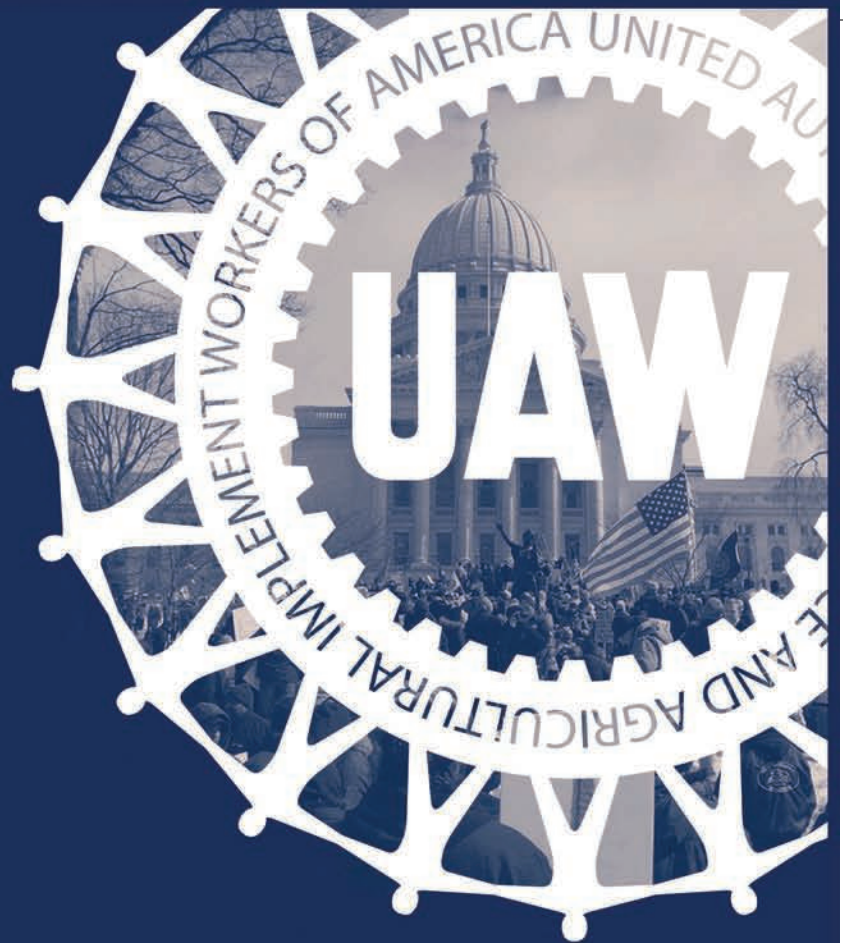
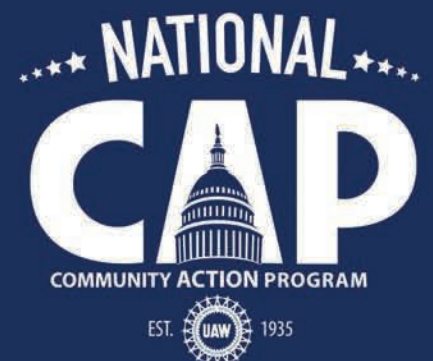


CREATING
A PATH
FORWARD



UAW 2022

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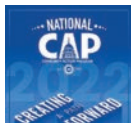


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**UAW NATIONAL
COMMUNITY ACTION PROGRAM (CAP)
NATIONAL HARBOR, MD May 15-18, 2022**



A MESSAGE FROM PRESIDENT RAY CURRY

UAW National Community Action Program (CAP)
National Harbor, MD
May 15-18, 2022

Greetings Fellow UAW Activists:

On behalf of the UAW International Executive Board, I want to thank you for your hard work and dedication to the cause of our great union. As activists and leaders in Community Action Program (CAP), you are at the frontline of defending worker rights, the well-being of our families, and the safety net for retirees. Our union is strong because of the work you put in representing our interests in cities, statehouses, as well as in Washington, D.C.

Our union knows that political action is community action. Through your advocacy, we share the stories of UAW members and retirees with lawmakers who make decisions that directly affect how we live. Through these interactions, elected officials hear about the struggles and hopes of America's working families. Through your conversations with your representatives, they learn what our union stands for – worker rights, economic fairness, and social justice.

As we gather this week for our National CAP Conference, we have a pro-labor President and Congress. President Biden, in particular, has been a strong ally of unions and our UAW. We will continue to share with members the many positive actions that the White House has undertaken and why it matters.

Mid-term elections are around the corner, and we know the mission continues. Despite pundits and candidates who want to divide us, we will remain unified in our cause: policies that protect workers, our families, retirees and our communities. The path will not be easy. Wealthy conservatives and corporate America are pushing an agenda that benefits themselves. While their pockets are deeper, our voices are louder.

Thank you again for the great work you do on behalf of our members and retirees, and I wish you much success this week as you lobby in Washington, D.C.



In Solidarity,

Ray Curry
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. It is also 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 working conditions for all workers. A worker with a union contract earns, on average, 10.2% more in hourly wages than a peer with similar education, occupation and experience in a nonunionized workplace in the same sector. The union advantage persists despite a decades-long decline in private sector union density. The percentage of workers belonging to unions overall was 20.1% in 1983, while today it is less than 11%. The decline in the private sector has fallen to 6.3%, levels not seen since before the NLRA was enacted.

Research has shown 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. Between 1979-2019, wages for the top 1% grew by 160.3% and wages for the top .1% grew more than twice as fast by 345.2%. In contrast, those in the bottom 90% had annual wages grow by only 26.0% in the same period. The divide has gotten worse during the COVID-19 pandemic. The world's 2,365 billionaires enjoyed a \$4 trillion boost to their wealth during the first year of the pandemic.

Between March 18, 2020, and March 18, 2021, the wealth held by the world's billionaires jumped from \$8.04 trillion to \$12.39 trillion, according to the Institute for Policy Studies' (IPS)' analysis of data from Forbes, Bloomberg and Wealth-X. Amazon.com founder Jeff Bezos saw his fortune soar to \$178 billion from \$113 billion during that time, the study found. All told, the total wealth of the world's billionaire class grew 54% during the first year of the pandemic.

This gross imbalance is caused by numerous factors including a slow erosion of worker rights. Constant attacks by anti-worker special interest groups and politicians have played an outsized role as the NLRA has 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. The downward pressure on organizing rights has led to wages and benefits not keeping up with the actual cost of living for the vast majority of working Americans.

President Biden declared early in his presidency that he would be the "most pro-union president." Not even a year into the office, he is making good on his promise through key executive actions and leadership on issues that matter to our union. Some examples include:

- President Biden issued an executive order establishing a **White House Task Force on Worker Organizing and Empowering** aimed at looking at how the federal government's policies, programs, and practices can empower workers to collectively bargain. The Task Force released a report detailing how the Administration can help create new opportunities for workers to join together and collectively bargain. This is significant as much work remains to support workers' right to organize. Since 1935, when the NLRA was enacted, the policy of the federal government has been to encourage worker organizing and collective bargaining, not to merely allow or tolerate them. In the 86 years since the Act was passed, the federal government has never fully implemented this policy. While some administrations have taken selected actions to strengthen workers' rights, no previous administration has taken a comprehensive approach to determine how the executive branch can advance worker organizing and collective bargaining.
- One of his first actions as president was to fire former **National Labor Relations Board (NLRB)** General Counsel Peter Robb whose pro-employer rulings went against the mission of the NLRB. The NLRB is an independent agency of the federal government whose purpose is to enforce U.S. labor law. Under the law, the president's party controls three of the five seats on the NLRB. The Republican majority on the NLRB made organizing even more difficult, fair elections even more tenuous, and the employers' interference and threats without accountability even easier. For the first time in four years, the NLRB now has a Democratic majority, with Lauren McFerran serving as



Chairperson and Biden's confirmed nominees Gwynne Wilcox and David Prouty serving in their respective roles. The Senate also confirmed President Biden's nominee, Jennifer Abruzzo, as new General Counsel to the NLRB. Her confirmation, coupled with the change of the composition of the Board to a Democrat-appointed majority, solidifies the shift to pro-labor and pro-union policy.

- President Biden has also issued executive orders to **strengthen Buy American, collective bargaining, and enhance critical supply chains**. These actions will create good unions and bolster U.S. manufacturing both now and in the future.
- President Biden has also **prioritized U.S. recovery from the economic and health effects of the COVID-19 pandemic**. In March 2021, he signed into law the American Rescue Plan Act (ARPA), putting our nation on the right path to tackle COVID-19 while also drastically reducing child poverty, shoring up pension plans, and expanding access to affordable health care. These are all issues that directly affect UAW members and retirees.
- President Biden's pro-labor agenda is being carried out by **Marty Walsh, nominated and confirmed by the U.S. Senate, who is now the 29th Department of Labor Secretary**. Secretary Walsh understands firsthand the importance of workers having a voice on the job and the obstacles workers face in organizing a union. He started his career in the building trade. We supported Secretary Walsh's nomination as DOL Secretary. Early in his role, he has focused on re-establishing the agency as one that promotes and protects workers' rights. His predecessor Eugene Scalia was routinely antagonistic to workers' rights. Secretary Walsh is now focused on rebuilding the department and shoring up workers' rights. The previous administration severely weakened **enforcement power in worker-protection agencies like the Occupational Health and Safety Administration** and scaled back efforts to provide overtime pay for more workers and protect retirees' funds. The previous administration's handling of the pandemic left millions of workers worse off. In his tenure to date, under Secretary Walsh's leadership, DOL has issued 18 final rules, both rescinding prior rules and implementing new ones, to improve workers' health, safety, and economic security. We are encouraged by Secretary Walsh's public support for significantly increasing the federal minimum wage and the minimum salary level for the Fair Labor Standards

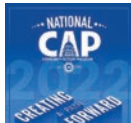
Act's (FLSA's) white-collar exemptions and addressing worker misclassification.

- In addition to nominating Secretary Walsh, President Biden nominated, and the Senate confirmed several people with strong pro-labor records to his cabinet, including Jennifer Granholm as Secretary of Energy, Katherine Tai as the U.S. Trade Representative, and Xavier Becerra as Secretary of Health and Human Services.

Fortunately, the Democratic House Majority is also advancing pro-worker, pro-labor legislation. House Education and Labor Committee Democrats passed the Protecting the Right to Organize Act (PRO) Act in the 116th and 117th Congresses. 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. The PRO Act is stalled in the Senate, where it has 47 co-sponsors. Pro-labor legislation is nearly certain to remain stalled in the Senate because it would take all 50 Democrats and an additional 10 Republicans to overcome a Senate filibuster. See the **Glossary** or **Almanac** sections for more information on the filibuster.

Outside the PRO Act, the House-passed Build Back Better Act includes pro-worker, pro-union policies such as partially eliminating the above the line deduction for union dues; strengthening civil penalties against employers who violate workers' rights for existing unfair labor practices (ULPs); and providing more funding to the National Labor Relations Board to enforce the NLRA. In addition to the PRO Act and labor tax reforms, House Democrats introduced the Public Service Freedom to Negotiate Act. This bill would strengthen labor rights in the public sector by reversing the Supreme Court's dreadful *Janus v. AFSCME* decision and adding additional safeguards for public sector workers.

For the past several years, there have been consistent efforts to undermine workers' rights on tribal lands. Fortunately, the deceptively titled Tribal Labor Sovereignty Act which would deny protection under the National Labor Relations Act (NLRA) to hundreds of thousands of workers employed by tribal casinos has little chance of being enacted in the current political environment. Our members at Foxwood Casinos could lose their rights to join a union and collectively bargain if it became law. We have strongly opposed this and all efforts to undermine the rights of our members working in the gaming industry.



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While the White House supports worker rights, the 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.

Workers across the country have persisted in the fight for better workplaces and a better future. Teachers in RTW states, our members who work for General Motors at final assembly and engine plants and distribution centers across the country, our brothers and sisters at Mack Trucks Inc., John Deere, and Harvard University have all exercised their rights. Workers at Kellogg plants and Alabama coal mines are also among those who went on strike for a better life and a stronger middle class. The right to organize and collectively bargain would be meaningless unless the rights were enforceable and protected.

ACTION: Tell your 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 support judicial nominees who have track records of protecting workers’ rights and strengthening labor standards.

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

ACTION: Join our 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.

CIVIL RIGHTS & VOTING RIGHTS

Our work to promote civil rights goes well beyond advocating for labor rights. Our union has a proud history of fighting for the advancement of civil and voting rights. We were early supporters of 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. We recognized the strong connection between the rights of workers and immigrants when we gave 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.

Ever growing attacks on the fundamental right to vote presents a clear and present danger to our democracy. Unfortunately, voter suppression efforts have flourished since the misguided 2013 Supreme Court ruling *Shelby County v. Holder* that allowed states with a history of voter suppression to pass new voting laws without preclearance from the Department of Justice. A 2018 study from the Brennan Center found that states previously required to preclear voting laws under the VRA have purged voters off their rolls at significantly higher rates than non-preclear states

We proudly supported the Voting Rights Act (VRA) when it passed in 1965 and was reauthorized in 2006 with an overwhelming bipartisan majority, but sadly that unity has faded over the years, and voting has devolved into yet another partisan issue.

In 2021 voter suppression laws dramatically increased. Widespread and demonstrably false claims that President Biden unfairly won the 2020 election have no doubt contributed to the spike in activity. According to the Brennan Center, in just 2021 alone, 19 states have enacted 33 new laws that restrict access to voting. In Georgia, a state with a long history of voter repression, the legislature passed a comprehensive attack on voting rights that limited vote by mail and reduced the number of ballot drop boxes, both of which disproportionately affect communities of color. There is a distinct possibility that untold millions more will be denied their fundamental right to vote in 2022 and beyond.

Gerrymandering has effectively disenfranchised millions of voters across the country. The current process of drawing voting districts in many states is used to further political agendas rather than to ensure equal voting power and fair representation of the citizens they represent.

In 2019, the Supreme Court 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 2021, we supported the For the People Act (H.R. 1), the first bill advanced by House leadership in the 117th 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; and ends partisan gerrymandering by establishing independent redistricting commissions. Passed by the House and filibustered 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 support the House-passed John Lewis Voting Rights Advancement Act (H.R. 4), legislation that would restore other 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.

Earlier this year, the Senate failed to pass a voting rights bill called the Freedom to Vote Act that was authored by Senator Joe Manchin (D-WV). The Freedom to Vote Act would set national standards to protect the freedom to vote, end partisan redistricting, ensure sound election administration, and fix our broken campaign finance system. His scaled back bill was filibustered by Senate Republicans just like every other voting rights bill debated in the Senate during this session of congress.

In addition to protecting the right to vote, our union supports a number of other important bills that strengthen civil rights. We support the Paycheck Fairness Act that seeks to ensure equal pay for equal work - especially 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.

Our union also supports the George Floyd Justice in Policing Act (H.R.1280) to increase accountability for law enforcement misconduct, restrict the use of certain policing practices like chokeholds, enhance transparency and data collection, and establish best practices and training requirements. Both bills passed the House but stalled in the Senate because of the filibuster.

We also support Forced Arbitration Injustice Repeal (FAIR) Act (H.R.963) which was re-introduced and passed in the House in 2021. The bill would reverse a number of anti-worker U.S. Supreme Court decisions which now allow employers to require their workers to sign mandatory arbitration agreements, even as a condition of employment. It is most prevalent in industries that have low union density and are disproportionately composed of women and minorities. More than half of nonunion private sector employers have mandatory arbitration clauses. Around 60 million U.S. workers have given up their rights to sue in court just to have a job. FAIR Act 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 bill is now pending in the Senate.

ACTION: Tell your Senators to vote for the Freedom to Vote 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: Tell your Senators to vote for the John Lewis Voting Rights Advancement Act which would restore the voting rights protections struck down in the *Shelby County v. Holder* Supreme Court case.

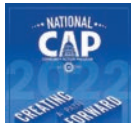
ACTION: Urge your senators to pass the George Floyd Justice in Policing Act (H.R.1280) to increase accountability for law enforcement misconduct, restrict the use of certain policing practices like chokeholds, enhance transparency, and data collection, and establish best practices and training requirements.

ACTION: Tell your Senators to vote for the John Lewis Voting Rights Advancement Act which would restore the voting rights protections struck down in the *Shelby County v. Holder* Supreme Court case.

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.



STRENGTHENING THE MIDDLE CLASS AND MANUFACTURING

As noted in previous sections, the obscene concentration of wealth and power 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, promote the creation of good union jobs and increase overtime pay for white collar workers are part of the solution.

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

Congress has not passed legislation to increase the minimum wage since 2009. Between 2010-2018, Republicans controlled the House of Representatives and refused to allow a vote on increasing the minimum wage. In 2019, Democrats regained control of the House of Representatives and 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 Congress to make ends meet. In 2021, Senate Democrats attempted to include a minimum wage increase in the American Rescue Plan, but the Parliamentarian ruled that raising the minimum wage could not be passed under the Senate's rules of budget reconciliation.

A strong manufacturing sector is also essential to growing the middle class, enhancing our nation's economic viability and bolstering national security. Manufacturers in the United States account for 11.39% of the total output in the economy, employing 8.51% of the workforce.

There was an average of 12,182,000 manufacturing employees in the United States in 2020. Despite the pandemic-triggered recession, 14.5 million autos were sold last year, and approximately 872,000 people (about half the population of Idaho) worked in auto and auto-parts manufacturing alone.

U.S. manufacturing workers face serious headwinds, including weak labor laws, bad trade deals, and misguided tax incentives, details of which can be found later in this section. Over the past fifteen years, U.S. automotive production workers' wages have fallen significantly.

When adjusting for inflation, average hourly earnings for production workers in auto assembly have declined by 21%, while wages in the auto parts sector have declined by 19%. The status quo is unacceptable.

The Biden administration bolstered Buy American requirements for federal procurement. The dollars the federal government spends on goods and services are a powerful tool to support American workers and manufacturers. Contracting alone accounts for nearly \$600 billion in federal spending. Federal law requires government agencies to give preferences to American firms; however, these preferences have not always been implemented consistently or effectively. President Biden's executive action aims to ensure the federal government is investing taxpayer dollars in American businesses—both small and large.

President Biden also issued a sweeping Executive Order (EO) to strengthen critical supply chains, including automotive. The EO ordered federal agencies to review semiconductor and critical mineral supply chain issues in the U.S. and make recommendations to the President based on their findings.

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.

Electric Vehicles (EVs)

EVs are creating changes in the industry that we must confront head on, or risk being left behind. 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. Our union is advocating for policies across all levels of government to promote domestic production of EVs and components by employers that have a unionized workforce. EVs and plug-in hybrids are a small but growing part of the auto market, reaching 2 percent of U.S. vehicles sales in 2020. 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 35% percent of the market share by 2040.

The UAW has stood firm that workers making ICE vehicles need and deserve a just transition that finds a win-win solution by improving productivity, job satisfaction, and earnings and benefits. Workers and communities should be held harmless by rapid technological change – and should share in the gains and thrive in the newly created job market. We will continue to advocate this position both with policy makers and at the bargaining table.

In the meantime, new EV manufacturers are rapidly coming on line and public policy is being crafted to support this emerging market. At the time of this writing, the House-passed Build Back Better Act (BBBA) has stalled in the Senate. Talks are beginning to resume on the next reconciliation package dubbed Building a Better America Act (BBBA). We are advocating for Housepassed BBBA EV tax credit, championed by Senator Debbie Stabenow (D-MI) and Rep. Dan Kildee (D-MI-5) are included in the next package to ensure that key consumer rebates for EV's are applied to union-made vehicles. We champion this tax credit because it is good public policy that encourages automakers to let their workers freely organize. Union workers raise the standards of the industry and uplift their communities, and taxpayer dollars should support – not undermine – these aims.

The EV tax credit for union-made vehicles would continue a \$7,500 consumer credit for EVs but add for the next five years a \$4,500 bonus for autos assembled in the United States with union labor and \$500 for batteries built in the United States. It was included in the House Build Back Better Act which passed the House on November 19, 2021, by a party line vote of 220-213. The Senate Finance Committee passed a similar provision in May 2021 in the Clean Energy for America Act. The up to \$12,500 in rebates would apply at the point of sale or on tax returns, depending on the consumer's preference. And, after the first five years, the consumer subsidies continue for vehicles assembled in the U.S. Vehicles built overseas would no longer be eligible for the subsidies. Rebates would continue to apply at the point of sale or on tax returns, depending on the consumer's preference.

Our members have been building EVs and plug-in hybrids for some time and will play an increasing role as output increases. The same holds true for autonomous vehicles (AVs). It is unclear how the growth of the AV sector will impact workers and communities. We believe that American manufacturers and workers must lead in the research, design, and manufacturing of the advanced vehicles of tomorrow. To spur American innovation and

domestic manufacturing, AV regulations must ensure that the pace of AV deployment is driven by safety, security, sustainability and efficacy. Any federal support through procurement, tax incentives, grants, or subsidies should be designed, so final assembly, strategic components, and the needed infrastructure are manufactured in the United States in facilities that meet high labor standards.

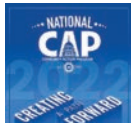
Infrastructure

Public investments in our nation's infrastructure make us a stronger nation. Unfortunately, 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 American Society of Civil Engineers (ASCE), the U.S. is making incremental progress but still has a long way to go. In ASCE's 2021 report card, they gave America's infrastructure a grade of "C," which is the first time the nation's infrastructure has scored outside the D range in twenty years. 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. The good news is that leaders in Washington have stepped up to this challenge.

Last year, under the leadership of President Biden, Majority Leader Chuck Schumer (D-NY) negotiated a bipartisan agreement on legislation called the Infrastructure Investment and Jobs Act (IIJA) to improve our nation's physical infrastructure. Our union endorsed the IIJA, and when the legislation was signed into law by President Biden on November 15th, 2021, UAW President Ray Curry was by his side. The \$1.2 trillion law includes \$550 billion in new infrastructure spending and a \$15 billion investment for electric vehicle adoption. IIJA will create good union paying jobs and add on average, around two million jobs per year over the course of the next decade. Workers across the country, including our members, will build the equipment necessary to repair the nation's infrastructure and will be put to work in auto manufacturing jobs of the future.

The ongoing semiconductor shortage has led to layoffs and shift cancellations throughout the country. UAW members who build world class light-duty vehicles, heavy-duty vehicles, agricultural equipment, and parts have suffered due in large part to our over reliance on foreign supply chains. It does not have to be this way, and Congress needs to act swiftly so we do not repeat these mistakes in the future.

At the time of this writing, conferees have been selected to resolve differences between the Senate passed U.S. Innovation and Competition Act (USICA) and



ISSUES

the House passed America Creating Opportunities for Manufacturing Pre-Eminence in Technology and Economic Strength (COMPETES) Act of 2022. This historic bill would make much needed investments in domestic manufacturing and revitalize U.S. supply chains. We are in strong support of establishing domestic production of auto-grade semiconductors which would include a set aside for motor vehicle production. Both bills contain \$52 billion in funding for semiconductors in along with \$45 billion loan guarantee and grant program for the manufacturing critical technologies, and other measures which stand to benefit U.S. workers' and our economy for decades to come, while also leaving us in a superior position to withstand future global supply chain disruptions.

ACTION: Support linking worker and domestic build standards to EV incentives to promote the creation of good union jobs.

ACTION: Urge Congress to support policies that ensure future EV and AV technologies are paired with a commitment to build these jobs in the U.S. by union workers.

ACTION: Urge your members of Congress in both the House and Senate to 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.

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: Support legislation to revitalize the U.S. domestic supply chain by encouraging production of auto grade semiconductors in the United States, made by union members.

ENERGY AND THE ENVIRONMENT

It is indisputable that climate change is taking place. The impact of rising sea levels and hotter temperatures is clear. The wetter hurricanes, longer fire seasons, and hotter heat waves of the recent years have resulted in massive damage to property, communities, and have cost lives. Climate change creates short- and long-term risks for our planet, directly threatens our jobs and poses an even bigger threat to the jobs and quality of life to be enjoyed by future generations. We support a broad policy agenda that addresses climate change and creates quality jobs for American workers, including targeted emissions regulations, domestic investment in the production of advanced technology vehicles, support for sustainable infrastructure, and international cooperation. Effective climate regulations promote domestic investments that create jobs, advance U.S. competitiveness, create quality jobs and incentivize manufacturers to build products domestically. For decades we have insisted on having a seat at the table in designing policies to combat climate change to ensure the protection and creation of quality jobs are part of any new regulations. Our voice is more important now than ever as the climate crisis is getting worse, and the urgency for action is only increasing.

Climate Change

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.

Fuel-efficient vehicles, clean energy, clean manufacturing, renewable energy, and other advanced technologies provide opportunities to combat global warming while creating new middle-class union jobs. 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 Greenhouse Gas Standards

Since the 1970s, the United States has regulated vehicle emissions by 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).

Over a decade ago, we worked with regulators, industry, and environmentalists on CAFE and 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. Following this agreement, we saw growth in auto employment and significant improvements in vehicle efficiency and emissions reductions.

The Trump administration drastically rolled back light-duty standards for CAFE and GHG emissions, abandoning standards that had been negotiated over the last decade. This disruptive roll-back discouraged long-term investments by creating uncertainty and put the U.S. at risk of falling behind on advanced automotive technology. The Biden administration finalized new emissions and fuel efficiency standards for light-duty vehicles through 2026 that give companies an opportunity to adjust to more stringent standards. It is a middle ground between the Trump and Obama standards and will expire in model year 2026. As a practical matter, it would affect only a few model years. Throughout the process, President Biden has emphasized the importance of having our union at the table. This past August, President Biden asked UAW President Ray Curry to stand with him at a Rose Garden ceremony at the White House to announce the new CAFE standards. UAW Local Union 600 President Bernie Ricke – who represents thousands of Ford Motor Company workers – introduced the President.

Our union 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, communities, workers and the environment. There is no one-size-fits all solution, and unachievable targets or mandates are counter-productive. But, if done right, emissions and fuel efficiency standards can continue to be good for the environment, American workers, U.S. manufacturing and the economy. Well-constructed regulations can promote investment, establish certainty, create new jobs in vehicle production and advanced technology, and allow manufacturers the flexibility necessary to meet the standards. This can only happen if we have a seat at the table.

We have engaged in a debate regarding retroactive civil penalties for violating CAFE standards. A law passed several years ago tripled some fines assessed by the federal

government. In response to lawsuits by Tesla and some environmental organizations, courts recently retroactively applied penalties. We are working to reallocate enhanced penalties because they reduce resources available for U.S. investments that support our members' jobs. Increasing fines retroactively has no environmental benefit because OEMs cannot modify or change their compliance strategies for past models. Instead, we are pursuing a legislative fix that would reinvest penalty payments to bolster the U.S. auto industry. It is pending at the time of this writing.

Renewable Fuel Standard (RFS)

RFS is a national policy that mandates the mixing of biofuels, like corn-produced ethanol, with conventional petroleum-based fuels. Starting this year, the EPA will have the authority to set new standards, thus changing the dynamics of the perennial battle between the agricultural and fossil fuels sectors over the levels of renewable fuel required in our petroleum.

Strong RFS standards are good for the environment and important for our members who build agricultural implement equipment. The Trump Administration undermined 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 to try to limit exemptions to refineries that fail to comply with the RFS mandate. We are also working to try to ensure fuel economy standards provide greater incentives to use renewable fuels.

Heavy-duty trucks

Over the last decade, our members have played a vital role in reaching a hard-fought consensus among a wide variety of stakeholders to significantly reduce both heavy-duty and passenger vehicle emissions. In heavy-duty, we worked with others to contribute to rulemaking for Phase 2 greenhouse gas reduction and fuel efficiency targets. Balanced regulations should set a feasible path to address the impact of pollutants and position the U.S. truck manufacturing industry to innovate and lead. All future regulations must avoid creating economic insecurity for workers in the heavy-duty truck industry. Heavy truck manufacturing is already a highly cyclical industry, and poorly crafted regulations can result in disruptions and job insecurity. That is why our union has brought stakeholders together to advocate that any emissions or efficiency regulations in the heavy truck sector promote progress without creating instability for workers. The EPA recently



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proposed new tailpipe emission standards. We are heavily engaged in the process to try to ensure the new regulations create minimal disruptions to industry that could in turn harm UAW members.

Medium and heavy-duty truck manufacturers are investing in innovative technologies, such as EV and fuel cell trucks, but the adoption of electrified trucks continues to face many hurdles and has further to go as the electrification of medium and heavy-duty vehicles is in its infancy. Regulations on heavy truck electrification must be responsive to facts on the ground. We need policies that promote domestic investment to ensure advanced technology trucks create jobs for American workers.

ACTION: Support sensible fuel efficiency standards like CAFE 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 RFS Program that reduces greenhouse gas emissions, reduces our reliance on oil, and promotes the use of renewable fuels.

ACTION: Tell your Representative to support H.R. 5089, Next Generations Fuel Act of 2021 to bolster the use of renewable fuel sources.

ACTION: Tell Congress to support programs that encourage domestic investment in manufacturing advanced technology vehicles and components in the U.S.

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

ACTION: Tell Congress to support strong Buy America requirements on clean technology investments, especially vehicles and components.

THE FEDERAL BUDGET AND TAXES

Federal budgets are a statement of our values and priorities as a country. Our union supports 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. It is for this reason we support several pieces of legislation including the "No Outsourcing for Tax Breaks Act" a bill to eliminate incentives under Tax Cut and Jobs Act (TCJA) to ensure corporations pay the same tax rate on their offshore profits as they pay on U.S. profits; For the 99.8% Act legislation to ensure that super wealthy individuals and families pay their fair share in the estate tax, and the Ultra Millionaire Tax Act, which would bring in at least \$3 trillion dollars over ten years by asking the wealthiest 100,000 households (top .05%) to pay their fair share.

Congress must refocus its tax policies to create and sustain jobs, stimulate the economy, and discourage the offshoring of American jobs. At the same time, policymakers should not support budgets that gut funding

for health care, education, housing, childcare, and nutrition assistance.

We advocate against budget cuts for programs that are important to working people and instead support raising much needed revenues from the very wealthy and multinational corporations to improve retirement security and affordable health care. Our 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.

One such bill that invested in the welfare of working people was the American Rescue Plan Act (ARPA), passed last spring. ARPA made a historic investment in expanding eligibility for the Child Tax Credit, up to \$3000 per child. This benefits approximately 27 million children and is projected to cut child poverty in half. We fought hard for the inclusion of these measures and more, including full COBRA subsidies and pension relief for hundreds of thousands of retirees, including thousands of UAW members and retirees. ARPA cost roughly \$1.9 trillion and passed without the support of a single Congressional Republican, despite polling well with the American public. Democrats were able to pass ARPA under an arcane process known as budget reconciliation, wherein only a simple majority is needed to pass legislation in the Senate. Please refer to the almanac and glossary for further information on the filibuster and budget reconciliation.



The \$1.5 trillion FY 2022 Omnibus appropriations bill was signed into law by President Biden in early March. At the time of this writing, President Biden released his 2023 budget request, outlining how he would enact his top priorities and his Administration's spending requests across the government. This budget includes critical aid to Ukraine, pandemic control efforts, and legislative proposals such as increased funding for community policing programs, labor rights enforcement, cancer research and mental health education. Our union advocates for strong funding for the Legal Services Corporation, federal defenders, higher education, and procurement of UAW member-produced military vehicles and weapon systems. Congress is supposed to complete action on a budget resolution for the following fiscal year by mid-April. Lawmakers regularly miss this deadline.

Although the House-passed BBBA is stalled, the provisions contained in the bill are important because they are viewed as a good starting point for the next reconciliation package being discussed in Congress. The revised reconciliation package dubbed the "Building a Better America Act" (BBAA) contains a series of human infrastructure investments that help working families, such as expanding Medicare hearing benefits to providing universal pre-kindergarten. BBBA pays for these investments by closing tax loopholes used by the rich and corporations; requiring a 15% corporate minimum tax to stop wealthy corporations from dodging their fair share of taxes; ending corporate tax breaks that encourage the outsourcing of jobs and the shifting of profits to tax havens; taxing firms that enrich shareholders rather than invest in workers; enforcing existing tax laws so that the wealthy

pay what they owe preventing them from evading \$160 billion in taxes every year, and creating a special higher tax rate for the ultra-wealthy. No one earning less than \$400,000 will have to pay more in taxes.

ACTION: Support legislation to overturn tax breaks to the wealthy and corporations created by 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. Paychecks should not be taxed at a higher rate than money made on investments.

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

ACTION: Co-sponsor the No Outsourcing for Tax Breaks Act.

ACTION: Co-sponsor and pass the For the 99.8 % Act.

ACTION: Co-sponsor the Ultra Millionaire Tax Act.

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.

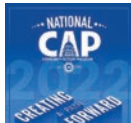
ACTION: Support robust funding for the Legal Services Corporation, federal defenders, higher education, and procurement of UAW member-produced military vehicles and weapon systems.

HEALTH CARE AND COVID-19 RELIEF

The COVID-19 pandemic exposed persistent flaws in the U.S. healthcare system and reinforced the need for more affordable, accessible health care. While we have made tremendous strides in addressing the pandemic, the number of new cases and hospitalizations are still rising. Over the course of 2020, studies estimate that over 100 million Americans were infected with COVID-19 (just under 1/3 of the total U.S. population) and over 978,000 Americans have died. COVID-19 has also caused a great deal of economic hardship. From the start of the pandemic in March 2020 through February 2021, 115 million people lost employment income. From February to June 2020, 15 million people (about twice the population of New Jersey) lost employment-based health care coverage.

In response to the ongoing COVID-19 pandemic, last

spring the Biden Administration and the 117th Congress passed the American Rescue Plan Act (ARPA). ARPA ensures that no one pays more than 8.5% of their incomes on health insurance and expands subsidies for low- and moderate-income families over the next two years. With 1.4 million uninsured people newly eligible for subsidized Marketplace coverage under the American Rescue Plan Act (ARPA), 63% of uninsured people in the U.S. are now eligible for financial assistance to get coverage through the Marketplace, a Basic Health Plan, or Medicaid. We fought hard for the inclusion of these measures and more, including full COBRA subsidies and pension relief for hundreds of thousands of retirees, including thousands of UAW members and retirees. ARPA cost roughly \$1.9 trillion and passed without the support of a single Congressional Republican.



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Despite these historic investments from the federal government, the COVID-19 pandemic laid bare just how vulnerable our country's medical system is. Since its early inception, our union has 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 should be affordable and accessible to everyone. No one should be forced into bankruptcy because they cannot pay their medical bills or skip life-saving medication because they cannot afford the cost of prescription drugs.

Our union has a long history of fighting for affordable, comprehensive care in the halls of Congress and at the negotiation table. These efforts have bore 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.

Our union also supported the Affordable Care Act (ACA), which was signed into law twelve years ago. 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. Since the ACA became law, more than 31 million Americans have gained health care coverage. With the ACA in place, we have seen the largest decline in the uninsured rate in decades — the lowest level on record.

President Biden campaigned to protect and expand the ACA. Between February 15 and May 15, 2021, over 500,000 Americans signed up for the ACA, which is more than double the number that turned to the exchange in the same period over the past two years. The Biden administration extended the special enrollment period, which ended last August, to ensure that consumers could take advantage of the generous subsidies to purchase health care coverage in the Exchanges under ARPA. President Biden aims to make permanent the generous ACA premium tax credits as evidenced by expanded ACA credits passed in ARPA. The House-passed Build Back Better Act includes expanded Medicare hearing coverage for older Americans. We support these expansions as many of these benefits are expensive, and many seniors forego such benefits because they cannot afford them. Significant shares of older adults in the U.S. report difficulty paying for various aspects of health care, especially services not covered by traditional Medicare. Four in ten older adults (41%) report difficulty paying for dental care while three in ten report difficulty affording hearing or vision care (30%). Dental, vision, and hearing coverage are three benefits not generally covered by Medicare.

The rising cost of prescription drugs is a major concern for our members and retirees. From 2014 to 2017, the single largest drug expenditure for the VEBA Trust (which oversees health care coverage for UAW retirees from GM, Ford and Chrysler/Stellantis) was insulin. The price of insulin doubled between 2012 and 2016. We support the Elijah E. Cummings Lower Drug Costs Now Act (H.R. 3) as a positive first step toward lowering drug prices on a range of medicines and extending negotiated lower prices to more payers. In the last session, H.R. 3 passed the House but stalled in the Senate. 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.

Our union is fighting to lower drug costs by allowing the federal government to negotiate Medicare drug prices. It is important to note that drug cost savings can be used on other health care priorities such as ACA financial assistance, expanding Medicaid in states that have not done so, or adding dental, vision, and hearing benefits to Medicare. Our union has urged Congressional leaders to divert savings back into the health care system by lowering Medicare eligibility age and expanding dental, vision, and hearing benefits for Medicare beneficiaries. The House-passed BBBA includes reforms to lower prescription drug costs, many of which are drawn from H.R. 3. These proposals have taken shape amidst strong public support for the government to address high and rising drug prices. The Congressional Budget Office (CBO) estimates that the drug pricing provisions in the BBBA would reduce the federal deficit by \$297 billion over 10 years (2022-2031). The key prescription drug provisions would allow the government to negotiate some high-cost drugs under Medicare Part B and Part D; require inflationary rebates to limit annual prices in drug prices in Medicare and private insurance; cap out of pocket spending for Medicare Part D enrollees; cap insulin at \$35 per month for people with Medicare and private plans. Should these provisions pass the Senate, millions of American people including UAW members and retirees will benefit from these new reforms.

In September, Health and Human Services Secretary Xavier Becerra released a plan to lower prescription drug prices. The plan was part of a request from President Biden to executive agencies. A key part of the published plan is allowing the HHS Secretary to negotiate Medicare drug prices with pharmaceutical companies, the same underlying principle as H.R. 3.

Secretary Becerra also implemented a new ban on so-called “surprise billing,” where patients get a huge bill for out-of-network care they did not know they were receiving for a trip to the emergency room. The rule establishes



a new behind-the-scenes negotiation process between doctors, insurers, and, if needed, neutral arbiters to shield consumers from surprise medical bills. The rule went into effect on January 1, 2022. Our union has supported these measures that will protect members and retirees from unforeseen medical charges.

ACTION: Tell your members of Congress to make permanent the ACA subsidies to purchase health insurance in the ACA Marketplace and close the Medicaid coverage gap extending coverage to 2.2 million people in states that have not opted to expand Medicaid under the 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 the Lower Drug Costs Now Act (H.R. 3), legislation that would significantly lower the cost of prescription drugs by prohibiting drug price gouging by allowing the government to negotiate drug prices (especially for Medicare and private plans), penalizing drug companies who raise drug prices above the rate of inflation and expanding Medicare dental, vision, and hearing benefits.

ACTION: Tell members of Congress to support legislation to expand access to affordable, quality health care. Health care must be right, not just a privilege for the wealthy.

INTERNATIONAL TRADE

International trade is a fact in our global economy. It is unfortunate that free trade agreement models of the past several decades have promoted the economic interests of multinational corporations over workers, 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 benefit workers if trade agreements are negotiated to benefit the broader public interest. This can only happen if our trade agreement model is fundamentally changed.

Fortunately, the U.S. Trade Representative (USTR) Ambassador Tai, has embraced a worker-centric trade enforcement model. The Biden administration has not pursued new trade deals to focus on our domestic economy, redesign U.S. trade policy, enforce our existing trade agreements and address China's predatory trade practices. The Administration is pursuing closer political and economic ties with nations in the Indo-Pacific region to counterbalance China's dominance in the region. Importantly, the Administration is not putting tariff cuts and auto rules of origin on the table. We are engaged in the process.

The COVID-19 crisis has also brought to the surface the downside of relying on foreign markets to fulfill the supply chain. The current shortage of wafer semiconductors is a case in point as we have few tools to address the problem with domestic manufacturing capabilities.

One recurring trade issue that affects many of our manufacturing members is currency manipulation by other countries. By keeping the value of their currency artificially low, countries can create an artificial advantage for their own exports while raising the cost of goods imported from other nations. Several U.S. trading partners, including Japan and China, have engaged in this practice on many occasions. Bills have been introduced in both the House and Senate to strengthen the ability of the U.S. government to respond to trading partners who unfairly manipulate their currency. The legislation would strengthen U.S. trade laws to address the economic damage caused by currency manipulation and toughen enforcement actions against countries that refuse to adopt policies to eliminate currency misalignment. Our union supports legislation to curb this harmful unfair trade practice that lowers the price of imports and makes our exports less competitive.

The Trump Administration and Congressional Democrats ratified a revised North American Free Trade Agreement (NAFTA) called the U.S.-Mexico-Canada Agreement (USMCA). We did not endorse it because we believed it did not go far enough to stem the tide of manufacturing moving to Mexico in pursuit of cheap labor. While we did not endorse, we are working to make sure tools from the agreement are used to improve wages and standards across North America. Higher wages and better working conditions in Mexico will make relocating to Mexico less attractive for the industry. Reforming Mexico's entrenched labor systems is difficult, and it will take many years until we will know whether USMCA changes the status quo in Mexico and stems job loss in the U.S. and Canada.



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A labor rights case this year tested the efficacy of USMCA's labor reforms. This past summer, workers at the GM facility in Silao, Mexico, were blatantly denied their right to a free and fair union election when the protection union, the Confederation of Mexican Workers (CTM), was caught red-handed tampering with ballots. This and other irregularities resulted in the Mexican government calling the vote null and void, and criminal charges against the CTM were filed. In response, the Biden administration filed the first self-initiated case by our federal government, within the context of a trade agreement, in our nation's history. Recently, workers at the GM facility in Silao, Mexico overwhelmingly decided to join an independent union. This happened because workers were able to freely vote. In another case from this past summer, the AFL-CIO and allies in the U.S. and Mexico, filed the first complaint under the Rapid Response Mechanism (RRM) of USMCA against Tridonex, an auto parts factory located in Matamoros in the state of Tamaulipas, Mexico. The RRM mechanism applies when the United States or Mexican governments believe on a good faith basis that workers at a "Covered Facility" are being denied the right of free association and collective bargaining. This is the first case brought under the USMCA RRM, which allows the U.S. to suspend preferential tariff treatment or block entry of goods from plants in Mexico that violate certain labor rights. Like the workers at the GM facility, workers at Tridonex auto parts plant voted in strong favor of the independent union.

Rules of origin standards in NAFTA were designed to create more incentives for companies to manufacture in the U.S. and throughout North America. Unfortunately, supporters of the status quo are trying to weaken the standards. We are opposed to those efforts, and the Biden Administration has resisted their calls to lessen the stringency.

Trade has had a profound impact on electric steel production as foreign competitors have gone through great lengths to capture market share. Our members in Pennsylvania and Ohio are the only producers of electric steel left in our country. The Trump Administration did not take decisive action to protect domestic electric steel production. Unfortunately, Trump's administration failed to act on the Commerce Department's recommendation and the time limits set forth in the law ensure that 232 tariffs will not be enacted. As a result, China and other large producers are sending their steel to Mexico and Canada first to avoid tariffs. We are working to close these loopholes that lead to the dumping of electrical steel in the U.S. market. Provisions in IJLA strengthening our electric grid could also provide an opportunity to aid domestic production.

Senators Portman and Brown have introduced legislation to update U.S. trade remedy law to combat

unfair trade practices, which contribute to global market distortions. For example, in 2000, China produced about 18 percent of the world's supply of steel. Today it is roughly 50 percent. This overcapacity has distorted steel markets in every country and undermined U.S. steel manufacturing. The Leveling the Playing Field Act 2.0 (S.1187) is designed to push back against some of China's most egregious trade practices. We support this legislation because it would help level the playing field.

Our brothers and sisters working for MillerCoors have been affected by major fluctuations in the aluminum market. Since the beginning of 2018, the aluminum market has experienced unprecedented cost fluctuations that are disconnected from the price of raw materials. These fluctuations stem from pricing spikes in the sole reference price on sheet aluminum. The Midwest Premium (MWP) is the regional commodity price assessment that participants use as a reference point to understand the going rate for a particular commodity in a region. The MWP is intended to serve as a "shipping and handling" cost for transporting aluminum from a producer to an end user, and it has more than doubled since the beginning of 2018. The unforeseen price variations have added hundreds of millions of dollars in cost and increased the price of soda, beer, and other household goods. To address this problem, the *Aluminum Pricing Examination (APEX) Act* (H.R. 2698/S. 2462) gives the Commodities Futures Trading Commission (CFTC) clear authority to oversee and investigate concerns about aluminum pricing around the MWP. Passage of this bipartisan legislation will ensure there is transparent and fair pricing for both buyers and sellers.

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: Urge your members of Congress to support the Leveling the Playing Field Act 2.0 (S.1187), which will push back against some of China's most egregious anti-free market practices.

ACTION: Urge your members of Congress to co-sponsor the *Aluminum Pricing Examination (APEX) Act* (H.R. 2698/S. 2462) to address harmful fluctuations in the aluminum pricing market.

ACTION: Urge your members of Congress to support strong enforcement of USMCA's labor and rules of origin provisions.

ACTION: Urge your members of Congress to support efforts to end currency manipulation and other unfair trade practices.

JUDICIAL NOMINATIONS

The federal courts play a particularly vital role in our lives. Nearly every significant piece of legislation or regulation ends up in court as opponents challenge them, and presidentially appointed judges end up having the final say on legislation from labor rights to health care coverage. In recent years, multiple anti-worker decisions have come from the Supreme Court that further stack the deck against working families. In the last five years alone, the Supreme Court has diminished the power of public sector workers (*Janus v. AFSCME*) and retiree health care benefits (*CNH v. Reese*). The *CNH vs. Reese* decision allowed employers to take away health care from our retirees that they had agreed to at the bargaining table.

Over the course of his four years in office, President Trump and the GOP-controlled Senate confirmed three Supreme Court justices and 226 lower court judges, including 54 federal appellate court judges who have the final say in most legal appeals. More than a quarter of currently active federal judges are now Trump appointees. To appoint these judges at a breakneck speed, then-Senate Majority Leader Mitch McConnell used a procedural maneuver referred to as the “nuclear option” to cut debate for lower-level nominees from 30 to two hours. This rule ended the filibuster for Supreme Court nominees.

The Trump administration’s judicial nominees often had anti-worker track records. By stuffing the federal judiciary with these extreme nominees, Senate Republicans have shifted the court system in ways that will impact working families for decades. Many of them were confirmed on party-line votes.

President Trump and Senate Republicans added three anti-worker conservative justices to the Supreme Court: Justice Neil Gorsuch, Justice Brett Kavanaugh and Justice Amy Coney-Barrett. Justice Barrett’s confirmation to the court solidified a 6-3 conservative, anti-worker majority, the effects of which we are sure to see in the years to come. She was confirmed shortly before the 2020 Presidential election.

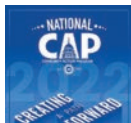
Our union supports nominating and confirming judges who prioritize the interests of working people. We have an opportunity to help restore democracy to our judiciary by urging Senators and President Biden to nominate judges who will support worker rights, protect voting rights, and strengthen access to affordable health care.

Over a third of judges on the federal appeals court are eligible to step back from their roles, and a wave of retirements is expected from judges who stayed on to prevent the Trump administration from filling their seats. The Democratically controlled Senate, at the time of this writing, confirmed sixty judges to the bench and another ten are waiting to be confirmed by the Senate.

With the retirement of Justice Stephen Breyer, President Biden nominated Judge Ketanji Brown Jackson to serve as Associate Justice of the U.S. Supreme Court. She is no stranger to the U.S. Senate confirmation process, as she was confirmed three previous times, most recently for the U.S. Court of Appeals for the D.C. Circuit. Judge Ketanji Brown Jackson brings extensive legal experience. She was confirmed to the Supreme Court by a vote of 53-47. Although her confirmation will not change the ideological balance of the court, her confirmation marks a major milestone. She is the first African American woman to serve on the High Court and the first justice to have served as a public defender. Her confirmation is a victory for UAW members who serve as public defenders who work hard every day to ensure everyone has their legal rights protected in the courts regardless of their income.

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.

ACTION: Urge your senators to oppose judges to the federal courts who have anti-worker backgrounds.



RETIREMENT SECURITY

Our union has always fought for retirement security for all working Americans, both at the bargaining table and in the halls of Congress and state legislatures. We have championed the Social Security program and played a key 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.

All Americans deserve a dignified and secure retirement supported by an employer-provided defined benefit retirement plan, personal savings, and Social Security. Yet millions of Americans face an uncertain retirement, and this needs to change. Two-thirds of retirees rely on Social Security for half or more of their retirement income, as one-third of workers have no savings at all.

We have championed the Social Security program and played a key 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. Social Security is the most successful anti-poverty program in our country's history. It provides the lion's share of elderly Americans' income. For about half of seniors, it provides at least 50% of their income, and for about one in four seniors, it provides at least 90% 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 \$1,543 per month or \$18,516 per year.

Social Security is not in crisis and can provide full benefits until 2037. 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 more than \$142,800. This results in millionaires paying a much lower percentage of their income to Social Security than working class Americans.

Tens of thousands of our members serve in the public sector in state, county, and local governments. 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 substantial 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.

Private sector workers with retiree benefits are less likely to have defined benefit (DB) plans than they were decades ago as employers have shifted to defined contribution (DC) plans where workers take on the risk if there is a downturn in the market. Workers that are part of a union are more likely to have DB plans than the public at-large. Many UAW members and retirees with DB plans are enrolled in single employers plans as opposed to multi-employer benefit plans that pool together retiree benefits from numerous employers.

The American Rescue Plan Act (ARPA), signed into law last spring by President Biden, includes a provision that provides loan guarantees to both single and multi-employer plans that are struggling. The "Butch-Lewis" provision extends and modifies "pension smoothing," which increases the interest rates used to calculate pension fund liabilities, allowing companies to contribute less money to single-employer pension plans in the short term. ARPA extends the higher rates through 2026, after which they would phase down by 2030; it also imposes a 5% floor on the interest rates used in the calculation. This will help ensure our members and retirees receive their earned benefits. ARPA also provides approximately \$86 billion in financial assistance to struggling multi-employer pension plans, which the plans will not have to repay, to cover all benefits due through the plan year 2051, with no cuts to accrued benefits.

This provision could potentially protect thousands of our members in multi-employer plans. The pension relief in ARPA rightfully honors our nation's commitment to millions of retirees, including thousands of our members and retirees, to help them receive their earned and promised benefits in both the single and multi-employer pension system.

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 \$142,800.

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

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.



IMMIGRATION

We are a nation of immigrants. Except for Native Americans, all our ancestors come from another country. Our union's mission to fight for social and economic justice for all workers was directly influenced by thousands of immigrants who arrived in Detroit and other cities after the turn of the 20th century to work in the auto industry. We would not be the union we are today without solidarity between immigrants and non-immigrants alike. Our fight for workers' rights that began in the 1930s included immigrants who led and participated in the sit-down strikes that have distinguished our Union as a fearless fighter for workplace democracy. Our union would not exist if immigrants and non-immigrants alike had not fought in solidarity for the rights we cherish today. We oppose discrimination of any kind and denounce any policy that judges people based on their religion or nation of origin.

Immigration policies affect all of us in multiple ways. For instance, thousands of UAW members, working in higher education, face difficulties with obtaining visas for themselves and their families. To chip away at labor union power, some employers have spent several decades either moving plants to countries with little to no worker rights laws or recruiting immigrant workers to fill jobs in the United States so those employers could pay lower wages and raise profits.

Immigration policy is complicated. We must protect national security while remaining true to the very values that have made us a great nation. Numerous studies have demonstrated that immigration is key to economic growth, innovation, and job creation through entrepreneurship. Immigrants—documented or undocumented, are not stealing jobs, nor are they the cause of the shrinking middle class. The unchecked power of employers and decades-long war against labor unions are the cause of it.

The current crisis at our southern border is not a new problem and has persisted for a variety of reasons. Economists estimate that the North American Free Trade Agreement (NAFTA) signed in 1992 between the U.S. and Mexico eliminated over 2 million jobs for small farmers in Mexico, as subsidized U.S. agricultural products flooded the Mexican market and out-priced small farmers.

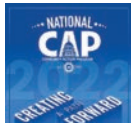
In addition to these economic forces rooted in bad trade deals, many countries in Central and South America have suffered under the rule of dictators and violent gangs. This has happened for a wide array of reasons, some dating back to the Cold War of the last century. Democratically elected governments have been overthrown by military dictators with the backing of the U.S. government.

Families have had to flee for their lives from countries like El Salvador, which ranks as the deadliest place in the world that is not at war. Others are fleeing with their children from gender-based violence and seeking asylum in the U.S. These forces of corruption, violence, and extreme poverty are part of the reasons for the increase in forced migration and asylum seekers at the southern border.

Meanwhile Congress has failed to update our immigration laws in a meaningful way since 1986. In 2019 and again in 2021, 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). Unfortunately, with the 60-vote filibuster threshold in the Senate, at least 10 Republicans would need to vote in favor of it to pass, an unlikely possibility. On his first day in office, President Biden unveiled the U.S. Citizenship Act of 2021, which plans to provide 11 million undocumented immigrants with a path to citizenship, suspended the construction of the border wall, and preserved DACA. Biden also suspended deportations for 100 days, set up a task force to reunite families separated by President Trump's cruel policies, paused Trump's Remain in Mexico program, and rescinded Trump's family separation policy. However, a lower court in Texas issued a temporary block on the 100-day deportation moratorium, highlighting the uphill nature of this battle. President Biden has also come under criticism from human rights advocates for his handling of those seeking to become a part of our country, especially in the case of Haitian asylum seekers who are trying to come to America to escape widespread poverty and violence.

In addition to citizenship issues, research and scientific progress through international scholarships have also been affected by our broken immigration system. The backlog for processing student researcher visas can be as long as ten years. The Trump Administration successfully cut resources and implemented more complicated procedures at the US Citizenship and Immigration Services agency, further adding to the backlog. Delayed research visas affect our student worker members and hinder scientific progress in this country.

Our members 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, our union has spoken



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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 — 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 American Dream and Promise Act (H.R. 6) and the U.S. Citizenship Act (H.R. 1177) 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.

EDUCATION AND JOB TRAINING

Our country's future rests on the quality of our educational system. Our colleges, universities, vocational training, and workplace apprenticeship programs have a vital role to play. High technology jobs of the future, whether they are in manufacturing, health care, government, or any other 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 that can improve our quality of life and help create the industries and jobs of the future. Our public educational system is under attack by right-wing politicians and special interest groups despite its importance for our country's future. Sadly, many anti-worker politicians prioritize providing tax breaks for millionaires and billionaires ahead of investing 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 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 far too many working families.

Discussions are underway on Capitol Hill to reduce crushing college student debt. The Department of Education

announced changes to the federal student loan forgiveness program to help government and non-profit workers.

More than 550,000 people could see their debt wiped away sooner than expected due to the changes to Public Student Loan Forgiveness (PSLF); this includes 22,000 borrowers who are immediately eligible for debt forgiveness. In addition to helping those struggling with student loan debt, Congress is considering legislation to make college more affordable and accessible. Our union endorsed the College for All Act (H.R. 2730/S.1288), which would eliminate tuition for all students attending community college and lower- and middle-class students attending a 4-year public college. The House-passed Build Back Better Act expands Pell grants to make higher education more accessible.

International students, including thousands of UAW members, face hurdles stemming from anti-immigrant policies. 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.



Fortunately, 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. Since then, academic workers across the country have come together at some of the top universities in the country to collectively bargain for better conditions. Most recently, over 17,000 student researchers across the University of California school system voted to join our union.

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 — are common in many places across the globe yet are underutilized 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. Our union has led the way by creating successful programs. Legislation to expand apprenticeship programs and close America's skills gap should be advanced in Congress.

ACTION: Tell your Members of Congress to support the College for All Act (H.R. 2730/S.1288) to eliminate tuition for all students attending community college and lower- and middle-class students attending a 4-year public college.

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 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 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

Occupational Health and Safety Administration (OSHA) was created in 1970 to make workplaces safer as tens of thousands of workers were being killed every year on the job. Since then, the agency has saved the lives of more than 627,000 workers, according to an annual report from the AFL-CIO. While OSHA has made a positive difference, it is unacceptable that so 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 3 million work-related injuries and illnesses each year although the true numbers are much higher as many employers' pressure workers to not report injuries. Experts believe the true number is at least 6 million but could be over 9 million.

The COVID-19 pandemic reinforced the importance of ensuring there are strong health and safety protections in

the workplace. UAW members across several sectors were deemed essential workers and had to report to work every day long before a vaccine had been developed. Despite our urging, the Trump Administration refused to issue an OSHA emergency temporary standard (ETS) to help keep workers safe from COVID-19 exposure, such as rules on ventilation, respiratory protection, and personal protective equipment (PPE). In the absence of an OSHA ETS, essential workers like manufacturing workers, bus drivers, nurses, meatpacking plant workers, and grocery store workers were put in even more grave danger. The Biden Administration took a different approach and issued an executive order on protecting worker health and safety in health care settings. More work remains, as an ETS that covers other industries is still needed and as new variants emerge.

OSHA needs to be strengthened; unfortunately, anti-worker politicians and employers seeking to boost profits are relentless in their efforts to neuter existing standards. In 2017, President Trump and the Republican-led Congress



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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. Under the Trump administration, the Department of Labor also issued a final rule rescinding an Obama-era regulation requiring employers with 250 or more workers to electronically submit reports on workplace injuries and illnesses. This rollback makes it easier for employers to hide workplace injuries and more difficult to identify and prevent workplace injuries and illnesses.

EPA has the power to regulate chemical hazards in the workplace under the Lautenberg amendment to the Toxic Substances Control Act (TSCA). We are working to try to ensure that regulation of workplace chemicals by EPA enhances and reinforces existing OSHA chemical regulations. In addition, our union is working to restore EPA protections against accidental chemical releases that were put in place by the Obama Administration and repealed by the Trump Administration. It is referred to as the Risk Management Plan (RMP) rule.

President Biden has urged congress to increase funding to boost the number of OSHA investigators to enforce existing standards. On the legislative front, the House passed the Workplace Violence Prevention for Health Care and Social Services Act (H.R. 1195), bipartisan 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 a major step to prevent violence in the workplace, particularly for nurses and front-line social service workers.

Additionally, allies of working people in congress have

introduced several pro-worker health and safety measures to protect workers from asbestos and requires OSHA to issue a standard to protect workers from high heat environments. At the time of this writing, OSHA has begun the process of issuing a rule to protect indoor and outdoor workers from heat-related illnesses and injuries. Several states have begun rulemaking on heat as well.

ACTION: Urge your Senators to support and pass the Workplace Violence Prevention Act of 2021 (H.R. 1195) 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 Congress to support increased funding for OSHA to better enforce our workplace health and safety laws.

ACTION: Support and pass the Alan Reinstein Ban Asbestos Now (ARBAN) Act. The legislation bans the importation and use 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: Urge Congress to co-sponsor and support the Asuncion Valdivia Heat Illness and Fatality Prevention Act of 2021 to protect indoor and outdoor workers against the dangerous and sometimes fatal effects of heat.

ACTION: Urge your members of to co-sponsor the Protecting America's Workers Act (H.R. 2876) to 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.



VETERANS

Our International President, Ray Curry, and thousands of active and retired UAW members proudly served our country. As a country, we have a moral obligation to honor their sacrifice by ensuring 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.

There are more than 19 million veterans in the United States, and millions have critical healthcare needs, 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 (PTSD) or major depression. Many veterans require health care to address severe physical injuries or disabilities.

One in five veterans rely on Medicaid to get health services. Two out of five veterans depend on Medicaid as their sole source of health coverage. 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 was on a path of privatizing Veterans' Affairs healthcare services which could have put in jeopardy veteran's access to quality, affordable health care. President Biden has promised to revitalize the VA and reinvest in quality care for our veterans.

The ARPA passed in the spring of 2021 contained \$17 million to assist the VA with supporting veterans impacted by the COVID-19 pandemic. The Build Back Better Act contains \$5 billion for the modernization of current VA medical facilities and new construction projects intended to provide better veteran health facilities. House and Senate Veteran's Committees are also considering legislation to improve health care services for veterans, reduce veteran suicide, address veteran homelessness, and enhance education and training opportunities for veterans.

Successful veteran reintegration into civilian life rests upon providing veterans with training and stable employment after separating from service. Union 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. One out of five federally employed veterans serves other veterans at the VA. The Trump administration worked to weaken federal employees' labor rights and issued a trio of executive orders that cut official time, limited collective bargaining, and banned union stewards from using government office space to carry out representational duties to help members.

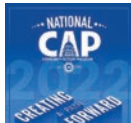
President Biden took immediate action to reverse policies to undermine the collective bargaining rights of federal workers. He signed an executive order rescinding a series of orders issued by former President Trump aimed at gutting federal employee unions and stripping federal workers of their civil service protections. Most recently, the Biden administration announced it is instituting a new policy pushing agencies to inform federal employees and new hires of their union rights on a regular basis. The federal government is the largest employer in the United States, with 1.2 million federal employees and 2,000 bargaining units.

ACTION: Support expanding Medicaid, 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.



PUERTO RICO

Over the past decade, the commonwealth of Puerto Rico has faced a cascade of natural and fabricated disasters. Through it all, the people of Puerto Rico have persevered. For many years, Puerto Rico's fiscal problems have threatened the commonwealth's ability to provide the most basic of services and invest in the future. Public sector workers suffered as jobs were eliminated and benefits put in jeopardy. In response, we urged the federal government to take action to protect working people and stabilize the Commonwealth's economy by relieving significant portions of their debt, much of which was lent by Wall St. on unfavorable terms. Unfortunately, the law Congress passed in 2016, the Puerto Rico Oversight, Management, and Economic Stability Act (PROMESA), led to more austerity and harmed our members. Fortunately, in January 2022 U.S. District Court approved a restructuring plan for Puerto Rico's \$74 billion debt crisis. The agreement is between the Puerto Rican government, bondholders, insurance companies, vendors, and labor groups, and is set to erase \$33 billion of debt and cut \$22 billion of bonds down to \$7.4 billion. Critically, the agreement also avoids cuts to pension benefits and creates a pension reserve trust.

Federal relief efforts to help the commonwealth after hurricanes Irma and Maria have been woefully insufficient. The Trump Administration punitively restricted the release of recovery funds to Puerto Rico. Congress had allocated more than \$65 billion in aid for Puerto Rico after the 2017 hurricane devastated the island, knocking out its power grid and crippling its infrastructure. But only roughly \$21 billion has been distributed to the territory thus far, according to the Office of Recovery, Reconstruction and Resiliency.

Prior to the pandemic, Puerto Rico faced an array of long standing fiscal and health challenges that were compounded by natural disasters. Puerto Rico receives

a disproportionate share of Medicaid assistance, which has contributed to broader fiscal and health systems problems. The island is reliant on Congressional action to maintain their Medicaid financing, which if cut could result in significant reductions in coverage, services, and provider rates which could negatively impact the territories as they deal with the long-term health and economic consequences of the pandemic.

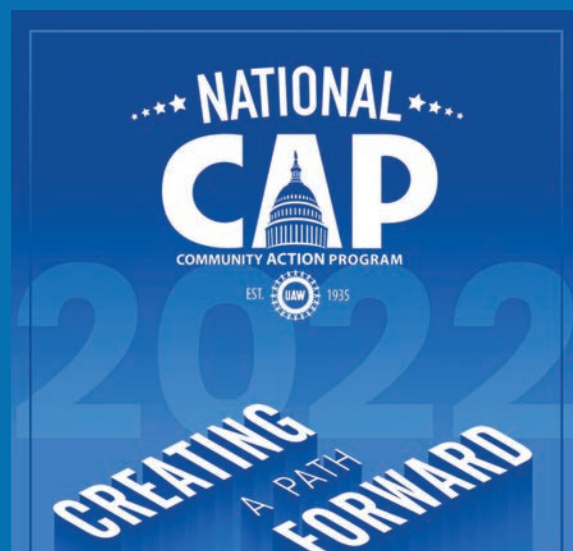
We support the Territorial Equity Act of 2021, which would provide territories with the same need-based, open-ended Medicaid funding that is available now to the 50 states and the District of Columbia. It would also eliminate the cap on annual federal Medicaid funding and increase the federal matching rate for the territories' Medicaid expenditures. The House-passed Build Back Better Act includes an increase in Medicaid funding to Puerto Rico, providing \$3.6 billion per year and increasing the federal matching of funds to 83%. At the time of this writing, it is unclear if the Senate will pass similar legislation in 2022.

The long-standing White House Puerto Rico task force was active under every administration since its establishment under President Clinton, with the exception of President Trump. President Biden revived the task force which is currently focused on rebuilding the U.S. territory after Hurricanes Maria and Irma in 2017, last year's earthquakes, and the COVID-19 pandemic. The task force will also work on a range of other pressing issues, including debt relief and modernizing its infrastructure.

ACTION: Tell your members of Congress to support Medicare/Medicaid parity for Puerto Rico by supporting the Territorial Equity Act of 2021.

ACTION: Tell your Senator to increase Medicaid funding to Puerto Rico by at least \$3.6 billion per year and increase the federal matching of funds to 83%.

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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 Joseph Biden took this oath, as did all his predecessors, when he was sworn in to serve as the 46th president on Jan. 20, 2021. 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 democratically elected leaders in the world. U.S. Presidential actions have changed 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 created 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.

The employees assigned to work for the office of the

president 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. 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 President George Washington when he assembled his department heads in 1793 to discuss U.S. neutrality in the French Revolutionary wars.

The Cabinet’s composition 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 Biden has filled his cabinet with senior officials who advise him on issues and activities within their respective agencies. He has placed a premium on choosing a diverse Cabinet and one that possesses a great deal of governmental experience. Its connection to the Obama administration is noteworthy and is consistent with Biden’s promise to restore normalcy in American politics.

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

1. Attorney General.
2. Secretary of Foreign Affairs.
3. Secretary of the Treasury.
4. Secretary of War.

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

5. Secretary of Agriculture.
6. Secretary of Commerce.
7. Secretary of Defense (formerly Secretary of War).
8. Secretary of Education.
9. Secretary of Energy.
10. Secretary of Health and Human Services.
11. Secretary of the Department of Homeland Security.
12. Secretary of Housing and Urban Development.



POLITICAL ALMANAC

13. Secretary of the Interior.
14. Attorney General (Department of Justice).
15. Secretary of Labor.
16. Secretary of State (formerly Secretary of Foreign Affairs).
17. Secretary of Transportation.
18. Secretary of the Treasury.
19. Secretary of Veterans Affairs.

President Biden's Cabinet also includes the Vice President, the U.S. Ambassador to the United Nations, the Director of National Intelligence, and the U.S. Trade Representative, as well as the heads of the Environmental Protection Agency, Office of Management and Budget, Council of Economic Advisers, Office of Science and Technology Policy, and Small Business Administration.

The president may also choose other members of government to serve in the Cabinet.

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 incorporated into policies and acts 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 Barack Obama unilaterally ordered the killing of Osama bin Laden by Navy Seals in 2011. President Trump's presidency marked a profound departure from U.S. leadership in the international arena. He pulled the U.S. out of the Paris Climate Accord and Iranian Nuclear Agreement.

President Donald Trump also signed an executive order effectively banning most nationals of six predominantly Muslim countries from traveling to the United States and instituted a "zero tolerance policy" which led to the separation of 2,600 children from their families at the U.S. border. He also harshly criticized traditional allies more extensively than his predecessors and worked closely with authoritarian dictators from around the globe.

The foreign policy of the Biden administration emphasizes strengthening the U.S.'s alliances, which Biden says were damaged under the Trump administration, and returning the U.S. to a "position of trusted leadership" among world democracies to counter challenges from Russia and China. President Biden has sought to strengthen the transatlantic alliance between the U.S. and Europe, and he recommitted the U.S. to the NATO alliance and collective security. Biden returned the U.S. to the Paris Climate Agreement. His administration emphasizes international cooperation to combat the COVID-19 pandemic, as well as U.S. defenses against foreign-sponsored cyberattacks and cyberespionage. By far, the biggest foreign policy test of the Biden administration (thus far) is the war in Ukraine. The President worked tirelessly to strengthen NATO and build a strong international coalition in opposition to Russia's invasion. Biden's administration accepted 100,000 Ukrainian refugees, launched a coordinated sanctioning of Russian oligarchs alongside NATO, offered \$500 million in aid to Ukraine, all of which reinforce his foreign policy of strong U.S. alliances.

President Biden was the chair or ranking member of the Senate Foreign Relations Committee for 12 years and was influential in foreign affairs during the Obama presidency.

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:

1. Lobby for or against bills.
2. Ratify or sign bills passed by Congress.
3. Veto bills they oppose. (Veto is seldom overturned because two-thirds of the House and Senate need to vote to override a veto.)
4. Enforce the laws that Congress passes.

A president cannot:

1. Make laws.
2. Declare war.
3. Decide how federal money will be spent.
4. Interpret laws.
5. Choose Cabinet members or Supreme Court justices without Senate approval.

Enforcement

As stated earlier, the president is **responsible** for implementing and enforcing our laws. Presidents also have discretion in setting enforcement priorities.

There are two ways that 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.

President Biden has used his executive authority to spur the economy, address the COVID-19 crisis, combat climate change, strengthen collective bargaining, rebuild U.S. manufacturing, and enhance U.S. supply chains. Although still

early in his presidency, several notable actions reveal that a central tenet of President Biden's agenda is to support workers, rebuild the middle class, and strengthen domestic manufacturing. President Biden is the most pro-labor U.S. president in recent memory, if not in the history of our country. He issued the "Ensuring the Future is Made in All of America by All of America's Workers" executive order to ensure the entire federal government buys more products made in the United States. President Biden has also used the power of the pen to undo many parts of President Trump's agenda such as rejoining the Paris Climate Accord and ending the travel ban enforced against asylum seekers from several countries.

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 that is typically 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 and Twitter have become widely used mediums to reach a broader audience instantaneously. President Biden is relying on diverse modes of communication to elaborate on his positions and his communications office has been holding daily press briefings.

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 policy disputes. 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 go for final settlement. The court agrees to hear 100-150 cases of great national importance and interest 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, a Supreme Court justice serves a lifetime appointment.

The Supreme Court 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 equally important to hold Senators accountable for their judicial confirmation voting records. The courts play a vital 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 changing the Senate rules to stack the Supreme Court and the lower courts with anti-worker judges at a breathtaking pace. With the retirement of Justice Stephen Breyer in the summer of 2022, President Biden took the opportunity to nominate a new Supreme Court Justice with a record of being pro-labor. This influence is embodied in President Biden's nominee, Ketanji Brown Jackson, who was confirmed in April and will be the first Black female to sit on the Supreme Court when she is sworn in after Associate Justice Stephen Breyer retires in the summer of 2022.

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

- I. John G. Roberts, Jr., Chief Justice, appointed by George W. Bush.
2. Clarence Thomas, Associate Justice, appointed by George H.W. Bush.
3. Samuel Alito, Associate Justice, appointed by George W. Bush
4. Sonia Sotomayor, Associate Justice, appointed by Barack Obama.
5. Elena Kagan, Associate Justice, appointed by Barack Obama.
6. Neil Gorsuch, Associate Justice, appointed by Donald Trump.
7. Brett Kavanaugh, Associate Justice, appointed by Donald Trump.
8. Amy Coney Barrett, Associate Justice, appointed by Donald Trump.
9. Ketanji Brown Jackson, Associate Justice, appointed by Joe Biden.

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 Obama nominated Judge Merrick Garland to the seat, the Republican controlled Senate stonewalled the nomination to preserve the seat in case Republicans took the White House in 2016. Judge Garland's nomination was not brought up for a vote despite being nominated in early 2016.

Justice Gorsuch was nominated by President 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 Justice 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 a result, we will likely continue to see more ideological judicial nominees as Republicans and Democrats have little incentive to work together on the confirmation process.

The second President Trump nominee 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 marked by allegations of past sexual misconduct, including public testimony by Dr. Christine Blasey Ford,



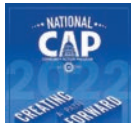
who accused Kavanaugh of sexual assault while they were in school together.

The third President Trump appointee to the court was Amy Coney Barrett who was nominated after the passing of Justice Ruth Bader Ginsberg. Barrett was nominated and confirmed at a breakneck pace right before the 2020 election. Critics of Senate Republicans pointed to their stonewalling of Merrick Garland's confirmation process during similar circumstances at the very end of the Obama administration. Nevertheless, Barrett was confirmed on Oct. 27, 2020, on a 52-48 party line vote, just days before the presidential election.

Prior to their confirmations, all three Supreme Court nominees had extensive anti-worker records, siding with employers on a range of issues from worker safety and health to gender discrimination and voting rights. We opposed all three nominations.

Under the leadership of Chief Justice John Roberts, the U.S. Supreme Court has issued bad 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 from the Roberts Court is highlighted below:

- **Harder to Organize Farmworkers:** In 2021, the Supreme Court decided *Cedar Point Nursery v. Hassid*, a case involving a California regulation that requires employers to allow union organizers to enter their property to solicit members. In a 6-3 ruling along ideological lines, the Court stood with property owners and ruled that the California regulation constitutes a *per se* physical taking of the employer's property, which in practical terms means union organizers will no longer have the right to access the farms where farmworkers are employed. Chief Justice John Roberts argued in his majority opinion that allowing unions to freely come onto privately held land was a violation of property owners' constitutional rights, even if unions "only" had fleeting access to the land. Union organizers no longer have the right to access farms where farmworkers are employed because it violates the constitutional rights of employers.
- **Elimination of retiree health care:** In the 2018 case *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.
- **Elimination rights for workers in labor disputes:** SCOTUS ruled in 2018 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. Workers routinely sign such arbitration agreements unknowingly, only to find out later that they are barred from collective action. An estimated 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. These were bad decisions for all workers. UAW members are no exception.
- **Supporter voter roll purges:** In the 2018 case *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.
- **Weakened public sector unions:** The Supreme Court ruled in *Janus vs. AFSCME* (2018) that public sector workers do not have to pay dues to a union for collective bargaining activities even though they benefit from collective bargaining. Due to this ruling, workers 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 public unions has been a clear goal of the right-wing politicians and many of their extremely wealthy campaign contributors for decades.
- **Upheld partisan gerrymandering:** SCOTUS ruled in 2019 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, rather than setting a national policy through a court ruling. 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



POLITICAL ALMANAC

gerrymandered districts around the country were put in place by Republican governors and state legislatures.

- **Weakened the Voting Rights Act (VRA) of 1965:** Two cases under the Roberts court, *Shelby County v. Holder* (2013) and *Brnovich v. DNC* (2021) have weakened the protections against voter suppression in the VRA. *Shelby County* struck down the provision of the VRA that required states with a history of racially discriminatory voter suppression to clear changes to their voting laws with the Justice Department. As a result, many states have enacted strict voter ID laws, restricted votes by mail, and reduced the number of polling places in minority communities. The recent *Brnovich* ruling also further weakened the VRA by upholding two Arizona laws that disproportionately limit Latino and Native American communities' ability to vote.

Lower Courts

A small percentage of cases ever make it to the Supreme Court. Circuit court judges often have the final say on thousands of cases dealing with labor, voting rights, education, health, the environment, and equality.

At the end of his term, former President Trump and the Republican-led Senate had confirmed 234 anti-worker judges to lifetime appointments in the lower courts, which include federal district courts and the powerful circuit courts.

President Biden has promised to counter the previous administration's anti-worker judicial legacy. Several federal judges held off on retiring during the Trump administration, and now President Biden could fill over 100 judicial vacancies. At the time of this writing, 60 judges nominated by President Biden have been confirmed and 10 of his nominees are pending consideration by the Senate. Most recently, the Senate confirmed President Biden's pick for the Supreme Court, Ketanji Brown Jackson.

He has committed to nominating judges with diverse backgrounds and sympathetic to the plight of working people. We must make sure that the administration and the Senate are staying true to that promise.

Working people have an enormous stake in judicial appointments. 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.

THE POWERS OF CONGRESS

The U.S. 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 assume too much power. For example, the House of Representatives was given clear authority to launch impeachment investigations with impeachable offenses in the Constitution defined as "treason, bribery, or other crimes and misdemeanors."

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 clearly has a significant impact on our economy and the quality of work life for all Americans. They debate policies and pass laws on issues such as collective bargaining rights, food safety, education, and retirement security, to name a few. They take actions that 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.

One key check that Congress has is 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. At the beginning of 2020, former President Trump joined Andrew Johnson and Bill Clinton as the third president to be impeached by the House and acquitted by the Senate on a near party-line vote. Senator Romney is the first Senator in U.S. history to vote to impeach a president from his own party.

President Trump was impeached a second time at the beginning of 2021 for his role in inciting the January 6 Capitol riots. Ten Republicans supported his impeachment in the House, though he was again acquitted by the Senate. In the second impeachment trial, seven Republicans voted to convict Trump: Sen. Richard Burr (R-NC), Sen. Bill Cassidy (R-LA), Sen. Susan Collins (R-ME), Sen. Lisa Murkowski (R-AK), Sen. Mitt Romney (R-UT), Sen. Ben Sasse (R-NE), and Sen. Pat Toomey (R-PA). Trump is the only president to be impeached twice by the House of Representatives.

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 was 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

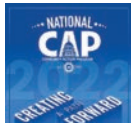
Committees are the engines of the 'congressional lawmaking machinery'. There are 17 standing committees in the Senate and 20 in the House. Committees can move, stall, or stop legislation under their authority. Without committee approval, a bill generally has little chance of reaching the full House or Senate for consideration. The members of the standing committees in both chambers is selected by the colleagues of their own party in Congress.

In addition to standing committees, there are select and special committees, created for a specific purpose. For example, the Select Committee on Economic Disparity & Fairness was created in the 117th Congress with the purpose of delivering policies to intervene in the nation's growing economic disparities. Select committees do not pass legislation.

Power Committees

Representatives and senators typically seek to join 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. 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, social security, 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.



HOW A BILL MOVES THROUGH CONGRESS

A bill is introduced by either a representative or senator. Bills are then 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 on 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 chamber 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 finally 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.

Senate Filibuster and Budget Reconciliation

While the House can limit debate and pass legislation with a majority vote, the Senate historically has required a higher threshold to move legislation along. In 1917, the Senate adopted Senate Rule XXII, commonly known as the

“cloture rule,” which allowed Senators to speed up the process and proceed to a final vote if a two-thirds majority were in favor. Refusing to vote for the cloture motion to allow a bill to proceed to consideration is called the “filibuster.” This rule was heavily exploited during the Jim Crow era when Southern Senators used the filibuster to repeatedly block civil rights legislation. In 1975, the threshold for ending debate and invoking cloture was reduced from a two-thirds majority to a three-fifths majority.

The cloture rule has effectively created a three-fifth threshold, rather than a simple majority, for passing bills. The Senate cannot proceed to a final vote on a bill without 60 votes in favor of cloture. If a single senator objects to the cloture motion, the bill is not brought for a final vote and dies on the floor. This is called being filibustered. The existence of the filibuster rule in the Senate effectively blocks most major legislation from passing, including many pro-workers bills the UAW supports. Since it is difficult to advance legislation in the evenly divided Senate, there have been renewed efforts to reform the filibuster rules. But they have fallen short, to date. If the Senate does not change the rules concerning the filibuster, crucial legislation like the Protecting the Right to Organize (PRO) Act, For the People Act, and the Paycheck Fairness Act will sit on the backburner because there are not enough votes to overcome filibuster rules. The UAW supports filibuster reform. Without changes to the filibuster, significant progress on strengthening voting rights, workers’ rights, and enacting other UAW priorities are unlikely to pass into law anytime soon.

One of the exceptions to the 60-vote threshold is an arcane process known as budget reconciliation, which allows the majority party to pass legislation in the Senate with just a simple majority of 51 votes (including the Vice President who serves as a tiebreaker). Budget reconciliation cannot be used in many instances because the policy in question must have a budgetary impact. The Senate parliamentarian rules on whether a provision meets the criteria.

In the 117th Congress, Democrats passed the American Rescue Plan Act in the spring of 2021 using the budget reconciliation process. With 50 Democrats in the Senate, Vice President Harris served as the tiebreaker. This process is Congress’ only viable tool for passing many of our major priorities this session, including raising penalties for union busting, drug pricing reform, paid family leave, and manufacturing investments that prioritize the creation of good union jobs.



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. After each election, the leadership in each chamber holds caucus elections to select their leadership and make decisions about committee assignments. 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.

Representatives and Senators who are not Republicans or Democrats caucus with one of the two major parties. Currently in the Senate, Independent Senators Bernie Sanders (I-VT) and Angus King (I-ME) caucus with Democrats.

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 great deal of power and a lengthy list of 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. Speaker Pelosi was first elected to the office in 2007. She is the first woman to serve as speaker. Now in her fourth term as speaker, she 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 of the 117th Congress also includes Majority Leader Steny Hoyer, D-Maryland, and Majority Whip James Clyburn, D-South Carolina. Congressman Sean Patrick Maloney, D-New York joined the leadership team as Democratic Congressional Committee Chair (DCCC) and Congressman Hakeem Jeffries, D-New York, serves as the chair of the Democratic Caucus.

Caucus leaders have a variety of responsibilities and are essentially the same for the minority and majority, except the majority wields more power. The House majority leader typically sets the floor agenda and oversees the committee chairs. The majority whip assists the speaker and majority leader by ensuring members of the party vote according to the party platform. The DCCC chair is responsible for recruiting candidates, raising funds, and holding the Democratic majority during elections. The chair of the Democratic Caucus is responsible for communicating the party's message to its members in the House.

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 before the Democrats regained control of the House in the 2018 midterm elections. Minority Whip Scalise also served in the same post when Republicans maintained majority. As stated above, Minority Leader McCarthy is the majority leader's counterpart. He serves as the spokesperson for the Republicans on their party's positions, while Minority Whip Scalise is responsible for counting votes and knowing who is for or against a particular bill.

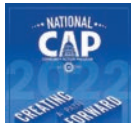
U.S. Senate Leadership

The Senate is constitutionally presided over by the vice president of the United States. In practice, the vice president, Kamala Harris, and her predecessors vote to break ties 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 Tempore," the highest seniority senator of the majority party. It is a ceremonial position, although the speaker pro tempore is third in line of succession to the president. Senator Patrick Leahy, D-Vermont is the current Pro Tempore.

In the 117th Congress, Senator Charles Schumer, D-New York, was elected as the majority leader of the Senate. Schumer was first elected to the Senate in 1998. Before his election to the Senate, he served in the House of Representatives, to which he was first elected in 1981, representing New York's 16th congressional district before being redistricted to the 10th congressional district in 1983 and 9th congressional district in 1993.

In the 117th Congress, Senator Mitch McConnell, R-Kentucky, became the Senate minority leader. McConnell was first elected to the Senate in 1984 and was elected leader of the Republican Caucus in 2006 when Democrats were in the majority.

The Senate majority whip for the 117th Congress is Richard Durbin, D-Illinois, who reports to Majority Leader Schumer. The Senate minority whip for the 117th Congress is John Thune, R-South Dakota who reports to Minority Leader McConnell. Like the House whips, the Senate whips are responsible for mobilizing votes within their parties on significant issues.



2022 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 reelection 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.

Incumbent Members of Congress typically have an advantage maintaining their seat over their challengers for a variety of reasons. After serving time in office, incumbent members hold wider name recognition and are better positioned to raise campaign funds to hold onto their seat. In 2020, Congressional incumbents had a 96%-win rate.

Incumbents' advantage has limits. Wave elections, when one party dominates throughout much of the country, can topple long time officeholders.

The U.S. Senate in the 117th Congress is split evenly 50-50 between Democrats and Republicans. In January of 2021, two Democrats won run-off races in Georgia and secured the narrow majority. For Senate measures that only require a simple majority of 51 votes for passage, Vice President Kamala Harris serves as the tiebreaker.

View of 2022 Elections

The 2022 elections will determine whether Democrats will continue to control the Senate. Among the seats currently up for election in 2022, 14 are held by Democrats and 20 are held by Republicans. **Seats that are up for re-election are marked with an asterisk (*)**. At the time of this writing, five Republican and one Democratic incumbent 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 117th Congress, as of March 30, 2022. States are listed in alphabetical order. While impossible to predict how the election will turn out, a third of the races are expected to be strongly contested.

Alabama

Richard Shelby (R)+
Tommy Tuberville (R)

Alaska

Lisa Murkowski (R)*
Dan Sullivan (R)

Arizona

Kyrsten Sinema (D)
Mark Kelly (D)*

Arkansas

Tom Cotton (R)
John Boozman (R)*

California

Dianne Feinstein (D)
Alex Padilla (D)*

Colorado

John Hickenlooper (D)
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

Raphael Warnock (D)*
Jon Ossoff (D)

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

Jerry Moran (R)*
Roger Marshall (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)

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)
Ben Ray Lujan (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

Bill Hagerty (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

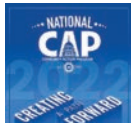
Shelley Moore Capito (R)
Joe Manchin III (D)

Wisconsin

Tammy Baldwin (D)
Ron Johnson (R)*

Wyoming

John Barrasso (R)
Cynthia Lummis (R)



2022 RACES: HOUSE OF REPRESENTATIVES

Democrats gained the majority in the House in 2018 after being in the minority since 2010 midterms. 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 midterm waves like 1994, 2006 and 2010. Historically, the president's party does not fare well in the midterms. House Democrats have a tough fight ahead of them to maintain their majority.

There are 221 Democrats and 209 Republicans in the 117th Congress. Currently, there are five vacancies. Representative Jeff Fortenberry, R-NE, Representative Filemon Vela, D-TX, Representative Don Young, D-Alaska,

Representative Jim Hagedorn, R-Minnesota, and Representative Devin Nunes, R-California.

All members of the House of Representatives are elected to two-year terms, and there will be contests in every congressional district in 2022. At the time of this writing, incumbents in 47 districts are retiring, resigning, or running for other elected offices. **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 117th Congress, listed by district as of March 30, 2022. States are listed in alphabetical order.

Alabama

(6 Republicans – 1 Democrat)

1. Jerry Carl (R)
2. Barry Moore (R)
3. Mike Rogers (R)
4. Robert Aderholt (R)
5. Mo Brooks (R)+, running for Senate
6. Gary Palmer (R)
7. Terri A. Sewell (D)

Alaska

At-Large

(1 Vacant) – special primary election June 11

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

(42 Democrats – 11 Republicans)

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. Jay Obernolte (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. David Valadao (R)
22. Vacant (June 7 runoff election)

23. Salud Carbajal (D)
24. Mike Garcia (R)
25. Julia Brownley (D)
26. Judy Chu (D)
27. Adam B. Schiff (D)
28. Tony Cárdenas (D)
29. Brad Sherman (D)
30. Pete Aguilar (D)
31. Grace F. Napolitano (D)
32. Ted Lieu (D)
33. Jimmy Gomez (D)
34. Norma J. Torres (D)
35. Raul Ruiz (D)
36. Karen Bass (D)+
37. Linda Sánchez (D)
38. Young Kim (R)
39. Lucille Roybal-Allard (D)+
40. Mark Takano (D)
41. Ken Calvert (R)
42. Maxine Waters (D)
43. Nanette Barragán (D)
44. Katie Porter (D)
45. Lou Correa (D)
46. Alan Lowenthal (D)+
47. Michelle Steel (R)
48. Mike Levin (D)
49. Darrell Issa (R)
50. Juan C. Vargas (D)
51. Scott Peters (D)
52. Sara Jacobs (D)



Colorado

(4 Democrats – 3 Republicans)

1. Diana DeGette (D)
2. Joe Neguse (D)
3. Lauren Boebert (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

(16 Republicans – 11 Democrats)

1. Matt Gaetz (R)
2. Neal Dunn (R)
3. Kat Cammack (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)+, running for Senate
11. Daniel Webster (R)
12. Gus Bilirakis (R)
13. Charlie Crist (D)+, running for Governor
14. Kathy Castor (D)
15. Scott Franklin (R)
16. Vern Buchanan (R)
17. Greg Steube (R)
18. Brian Mast (R)
19. Byron Donalds (R)
20. Sheila Cherfilus-McCormick (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. Carlos Giménez (R)

27. Maria Elvira Salazar (R)

Georgia

(8 Republicans – 6 Democrats)

1. Earl L. “Buddy” Carter (R)
2. Sanford D. Bishop, Jr. (D)
3. Drew Ferguson (R)
4. Hank Johnson (D)
5. Nikema Williams (D)
6. Lucy McBath (D)
7. Carolyn Bourdeaux (D)
8. Austin Scott (R)
9. Andrew Clyde (R)
10. Jody B. Hice (R)+
11. Barry Loudermilk (R)
12. Rick W. Allen (R)
13. David Scott (D)
14. Marjorie Taylor Greene (R)

Hawaii

(2 Democrats)

1. Ed Case (D)
2. Kai Kahele (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. Marie Newman (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. Mary Miller (R)
16. Adam Kinzinger (R)+
17. Cheri Bustos (D)+
18. Darin LaHood (R)

Indiana

(7 Republicans – 2 Democrats)

1. Frank J. Mrvan (D)
2. Jackie Walorski (R)
3. Jim Banks (R)
4. Jim Baird (R)
5. Victoria Spartz (R)
6. Greg Pence (R)
7. André Carson (D)
8. Larry Bucshon (R)
9. Trey Hollingsworth (R) +

Iowa

(1 Democrats – 3 Republican)

1. Ashley Hinson (R)
2. Mariannette Miller-Meeks (R)
3. Cindy Axne (D)
4. Randy Feenstra (R)

Kansas

(3 Republican – 1 Democrat)

1. Tracey Mann (R)
2. Jake LaTurner (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

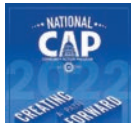
(5 Republicans – 1 Democrat)

1. Steve Scalise (R)
2. Troy Carter (D)
3. Clay Higgins (R)
4. Mike Johnson (R)
5. Julia Letlow (R)
6. Garret Graves (R)

Maine

(2 Democrats)

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



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Maryland

(7 Democrats – 1 Republican)

1. Andy Harris (R)
2. C. A. Dutch Ruppersberger (D)
3. John Sarbanes (D)
4. Anthony G. Brown (D)+ (running for state attorney general)
5. Steny H. Hoyer (D)
6. David Trone (D)
7. Kweisi Mfume (D)
8. Jamie Raskin (D)

Massachusetts

(9 Democrats)

1. Richard E. Neal (D)
2. Jim McGovern (D)
3. Lori Trahan (D)
4. Jake Auchincloss (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 Democrats – 7 Republicans)

1. Jack Bergman (R)
2. Bill Huizenga (R)
3. Peter Meijer (R)
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. Lisa McClain (R)
11. Haley Stevens (D)
12. Debbie Dingell (D)
13. Rashida Tlaib (D)
14. Brenda Lawrence (D)+

Minnesota

(4 Democrats – 3 Republicans, 1 Vacant)

1. Vacant- special election August 9
2. Angie Craig (D)
3. Dean Phillips (D)
4. Betty M. McCollum (D)
5. Ilhan Omar (D)

6. Tom Emmer (R)
7. Michelle Fischbach (R)
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. Cori Bush (D)
2. Ann Wagner (R)
3. Blaine Luetkemeyer (R)
4. Vicky Hartzler (R)+, Running for Senate
5. Emanuel Cleaver II (D)
6. Sam Graves (R)
7. Billy Long (R)+, Running for Senate
8. Jason Smith (R)

Montana

(1 Republican)

At-Large. Matt Rosendale (R)

Nebraska

(2 Republicans, 1 Vacant)

1. Vacant- June 28 special election
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

(2 Democrats – 1 Republican)

1. Melanie Stansbury (D)
2. Yvette Herrell (R)
3. Teresa Leger Fernandez (D)

New York

(19 Democrats – 8 Republicans)

1. Lee Zeldin (R)+, running for Governor
2. Andrew Garbarino (R)
3. Tom Suozzi (D)+, running for Governor
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. Nicole Malliotakis (R)
12. Carolyn B. Maloney (D)
13. Adriano Espaillat (D)
14. Alexandria Ocasio-Cortez (D)
15. Ritchie Torres (D)
16. Jamaal Bowman (D)
17. Mondaire Jones (D)
18. Sean Patrick Maloney (D)
19. Antonio Delgado (D)
20. Paul Tonko (D)
21. Elise Stefanik (R)
22. Claudia Tenney (R)
23. Tom Reed (R)+
24. John Katko (R)+
25. Joseph D. Morelle (D)
26. Brian Higgins (D)
27. Chris Jacobs (R)



North Carolina

(8 Republicans – 5 Democrats)

1. G. K. Butterfield (D)+
2. Deborah Ross (D)
3. Gregory Murphy (R)
4. David Price (D)+
5. Virginia Foxx (R)
6. Kathy Manning (D)
7. David Rouzer (R)
8. Richard Hudson (R)
9. Dan Bishop (R)
10. Patrick T. McHenry (R)
11. Madison Cawthorn (R)
12. Alma Adams (D)
13. Ted Budd (R)+, running for Senate

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. Shontel M. Brown (D)
12. Troy Balderson (R)
13. Tim Ryan (D) +, Running for Senate
14. David Joyce (R)
15. Mike Carey (R)
16. Anthony Gonzalez (R)+

Oklahoma

(5 Republicans)

1. Kevin Hern (R)
2. Markwayne Mullin (R)+, running for U.S. Senate
3. Frank D. Lucas (R)
4. Tom Cole (R)
5. Stephanie Bice (R)

Oregon

(4 Democrats - 1 Republican)

1. Suzanne Bonamici (D)
2. Cliff Bentz (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)+, running for Senate
18. Mike Doyle (D)+

Rhode Island

(2 Democrats)

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

South Carolina

(6 Republicans – 1 Democrat)

1. Nancy Mace (R)
2. Joe Wilson (R)
3. Jeff Duncan (R)
4. William 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

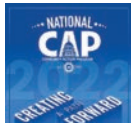
(7 Republicans – 2 Democrats)

1. Diana Harshbarger (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 – 12 Democrats, 1 Vacant)

1. Louie Gohmert (R)+
2. Dan Crenshaw (R)
3. Van Taylor (R)+
4. Pat Fallon (R)
5. Lance Gooden (R)
6. Jake Ellzey (R)
7. Lizzie Fletcher (D)
8. Kevin Brady (R)+
9. Al Green (D)
10. Michael McCaul (R)
11. August Pfluger (R)
12. Kay Granger (R)
13. Ronny Jackson (R)
14. Randy Weber (R)
15. Vicente Gonzalez (D)
16. Veronica Escobar (D)
17. Pete Sessions (R)
18. Sheila Jackson Lee (D)
19. Jodey C. Arrington (R)
20. Joaquin Castro (D)
21. Chip Roy (R)
22. Troy Nehls (R)
23. Tony Gonzales (R)
24. Beth Van Duyne (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. Vacant- June 14 special election
35. Lloyd Doggett (D)
36. Brian Babin (R)



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Utah

(4 Republicans)

1. Blake Moore (R)
2. Chris Stewart (R)
3. John Curtis (R)
4. Burgess Owens (R)

Vermont

(1 Democrat)

At-Large. Peter Welch (D)+, running for Senate

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. Bob Good (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 “Gerry” 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. Marilyn Strickland (D)

West Virginia

(3 Republicans)

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

Wisconsin

(5 Republicans – 3 Democrats)

1. Bryan Steil (R)
2. Mark Pocan (D)
3. Ron Kind (D)+
4. Gwen Moore (D)
5. Scott Fitzgerald (R)
6. Glenn Grothman (R)
7. Tom Tiffany (R)
8. Mike Gallagher (R)

Wyoming

(1 Republican)

At-Large. Liz Cheney (R)

2022 RACES: GUBERNATORIAL

U.S. gubernatorial elections will be held on Nov. 8, 2022, in 36 states and three territories. The 2022 gubernatorial elections will take place in the context of the 2020 census and reapportionment, the lead up to the 2024 presidential election and the recovery from the coronavirus pandemic. There are 20 Republican and 16 Democratic seats up for re-election in 2022.

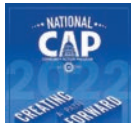
California held a recall election on September 17, 2021, with California voters decisively rejecting recall of Governor Gavin Newsom. Two states – New Jersey and

Virginia – held elections in the off year in November 2021. Virginia voters elected Republican Glenn Youngkin to the governor's office, and New Jersey's Democratic Governor Phil Murphy won another term.

Governors' policies often have a direct impact on working families. Unfortunately, in recent years, right wing governors have 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 2022 with the current incumbent in each race:

State	Governor	Party
Alabama	Kay Ivey	Republican
Alaska	Mike Dunleavy	Republican
Arizona	Doug Ducey	Republican
Arkansas	Asa Hutchinson	Republican
California	Gavin Newsom	Democratic
Colorado	Jared Polis	Democratic
Connecticut	Ned Lamont	Democratic
Florida	Ron DeSantis	Republican
Georgia	Brian Kemp	Republican
Hawaii	David Ige	Democratic
Idaho	Brad Little	Republican
Illinois	J.B. Pritzker	Democratic
Iowa	Kim Reynolds	Republican
Kansas	Laura Kelly	Democratic
Maine	Janet Mills	Democratic
Maryland	Larry Hogan	Republican
Massachusetts	Charlie Baker	Republican



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State	Governor	Party
Michigan	Gretchen Whitmer	Democratic
Minnesota	Tim Walz	Democratic-Farmer-Labor Party
Nebraska	Pete Ricketts	Republican
Nevada	Steve Sisolak	Democratic
New Hampshire	Chris Sununu	Republican
New Mexico	Michelle Lujan Grisham	Democratic
New York	Kathy Hochul	Democratic
Ohio	Mike DeWine	Republican
Oklahoma	Kevin Stitt	Republican
Oregon	Kate Brown	Democratic
Pennsylvania	Tom Wolf	Democratic
Rhode Island	Daniel McKee	Democratic
South Carolina	Henry McMaster	Republican
South Dakota	Kristi Noem	Republican
Tennessee	Bill Lee	Republican
Texas	Greg Abbott	Republican
Vermont	Phil Scott	Republican
Wisconsin	Tony Evers	Democratic
Wyoming	Mark Gordon	Republican



WHAT IS V-CAP?

V-CAP is our union'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, labor rights, retirement security, health care, education or infrastructure, politics affects our daily lives. That is 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 directly 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, the 2020 election cycle was the most expensive in history, with \$14.4 billion spent in total, which was more than double the amount spent during the record breaking 2016 election. Outside spending by Super PACs, which can raise and spend unlimited sums of money, totaled nearly \$3.3 billion, almost doubling the amount spent in 2016. Super PACs aligned with GOP Leader Mitch McConnell spent nearly \$294 million, making it the largest dark money effort of the election. Previously no dark money group had spent \$200 million in a single election cycle. In the 2018 election cycle, 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 and American Crossroads pouring millions into advancing their agenda. In the 2020 presidential election, the 10 richest donors in the country spent \$1.2 billion on elections throughout the U.S. Corporations gave \$301 million to super PACs from the 2012 to 2018 election cycles, 87% of which went to anti-union conservative groups. Wall Street alone gave a record \$2.9 billion in political contributions

in 2019 and 2020. 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

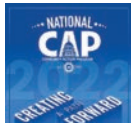
Always remember that both checkoff authorization and the amount to be deducted are purely voluntary. No UAW member can or should be compelled to contribute to the UAW V-CAP fund. A member can cancel his or her authorization by written request at any time. The keys to increasing participation in V-CAP 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.

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



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funds individually each month requires a tremendous number 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 an 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 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. Do not 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?

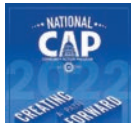
UAW endorsements are based upon membership input and leadership ratification, through a dedicated UAW CAP Council endorsement process. UAW Locals are mandated by Article 23, Section 4 of the UAW Constitution to affiliate with their appropriate State CAP Council, and any subordinate city, county, or area CAP Council. The elected leadership of each local serves as delegates to the corresponding CAP Council. Decisions on how to endorse candidates for office are made by these various CAP Councils. Decisions are made after examining the voting records of incumbents and previous officeholders or the stated positions and pledges of new candidates and listening to the input from local union CAP Committees. Recommendations are then passed to UAW Regions to approve any endorsements. 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 are not 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 cultural “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 light-duty 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. It has provided over \$8 billion in loans to 18 facilities in eight states and played a key role in keeping the industry solvent during the great recession of 2007-2008. Although currently stalled in Congress, the Build Back Better Act provides \$3 billion to produce advanced technology medium- and heavy-duty vehicles, trains or locomotives, maritime vessels, aircraft, or hyperloop technology. The BBBA provision also removes a cap on the value of direct loans. The bi-partisan Infrastructure law expanded ATVM eligibility to include medium-and heavy-duty vehicles, trains, locomotives, maritime vessels, and aircraft.

Affirmative Action

There is a great deal of misinformation about this policy, as it is only applied to candidates who meet qualifications for the position being sought. Affirmative action refers to positive steps taken to increase the representation of women and minorities in areas of employment, education, and culture from which they have been historically excluded. In employment, affirmative actions include training programs, outreach efforts, and other positive steps. It also commonly refers to the admissions policies of schools and universities seeking to promote the acceptance of underrepresented communities.

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 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 would have had a negative impact on UAW members, retirees, and our entire health care system.

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 the legislation.

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. The U.S. Census released its post-2020 census apportionment counts in April 2021. Six states (Texas, Colorado, Florida, Montana, North Carolina, and Oregon) gained seats. Seven states (California, Illinois, Michigan, New York, Ohio, Pennsylvania, and West Virginia) lost seats.

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

After the Trump administration implemented highly restrictive immigration policies, President Biden has been reviewing and repealing many of these policies to process more humanely the substantial number of asylum seekers at our southern border. Asylum seekers 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, ethnic group or marginalized sexual or gender identity. Once they are granted asylum, they can obtain social services through refugee resettlement agencies and apply for a green card one year later. The screening for admission into our refugee resettlement program is thorough with an average wait time of two years.

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 prevented most migrants from entering the United States from seeking asylum in the United States at the southern border, many of whom were fleeing violence and poverty. (See “Immigration” under the Issues section.) In response to the war in Ukraine, President Biden agreed to allow 100,000 Ukrainian refugees to enter the U.S. as asylum seekers.

Authorization Bill

Authorizes a federal 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 time or indefinitely.

Autonomous Vehicles

Autonomous Vehicles (AVs), while years away from widespread deployment, are making great strides and projected to play an increasing role in our day-to-day lives. 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 U.S. manufacturing to produce the most advanced vehicle technology.

Bias

Prejudice in favor of or against one person, or group compared with another, usually in a way considered to be unfair. All human beings have biases, 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. All public servants carry this responsibility.

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

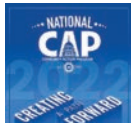
A long-standing bipartisan tradition that was upended by Republican Senate Majority Leader Mitch McConnell and Judiciary Chairman Charles Grassley in 2017. Their decision to change this custom enabled several dozen anti-worker judges to be confirmed by the Senate. In the past, blue slips effectively allowed senators to block judicial nominees from their home state. As a result, more anti-worker, far-right judges were confirmed to lifetime appointments to our federal courts under the Trump administration.

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.

Senate Majority Leader Chuck Schumer (D-NY) has returned to honoring the blue slip process.

Budget Reconciliation

Budget reconciliation is a process that allows the Senate to overcome the 60-vote filibuster threshold and pass budget-related legislation with a simple majority of votes. Only legislation that has a budgetary impact can be considered in the reconciliation process, limiting the types of provisions that can be considered. Congress is allowed to pass one budget reconciliation bill per fiscal year. Congress first passes a budget resolution containing reconciliation instructions, which direct a committee or committees to make specific changes to a law by a certain date. The reconciliation bill must then be passed in the same form by both the House and the Senate, before being sent to the President’s desk. In the 117th Congress, this has been the major vehicle for Democrats to pass legislation. In recent years, the Tax Cuts and Jobs Act (TCJA) and the American Rescue Plan Act (ARPA) were passed under the reconciliation process. At the time of this writing, the Build Back Better Act (BBBA) has been repackaged into a new policy known as the Building a Better America Act and is also likely to be considered under the reconciliation process.



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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.

At the beginning of President Biden's term, he issued the Made in America Executive Order, which directs federal agencies to close existing loopholes in the Buy American Act as well as conduct greater oversight of the waiver process. The order proposed an immediate increase of the domestic content threshold to 60% and a phased increase to 75%.

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. This is a problem as multi-millionaires and billionaires often make the lion's share of their money from investments rather than their paychecks. This is especially true for heirs of great fortunes.

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. We support equalizing taxes on investments and income. Unfortunately, legislation to accomplish this objective has been blocked by anti-worker interest groups who have instead long sought to eliminate capital gains taxes entirely.

Caucus

An organization of members in the House or Senate that exists to discuss issues of mutual concern and 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 last census was conducted in 2020 under

difficult conditions, including threats from former President Trump and the COVID-19 pandemic, which limited the usual in-person outreach campaign.

Chamber

Refers to either the House of Representatives or the Senate.

Citizens United

A decision we opposed by the Supreme Court that paved the way for wealthy special interests to amass more political power. In January 2010, the Supreme Court 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 after the decision was handed down. According to OpenSecrets, 2,007 groups organized as super PACs have reported total receipts of \$807,114,262 and total independent expenditures of \$89,299,119 in the 2021-2022 cycle. The 2020 election cycle was the most expensive in history, with \$14.4 billion spent in total, which was more than double the amount spent during the record breaking 2016 election. Outside spending by super PACs, which can raise and spend unlimited sums of money, totaled nearly \$3.3 billion, almost doubling the amount spent in 2016. Super PACs aligned with GOP Leader Mitch McConnell spent nearly \$294 million, making it the largest dark money effort of the election. Previously, no dark money group had spent \$200 million in a single election cycle.

The decision 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. The proposed House-passed bill H.R. 1 would overturn *Citizens United*.

Closed Market

A country that curtails or prevents imports through law or custom is referred to a "closed market." The inability to export into closed markets hurts the U.S. economy and contributes to our trade deficit. We have one of the most open markets in the world.

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. The 60-vote threshold to end debate and move to a vote has prevented many crucial bills from passing the Senate, including voting rights, labor rights, healthcare, and immigration.

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

Codify

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. The process of collecting, restating, and writing down laws is known as codification.

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.

AMERICA CREATING OPPORTUNITIES FOR MANUFACTURING PRE-EMINENCE IN TECHNOLOGY AND ECONOMIC STRENGTH (COMPETES) ACT OF 2022

The America Creating Opportunities for Manufacturing Pre-Eminence in Technology and Economic Strength (COMPETES) Act of 2022 is a House-passed bill to improve U.S. manufacturing competitiveness, help ensure we do not have future shortages of auto grade chips, strengthen our supply chains, and protect American workers from some of the unfair trade practices that have cost thousands of jobs. The COMPETES Act allows our country to compete against global competitors like China. This is achieved by the bill's inclusion of \$52 billion for CHIPS funding for domestic manufacturing of semiconductors needed to build cars, trucks, auto parts, and agricultural equipment. The current shortage has caused layoffs, reduced hours for UAW members, and hurts families and communities that rely on these industries for their economic livelihood.

Congressional Committee

Every committee has primary jurisdiction on subject

matters. They are essential to the effective operation of Congress. Through investigations and hearings, committees gather information on national policies. Committees draft, amend, vote, on legislation work within their jurisdiction. Typically, committees approve legislation before it's voted on by the entire chamber.

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 for it go to the president's desk.

Conference Report

Shorthand for describing the final bill negotiated by the conference committee. The "Conference report" 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.

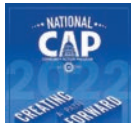
Conflict of Interest

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 been set up to criminalize 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. The number of controversies over conflicts of interest for people within or strongly associated to the Trump administration is unprecedented in our national history. The For the People Act (H.R. 1/S.1) tries to prevent the conflicts of interest that occurred in the Trump administration by closing loopholes in the law and strengthening the powers and budgets of ethics enforcement offices.

Congressional Record

The printed, daily account of debates, votes and



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comments in the House and Senate published by the Government Printing Office.

Congressional Review Act (CRA)

The CRA is a law passed in the 1990s that allows Congress to eliminate 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 once. 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. 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. In the 117th Congress, three CRA rule eliminations have been passed through both chambers of Congress and signed by the president. Under President Biden, Senate Democrats have used the CRA three times. The first was to eliminate President Trump’s rollback of the methane emission standard. The second was to eliminate the Department of Treasury’s “true lender” rule, which made it easier for banks to issue loans with higher interest rates. The third was to repeal an Equal Employment Opportunity Commission rule, which required the agency to turn over more information to employers during the process known as “conciliation.”

Consolidated Omnibus Budget Reconciliation Act (COBRA)

The Consolidated Omnibus Budget Reconciliation Act (COBRA) gives workers and their families who lose their health benefits the right to choose to continue group health benefits provided by their group health plan for limited periods of time under certain circumstances such as voluntary or involuntary job loss, reduction in the hours worked, transition between jobs, death, divorce, and other life events. Qualified individuals may be required to pay the entire premium for coverage up to 102% of the cost to the plan.

For most people, particularly following job loss, the cost of COBRA continuation coverage is prohibitively expensive. To help more workers who were either laid off or faced reduced hours during the COVID-19 pandemic, the American Rescue Plan Act (ARPA) created a 100 percent subsidy for COBRA coverage premiums from April 1, 2021, through September 30, 2021.

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. To avoid a CR, Congress must pass 12 appropriations bills in the House and Senate and the president must sign them into law before the fiscal year begins.

COVID-19

On February 11, 2020, the World Health Organization announced an official name for the disease that caused the 2019 novel coronavirus outbreak. The name of this disease is coronavirus disease 2019, abbreviated as COVID-19. In COVID-19, ‘CO’ stands for ‘corona,’ ‘VI’ for ‘virus,’ and ‘D’ for disease. At the time of this writing, COVID-19 is responsible for over 6 million deaths globally with many experts stating that this number is an undercount because many countries have been unable to accurately record the number of people who have died from COVID-19. The United States sadly leads the world, with close to 1 million deaths confirmed in total.

Currency Manipulation

Currency manipulation, also known 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. China has deliberately weakened its currency to make exports more competitive in the global market on numerous occasions. Japan and South Korea have a history of manipulating their currency as well. Our trade agreements should not permit currency manipulation.

Deferred Action for Childhood Arrivals (DACA) – “Dreamers”

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 2021, approximately 646,000 individuals —referred to as “Dreamers” — were enrolled in the DACA program. The Trump administration’s efforts to end DACA have been rebuffed in the courts many times. DACA does not provide a pathway to citizenship, however. (See “Immigration” in Issues section.) One of Biden’s first actions as president was to direct the federal government to take steps to preserve the program, which Trump had tried to end before the Supreme Court allowed it to remain in place.

Deficits and the Debt

The federal budget deficit (or surplus) is the difference between annual revenues and annual expenditures. The national debt consists of total borrowing by 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.

Not all debt is bad. Imagine trying to send your child to college, fixing your roof, or buying a car if you cannot borrow as it could become very problematic. The same is true when it comes to public policy. If we do not fix our bridges today, we will need more repairs and pay a bigger bill later as the need for action only increases over time.

Borrowing only becomes a major 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 under the Trump administration. The highest in seven years and the Tax Cuts and Jobs Act is responsible for a sizeable portion of the increase because less revenue was collected from the wealthiest individuals and corporations.

Debt Ceiling

The debt ceiling is the maximum amount of money that the United States can borrow cumulatively by issuing bonds. The debt ceiling was created under the Second Liberty Bond Act of 1917 and is also known as the “debt limit” or “statutory debt limit.” If U.S. government national debt levels bump up against the ceiling, the Treasury Department must resort to other “extraordinary” measures to pay government obligations and expenditures until the ceiling is raised again. The debt ceiling has been raised or suspended numerous times over the years to avoid the worst-case scenario, which would be a default on U.S. government debt. Such a default could trigger a worldwide depression.

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 has coincided with the decline in union membership.

The American Rescue Plan Act (ARPA), signed into law last spring, includes a provision that provides loan guarantees to both single and multi-employer plans that are having financial difficulties. (See “Retirement Security” in Issues section.)

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, corporations 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 judgment. The president has broad discretion determining how to manage the resources and staff of the executive branch.

Discretionary Spending

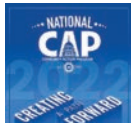
Expenditure appropriated by Congress on an annual basis. In contrast to mandatory spending, discretionary spending is taken up each year in appropriations legislation. Discretionary spending may be changed or eliminated by Congress. Advocacy groups, corporate interests, and many others spend a substantial 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 trade policy, dumping refers to when a country or company deliberately lowers the price of



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its exports below market rate to gain market share 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. The decades long prohibition on earmarks was lifted in 2021.

Electric Steel

UAW members in Pennsylvania and Ohio work for the North American producer of Grain Oriented Electrical Steel (GOES) and Non-Oriented Electrical Steel (NOES). GOES is an irreplaceable material used in power and distribution transformers that are needed to facilitate the modernization and greening of the electric grid. NOES is used in the most highly efficient electric motors and will be demanded to support continued modernization of the American vehicle fleet. It is in our national interest to ensure this production continues.

Electric Vehicle (EV)

While the electrification of the auto industry is still in its infancy stage, 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.

Industry insiders 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. The UAW advocates that 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.

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) grants tax credits 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. Currently, General Motors and Tesla have exceeded the sales cap of 200,000 vehicles and are nearing the end of the phase out. The Build Back Better Act contains the UAW-endorsed Stabenow-Kildee provision that would eliminate the 200,000-vehicle cap and create a union bonus for EVs made in the United States by union workers.

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. There is pending litigation on whether former President Trump violated this clause of the Constitution. Representatives from foreign governments and businesses often stayed at Trump properties. The Trump Organization continued to seek lucrative business deals around the world while Trump was in office. President Trump and his children did not divest from their businesses.

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 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% of people were subjected



to the tax. Right now, in this country the top 1% owns 37% of the nation's total wealth; the bottom 60% owns less than 2% of it. Huge family fortunes are passed down from generation to generation, creating a new American aristocracy. Revenues generated by the estate tax are desperately needed to help fund essential services enjoyed by all.

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.

Executive Order

An executive order is a signed, written, and published directive from the President of the United States that manages operations of the federal government. They are numbered consecutively, so executive orders may be referenced by their assigned number, or their topic. These orders are not law, however, and can be easily overturned by the next administration who disagrees with the directive. This trend of reversal was seen at the beginning of both the Trump and Biden Presidency, when President Trump reversed President Obama's DACA program, and President Biden reinstated it. Executive Orders are becoming a more common use of executive power as legislation gets harder to push through Congress. At the time of this writing, President Biden signed 85 executive orders.

Executive Privilege

A privilege claimed by the president for the executive branch of the U.S. government for withholding information in the public's 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 has been rejected numerous times by the courts.

Executive Session

A meeting of a chamber of Congress closed to the public. The most recent example of this is when the Senate went into executive session to deliberate during the two impeachment trials of President Trump. These sessions are allowed under Constitutional rules.

Expenditure

The actual spending of money is 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.

Fake News

The term fake news refers to news articles that are intentionally and verifiably false, designed to manipulate people's perceptions of real facts, events, and statements. With the rise in the number of people getting their news from social media, the number of unverifiable news outlets have increased as well as the number of false stories intended to rack up clicks and attention. Sadly, legitimate information is sometimes labeled "fake news" by politicians to mislead the public to increase power and advance their agenda.

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. Fast Track authority to the President expired in 2021 and supporters of corporate-driven trade agreements want to reinstate it with the hopes it will enable Congress to pass new trade agreements.

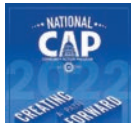
The UAW has historically opposed Fast Track because it is an undemocratic process that has led to the passage of trade agreements that have put the interests of multinational corporations ahead of the interests of workers.

Federalist Society

The Federalist Society 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 leading 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, Brett Kavanaugh, and Amy Coney Barrett.

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). Therefore, any bill without 60 votes in support never reaches the floor for a



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vote. The filibuster has been used to block UAW endorsed legislation on countless occasions over the past few decades.

No similar rules exist in the House of Representatives and is a major reason 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.

Gas Prices

Due to supply chain issues, higher consumer demand, price gouging by oil companies, and a war in Ukraine that has destabilized global oil supply, inflation has reached a 40-year high. For millions of Americans, this impact has primarily been seen at the gas pump, with gas prices reaching a peak of \$4.30 in March. Gas pricing is dependent on global markets, military conflict and market disruptions' impacts pricing. Gas prices are soaring all over the world. President Biden has released record amount of national reserves to address increased cost at the pump.

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 give 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 political, ethnic, racial, or class groups. UAW-endorsed H.R. 1 would make it more difficult to gerrymander. Unfortunately, the Supreme Court has declined to reign in this clear violation of the principle of one person, one vote. (See "Civil and Voting Rights" in **Issues** section.)

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.

Great Resignation

Amid a labor market totally disrupted by the

COVID-19 pandemic, millions of Americans decided to not return to work. Instead, many have chosen to pursue other employment opportunities or retire. In many cases, workers have left because they were not satisfied with their wages and working conditions. Commentators coined this phenomenon the Great Resignation, with rates highest among mid-career employees. The shock of losing loved one's during the pandemic and the experience working from home led many to reevaluate their current employment.

Gridlock

A commonly used term to describe legislation that is stalled, typically because of disagreements over substantive policies.

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 at 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. A recent example of a hate crime is the mass killings of women of Asian descent in Atlanta, Georgia, in spring of 2021.

The UAW condemns these senseless acts of violence by racists, citing 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 to gather information on proposed legislation, investigate or review the operations of a federal agency or program. UAW has testified at several hearings during this session of Congress, often at the request of the current House Democratic majority. Most hearings are open to the public and are often televised. Hearings can be closed to the public if it could negatively impact our country's safety and security. Hearings pertaining to national security are closed to the public.

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. President Trump made history by becoming the first president to be impeached by the House twice.

Inflation

Inflation is an average of the price changes over a given amount of time for an array of goods and services. When demand is higher than supply, inflation usually follows. Supply chain problems can make the problem worse as fewer goods make it to the market. Inflation rates in the U.S. and around the globe have increased significantly during the COVID-19 pandemic.

At any given moment, different prices in various industries change for many reasons: prices may be rising steadily as workers' wages increase within an industry and get passed on to consumers as higher prices; they may be rising because businesses have more market power and are able to charge more relative to their costs; a rapid price increase may reflect a sudden increase in consumer demand; and finally, prices may rise or fall in response to developments in global markets, with little connection to the dynamics of the U.S. economy. Many of these price changes are due to temporary mismatches between supply and demand, and they can be understood as a temporary cost of adjustment to a new higher level of capacity.

As an average of various kinds of price changes, inflation is a useful summary of the general trend of prices. But although looking at an average may be more convenient than looking at an extensive list of individual price changes for many diverse types of goods and services, we must remember that inflation represents the many various price changes that make it up, and that the headline inflation number alone cannot tell us the causes of inflation or which policies are best to address them.

The right response to higher inflation is not always to raise interest rates. Higher interest rates can make it harder for working families to buy a home or take out a loan to send their kids to college. In fact, higher interest rates can lead to a recession because the fate of our economy is heavily reliant on consumer spending. In fact, people living to paycheck by paycheck are among first to deal with consequences of higher interest rates. Overaggressive response can lead to a recession because the fate of our economy is heavily reliant on consumer spending.

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.

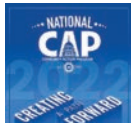
Industry Recognized Apprenticeship Programs (IRAP)

In 2019, the Department of Labor (DOL) issued a proposed rule known as Industry Recognized Apprenticeship Programs (IRAP) that would undermine registered apprenticeship programs by allowing third party industry groups to set new standards with little DOL oversight. We opposed this anti-worker program. Fortunately, President Biden rescinded the rule that created IRAP.

January 6th Insurrection

The riot at the U.S. Capitol against the certification of the 2020 election on Jan. 6 has led to one of the largest criminal investigations in American history. The attack, which the Federal Bureau of Investigation views as an act of domestic terrorism, ended with five people dead, including a U.S. Capitol Police officer. The violent breach forced the evacuation of the Capitol and threatened the country's peaceful transfer of presidential power. Approximately 140 members of law enforcement suffered injuries in the attack, including brain damage and crushed spinal discs. More than 130 rioters have been accused of assaulting police, and many allegedly used weapons such as pepper spray, stun guns, bats, and American flags wielded as clubs. President Trump's role in inciting the riot led to his second impeachment in the House.

To investigate the riot, the House established, through a party-line vote, the Select Committee on the January 6th Attack. Bipartisan legislation to establish a more robust, independent 9-11 style commission failed in the Senate, as Republicans staged a filibuster to block a thorough, outside investigation. The two appointed GOP members are working together with the 8 appointed Democrats to hold hearings and issue subpoenas to investigate the riot. There will likely be public hearings this summer. If Republicans retake the House, it is near certain the select



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committee will be disbanded and not allowed to finish their work, making it harder for the American people to learn the truth about the insurrection, which leaves our country more vulnerable to future efforts to overturn the will of the people.

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. In our political discourse 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. The UAW and other labor unions have typically argued 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 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 reversed this decision, thereby making it harder for workers to receive a fair chance. The Protecting the Right to Organize Act (PRO Act) would reinstate the Obama administration's rules. DOL rescinded Trump administration's rule and is working on a replacement that would be more in line with the Obama standards.

Joint Venture

In the context of the auto industry, joint venture refers to partnerships automakers (both unionized and unorganized) are forming with battery manufacturers to lower costs and share expertise. The number of battery plants in the U.S. is expected to increase dramatically within the next 5 to 10 years. We are closely monitoring this as we are concerned these partnerships could lead to lower job quality in the auto industry.

Jurisdiction

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

Stabenow-Kildee EV Tax Credit

The Build Back Better Act's (BBBA) electric vehicle (EV) consumer tax credit provisions, passed by the House of Representatives and Senate Finance Committee in

2021, includes historic investments in domestic electric vehicle production that are good for the environment, our economy, and working families. Known as the Stabenow-Kildee EV Tax Credit, this provision in the House-passed BBBA would create a \$4,500 tax credit for U.S. and union-made EVs, as well as a \$500 bonus credit for U.S.-made batteries. After five years, imported EVs would be ineligible for taxpayer assistance.

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 U.S. 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. Thousands of UAW members who work as attorneys and staff, depend on LSC to remain in business.

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.

Lock Out

Lockout occurs when an employer prevents workers’ from entering their work facility. Lock outs cause enormous hardships for workers and are supposed to only be used as a measure of last resort. Unfortunately, some employers aggressively use lock outs to try to pressure employees to agree to concessions. The PRO Act would reign in offensive lock outs.

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

In labor context it refers to a clause in many non-union employment contracts that prevents an employees 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 most 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 Supreme Court ruled that these clauses are legitimate in employment contracts. We have supported legislation to take them out of employment contracts so workers can have more of a fair shake.

Mandatory Spending

Federal spending is 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.

To qualify for Medicaid, individuals must have incomes below a certain threshold. Roughly 75 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 care 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

UAW fought to enact this federal health insurance program into law well over fifty years ago. Medicare serves 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).

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 are not paid 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



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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 a higher amount. As of April 2022, 30 states, plus the District of Columbia, Puerto Rico, Guam, and the Virgin Islands have a minimum wage higher than the federal minimum. The UAW supports the Raise Wage Act legislation to raise the federal minimum wage to \$15 per hour in phases. The bill passed the House during the 116th Congress but didn't come up for a vote in the Republican-controlled 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 in the past by the minority party in the House. The motion to recommit with instructions previously enabled the minority party to propose, debate, and obtain a vote on alternative policy options before the initial House passage of bills and resolutions. This tactic allowed the minority party to force a last-minute amendment to be added to the bill being debated on the floor, or else be taken off the floor.

The new rules passed by the 117th Congress changed the motion to recommit. Now the motion only has the power to send a piece of legislation back to committee, not kill it or add an amendment.

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 workers' rights without facing consequences. The Biden administration nominated two new Democratic members to the board as well as a worker-friendly General Counsel, shifting the NLRB back to a 3-2 Democratic majority. We supported all President Biden's nominees to the NLRB. (See "Labor Rights" in Issues section for more information.)

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)

(See USMCA)

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. The Trump administration renegotiated portions of the agreement in 2017, and in 2019 ratified the new U.S.-Mexico-Canada Agreement. (See USMCA for more details.)

Obamacare

See Patient Protection and Affordable Care Act.

Omnibus Bill

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

OSHA Recordkeeping Rule

In 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 eliminated a regulation that 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 has existed since OSHA passed into law over 40 years ago. Inadequate records made it harder to identify health and safety risks and remedy them.

The Trump administration's DOL issued several bad 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 vehemently opposed this and other ill-conceived proposals to weaken workplace protection. OSHA announced that it intends to restore the Obama-era requirement that employers submit OSHA 300 logs and OSHA 301 reports electronically, ostensibly to improve the Agency's data and to potentially target employers with injury rates over the industry average for additional scrutiny.

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 who 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 were implemented. It never was.

Unfortunately, the Trump administration issued an overtime rule that lowered 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 oppose this rollback and are advocating significantly expanding eligibility to make more workers covered.

The Department of Labor is expected to shortly release a proposed rule to raise the salary level thresholds for white collar workers, making more people, including potentially thousands of UAW members, eligible for overtime pay.

Patient Protection and 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.

Among other provisions, the law has allowed tens of millions of 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. The numerous insurance protections included in the law do not need to be won at the bargaining table.

Paycheck Fairness

The Paycheck Fairness Act (H.R. 7) is a UAW-endorsed bill that passed the House in the 116th and 117th Congresses. 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.

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 of reporting requirements that are not applied to businesses. We supported the rule but unfortunately the Trump administration rescinded it. During his campaign, President Biden signaled that he would reinstate and codify into law the Obama-Biden administration's "persuader rule" requiring employers to report not only information communicated to employees, but also the activities of third-party consultants who work behind the scenes to manage employers' anti-union campaigns.

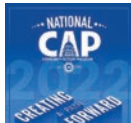
As a general matter, unions disclose far more information than is required of employers. Union reports filed with the Department of Labor are often hundreds of pages long, regarding exactly how their union organizing campaigns are run, compared to the two pages under this persuader rule for the companies to disclose to the unions what they are doing regarding indirect persuasion.

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.

Police Reform

In the wake of a string of police killings of unarmed Black people in 2020, including the murder of George Floyd in Minneapolis, millions of Americans took to the streets to call for upending structural racism. Those protests sparked a conversation across federal, state, and local governments about the role of police and reforms to help keep communities safe. The police reform debate has touched on proposals to end programs that transfer military-grade vehicles and equipment to police departments, ending the



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use of chokeholds, and ending qualified immunity to allow civilians to sue police officers for misconduct. (See **Vote Descriptions** and **Scorecard**.)

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. Predatory lending played a leading role in the 2008 crash, as many banks and other financial institutions did not have adequate incentives to ensure borrowers could repay their loans. This is because Wall Street firms were purchasing a wide array of loans and turning them into highly profitable financial instruments. Therefore, when borrowers were unable to afford their loans, it had a domino effect as financial service companies like Bear Stearns went under. The motor vehicle industry and other capital-intensive sectors lost a tremendous amount of money because of predatory lending.

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. 842/S.420) 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 PRO Act passed the House in the 116th and 117th Congresses. The UAW strongly supports the PRO Act.

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.

Public Defenders

Refers to lawyers appointed to represent people who cannot afford to hire an attorney themselves. Legal defenders came about because 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 Regions 9 and 9A.

Quorum

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

Ranking Member

The highest-ranking 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 deals with that chamber's rules or prerogatives. A concurrent resolution is presented in both chambers and usually expresses a lawmaker's 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.

Right-To-Work

Deceptively titled "right-to-work laws" refers to state laws that prohibit unions negotiating contracts which require employees who are not union members to contribute to the costs of union representation. Such laws are heavily restrictive of the union's capacity to organize and bargain for the various worker rights to an employer. The PRO Act would eliminate these onerous laws.

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. It most often is referred in terms of automobiles but can be applied to several hundred other products. ROO standards in USMCA are more stringent than standards found in prior trade agreements. The auto industry in U.S., Mexico, and Canada are actively trying to weaken the standards by calling for calculations that over inflate the amount of true content produced in U.S., Canada, and Mexico.

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. Under the Biden administration, the United States and European Union announced an interim agreement to relax the Trump-era worldwide Section 232 tariffs on European steel and aluminum articles and derivatives, and subsequent retaliatory tariffs on various U.S. goods.

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. The department concluded that such imports posed a national security threat but did not take further action.

Silica Rule

Crystalline silica is a mineral that takes several forms,

one of which is quartz. Crystalline silica is common in beach sand. It is used in sandcasting of automotive engines and abrasive sandblasting. In addition, silica dust can be released when silica-containing building materials are cut. All these activities can lead to silica inhalation, which has the potential to cause silicosis, a scarring of the lungs that interferes with the ability to breathe. In addition, crystalline silica can cause lung cancer, emphysema, kidney disease and other diseases. As long ago as ancient Greece and Rome, the adverse health effects of silica were observed in stonecutters who inhaled dust.

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. 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, because of a court order.

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 an 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 is protected by the National Labor Relations Act (NLRA).



POLITICAL ALMANAC

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. Two-thirds favorable vote of those present and voting are 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.

California v. Texas (Formerly Texas v. Azar)

In June 2021, the ACA was protected from yet another legal attack in a much-anticipated ruling from the Supreme Court. *California v. Texas* was a case brought by Republican states to overturn ACA and would have stripped away protections for 135 million Americans with pre-existing conditions during a global pandemic. The court ruled 7-2 not to overturn the ACA, stating that the plaintiffs lacked “standing” to bring the case to court. The Supreme Court decision to uphold the ACA was a victory for UAW members and retirees as well as the 31 million covered under the ACA. This case was the third such challenge to the ACA seen by the Supreme Court since its passage.

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 Estate tax for additional information on TCJA).

Tribal Labor Sovereignty Act

The UAW strongly opposes the Tribal Labor 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 to date. If this legislation were 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 if this bill is enacted into law.

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 successfully renegotiated 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 original NAFTA by creating a transformative agreement that creates good jobs in the United States and raises wages for workers in all three countries. Although it is too soon to know what impact USMCA will have on U.S. workers and auto manufacturing, the USMCA rapid response enforcement mechanism was applied by the USTR when Mexican workers at the GM facility in Silao, Mexico were denied their collective bargaining rights. As a result, another vote was ordered to ensure workers had a true choice. The second time around workers in Silao overwhelmingly voted in favor of an independent union.

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 held up 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.

In 2013, the Supreme Court ruled by a 5-4 decision that key parts of the Voting Rights Act were no longer valid, which enabled states with a history of discrimination to enact draconian voter suppression laws.

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 Dick Durbin, D-Illinois, and the Senate Minority Whip is John Thune, R-South Dakota.

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

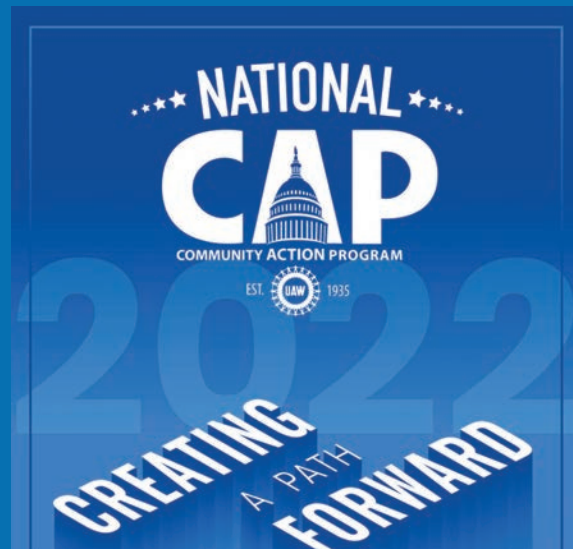
protected from retaliation under various programs created by the Occupational Safety and Health Administration (OSHA) and the Securities and Exchange Commission (SEC).

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. 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. Although President Trump ended the zero tolerance policy before leaving office, he never officially rescinded it. The Biden administration officially reversed the Trump administration's zero tolerance policy upon assuming office.

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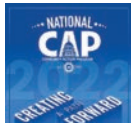
CAP Book Vote Descriptions

117th Congress Scorecard (2021-2022)

This section provides a record of how your senators and representatives voted on high-priority issues during the 117th Congress. Please see the introduction of the almanac for a general overview of the session and the political context. Under the U.S. Constitution, only the Senate has the power to confirm the President's nominees.

We endorsed the following bills in the Senate:

	House Bill	Senate Status	House Status
1.	Secretary of Housing and Urban Development Marcia Fudge (PN78-6)	Confirmed by the Senate (3/10/2021)	N/A
2..	Secretary of Health and Human Services Xavier Becerra (PN78-2)	Confirmed by the Senate (3/18/2021)	N/A
3..	Secretary of Labor Marty Walsh (PN78-23)	Confirmed by the Senate (3/22/2021)	N/A
4..	American Rescue Plan Act of 2021 (H.R.1319)	Passed the Senate 3/6/2021	Passed the House (2/27/2021); Signed into Law 03/11/2021
5..	Ketanji Brown Jackson to the District of Columbia Court of Appeals (PN391)	Confirmed by the Senate (6/14/2021)	N/A
6..	Deputy Secretary of Labor Julie Su (PN122)	Confirmed by the Senate (7/13/2021)	N/A
7..	Tiffany Cunningham to the Federal Circuit Court of Appeals (PN389)	Confirmed by the Senate (7/19/2021)	N/A
8..	NLRB Nomination Jennifer Ann Abruzzo (PN126)	Confirmed by the Senate (7/21/2021)	N/A
9..	NLRB Nomination Gwynne A. Wilcox (PN609)	Confirmed by the Senate (7/28/2021)	N/A
10.	NLRB Nomination David M. Prouty (PN739)	Confirmed by the Senate (7/28/2021)	N/A



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	House Bill	Senate Status	House Status
11.	Infrastructure Investment and Jobs Act (IIJA) (H.R.3684)	Passed the Senate (8/10/2021)	Passed the House (11/5/2021); Signed into Law 11/15/2021
12.	For the People Act (S.1)	Cloture Vote Failed (8/11/2021)	Passed the House (3/3/2021)
13.	Freedom to Vote Act (S.2747)	Introduced in Senate (09/14/2021); Cloture motion rejected (10/20/21)	Awaiting passage by the Senate
14.	John R. Lewis Voting Rights Advancement Act of 2021 (S.4)	Introduced in Senate (10/05/2021); Cloture motion rejected (11/03/2021)	Passed the House (8/24/2021)
15.	Confirmation of Judge Ketanji Brown Jackson to the U.S. Supreme Court (PN1783)	Motion to Discharge Agreed to on (4/4/2022) and confirmed (4/7/2022)	N/A



We endorsed the following bills in the House:

	House Bill	House Status	Senate Status
1.	Equality Act (H.R.5)	Passed the House (2/25/2021)	H.R. 586 is pending in Senate; no action to date
2..	For the People Act (H.R.1)	Passed the House (3/3/2021)	H.R. 1 is pending in Senate; GOP filibustered (10/20/2021)
3..	American Rescue Plan Act of 2021 (H.R.1319)	Passed the House (2/27/2021)	Passed the Senate (3/6/2021); Signed into Law 03/11/2021
4..	George Floyd Justice in Policing Act (H.R.1280)	Passed the House (3/3/2021)	H.R. 1280 is pending in the Senate; no action to date
5..	Protecting the Right to Organize PRO Act (H.R.842)	Passed the House (3/9/2021)	H.R. 842 is pending in Senate; no action to date
6..	American Dream and Promise Act (H.R.6)	Passed the House (3/18/2021)	H.R. 6 is pending in Senate; no action to date
7..	Paycheck Fairness Act (H.R.7)	Passed the House (4/15/2021)	H.R. 7 is pending in Senate; GOP filibustered (6/8/2021)
8..	Workplace Violence Prevention for Health Care and Social Service Workers Act (H.R.1195)	Passed the House (4/16/2021)	H.R. 1195 is pending in the Senate; no action to date
9..	Pregnant Workers Fairness Act (H.R.1065)	Passed the House (5/14/2021)	H.R. 1065 is pending in the Senate; no action to date
10.	John Lewis Voting Rights Advancement Act (H.R.4)	Passed the House (8/24/2021)	H.R. 4 is pending in the Senate; GOP filibustered (11/3/2021)
11.	Infrastructure Investment and Jobs Act (IIJA) (H.R.3684)	Passed the House (11/5/2021)	Passed the Senate (8/10/2021); Signed into Law 11/15/2021
12..	Build Back Better Act (BBBA) (H.R.5376)	Passed the House (11/19/2021)	Pending the Senate
13.	Freedom to Vote (H.R.5746)	Resolved in the House (1/13/2022)	Passed the Senate (12/14/2021). After resolved in House, cloture motion rejected (1/19/2022)
14.	America Creating Opportunities for Manufacturing Pre-Eminence in Technology and Economic (COMPETES) Act of 2022 (H.R.4521)	Passed the House (02/04/2022)	Received in the Senate (02/17/2022). Read the first time. Placed on Senate Legislative Calendar under Read the First Time.



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	House Bill	House Status	Senate Status
15.	Ending Forced Arbitration of Sexual Assault and Sexual Harrassment Act of 2021 (H.R.4445)	Passed the House (02/07/2022)	Passed the Senate by Voice Vote (02/10/2022). Became Public Law on 03-03-2022.
16.	Forced Arbitration Injustice Repeal Act of 2022 (H.R.963)	Passed the House (3/17/2022)	Pending in Senate; received by Senate Judiciary Committee (3/21/2022)

Senate Vote Summaries

1. *Secretary of Housing and Urban Development Marcia Fudge (PN78-6)*

We supported the nomination of former Ohio Rep. Marcia Fudge to be Secretary of the Department of Housing and Urban Development (HUD) because of her diversity of experience, her strong commitment to civil and human rights, and advocacy for working people. The ongoing COVID-19 crisis has worsened the housing crisis for tens of millions of families who live paycheck to paycheck. HUD plays an essential role in the monumental task of addressing our nation's legacy of housing discrimination while at the same time promoting an economic recovery that truly reaches all communities.

Secretary Fudge's values, qualifications and background make her well-suited to lead HUD in playing this role. Before winning her seat in Congress, Fudge served as the mayor of Warrensville Heights, OH. During her tenure in the House, Rep. Fudge consistently stood out as a leader for civil and human rights priorities, including voting rights, education, child nutrition, economic safety nets, Medicare and Medicaid, and fair labor practices.

On March 10, 2021, the Senate confirmed Marcia Fudge by a vote of 66-34 (D: 48-0, R: 16-34, I: 2-0). A good vote was a "yes" vote.

2. *Secretary of Health and Human Services Xavier Becerra (PN78-2)*

We supported Xavier Becerra's nomination to be Secretary of HHS because we believe that to emerge from this pandemic with healthier, stronger, more resilient communities, we need a Secretary of HHS who has fought for and will prioritize health care access and equity for all people in America. Xavier Becerra has that experience and proven expertise.

While serving as Attorney General of California,

Becerra led the country in defending against the harmful Public Charge rule and attacks on the Deferred Action for Childhood Arrivals (DACA) program, showing his dedication to protecting the rights of immigrants and their families. Becerra worked tirelessly to help ensure the availability of affordable prescription drugs and to help protect the health, safety, and rights of working people during the COVID-19 pandemic. Previously he served in the House of Representatives leadership and played a critical role in the passage of the Affordable Care Act. During his time in Congress, he was a strong supporter of the labor movement and policies creating a more just economy.

On March 18, 2021, the Senate confirmed Xavier Becerra by a vote of 50-49 (D: 47-0, R: 1-49, I: 2-0. One D did not vote.) A good vote was a "yes" vote.

3. *Secretary of Labor Marty Walsh (PN78-23)*

We enthusiastically supported Mayor Walsh's nomination to be Secretary of Labor because he knows that collective bargaining is essential to building a stronger economy, combating inequality, beating back COVID-19, and expanding opportunities for working families.

Labor Secretary Marty Walsh was elected mayor of Boston in 2013 after serving nearly two decades in the Massachusetts House of Representatives. As a proud union member, he was a leader in the fight to raise the state minimum wage to \$15 an hour while at the same time creating 135,000 new jobs. In the face of the COVID-19 public health crisis, he created the Boston Resiliency Fund, raising over \$30 million to help laid-off workers gain employment by delivering food to the most vulnerable families and cleaning community spaces that were being used to shelter the homeless. He also negotiated directly with local banks to stop evictions.

Marty Walsh's life is one of personal struggles and triumphs on behalf of working people. He has fought racism and sexism all his life and, as mayor, worked with



immigrants, communities of color and the working poor to make Boston a better city for everyone.

On March 22, 2021, the Senate confirmed Marty Walsh by a vote of 68-29 (D: 50-0, R: 16-29, I: 2-0. Three R's did not vote.) A good vote was a "yes" vote.

4. **Ketanji Brown Jackson to the District of Columbia Court of Appeals (PN391)**

We supported Justice Jackson's nomination because of her unparalleled qualifications and record of accomplishment in supporting working people. Of the over 600 judges serving on the Court of Appeals (the level right below the Supreme Court), an overwhelming majority are white, male, and have a corporate law background. As a candidate, President Biden pledged to prioritize demographic and professional diversity in his judicial nominations, and Ketanji Brown Jackson's confirmation demonstrates that commitment. Judge Jackson is only the third African American woman to ever serve on the important D.C. Circuit Court of Appeals, which has jurisdiction over Congress and many federal agencies. She has experience as a public defender, has represented the most vulnerable members of our society, and has fought for the constitutional rights of all.

In *AFGE, AFL-CIO v. Trump*, Judge Jackson overturned three Trump executive orders which limited the rights of federal employees to bargain collectively and engage with union representatives.

On June 14, 2021, the Senate confirmed Judge Jackson by a vote of 53-44 (D: 51-0, R: 3-44, I: 2-0. Three R's did not vote.) A good vote was a "yes" vote.

5. **For the People Act (S.1)**

The UAW endorsed (S.1/H.R.1). These identical pro-democracy bills aimed at expanding and protecting voting rights, reforming campaign finance laws, and making public officials more legally accountable for weighing in on decisions that could be improper due to conflicts of interests. We endorsed S. 1 because it would give UAW members and their families a greater voice in our democracy by expanding voting rights and stopping states from making it harder for people to vote.

S.1 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.

On June 22, 2021, the Senate filed a cloture motion to proceed to consideration of the For the People Act

(H.R.1/S.1), passed in the House in March 2021. A cloture motion requires 60 votes to pass. (See the **Glossary** on "Filibuster"). The cloture motion failed on a vote of 50-50 (D: 48-0, R: 0-50, I: 2-0). A good vote was a "yes" vote.

6. **Deputy Secretary of Labor Julie Su (PN122)**

We supported Julie Su's nomination to be Deputy Secretary of Labor because she is committed to addressing policies and practices that erode the rights of workers. Su has a long record of standing with workers by taking on issues of misclassification and wage theft, an issue that impacts all workers in every sector of our economy.

Far too often, companies have misclassified workers as "independent contractors" taking away the stability and security that a job should provide, and depriving workers of protections such as the minimum wage, overtime pay, and unemployment insurance. Julie Su is the former California Labor Secretary, a daughter of immigrants, a Harvard Law graduate, and a nationally renowned labor policy expert and former civil rights lawyer. She has a proven record of accomplishment of transforming government agencies to deliver on their mission. She has been a critical leader during the COVID-19 crisis, addressing the delivery of unemployment insurance, ensuring workplace health and safety, and promoting sound economic policy to support small businesses and their workers. Secretary Su's experience in California, the largest economy in the country and the fifth-largest economy in the world, brings a vital state leader's perspective to the Department of Labor.

Julie Su's record of innovation and working with employers, workers, and communities to enforce workplace standards and develop initiatives is just what is .

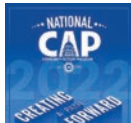
On July 13, 2021, the Senate confirmed Julie Su by a vote of 50-47 (D: 48-0, R: 0-47, I: 2-0. Three R's did not vote.) A good vote was a "yes" vote.

7. **Tiffany Cunningham to the Federal Court of Appeals (PN389)**

We supported Judge Cunningham's nomination because of her many years of experience and her fairness of judgment.

Judge Cunningham is the first African American judge in the history of the Federal Circuit Court of Appeals. Judge Cunningham brings both technical and legal expertise to the Federal Circuit. Cunningham holds both a bachelor's degree in chemical engineering from the Massachusetts Institute of Technology and a J.D. from Harvard Law School. She has extensive experience in federal court, having argued before multiple district courts and the Federal Circuit.

The Federal Circuit Court of Appeals has nationwide



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jurisdiction over patent, trademark, and international trade cases. While most of this Court's docket involves intellectual property, the Federal Circuit also has unique nationwide jurisdiction over critical subject areas that impact workers. Cases involving federal personnel, veterans and public safety officers' benefits, and certain financial claims against the federal government are a significant part of this Court's non-IP docket.

On July 19, 2021, the Senate confirmed Judge Cunningham by a vote of 63-33 (D: 46-0, R: 15-33, I: 2-0. Two D's and two R's did not vote.) A good vote was a "yes" vote.

8. National Labor Relations Board General Counsel Jennifer Abruzzo (PN126)

We supported Jennifer Abruzzo's nomination to be NLRB's General Counsel (GC) for her strong pro-worker record on the NLRB and elsewhere in her long career in labor law. Ms. Abruzzo most recently worked for the Communications Workers of America (CWA) and spent almost twenty-three years working for the NLRB in various capacities.

One of the most important positions at the NLRB is that of GC. The NLRB General Counsel is independent from the Board and is responsible for the investigation and prosecution of unfair labor practice cases and for the general supervision of the NLRB field offices in the processing of cases.

On July 21, 2021, Jennifer Abruzzo was confirmed by the Senate by a vote of 51-50 (D: 48-0, R: 0-50, I: 2-0. Vice President Harris served as a tie breaker.) A good vote was a "yes" vote.

9. National Labor Relations Board Member Gwynne Wilcox (PN609)

We supported Gwynne Wilcox's nomination to the NLRB because of her solid pro-worker record and experience working for labor unions.

Under President Joe Biden, the NLRB has had a dramatic shift in personnel and now has a 3-2 Democratic majority on the five-member Board. Each board member is confirmed for a two-year term. Gwynne Wilcox is the first African American woman to serve on the NLRB since its inception in 1935. Most recently, Ms. Wilcox worked as a senior partner at Levy Ratner, P.C., a New York City labor and employment law firm. There, she served as Associate General Counsel of 1199SEIU United Healthcare Workers East and as a labor representative to the NYC Office of Collective Bargaining. Prior to joining Levy Ratner, Wilcox worked as a Field Attorney at Region 2 of the National Labor Relations Board in New York City.

On July 28, 2021, the Senate confirmed Gwynne Wilcox by a vote of 52-47 (D: 48-0, R: 2-47, I: 2-0. One R did not vote.) A good vote was a "yes" vote.

10. National Labor Relations Board Member David Prouty (PN739)

We supported David Prouty's nomination to the NLRB based on his long pro-worker record as a labor lawyer.

Most recently, Prouty served as General Counsel of Service Employee International Union (SEIU) Local 32BJ, the largest labor union for property service workers in the country. He served as General Counsel for the Major League Baseball Players Association (MLBPA) and for UNITE HERE.

On July 28, 2021, the Senate confirmed David Prouty by a vote of 53-46 (D: 48-0, R: 3-46, I: 2-0. One R did not vote.) A good vote was a "yes" vote.

11. Infrastructure Investment and Jobs Act (IIJA) (H.R. 3684)

The IIJA provides \$1.2 trillion worth of investments to fix and modernize our nation's critical infrastructure, including roads, bridges, tunnels, ports, power grid, electric vehicle (EV) charging stations, broadband infrastructure, and wastewater facilities. The law includes \$5 billion for electric school buses, many of which will be built by UAW members. Washington tried and failed for years to pass a major bill to upgrade critical transportation and utility infrastructure. President Biden was able to deliver on this promise by facilitating a compromise in a highly partisan, vitriolic environment.

The IIJA did not come a moment too soon, as our country's infrastructure has been neglected and much of it is in a state of disrepair. According to the Federal Highway Administration over 337,502 bridges—over 50% of all bridges in the U.S.—are in bad condition. Similarly, the American Society of Civil Engineers (ASCE) found that one out of every five miles of highway pavement is in poor condition and our roads have a significant and increasing backlog of rehabilitation needs. In ASCE's 2021 report card, they gave America's infrastructure a "C" grade, which is the first time the nation's infrastructure has scored outside the D range in 20 years. As extreme weather patterns become more frequent, the need for resilient power lines and reliable transportation measures becomes more urgent. For UAW members the passage of IIJA brings both improvements in public services and job opportunities, as new construction projects will raise the demand for machinery built by UAW members.

On August 10, 2021, the Senate passed IIJA by a vote of 69-30 (D: 48-0, R: 19-30, I: 2-0. One R did not vote.) A



good vote was a “yes” vote. The bill then went back to the House, which passed it on November 5, 2021. It was signed into law November 15, 2021.

12. Freedom to Vote Act (S.2747))

We supported S.2747 because it would protect the integrity of U.S. elections at a time when our democracy is under attack. Driven by false claims that the 2020 elections were illegitimate, nineteen states passed thirty-four laws making it harder for citizens to vote in 2021. State voter suppression laws run the gamut from making it harder to vote by mail and reducing the number of ballot drop boxes – both of which disproportionately impact marginalized communities of color and tend to vote Democrat.

S.2747 would put a halt to these restrictive efforts and effectively expand voting rights protections across the country. Key provisions in the measure would prohibit the partisan gerrymandering of congressional districts, authorize grants to states that secure election systems, and expand requirements for independent groups to disclose their donors and political expenditures. The legislation would also greatly expand voting access to those unable to make it to the polls for social, economic, or political reasons. For instance, the bill would establish online and automatic voter registration and restore felons’ voting rights after they complete their sentences. Without proper action taken to pass S.2747, many voters will find it harder to cast a ballot this November.

On September 14, 2021, S.2747 was introduced in the Senate. Unfortunately, cloture was not invoked on the motion to proceed to S.2747 by a vote of 49-51 (D: 47-1, R: 0-50, I: 2-0). This means Senate Democrats were unable to garner enough votes to end debate and vote on the bill. A good vote was a “yes” vote.

13. John R. Lewis Voting Rights Advancement Act of 2021 (S.4)

Our union is committed to policies that advance civil rights and voting rights. In that spirit, we supported S.4 which aims to block states from passing discriminatory election laws.

For decades, the Voting Rights Act of 1965 (VRA) ensured equal voting access for minority voters by requiring states with a history of voter discrimination to obtain pre-clearance from the Department of Justice before making changes to their voting laws. However, in the 2013 decision of *Shelby County v. Holder*, the Supreme Court’s conservative

majority struck down this requirement on the basis that voter discrimination was an “issue of the past” and that the formula determining which states were subject to pre-clearance was outdated.

In protecting the heart of the original VRA, S.4 would once again reinstate the DOJ’s ability to prevent states with a recent history of voter discrimination from implementing laws and practices that restrict the right to vote. This is done by including an updated formula for determining which states are subject to federal oversight. By protecting the right to vote, S.4 restores the full promise of our democracy and advances the legacy of brave civil rights leaders like John Lewis, who risked their lives to end discrimination and demand equal justice for all.

On October 5, 2021, S.4 was introduced in the Senate. Unfortunately, cloture was not invoked on the motion to proceed to S.4 by a vote of 50-49 (D: 47-1, R: 1-48, I: 2-0). This means Senate Democrats were unable to garner enough votes needed to end debate and vote on the bill. A good vote was a “yes” vote.

14. Confirmation of Judge Ketanji Brown Jackson to the U.S. Supreme Court (PN1783)

With the retirement of Justice Stephen Breyer, President Biden nominated Ketanji Brown Jackson to serve as Associate Justice of the U.S. Supreme Court. She is no stranger to the U.S. Senate confirmation process, as she has been confirmed three previous times, most recently for the U.S. Court of Appeals for the D.C. Circuit. Justice Jackson has broad experience across the legal profession. She played a key role in the U.S. Sentencing Commission on criminal justice reform and showed a keen understanding of the implications of the law on everyday lives.

Justice Jackson also brings much needed professional diversity to the bench because she is the first justice in more than 30 years who has experience representing criminal defendants as a public defender, which is notable because only 8 percent of all federal judges are former public defenders. This experience makes a difference because we need more judges who have worked with vulnerable populations. She is also the first African American woman to serve as Supreme Court justice, a long overdue achievement.

On April 4, 2021, a motion to discharge was agreed to 53 – 47 in the Senate. This was due to a tie-vote in the Senate Judiciary Committee. The final vote on the Senate floor was 53-57 (D: 48-0, R: 3-47, I: 2-0). A good vote was a “yes” vote.



1ST SESSION 117TH CONGRESS HOUSE VOTES

House Vote Summaries

15. Equality Act (H.R. 5)

We supported the Equality Act because it fixes these problems by amending existing federal civil rights laws to explicitly prohibit discrimination based on sexual orientation and gender identity in employment, education, housing, credit, jury service, public accommodations, and federal funding. This bill would extend equal protection under the law to our LGBTQ union brothers and sisters.

Despite progress made at the federal level in recent years, many forms of discrimination against LGBTQ people persist. Millions of LGBTQ people face discrimination on the worksite and from housing and school authorities based solely on their sexual orientation or gender identity. In 27 states, a person can be denied housing because of their sexual orientation or gender identity. LGBTQ people can also be denied access to education in 31 states, and the right to serve on a jury in 41 states.

On February 25, 2021, H.R. 5 passed the House by a vote of 211-195 (D: 211-0, R: 0-195). A good vote was a “yes” vote.

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

We endorsed H.R. 1 because it would give UAW members and their families a greater voice in our democracy by expanding voting rights and stopping states from making it harder for people to vote.

H.R. 1, introduced by Rep. John Sarbanes (D-MD-03) 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.

It also reigns in numerous state laws that have successfully suppressed the vote since the Roberts Supreme Court hampered the Voting Rights Act in 2010. Low turnout hurts candidates that rely on economically and racially diverse votes to win elections. 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 ten states made it more difficult to vote early or absentee. The bill would also curtail voting roll purges that remove legitimate 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 cracks 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 For the People Act puts limitations on foreign lobbying and requires super PACs and “dark money” organizations to publicly disclose the names of wealthy individuals and corporations who 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, without disclosing 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 on *Citizens United*).

On March 3, 2021, the House passed H.R. 1 by a vote of 220-210 (D: 220-1, R: 0-209). A good vote was a “yes” vote.

17. George Floyd Justice and Policing Act (H.R. 1280)

We endorsed this bill because of our union’s commitment to fairness, equity, and racial justice.

This bill would ban police use of chokeholds and no-knock warrants in federal drug cases, make lynching a federal hate crime, and promote law enforcement training to keep communities safe.

On March 3, 2021, the House passed H.R. 1280 by a vote of 220-212 (D: 219-2, R: 1-210). A good vote was a “yes” vote.



18. American Rescue Plan Act of 2021 (H.R. 1319)

Since the beginning of the COVID-19 pandemic, our union urged our elected leaders to take bold steps to protect Americans from infection and support those who have lost their jobs. The previous 116th Congress passed bi-partisan aid packages such as the CARES Act, which provided stimulus checks and much-needed government aid during this crisis. However, as 2020 progressed, Republicans became more resistant to making investments needed to keep people afloat and reign in COVID-19.

After his election, President Biden made it his priority to pass a law that would provide desperately needed economic relief to states, businesses, and families. The American Rescue Plan Act of 2021 (ARPA) delivered relief for working families, and retirees, and made significant investments to help families who have suffered financially to put food on the table and keep a roof over their heads. This historic \$1.9 trillion law gave America the tools needed to survive this devastating pandemic and provide economic stability to workers and retirees throughout the country.

From the start of the pandemic in March 2020 through February 2021, 115 million people had experienced a loss in employment income, and 37 million qualified for and received UI during that period, according to the Census Bureau. ARPA put our economy on the path to recovery and saved thousands of working families from financial struggle. It is also projected to drastically reduce poverty, especially child poverty, through the expanded child tax credit and ensure many retirees in multi-employer pension plans will receive the pensions they earned. The Urban Institute estimates that ARPA will lift 16 million Americans out of poverty. ARPA provided substantial relief to single and multi-employer pension plans. Thousands of UAW members were at risk of not receiving benefits through no fault of their own.

After the House passed ARPA on February 27, 2021, the Senate passed ARPA by a vote of 50-49 (D: 48-0, I: 2-0, R: 0-49). Not a single Senate Republican voted for this crucial bill. President Biden signed ARPA into law on March 11, 2021. A good vote was a “yes” vote.

19. Protecting the Right to Organize (PRO) Act (H.R. 842)

We supported this bill because it would fix fundamental problems with our labor laws and help more workers have their voices heard on the job.

This crucial legislation fixes our decades-old labor laws by increasing penalties against employers who violate workers’ rights to organize, protecting the right to strike,

prohibiting captive audience meetings, and helping workers secure a first contract. Our union has led the way on these issues through bargaining protections in your workplace contracts.

On March 9, 2021, the PRO Act passed the House by a vote of 225-206 (D: 220-1, R: 5-205). A good vote was a “yes” vote.

20. American Dream and Promise Act (H.R. 6)

We supported H.R. 6 because it 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). (See Glossary for more information on DACA)

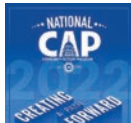
The Dream and Promise Act would protect hundreds of thousands of immigrant youth who were brought to the United States before the age of 18, known as Dreamers or DACA recipients. To qualify, Dreamers would have four or more years of residency and would need to graduate from high school. The bill would 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 March 18, 2021, the House passed H.R. 6 by a vote of 228-197 (D: 219-0, R: 9-197). A good vote was a “yes” vote.

21. 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 April 15, 2021, H.R. 7 passed the House by a vote of 217-210 (D: 216-0, R: 1-210). A good vote was a “yes” vote. It then was sent to the Senate, where Majority Leader Schumer attempted to pass it through a regular vote. Unfortunately, on June 8th the Senate Republicans filibustered the bill and prevented it from advancing to a vote.



ROLL CALL

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

We supported H.R. 1195 because it would advance workplace safety for nurses, health care workers and social workers who are at considerable 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 April 16, 2021, the House passed H.R. 1195 by a vote of 254-166 (D: 216-0, R: 38-166). A good vote was a “yes” vote.

23. Pregnant Workers Fairness Act (H.R. 1065)

We endorsed this legislation because of our union’s long-standing history of opposing workplace sex discrimination.

This bill would require private and public sector employers with more than 15 employees to make reasonable accommodations for pregnant workers and job applicants so long as the accommodation does not impose an undue hardship on the employer.

On May 14, 2021, the House passed H.R. 1065 by a vote of 315-101 (D: 216-0, R: 99-101). A good vote was a “yes” vote.

24. John Lewis Voting Rights Advancement Act (H.R. 4)

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 Statement of Administrative Policy threatening a veto if the bill advances through the Senate.

25. Infrastructure Investment and Jobs Act (IIJA) (H.R. 3684)

The IIJA provides \$1.2 trillion worth of investments to fix and modernize our nation’s critical infrastructure, including roads, bridges, tunnels, ports, power grid, electric vehicle (EV) charging stations, broadband infrastructure, and wastewater facilities. The law includes \$5 billion for electric school buses, many of which will be built by UAW members. Washington tried and failed for years to pass a major bill to upgrade critical transportation and utility infrastructure. President Biden was able to reach a compromise in a highly partisan environment.

The IIJA could not come at a better time, as our country’s infrastructure has been neglected and much of it is in a state of disrepair. According to the Federal Highway Administration over 337,502 bridges—over 50% of all bridges in the U.S.—are in bad condition. Similarly, the American Society of Civil Engineers (ASCE) found that one out of every five miles of highway pavement is in poor condition, and our roads have a significant and increasing backlog of rehabilitation needs. In ASCE’s 2021 report card, they gave America’s infrastructure a “C” grade, which is the first time the nation’s infrastructure has scored outside the “D” range in 20 years. As extreme weather patterns become more frequent, the need for resilient power lines and reliable transportation measures becomes more urgent. For UAW members the passage of IIJA brings both improvements in public services and job opportunities, as new construction projects will raise the demand for machinery built by UAW members.

On November 5, 2021, the House passed IIJA by a vote of 228-206 (D: 215-6, R: 13-200). It had previously passed the Senate on August 10, 2021. A good vote was a “yes” vote. It was signed into law November 15, 2021.

26. Build Back Better Act (BBBA) (H.R. 5376)

We strongly supported the Build Back Better Act (BBBA) because it will create millions of good jobs--providing more Americans with the opportunity to reach their full potential and share in our nation’s prosperity. The BBBA will also provide childcare and eldercare for millions of families, universal preschool, clean energy jobs, expanded health care and paid leave, tax fairness and



support for worker union organizing. It will also provide meaningful protections for immigrants and policies to curb the excessive cost of prescription drugs.

President Biden campaigned on the promise of passing major investments in our physical and social infrastructure to help America Build Back Better from the ongoing pandemic. BBBA represents a once-in-a-generation investment in our families and our communities, improving our environment and creating millions of good union jobs.

Importantly, the BBBA includes a key provision that ensures key consumer rebates for electric vehicles (EVs) are only applied to good paying, union auto jobs made domestically. The Stabenow/Kildee Made in America Provision would continue a \$7,500 consumer credit for EVs but add for the next five years a \$4,500 bonus for autos assembled in the United States with union labor and \$500 for batteries built in the United States. These rebates, which could total up to \$12,500, would apply at the point of sale or on tax returns, depending on the consumer's preference.

On November 19, 2021, the BBBA passed the House by a vote of 220-213 (D: 220-1, R: 0-212). A good vote was a "yes" vote.

27. Freedom to Vote (H.R. 5746)

We supported H.R.5746 to continue our union's historic commitment of protecting voting rights and securing election integrity. H.R. 5746 combined the aforementioned Freedom to Vote Act and the John R. Lewis Voting Rights Advancement Act, though with a few key differences. The bill acts as an additional attempt to pass voting rights reform and bypass a Republican filibuster which prevents debate from starting in the Senate.

On January 13, 2022, H.R.5746 passed the House 220-203 (D: 220-0, R: 0-203), along party lines. Unfortunately, cloture was not invoked on the motion to proceed to H.R.5746 by a vote of 49-51. This means Senate Democrats were unable to garner enough votes to end debate and vote on the bill. A good vote was a "yes" vote.

28. America COMPETES Act of 2022 (H.R. 4521)

We supported H.R.4251 because it would improve U.S. manufacturing competitiveness, help ensure we do not have future shortages of auto grade chips, strengthen our supply chains, and protect American workers from unfair trade practices that have cost jobs throughout the country and put thousands more in jeopardy. Most crucially, the COMPETES Act allows our country to compete against global competitors like China. This includes \$52 billion for CHIPS funding for domestic industry right here at home.

Investments contained in the COMPETES Act increase

U.S. production of auto-grade chips that are needed to prevent future chip shortages that affect the manufacturing of cars, trucks, and agriculture. The current shortage has caused layoffs, reduced hours for UAW rank-and-file members and hurt families and communities that rely on these industries for their economic livelihood.

To prevent such outcomes, the COMPETES ACT includes \$52 billion to bolster domestic semiconductor production in the U.S. The legislation also establishes a National Semiconductor Technology Center. This research for more efficient semiconductor production is key, since over the past 30 years, semiconductor production has been offshored. Passage of this bill is critical for making America competitive in our global economy, supporting workers whose jobs are lost to trade, and curbing China's trade distortions that have put downward pressure on U.S. production that eliminated U.S. jobs. A vote against the COMPETES Act signals to our global economic competitors such as China that they can dominate at the expense of American workers.

On February 4, 2022, H.R.4521 passed the House 222-210. Its sister legislation, the United States Innovation and Competition Act of 2021 (USICA) (S.1260), passed the Senate on June 8, 2021. Both bills are currently being reconciled in conference committee. A good vote was a "yes" vote.

29. Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act of 2021 (H.R. 4445)

We supported H.R.4445 because it makes long-overdue changes in U.S. arbitration law to protect survivors of sexual assault. Crucially, the measure would ban the use of forced arbitration clauses on cases relating to sexual harassment and assault in the workplace.

Forced arbitration is common in employment and consumer contracts which require any disputes to be settled through private arbitration rather than in court. However, because arbitration lacks the transparency and precedential guidance of the justice system, there is no guarantee that the relevant law will be applied to these disputes or that fundamental notions of fairness and equity will be upheld in the process. Banning these arbitration agreements on cases related to sexual assault or harassment would create a safer environment for all genders and represent one of the greatest positive changes to labor law in U.S. history.

On February 7, 2022, H.R.4445 passed the House 335-97 and the Senate by voice vote without amendment (D: 222-0, R: 113-97, I: 0-0). A good vote was a "yes" vote. It became law on March 3, 2022.



ROLL CALL

30. Freedom to Vote (H.R. 5746)

We supported H.R.963 because it protects average citizens' 7th Amendment right to pursue justice and accountability in the court system. The FAIR Act, as it is called, would ensure people who contract with private entities are not forced into private arbitration, where the corporate party has unbalanced power in choosing the arbitrator in unappealable decisions. This protection would be achieved by eliminating forced arbitration clauses in employment, consumer, and civil rights cases and allow

consumers and workers to agree to arbitration after a dispute occurs. More and more, arbitration clauses have been hidden in updated terms and conditions or in mid-year employee reviews. The FAIR Act ensures every American, regardless of their employer, has their fair day in court.

On March 17, 2022, H.R.963 passed the House 222-209 and is being received by the Senate Committee on the Judiciary (D: 221-0, R: 1-209, I: 0-0). A good vote was a "yes" vote.



2021 SENATE VOTING RECORD

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Senator															
AK																
R	Lisa Murkowski	+	-	X	-	+	-	+	-	+	+	+	-	+	+	62
R	Daniel Sullivan	+	-	+	X	-	-	-	-	-	+	+	-	-	-	31
AL																
R	Richard Shelby	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R	Tom Hawley Tuberville	-	-	+	-	-	-	-	-	-	-	-	-	-	-	7
AR																
R	John Boozman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R	Tom Cotton	-	-	-	-	-	-	-	-	+	-	-	-	-	-	0
AZ																
D	Kyrsten Sinema	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Mark Kelly	+	+	+	+	+	+	X	+	+	+	+	+	+	+	100
CA																
D	Dianne Feinstein	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Alejandro Padilla	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
CO																
D	John Hickenlooper	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Michael Bennet	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
CT																
D	Richard Blumenthal	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Christopher Murphy	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
DE																
D	Thomas Carper	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Christopher Coons	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
FL																
R	Marco Rubio	-	-	-	-	X	-	+	-	-	-	-	-	-	-	8
R	Richard Scott	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0

KEY: + = A Vote For the UAW Position
 - = A Vote Against the UAW Position
 X = Absent or Not Voting
 I = Not Eligible to Vote
 XX = votes Majority Leader Schumer took in order to be able to force another vote on the legislation.

1 Secretary of Housing and Urban Development Marcia Fudge
 2 Secretary of Health and Human Services Xavier Becerra
 3 Secretary of Labor Marty Walsh
 4 American Rescue Plan Act
 5 Ketanji Brown Jackson to the District of Columbia Court of Appeals

6 Deputy Secretary of Labor Julie Su
 7 Tiffany Cunningham to the Federal Circuit Court of Appeals
 8 National Labor Relations Board General Counsel Jennifer Abruzzo
 9 National Labor Relations Board Member Gwynne Wilcox
 10 National Labor Relations Board Member David Prouty

11 Infrastructure Investment and Jobs Act
 12 For the People Act
 13 John R. Lewis Voting Rights Advancement Act of 2021
 14 Confirmation of Judge Ketanji Brown Jackson to the U.S. Supreme Court



ROLL CALL

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Senator															
GA																
D	Raphael Warnock	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Thomas Ossoff	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
HI																
D	Brian Schatz	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Mazie Hirono	+	X	+	+	+	+	+	+	+	+	+	+	+	+	100
IA																
R	Charles Grassley	+	-	+	-	-	-	+	-	-	-	+	-	-	-	29
R	Joni Ernst	-	-	-	-	-	-	+	-	+	-	-	-	-	-	7
ID																
R	Michael Crapo	-	-	-	-	-	-	X	-	-	-	-	-	-	-	8
R	James Risch	-	-	-	-	-	-	-	-	-	-	+	-	-	-	7
IL																
D	Tammy Duckworth	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Richard Durbin	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
IN																
R	Todd Young	+	-	-	-	-	X	-	-	-	-	-	-	-	-	8
R	Mike Braun	-	-	-	-	-	X	-	-	-	-	-	-	-	-	7
KS																
R	Gerald Moran	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7
R	Roger Marshall	-	-	+	-	-	-	-	-	-	-	-	-	-	-	0
KY																
R	Rand Paul	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R	Mitch McConnell	+	-	-	-	-	-	-	-	-	-	+	-	-	-	14
LA																
R	John Kennedy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R	Bill Cassidy	-	-	+	-	-	-	-	-	-	-	+	-	-	-	14
MA																
D	Elizabeth Warren	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Edward Markey	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100

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11 Infrastructure Investment and Jobs Act
 12 For the People Act
 13 John R. Lewis Voting Rights Advancement Act of 2021
 14 Confirmation of Judge Ketanji Brown Jackson to the U.S. Supreme Court

ROLL CALL



		1	2	3	4	5	6	7	8	9	10	11	12	13	14	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Senator															
MO																
R	Roy Blunt	+	-	+	-	X	-	-	-	-	-	+	-	-	-	23
R	Josh Hawley	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
MS																
R	Roger Wicker	-	-	-	-	-	-	-	-	-	-	+	-	-	-	7
R	Cindy Hyde-Smith	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
MT																
D	Jon Tester	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R	Steven Daines	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
NC																
R	Richard Burr	-	-	+	-	-	-	+	-	-	-	+	-	-	-	21
R	Thomas Tillis	-	-	+	-	-	-	+	-	-	-	+	-	-	-	21
ND																
R	John Hoeven	+	-	+	-	-	-	-	-	-	-	+	-	-	-	21
R	Kevin Cramer	+	-	+	-	-	-	-	-	-	-	+	-	-	-	21
NE																
R	Benjamin Sasse	-	-	-	-	X	-	X	-	-	-	-	-	-	-	0
R	Debra Fischer	-	-	+	-	-	-	+	-	-	-	+	-	-	-	21
NH																
D	Maggie Hassan	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Jeanne Shaheen	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
NJ																
D	Robert Menendez	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Cory Booker	+	+	+	+	+	+	X	+	+	+	+	+	+	+	100
NM																
D	Martin Heinrich	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Ben Lujan	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
NV																
D	Catherine Cortez Masto	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Jacky Rosen	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100

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1 Secretary of Housing and Urban Development Marcia Fudge
 2 Secretary of Health and Human Services Xavier Becerra
 3 Secretary of Labor Marty Walsh
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 5 Ketanji Brown Jackson to the District of Columbia Court of Appeals

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		1	2	3	4	5	6	7	8	9	10	11	12	13	14	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Senator															
NY																
D	Charles Schumer	+	+	+	+	+	+	+	+	+	+	+	XX	XX	+	100
D	Kirsten Gillibrand	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
OH																
R	Rob Portman	+	-	+	-	-	-	+	-	-	-	+	-	-	-	29
D	Sherrod Brown	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
OK																
R	James Lankford	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R	James Inhofe	-	-	-	-	-	X	-	-	-	-	-	-	-	-	0
OR																
D	Ron Wyden	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Jeffrey Merkley	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
PA																
R	Pat Toomey	-	-	X	-	-	-	-	-	-	-	-	-	-	-	0
D	Bob Casey	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
RI																
D	Sheldon Whitehouse	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Jack Reed	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
SC																
R	Timothy Scott	+	-	-	-	-	-	-	-	-	-	-	-	-	-	7
R	Lindsey Graham	+	-	+	-	+	-	+	-	-	-	+	-	-	-	36
SD																
R	John Thune	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R	Michael Rounds	+	-	-	-	-	-	+	-	X	X	X	-	X	-	20
TN																
R	Marsha Blackburn	-	-	X	-	-	-	-	-	-	-	-	-	-	-	0
R	William Hagerty	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
TX																
R	Ted Cruz	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R	John Cornyn	-	-	+	-	-	-	+	-	-	-	-	-	-	-	14

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	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Senator															
UT																
R	Mike Lee	-	-	+	-	-	-	+	-	-	-	-	-	-	-	14
R	Mitt Romney	+	-	+	-	-	-	+	-	-	-	+	-	-	+	36
VA																
D	Tim Kaine	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Mark Warner	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
VT																
D	Patrick Leahy	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
I	Bernie Sanders	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
WA																
D	Patty Murray	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D	Maria Cantwell	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
WI																
R	Ronald Johnson	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
D	Tammy Baldwin	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
WV																
D	Joe Manchin	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R	Shelley Capito	+	-	+	-	-	-	+	-	-	-	+	-	-	-	29
WY																
R	John Barrasso	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R	Cynthia Lummis	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0

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ROLL CALL

2021 HOUSE VOTING RECORD

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
AK																		
01	VACANT Special Election August 16, 2022																	
AL																		
R-04	Robert Aderholt	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-05	Morris Brooks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
R-01	Jerry Carl	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-02	Felix Moore	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-06	Gary Palmer	-	-	-	-	-	-	-	-	-	-	-	-	X	-	-	-	0
R-03	Michael Rogers	-	-	-	-	-	-	-	-	-	-	-	-	X	-	-	-	0
D-07	Terri Sewell	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
AR																		
R-01	Rick Crawford	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-02	James Hill	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-04	Bruce Westerman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-03	Stephen Womack	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
AZ																		
R-05	Andy Biggs	-	-	-	-	-	-	-	-	X	-	-	-	-	-	+	-	7
D-07	Ruben Gallego	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-04	Paul Gosar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
D-03	Raul Grijalva	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-02	Ann Kirkpatrick	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-08	Debbie Lesko	-	-	-	-	-	-	-	+	+	-	-	-	-	-	-	-	13
D-01	Tom O'Halleran	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-06	David Schweikert	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-09	Greg Stanton	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
CA																		
D-31	Peter Aguilar	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-44	Nanette Barragan	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-37	Karen Bass	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100

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ROLL CALL



		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
D-07	Ami Bera	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-26	Julia Brownley	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-42	Kenneth Calvert	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
D-24	Salud Carbajal	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-29	Tony Cardenas	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-27	Judy Chu	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-46	Jose Correa	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-16	Jim Costa	+	+	+	+	+	+	+	+	+	X	+	+	+	+	+	+	100
D-11	Mark DeSaulnier	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-18	Anna Eshoo	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-03	John Garamendi	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-25	Michael Garcia	-	-	-	-	-	-	-	+	+	-	-	-	-	-	+	-	19
D-34	Jimmy Gomez	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-10	Josh Harder	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-02	Jared Huffman	+	+	+	+	+	+	X	+	+	+	+	+	+	+	+	+	100
R-50	Darrell Issa	-	-	-	-	-	-	-	-	+	-	-	-	-	-	-	-	6
D-53	Sara Jacobs	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-17	Ro Khanna	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-39	Young Kim	-	-	-	-	-	-	-	+	+	-	-	-	-	-	+	-	19
R-01	Douglas LaMalfa	-	-	-	-	-	-	-	-	+	-	-	-	-	-	-	-	6
D-13	Barbara Lee	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-49	Mike Levin	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-33	Ted Lieu	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-19	Zoe Lofgren	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-47	Alan Lowenthal	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-06	Doris Matsui	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-23	Kevin McCarthy	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-04	Tom McClintock	-	-	-	-	-	-	-	-	-	-	-	-	X	-	+	-	0
D-09	Jerry McNerney	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-32	Grace Napolitano	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-08	Jay Obernolte	-	-	-	-	-	-	-	-	+	-	-	-	-	-	-	-	6

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ROLL CALL

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
D-20	Jimmy Panetta	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-12	Nancy Pelosi	+	+	+	+	+	+				+	+	+	+	+	+		100
D-52	Scott Peters	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-45	Katie Porter	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-40	Lucille Roybal-Allard	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-36	Raul Ruiz	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-38	Linda Sanchez	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-28	Adam Schiff	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-30	Brady Sherman	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-14	Jackie Speier	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-28	Michelle Steel	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
D-15	Eric Swalwell	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-41	Mark Takano	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-05	Michael Thompson	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-35	Norma Torres	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
22	VACANT Special Election June 7, 2022																	
R-21	David Valadao	-	-	-	-	-	+	-	-	+	-	-	-	-	-	+	-	19
D-51	Juan Vargas	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-43	Maxine Waters	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
CO																		
R-03	Lauren Boebert	X	-	-	-	-	-	-	X	-	-	-	-	-	-	-	-	0
R-04	Kenneth Buck	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
D-06	Jason Crow	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-01	Diana Degette	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-05	Douglas Lamborn	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
D-02	Joseph Neguse	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-07	Ed Perlmutter	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
CT																		
D-02	Joe Courtney	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-03	Rosa DeLauro	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-05	Jahana Hayes	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100

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State	Representative																	
D-04	Jim Himes	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-01	John Larson	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
DE																		
D-01	Lisa Blunt Rochester	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
FL																		
R-12	Gus Bilirakis	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-16	Vern Buchanan	-	-	-	-	-	-	-	-	+	-	-	-	-	-	-	-	6
R-03	Kat Cammack	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
D-14	Kathy Castor	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-20	Sheila Cherfilus-McCormick	I	I	I	I	I	I	I	I	I	I	I	I	I	+	+	+	100
D-13	Charles Crist	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-10	Val Demings	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-22	Theodore Deutch	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-25	Mario Diaz-Balart	-	-	-	-	-	+	-	-	+	-	-	-	-	-	+	-	19
R-19	Byron Donalds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-02	Neal Dunn	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
D-21	Lois Frankel	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-15	Scott Franklin	-	-	-	-	-	-	-	X	-	-	-	-	-	-	-	-	0
R-01	Matt Gaetz	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	+	19
R-26	Carlos Gimenez	-	-	-	-	-	+	-	+	+	-	-	-	-	-	+	-	25
D-05	Alfred Lawson	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-18	Brian Mast	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
D-07	Stephanie Murphy	+	+	+	+	+	+	+	+	X	+	+	+	+	-	+	+	93
R-08	William Posey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
R-04	John Rutherford	-	-	-	-	-	-	-	-	+	-	-	-	X	-	-	-	7
R-27	Maria Elvira Salazar	-	-	-	-	-	+	-	+	+	-	-	-	-	-	+	-	25
D-09	Darren Soto	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-17	Greg Steube	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-06	Michael Waltz	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
D-23	Debbie Wasserman Schultz	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-11	Daniel Webster	-	-	-	-	-	-	-	X	X	-	-	-	X	-	+	-	8

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ROLL CALL

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
D-24	Frederica Wilson	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
GA																		
R-12	Richard Allen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
D-02	Sanford Bishop	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-07	Carolyn Bourdeaux	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-01	Earl Carter	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
R-09	Andrew Clyde	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-03	Anderson Ferguson	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-14	Marjorie Taylor Greene	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-10	Jody Hice	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
D-04	Henry Johnson	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-11	Barry Loudermilk	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
D-06	Lucy McBath	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-08	Austin Scott	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
D-13	David Scott	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-05	Nikema Williams	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
HI																		
D-01	Ed Case	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-02	Kaiali'i Kahele	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
IA																		
D-03	Cindy Axne	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-04	Randall Feenstra	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-01	Ashley Hinson	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-02	Mariannette Miller-Meeks	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
ID																		
R-01	Russell Fulcher	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-02	Michael Simpson	-	-	-	-	-	-	-	-	X	-	-	-	-	-	+	-	7
IL																		
R-12	Mike Bost	-	-	X	-	-	-	-	+	+	-	-	-	-	-	-	-	13
D-17	Cheri Bustos	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-06	Sean Casten	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100

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ROLL CALL



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	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
D-07	Danny Davis	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-13	Rodney Davis	-	-	-	-	-	-	-	+	+	-	-	-	-	-	-	-	13
D-11	Bill Foster	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-04	Jesus Garcia	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-02	Robin Kelly	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-16	Adam Kinzinger	-	-	-	-	-	X	-	+	+	-	+	-	-	+	+	-	33
D-08	Raja Krishnamoorthi	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-18	Darin LaHood	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-15	Mary Miller	-	X	-	-	-	-	-	X	-	-	-	-	-	-	-	-	0
D-03	Marie Newman	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-05	Michael Quigley	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-01	Bobby Rush	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-09	Jan Schakowsky	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-10	Brad Schneider	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-14	Lauren Underwood	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
IN																		
R-04	James Baird	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-03	Jim Banks	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	6
R-08	Larry Bucshon	-	-	-	-	-	-	-	+	+	-	-	-	-	-	+	-	13
D-07	Andre Carson	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-09	Trey Hollingsworth	-	-	-	-	-	-	-	-	+	-	-	-	-	-	-	-	6
D-02	Frank Mrvan	+	+	+	+	+	+	+	X	+	+	+	+	+	+	+	+	100
R-06	Gregory Pence	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-05	Victoria Spartz	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-02	Jackie Walorski	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
KS																		
D-03	Sharice Davids	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-04	Ron Estes	-	-	-	-	-	-	-	-	X	-	-	-	-	-	X	-	0
R-02	Jacob Laturner	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-01	Tracey Mann	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
KY																		
R-06	Andy Barr	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6

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	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
R-01	James Comer	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-02	Brett Guthrie	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-04	Thomas Massie	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-05	Harold Rogers	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
D-03	John Yarmuth	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
LA																		
D-02	Troy Carter	I	I	I	I	I	I	I	I	+	+	+	+	+	+	+	+	100
R-06	Garret Graves	-	-	-	-	-	-	-	+	+	-	-	-	-	X	+	-	20
R-03	Clay Higgins	-	-	-	-	-	-	-	-	-	-	-	-	X	-	-	-	0
R-04	Mike Johnson	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-05	Julia Letlow	I	I	I	I	I	I	-	-	-	-	-	-	-	-	+	-	10
R-01	Stephen Scalise	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
MA																		
D-04	Jake Auchincloss	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-05	Katherine Clark	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-09	William Keating	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-08	Stephen Lynch	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-02	James McGovern	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-06	Seth Moulton	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-01	Richard Neal	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-07	Ayanna Pressley	+	+	+	+	+	+	+	+	+	+	-	+	+	+	+	+	94
D-03	Lori Trahan	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
MD																		
D-04	Anthony Brown	+	+	+	+	+	+	+	X	+	+	+	+	+	+	+	+	100
R-01	Andrew Harris	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
D-05	Steny Hoyer	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-07	Kweisi Mfume	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-08	Jamie Raskin	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-02	Dutch Ruppersberger	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-03	John Sarbanes	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-06	David Trone	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100

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	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
ME																		
D-02	Jared Golden	+	+	−	−	+	+	+	+	X	+	+	−	+	+	+	+	80
D-01	Charlie Pingree	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
MI																		
R-01	Jack Bergman	−	X	−	−	−	−	−	−	X	−	−	−	−	−	−	−	0
D-12	Debbie Dingell	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-02	William Huizenga	−	−	−	−	−	−	−	X	+	−	−	−	−	−	+	−	13
D-05	Dan Kildee	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-14	Brenda Lawrence	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-09	Andy Levin	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-10	Lisa McClain	−	−	−	−	−	−	−	−	−	−	−	−	−	−	−	−	0
R-03	Peter Meijer	−	−	−	−	−	−	−	+	+	−	−	−	−	−	+	−	19
R-04	John Moolenaar	−	−	−	−	−	−	−	−	+	−	−	−	−	−	−	−	6
D-08	Elissa Slotkin	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-11	Haley Stevens	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-13	Rashida Tlaib	+	+	+	+	+	+	+	+	+	+	−	+	+	+	+	+	94
R-06	Fred Upton	−	−	−	−	−	+	−	+	+	−	+	−	−	−	+	−	31
R-07	Timothy Walberg	−	−	−	−	−	−	−	−	−	−	−	−	−	−	−	−	0
MN																		
D-02	Angie Craig	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-06	Thomas Emmer	−	−	−	−	−	−	−	−	+	−	−	−	−	−	+	−	13
R-07	Michelle Fischbach	−	−	−	−	−	−	−	−	+	−	−	−	−	−	−	−	6
D-04	Betty McCollum	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-05	Ilhan Omar	+	+	+	+	+	+	+	+	+	+	−	+	+	+	+	+	94
D-03	Dean Phillips	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-08	Pete Stauber	−	−	−	−	−	−	−	+	+	−	−	−	−	−	−	−	13
01	VACANT Special Election August 9, 2022																	
MO																		
D-01	Cori Bush	+	+	+	+	+	+	+	+	+	+	−	+	+	+	+	+	94
D-05	Emanuel Cleaver	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-06	Samuel Graves	−	−	−	−	−	−	−	−	−	−	−	−	−	−	+	−	6

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	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
04-R	Vicky Hartzler	-	-	-	-	-	-	-	+	X	-	-	-	-	-	+	-	13
07-R	William Long	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
03-R	Blaine Luetkemeyer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
05-R	Jason Smith	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
02-R	Ann Wagner	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
MS																		
03-R	Michael Guest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
01-R	Trent Kelly	-	-	-	-	-	-	-	-	X	-	-	-	-	-	+	-	7
04-R	Steven Palazzo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
02-D	Bennie Thompson	+	-	+	+	+	+	+	+	+	+	+	+	+	+	+	+	94
MT																		
01-R	Matthew Rosendale	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
NC																		
12-D	Alma Adams	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
09-R	Dan Bishop	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
13-R	Theodore Budd	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
01-D	G K Butterfield	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
11-R	David Cawthorn	-	-	-	-	-	-	X	X	-	-	-	-	-	-	-	-	0
05-R	Virginia Foxx	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
08-R	Richard Hudson	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
06-D	Kathy Manning	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
10-R	Patrick McHenry	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
03-R	Gregory Murphy	-	-	-	-	-	-	-	+	+	-	-	-	-	-	+	-	19
04-D	David Price	+	+	+	+	+	+	+	X	+	+	+	+	+	+	+	+	100
02-D	Deborah Ross	+	+	+	+	+	+	+	X	+	+	+	+	+	+	+	+	100
07-R	David Rouzer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
01-R	Kelly Armstrong	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
NE																		
02-R	Donald Bacon	-	-	-	-	-	+	-	+	+	-	+	-	-	-	-	-	25
03-R	Adrian Smith	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
01	VACANT Special Election June 28, 2022																	

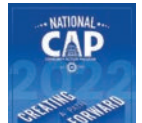
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ROLL CALL



		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
NH																		
D-02	Ann Kuster	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-01	Chris Pappas	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
NJ																		
D-05	Josh Gottheimer	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-03	Andy Kim	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-07	Tom Malinowski	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-01	Don Norcross	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-06	Frank Pallone	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-09	Bill Pascrell	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-10	Don Payne	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-11	Mikie Sherrill	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-08	Albio Sires	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-04	Chris Smith	-	-	-	-	+	+	-	+	+	-	+	-	-	-	+	-	38
R-02	Jeff Van Drew	-	-	-	-	+	-	-	+	+	-	+	-	-	-	-	-	25
D-12	Bonnie Watson Coleman	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
NM																		
D-03	Teresa Lager Fernandez	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-02	Stella Herrell	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
D-01	Melanie Stansbury	I	I	I	I	I	I	I	I	I	+	+	+	+	+	+	+	100
NV																		
R-02	Mark Amodei	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
D-04	Steven Horsford	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-03	Susie Lee	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-01	Dina Titus	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
NY																		
D-16	Jamaal Bowman	+	+	+	+	+	+	+	+	+	+	-	+	+	+	+	+	94
D-09	Yvette Clarke	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-19	Antonio Delgado	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-13	Adriano Espaillat	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-02	Andrew Garbarino	-	-	-	-	-	-	-	+	+	-	+	-	-	-	+	-	25

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		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
26-D	Brian Higgins	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
27-R	Christopher Jacobs	-	-	-	-	-	-	-	+	+	-	-	-	-	-	+	-	19
08-D	Hakeem Jeffries	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
17-D	Mondaire Jones	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
24-R	John Katko	+	-	-	-	+	-	-	+	+	-	+	-	-	-	+	-	38
11-R	Nicole Malliotakis	-	-	-	-	-	-	-	+	+	-	+	-	-	-	+	-	25
12-D	Carolyn Maloney	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
18-D	Sean Patrick Maloney	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
05-D	Gregory Meeks	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
06-D	Grace Meng	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
25-D	Joseph Morelie	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
10-D	Jerrold Nadler	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
14-D	Alexander Ocasio-Cortez	+	+	+	+	+	+	+	+	+	+	-	+	+	+	+	+	94
23-R	Thomas Reed	+	-	-	-	-	-	-	+	+	-	+	-	-	-	+	-	31
04-D	Kathleen Rice	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
21-R	Elise Stefanik	-	-	-	-	-	-	-	+	+	-	-	-	-	-	+	-	19
03-D	Thomas Suozzi	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
22-R	Claudia Tenney	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
20-D	Paul Tonko	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
15-D	Ritchie Torres	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
07-D	Nydia Velazquez	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
01-R	Lee Zeldin	-	-	-	-	-	-	-	+	+	-	-	-	-	-	+	X	20
OH																		
12-R	Troy Balderson	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
03-D	Joyce Beatty	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
11-D	Shontel Brown	I	I	I	I	I	I	I	I	I	I	+	+	+	+	+	+	100
15-R	Mike Carey	I	I	I	I	I	I	I	I	I	I	-	-	-	-	+	-	17
01-R	Steve Chabot	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
08-R	Warren Davidson	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
07-R	Bob Gibbs	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
16-R	Anthony Gonzalez	-	-	-	-	-	-	-	+	+	-	+	-	-	-	+	-	25

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	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
R-06	William Johnson	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-04	Jim Jordan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-14	David Joyce	-	-	-	-	-	-	-	+	+	-	-	-	-	-	+	-	19
D-09	Marcy Kaptur	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-05	Robert Latta	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
D-13	Timothy Ryan	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-10	Michael Turner	-	-	-	-	-	-	-	-	+	-	-	-	-	-	-	-	6
R-02	Brad Wenstrup	-	-	-	-	-	-	-	-	+	-	-	-	-	-	-	-	6
OK																		
R-05	Stephanie Bice	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-04	Thomas Cole	-	-	-	-	-	-	-	+	+	-	-	-	-	-	+	-	19
R-01	Kevin Hern	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-03	Frank Lucas	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-02	Markwayne Mullin	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
OR																		
R-02	Cliff Bentz	-	-	-	-	-	-	-	-	+	-	-	-	-	-	-	-	6
D-03	Earl Blumenauer	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-01	Suzanne Bonamici	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-04	Peter DeFazio	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-05	Kurt Schrader	+	+	-	+	+	+	+	+	+	+	+	+	+	+	+	+	94
PA																		
D-02	Brendan Boyle	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-08	Matthew Cartwright	+	+	+	+	+	+	+	+	+	+	+	+	X	+	+	+	100
D-04	Madeleine Dean	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-18	Michael Doyle	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-03	Dwight Evans	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-01	Brian Fitzpatrick	+	-	-	-	+	+	+	+	+	-	+	-	-	-	+	-	50
D-06	Christine Houlahan	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-13	John Joyce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-12	Fred Keller	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
R-16	Mike Kelly	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6

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	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
D-17	Conor Lamb	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-09	Daniel Meuser	-	-	-	-	-	-	-	-	X	-	-	-	-	-	+	-	7
R-10	Scott Perry	-	-	-	-	-	-	-	-	-	-	-	X	-	-	-	-	0
R-14	Guy Reschentaier	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
D-05	Mary Scanion	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-11	Lloyd Smucker	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-15	Glenn Thompson	-	-	-	-	-	-	-	-	X	-	-	-	-	-	-	-	0
D-07	Susan Wild	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
RI																		
D-01	David Cicilline	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-02	James Langevin	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
SC																		
D-06	James Clyburn	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-03	Jeffrey Duncan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-01	Nancy Mace	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
R-05	Ralph Norman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
R-07	Tom Rice	-	-	-	-	-	-	-	+	-	-	-	-	-	-	+	-	13
R-04	William Timmons	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
R-02	Addison Wilson	-	-	-	-	-	X	-	-	+	-	-	-	-	-	+	-	13
SD																		
R-01	Dustin Johnson	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
TN																		
R-02	Tim Burdhatt	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
D-09	Stephen Cohen	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-05	Jim Cooper	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-04	Scott Desjarlais	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-03	Charles Fleishmann	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-07	Mark Green	-	-	-	-	-	-	-	-	-	-	-	-	X	-	+	-	7
R-01	Diana Harshbarger	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-08	David Kustoff	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-06	John Rose	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0

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State	Representative																	
TX																		
D-32	Colin Allred	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-19	Jodey Arrington	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	-	0
R-36	Brian Babin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-08	Kevin Brady	-	-	-	-	-	X	-	+	-	-	-	-	-	-	-	-	7
R-26	Michael Burgess	-	-	-	-	-	-	-	X	+	-	-	-	-	-	+	-	13
R-31	John Carter	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
D-20	Joaquin Castro	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-27	Michael Cloud	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
R-02	Daniel Crenshaw	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
D-28	Henry Cuellar	+	+	+	+	-	+	+	+	+	+	+	+	+	+	+	+	94
D-35	Lloyd Doggett	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-06	Jake Elizey	I	I	I	I	I	I	I	I	I	I	-	-	-	-	-	-	0
D-16	Veronica Escobar	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-04	Patrick Fallon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
D-07	Lizzie Fletcher	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-29	Sylvia Garcia	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-01	Louie Gohmert	-	-	-	-	-	X	-	-	-	-	-	-	-	-	+	-	7
R-23	Anthony Gonzales	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
D-15	Vicente Gonzalez	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-05	Lance Gooden	-	-	-	+	-	-	-	-	-	-	-	-	-	-	-	-	6
R-12	Kay Granger	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
D-09	Al Green	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-13	Ronny Jackson	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
D-18	Sheila Jackson Lee	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-30	Eddie Bernice Johnson	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-10	Michael McCaul	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-22	Troy Nehls	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-11	August Pfluger	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-21	Chip Roy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-17	Peter Sessions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0

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ROLL CALL

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Percentage Agreement with UAW Position
	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
R-03	Nicholas Taylor	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
34	VACANT Special Election June 14, 2022																	
R-24	Beth Van Duyne	-	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-	6
D-33	Marc Veasey	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-14	Randy Weber	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-25	Roger Williams	-	-	-	-	-	-	-	-	+	-	-	-	X	-	-	-	7
UT																		
R-03	John Curtis	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-01	Blake Moore	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-04	Burgess Owens	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
R-02	Chris Stewart	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
VA																		
D-08	Donald Beyer	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-06	Benjamin Cline	-	-	-	-	-	-	-	-	-	-	-	-	X	-	-	-	0
D-11	Gerald Connolly	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-05	Bob Good	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-09	Morgan Griffith	-	-	-	-	-	-	-	+	X	-	-	-	-	-	+	-	13
D-02	Elaine Luria	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-04	Donald McEachin	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-03	Robert Scott	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-07	Abigail Spanberger	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-10	Jennifer Wexton	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-01	Rob Wittman	-	-	-	-	-	-	-	-	+	-	-	-	-	-	+	-	13
VT																		
D-01	Peter Welch	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
WA																		
D-01	Susan Delbene	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-03	Jaime Herrera Beutler	-	-	-	-	-	-	-	+	+	-	-	-	-	-	+	-	19
D-07	Pramila Jayapal	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-06	Derek Kilmer	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-02	Rick Larsen	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100

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	UAW POSITION	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	
State	Representative																	
R-05	Cathy McMorris Rodgers	-	-	-	-	-	-	-	+	-	-	-	-	-	-	+	-	13
R-04	Daniel Newhouse	-	-	-	-	-	+	-	+	+	-	-	-	-	-	+	-	25
D-08	Kim Schrier	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-09	Adam Smith	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-10	Marilyn Strickland	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
WI																		
R-05	Scott Fitzgerald	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-08	Mike Gallagher	-	-	-	-	-	-	-	-	+	-	-	-	-	-	-	-	6
R-06	Glenn Grothman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
D-03	Ron Kind	+	+	+	-	+	+	+	+	+	+	+	+	+	+	+	+	94
D-04	Gwen Moore	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
D-02	Mark Pocan	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	100
R-01	Bryan Steil	-	-	-	-	-	-	-	-	+	-	-	-	-	-	-	-	6
R-07	Thomas Tiffany	-	-	-	-	X	-	-	-	+	-	-	-	-	-	-	-	7
WV																		
R-01	David McKinley	-	-	-	-	-	-	-	+	+	-	+	-	-	-	+	-	25
R-03	Carol Miller	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
R-02	Alexander Mooney	-	-	-	-	X	-	-	-	+	-	-	-	-	-	-	-	7
WV																		
R-01	Liz Cheney	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0

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