands of American jobs and the closure of thousands of U.S. manufacturing facilities. Portions of the agreement have been renegotiated and the revised agreement has passed the House of Representatives. The Senate has not acted at the time of this writing. (See the issue papers for more details.)

Obamacare

see Affordable Care Act

Omnibus Bill

A legislative proposal concerning several separate, but often related items, usually appropriations bills.

OSHA Recordkeeping Rule

In March 2017, the Department of Labor’s (DOL) recordkeeping rule was nullified by a bill and signed into law by President Trump. This anti-worker law eliminates a regulation that simply formalized a long-standing requirement that held large employers in hazardous industries legally responsible for keeping their Occupational Safety and Health Administration (OSHA) records for five years. This standard existed since OSHA became the law of the land over 40 years ago. Weak record keeping standards will make it harder to identify health and safety risks and remedy them.

The Trump administration’s DOL has issued a number of anti-worker OSHA rules, including a Workplace Injury Rule eliminating the requirement that employers with 250 or more workers need to electronically submit annual reports on employee injuries or illnesses. UAW publicly opposed this and other ill-conceived proposals to weaken workplace protections.

Override a Veto

Congress may try to override the president's veto to enact a bill into law. The override of a veto requires a recorded vote with a two-thirds majority in each chamber.

Overtime Rules

President Obama raised the overtime eligibility threshold from \$26,660 to \$47,476 for salaried workers to receive overtime. We strongly supported the expansion of eligibility so that millions of Americans could get a much-deserved pay increase, including thousands of UAW members, many whom work as Post Docs at universities throughout the nation. The Economic Policy Institute estimates 12.5 million working people stood to benefit if the rule was implemented. It never was.

Unfortunately, the Trump administration issued a new overtime rule that lowers the threshold set by the Obama administration and extended eligibility to overtime pay to \$35,568 annually which covers over 1.3 million fewer workers. We strongly opposed this rollback and support legislation to reinstate the stronger standard.

Paycheck Fairness Act

The Paycheck Fairness Act (H.R. 7) passed the House in the 116th Congress. H.R. 7 would strengthen the Equal Pay Act of 1963 by barring employers from demanding salary history and prohibits retaliation against workers who discuss or compare their wages and other compensation. We strongly support it. Majority Leader Mitch McConnell is unlikely to advance the measure in the GOP-controlled Senate.

Persuader Rule

A pro-worker regulation put forward by the Obama administration that would have forced employers to disclose outside consultants they hire to counter workers' union organizing efforts. Unions are subject to a host reporting requirement that are not applied to business. We supported the rule but unfortunately the Trump administration rescinded it.

Provision

In the legal context it could mean a clause in our nation's laws, a contract or other legal document. When

referring to federal bills, a provision often refers to a specific matter or topic in the text of the bill.

Pocket Veto

A rarely used device by which the president can kill a bill, without a formal veto, by simply not signing it during a period of congressional adjournment.

Predatory Lending

Any lending practice that imposes unfair or abusive loan terms on a borrower. It is also any practice that convinces a borrower to accept unfair terms through deceptive, coercive, manipulative, or unscrupulous actions for a loan that a borrower does not need, want or can afford. Policies aimed at cracking down on predatory lending have been under constant attack over the last several years by anti-worker politicians and interest groups.

President Pro Tempore

Because the vice president, who is the president of the U.S. Senate, is seldom present to preside, the Senate elects a president pro tempore, or temporary president who, if he or she does not preside each day, assigns the job to another senator, usually of junior seniority.

Protecting the Right to Organize (PRO) Act

The Protecting the Right to Organize (PRO) Act (H.R. 2474/S. 1306) 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 bill was passed out of the House Education and Labor Committee in the fall of 2019. We strongly supports the PRO Act.

Public Defenders

Refers to lawyers appointed to represent people who cannot afford to hire an attorney themselves. Legal defenders came about as a result of a 1963 U.S. Supreme Court case Gideon vs. Wainwright, which ruled that the Sixth Amendment of the Bill of Rights requires the government to provide free legal counsel to indigent defendants in criminal cases. UAW members work as public defenders in New York City.

Quorum

The number of members whose presence is necessary for the transaction of business.

Ranking Member

The most powerful member of the minority party on a committee. The ranking member on the committee is usually the longest-serving member of the committee from the minority party.

Recess

Concludes legislative business and sets time for the next meeting of the legislative body.

Renewable Fuels Standard

The renewable fuel standard (RFS) requires gasoline refiners to use specific amounts of corn and cellulosic ethanol, biodiesel, and other plant-based alternatives. The 2007 law required the amounts to increase each year, although EPA is responsible for setting the numbers and enforcing the requirements. We support the growth and development of renewable fuels.

Rescission

A bill that rescinds or cancels budget authority previously made available by Congress.

Resolution

A formal statement of a decision or opinion by the House, Senate or both. A simple resolution is made by one chamber and generally deals with that chamber's rules or prerogatives. A concurrent resolution is presented in both chambers and usually expresses a congressional view on a matter not within congressional jurisdiction. A joint resolution also requires approval in both chambers and goes to the president for approval. Simple and concurrent resolutions do not go to the president.

Rider

An amendment to legislation that is often not relevant to the underlying bill but that is "hitching a ride." Riders to appropriations bills are often controversial. Appropriations riders are not automatically renewed and

must be enacted. Anti-worker members of the House and Senate have sought to use policy riders to roll back labor and consumer protections. We successfully opposed many of these efforts.

Roll Call Vote

Senators vote as their names are called by the clerk. Representatives electronically record their votes. Each House member has a card to insert at voting stations, and a running count of votes is displayed. Roll call votes and recorded teller votes are the only votes of which a public record is made.

Rules of Origin (ROO)

An important, highly complex, component of trade agreements, ROO standards are used to determine the national source of a product. The standards are ideally designed to prevent countries from gaming the system by selling products duty free even when they are primarily produced by countries outside the agreement. The auto ROO standard in USMCA is extremely unlikely to lead to the moving of auto plants from Mexico back to the United States.

S.

Stands for Senate and designates a bill originating in the Senate, by number.

Same-Sex Marriage

In the summer of 2015, the Supreme Court guaranteed the freedom to marry for all Americans in the landmark Obergefell vs. Hodges decision.

Section 232

Section 232 of the Trade Expansion Act of 1962 authorizes the president to impose trade restrictions based on an affirmative determination by the Department of Commerce that the targeted products being imported into the United States poses a broadly defined national security threat. In March 2018, President Trump utilized Section 232 to impose tariffs on steel (25 percent) and aluminum (10 percent) from most countries, which, according to Morgan Stanley, covered an estimated 4.1 percent of U.S. imports. In May 2018, the Department of Commerce launched an investigation of passenger

vehicles, trucks and parts to determine if such imports weakened the internal economy and impaired national security. They concluded that such imports posed a national security threat but has not acted (at the time of this writing).

Sequestration

A fiscal policy procedure adopted by Congress several decades ago to reduce the federal budget deficit by making automatic cuts by a certain deadline. It first appeared in the Gramm-Rudman-Hollings Deficit Reduction Act of 1985. In short, sequestration is the cancellation of budgetary resources – an “automatic” form of spending cutback. The most recent sequestration was the result of the Budget Control Act of 2011.

Silica Rule

Crystalline silica is a mineral, found everywhere in our environment. It can cause silicosis — a scarring of the lungs from breathing silica dust. These tiny dust particles can cause lung cancer, emphysema, kidney disease and other diseases. The adverse health effects of inhaling silica dust have been known as far back as ancient stone-cutting in Greece and Rome.

In March 2016, the Occupational Safety and Health Administration (OSHA) acted to curb lung cancer, silicosis, chronic obstructive pulmonary disease, and kidney disease in workers by limiting their exposure to respirable crystalline silica, impacting millions of workers. OSHA estimates that the rule will save over 600 lives and prevent more than 900 new cases of silicosis each year, once its effects are fully realized. The UAW’s health and safety department led the charge in support of this standard for decades. The final rule required that employers limit exposure through engineering controls, creating an exposure control plan, providing medical exams to exposed workers, and training workers on the risks of exposure.

Under the Trump administration, OSHA delayed enforcement of the silica standard twice. The standard went into effect on June 23, 2018.

Speaker of the House

Speaker of the House of Representatives. Presides over the House. Elected, in effect, by the majority party in the House. Next in line of succession to the presidency after the vice president.

Standing Vote

Proponents and opponents are asked to stand in turn (also called division vote). Votes of individuals are not recorded.

Statement of Administrative Policy (SAP)

Presidents use SAPs to communicate their preferences on pending legislation moving in Congress. SAPs typically register the administration’s opposition or support of specific legislation immediately before it is voted on by the full House or Senate. The administration’s rationale for their position is laid out in a SAP

Strike

Refers to a work stoppage that occurs when workers and employers disagree about employment terms and conditions. A strike is often a last resort and is initiated by workers when there are major disagreements over the terms of a collective bargaining agreement. The right to strike in much of the private sector is protected by the National Labor Relations Act (NLRA).

The NLRA currently prohibits unions from engaging in “secondary” picketing, strikes or boycotts where workers of one company would picket, strike or support a boycott in solidarity with another company’s workers to improve wages or conditions. The PRO Act would remove those prohibitions to permit unions to exercise these basic first amendment rights.

Suspend the Rules

A motion in the House intended to quickly bring a bill to a vote. A two-thirds favorable vote of those present and voting is required for approval of a bill on suspension. No amendments are allowed.

Table a Bill

A motion to, in effect, put a bill aside and thereby removes it from consideration for a later date or essentially kills it by not bringing the matter up again.

Texas v. Azar

In 2017, the Republican-controlled Congress passed the Tax Cuts and Jobs Act which zeroed out the penalty

for individuals who did not have health insurance under the Affordable Care Act. The penalty, also known as the individual mandate, was a key part of the Supreme Court's decision to uphold the law in 2012. A new challenge to the ACA (Texas v. Azar) is currently before the 5th Circuit Court of Appeals after a December 2018 federal judge's decision in Texas was appealed to the higher court. The plaintiffs in this case argued that since the penalty associated with the individual mandate has been eliminated, the entire ACA should be invalidated.

Tax Cuts and Jobs Act (TCJA)

In December 2017, the Tax Cuts and Jobs Act (TCJA) was signed into law. TCJA included large-scale changes to both individual and corporate taxes, with significant implications for the federal budget and the overall economy. Proponents of TCJA claimed that it would boost the U.S. economy and benefit businesses and workers. Since TCJA was signed into law, corporations and the wealthy are clear beneficiaries of the tax law while working families reaped nominal, if any benefits. TCJA entices the off shoring of jobs by allowing corporations to pay lower taxes on their foreign profits than those earned in the United States. The UAW strongly opposed TCJA and has called for repealing its extensive, new tax breaks for the very wealthy and corporations. (See Texas v. Azar and Estate tax for additional information on TCJA).

Texas v. Azar

In 2017, TCJA zeroed out the penalty for individuals who did not have health insurance under the Affordable Care Act. The penalty, also known as the individual mandate, was a key part of the Supreme Court's decision to uphold the law in 2012. A new challenge to the ACA (Texas v. Azar) is pending in the courts. The plaintiffs in this case argued that since the penalty associated with the individual mandate has been eliminated, **the entire ACA should be invalidated.**

Tribal Labor Sovereignty Act

We strongly oppose the Tribal Sovereignty Act. Right-wing groups, like the Chamber of Commerce, exploit this issue in another attempt to weaken collective bargaining rights and organized labor. The Republican-led House passed it several times, but it has not been passed by the Senate. If this legislation was to be signed into law, it would directly harm our members at Foxwoods

Casino in Connecticut because it eliminates the NLRB's jurisdiction over tribal casinos and other commercial enterprises like mines and resorts. Nationwide, hundreds of thousands of workers stand to lose the right to collectively bargain.

Trade Promotion Authority or TPA

(see Fast Track)

Unanimous Consent

Proceedings and action on legislation often occur, especially in the Senate, by unanimous consent, or "UC," to expedite floor action. One senator may block holding a vote by UC. The vast majority of legislation that is approved by the Senate is passed by UC.

USMCA

(See NAFTA)

President Trump campaigned on the perils of NAFTA and is renegotiating the agreement, referred to as NAFTA 2.0 or United States-Canada-Mexico Agreement (USMCA). There is no credible evidence to support the notion that the revised trade agreement will reverse the impact of original NAFTA and lead to manufacturing plants leaving Mexico and returning to the United States. The UAW has called for overhauling the existing NAFTA by creating a transformative agreement that creates good jobs in the United States and raises wages for workers in all three countries.

Veto

Disapproval by the president of a bill or joint resolution (other than one proposing an amendment to the Constitution). When Congress is in session, the president must veto a bill within 10 days (excluding Sundays) of receiving it; otherwise, the bill becomes law without the president's signature.

Voting Rights Act of 1965

The Voting Rights Act (VRA) bans racial discrimination in voting practices by the federal government as well as by state and local governments. Passed in 1965 after a century of deliberate and violent denial of the vote to African-Americans in the South

and Latinos in the Southwest – as well as many years of entrenched electoral systems that shut out citizens with limited fluency in English – the VRA is often cited as the most effective civil rights law ever enacted. It is widely regarded as enabling the enfranchisement of millions of minority voters and diversifying the electorate and legislative bodies at all levels of American government.

As discussed early in 2013, the Roberts Supreme Court ruled by a 5-4 decision that key parts of the Voting Rights Act were no longer valid.

Whip

A legislator who is chosen to be assistant to the leader of the party in both the House and Senate. The whip's job is to line up votes in support of the party's strategies and legislation. The current House Majority Whip is Jim Clyburn, D-South Carolina, and the House Minority Whip is Steve Scalise, R-Louisiana. The Senate Majority Whip is John Thune, R-South Dakota, and the Senate Minority Whip is Dick Durbin, D-Illinois.

Whistleblower

Anyone who has and reports insider knowledge of illegal activities occurring in an organization. Whistleblowers can be employees, suppliers, contractors, clients, or any individual who somehow becomes aware of illegal activities taking place in a business either through witnessing the behavior or being told about it. Whistleblowers are protected from retaliation under

various programs created by the Occupational Safety and Health Administration (OSHA) and the Securities and Exchange Commission (SEC).

The Whistleblower Protection act of 1989 protects federal whistleblowers who work for the government and report the possible existence of activity constituting a violation of law, rules, or regulations or abuse of authority. In 2019, a whistleblower filed a complaint about President Trump using presidential powers to solicit foreign electoral intervention in the 2020 election. The whistleblower complaint set into motion the U.S. House of Representatives impeachment inquiry into President Trump.

Zero Tolerance Policy

Zero tolerance is a policy intended to ramp up criminal prosecution of people seeking to enter the U.S. In April 2018, the Trump administration instituted a “zero tolerance” policy for undocumented immigrants through the Department of Justice. As a result of this policy, immigrant parents traveling with their children were criminally prosecuted and separated from their children. Nearly 3,000 children were separated from their parents. On June 26, 2018 U.S. District Judge Dana Sabraw issued a preliminary injunction that ordered the government to return all children under five years old to their parents. Nevertheless, the Trump administration has continued to aggressively enforce our immigration laws, splitting up several hundred more families.

HOW A BILL MOVES THROUGH CONGRESS

A bill is introduced by either a representative or senator. It may be the lawmaker's own bill, an administration bill, or the idea may have originated with some business or labor group back home.

Bills are referred to committees. The committee generally refers the bill to a subcommittee which studies the issue carefully, holds hearings and reports the bill with recommendations back to the full committee. The full committee may discuss the bill further, make additional changes or scrap the bill. If the full committee votes to report out the bill, the bill is ready to go to the floor of the House or Senate for a vote.

The committee "reports" the bill out of committee. After this, the bill is ready to be scheduled for debate by the full House or Senate. With few exceptions, the political party in power decides which bills are voted by the full House and Senate.

The bill goes to the floor of the House or Senate for debate. After a bill is debated, possibly amended and passed by one house of Congress, it is sent to the other chamber where it goes through the same procedure. If the bills passing both legislative bodies are identical, they are sent to the president for signature and it either becomes a law or is vetoed.

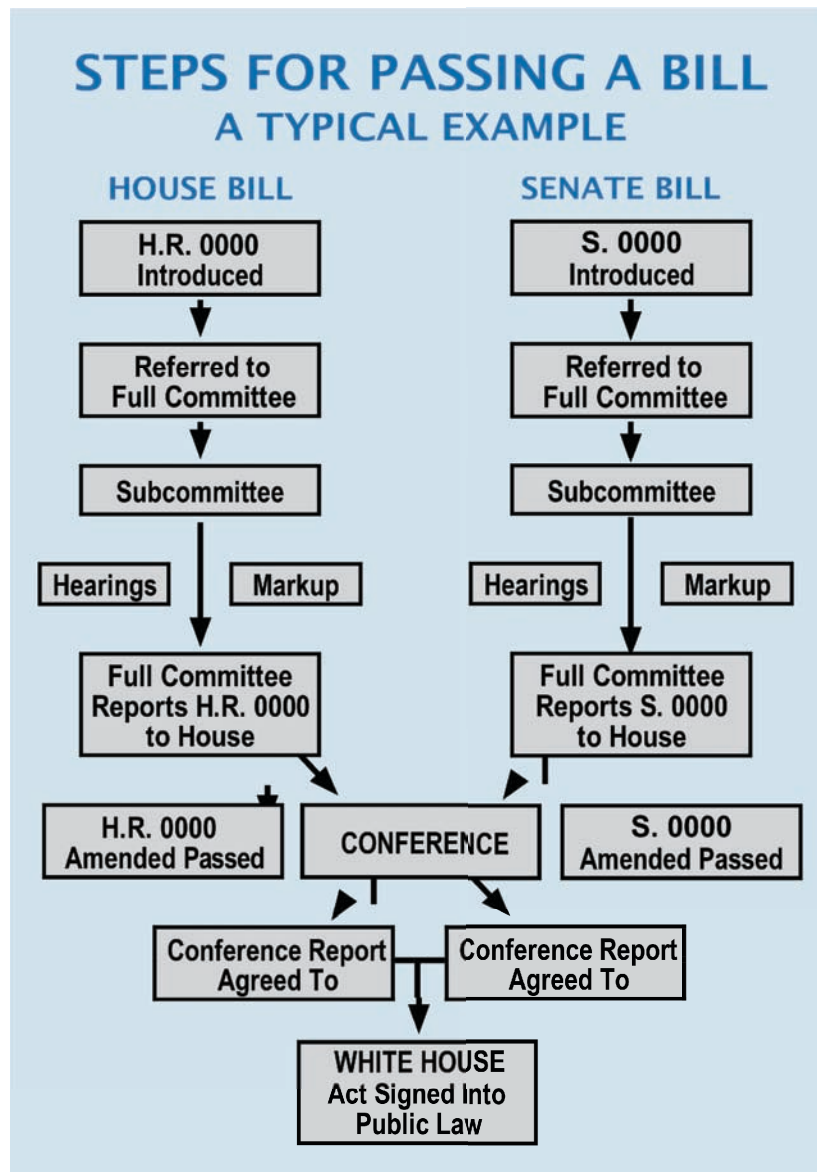
If the Senate and the House pass different versions of a bill, both bills are sent to a conference committee. The House and Senate each appoint members from the committee that reported the bill to serve on the conference committee and resolve the differences

between the two bills. If they fail to reach a compromise, the bill will die in the conference committee.

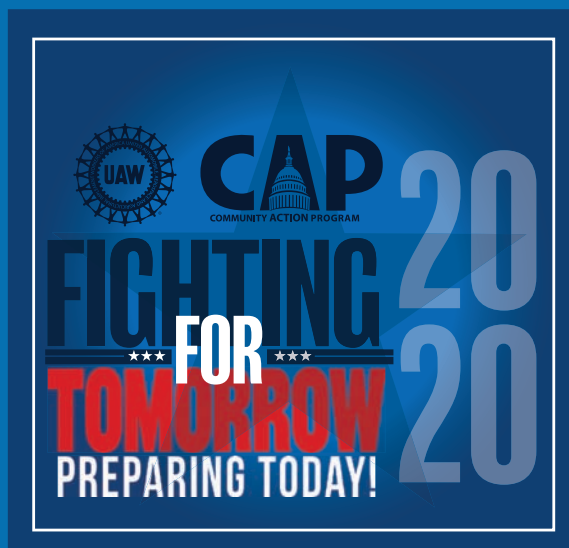
When the conference committee reconciles the differences, and agrees on one bill, the bill goes back to the Senate and House for a vote on final passage. No amendments to a conference report are permitted. The bill must either be voted up or down. If it is approved in both houses, the bill goes to the president.

If the president signs the bill, it becomes a law. If the president vetoes it, it is sent back to the House and Senate, and it takes a two-thirds vote of both houses to pass a bill over a presidential veto. The president plays a key role in the legislative process, but

it is Congress that has the final say. This power provides an important check on a president's ability to dictate the creation of our laws.



2020 CAP ROLL CALL



116th Congress 1st Session

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ROLL CALL

This section provides a record of how your senators and representatives voted on high-priority issues during the first session of the 116th Congress. Please see the introduction of the almanac for a general overview of the session and the political context.

1ST SESSION 116TH CONGRESS SENATE VOTES

The following House-passed bills are stalled in the Senate:

	House Bill	House Status	Senate Status
1	For the People Act (H.R. 1)	Passed in the House 3/8/19	H.R. 1 is pending in Senate; no action to date
2.	Paycheck Fairness Act (H.R. 7)	Passed in the House 3/27/19	H.R. 7 is pending in Senate; no action to date
3.	Protecting Americans with Preexisting Conditions Act (H.R. 986)	Passed in the House 5/9/19	H.R. 986 is pending in Senate; no action to date
4.	Dream and Promise Act (H.R. 6)	Passed in the House 6/4/19	H.R. 6 is pending in Senate; no action to date
5.	Raise the Wage Act (H.R. 582)	Passed in the House 7/18/19	H.R. 582 is pending in the Senate; no action to date
6.	Rehabilitation for Multiemployer Pensions Act (H.R. 397)	Passed in the House 7/24/19	H.R. 397 is pending in the Senate; no action to date
7.	Forced Arbitration Injustice Repeal (FAIR) Act (H.R. 1423)	Passed in the House 9/20/19	H.R. 1423 is pending in the Senate; no action to date
8.	Workplace Violence Prevention for Health Care and Social Service Workers Act (H.R. 1423)	Passed in the House 11/21/19	H.R. 1309 is pending in the Senate; no action to date
9.	Voting Rights Advancement Act (H.R. 4)	Passed in the House 12/6/19	H.R. 4 is pending in the Senate; no action to date
10.	Elijah E.; Cummings Lower Drug Pensions Act (H.R. 3)	Passed in the House 12/12/19	H.R. 3 is pending in the Senate; no action to date

Senate Vote Summaries

1. **Allison Jones Rushing** ***United States Court of Appeals for the Fourth Circuit***

Judge Allison Jones Rushing was confirmed as an appeals court judge, despite well-founded criticism of her limited experience as well as her past work with the Alliance Defending Freedom, an organization that the Southern Poverty Law Center has classified as a “hate group” for its work fighting against LGBTQ rights. She is also a long-time member of the Federalist Society. (See glossary for information on the Federalist Society).

She represented Ernst and Young in a key case on forced arbitration that later became consolidated with the now infamous *Epic Systems Corp. v. Lewis*. In that case, the Supreme Court ruled 5-4 to make it nearly impossible for workers who do not have a collective bargaining agreement to unite in a class action to fight for their rights, instead forcing them to use employers’ rigged forced arbitration process as individuals.

The Senate Judiciary Committee considered Judge Rushing’s nomination during an extended recess while most senators were back home in their states. Holding a hearing in the middle of recess stymied the vetting of Judge Rushing. Nevertheless, she was confirmed to a lifetime seat on one of our nation’s highest courts.

Confirmed March 5, 2019. Vote: 53-44. R: 53-0, D: 0-43, Ind.: 0-1. Two D and 1 Ind. did not vote.

2. **Chad Readler** ***United States Court of Appeals for the Sixth Circuit***

Judge Chad Readler was nominated by President Trump out of the Department of Justice where he led the administration’s fight to dismantle the Affordable Care Act (ACA) and the protections it offers to millions of Americans, including cancer patients, diabetics, pregnant women, and people with pre-existing conditions. He was the top attorney who filed the DOJ’s brief in the *Texas v. Azar* case, arguing that the ACA should be invalidated. We opposed his nomination.

As the acting head of the Department of Justice Civil Division under Attorney General Jeff Sessions, Judge Readler defended separating immigrant children from their parents at the border. He undermined public education in Ohio; supported the efforts of Secretary Betsy DeVos to protect fraudulent for-profit schools;

fought to erode voting rights for people of color; supported allowing tobacco companies to advertise to children; sought to undermine the Consumer Financial Protection Bureau (the agency charged with protecting consumers from predatory lending); and advocated for executing minors.

Confirmed March 6, 2019. Vote: 52-47. R: 52-1, D: 0-44, Ind.: 0-2. One D did not vote.

3. **Neomi Rao** ***United States Circuit Judge for the District of Columbia***

Judge Neomi Rao was confirmed in March 2019 to fill the vacancy on the D.C. Circuit Court of Appeals left by the Supreme Court confirmation of Brett Kavanaugh. The D.C. Circuit Court of Appeals is considered the second most important court in the land after the Supreme Court. The court has sole responsibility for deciding cases having to do with balance of powers of the branches of government, and government agencies affecting issues like health care, consumer protections and workplace safety.

She served as President Trump’s Administrator of the Office of Management and Budget’s Office of Information and Regulatory Affairs (OIRA), the office at the center of the Trump administration’s aggressive efforts to roll back civil and human rights advances for millions of Americans, including undermining protections against racial discrimination in federal housing programs, and advocated against the rights of sexual assault victims.

Judge Rao also supported the effort of the Trump administration to roll back Title IX protections in the context of sexual harassment and sexual assault, and to limit universities’ responsibility for addressing such conduct. She halted an Equal Employment Opportunity Commission rule that required large companies to disclose what they pay employees by sex, race, and ethnicity – a rule that was intended to remedy the unequal pay that remains rampant in the American workplace. Her nomination was opposed by dozens of civil rights organizations and the labor movement at large.

Confirmed March 13, 2019. Vote: 53-46. R: 53-0, D: 0-44, Ind.: 0-2. One D did not vote.

4. **Kenneth Lee** ***United States Court of Appeals for the Ninth Circuit***

As a Federalist Society member for over 20 years,

Judge Kenneth Lee has opposed voting rights and equal opportunity programs. He has advocated on behalf of wealthy corporations to make it harder for workers and consumers to access justice.

During the confirmation process, he failed to turn over controversial opinions from his student years when he fought activists advocating for racial justice, women's rights, and LGBTQ equality; ridiculed diversity; demeaned sexual assault and harassment survivors; and advocated for restrictions on voting rights – writings that were uncovered by the press.

Judge Lee was confirmed despite opposition from Senators Feinstein and Harris from his home state of California. President Trump has repeatedly attacked the independence of the Ninth Circuit and Lee became President Trump's fifth appointee to the court's 26 active judges. The Ninth Circuit has rebuked several of President Trump's most controversial policies, including blocking the Muslim Ban three times.

Confirmed May 15, 2019. Vote: 52-45. R: 52-0, D: 0-43, Ind.: 0-2. One R and 1 D did not vote.

5. **Michael Truncale** **United States District Court Judge for the Eastern District of Texas**

Judge Michael Truncale believes in weakening unions, supports restrictions on voting rights, has called for closing down the U.S. Department of Education, sought to undermine women's access to reproductive care, criticized entitlement programs like Social Security and Medicare, and declared unconstitutional the individual mandate under the Affordable Care Act.

He used dehumanizing language about immigrants and is hostile to laws protecting the environment and clean water.

Confirmed May 14, 2019. Vote: 49-46. R: 49-1, D: 0-43, Ind.: 0-2. Three R and 2 D did not vote.

6. **Daniel Collins** **United States Court of Appeals for the Ninth Circuit**

Judge Daniel Collins has a record of defending corporations against accusations of discrimination, human rights violations, and endangering health and safety.

Judge Collins' nomination was opposed by both Senators Feinstein and Harris from his home state of California. The senators raised concerns about his

temperament, rigidity and attempts to overturn legal precedent. His nomination was also opposed by the Alliance for Justice and the Leadership Conference on Civil & Human Rights.

Judge Collins was confirmed to the Ninth Circuit Court of Appeals as part of President Trump's attempt to fill slots with conservative judges in a court that has repeatedly blocked his policies.

Confirmed May 21, 2019. Vote: 53-46. R: 53-0, D: 0-44, Ind.: 0-2. One D did not vote

7. **Steven Menashi** **United States Circuit Judge for Second Circuit**

We opposed Judge Steven Menashi's nomination to the Second Circuit due to his anti-worker record. He has criticized the authority of government agencies, such as the National Labor Relations Board, to safeguard workers, consumers and investors. Menashi argued that democracies function better when everyone is of the same ethnicity. He's worked under Education Secretary Betsy DeVos to weaken protections for sexual assault survivors on campuses, students of color, LGBTQ students, and victims of fraud by unscrupulous for-profit colleges.

His nomination was also opposed by the two senators from his home state of New York, Senators Schumer and Gillibrand.

Judge Menashi now holds the seat that was once held by Civil Rights giant Thurgood Marshall, the first black Supreme Court justice who successfully argued the pivotal *Brown v. Board of Education* case to end legal segregation in schools.

Judge Menashi served as Special Assistant to President Trump and Associate Counsel to the President, collaborating with Stephen Miller to advance anti-immigration policies, many of which have been deemed unlawful by federal courts.

Confirmed Nov. 14, 2019. Vote: 51-41. R: 51-1, D: 0-39, Ind.: 0-1. One R, 6 D and 1 Ind. did not vote.

8. **Senate Joint Resolution 52**

We supported S.J. Res 52, a Senate resolution that sought to overturn an ill-advised Trump administration rule that would weaken the ACA by allowing states to promote short-term junk insurance plans that do not have to cover essential health benefits and can deny

people health care coverage for having a pre-existing condition.

In October 2018, the administration issued new state waiver guidance that would erode important consumer protections by making it easier for states to enroll people in short-term health plans that lack protections against pre-existing conditions and fail to cover essential health benefits like prescription drugs, maternity care or hospitalization. These junk health plans threaten the health and financial well-being of all families especially for the millions of individuals with chronic conditions.

We opposed this rule because we believe the ACA should be strengthened and not weakened. S.J. Res 52 aimed to overturn the administration's counterproductive rule.

Joint Resolution defeated Oct. 30, 2019. Vote: 43-52. R: 1-52, D: 41-0, Ind.: 1-0. Four D and 1 Ind. did not vote.

9. **Lawrence J.C. VanDyke** ***United States Court of Appeals for the Ninth Circuit***

Judge Lawrence VanDyke was deemed unqualified by the American Bar Association (ABA) which determined he would not be a fair-minded or unbiased judge. ABA is a non-partisan organization that has infrequently deemed judicial nominees unqualified over the past several decades. Through interviews with more than 60 people who had worked with him, the ABA found him "arrogant, lazy, an ideologue, and lacking in knowledge of the day-to-day practice."

Judge VanDyke became the third Trump nominee to be confirmed to the Ninth Circuit Court of Appeals,

which has been crucial to halting some of Trump's damaging policies. The Ninth Circuit seat for which Judge VanDyke was nominated is from Nevada, but both senators from that state are opposed to his nomination due to his lack of ability to fairly apply the law and his lack of real ties to Nevada.

Previously when he ran unsuccessfully for the Montana Supreme Court, Judge VanDyke was opposed by six retired judges from that court who wrote, "Montanans deserve fair, impartial, independent and non-partisan judges and justices elected by Montana voters — not political hacks, bought and paid for by out-of-state dark money." In that 2014 campaign, VanDyke raised \$640,000 from right-wing special interests including the Koch brothers. He's also been a member of the Federalist Society for over 15 years.

Judge VanDyke has fought against workers' rights, serving as lead counsel challenging the Obama administration's rule that expanded access to overtime to millions of workers, including several thousand UAW members. The rule was blocked, and recently President Trump announced new overtime rules that exclude millions of workers. (See issue papers for additional information.) Judge VanDyke also challenged the Obama administration's expansion of protections for Dreamers, immigrants brought to the U.S. as children.

He has fought for years to undermine civil and human rights and erode environmental protections on federal lands and clean water.

Confirmed Dec. 11, 2019. Vote: 51-44. R: 51-1, D: 0-42, Ind.: 0-1. One R, 3 D and 1 Ind. did not vote.

1ST SESSION

116TH CONGRESS HOUSE VOTES

House Vote Summaries

1. *For the People Act (H.R. 1)*

H.R. 1, introduced by Speaker Nancy Pelosi at the beginning of the 116th Congress, includes many voting and campaign finance reforms we have long supported. The legislation's overarching goal is to make sure the voices of working people are not drowned out by wealthy special interests. This pro-democracy measure covers three major planks: expanding and protecting voting rights, reforming campaign finance laws, and strengthening government ethics. We proudly endorsed H.R. 1 because it would give us and our families a greater voice in our democracy by expanding voting rights and stopping states from making it harder for people to vote.

It would also reign in numerous state laws that have successfully suppressed the vote since the Roberts Supreme Court hampered the Voting Rights Act in 2010. Voter suppression laws have flourished since that decision as over a dozen states enacted laws making it harder for citizens to register (and stay registered) and 10 states made it more difficult to vote early or absentee. The bill would also curtail voting roll purges that remove lawful voters behind closed doors.

H.R. 1 would reverse this troubling trend by reinstating anti-discrimination provisions from the Voting Rights Act of 1965 that were struck down by the Roberts Supreme Court. H.R. 1 would make it easier for eligible voters to participate in our democracy by allowing same day and online voter registration. We support these reforms because our government should make it easier for eligible voters to participate in our elections.

H.R. 1 would crack down on conflicts of interest in all three branches of the federal government. Members of Congress would be banned from serving on corporate boards. It surprises many that they are not already banned from serving while in Congress. The president and vice president would be required to disclose their tax returns from the previous 10 years. President Trump is the first president in decades to not do so despite promises to the contrary.

Supreme Court Justices would be covered by a new ethics code. The legislation would put limitations on foreign lobbying and require super PACs and "dark

money" organizations to publicly disclose the names of wealthy individuals and corporations that currently pump billions of dollars into our elections through organizations with little to no transparency.

Wealthy special interests have spent hundreds of millions on initiatives to attack fundamental rights at the workplace, with no disclosure on who contributed funding to these anti-worker efforts. H.R. 1 would also overturn the Citizens United decision, where the Supreme Court held that unlimited political spending by corporations was a constitutional right. (See glossary for more information on Citizens United).

On March 8, 2019, H.R. 1 passed in the House on a vote of 234-193. (D 234-0; R 0-193) A good vote was "yes." Senate Majority Leader Mitch McConnell has refused to allow a vote on H.R. 1 in the Senate. The White House issued a Statement of Administrative Policy (SAP) threatening to veto the bill if it advances through the Senate. This is highly unlikely to happen as McConnell has been an outspoken opponent of campaign finance laws for decades.

2. *Paycheck Fairness Act (H.R. 7)*

We have been a long-time supporter of outlawing wage discrimination. This bill was first introduced in 1997, and last passed the House in 2009 when Democrats had the majority, although it did not pass the Senate.

H.R. 7 would strengthen the Equal Pay Act of 1963 by barring employers from demanding salary history and prohibits retaliation against workers who discuss or compare their wage compensation. It would also eliminate barriers in the Equal Pay Act that make it more difficult for workers to have their day in court to challenge systematic pay discrimination.

On March 27, 2019, H.R. 7 passed in the House on a vote of 242-187 (D 235-0; R 7-187). A good vote was "yes." As previously noted, H.R. 7 and several other pro-worker House-passed bills have not received a vote in the Senate due to the opposition of Senate Republican Majority Leader McConnell.

3. *Protecting Americans with Pre-existing Conditions Act (H.R. 986)*

We support H.R. 986 which would halt the Trump

administration's expansion of junk plans that could exclude health care coverage based on pre-existing conditions. Millions of Americans live with chronic pre-existing conditions such as diabetes, asthma, or cancer. Before the ACA was signed into law in 2010, insurance companies could deny health coverage or charge more based on pre-existing conditions. Prohibiting insurance companies from discriminating against people with pre-existing conditions has helped countless millions get the health care they need.

Since taking power, the Trump administration and Senate Republicans have made it a priority to dismantle the ACA. (For more details on health care, please see the issue papers and glossary.) In October 2018, the administration issued new state waiver guidance that would erode important consumer protections by making it easier for states to enroll people in short-term health plans that lack protections against pre-existing conditions and fail to cover essential health benefits like prescription drugs, maternity care, or hospitalization. These junk health plans threaten the health and financial well-being of all families, especially for the millions of individuals with chronic conditions.

On May 9, 2019, H.R. 986 passed in the House on a vote of 230-183 (D 226-0; R 4-183). A good vote was "yes." The White House issued an SAP threatening a veto if the bill advances through the Senate.

4. *Dream and Promise Act (H.R. 6)*

H.R. 6 would provide protection from deportation and an opportunity to obtain permanent legal status for Dreamers under the Deferred Action for Childhood Arrivals (DACA) program, Temporary Protected Status (TPS) holders, and individuals with Deferred Enforced Departure (DED). The Trump administration has aggressively sought to upend these temporary visa programs and this legislation aims to restore these programs. (See glossary for more information on DACA.)

The Dream and Promise Act would protect hundreds of thousands of immigrant youth who were brought to the United States before the age of 18, known as Dreamers or DACA recipients. In order to qualify, Dreamers would need to have four or more years of residency and must graduate from high school. The bill would also provide an opportunity for TPS and DED holders to apply for legal permanent residency status and eventually citizenship. TPS and DED provide temporary immigration status to foreign nationals from some of the countries experiencing natural disasters, civil wars, and other adverse situations.

On June 4, 2019, H.R. 6 passed in the House on a vote of 237-187 (D 230-0; R 7-187). A good vote was "yes." The White House issued an SAP threatening a veto if the bill advances through the Senate.

5. *Middle Class Health Benefits Tax Repeal Act (H.R. 748)*

H.R. 748 is bi-partisan legislation that would permanently repeal the scheduled excise tax on high-cost, employer-sponsored health coverage. If implemented, in 2022 the tax would be levied on the aggregate amount of employer-sponsored coverage exceeding thresholds established in the Affordable Care Act (\$11,200 for individual coverage; \$30,100 for family coverage).

Without this legislation, more employers would be inclined to switch to lower-cost benefits, eliminate plan options, and narrow provider networks in anticipation of the tax, according to a 2016 national survey of employers by the Kaiser Family Foundation. This tax places a disproportionate burden on working families and would make health care less affordable.

On July 17, 2019, H.R. 748 passed in the House, with a two-thirds affirmative vote required: 419-6 (D 230-3; R 189-2; Ind. 0-1). A good vote was "yes." The Senate passed it and President Trump signed it into law in late December.

6. *Raise the Wage Act (H.R. 582)*

Wage stagnation and income inequality have hurt working families and our economy increasingly for decades. It has been over 10 years since Congress increased the federal minimum wage. Every year that Congress fails to act, working families slip further and further behind, making it harder to afford the basic necessities.

The Raise the Wage Act of 2019 would begin to reverse this terrible cycle by raising the minimum wage from \$7.25 to \$15 per hour, index it to the national median wage, and phase out the tipped minimum hourly wage of \$2.13.

When labor standards are strengthened, it raises the bar for all workers, including UAW members and their families. We endorsed this measure which, if passed into law, would raise the wage of millions of workers across the country and raise the floor for all wage earners.

On July 18, 2019, H.R. 582 passed in the House with a vote of 231-199 (D 228-6; R 3-192; Ind. 0-1). A good vote was "yes." Sadly, the Senate has refused to take action on this bill. The White House issued an SAP threatening a veto if the bill advances through the Senate.

7. *Rehabilitation for Multiemployer Pensions Act (H.R. 397) also known as Butch Lewis Act*

Single employer and multiemployer defined benefit (DB) pension plans are designed to ensure working people can retire with dignity. We strongly believe all workers should be able to retire with dignity and we've won many DB plans at the bargaining table. H.R. 397 would affect a few thousand UAW members and retirees as the vast majority of UAW members and retirees who receive defined benefits are in single employer plans. Both plans are insured by the federal government, but the two funds are separate.

H.R. 397 would help people in multiemployer plans that are in danger of going insolvent. Several union multiemployer pension plans could go under if Congress doesn't take action to rescue them. If some of the larger plans go insolvent, all multiemployer plans could be in danger of collapsing.

The Rehabilitation for Multiemployer Pensions Act, also known as the Butch Lewis Act, would establish a federal loan program to protect the retirement income security of over one million workers, retirees and pension beneficiaries across the country. H.R. 397 would honor our nation's commitment to millions of retirees, including thousands of UAW members and retirees, to help them receive their earned and promised benefits in the multiemployer pension system. It does so by enabling the U.S. Treasury to provide bond-backed loans for plans that are in critical and declining status. If the Senate fails to pass this House-passed measure, the viability of all multiemployer pension plans will be in jeopardy.

On July 24, 2019, H.R. 397 passed in the House by a vote of 264-169 (D 235-0; R 29-168; Ind. 0-1). A good vote was "yes." Senate Majority Leader McConnell has refused to allow a vote on the bill at the time of this writing.

8. *Forced Arbitration Injustice Repeal (FAIR) Act (H.R. 1423)*

The ability of workers to sue employers for unjust causes has severely diminished over the last several decades. As a condition of employment, many workers have to sign arbitration agreements which include clauses waiving their right to sue their employers for labor violations, discrimination, sexual harassment and more. These clauses benefit employers because workers must resolve complaints through private arbitration, a quasi-legal forum with no judge, no jury, and nearly zero government oversight. 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 Roberts-led Supreme Court issued several decisions in recent years that side with employers in arbitration disputes. Most recently, SCOTUS ruled that employees and consumers bound by arbitration clauses automatically waive the right to pursue class-action claims unless their contracts provide for them.

H.R. 1423 was introduced to reverse these anti-worker practices by ending the legal disadvantage workers face due to forced arbitration. The FAIR Act would prohibit forced arbitration in all business contracts moving forward and restore individuals' right to access the legal system.

On Sept. 20, 2019, H.R. 1423 passed in the House by a vote of 225-186 (D 223-2; R 2-183; Ind. 0-1). A good vote was "yes." Received in the Senate, referred to the Committee on the Judiciary. The White House issued an SAP threatening a veto if the bill advances through the Senate.

9. *Workplace Violence Prevention for Health Care and Social Service Workers Act (H.R.1309)*

H.R. 1309 would advance workplace safety for nurses, health care workers and social workers who are at high risk of physical attack by patients. The bill would expand protections for these workers by directing the Department of Labor and OSHA to issue rules requiring employers in health care and social services to have workplace violence prevention plans that include physical assault or injury, and psychological trauma.

Nurses often fear for their safety, and recently the number of assaults has been rising with health care workers 12 times more likely to be a victim of violence compared to the overall workforce. Around one of every four nursing professionals become victims of a workplace attack during their careers.

On Nov. 21, 2019, H.R. 1309 passed the House by a vote of 251-158 (D 219-0; R 32-157; Ind. 0-1). A good vote was a "yes." Received by the Senate Committee on Health, Education, Labor and Pensions. The White House issued an SAP threatening a veto if the bill advances through the Senate.

10. *Voting Rights Advancement Act (H.R. 4)*

H.R. 4 is an important bill to reverse the controversial Shelby v. Holder decision by the Supreme Court in 2013 that gutted voter protections established in the

1965 Voting Rights Act. We support H.R. 4 because empowering Americans to vote and ensuring that everyone has equal access to participate in the voting process is a core value of our democracy.

In the six years since that Supreme Court decision, 25 states have passed laws dismantling voter protections with new restrictions like photo ID requirements, cutbacks of early voting, and registration restrictions. Registered voters have been intentionally purged from voter rolls and states have closed hundreds of polling stations with a history of racial discrimination since the court ruled that they did not need federal approval to change their rules. These attacks have undermined fundamental voting rights, which are the foundational principles of our representative democracy.

H.R. 4 would help protect citizens' ability to register to vote and restores federal enforcement in cities or states with a history of voting discrimination.

On Dec. 06, 2019, H.R. 4 passed the House by a vote of 228-187 (D 227-0; R 1-186; Ind. 0-1). A good vote was "yes." The White House issued an SAP threatening a veto if the bill advances through the Senate.

11. *Elijah E. Cummings Lower Drug Costs Now Act (H.R. 3)*

Americans pay on average nearly four times more for drugs than other countries – in some cases, 67 times more for the same drug. As the cost of prescription drugs continues to rise, working families are shouldering more health care costs in the form of higher co-pays, higher premiums and deductibles. It is unfathomable that working families often ration their medication or skip life-saving drugs all together because they cannot afford the cost.

H.R. 3 would take long overdue, concrete steps to lower the skyrocketing cost of prescription drugs and

holds wealthy drug companies accountable. It would also make critical investments to improve our health care system.

The savings generated from H.R. 3 would be used to expand dental, vision and hearing coverage under Medicare. Currently, the Medicare program specifically excludes coverage of these benefits, and as a result, many seniors do not receive necessary care. In addition to this much needed expansion, savings would also be diverted to addressing health care worker shortages, bolster funding for biomedical research at the National Institutes of Health, and enhance funding for community health centers.

The rising cost of prescription drugs is a major concern for many of our members and retirees, many of whom depend on insulin. Although insulin has been used in the treatment of diabetes for over 90 years, the cost of insulin has nearly doubled from 2012 to 2016. H.R. 3 would require Medicare to negotiate prices on high cost drugs, including insulin.

H.R. 3 would help alleviate the burden that families are facing by allowing the Secretary of Health and Human Services to negotiate the price of up to 250 medications annually, including insulin. Notably, lower drug prices negotiated by the government would be available to all, not just seniors. Under H.R. 3, drug companies that do not comply with the negotiated price would face steep fines. This provision speaks volumes for millions of Americans who are at the whim of pharmaceutical companies that rake in billions of dollars in profits as they hike drug prices at more than five times the rate of inflation at the expense of our nation's health.

On Dec. 12, 2019, H.R. 3 passed the House by a vote of 230-192 (D 228-0, R 2-191, Ind. 0-1). A good vote was "yes." The White House issued an SAP threatening a veto if the bill advances through the Senate.

2019 SENATE VOTING RECORD

		1	2	3	4	5	6	7	8	9	Percentage Agreement with UAW Position
State	Senator	NO	NO	NO	NO	NO	NO	NO	YES	NO	
AK											
	Lisa Murkowski	-	-	-	-	-	-	-	-	-	0
	Dan Sullivan	-	-	-	-	-	-	-	-	-	0
AL											
	Doug Jones	+	+	+	+	+	+	X	+	+	100
	Richard Shelby	-	-	-	-	-	-	-	-	-	0
AR											
	John Boozman	-	-	-	-	-	-	-	-	-	0
	Thomas Cotton	-	-	-	-	-	-	-	-	-	0
AZ											
	Martha McSally	-	-	-	-	-	-	-	-	-	0
	Kyrsten Sinema	X	+	+	+	+	+	+	+	+	100
CA											
	Dianne Feinstein	+	+	+	+	+	+	+	+	+	100
	Kamala Harris	+	+	+	+	+	+	X	X	+	100
CO											
	Michael Bennet	+	+	+	+	+	X	X	X	X	100
	Cory Gardner	-	-	-	-	-	-	-	-	-	0
CT											
	Richard Blumenthal	+	+	+	+	+	+	+	+	+	100
	Christopher Murphy	+	+	+	+	+	+	+	+	+	100
DE											
	Thomas Carper	+	+	+	+	+	+	+	+	+	100
	Christopher Coons	+	+	+	+	+	+	+	+	+	100
FL											
	Marco Rubio	-	-	-	-	-	-	-	-	-	0
	Rick Scott	-	-	-	-	-	-	-	-	-	0

SENATE VOTES

KEY: + = A Vote For the UAW Position
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1 Allison Jones Rushing, U.S. Court of Appeals for Fourth Circuit
 2 Chad Readler, U.S. Court of Appeals for the Sixth Circuit
 3 Neomi Rao, U.S. Circuit Judge for D.C.
 4 Kenneth Lee, U.S. Court of Appeals for Ninth District
 5 Michael Truncale, U.S. District Court Judge for Eastern District of Texas

6 Daniel Collins, U.S. Court of Appeals for the Ninth District
 7 Steven Menashi, U.S. Circuit Judge for Second Circuit
 8 Health Care Resolution to Overturn Trump ACA Rule
 9 Lawrence VanDyke, United States Court of Appeals for the Ninth Circuit



ROLL CALL

		1	2	3	4	5	6	7	8	9	Percentage Agreement with UAW Position
State	Senator	NO	NO	NO	NO	NO	NO	NO	YES	NO	
GA											
	Vacant										
	David Perdue	-	-	-	-	-	-	-	-	-	0
HI											
	Mazie Hirono	+	+	+	X	X	+	+	+	+	100
	Brian Schatz	+	+	+	+	+	+	+	+	+	100
IA											
	Joni Ernst	-	-	-	-	-	-	-	-	-	0
	Charles Grassley	-	-	-	-	-	-	-	-	-	0
ID											
	Michael Crapo	-	-	-	-	-	-	-	-	-	0
	Jim Risch	-	-	-	-	-	-	-	-	-	0
IL											
	Tammy Duckworth	+	+	+	+	+	+	+	+	+	100
	Richard Durbin	+	+	+	+	+	+	+	+	+	100
IN											
	Mike Braun	-	-	-	-	-	-	-	-	-	0
	Todd Young	-	-	-	-	-	-	-	-	-	0
KS											
	Jerry Moran	-	-	-	-	-	-	-	-	-	0
	Pat Roberts	-	-	-	-	-	-	-	-	-	0
KY											
	Mitch McConnell	-	-	-	-	-	-	-	-	-	0
	Rand Paul	-	-	-	-	-	-	-	-	X	0
LA											
	Bill Cassidy	-	-	-	-	X	-	-	-	-	0
	John Kennedy	-	-	-	-	X	-	-	-	-	0
MA											
	Edward Markey	+	+	+	+	+	+	+	+	+	100
	Elizabeth Warren	+	+	+	+	+	+	X	X	X	100

SENATE VOTES

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ROLL CALL



		1	2	3	4	5	6	7	8	9	Percentage Agreement with UAW Position
State	Senator	NO	NO	NO	NO	NO	NO	NO	YES	NO	
MD											
	Ben Cardin	+	+	+	+	+	+	+	+	+	100
	Chris Van Hollen	+	+	+	+	+	+	+	+	+	100
ME											
	Susan Collins	-	+	-	-	-	-	+	+	+	44
	Angus King	+	+	+	+	+	+	+	+	+	100
MI											
	Gary Peters	+	+	+	+	+	+	+	+	+	100
	Debbie Stabenow	+	+	+	+	+	+	+	+	+	100
MN											
	Amy Klobuchar	+	+	+	+	+	+	X	+	+	100
	Tina Smith	+	+	+	+	+	+	+	+	+	100
MO											
	Roy Blunt	-	-	-	-	-	-	-	-	-	0
	Josh Hawley	-	-	-	-	-	-	-	-	-	0
MS											
	Cindy Hyde-Smith	-	-	-	-	-	-	-	-	-	0
	Roger Wicker	-	-	-	-	-	-	-	-	-	0
MT											
	Steven Daines	-	-	-	-	-	-	-	-	-	0
	Jon Tester	+	+	+	+	+	+	+	+	+	100
NC											
	Richard Burr	-	-	-	-	-	-	-	-	-	0
	Tom Tillis	-	-	-	-	-	-	-	-	-	0
ND											
	Kevin Cramer	-	-	-	-	-	-	-	-	-	0
	John Hoeven	-	-	-	-	-	-	-	-	-	0
NE											
	Deb Fischer	-	-	-	-	-	-	-	-	-	0
	Ben Sasse	-	-	-	-	-	-	-	-	-	0

SENATE VOTES

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ROLL CALL

		1	2	3	4	5	6	7	8	9	Percentage Agreement with UAW Position
State	Senator	NO	NO	NO	NO	NO	NO	NO	YES	NO	
NH											
	Maggie Hassan	+	+	+	+	+	+	+	+	+	100
	Jeanne Shaheen	+	+	+	+	+	+	+	+	+	100
NI											
	Cory Booker	+	+	+	X	+	+	X	X	X	100
	Robert Menendez	+	+	+	+	+	+	+	+	+	100
NM											
	Martin Heinrich	X	+	+	+	+	+	+	+	+	100
	Tom Udall	+	+	+	+	+	+	+	+	+	100
NV											
	Catherine Cortez-Masto	+	+	+	+	+	+	+	+	+	100
	Jacky Rosen	+	+	+	+	+	+	+	+	+	100
NY											
	Kirsten Gillibrand	+	+	+	+	X	+	+	+	+	100
	Charles Schumer	+	+	+	+	+	+	+	+	+	100
OH											
	Sherrod Brown	+	+	+	+	+	+	+	+	+	100
	Rob Portman	-	-	-	-	-	-	-	-	-	0
OK											
	Jim Inhofe	-	-	-	-	-	-	-	-	-	0
	James Lankford	-	-	-	-	-	-	-	-	-	0
OR											
	Jeff Merkley	+	+	+	+	+	+	+	+	+	100
	Ron Wyden	+	+	+	+	+	+	+	+	+	100
PA											
	Bob Casey	+	+	+	+	+	+	+	+	+	100
	Pat Toomey	-	-	-	-	-	-	-	-	-	0
RI											
	Jack Reed	+	+	+	+	+	+	+	+	+	100
	Sheldon Whitehouse	+	+	+	+	+	+	+	+	+	100

SENATE VOTES

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ROLL CALL



		1	2	3	4	5	6	7	8	9	Percentage Agreement with UAW Position
	UAW POSITION	NO	NO	NO	NO	NO	NO	NO	YES	NO	
State	Senator										
SC											
	Lindsey Graham	-	-	-	-	-	-	-	-	-	0
	Tim Scott	-	-	-	-	-	-	-	-	-	0
SD											
	Mike Rounds	-	-	-	-	X	-	X	-	-	0
	John Thune	-	-	-	-	-	-	-	-	-	0
TN											
	Lamar Alexander	-	-	-	-	-	-	-	-	-	0
	Marsha Blackburn	-	-	-	-	-	-	-	-	-	0
TX											
	John Cornyn	-	-	-	-	-	-	-	-	-	0
	Ted Cruz	-	-	-	X	-	-	-	-	-	0
UT											
	Mike Lee	-	-	-	-	-	-	-	-	-	0
	Mitt Romney	-	-	-	-	+	-	-	-	-	0
VA											
	Tim Kaine	+	+	+	+	+	+	+	+	+	100
	Mark Warner	+	+	+	+	+	+	+	+	+	100
VT											
	Patrick Leahy	+	+	+	+	+	+	+	+	+	100
	Bernie Sanders	X	+	+	+	+	+	X	X	X	100
WA											
	Maria Cantwell	+	+	+	+	+	+	+	+	+	100
	Patty Murray	+	+	X	+	+	+	+	+	+	100
WI											
	Tammy Baldwin	+	+	+	+	+	+	+	+	+	100
	Ron Johnson	-	-	-	-	-	-	-	-	-	0
WV											
	Shelley Moore Capito	-	-	-	-	-	-	-	-	-	0
	Joe Manchin III	+	X	+	+	+	+	+	+	+	100

SENATE VOTES

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ROLL CALL

		1	2	3	4	5	6	7	8	9	Percentage Agreement with UAW Position
	UAW POSITION	NO	NO	NO	NO	NO	NO	NO	YES	NO	
State	Senator										
WY											
	John Barrasso	-	-	-	-	-	-	-	-	-	0
	Mike Enzi	-	-	-	-	-	-	-	-	-	0

SENATE VOTES

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- | | |
|---|--|
| 1 Allison Jones Rushing, U.S. Court of Appeals for Fourth Circuit | 6 Daniel Collins, U.S. Court of Appeals for the Ninth District |
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| 3 Neomi Rao, U.S. Circuit Judge for D.C. | 8 Health Care Resolution to Overturn Trump ACA Rule |
| 4 Kenneth Lee, U.S. Court of Appeals for Ninth District | 9 Lawrence VanDyke, United States Court of Appeals for the Ninth Circuit |
| 5 Michael Truncale, U.S. District Court Judge for Eastern District of Texas | |

2019 HOUSE VOTING RECORD

		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
AK													
01	Don Young	-	-	-	-	+	-	+	-	+	-	-	27
AL													
01	Bradley Byrne	-	-	-	-	+	-	-	-	X	X	-	11
02	Martha Roby	-	-	-	-	+	-	-	-	-	-	-	9
03	Mike Rogers	X	-	-	-	+	-	-	-	-	-	-	10
04	Robert Aderholt	-	-	-	-	+	-	-	-	-	-	-	9
05	Mo Brooks	-	-	-	-	+	-	-	-	-	-	-	9
06	Gary Palmer	-	-	-	-	+	-	-	-	-	-	-	9
07	Terri Sewell	+	+	+	+	+	+	+	+	+	+	+	100
AR													
01	Rick Crawford	X	-	-	-	+	-	-	X	-	-	-	11
02	French Hill	-	-	-	-	+	-	-	-	-	-	-	9
03	Steve Womack	-	-	-	-	+	-	-	-	-	-	-	9
04	Bruce Westerman	-	-	-	-	+	-	-	-	-	-	-	9
AZ													
01	Tom O'Halleran	+	+	+	+	+	+	+	+	+	+	+	100
02	Ann Kirkpatrick	+	+	+	+	+	+	+	+	+	+	+	100
03	Raul Grijalva	+	+	+	+	+	+	+	+	+	+	+	100
04	Paul Gosar	-	-	-	-	+	-	-	-	X	X	X	13
05	Andy Biggs	-	-	-	-	+	-	-	-	-	-	-	9
06	David Schweikert	-	-	-	-	+	-	-	-	-	-	-	9
07	Ruben Gallego	+	+	+	+	+	+	+	+	+	+	+	100
08	Debbie Lesko	-	-	-	-	+	-	-	-	+	-	-	18
09	Greg Stanton	+	+	+	+	+	+	+	+	+	+	+	100
CA													
01	Doug LaMalfa	-	-	-	-	+	-	-	-	-	-	-	9

HOUSE VOTES

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- | | |
|---|---|
| 1 For the People Act | 7 Butch Lewis Act |
| 2 Paycheck Fairness Act | 8 FAIR Act |
| 3 Protecting Americans with Pre-Existing Conditions Act | 9 Workplace Violence Prevention for Health Care and Social Services Workers Act |
| 4 Dream and Promise Act | 10 Voting Rights Advancement Act |
| 5 Middle Class Health Benefits Tax Repeal Act | 11 Lower Drug Costs Now Act |
| 6 Raise the Wage Act | |

ROLL CALL

		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
02	Jared Huffman	+	+	+	+	+	+	+	X	X	+	+	100
03	John Garamendi	+	+	+	+	+	+	+	+	+	+	+	100
04	Tom McClintock	-	-	-	-	+	-	-	-	-	-	-	9
05	Mike Thompson	+	+	+	+	+	+	+	+	+	+	+	100
06	Doris Matsui	+	+	+	+	+	+	+	+	+	+	+	100
07	Ami Bera	+	+	+	+	+	+	+	+	+	+	+	100
08	Paul Cook	-	-	-	-	+	-	+	-	+	-	-	27
09	Jerry McNerney	+	+	+	+	+	+	+	+	+	+	+	100
10	Josh Harder	+	+	+	+	+	+	+	+	+	+	+	100
11	Mark DeSaulnier	+	+	+	+	+	+	+	+	+	+	+	100
12	Nancy Pelosi	+	+		+	+	+	+			+		100
13	Barbara Lee	+	+	+	+	+	+	+	+	+	+	+	100
14	Jackie Speier	+	+	+	+	+	+	+	+	+	+	+	100
15	Eric Swalwell	+	+	X	X	+	+	+	+	+	+	+	100
16	Jim Costa	+	+	+	+	+	+	+	+	+	+	+	100
17	Ro Khanna	+	+	+	+	+	+	+	+	+	+	+	100
18	Anna Eshoo	+	+	+	+	+	+	+	+	+	+	+	100
19	Zoe Lofgren	+	+	+	+	+	+	+	+	+	+	+	100
20	Jimmy Panetta	+	+	+	+	+	+	+	+	+	+	+	100
21	TJ Cox	+	+	+	+	+	+	+	+	+	+	+	100
22	Devin Nunes	-	-	X	-	+	-	-	-	-	-	-	10
23	Kevin McCarthy	-	-	-	-	+	-	-	-	-	-	-	9
24	Salud Carbajal	+	+	+	+	+	+	+	+	+	+	+	100
25	Vacant												
26	Julia Brownley	+	+	+	+	+	+	+	+	+	+	+	100
27	Judy Chu	+	+	+	+	+	+	+	+	+	+	+	100
28	Adam Schiff	+	+	+	+	+	+	+	+	+	+	+	100
29	Tony Cardenas	+	+	X	+	+	+	+	+	+	+	+	100
30	Brad Sherman	+	+	+	X	+	+	+	+	+	+	+	100
31	Pete Aguilar	+	+	+	+	+	+	+	+	X	+	+	100

HOUSE VOTES

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ROLL CALL



		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
32	Grace Napolitano	+	+	+	+	+	+	+	+	+	+	+	100
33	Ted Leiu	+	+	+	+	+	+	+	+	+	+	X	100
34	Jimmy Gomez	+	+	+	+	+	+	+	+	+	+	+	100
35	Norma Torres	+	+	+	+	+	+	+	+	+	+	+	100
36	Raul Ruiz	+	+	+	+	+	+	+	+	+	+	+	100
37	Karen Bass	+	+	X	+	+	+	+	+	+	X	+	100
38	Linda Sanchez	+	+	+	+	+	+	+	+	+	+	+	100
39	Gil Cisneros	+	+	+	+	+	+	+	+	+	+	+	100
40	Lucille Roybal-Allard	+	+	+	+	+	+	+	+	+	+	+	100
41	Mark Takano	+	+	+	+	+	+	+	+	+	+	+	100
42	Ken Calvert	-	-	-	-	+	-	-	-	-	-	-	9
43	Maxine Waters	+	+	+	+	+	+	+	+	+	+	+	100
44	Nanette Barragan	+	+	+	+	+	+	+	+	+	+	+	100
45	Katie Porter	+	+	+	+	+	+	+	+	+	X	+	100
46	Lou Correa	+	+	+	+	+	+	+	+	+	+	+	100
47	Alan Lowenthal	+	+	+	+	+	+	+	+	+	+	+	100
48	Harley Rouda	+	+	+	+	+	+	+	+	+	+	+	100
49	Mike Levin	+	+	+	+	+	+	+	+	+	+	+	100
50	Duncan Hunter	-	-	-	-	+	-	-	-	-	X	X	11
51	Juan Vargas	+	+	+	+	+	+	+	+	+	+	+	100
52	Scott Peters	+	+	+	+	-	+	+	+	+	+	+	91
53	Susan Davis	+	+	+	+	+	+	+	+	+	+	+	100
CO													
01	Diana Degette	+	+	+	+	+	+	+	+	+	+	+	100
02	Joe Neguse	+	+	+	+	+	+	+	+	+	+	+	100
03	Scott Tipton	-	-	-	-	+	-	-	-	+	-	-	18
04	Kenneth Buck	-	-	-	-	+	-	-	X	-	-	-	10
05	Douglas Lamborn	-	-	-	-	+	-	-	-	-	-	-	9
06	Jason Crow	+	+	+	+	+	+	+	+	+	+	+	100
07	Ed Perlmutter	+	+	+	+	+	+	+	+	+	+	+	100

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ROLL CALL

		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
CT													
01	John Larson	+	+	+	+	+	+	+	+	+	X	+	100
02	Joe Courtney	+	+	+	+	+	+	+	+	+	+	+	100
03	Rosa DeLauro	+	+	+	+	+	+	+	+	+	+	+	100
04	Jim Himes	+	+	+	+	+	+	+	+	+	+	+	100
05	Jahana Hayes	+	+	+	+	+	+	+	+	+	+	+	100
DE													
01	Lisa Blunt Rochester	+	+	+	+	+	+	+	+	+	+	+	100
FL													
01	Matt Gaetz	-	-	-	-	+	-	-	+	-	-	-	18
02	Neal Dunn	X	-	-	-	+	-	-	-	-	-	-	10
03	Ted Yoho	-	-	-	-	+	-	+	-	-	-	-	18
04	John Rutherford	-	-	-	-	+	-	-	-	-	-	-	9
05	Al Lawson	+	+	+	+	+	+	+	+	+	+	+	100
06	Michael Waltz	-	-	-	-	+	-	-	-	-	-	-	9
07	Stephanie Murphy	+	+	+	+	+	+	+	+	+	+	+	100
08	Bill Posey	-	-	-	-	+	-	-	-	-	-	-	9
09	Darren Soto	+	+	+	+	+	+	+	+	+	+	+	100
10	Val Demings	+	+	+	+	+	+	+	+	+	+	+	100
11	Daniel Webster	-	-	-	-	+	-	-	-	-	-	-	9
12	Gus Bilirakis	-	-	-	-	X	-	-	-	-	-	-	0
13	Charlie Crist	+	+	+	+	+	+	+	+	+	+	+	100
14	Kathy Castor	+	+	+	+	+	+	+	+	+	+	+	100
15	Ross Spano	-	-	-	-	+	-	-	-	-	-	-	9
16	Vern Buchanan	-	-	-	-	+	-	-	-	-	-	-	9
17	Greg Steube	-	-	-	-	+	-	-	-	-	-	-	9
18	Brian Mast	-	-	-	-	+	-	-	-	-	-	-	9
19	Francis Rooney	-	-	X	-	+	+	-	-	-	-	X	22
20	Alcee Hastings	+	+	+	X	+	+	+	+	+	+	+	100
21	Lois Frankel	+	+	+	+	+	+	+	+	+	+	+	100

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ROLL CALL



		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
22	Ted Deutch	+	+	+	+	+	+	+	+	+	+	+	100
23	Debbie Wasserman Schultz	+	+	+	+	+	+	+	+	+	+	+	100
24	Frederica Wilson	+	+	+	X	+	+	+	+	+	+	+	100
25	Mario Diaz-Balart	-	+	-	+	+	-	-	-	-	-	-	27
26	Debbie Mucarsel-Powell	+	+	+	+	+	+	+	+	+	+	+	100
27	Donna Shalala	+	+	+	+	+	+	+	+	+	+	+	100
GA													
01	Buddy Carter	-	-	-	-	+	-	-	-	-	-	-	9
02	Sanford Bishop	+	+	+	+	+	+	+	+	X	+	+	100
03	Drew Ferguson	-	-	-	-	+	-	-	-	-	-	-	9
04	Hank Johnson	+	+	+	+	+	+	+	+	+	+	+	100
05	John Lewis	+	+	+	+	+	+	+	+	X	+	X	100
06	Lucy McBath	+	+	+	+	+	+	+	+	+	+	+	100
07	Robert Woodall	-	-	-	-	+	-	-	-	-	-	-	9
08	Austin Scott	-	-	-	-	+	-	-	-	-	-	-	9
09	Doug Collins	-	-	-	-	+	-	-	-	-	-	-	9
10	Jody Hice	-	-	-	-	+	-	-	-	-	-	-	9
11	Barry Loudermilk	-	-	-	-	+	-	-	-	-	-	-	9
12	Rick Allen	-	-	-	-	+	-	-	-	-	-	-	9
13	David Scott	+	+	+	+	+	+	+	+	+	+	+	100
14	Tom Graves	-	-	-	-	+	-	-	-	-	-	-	9
HI													
01	Ed Case	+	+	+	+	+	+	+	+	+	+	+	100
02	Tulsi Gabbard	+	+	X	+	X	X	+	+	X	X	X	100
IA													
01	Abby Finkenauer	+	+	+	+	+	+	+	+	+	+	+	100
02	David Loebsack	+	+	+	+	+	+	+	+	+	+	+	100
03	Cindy Axne	+	+	+	+	+	+	+	+	+	+	+	100
04	Steve King	-	-	-	-	+	-	-	-	-	-	-	9

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- | | |
|---|---|
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ROLL CALL

		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
ID													
01	Russ Fulcher	-	-	-	-	+	-	-	-	-	-	-	9
02	Mike Simpson	-	+	-	-	+	-	-	-	-	-	-	18
IL													
01	Bobby Rush	+	+	X	+	+	+	+	+	+	+	+	100
02	Robin Kelly	+	+	+	+	+	+	+	+	+	+	+	100
03	Daniel Lipinski	+	+	+	+	+	+	+	+	+	+	+	100
04	Jesus Garcia	+	+	+	+	+	+	+	+	+	+	+	100
05	Mike Quigley	+	+	+	+	+	+	+	+	+	+	+	100
06	Sean Casten	+	+	+	+	+	+	+	+	+	+	+	100
07	Danny Davis	+	+	+	+	+	+	+	X	+	+	+	100
08	Raja Krishnamoorthi	+	+	+	+	+	+	+	+	+	+	+	100
09	Jan Schakowsky	+	+	+	+	+	+	+	+	+	+	+	100
10	Brad Schneider	+	+	+	+	+	+	+	+	+	+	+	100
11	Bill Foster	+	+	+	+	+	+	+	+	+	+	+	100
12	Mike Bost	-	-	-	-	+	-	+	-	+	-	-	27
13	Rodney Davis	-	+	-	-	+	-	+	-	+	-	-	36
14	Lauren Underwood	+	+	+	+	+	+	+	+	+	+	+	100
15	John Shimkus	-	-	-	-	+	-	-	X	-	X	-	11
16	Adam Kinzinger	-	-	-	-	+	-	+	-	-	X	-	20
17	Cheri Bustos	+	+	+	+	+	+	+	+	+	+	+	100
18	Darin LaHood	-	-	-	-	+	-	-	-	-	-	-	9
IN													
01	Peter Visclosky	+	+	+	+	+	+	+	+	+	+	+	100
02	Jackie Walorski	-	-	-	-	+	-	-	-	-	-	-	9
03	Jim Banks	-	-	-	-	+	-	-	-	-	-	-	9
04	Jim Baird	-	-	-	-	+	-	-	-	-	-	-	9
05	Susan Brooks	-	-	-	-	+	-	+	-	+	-	-	27
06	Greg Pence	-	-	-	-	+	-	-	-	-	-	-	9
07	Andre Carson	+	+	+	+	+	+	+	+	+	+	+	100

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ROLL CALL



		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
08	Larry Bucshon	-	-	-	-	+	-	-	-	+	-	-	18
09	Trey Hollingsworth	-	-	-	-	+	-	-	-	-	-	-	9
KS													
01	Roger Marshall	-	-	-	-	+	-	-	-	-	-	-	9
02	Steve Watkins	-	-	-	-	+	-	-	-	X	-	-	10
03	Sharice Davids	+	+	+	+	+	+	+	+	+	+	+	100
04	Ron Estes	-	-	-	-	+	-	-	-	-	-	-	9
KY													
01	James Comer	-	-	-	-	+	-	-	-	-	-	-	9
02	Brett Guthrie	-	-	-	-	+	-	-	-	-	-	-	9
03	John Yarmuth	+	+	+	+	+	+	+	+	+	+	+	100
04	Thomas Massie	-	-	-	-	+	-	-	-	-	-	-	9
05	Harold Rogers	-	-	-	-	+	-	-	-	-	-	-	9
06	Andy Barr	-	-	-	-	+	-	-	-	-	X	-	10
LA													
01	Steve Scalise	-	-	-	-	+	-	-	-	-	-	-	9
02	Cedric Richmond	+	+	X	+	+	+	+	+	X	+	+	100
03	Clay Higgins	-	-	-	-	+	-	-	-	-	-	-	9
04	Mike Johnson	-	-	-	-	+	-	-	-	-	-	-	9
05	Ralph Abraham	-	-	X	-	X	X	-	X	-	-	-	0
06	Garret Graves	-	-	-	-	+	-	-	-	+	-	-	18
MA													
01	Richard Neal	+	+	+	+	+	+	+	+	+	+	+	100
02	Jim McGovern	+	+	+	+	+	+	+	+	+	+	+	100
03	Lori Trahan	+	+	+	+	+	+	+	+	+	+	+	100
04	Joseph Kennedy	+	+	+	+	+	+	+	+	+	+	+	100
05	Katherine Clark	+	+	+	+	+	+	+	+	+	+	+	100
06	Seth Moulton	+	+	+	+	+	+	+	+	X	+	+	100
07	Ayanna Pressley	+	+	+	+	+	+	+	+	+	+	+	100

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ROLL CALL

		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
08	Stephen Lynch	+	+	+	+	+	+	+	+	+	+	+	100
09	William Keating	+	+	+	+	+	+	+	+	+	+	+	100
MD													
01	Andy Harris	-	-	-	-	-	-	-	-	-	-	-	0
02	Dutch Ruppersberger	+	+	+	+	+	+	+	+	+	+	+	100
03	John Sarbanes	+	+	+	+	+	+	+	+	+	+	+	100
04	Anthony Brown	+	+	+	+	+	+	+	+	+	+	+	100
05	Steny Hoyer	+	+	+	+	+	+	+	+	+	+	+	100
06	David Trone	+	+	+	+	+	+	+	+	+	+	+	100
07	Vacant												100
08	Jamie Raskin	+	+	+	+	+	+	+	+	+	+	+	100
ME													
01	Chellie Pingree	+	+	+	+	+	+	+	+	+	+	+	100
02	Jared Golden	+	+	+	+	+	+	+	+	+	+	+	100
MI													
01	Jack Bergman	-	-	-	-	+	-	+	X	-	-	-	20
02	Bill Huizenga	-	-	-	-	+	-	+	-	-	-	-	18
03	Justin Amash	-	-	-	-	-	-	-	-	-	-	-	0
04	John Moolenaar	-	-	-	-	+	-	-	-	-	-	-	9
05	Dan Kildee	+	+	+	+	+	+	+	+	+	+	+	100
06	Fred Upton	-	-	-	+	+	-	-	-	+	-	-	27
07	Tim Walberg	-	-	-	-	+	-	+	-	-	-	-	18
08	Elissa Slotkin	+	+	+	+	+	+	+	+	+	+	+	100
09	Andy Levin	+	+	+	+	+	+	+	+	+	+	+	100
10	Paul Mitchell	-	-	-	-	+	-	-	-	-	-	-	9
11	Haley Stevens	+	+	+	+	+	+	+	+	+	+	+	100
12	Debbie Dingell	+	+	+	+	+	+	+	+	+	+	+	100
13	Rashida Tlaib	+	+	+	+	+	+	+	+	+	+	+	100
14	Brenda Lawrence	+	+	+	+	+	+	+	+	+	+	+	100

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ROLL CALL



		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
MN													
01	Jim Hagedorn	-	-	-	-	+	-	-	X	-	-	-	10
02	Angie Craig	+	+	+	+	+	+	+	+	+	+	+	100
03	Dean Phillips	+	+	+	+	+	+	+	+	+	+	+	100
04	Betty McCollum	+	+	+	+	+	+	+	+	+	+	+	100
05	Ilhan Omar	+	+	+	+	+	+	+	+	+	+	+	100
06	Tom Emmer	-	-	X	-	+	-	-	-	-	X	-	11
07	Collin Peterson	+	+	+	+	+	+	+	-	+	+	+	91
08	Pete Stauber	-	-	-	-	+	-	+	-	+	-	-	27
MO													
01	William Clay	X	+	+	+	+	+	+	X	X	+	+	100
02	Ann Wagner	-	-	-	-	+	-	-	-	-	-	-	9
03	Blaine Luetkemeyer	-	-	-	-	+	-	-	-	-	-	-	9
04	Vicky Hartzler	-	-	-	-	+	-	+	-	+	-	-	27
05	Emanuel Cleaver	+	+	+	+	+	+	+	+	+	+	+	100
06	Sam Graves	-	-	-	-	+	-	-	-	-	-	-	9
07	Billy Long	-	-	-	-	+	-	-	-	-	-	-	9
08	Jason Smith	-	-	-	-	+	-	-	-	-	-	-	9
MS													
01	Trent Kelly	-	-	-	-	+	-	-	-	-	-	-	9
02	Bennie Thompson	+	+	+	+	+	+	+	X	+	+	+	100
03	Michael Guest	-	-	-	-	+	-	-	-	-	-	-	9
04	Steven Palazzo	-	-	-	-	+	-	-	-	-	-	-	9
MT													
01	Greg Gianforte	-	-	-	-	+	-	-	-	-	-	-	9
NC													
01	G.K. Butterfield	+	+	+	+	+	+	+	+	+	+	+	100
02	George Holding	-	-	-	-	+	-	-	-	-	-	-	9
03	Gregory Murphy								-	-	-	-	0
04	David Price	+	+	+	+	+	+	+	+	+	+	+	100

HOUSE VOTES

KEY: + = A Vote For the UAW Position
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- 1 For the People Act
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- 4 Dream and Promise Act
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- 6 Raise the Wage Act
- 7 Butch Lewis Act
- 8 FAIR Act
- 9 Workplace Violence Prevention for Health Care and Social Services Workers Act
- 10 Voting Rights Advancement Act
- 11 Lower Drug Costs Now Act

ROLL CALL

		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
05	Virginia Foxx	-	-	-	-	+	-	-	-	-	-	-	9
06	Mark Walker	-	-	X	-	X	-	-	-	-	-	-	0
07	David Rouzer	-	-	-	-	+	-	-	-	-	-	-	9
08	Richard Hudson	-	-	-	-	X	-	-	-	-	-	-	0
09	Dan Bishop									-	-	-	0
10	Patrick McHenry	-	-	-	-	+	-	-	-	-	X	-	10
11	Mark Meadows	-	-	-	-	X	-	-	-	-	-	-	0
12	Alma Adams	+	+	+	+	+	+	+	+	+	+	+	100
13	Ted Budd	-	-	-	-	+	-	-	-	-	-	-	9
ND													
01	Kelly Armstrong	-	-	-	-	X	-	-	-	-	-	-	0
NE													
01	Jeff Fortenberry	-	-	-	-	+	X	+	-	+	-	-	30
02	Don Bacon	-	-	-	+	+	-	+	-	+	-	-	36
03	Adrian Smith	-	-	-	-	+	-	-	-	-	-	-	9
NH													
01	Chris Pappas	+	+	+	+	+	+	+	+	+	+	+	100
02	Ann Kuster	+	+	+	+	+	+	+	+	+	+	+	100
NJ													
01	Donald Norcross	+	+	+	+	+	+	+	+	+	+	+	100
02	Jeff Van Drew	+	+	+	+	+	+	+	+	+	+	+	100
03	Andy Kim	+	+	+	+	+	+	+	+	+	+	+	100
04	Christopher Smith	-	+	+	+	+	+	+	+	+	-	-	73
05	Josh Gottheimer	+	+	+	+	+	+	+	+	+	+	+	100
06	Frank Pallone	+	+	+	+	+	+	+	+	+	+	+	100
07	Tom Malinowski	+	+	+	+	+	+	+	+	+	+	+	100
08	Albio Sires	+	+	+	+	+	+	+	+	+	+	+	100
09	Bill Pascrell	+	+	+	+	+	+	+	+	+	+	+	100
10	Donald Payne	+	+	+	+	+	+	+	+	+	+	+	100

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ROLL CALL



		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
IL	Mikie Sherrill	+	+	+	+	+	+	+	+	+	+	+	100
IL	Bonnie Watson Coleman	+	+	+	+	+	+	+	+	+	+	+	100
NM													
01	Deb Haaland	+	+	+	+	X	+	+	+	+	+	+	100
02	Xochitl Small	+	+	+	+	+	-	+	+	+	+	+	91
03	Ben Ray Lujan	+	+	+	+	+	+	+	+	+	+	+	100
NV													
01	Dina Titus	+	+	+	+	+	+	+	+	+	+	+	100
02	Mark Amodei	-	-	-	-	+	-	-	-	-	-	-	9
03	Susie Lee	+	+	+	+	+	+	+	+	+	+	+	100
04	Steven Horsford	+	+	+	+	+	+	+	+	+	+	+	100
NY													
01	Lee Zeldin	-	-	-	-	+	-	+	-	+	-	-	27
02	Peter King	-	-	-	-	+	-	+	X	+	-	-	30
03	Tom Suozzi	+	+	+	+	+	+	+	+	+	+	+	100
04	Kathleen Rice	+	+	+	+	+	+	+	+	+	+	+	100
05	Gregory Meeks	+	+	+	+	+	+	+	+	+	+	+	100
06	Grace Meng	+	+	+	+	+	+	+	+	+	+	+	100
07	Nydia Velazquez	+	+	+	+	+	+	+	+	+	+	+	100
08	Hakeem Jeffries	+	+	+	+	+	+	+	+	+	+	+	100
09	Yvette Clarke	+	+	+	+	+	+	+	+	+	+	+	100
10	Jerrold Nadler	+	+	+	+	+	+	+	+	+	+	+	100
11	Max Rose	+	+	+	+	+	+	+	+	+	+	+	100
12	Carolyn Maloney	+	+	+	+	+	+	+	+	+	+	+	100
13	Adriana Espaillat	+	+	+	+	+	+	+	+	+	+	+	100
14	Alexandria Ocasio-Cortez	+	+	+	+	+	+	+	+	+	+	+	100
15	Jose Serrano	+	+	+	+	+	+	+	+	X	X	X	100
16	Eliot Engel	+	+	+	+	+	+	+	+	+	+	+	100
17	Nita Lowey	+	+	+	+	+	+	+	+	+	+	+	100
18	Sean Patrick Maloney	+	+	+	+	+	+	+	+	+	+	+	100

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- | | |
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| 1 For the People Act | 7 Butch Lewis Act |
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| 6 Raise the Wage Act | |

ROLL CALL

		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
19	Antonio Delgado	+	+	+	+	+	+	+	+	+	+	+	100
20	Paul Tonko	+	+	+	+	+	+	+	+	+	+	+	100
21	Elise Stefanik	-	-	-	-	+	-	-	-	+	-	-	18
22	Anthony Brindisi	+	+	+	+	+	-	+	+	+	+	+	91
23	Tom Reed	-	+	-	-	+	-	-	X	+	-	-	30
24	John Katko	-	-	+	-	+	-	+	-	+	-	-	36
25	Joseph Morelle	+	+	+	+	+	+	+	+	+	+	+	100
26	Brian Higgins	+	+	+	+	+	+	+	+	+	+	+	100
27	Vacant												
OH													
01	Steve Chabot	-	-	-	-	+	-	-	-	-	-	-	9
02	Brad Wenstrup	-	-	X	-	+	-	-	-	-	-	-	10
03	Joyce Beatty	+	+	+	+	+	+	+	+	+	+	+	100
04	Jim Jordan	-	-	-	-	+	-	-	-	-	-	-	9
05	Bob Latta	-	-	-	-	+	-	-	-	-	-	-	9
06	Bill Johnson	-	-	-	-	+	-	-	-	-	-	-	9
07	Bob Gibbs	-	-	-	-	+	-	+	-	-	-	-	18
08	Warren Davidson	-	-	-	-	+	-	-	-	-	-	-	9
09	Marcy Kaptur	+	+	+	+	+	+	+	+	+	+	+	100
10	Michael Turner	-	-	-	-	+	-	+	-	-	-	-	18
11	Marcia Fudge	+	+	+	+	+	+	+	+	X	+	+	100
12	Troy Balderson	-	-	-	-	+	-	-	-	-	-	-	9
13	Tim Ryan	+	+	X	+	+	+	+	+	+	+	+	100
14	David Joyce	-	-	-	-	+	-	+	-	+	-	-	27
15	Steve Stivers	X	-	-	-	+	-	+	-	X	-	-	22
16	Anthony Gonzalez	-	-	-	-	+	-	-	-	-	-	-	9
OK													
01	Kevin Hern	-	-	-	X	+	-	-	-	-	-	-	10
02	Markwayne Mullin	-	-	-	X	+	-	-	-	-	-	-	10
03	Frank Lucas	-	-	-	-	+	-	-	-	-	-	-	9

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ROLL CALL



		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
04	Tom Cole	-	-	-	-	+	-	-	-	+	-	-	18
05	Kendra Horn	+	+	+	+	+	-	+	+	+	+	+	91
OR													
01	Suzanne Bonamici	+	+	+	+	+	+	+	+	+	+	+	100
02	Greg Walden	-	-	-	-	+	-	-	-	+	-	-	18
03	Earl Blumenauer	+	+	+	+	+	+	+	+	+	+	+	100
04	Peter DeFazio	+	+	+	+	+	+	+	+	+	+	+	100
05	Kurt Schrader	+	+	+	+	+	-	+	+	+	+	+	91
PA													
01	Brian Fitzpatrick	-	+	+	+	+	+	+	-	+	+	+	82
02	Brendan Boyle	+	+	+	+	+	+	+	+	+	+	+	100
03	Dwight Evans	+	+	+	+	+	+	+	+	X	+	+	100
04	Madeleine Dean	+	+	+	+	+	+	+	+	+	+	+	100
05	Mary Gay Scanlon	+	+	+	+	+	+	+	+	+	+	+	100
06	Chrissy Houlahan	+	+	+	+	+	+	+	+	+	+	+	100
07	Susan Wild	+	+	+	+	+	+	+	+	+	+	+	100
08	Matt Cartwright	+	+	+	+	+	+	+	+	+	X	+	100
09	Daniel Meuser	-	-	-	-	+	-	-	-	-	-	-	9
10	Scott Perry	-	-	-	-	+	-	-	-	-	-	-	9
11	Lloyd Smucker	-	-	-	-	+	-	-	-	-	-	-	9
12	Fred Keller					+	-	-	X	-	-	-	17
13	John Joyce	-	-	-	-	+	-	-	-	-	-	-	9
14	Guy Reschenthaler	-	-	-	-	+	-	-	-	X	-	-	10
15	Glenn Thompson	-	-	-	-	+	-	-	-	-	-	-	9
16	Mike Kelly	-	-	-	-	+	-	-	-	-	-	-	9
17	Conor Lamb	+	+	+	+	+	+	+	+	+	+	+	100
18	Mike Doyle	+	+	+	+	+	+	+	+	+	+	+	100
RI													
01	David Cicilline	+	+	+	+	+	+	+	+	+	+	+	100
02	Jim Langevin	+	+	+	+	+	+	+	+	+	+	+	100

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ROLL CALL

		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
SC													
01	Joe Cunningham	+	+	+	+	+	-	+	X	+	+	+	90
02	Joe Wilson	-	X	-	-	+	-	-	-	-	-	-	10
03	Jeff Duncan	-	-	-	-	+	-	-	-	-	-	-	9
04	William Timmons	-	-	-	-	+	-	-	-	X	-	-	10
05	Ralph Norman	-	-	-	-	+	-	-	-	-	X	-	10
06	James Clyburn	+	+	+	X	+	+	+	X	+	+	+	100
07	Tom Rice	-	-	-	-	+	-	-	-	-	-	-	9
SD													
01	Dusty Johnson	-	-	-	-	+	-	-	-	-	-	-	9
TN													
01	Phil Roe	-	-	-	-	+	-	-	-	+	-	-	18
02	Tim Burchett	-	-	-	-	+	-	+	-	-	-	X	20
03	Chuck Fleischmann	-	-	-	-	+	-	-	-	-	-	-	9
04	Scott DesJarlais	-	X	-	-	+	-	-	-	-	-	-	10
05	Jim Cooper	+	+	+	+	-	+	+	+	X	+	+	90
06	John Rose	-	-	-	-	+	-	-	-	-	-	-	9
07	Mark Green	-	-	-	X	+	-	-	-	-	-	-	10
08	David Kustoff	-	-	-	-	+	-	-	-	-	-	-	9
09	Steve Cohen	+	+	+	+	+	+	+	+	+	+	+	100
TX													
01	Louie Gohmert	-	-	-	-	+	-	-	-	-	-	-	9
02	Dan Crenshaw	-	-	-	-	+	-	-	-	X	-	-	10
03	Van Taylor	-	-	-	-	+	-	-	-	-	-	-	9
04	John Ratcliffe	-	-	X	-	+	-	-	-	-	-	-	10
05	Lance Gooden	-	-	-	-	+	-	-	-	-	-	-	9
06	Ron Wright	-	-	-	-	+	-	-	-	-	-	-	9
07	Lizzie Fletcher	+	+	+	+	+	+	+	+	+	+	+	100
08	Kevin Brady	-	-	-	-	+	-	-	-	-	-	-	9
09	Al Green	+	+	+	+	+	+	+	+	+	+	+	100

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ROLL CALL



		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
10	Michael McCaul	-	-	-	-	+	-	-	-	-	-	-	9
11	Michael Conaway	-	-	-	-	+	-	-	-	-	-	-	9
12	Kay Granger	-	X	-	-	+	-	-	-	-	-	-	10
13	Mac Thornberry	-	-	-	-	+	-	-	-	-	-	-	9
14	Randy Weber	-	-	-	-	+	-	-	X	-	-	-	10
15	Vicente Gonzalez	+	+	+	+	+	+	+	+	+	+	+	100
16	Veronica Escobar	+	+	+	+	+	+	+	+	+	+	+	100
17	Bill Flores	-	-	-	-	+	-	-	-	X	-	-	11
18	Sheila Jackson Lee	+	+	+	+	+	+	+	X	+	+	+	100
19	Jodey Arrington	-	-	-	-	+	-	-	-	-	-	-	9
20	Joaquin Castro	+	+	+	+	+	+	+	+	+	+	+	100
21	Chip Roy	-	-	-	-	-	-	-	-	-	-	-	0
22	Pete Olson	-	-	X	-	+	-	-	-	-	-	-	10
23	Will Hurd	-	+	-	+	+	-	+	-	+	-	-	45
24	Kenny Marchant	-	-	-	-	+	-	-	X	+	X	-	22
25	Roger Williams	-	-	-	-	+	-	-	-	-	-	-	9
26	Michael Burgess	-	-	-	-	+	-	-	-	+	-	-	18
27	Michael Cloud	-	-	-	-	+	-	-	-	-	-	-	9
28	Henry Cuellar	+	+	+	+	+	+	+	-	+	+	+	91
29	Sylvia Garcia	+	+	+	+	+	+	+	+	+	+	+	100
30	Eddie Bernice Johnson	+	+	+	+	+	+	+	+	+	+	+	100
31	John Carter	-	-	-	-	+	-	-	-	-	-	-	9
32	Colin Allred	+	+	+	+	+	+	+	+	+	+	+	100
33	Marc Veasey	+	+	+	+	+	+	+	+	+	+	+	100
34	Filemon Vela	+	+	+	+	+	+	+	+	+	+	+	100
35	Lloyd Doggett	+	+	+	+	+	+	+	+	+	+	+	100
36	Brian Babin	-	-	-	-	+	-	-	X	-	-	-	10
UT													
01	Rob Bishop	-	-	X	-	+	-	-	-	-	-	-	10
02	Chris Stewart	-	-	-	-	+	-	-	-	-	-	-	9

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ROLL CALL

		1	2	3	4	5	6	7	8	9	10	11	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative												
03	John Curtis	-	-	-	-	+	-	-	-	-	-	-	9
04	Ben McAdams	+	+	+	+	+	-	+	+	+	+	+	91
VA													
01	Rob Wittman	-	-	-	-	+	-	-	-	-	-	-	9
02	Elaine Luria	+	+	+	+	+	+	+	+	+	+	+	100
03	Robert Scott	+	+	+	+	+	+	+	+	+	+	+	100
04	Donald McEachin	+	+	+	+	+	+	+	X	X	+	+	100
05	Denver Riggleman	-	-	-	-	+	-	-	-	-	-	-	9
06	Ben Cline	-	-	-	-	+	-	-	-	-	-	-	9
07	Abigail Spanberger	+	+	+	+	+	+	+	+	+	+	+	100
08	Donald Beyer	+	+	+	+	+	+	+	+	+	+	+	100
09	Morgan Griffith	-	-	-	-	+	-	+	-	-	-	-	18
10	Jennifer Wexton	+	+	+	+	+	+	+	+	+	+	+	100
11	Gerald Connolly	+	+	+	+	+	+	+	+	+	+	+	100
VT													
01	Peter Welch	+	+	+	+	+	+	+	+	+	+	+	100
WA													
01	Susan Delbene	+	+	+	+	+	+	+	+	+	+	+	100
02	Rick Larsen	+	+	+	+	+	+	+	+	+	+	+	100
03	Jaime Herrera Beutler	-	-	-	X	+	-	-	-	+	-	+	30
04	Dan Newhouse	-	-	-	+	+	-	-	-	+	-	-	27
05	Cathy McMorris Rodgers	-	-	-	-	+	-	-	-	+	-	-	18
06	Derek Kilmer	+	+	+	+	+	+	+	+	+	+	+	100
07	Pramila Jayapal	+	+	+	+	+	+	+	+	+	+	+	100
08	Kim Schrier	+	+	+	+	+	+	+	+	+	+	+	100
09	Adam Smith	+	+	+	+	+	+	+	+	+	+	+	100
10	Denny Heck	+	+	+	+	+	+	+	+	+	+	+	100
WI													
01	Bryan Steil	-	-	-	-	+	-	-	-	-	-	-	9
02	Mark Pocan	+	+	+	+	+	+	+	+	+	+	+	100

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|---|---|
| 1 For the People Act | 7 Butch Lewis Act |
| 2 Paycheck Fairness Act | 8 FAIR Act |
| 3 Protecting Americans with Pre-Existing Conditions Act | 9 Workplace Violence Prevention for Health Care and Social Services Workers Act |
| 4 Dream and Promise Act | 10 Voting Rights Advancement Act |
| 5 Middle Class Health Benefits Tax Repeal Act | 11 Lower Drug Costs Now Act |
| 6 Raise the Wage Act | |

