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Region 9A

Reprinted with names of new UAW International Executive Board effective April 2020.

Table of Contents

Day 1..... 7
Day 2..... 111
Day 3..... 260
Day 4..... 357
Official Roll Call.... 420
Index..... 495

Day 1

Day 1
PROCEEDINGS OF THE
37TH
CONSTITUTIONAL
CONVENTION OF THE UAW
June 11 - 14, 2018 Cobo Hall
Detroit, Michigan

Day 1

Monday, June 11, 2018

The 37th Constitutional Convention of the Automobile, Aerospace and Agricultural Implement Workers of America, UAW was called to order at 12 p.m., Monday, June 11, 2018, in Cobo Hall, Detroit, Michigan, Region 1A Director Rory Gamble and Region 1 Director Chuck Hall presiding as temporary co-chairpersons.

CHAIRPERSON RORY GAMBLE: Hello, brothers and sisters. My name is Rory Gamble. I am the Director of UAW Region 1A. (Applause)

CHAIRPERSON RORY GAMBLE: It is my distinct pleasure to open up the convention, and I am here to present a safety video to you guys and to do a very special introduction. So can we now play the safety video?

A video was presented to the delegation.

CHAIRPERSON RORY GAMBLE: Okay. We are going to have a snap quiz on that. How many paid attention? Oh, we are going to single you out.

Okay. I have risen today for the purpose of introduction. Normally, right now, you are sitting in, of course, in Detroit, and we want to thank the board for having the great wisdom of holding this convention once again in Detroit. We appreciate it. But the responsibilities -- (Applause)

CHAIRPERSON RORY GAMBLE: The responsibilities for Detroit fall up under Region 1 and 1A. So I normally, the director of 1, me and him get up here and do a duet, but we wanted to do something special today because unfortunately, this will be his last convention in an official capacity, he has chosen to retire. And I am going to miss him, as well as the entire board. Because here in Michigan especially, I have enjoyed a close relationship with Region 1 and Region 1D under

the direction of Gerald Kariem and, between the three of us, we kind of built a bond that really filtered down to our members in Michigan. And all of you have flowed between the three regions and participated in all of the activities. And all three regions kind of function like a church, the doors are open to everybody. And that's what solidarity is all about.



Members of the UAW Veterans Department Advisory Committee post the colors.

So it gives me a distinct pleasure to bring to you the brother who will officially open our convention, my friend, your friend, and a blessing to us all, Director Charles Hall from Region 1. Thank you. (Applause)

CHAIRPERSON CHARLES HALL: Good afternoon. And welcome to the 37th Constitutional Convention. It fills me with great pride to introduce our members of the Color Guard, by our UAW National Veterans Advisory Committee.

Please refer to the screen.

The following UAW National Veterans Advisory Committee Color Guard members' names were displayed on screen.

COLOR GUARD - USAF, Cadence

Carlton Pace (Active), Region 1, Local 889

Bob Harvey (Retired), Army, Rifleman, Region 1A, Local 387

Timothy Duplanty, Army, Rifleman, Region 1D, Local 659

Jim Taylor (Retired), Army, POW/MIA Flag, Region 2B, Local 1892

Anita Myers-Pickens (Retired), Army, Puerto Rico, Region 5, Local 249, Flag

John Arthur Miller (Retired), Army, Canada Flag, Region 5, Local 2250

Tom Fisher (Active), U.S. Coast Guard, Region 8, Local 2404, UAW Flag
(Applause)

CHAIRPERSON CHARLES HALL: Would you please stand and remove your hats. And stand remaining for the posting of the guards.

Captain of the Color Guard, advance the colors.

The Colors were presented by UAW National Veterans Advisory Committee.
(Standing ovation)



Region 1A Unity Choir sings the U.S. national anthem.

Day 1

CHAIRPERSON CHARLES HALL: Please remain standing for a moment of silence for our fallen troops.

A moment of silence was observed.

CHAIRPERSON CHARLES HALL: I would now like to refer to the screen to acknowledge the members of the Region 1A Choir who will be singing our National Anthem.

The following U.S. Region 1A Choir members' names were displayed on screen:

Choir Director Larry Callahan
Angie Kelly - Local 898
Connie Bobbitt - Local 163
Deborah Bowman - Local 6000
Shirley Davenport - Local 163
Willie C. Williams - Local 227
Wallace Shelton - Local 600, Retiree
Frederick Williams - Local 3000
Karla Jefferies - Local 6000
Deshon Addie - Local 600, Retiree
Jon Addie - Local 600
Everett Patton - Local 372
Catherine Wilson - Local 900
Corey L. Taylor - Local 228
Barbara Smith - Local 600
Tiffany Jordan - Local 600
Lisa Dukes - Local 600
Aletha Jefferies - Local 600
Candice Hodges - Local 600

CHAIRPERSON CHARLES HALL: Would the choir please come out to the stage?

The National Anthem of the United States was sung by the Region 1A Unity Choir. (Applause)



The Puerto Rico Delegation Choir sings Puerto Rico's national anthem.

CHAIRPERSON CHARLES HALL: Please remain standing for Angela Kelly of Region 1A, Local 898, who will now sing the Canadian National Anthem.

The National Anthem of Canada was sung by Angela Kelly.

Day 1

CHAIRPERSON CHARLES HALL: Please welcome Region 9A Director Julie Kushner and the Puerto Rican delegation for singing of their anthem.

The following Puerto Rican Delegation Choir members' names were displayed on screen:

Julie Kushner
Beverley Brakeman
Wilkin Lopez
Desiree Lopez
Hector Ortega
Mayra Munõz
Moises Maldonado
Betzaida Sanchez
Awilda Osorio
Miguel Rivera
Gladys Martinez
Renardo Acevedo
Rene Garcia
Luisa Rivera
Olga Fuentes
Nelly Ayala
Francis Suarez
Felicita Berdecia
Beatrice Martinez
Carlos Garcia
Manual Martinez
Luis Santiago
Maranat Alicea
Gladys Rodriguez
Wilfredo Fontanez
Luz Camacho
Ivelisse Sanyet
Julia Noriega
Noe Diz Carrasqillo
Edwin Rivera

The National Anthem of Puerto Rico was sung by the Puerto Rican Delegation. (Applause)

Day 1

CHAIRPERSON CHARLES HALL: We welcome UAW Chaplain Elder Herb Taylor for the invocation. Elder Taylor is a member of the UAW Local 31 in Kansas City, Kansas. He has served as the Senior Chaplain since 2003 and has worked closely with all local union standing committees.

He is the founder of Turning Point Outreach Ministry and the weekend manager for the City Union Missouri Homeless Shelter New Life program in Kansas City.

Chaplain Taylor was appointed Chair of the International UAW Chaplaincy Program in June 2003 by Vice-President and Director Jimmy Settles.

As Chair of the Chaplaincy Committee, he has put an emphasis on attracting and mentoring young union members interested in chaplaincy, and he has encouraged them to increase the union's outreach into their own communities. Also, he encourages chaplains to recognize teachable moments as opportunities to help us all better understand and learn from one another, regardless of faith, culture or background.

Please welcome Elder Herb Taylor for our invocation.

INVOCATION
ELDER HERB TAYLOR
Chaplain Committee Chairperson
Kansas City, Missouri

Let us pray this morning. Father, once again, we thank you for all that you have done for this great union. We thank you, for you have been better to us than we have been to ourselves.

We pray special blessing over this membership and their families. We pray for our leaders. We pray for all of the retirees.

Father, we pray that you will continue to give us the ability to reach out to those that are less fortunate than we are; that we will continue to fight the cause for organizing throughout the country.

We just thank you this morning. And our prayers will be ended with our own language coming out of our own constitution, Article 41, Section 2, which remind all members that it is our duty to render aid and assistance to our brothers and sisters, members, in cases of illness, death and distress, and in every way equip ourselves to be loyal and devoted members to this International Union.

We are the UAW.

Solidarity Forever.

Amen.



UAW Region 1 Director Chuck Hall addresses delegates.

THE DELEGATION: Amen.

ELDER HERB TAYLOR: Amen.

THE DELEGATION: Amen.

ELDER HERB TAYLOR: And amen. (Applause)

CHAIRPERSON CHARLES HALL: I would now like to release the Color Guard.

Color Guard released. (Applause)

CHAIRPERSON CHARLES HALL: I would now like to release the choirs. Thank you.

Choirs released. (Applause)

CHAIRPERSON CHARLES HALL: Our next speaker, Mike Duggan, was elected Mayor of the City of Detroit in November 2013 and reelected to a second term in 2017. He was born in Detroit, has spent his entire career working in the city to solve some of the most complex issues facing Detroiters, including crime, blight and access to jobs.

In his first term, Mayor Duggan got to work restoring basic city services for all Detroiters.

He established the Department of Neighborhoods, placing staff in each of the seven City Council districts to help residents address concerns of blight in their community.

He also took an active role in projects that installed more than 60,000 new LED streetlights to streets, some left in the dark for years, removed nearly 13,000 blighted and abandoned houses, and dramatically improved police and EMS response times, bringing them down to the national average.

He also returned financial accountability, working with Detroit City Council to pass three consecutive balanced budgets in fiscal years 2015, 2016 and 2017, which led to significant upgrades in the City's bonding ratings.

Detroit has always been a gem, but under Mike's leadership, it has undergone a little polish. Downtown is bustling, neighborhoods are rebuilding, and Detroit is America's comeback town.

Mike Duggan has served as an appointed and elected official in Wayne County, Michigan, beginning in 1986 as Wayne County's Assistant Corporation Counsel. He was Deputy County Executive from 1987 to 2001 under Edward McNamara, and was elected Prosecutor in 2000.

In 2001, he began serving for two years as Wayne County Prosecutor, breaking ground on efforts to reduce guns, crime, and tackling the vacant home problems by seizing 1,000 abandoned homes and selling them to new owners, who fixed them up and got them occupied.

In 2000, as President and CEO of the Detroit Medical Center, he partnered with workers and unions to lead the Detroit Medical Center out of near bankruptcy and back to profitability in his first year.

He is not new to unions or the great work you do as UAW members. We are honored to hear a few words from him today.

Please give a warm UAW welcome to Mayor Mike Duggan. (Applause)

HONORABLE MICHAEL DUGGAN
Mayor, City of Detroit

Well, good afternoon, UAW. I have got to tell you, it is inspirational to see us standing here celebrating our partners and friends from Canada and Puerto Rico. Remind you, what's going on in Washington doesn't reflect what's going on in the rest of the country. (Applause)

MAYOR MICHAEL DUGGAN: And to the members from Puerto Rico, I was there a month ago as part of a partnership between U.S. mayors, and tomorrow the mayor of Hormigueros is coming up to spend two days with me as we figure out what we can do together. And that's the way that it should be.

This is my UAW week I guess. Last night I was part of a very enjoyable retirement party for Dennis Williams, although I didn't last as long into the evening as he did. But it was a great celebration of what he has accomplished.

And I wanted to be here to say congratulations to Gary Casteel, to Julie Kushner, to Chuck Hall.

And I want to do a special thank you to somebody who has always had Detroit in his heart. Jimmy Settles has not only fought for jobs in the city. He has relentlessly promoted the National Championship Detroit Public School Chess Teams. And he has helped raise money to make sure that children playing baseball in Detroit have the same kind of beautiful fields that the kids playing in the suburbs have. He has always had Detroit first. And, Jimmy, I just want to say thank you for everything that you have done. (Applause)

MAYOR MICHAEL DUGGAN: The UAW was founded right here in Detroit in 1935. And for nearly 70 years, Solidarity House has stood as one of Detroit's most recognizable landmarks on our waterfront.

We have had some good times together. In the last ten years, we have both had some rough times together.

But right now, the auto industry is coming back strong. The UAW is coming back strong. And the City of Detroit is coming back strong. And we keep fighting together, we are going to end up stronger than ever.

Have a great convention. Glad to have you here. (Applause)

CONVENTION CALL

CHAIRPERSON CHARLES HALL: I would now like to call on Secretary-Treasurer Gary Casteel for the reading of the Call Letter.

SECRETARY-TREASURER GARY CASTEEL: Good afternoon. So you should recognize this as the Call Letter that all of you received to get here. You would do yourselves a favor, not have me read it.

I would like to entertain a motion for it to be entered into the record as is.

The motion was moved and seconded by several unidentified delegates.

SECRETARY-TREASURER GARY CASTEEL: I hear a motion and support.

The motion is passed. Thank you.

INTRODUCTION OF INTERNATIONAL EXECUTIVE BOARD

SECRETARY-TREASURER GARY CASTEEL: Now, it is now my pleasure to introduce our International Executive Board and Trustees.

I would like to start with the officers. Again, I am Secretary-Treasurer Gary Casteel. And I would introduce Vice-President Jimmy Settles. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Vice-President Cindy Estrada. (Applause)

SECRETARY-TREASURER GARY CASTEEL: And Vice-President Terry Dittes. (Applause)

SECRETARY-TREASURER GARY CASTEEL: And I would say we would applaud them all at the end, but it wouldn't do any good. So you all just get it out of your systems.

So here is the Regional Directors:

Director, Region 1, Chuck Hall. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Director, Region 1A, Rory Gamble. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Director, Region 1D, Gerald Kariem. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Director, Region 2B, Rich Rankin. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Director, Region 4, Ron McInroy. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Director of Region 5, Gary Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Director of Region 8, Ray Curry. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Director of Region 9, Jeff Binz. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Director of Region 9A, Julie Kushner. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Our International Trustees, Phyllis Blust, Michael Watier and Mark Wunderlin. (Applause)

SECRETARY-TREASURER GARY CASTEEL: And lastly, I would like to introduce a man that needs no introduction, our president, Dennis Williams. (Applause)

SECRETARY-TREASURER GARY CASTEEL: It also gives me great pleasure to introduce those retired IEB members who have joined us today: Ron Gettelfinger, President Emeritus. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Bob King, President Emeritus. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Ruben Burks, Retired Secretary-Treasurer. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Elizabeth Bunn, Retired Secretary-Treasurer. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Cal Rapson, Retired Vice President. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Gerald Bantom, Retired Vice President. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Bob Lent, Retired

Region 1 Director. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Ken Terry, Region 1 Director. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Joe Peters, Region 1 Director. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Lloyd Mahaffey, Region 2B Director. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Ken Lortz, Region 2B Director. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Phil Wheeler, Region 9A Director. (Applause)

IN MEMORIAM

SECRETARY-TREASURER GARY CASTEEL: I will now read the list of the International Executive Board members who have passed away since our last convention.

Region 10 Director Bob Vicars
Region 9 Director Tom Fricano
Former Vice-President General Holiefield
Former Director Paul Mastos
Former Director Don Oetman
Former Director Marc Stepp
Former Director Ernest Lofton
Former Secretary-Treasurer Roy Wyse
Former Director Bruce Lee

SECRETARY-TREASURER GARY CASTEEL: If you would please observe a moment of silence for these past IEB members.

A moment of silence was observed.

SECRETARY-TREASURER GARY CASTEEL: Thank you. So now it is my privilege to bring up the chairs of the committees who have worked so hard over the last several weeks to make this convention as successful and meaningful as possible. I will call on each committee chair to do the honors of the introduction of the members of their respective committees.

Day 1

COMMITTEE APPOINTMENTS

Constitution Committee

SECRETARY-TREASURER GARY CASTEEL: At this time, I would like to introduce first the co-chairs of the Constitutional Committee, Rick Smith of Local 1112 in Region 2B, and Marvin Thompkins of Local 719 in Region 4.

CONSTITUTION COMMITTEE CO-CHAIR RICHARD SMITH: Good afternoon, sister and brother delegates. I am Rick Smith, elected delegate, Co-Chair of the Constitution Committee, Financial Secretary of Local 1112, Ohio, Region 2B. (Applause)

CONSTITUTION COMMITTEE CO-CHAIR MARVIN THOMPKINS: Good morning, sisters and brother delegates. I am Marvin Thompkins, elected delegate, Co-Chair of the Constitution Committee, and Bargaining Chair at Local 719, Illinois, Region Number 4. (Applause)

CONSTITUTION COMMITTEE CO-CHAIR MARVIN THOMPKINS: We are very proud to introduce your exceptional 2018 Constitutional Committee.

First, Brother Craig-Michael Clay, Production Bargaining Representative at Local 898, Michigan Region 1A. (Applause)

CONSTITUTION COMMITTEE CO-CHAIR RICHARD SMITH: Sister Rhonda Mauer, President of Amalgamated Local 22, Michigan, Region 1. (Applause)

CONSTITUTION COMMITTEE CO-CHAIR MARVIN THOMPKINS: Brother Ron Morgan, President and Chair of Local 298, Florida, Region 8. (Applause)

CONSTITUTION COMMITTEE CO-CHAIR RICHARD SMITH: Sister Luisa Rivera, President, Local 2368, Puerto Rico, Region 9A. (Applause)

CONSTITUTION COMMITTEE CO-CHAIR MARVIN THOMPKINS: Sister Anke Schennink, President, Local 5810, California, Region 5. (Applause)

CONSTITUTION COMMITTEE CO-CHAIR RICHARD SMITH: Brother Aaron Shinaul, Vice Chair, Bargaining Committee, Amalgamated Local 12, Ohio, Region 2B. (Applause)

CONSTITUTION COMMITTEE CO-CHAIR MARVIN THOMPKINS: Brother Steve Strang, Vice President, Local 1243, Michigan, Region 1D. (Applause)

CONSTITUTION COMMITTEE CO-CHAIR MARVIN THOMPKINS: Brothers and sisters, delegates, please welcome your 2018 Constitution Committee. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you.

I now call on the Chair of the Resolutions Committee, Tiffany Rice, from Local 140, in Region 1, to introduce her committee.

Resolutions Committee

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you, Secretary-Treasurer Gary Casteel. Good morning, brothers and sisters. It is an honor to introduce the Resolution Committee for the 37th Constitutional Convention.

My name is Tiffany Rice, Committee Chairperson, Financial Secretary-Treasurer, UAW Local 140, Region 1.

To my right, Sister Miya Williamson. (Applause)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Brother Paul Lafave.

* I am sorry, Sister Miya Williamson, Financial Secretary-Treasurer, Resolutions Committee Recording Secretary. She is out of UAW Local 6000, Region 1A. (Applause)

* Brother Paul Lafave, President, UAW Local 2280, Region 1. (Applause)

* Sister Ja-Vonna Akins, Building Committeeman, UAW Local 723, Region 1A. (Applause)

* Brother Pedro Santos, President, UAW Local 362, Region 1D. (Applause)

* Brother Joe Simonetta, Financial Secretary, UAW Local 1005, Region 2B. (Applause)

* Brother Gerry Logan, Retired Recording Secretary, UAW Local 647, Region 2B. (Applause)

* Brother Richie Tague, CAP Committee, UAW Local 450, Region 4. (Applause)

* Brother Larry Mosby, Shop District Committeeman, UAW Local 2250, Region 5. (Applause)

* Sister Ernestine Dawkins, President, UAW Local 8888, Region 9. (Applause)

* Sister Denise Gladue, Financial Secretary-Treasurer, UAW Local 2121, Region 9A. (Applause)

Day 1

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Delegates, I present to you your 2018 Resolutions Committee. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Now, if you please, I would excuse the Resolutions and Constitution Committees. We have a little seating issue here. And now I would call on the Chair of the Rules Committee, Nadine Davis, from Local 1250, in Region 2B.

Rules Committee

RULES COMMITTEE CHAIR NADINE DAVIS: Good afternoon, UAW brothers and sisters. My name is Nadine Davis. I am very proud to say I am the Skilled Trades Chairperson at UAW Local 1250, Region 2B. (Applause)

RULES COMMITTEE CHAIR NADINE DAVIS: I come before you today to introduce to you the 2018 Rules Committee. I am the Chairperson for your 2018 Rules Committee.

* First, I would like to introduce Sister Samantha Conde, Local 129, Region 5, Rules Committee Secretary. (Applause)

* Brother Tony Sadowski, Local 889, Region 1. (Applause)

* Brother Jay Makled, Local 600, Region 1A. (Applause)

* Brother Anthony Cheathams, Local 651, Region 1D. (Applause)

* Brother Bill Jackson, Local 588, Region 4. (Applause)

* Sister Vera Newton, Local 862, Region 8. (Applause)

* Brother Wence Valentin III, Local 774, Region 9. (Applause)

* And Brother Dennis Brown, Local 376, Region 9A. (Applause)



Delegates focus as members of the convention committees are introduced.

This is your 2018 Rules Committee. (Applause)

SECRETARY-TREASURER GARY CASTEEL: At this time, I would like to call on the Chair of the Credentials Committee, Larry Robinson, of Local 892, in Region 1A, to introduce his committee. (Applause)

Credentials Committee

CREDENTIALS COMMITTEE CHAIR LARRY ROBINSON: Thank you, President Dennis Williams and Secretary-Treasurer Gary Casteel. My name is Larry Robinson. I am the Chairperson of the Credentials Committee, and President of the UAW Local 892, located in the mighty, mighty Region 1A, under the dynamic direction of Director Rory L. Gamble and Assistant Director Darryl L. Goodwin.

The Credentials Committee is composed of 11 elected delegates from all sectors of our union. As I introduce the Credentials Committee, I would like for you to please stand and continue standing until the entire committee is introduced.

* Our Vice Chairman, Frank Rowser, Local 909, Region 1. (Applause)

* Our Recording Secretary, Petra Jameson, Local 292, Region 2B. (Applause)

* Sister Joan Biebel, Local 174, Region 1A. (Applause)

* Brother William Wallace, Local 659, Region 1D. (Applause)

* Brother Rich Boruff, Local 685, Region 2B. (Applause)

* Sister Patricia Bonner, Local 1268, Region 4. (Applause)

* Brother Steve Chorbak, Local 249, Region 5. (Applause)

* Brother Joe Padilla, Local 887, Region 5. (Applause)

* Brother Ray Mazzoli, Local 3170, Region 9. (Applause)

* And last but not least, Brother Irvin Berrios, Local 712, Region 9A. (Applause)

CREDENTIALS COMMITTEE CHAIR LARRY ROBINSON: This is your Credentials Committee.

SECRETARY-TREASURER GARY CASTEEL: Okay. I would now entertain a motion to seat all the committee members that have just been introduced.

Is there a motion?

A motion was made by several unidentified delegates.

SECRETARY-TREASURER GARY CASTEEL: There is a motion.

Is there support?

The motion was seconded by several unidentified delegates.

SECRETARY-TREASURER GARY CASTEEL: Motion is carried.

Thank you.

SECRETARY-TREASURER GARY CASTEEL: It is my great pleasure to introduce two of the most powerful people in the

convention, today's timekeepers. Christopher Robson, Local 155, Region 1. (Applause)

SECRETARY-TREASURER GARY CASTEEL: And I believe this is Myra Gray -- Gay -- Gage. I didn't write it, so you can't throw it on me, Local 1284, Region 1A. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Now, brothers and sisters, it is my great pleasure to turn over the gavel to our president, Dennis Williams. (Applause)

PRESIDENT DENNIS WILLIAMS: Good afternoon. (Applause)

PRESIDENT DENNIS WILLIAMS: Good afternoon. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brothers and sisters. And welcome to the 37th Constitutional Convention of the UAW. I would like to call Larry Robinson, who is the Chair of the Credentials Committee and the -- the Credentials Committee to present his report.

Larry, there you are, brother.

REPORT OF THE RULES COMMITTEE

CREDENTIALS COMMITTEE CHAIR LARRY ROBINSON: Thank you, President Dennis Williams, Secretary-Treasurer Gary Casteel, International Executive Board members, delegates, members and distinguished guests. I say good afternoon to you. Once again, my name is Larry Robinson. I am the Chairperson of the Credentials Committee and President of the UAW Local 892, located in the Region 1A, under the dynamic direction of Director Rory L. Gamble and Assistant Director Darryl Goodwin.

I am here to give the preliminary report of your Credentials Committee.

Article 8, Section 17(e) of the UAW International Constitution gives the Credentials Committee the full authority to receive delegate election protests, evaluate them, and report its findings and recommendations to the full convention.

Your committee held its first meeting on Monday, May 21st, 2018, at UAW Solidarity House in Detroit, Michigan.

Pursuant to Article 8 of our Constitution, all local unions were notified of their delegate allotment as soon as their per capita taxes were paid through the month of November 2017 and their voting strength could then be determined.

A review of the International Secretary-Treasurer's records revealed that these records are accurate on matters pertaining to representation

at this convention.

Credentials were sent to 563 locals. As of 11:03 this morning, 347 locals have registered 918 delegate credentials, 232 alternate delegate credentials, and 12 Retired Workers Advisory Council credentials were also registered.

Your Credentials Committee assisted in the registration of delegates beginning on Sunday, June 10, 2018. The Secretary-Treasurer's Administrative Staff and clerical staff continued with the registration of delegates this morning, Monday, June 11th. Registration will continue through the normal operating hours of the 37th Constitutional Convention.

A limited amount of Roll Call books will be printed and available tomorrow. An up-to-date Roll Call is available online by typing into your search engine convention.uaw.org. Again, that is convention.uaw.org.

You must sign in with your last name, your local number, and your UAW I.D. Your UAW I.D. is printed on your credentials badge.

If you find an error in the Roll Call or have any questions, please report all Roll Call changes to the Roll Call booth adjacent to the registration area. Corrections and additions will be made to the Roll Call as promptly as possible. The Roll Call will be kept current on this site as any changes are made.

This concludes my preliminary report on the Roll Call. Now, please allow me to introduce your Vice Chairman of the Credentials Committee, Frank Rowser. (Applause)

REPORT OF THE CREDENTIALS COMMITTEE

CREDENTIALS COMMITTEE VICE CHAIR FRANK ROWSER:
Thank you, Brother Robinson.

Good afternoon, brother and sister delegates. My name is Frank Rowser. I am Vice Chair of the Credentials Committee. I am also elected delegate and Chairman of UAW Local 909 out of Region 1, under the strong leadership of Director Chuck Hall and Assistant Director Stuglin.

Your committee received eight (8) appeals. The International Union President's Office and Secretary-Treasurer's Office assisted the committee in gathering information regarding each protest from the local unions to ensure that all facts were available to the committee.

We review each protest, and when necessary conduct a further investigation, including requesting information from the relevant parties and interviewing witnesses.

Your committee carefully considered each appeal before arriving at its decision.

The process was established in order that each Appellant, as well as each local union, could be treated fairly in our deliberations.

Of the eight (8) appeals considered by your Credentials Committee, five (5) were denied. Two (2) were granted. The election set aside in each local was ordered to rerun the election.

President Dennis Williams concurred in those decisions under the authority given him in Article 8, Section 17(f) of our International Union Constitution.

Finally, one protest was withdrawn.

Please allow me to introduce our Recording Secretary Petra Jameson.

RECORDING SECRETARY PETRA JAMESON: Thanks, Brother Rowser. Good afternoon, brothers and sisters. My name is Petra Jameson, the Recording Secretary of your Credentials Committee, an elected delegate from UAW Local 292, in the largest and the best region, Region 2B. (Applause)

RECORDING SECRETARY PETRA JAMESON: Under the leadership of the great Rich Rankin and Assistant Director Wayne Blanchard.

I would like to highlight the two election appeals that were granted by your Credentials Committee with the concurrence of President Dennis Williams.

PROTEST OF BEAU BAUMIS
Local Union 2317, Region 2B

RECORDING SECRETARY PETRA JAMESON: The first appeal was from Brother Beau Baumis of UAW 2317, Region 2B.

His name was left off the ballot by the local union election committee. Although this was an inadvertent error, and was corrected as soon as it was discovered, we found that it likely had a direct effect on the election.

As a result, we determined that in the interest of fairness, and in the tradition of our democratic system, the election had to be rerun.

PROTEST OF WENDY FRUSHOUR
Local Union 9, Region 1

RECORDING SECRETARY PETRA JAMESON: The second appeal came from Sister Wendy Frushour, UAW member Local 9, also of Region 2B.

In this appeal, the local union failed to properly notify its retirees of their right to be nominated, run for office, and vote in the convention delegate election. As a result, we determined that this election should be rerun with the required democratic safeguards in place as to afford all local union members, including the retirees in question, the opportunity to participate in a fair and honest election process.

Both local unions' rerun elections were supervised by a subcommittee of the Credentials Committee. We have received no appeals protesting the rerun elections.

We will now report out on each individual protest. The first delegate to report is Sister Joan Biebel. (Applause)

PROTEST OF GERALD JOHNSON
Local Union 218, Region 5

BARGAINING CHAIR JOAN BIEBEL: Good afternoon, brothers and sisters. Thank you, Petra. My name is Joan Biebel, elected delegate and Bargaining Chairperson. I have the honor to be from Walter Reuther and Cindy Estrada's historic and outstanding UAW Local 174. (Applause)

BARGAINING CHAIR JOAN BIEBEL: Out of Region 1A with the superior leadership of Director Rory Gamble and Assistant Director Darryl Goodwin. (Applause)

BARGAINING CHAIR JOAN BIEBEL: I will be reporting on the appeal submitted on behalf of Gerald Johnson, UAW Local Union 218, Region 5.

The appeal was received in the President's Office on May 14, 2018, alleging that a candidate engaged in conduct unbecoming a union member by improperly campaigning in the voting area. On May 16, 2018, an e-mail was received in the President's Office requesting withdrawal of the appeal.

The delegate accused of the misconduct declined his delegate position. The recording secretary of UAW Local Union 218 informed all members who signed the original appeal the first alternate would be sent to this convention as a local delegate. Each member agreed with that result. Therefore, the Credentials Committee accepted the with-

drawal of the appeal.

Thank you.

And the next speaker will be Willie Wallace. (Applause)

PROTEST OF BEAU BAUMIS
Local Union 2317, Region 2B

BARGAINING CHAIR WILLIE WALLACE: Thanks, Sister Joan. Good afternoon, brothers and sisters. My name is Willie Wallace. And I am the elected delegate and Bargaining Chairperson from Local 659, where Brother Steve Gruener is President in Region 1D, under the great leadership of Brother Gerald Kariem and Assistant Director Steve Dawes.

The appeal that I will report on is from Brother Beau Baumis of Local 2317, Region 2B. Brother Baumis alleged that his name was left off the ballot, and that the error was not discovered until eight hours after voting began. Once the error was discovered, the local election committee hand wrote the Appellant's name on the remaining ballots.

The Appellant was not elected delegate, nor was he elected alternate delegate.

Your Credentials Committee reviewed the ballot and the response from the local union that confirmed the Appellant's version of the acts. Your Credentials Committee found that the error was inadvertent, that likely affected the results of the election.

In the interest of justice, your Credentials Committee directed the local union to rerun the election. President Dennis Williams concurred with our decision, pursuant to the authority granted him under Article 8, Section 17(f) of the UAW Constitution. A new election was scheduled and held on May 31st, 2018, and it was supervised by a subcommittee of the Credentials Committee.

As a result of the new election, Brother Baumis was elected as first alternate delegate to the convention. The results of the rerun election indicate that the error on the ballot from the prior election proved to be outcome determinative. And thus, having a new election did, in fact, serve the interest of justice.

Therefore, your Credentials Committee recommends that the delegates elected in the rerun election be seated. And your next speaker will be Brother Rich Boruff.

DELEGATE RICHARD BORUFF, Local 685: Thanks, Brother Willie.

Good afternoon. My name is Rich Boruff. I am a member of your

Credentials Committee, and also a delegate and a steward of UAW Local 685, Region 2B, under the strong direction of Director Rich Rankin and Assistant Director Wayne Blanchard. (Applause)

DELEGATE RICHARD BORUFF: I am reporting on an appeal from Sister Wendy Frushour, UAW Local 9, Region 2B.

Sister Frushour is appealing a nomination process used by our local union in the delegate election. She alleges that the retirees were disenfranchised because they were not properly notified on the dates and nomination of the election.

Your Credentials Committee requested the information from the local union, and interviewed a local union officer. After a thorough investigation, the Credentials Committee found merit to the appeal and ordered the local union to rerun the election.

President Dennis Williams concurred with our decision pursuant to his authority, and granted to him in Article 8, Section 17 of the UAW Constitution.

A subcommittee of the Credentials Committee supervised a rerun of the election, including the nomination process. The local union executive board notified members in good standing, both active and retirees, of the dates, and nomination of the election.

The election was held on June 5th. The results of the rerun election were provided to the President's Office and the Credentials Committee on June 6, 2018. There were no protests filed over this rerun election. Therefore, your Credentials Committee recommends that the delegates in the rerun election be seated.

Brothers and sisters, this concludes my report. And I would like to bring you my sister Patricia Bonner.

PROTEST OF SHARON BELL
Local Union 909, Region 1

DELEGATE PATRICIA BONNER, Local 1268: Thank you, Brother Richie. Good afternoon, brother and sister delegates. My name is Patricia Bonner. I'm an elected delegate and Chair of the Motorcycle Committee and a member of UAW Local 1268, out of Region 4, under the awesome leadership of Director Ron McInroy and Assistant Director Brad Dutcher. (Applause)

DELEGATE PATRICIA BONNER: I will be reporting out on the appeal submitted by Sister Sharon Bell, UAW Local Union 909, Region 1.

Let the record reflect that Vice Chair of the Credentials Committee and Chairman of Local 909, Frank Rowser, recused himself from the

deliberations and voting pertaining to this appeal.

The appeal was received in the Secretary-Treasurer's Office on April 25, 2018.

The Appellant claims -- alleges that:

A, no evidence was provided to prove all candidates and voters were in good standing.

B, the local election committee failed to follow the mailing list guidelines and rules.

And C, as a nonactive employee, she was not treated equal and fair as it pertains to campaigning in the plant lobby.

Based on the documentation received, and after thorough investigation of all of the claims, the Credentials Committee concluded that the Appellant failed to prove evidence -- provide evidence to prove the claims, and failed to show how the claims, even if proven, would have affected the outcome of the election.

Therefore, your Credentials Committee recommends that this appeal be denied.

Thank you.

Now I would like to introduce to you Brother Steve Chorbak.

DELEGATE STEVE CHORBAK, Local 249: Good afternoon, brother and sister delegates. My name is Steve Chorbak, elected delegate and bargaining committeeman, from Local 249, Region 5, under the great leadership of Director Gary Jones. (Applause)

DELEGATE STEVE CHORBAK: And Assistant Director Vance Pearson. (Applause)

DELEGATE STEVE CHORBAK: I will be reporting on the appeal submitted by Sister Roberta L. Gainer, UAW Local 774, Region 9.

PROTEST OF ROBERTA L. GAINER
Local 774, Region 9

DELEGATE STEVE CHORBAK: Sister Gainer alleged that:

A. The nomination was untimely.

B. Candidates were not notified of their rights to inspect membership lists.

C. The election regulations were not posted.

D. During the election, there was campaign material violations as per local union bylaws.

E. Lack of access to retirees give an unfair advantage in the election process for candidates who held election office.

F. The election committee chairperson openly showed bias concerning some of the processes and procedures.

G. Region 9 Officers and International Servicing Representative engaged in local politics and influenced the elections.

After investigation of all the charges, and lengthy consideration, the Credentials Committee concludes that the Appellant failed to provide evidence to substantiate her claims, and failed to show that the claims, even if proven, would have affected the outcome of the election. The Credentials Committee recommends that this appeal be denied.

The next speaker to report is Brother Joe Padilla. Thank you. (Applause)

DELEGATE JOSEPH PADILLA, Local 887: Thank you, Brother Steve.

Good afternoon, brothers and sisters. My name is Joe Padilla. I am President and an elected delegate from UAW Local 887, Region 5. (Applause)

DELEGATE JOSEPH PADILLA: Under the exceptional leadership of Director Gary Jones and Assistant Director Vance Pearson.

PROTEST OF JOHN J. BARBOSA
Local 723, Region 1A

DELEGATE JOSEPH PADILLA: The appeal that I will report on is from a Brother John J. Barbosa, member of UAW Local 723, Region 1A.

Brother Barbosa was seeking to be elected to a delegate position. The Appellant claims that other delegates used local union assets to hang a campaign sign promoting their candidacy in violation of the UAW International Constitution.

The Appellant also claims a delegate candidate was loitering inside the building during polling hours.

The Credentials Committee carefully reviewed all documents submitted by the Appellant and the local union and found no merit to the charge the local union assets were used to promote other delegates.

In addition, regarding Brother Barbosa's charge that a candidate loitered inside the building during poling hours, the Credentials Committee found that the local election committee removed the candidate in a timely manner, and that this did not have an impact on the election. Your Credentials Committee, therefore, recommends this appeal

be denied. Thank you.

The next speaker to report is Brother Ray Mazzoli.

DELEGATE RAYMOND MAZZOLI, Local 3170: Thank you, Brother Padilla.

Good afternoon, brothers and sisters. My name is Ray Mazzoli. I am an elected delegate and Delegate for Local 3170, in my personal favorite, Region 9. (Applause)

DELEGATE RAYMOND MAZZOLI: Under the strong leadership of Director Jeff Binz and Assistant Director Tom Ashton.

PROTEST OF JOSEPH VALENTINE
Local 31, Region 5

DELEGATE RAYMOND MAZZOLI: I will report on the appeal of Brother Joseph Valentine, Local 31, Region 5.

The Appellant contends that the Election Committee failed to follow established election rules and regulations prior to the local election of delegates. Said election was held April 12 through 13, 2018.

Allegations of rules violations are as follows:

1. The list and order of names accepted as delegate nominees changed four times.

2. The drawing for the order of names on the ballot happened multiple times prior to the election.

3. The Election Committee accepted and included nomination forms postmarked and/or received after the stated deadline date of March 23, 2018.

In its examination, the Credentials Committee determined that Brother Valentine's appeal was untimely by four days.

However, your Credentials Committee investigated the allegations to determine if, in the interest of justice, the time limits should be waived under Article 8, Section 15 of the Constitution.

It was determined in our investigation that the local union followed existing rules in setting the order of names on the ballot, and no evidence was found that the drawing of names on the ballot was performed more than once.

The committee further determined that the Local Election Committee contacted the Department of Labor and followed its advice when adding delegate nominee requests received and/or postmarked after March 23, 2018, to the ballot.

In addition, the appeal was postmarked as received untimely in the Secretary-Treasurer's Office on April 24, 2018.

The Constitution is clear. To be timely, the appeal had to be received by the Secretary-Treasurer's Office on or before April 20. Therefore, the Credentials Committee has concluded that the facts of the case do not warrant extension of time limits. Your Credentials Committee recommends the appeal be denied.

Thank you.

Your next speaker is Irvin Berrios. (Applause)

DELEGATE IRVIN BERRIOS, Local 712: Thank you, Brother Mazzoli.

Good afternoon, brother and sister delegates. My name is Irvin Berrios, elected delegate from UAW Local 712, and the distinguished Region 9A, under the great leadership of Director Julie Kushner and Assistant Director Beverley Brakeman. (Applause)

PROTEST OF JAMES WALKOWICZ
Local 6000, Region 1A

DELEGATE IRVIN BERRIOS: On behalf of the Credentials Committee, I will be reporting an appeal submitted by Brother Jim Walkowicz, UAW Local Union 6000, Region 1A.

The appeal was received in the UAW President's Office on April 16, 2018. Brother Walkowicz stated in his appeal that to his understanding, 403 out of the 1,400 ballots that were received were not counted. And therefore, 30 percent of the people who voted were disenfranchised.

In prior years, the secret ballot return envelope included a signature line. Due to a printing error, such line was not included on the envelope for this election.

The ballots referred to in Brother Walkowicz' appeal were not counted because they did not contain a signature on the secret ballot return envelope.

The Appellant argued that the local union had an affirmative obligation to inform the membership of the printing error.

After careful analysis, we, the Credentials Committee, found that the membership received instructions on how to complete the ballot process. And the same instructions were again repeated on the secret ballot return envelope.

Specific instructions were given to sign and/or print your name legibly on the back of the secret ballot return envelope.

Although we, the Credentials Committee, found that a signature line had been included in past years, it was made clear to all who participated in the election process that in order for the Local Union 6000 Election Committee to count the ballot, each secret ballot return envelope had to be signed and/or the voter's name printed legibly on it.

Therefore, the recommendation of the Credentials Committee is to deny this appeal.

Brothers and sisters, this concludes the reports on individual appeals.

Our next speaker will be Chairman Larry Robinson. Thank you. (Applause)

CREDENTIALS COMMITTEE CHAIR LARRY ROBINSON: Thank you, sisters and brothers of the Credentials Committee. You guys have done such a phenomenal job.

Brother Chairman, sister and brother delegates, on behalf of the Credentials Committee, I move for the adoption of this report and its recommendations. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you. Brothers and sisters, you have heard the report of the Credentials Committee.

Can I have a motion to accept the report?

The motion was moved by several unidentified delegates.

PRESIDENT DENNIS WILLIAMS: Is there a second?

The motion was seconded by several unidentified delegates.

PRESIDENT DENNIS WILLIAMS: Any discussion?

Seeing no hands, all those in favor, signify by saying aye.

Nays, same.

Ayes have it.

Brothers and sisters, it gives me a moment of pleasure to inform you of two things.

One, two days ago, we just won Piston Auto election and have 106 new members in the UAW. (Applause)

PRESIDENT DENNIS WILLIAMS: In Region 4. It gives me further pleasure to tell you I just got notification that we won MGM and National Harbor, 900 new more members. (Applause)

PRESIDENT DENNIS WILLIAMS: Next, I would like to call the Rules Committee up, the Chairperson, Nadine Davis. Where are you at? There you are. (Applause)

Day 1

REPORT OF THE RULES COMMITTEE

RULES COMMITTEE CHAIR NADINE DAVIS: Thank you, Chairperson. My name is Nadine Davis from UAW Local 1250, Region 2B, home to Regional Director Rich Rankin and Assistant Director Wayne Blanchard. I am the 2018 Rules Committee Chairperson.

Chairperson, Officers, International Executive Board members, distinguished guests, sisters and brothers to this 37th Convention, Constitutional Convention, assembled in Detroit, Michigan, this Eleventh day of June 2018.

We, the Rules Committee, designated by the International Executive Board of the UAW, met in official session at Solidarity House on Monday, June 4, 2018, and subsequent dates, to formulate what we collectively believe to be necessary and pertinent for this convention. The committee reviewed proposed resolutions pertaining to the convention rules and the proceedings of past conventions, giving consideration to the positions expressed by delegates of prior conventions relative to convention procedures and rules.

During our examinations of past convention proceedings, special attention was given to procedures related to committee reports, resolutions, constitutional amendments, officers and executive board members elections and other activities which will expedite the required work of the 37th Constitutional Convention.

These rules, we are confident, are fair, democratic, workable and will permit delegates to this convention of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, and UAW, to express their own views, observe the opinions and positions of other delegates and to conclude in a true democratic fashion the business of this convention.

The committee wishes to express its appreciation and thanks to President Dennis Williams and his staff for the cooperation and assistance provided to our committee in drafting and preparing the rules for this convention.

Your committee is elated to have been designated to serve and unanimously recommends the following convention procedure and rules:

CONVENTION PROCEDURE

1. Call to order.
2. At the first session, the Secretary-Treasurer shall read the Convention Call, and after each session shall make all announcements and read communications before adjournment.

3. Reports of the Credentials Committee.
4. Reports of the Rules Committee.
5. Reports of all other committees (partial or completed).
6. Completion of all Convention business.
7. Adjournment.

CONVENTION RULES

1. ROBERT'S RULES OF ORDER

The revised Roberts' Rules of Order shall be the guide on all matters growing out of this Convention not herein provided.

2. TIME SCHEDULE (DAILY)

The Convention shall be in session in accordance with the following schedule:

Monday, June 11 - 12 p.m. until recess.

Tuesday, June 12 - 9 a.m. until recess.

Wednesday, June 13 - 9 a.m. until completion of elections.

Thursday, June 14 - 9 a.m. until recess or adjournment.

Friday, June 15 (if necessary) - 9 a.m. until adjournment.

3. NIGHT SESSIONS

A night session of the Convention shall be held on any day on which action is passed by a majority of the delegates present to hold a night session. The Convention shall determine the time to convene and recess night sessions.

4. RECOGNITION TO SPEAK

a. A delegate desiring the floor must remain at his or her assigned seat until recognized by the Chairperson.

b. Any delegate recognized by the Chairperson must state his or her name and local union number before speaking.

c. If a delegate, while speaking, is called to order, he or she shall, at the request of the Chairperson, remain silent until the question is decided.

d. A Delegate, International Officer and/or International Representative shall be allowed to have the floor not to exceed five minutes for debate each time he or she is recognized to speak unless his or her time of speaking is extended by the consent of the majority of the Convention delegates. (The above limitation on debate does not include submitting of reports by officers, department heads, and members of the Convention committees.)

e. No Delegate, International Officer, and/or International Repre-

sentative shall be allowed to speak twice on any issue until all who are desirous of speaking have had a chance to speak.

5. MOTIONS AND AMENDMENTS

a. A motion shall not be open for discussion until the motion has been duly accepted by the Chairperson.

b. The Chairperson shall clearly repeat to the Convention all motions and amendments duly made and seconded, and thereafter, the motion or amendment shall be subject to debate. The Chairperson shall again repeat the motion or amendment immediately prior to the vote thereon.

c. No motion or resolution shall be voted upon until the mover or introducer has had an opportunity to speak on the motion or resolution if he or she so desires.

6. TIMEKEEPERS

Two (2) timekeepers shall be appointed by the Chairperson at the opening of each session.

7. COMMITTEE REPORTS

Reports of committees shall be subject to concurrence or non-concurrence from the floor. In case the recommendation of the committee is voted down, it shall be referred back to the committee, which shall amend its report in accordance with the intent and decisions of the Convention, and shall bring back its amended report at the time decided upon by the majority of the delegates present. Should the amended report of the committee prove unsatisfactory to the Convention, then such report shall be subject either to rejection or to any amendments or substitutions decided on by the majority of the delegates present.

8. MAJORITY AND MINORITY REPORTS

Whenever there is a majority and minority division on a committee, both the majority and minority shall be entitled to report to the Convention. Thereafter, the Chairperson shall entertain debate on both reports at the same time, recognizing alternate debate on minority and majority reports, and anyone wishing to speak against both reports shall be in order. The votes of concurrence or non-concurrence shall be put first, on the minority report, and second, on the majority report. All committee reports shall be restricted to a minority and majority report.

9. RESOLUTIONS AND CONSTITUTIONAL CHANGES

Resolutions or Constitutional changes submitted by local unions shall be reported out of committee as the first order of business in their

next report when requested by at least 147 delegates. The Chairperson will ask for a show of hands when requested.

10. CLOSING DEBATE

It shall require at least 43 delegates to move the previous question.

11. ROLL CALL VOTE

a. It shall require at least 313 delegates to move a roll call vote on any question.

b. When a roll call vote has been started, no adjournment shall take place until the voting is completed.

c. When a roll call has been taken and all delegates present have had an opportunity to record their votes, the balloting shall be declared closed.

At this time, I would like to bring Rules Committee member Wence Valentin III to the podium to continue reading the Convention Rules. (Applause)

RULES COMMITTEE MEMBER WENCE VALENTIN III:
Thank you. Good afternoon, sisters and brothers. My name is Wence Valentine III. I am an elected delegate and President from Local 774 out of Buffalo, New York, from Region 9, home of Vice-President Terry Dittes, Regional Director Jeff Binz, Assistant Director Tom Ashton, and fellow delegates from 774, J.R. Baker and Cleveland Jones, Junior.

I will continue with the rules:

12. SERGEANT-AT-ARMS

The Sergeant-at-arms shall at all times keep proper check on delegates and guests, see that they are seated in their proper places and that order is maintained.

13. APPEALS

A delegate desiring to appeal from the decision of the Chairperson must be recognized for the purpose of such appeal before any other delegates are recognized for any other purpose.

14. SEATING OF DELEGATES

Once a delegate is seated by the Convention, he or she becomes the property of the Convention and only by a majority vote of the Convention delegates, can he or she be removed as such.

15. VOTING

Except on roll call votes, all voting shall be by voice or a show of hands, but the Chairperson of the Convention may call for a standing vote when in doubt.

16. ALTERNATE DELEGATES

a. Alternate delegates will be permitted on the Convention floor only after having been seated by the Convention upon recommendation of the Credentials Committee.

b. Alternate delegates from the unit group shall be the only ones to replace the regular delegates from that unit. If no duly elected alternate has been elected from that unit or the number of alternates from a unit has been exhausted, an alternate from the local union may replace such delegate.

17. CONVENTION QUORUM

Twenty-five (25%) percent of the delegates shall constitute a convention quorum.

18. NOMINATIONS AND ELECTION OF OFFICERS

a. Nominations for the office of International President, Secretary-Treasurer, Vice Presidents, and two (2) Trustees shall take place during the morning session on the third day of the Convention (Wednesday, June 13, 2018).

b. Following completion of nominations for each office, nominees shall be polled in reverse order of nomination for acceptance or declination. Nominees shall not be permitted to make acceptance or declination speeches.

c. The International President, Secretary-Treasurer, Vice Presidents, and two (2) Trustees shall be elected on the same roll call vote and any subsequent runoff elections necessary shall be conducted in the same manner.

d. The election of the International President, Secretary-Treasurer, Vice Presidents, and two (2) Trustees shall take place immediately following the conclusion of nominations.

19. NOMINATIONS AND ELECTION OF THE REGIONAL DIRECTORS

Nominations and election of the Regional Directors shall take place during the afternoon or evening of the third (3rd) day of the Convention (Wednesday, June 13, 2018).

20. GUEST SPEAKERS

Guest speakers invited either by the International Executive Board or the Convention shall be introduced at their convenience by the Chairperson; provided, however, that no speaker on the floor shall be interrupted.

21. AMENDMENT OR SUSPENSION OF RULES

These rules may be amended or suspended only by a two-thirds (2/3) vote of the delegates present. These rules have been approved by the Rules Committee:

Our Chairwoman, Nadine Davis, Local 1250, of Region 2B; our Recording Secretary, Samantha Conde, Local 129, Region 5; Tony Sadowski, Local 889, Region 1; Jay Makled, Local 600, Region 1A; Anthony Cheathams, Local 651, Region 1D; Bill Jackson, Local 588, Region 4; Vera Newton, Local 862, Region 8; myself, Wence Valentin III, Local 774, out of the great Region 9; Dennis Brown, Local 376, Region 9A. (Applause)

RULES COMMITTEE MEMBER WENCE VALENTIN III: Chairperson, on behalf of the Rules Committee, I move for the adoption of the rules as read in this report. Thank you very much. (Applause)

PRESIDENT DENNIS WILLIAMS: It has been moved to adopt the Rules Committee report.

Any discussion? Is there a support?

Well, brother, go to the nearest mic.

DELEGATE SCOTT HOULDIESON, Local 551: Thank you, President Dennis Williams.

My name is Scott Houldieson. I am a delegate from UAW Local 551 in Chicago, Region 4, under the direction of Ron McInroy and Assistant Director Brad Dutcher.

The Constitution states that the highest tribunal shall be the International Convention composed of delegates democratically elected by the membership of local unions. We are the deliberative body that must make the rules for our -- and regulations for our union going forward. That means that it is imperative upon us to have a fully democratic process.

So I am proposing that Rule 7 be amended to allow the delegates to make amendments to committee reports from the floor.

"To enhance the democratic processes of the convention, reports of committees must be open to amendment upon a proper motion from any delegate recognized by the chair to speak during debate on that committee report." And that's my motion.

PRESIDENT DENNIS WILLIAMS: Is there -- so any support from the delegation?

The motion was seconded by an unidentified delegate.

PRESIDENT DENNIS WILLIAMS: Okay. First we are going to

do the first motion. Right. We have had a motion on the floor of the rules. And if we do not pass that motion, then we will come back and entertain your motion. Is that --

DELEGATE SCOTT HOULDIESON: No, the amendment should be in order on the motion.

PRESIDENT DENNIS WILLIAMS: Scott, for one thing, these rules have been in place forever. So let's go to Robert's Rules of Order.

First of all, the motion was made by the Credentials Committee. It was supported by the body. That motion has to go into effect. And then if that motion does not clear, we will come back and enter it.

Otherwise, you are out of order.

DELEGATE SCOTT HOULDIESON: Well, I would recommend that the rules be voted down so that we can address this problem, because it has been a problem at previous conventions.

If you recall, at the bargaining convention, I made a similar motion to amend a report. And that motion to amend the report by one word, from "bridge the gap" to "eliminate the gap," was denied because of this rule. That's undemocratic. And it needs to change.

So I recommend that the delegation vote this -- these rules down so that we can make this correction to the rules and enhance the democratic processes of our union.

PRESIDENT DENNIS WILLIAMS: Well, brother, I happen to disagree. We will find out if the body disagrees.

Okay. All right. And then when I retire, I am going to sit down and you and I need to have a long talk. (Applause)

PRESIDENT DENNIS WILLIAMS: So with that, brother, first let's -- you gave a recommendation. There is a motion to accept the Rules Committee report.

Is there any further discussion?

Seeing no hands, all those in favor, signify by saying aye.

Any opposed?

The ayes have it.

And Scott, you know I do love you. Okay, brother.

Brothers and sisters, it gives me great pleasure to introduce somebody today. Introducing Heather McGhee to the UAW members is like introducing a member of our family. She is a longtime friend of the UAW and we are always honored to have her with us.

Day 1

Heather is the President of Demos, a public policy organization working for an America where all have an equal say in our democracy and an equal chance in our economy.

A recognized thought leader on the national stage, she frequently appears on shows such as Meet the Press, Real Time with Bill Maher, Hardball with Chris Matthews. Her opinions, writings and research have appeared in numerous outlets, including The New York Times, The Nation, The Hill. She has received NYU's McSilver Award, and Leaders of the Fight Against Poverty and Citizen Action of New York Progress Leadership Award.

In 2009, she co-chaired a task force within Americans for Financial Reform and helped shape key provisions of the Dodd-Frank Wall Street Reform and Consumer Protection Act.

In 2008, she served on the John Edwards' Deputy Policy Director in charge of domestic and economic policy where she crafted domestic policy platform that was widely praised for being the most ambitious and detailed in the election cycle.

In the age of conflict, Heather believes in civility. She once responded to a man named Garry on C-Span who said he was afraid of black men, and she advised him to meet a black family or attend a black church in person. The video went viral and was widely covered by the news and shared over a million times. A year later, Garry stated he was taking her advice to heart and views had changed. She and Garry eventually met. Garry's evolution and Heather's response to him became examples of how well learn -- how courageous conversations that can bridge activities and divides across our culture, policies and race.

She currently serves on the board of the Center for Working Families.

She holds a Bachelor of Arts in American Studies from Yale University and a law degree from University of California, Berkley School of Law.

I got to know Heather over the past several years. In fact, I think about seven years now. And her and I have became very, very close. In fact, we meet once a year with progressive groups around the country to try to bridge our gaps so progressive groups understand the plight of working men and women in this country, and unions, how important we are. And we, in return, learn from all of them.

So please, brothers and sisters, give a warm welcome to our friend Heather McGhee. (Applause)

Day 1

HEATHER MCGHEE
PRESIDENT, DEMOS

Thank you very much.

Thank you so much to President Dennis Williams.

Dennis, we are going to miss you. We know you are not going far. We know that you will always be in this fight with us. I will say that I have been a very lucky leader in the broad progressive movement, because I have gotten to know this International Union so well over the course of my career. Whether it has been in my home region of 9A, and the struggles that we have done together to organize and build political power. Or it's been when I went last summer to Canton, Mississippi to visit the workers at the Nissan plant who were trying to organize. Or whether it was when I spent a week at Black Lake with the executive staff of President Dennis Williams, talking about some of the hardest issues in our society today.

Or, of course, those wonderful, unforgettable times where Dennis Williams and his generosity brought some of the most important leaders for social justice together at Black Lake, that sacred space, that home for solidarity and justice, so that we could get to know each other, dream together, work out our differences, and make plans for the future.

You know, it was at one of those times when I got to be at Black Lake and I was hanging out at Maizee's, when I looked in front of me, at the end of the night, the group was singing, "Don't Stop Believing", and that was the last song. And then the next song, everybody just fell into place, grabbed hands around the circle, around the room, and sang "Solidarity Forever". I will never forget it. And I will particularly never forget looking across the room as we started to file out with that feeling, that raising your voices together, and those words in that song, that the union makes us strong, ringing still in our hearts. (Applause)

HEATHER MCGHEE: And there was a sister in front of me who was wearing a black t-shirt. And on the back, it read, "No One Fights Alone". I stopped in my tracks.

Now, you all have seen that t-shirt many times. I am sure many of you have that t-shirt. But for me, that idea, that simple idea, "No One Fights Alone", was so powerful. I couldn't shake it.

Even after I came home, to New York, and I went back to my daily work, found myself in green rooms, going on TV, fighting against conservatives who want to strip everything away from us, I kept seeing that phrase, "No One Fights Alone".

It is so far from the reality of American life today. The struggles of

our daily lives, to pay off the student loans and the health care bills and the childcare bills while keeping the lights on, these are all solo fights. Americans, half of whom couldn't pay a $400 bill without going into debt or selling something, are going round after round at night just us versus our bank balances alone. We are fighting alone. We are fighting for self-improvement to get ahead and to escape the dead-end jobs that are everywhere we turn. We are saying, I have got to get a second job or a third job. I have got to find a cheaper apartment. I have got to go back and get another degree. I have got to do it.

Brothers and sisters, you in this room know better than anyone, that's no way to win. We didn't get a 40-hour workweek by fighting alone. We didn't get health care and pensions and safety on the shop floor by fighting alone. Our brave foremothers and fathers who won these rights for us, they weren't fighting alone.

Alone, they were desperate for work and easily exploited. Their only power was in their numbers. One worker could go up to the boss and ask for a raise up from poverty wages, and be shown the door, behind which lined up dozens of people to take his place.

But instead of one face behind that door, the bosses faced thousands, and eventually millions all demanding a fair share. And the companies were forced to deal with work stoppages and slowdowns and protests and strikes that brought them to the bargaining table and resulted in better jobs and a better life across entire industries.

These victories were only possible when people recognized their common struggles and linked arms, even across lines of difference.

Now, back then, at the beginning of the labor movement, those lines of difference were between the Pols and the Slavs and the Irish, and yes, even my ancestors, black workers up from the South, escaping lynching and violence and the sharecropping contracts where you worked to pay the boss.

Now, back then, those lines of difference, language, color and creed were even more strictly enforced than they are today.

But somehow, in the heart of the labor movement that was growing, under the leadership of brave organizers who saw past our divisions and had a vision of what we could only win together, what we could never win by fighting alone, our foremothers and our forefathers built the greatest middle class the world has ever seen. (Applause)

HEATHER MCGEE: Now I stand before you today as a product of those victories. I grew up on the south side of Chicago into a strong black working middle class that had jobs, that had a future, because of organized labor.

And I also stand before you as part of the generation that may see all of those gains ripped away.

And I am asking for your help. And I mean you. Because you, my brothers and sisters at the UAW, you know and you can show this country what Solidarity Forever means.

Because more than our pensions, our health care, our job security, what Americans are losing today is that sense of solidarity, without which we can never, ever win.

But it doesn't have to be this way. This unprecedented level of division that we are feeling today across this country is being manufactured by the wealthy and the powerful who are profiting by dividing the rest of us while they rig the economic rules to enrich themselves.

Now, those of us in this room, we know that no matter what we -- where we come from, or what our color, most of us work hard for our families.

But today, certain politicians and the greedy lobbyists, they are hurting everyone by handing kickbacks to the rich, defunding our schools, and threatening our seniors with cuts to Social Security and Medicare.

And then, and this is the part, then they turn around and point the finger for our hard times at poor families, at black people and at new immigrants. Now, this is what we need to stop. We need to join together with people from all walks of life, to fight for our future. Just like we won better wages and safer workplaces and civil rights in our past, by joining together, we can elect new leaders who work for all of us, not just the wealthy few.

We can do this because as quiet as it is kept, the American people are fed up.

We are fed up with billionaires bragging that they pay next to nothing in taxes, when every year we lose $400 billion in revenue from rich people and corporations dodging taxes.

We are fed up with the Fortune 500 companies paying their lobbyists more than they do in taxes. We are fed up with corporations who were already enjoying record profits getting a windfall from a tax scam that passed last December that's going to leave workers high and dry, that's going to leave our families and our neighbors stuck with the bill for clean water and safe roads and schools worthy of our children. And yes, sometimes, without shame, for a little bit of help, help affording a doctor's visit or rent or food on the table, because too many jobs don't pay enough to pay the bills, and it is not their fault. We are fed up with our families and our neighbors getting stuck with the bill, and still

being told there's not enough money to fix the pipes in Flint or turn the lights on in Puerto Rico.

But right now, the greedy few and the politicians they pay for are saying, none of this pain that we are all feeling is their fault.

They are pointing the finger at the very people who are struggling the most, getting us to fight each other instead of them. My brothers and sisters, we can't let them fool us.

America's strength comes from our ability to work together, to knit together a landscape of people from different places and of different races into one nation, to rooms that look like this.

And for this to be a place of freedom for all, we can't let the greedy few and the politicians they pay for divide us against each other based on what we look like, where we come from, or how much money we have. It is time for us to stand up for each other, and come together. (Applause)

HEATHER MCGEE: We have to stand up for each other. My brothers and sisters, the time is dire. When Maher el-Rowmeim, a 31-year-old medical technician who works marathon days, double shifts, at hospitals all over New York City, taking care of his neighbors, when he can't be reunited with his wife of five years, his wife Ghadeer, who is an inspiring dentist, who is stuck in limbo in Jordan, because some politicians want us to be more scared about refugees and American Muslims than we are scared about the threats that they are making to our health care and Social Security, that's when we get stuck fighting alone. (Applause)

HEATHER MCGEE: We have to stand up for each other now. Because the time is dire.

When Marco Antonio Munõz risks death and starvation and murder to come to the United States, walks up to the border office seeking asylum from gang and state violence back home in Honduras, and instead of showing him the land of the free and the brave, and processing his asylum claim, people working for us rip his three-year-old out of his arms, without any explanation, and then throw him in a jail cell. When that Marco Antonio Munõz ends up dead in his jail cell, as he did last week, because certain politicians want us to blame people who have less than nothing for the fact that they and their backers are the ones trying to steal the American Dream, we get stuck fighting alone.

And when the corporate bosses divide the workers at a Mississippi Nissan plant by race, giving white workers jobs off the line, and black workers the heavy jobs in trim, and then they tell the white workers that the union's just for black workers and they would be better off sticking with their own color, we get stuck fighting alone.

Day 1

Now, my brothers and sisters, I beg you to be strong in this moment, and ask, who is trying to divide us? And what do they have to gain?

The idea that some groups of people are worth more than others, and some groups of people aren't even people at all, it is a very old idea that has always benefited a tiny few at the expense of the many.

Painting whole groups of people with a broad brush, creating a hierarchy of human value, by saying, this group is good and normal and upstanding, and this group is lazy and criminal and a threat to be controlled, that's part of our inheritance as Americans. That's the old divide and conquer strategy that organized labor beat in the early 20th century and that we can beat again.

But today, I believe that those who believe in Solidarity Forever can see that this idea that some groups of people are better than others, is a very well-marketed idea in our media and in our politics. And you all aren't falling for it.

And you know that things will really start to change when we place our blame more on those who are selling that idea for their own gain than on those who are desperate enough to buy it.

Now, it is time for us to pick leaders. Leaders in our homes, in our communities, in our State Houses, and, yes, in 2018, in our nation, leaders who reflect the very best of every kind of American, leaders who are willing to say Solidarity Forever. Because when we do, just imagine what we can create, if we join together across the lines of what divides us, white, black or brown, gay, straight or trans, native born or new American, and yes, even democrat, independent and republican, what would it look like for this great union's motto to be the motto for our great society?

Solidarity Forever.

I think it would look like wealthy people being proud to pay taxes because that's paying back the investment this country made in your success. And you feel like you need to help provide for our future even though you may not recognize what that future looks like.

I think it would look like government and business and organized labor working together, to ensure that the basics of life, a great education, clean air and water, a roof over your head, an old age with dignity, they would ensure that these things are not out of reach for most Americans as they are today, but are the minimum things that we can guarantee for us all.

And I think it would look like the CEOs of companies seeing their responsibility to not just create goods and profits, but to create good jobs, decent jobs, jobs with dignity for their fellow human beings.

But we can't get there fighting each other because of where we come from or what we look like. We can't get there by fighting alone.

That promised land, which I believe we can reach, we can only get anywhere on that path when we join hands as our foremothers and our forefathers did.

Together we can make this place a place where freedom is for everyone, no exceptions.

And I believe deep down in my heart, as I have gotten to know the incredible, brave, everyday, extraordinary men and women of the United Autoworkers over the past seven years, that this place has the spirit and the heart and the shoulders and the strength to show this country that no one fights alone and what Solidarity Forever can do for all of us.

Thank you. (Applause)

HEATHER MCGEE: Thank you very much. Thank you.

PRESIDENT DENNIS WILLIAMS: What a dynamic speaker.

Right?

At this time, it is my privilege to present the Owen Bieber Social Activist Award to someone whom I consider a very personal friend, my friend, Heather McGhee. (Applause)

OWEN BIEBER SOCIAL ACTIVIST AWARD

PRESIDENT DENNIS WILLIAMS: The Owen Bieber Social Activist Award is one of the highest honors given by our union. It recognizes a person's extraordinary commitments to the cause of social justice, something UAW members are known for.

The award is named after UAW President Emeritus Owen Bieber, because he was a leading voice for democracy and justice, for many years.

This prestigious award is given to individuals who advance the cause of freedom, justice, equality, and human dignity in this country and around the world.

Heather and I have spent many hours talking, sharing stories and perspectives. I have not only been inspired from the words from her mouth but touched by the sentiments that come from her heart.

Brothers and sisters, as you can see, Heather McGhee is dynamic, strategic, an engaging leader, compassion and genuine concern for all people.

Heather is a modern-day social justice architect, who is crafting

platforms upon which we can have an equal say in the democracy and an equal chance in our economy. Her work is helping us build those bridges that connect us no matter our differences or social activism. Her vision and ongoing commitment to ensure economic and social justice for everyone is why we honor her today.

Heather, on behalf of the active members, our retirees and the IEB of the UAW, we present to you the Owen Bieber Social Justice Award. Your dedication, determination and work to leave no person behind is an inspiration for us all.

Jimmy. (Applause)

(President Dennis Williams and Vice-President Jimmy Settles present Owen Bieber Social Activist Award to Heather McGhee.) (Applause)

PRESIDENT DENNIS WILLIAMS: Do you want to say something or do you want to go?

HEATHER MCGHEE: That was a surprise. It is such an honor, truly. As I have already said, I have cherished so much every single interaction I have ever had with a man or woman who fights for this union. So this means so very much to me. President Dennis Williams, thank you.

PRESIDENT DENNIS WILLIAMS: Thank you. Thank you, Heather. (Applause)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, we have some guests that have come far and wide in solidarity to be with us today.

Let's watch a short video on our global partnership.

A video was presented to the delegation. (Applause)

PRESIDENT DENNIS WILLIAMS: I now call on International Affairs Director Kristyne Peter to introduce our guests.

INTRODUCTION OF INTERNATIONAL GUESTS INTERNATIONAL AFFAIRS DIRECTOR KRISTYNE PETER

KRISTYNE PETER: Good afternoon. In the spirit of solidarity that brings our guests here, there is a very special guest who couldn't be here. He was recently released from prison in South Korea on early parole, thanks in part to the solidarity UAW members and leadership have shown our South Korean brothers and sisters. And he brings us greetings as a newly free man.

Day 1

A video was presented to the delegation as follows:

KCTU 8TH PRESIDENT HAN SANG-GYUN: Greetings of Solidarity to the UAW International Executive Board and convention delegates.

I am grateful for the work of UAW members and leadership on my behalf and on behalf of the Korean Confederation of Trade Unions (KCTU) and the Korean Metal Workers Union (KMWU). I feel it in my bones that nothing is more important in these difficult times than international solidarity among workers. Even while we thank the UAW for your work, many workers are still imprisoned in our country. Former KCTU General Secretary LEE Young joo is still incarcerated within the cold walls of a detention facility. Further Korean Construction Workers' Union President JANG Ok-ki is also behind bars. Please do not forget our imprisoned comrades. We would be grateful if you could continue the solidarity on their behalf.

I send my heartfelt gratitude for all the efforts UAW has taken and for those comrades. We promise we will continue to work through international workers solidarity for a world where all workers everywhere can live with human dignity.

Thank you and congratulations on your convention.

Struggle! (Applause)

INTERNATIONAL AFFAIRS DIRECTOR KRISTYNE PETER: We are extremely honored today to introduce to the Convention our distinguished international guests who are sitting over there. It is a testament to our union's global vision that we work closely with our sister unions in countries such as Japan, Korea, Germany, Brazil, South Africa, Canada, Thailand, India, the UK, France and Sweden, and very importantly, through our Global Union Federation, IndustriALL.

These relationships help to ensure that the UAW's work across borders is carried out in a highly strategic way to win concrete gains at the bargaining table for our members here and to advance workers' rights throughout the world.

The men and women I am about to introduce you to are part of that global vision. Their unions have been extremely generous and their support critical, at key moments, whether it be support for our organizing campaigns at Nissan in Tennessee and Mississippi, at Volkswagen in Chattanooga, at Volvo Truck and Volvo Cars throughout the United States, or at other numerous transnational organizing initiatives.

This high-level delegation here today consists of 30 international labor leaders from 13 countries throughout the world. Collectively, we

represent around 50 million workers at the global level in the manufacturing sectors. We share the same vision, we share the same fight....to ensure that fundamental labor rights are respected worldwide, and that workers deserve living wages, safe work sites and dignity on the job, regardless of country or company.

Please hold your applause while I have -- while I introduce them. We'll put them up on screen as I read their name, and then at the end we would like to give them a huge UAW welcome. Thank you.

So from France, please welcome, Anne-Catherine Cudennec, National Secretary for CFE-CGC; Jean-Michel Teixeira, from the CGT in France; Paulo Cayres, President of CNM-CUT in Brazil; Miguel Torres, President of the CNTM in Brazil; Luiz Carlos Prates, General Secretary of CSP-Consultas, Brazil; Giovanni Alioti, Head of International Affairs for FIM-CISL in Italy; Marco Bentivogli, Secretary-General for FIM-CSIL, Italy; Andrea Donega, Secretary-General for FIM-CSIL, Lombardy Italy; Stefano Maruca, International Affairs Director from FIOM-CGIL in Italy; Francesco Percuoco, from FIOM-CGIL, Italy; Satish Kumar from -- he is the Secretary General from the Ford Chennai Employees Union in India, a relatively new Indian union that the UAW was very involved with; from Sweden we have Lars Ask, International Secretary from IF Metall, Aleksandar Zuza, Policy Director from IF Metall; Horst Mund, Director of the International Affairs Department from IG Metall in Germany; Atlie Hoie, the Assistant General Secretary from our Global Union Federation IndustriALL based in Switzerland; Akira Takakura, President of the Japan Auto Workers Confederation in Japan, the JAW; Kazuyuki Wakizaka, Vice President Secretary of the JAW in Japan; Ju Kyo Jeoung, Vice President for the Auto Sector from the KMWU in South Korea; Hyewon Chong, International Affairs, from the KMWU in South Korea;

Irvin Jim, General Secretary from NUMSA in South Africa, he is unfortunately unable to join us today, but he will be coming on Wednesday; And then from Thailand, the Thai Autoworkers Union, we would like to welcome Youngyuth Mentapao, he is based in Thailand; from Unifor in Canada we have Jerry Dias; Scott Doherty, the Executive Assistant to the National President in Unifor from Canada; Deb Tveit, Assistant to the National President, in Unifor, for Canada; Katha Fortier, Assistant to the National President from Unifor; Carin Hallerström, International Affairs Director for UNIONEN in Sweden; Anne Coates, International Rep. for Toyota, based in the UK, for UNITE the Union; Kenny Smith, a Plant Convener for Jaguar Land Rover for UNITE in the UK; Paul Maullin, Secretary for Dana UK Axle Ltd, from UNITE in the UK; Mick Graham, Plant Convener for Jaguar Land Rover, also from UNITE in

the UK; and last but not least, Tony Burke, Assistant General Secretary for UNITE in the UK. (Applause)

INTERNATIONAL AFFAIRS DIRECTOR KRISTYNE PETER: And finally, I just want to draw your attention, many of you might have noticed this brochure that is in front of you on the table. I want to talk about we have a fellow brother, and he is a former autoworker, former president, former Brazilian President Luiz Inácio Lula da Silva. He has been -- he is being held in jail illegally in solitary confinement. On the back of the postcard, it explains his case. And on the back, if you want to write a personal note, UAW staff will personally deliver that to the prison where he is being held unjustly. Please fill out the card, and if you can put it at the end of the table, we will have UAW staff pick it up.

Thank you very much for your solidarity. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, Kristyne.

And welcome to all of our international guests.

On behalf of the Convention, thank you to those who have served on the Credentials and Rules Committees. You may now take your seats with the delegates.

PRESIDENT DENNIS WILLIAMS: Now, over the course of this convention, we want to remember the stories and voices of our members who are not here in the room as delegates.

Throughout the convention, we will be bringing you some of those voices through video. Please play our first video.

A video was presented to the delegation. (Applause)

PRESIDENT DENNIS WILLIAMS: Next, I would like to call up the Resolutions Committee and once they're seated, the Chair of the Resolution Committee, Tiffany, Rice. (Applause)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Good afternoon, brothers and sisters. My name is Tiffany Rice from UAW Local 140, under the leadership of Director, Chuck Hall and Assistant Director, Frank Stuglin, Region 1. (Applause)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I will be reading the Proposed Resolution: Building Power by Organizing, found on page 7 of the Proposed Resolution Book.

Organizing new members remained a key to building this union. Only through strong unions can workers win basic, lasting equity and dignity. Over the past four years, the UAW has organized more than 20,000 workers in various sectors including higher education, independent parts suppliers, and gaming.

Day 1

It is well-established that we, as a union, build power: Bargaining power and political power, through building density within the sectors of our union. What is density? Union density is the percentage of workers in an industry or geographic area who belong to a union. Studies shows that higher union density leads to better pay, benefits, and safer working conditions for all working men and women.

Conversely, studies show that as union density declines, so does the wages of non-union workers. In addition to lower wages and benefits and the more dangerous working conditions, this often means using more and more temporary workers, who are paid substandard wages and little to no benefits without any job security. Experience shows that these workers are often afraid to report hazardous working conditions or actual on-the-job accidents in fear of retaliation by management. All of this takes place because these workers have no collective voice and no grievance procedure found in a collective bargaining contract.

The decline of union density is also a threat to other organized industries within the sectors. As it creates a scenario in which the unorganized workplace are setting standards for a particular sector, rather than the higher paid, better protected organized workplaces. This places extreme pressure on members of organized labor to settle for less in order to protect their job security.

The end result of the race to the bottom is that things grow increasingly worse for all workers: Organized workers, unorganized full-time workers, and temporary workers alike.

By focusing our organizing efforts on key sectors for workers, we put our organizing resources in an optimal use by enabling our members to bargain contracts that better enhance their standard of living and reverse this trend.

One of the most integral aspects of achieving success at the bargaining table is by building power through organizing. To build our strength through organizing, we resolve to:

* Maintain and enhance the commitment of the UAW's resources to organize.

* Insist that the politicians who receive our support commit to strengthening laws that protects the rights of workers to organize in an environment free from threats and retaliation.

* Remain conscious that the power of collective bargaining and organizing are intertwined. We must develop organizing strategies that have a direct positive impact on collective bargaining and develop bargaining strategies that enhance the ability of workers to organize.

* Put an emphasis on organizing strategically by using more innovative and effective way to communicate with workers, tools, such as social media. We also need to effectively combat employers and outside entities that utilizes intimidation, fear, and threat tactics to suppress a worker's right to organize.

* Continue global solidarity efforts with unions around the world. Solidarity on a global scale is a two-way street. The UAW has a solid history of assisting unions and other countries when confronting U.S.-based multi-nationals that mistreat working people in overseas facilities. We will continue to request solidarity assistance from our global union partners when American workers are being mistreated in foreign-owned companies.



A delegate speaks on behalf of a resolution.

* Recognize and understand that each one of us is the UAW. Strengthening our union is a collective responsibility. It is in our best own interest to support UAW organizing efforts and speak openly about benefits that belong to the union.

Brothers and sisters [sic] delegates, on behalf of the Resolutions Committee, I move adoption to the proposed resolution. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, Tiffany. Brothers and sisters, the resolution has been read. We will now open the floor to discussions. We will begin in Region 1. Region 1, is there anybody who wants to speak for? We'll have two for and two against? Region 1. Brother in the navy blue shirt, go to the nearest mic. Yeah, mic 5, thank you.

DELEGATE PAUL TORRENTE, Local 228: Good afternoon. Paul Torrente, President Local 228, serving under the strong leadership of our Director, Chuck Hall and Assistant Director, Frank Stuglin. (Applause)

DELEGATE PAUL TORRENTE: Maintaining and enhancing our commitment to organizing as well as using more innovative ways for communicating with our members is vital to the future of the UAW. I stand in support of this resolution. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Is there anybody in Region 1 that would like to speak against? Anyone? Seeing no hands, is there somebody else that would like to speak in favor? In favor? The brother in the Polo, I think it's an orange. I'm not color-

blind, I just can't see that damn far.

DELEGATE DONALD FOSTER, SR., Local 7: Good afternoon, Donald A. Foster, Sr., UAW Local 7, Region 1, under the great direction -- leadership, I'm sorry, leadership, under Director, Charles Hall and Assistant Director, Frank Stuglin. (Applause)

DELEGATE DONALD FOSTER, SR.: Organizing -- thank you. Organizing is very important and it should be a continuous strive of this great union. And I speak in favor of this resolution. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. I will now move to Region 4. Where is Region 4? Four is over here, right? Yeah, they are.

Region 4, is there anybody who wants to speak in favor? Who's holding up the blue folder? All right.

Go to mic 1.

DELEGATE RORY DOLAN, JR., Local 838: Good afternoon, my name is Rory Dolan and I'm from Local 838, Waterloo, Iowa, Region 4 under the strong leadership of Director, Ron McInroy and Assistant Director, Brad Dutcher. (Applause)

DELEGATE RORY DOLAN, JR: I rise in support of this resolution because without growing, we are dying. Without growing our density, we are not only losing members, but we are losing power at the bargaining table.

Organizing is also about changing people's lives and changing them for the better. Helping us -- or, helping them to give them a voice and to be treated with dignity and respect in the workplace.

I've seen firsthand how nothing is impossible when workers decide that they want to make a positive change in their workplace. I feel it's our responsibility to support them and lead them down to a path, not only to a better workplace, but a better life. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Is there anybody in Region 4 that wants to speak against? Seeing no hands, is there anybody wanting to speak for? Anybody?

Brother with the red folder. Yep, mic 2. Thank you.

DELEGATE JOSHUA SAUNDERS, Local 865: Good afternoon. My name is Josh Saunders, I'm from Local 865, Region 4, under the leadership of Director, Ron McInroy and Assistant Director, Brad Dutcher, I -- (Applause)

DELEGATE JOSHUA SAUNDERS: I support this resolution

because as we continue to face automation, changes in markets, organizing is essential to growing a membership of our union. We must insist that politicians support strengthening labor laws when we have supported them and, we have to hold them accountable. Maintaining what we have is not good enough.

I'm not from Michigan, but I follow the news. I don't think anybody from Michigan is going to be okay with continuing to stick with right to work or the repeal of prevailing wage that happened this week. (Applause)

PRESIDENT DENNIS WILLIAMS: Right.

DELEGATE JOSHUA SAUNDERS: Had the Employee Free Choice Act been voted in when it had a good chance in 2007 and 2009, our organizing efforts would be much easier if we had card check organizing ability because the way it works now, when workers come to the company and say we want you to recognize us on card check, they can just say no. And then, the workers are left with two other options; they can go on strike, which every worker doesn't think that's the best thing for them.

If they're going to go on legislation, they have to wait for six weeks for the labor board to get there to have a vote. They get intimidated and harassed. There's a better way for us to organize, and we have to hold our politicians accountable and make it easier for us to organize.

To increase our own bargaining power, we have to continue to build up others around us who have not yet had the benefit of being union. We all know there's power in numbers. There's a power in a union. And if we truly believe an injury to one is an injury to all, then we must continue to focus on building power and strength through organizing and organizing the working-class people who are not yet UAW members. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Is there anybody in Region 4 who wants to speak against? Seeing no hands, I will go to Region 1A. Is there anybody that wants -- and look, if you're out there, wave something, or -- so I can see it.

Region 1, is there a person who wants to speak in favor? Red hat. Who is waving the red hat? Is that you, Bernie?

DELEGATE BERNARD RICKE, Local 600: Good afternoon. Bernie Ricke, Local 600, Region 1A, under the leadership of Rory Gamble. (Applause)

DELEGATE BERNARD RICKE: I rise to speak in favor of the resolution. Some of us have been around long enough, just look at our history.

When I hired into Ford at a very young age, I might add, in 1973, you could go to any supplier in the Detroit area and around the country and earn the same wages and benefit as the Big Three.

In fact, Kelsey Hayes had a better contract than General Motors. The reason was, at the time, those part suppliers were over 90 percent organized. So the only way we're going to regain the wages and benefits that we lost over the years is to increase density and to organize.

PRESIDENT DENNIS WILLIAMS: I agree.

DELEGATE BERNARD RICKE: So I just rise in support of the resolution. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Is there anybody in Region 1A who would like to speak against? Against? Is there anybody who would like to speak against? Brother, you want to speak against, waving in the white? Go to 6.

DELEGATE GARY WALKOWICZ, Local 600: Gary Walkowicz, Local 600. Brother Chairman, I rise not to speak against this proposed resolution, but rather for a point of information. The rules -- Brother Chairman, could you ask to maintain order in the hall, please?

PRESIDENT DENNIS WILLIAMS: Maintain order. Okay, go ahead.

DELEGATE GARY WALKOWICZ: The rules that we adopted for this convention allowed delegates to rise and call for resolution or amendments changes for a constitution that was submitted and passed by Local unions to call those out of committee.


A convention delegate listens during debate on resolutions.

So I ask the Chairman, at what point in the convention do we have that opportunity to call something to be called out of committee?

PRESIDENT DENNIS WILLIAMS: Brother, right now, we have a resolution on the floor. So as soon as that -- we get through this resolution, I'll come back and answer that, okay?

DELEGATE GARY WALKOWICZ: All right. Thank you

PRESIDENT DENNIS WILLIAMS: Thank you. Okay. Is there anybody else that is for? Yes, sister.

DELEGATE KIMBERLYE SMITH-BASS, Local 892: Good afternoon, brothers and sisters. My name is Kimberly Smith Bass. I come from Region 1A under the direction of Rory Gamble, Assistant

Director -- (Applause)

DELEGATE KIMBERLYE SMITH-BASS: Assistant Director Darryl Goodwin. I am the Bargaining Rep. of Local 892 and I stand in support of this resolution. Organization is the pillar of this great union. Our strength is -- our strength is in numbers. Without them, this union's foundation will crumble. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Now that we have completed Region 1A, we will go to Region 5. Is there anybody in Region 5 that would like to speak in favor of? The brother with the -- or sister -- I can't see. With the red folder. Is that a bull? Go to mic 2.

DELEGATE BRIAN BAY, Local 3555: Brian Bay, President of the Local 3555 Las Vegas, Nevada, Region 5, under the outstanding leadership of Director, Gary Jones and Assistant Director, Vance Pearson. (Applause)

DELEGATE BRIAN BAY: I'm in favor of this resolution. Before we organized, we were subject to bullying and harassment by management and customers. They'd spit at us, throw things at us, physically and verbally abuse us. And after organizing, we have been able to stop that. And we would like to stop it all over the city because it still goes on in the other non-organized properties.

And because of this, I stand in favor of this resolution and I'm proud to be a member of the UAW. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you. Is there anybody in Region 5 that would like to speak against? Seeing no hands, is there anybody that would like to speak for? Brother with the yellow, go ahead. Mic 2 or 3.

DELEGATE DANIEL KANDLBINDER, Local 31: Good afternoon, brothers and sisters. My name is Dan Kandlbinder, President of Local 31 out of Kansas City, Kansas, Region 5, under the leadership of Director, Gary Jones and Assistant Director, Vance Pearson. (Applause)

DELEGATE DANIEL KANDLBINDER: I stand in favor of this resolution because there is strength in numbers. Unions set the standards for wages and benefits for all workers, unions and nonunions. As we grow our membership through organizing, we also grow the middleclass.

We have seen our numbers grow in recent years, but there is so much more work for all of us to do to continue to push and grow our UAW. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Anybody

want -- in Region 5 that wants to speak against? Seeing no hands, I will now move to 9A.

Region 9A, is there anybody who would like to speak for? Well, there you are. Okay. With the rainbow poster, there. Mic 7, please.

DELEGATE MAIDA ROSENSTEIN, Local 2110: Hi, my name is Maida Rosenstein. I'm the President of Local 2110 in New York City which is part of the great Region 9A under the organizing leadership of Director Julie Kushner and Assistant Director Beverley Brakeman. (Applause)

DELEGATE MAIDA ROSENSTEIN: And I would be remiss if I didn't say former Director, Phil Wheeler who led the way in organizing. (Applause)

DELEGATE MAIDA ROSENSTEIN: Brothers and sisters, I rise to speak in favor of the resolution. This resolution, in a way, is a no-brainer because we have to organize. We have no choice but to organize. Is there anyone who doesn't recognize the loss of power we have all experienced in the labor movement because of the shrinkage in our numbers? And it doesn't just affect our wages. And it doesn't just affect us at each bargaining table. The racist right wing undemocratic regime that we are living under today is a result of our loss of power in the labor movement. And it has to change. We have no choice.

And once more, it can change.

Organizing is hard.

We've had some losses, we know, in the South. But I'm so proud of our union for what we have done because it is the right thing to do and we need to stick to it and we need to keep persisting and organizing in the south and every place.

It was so exciting to start this convention off with President Dennis Williams announcing organizing victories and major organizing victories. And we can be so proud of all of that.

In my Region, 9A, we are mostly technical office and professional workers. And we've had some incredible successes in higher education. And I'm so proud -- (Applause)

DELEGATE MAIDA ROSENSTEIN: To see that tens and thousands of academic workers, contingent faculty, post-doctoral workers teaching in research assistance have joined our union. (Applause)

But we can organize even more.

In New York City, alone, there are thousands, tens of thousands of

unorganized workers. Not only in higher education, in museums, in publishing, legal workers, and yes, in the public sector. (Applause)

And we can organize those workers, but we have to try. We have to persist, even where it's hard. And we all need to commit ourselves to organizing in a real way. We have to put our money where our mouths are. (Applause)

All of us, in local unions and in the International Union. We need to be willing to put our time and effort into it, all of us as delegates of this convention. And we need to put our money, our dues money, our strike fund money into organizing.

And if we do that, we will win and we can change the whole landscape. There is nothing more important than organizing.

So yes, sisters and brothers, I'm in favor of this resolution. We need to pass it and we need to pass it now. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you. Is there anybody in 9A that would like to speak against? Speak against? Seeing no hands, is there anybody that would like to speak for? In 9A, anybody for? There's way -- oh, is that yellow or whatever? What the -- yep. Mic 7.

DELEGATE JOHN DELMONTE, Local 2121: Brothers and sisters, John Delmonte. I'm from Local 2121.

PRESIDENT DENNIS WILLIAMS: Yep.

DELEGATE JOHN DELMONTE: We're in the most fantastic Region 9A, under the most outstanding awesome leadership of Julie Kushner and Assistant Director, Beverley Brakeman. (Applause)

DELEGATE JOHN DELMONTE: I'm here today to speak in favor of this resolution. When we started our campaign at Foxwoods Casino in Connecticut, there was much diversity. We had -- they offered us the most rinky dink raise increase from 2 cents to, I think, 29 cents. We started our organization campaign.

Everyone in the organization knew that power is union, organization is power. That's what we understood. They tried everything to divide us; by nationality, by language. They had separate meetings. But we grew in strength from day-to-day, from week to week, to the accumulation of the victory that we understood.

Union is power. Power is union. Organization is power. Thank you, very much and have a hell of a day. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you. Okay. I want to remind the delegates, especially sitting in the back, you're going to have to wave or a hat or I don't care what it is, but these lights are very hard

on us. It's like being in Cook County, you can't see stuff, right? So with that, I will move to Region 8. Is there anybody in Region 8 that would like to speak in favor of? Brother.

DELEGATE ANTHONY TOWNER, Local 5285: I'll leave this hat off since I'm not a Seahawks fan, for real. My name is Anthony Towner, I'm from Local 5285, under the astute strong leadership of Director, Ray Curry. (Applause)

DELEGATE ANTHONY TOWNER: And Assistant Tim Smith, Assistant Director. (Applause)

DELEGATE ANTHONY TOWNER: I stand in support of this resolution because organizing is basically the foundation of our union. I mean, this has been going on since the start of the union. And, we have different initiatives and things that's going in a positive direction that we have to encase the momentum and keep the momentum going, as far as organizing the South against right to work and some of these other legislations that are very negative to organized labor and unions, labor unions.

And, I would just like to relate the story on something that might not be necessarily related to the UAW, but just, one of our fallen leaders, as far as the Civil Rights Movement, Martin Luther King and what he was at the -- organizing the sanitation workers downtown and at the Loraine Hotel when he was assassinated. This was a friend of ours and Walter Reuther's, at that time.

So that's -- I mean, he was very sick the day that he did that, that he was there. He put his self out there as far as organizing those sanitation workers to the point where they didn't even want him to go. A lot of his surrogates and close friends.

So if we had that same vigor and that same determination as far as our organizing of the South and even up here, in Michigan, because we were caught sleeping at the wheel, so to speak, I think we would be successful as far as us being innovative in a way, in our efforts and the way we're trying to go about that, as far as organizing more and more places and building our union density. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: All right. Is there anybody in Region 8 that would like to speak against? Seeing no hands, is there anybody in Region 8 that would like to speak for? Anybody? The brother with the cream folder.

DELEGATE BOBBY HENSLEY, Local 1617: I would like to say hi to all my brothers and sisters. My name is Bobby Hensley. I'm from Local 1617 under the direction of Ray Curry and Assistant Director,

Tim Smith.

I would like to keep this short and say I'm in favor of this resolution. I would like to thank this committee for their hard work that they've done. Thank you, so much.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. (Applause)

PRESIDENT DENNIS WILLIAMS: Is there anybody else in Region 8 that would like to speak against? Seeing no hands, I will now move to Region 1D. 1D. Stand up and be heard or something. Okay. Brother with the -- waving the, I think it's a green card or something.

UNIDENTIFIED DELEGATE: Red.

PRESIDENT DENNIS WILLIAMS: Red. Okay.

DELEGATE TODD COLLINS, Local 724: Good afternoon, Todd Collins, Local 724 President under the exceptional leadership of the 1D Director, Gerald Kariem and Stevie Dawes. (Applause)

DELEGATE TODD COLLINS: I rise in support of this resolution on Building Power By Organizing. It's important to remember that the union is our driving force on for setting the standards for working people in this world.

By organizing, our union helps to improve the lives of working people through health and safety standards, fair wages, et cetera.

I stand in support of this resolution. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Is there anybody in 1D that would like to speak against? Anybody against? Seeing no hands, anybody for? For? Somebody waving a card back there. Green, I think. This time, I think I'm right.

DELEGATE TERESA MCGINNIS, Local 1811: Good afternoon, sisters and brothers. My name is Teresa McGinnis from Local 1811, Region 1D, under Director Gerald Kariem and Assistant, Stevie Dawes. (Applause)

DELEGATE TERESA MCGINNIS: I rise in support of this resolution. I worked on a Statewide Organizing Drive for childcare providers of Michigan, and several unions worked together and organized over 7,000 new union members. Unfortunately, our governor wiped them all out with the swipe of his pen.

Organizing new members is key to building this union. We build bargaining and political power. This leads to better paid benefits, and a safer working condition for all working men and women.

Wages and working conditions of nonunion workers are negatively affected without the ability to organize. We all need to hold our endorsed and elected politicians accountable to protect the rights of workers to organize, develop strategies, they have positive impacts, collective bargaining, and understand our role as UAW members to support organizing efforts. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, sister. Is there anybody in Region 1D that would like to speak against? Seeing no hands, I will now move to Region 9. Region 9, is there anybody that would like to speak for? Yes, brother.

DELEGATE DONALD GOODIN, Local 1039: Hi, I'm Don Goodin from Local 1039, Region 9 under Jeff Binz and former Terry Dittes. (Applause)

DELEGATE DONALD GOODIN: I'm support -- I'm in support of this resolution, mobilizing members. Organizing gives the union more strength at the political arena and at the bargaining table. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Is there anybody in Region 9 that would like to speak against? Against? Seeing no hands, is there anybody that would like to speak for? Brother with the green folder. There's a lot of green folders out there.

DELEGATE TIMOTHY HIRSCHMAN, Local 55: Good afternoon, brothers and sisters, my name is Timothy Hirschman. I'm a Benefits Rep. from Amalgamated UAW Local 55 and I'm also an elected delegate. Local 55 is part of Region 9 which is led by Director, Jeff Binz and Assistant Director Tommy Ashton. (Applause)

DELEGATE TIMOTHY HIRSCHMAN: I speak in favor of this resolution. As a benefits rep., I have seen the difficulty in organizing firsthand, but I have witnessed a few successes.

As a 27-year proud UAW member, I can attest that I have enjoyed a better life as a union member. And we need to continue to build power to increasing the union density within all sectors of our great union. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Is there anybody that would like to speak against? Anybody that would like to speak against? Seeing no hands, I will now move to Region 2B. Region 2B, is there anybody that would like to -- yellow folder out there, or orange or something. Yeah, right there. There you go. I see you, brother. The one behind, too.

DELEGATE MARK PAYNE, Local 1250: Good afternoon. I'm

Mark Payne, President of Local 1250, Cleveland Engine, home of the -- the Cavaliers. Maybe next year. I also want to thank our Regional Director, Rich Rankin. (Applause)

DELEGATE MARK PAYNE: And I want to stand in support of the resolution. It's necessary to organize toward a more perfect union. We organize for equality of wages. We organize to raise our wages. We organize to, eventually, get our TPTs to full time. We organize so we can collective bargain, to make sure that our retirees will one day be more comfortable. Speaking of which, Dennis Williams, congratulations on your retirement.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you. Is there anybody that wants to speak against? Against? Seeing no hands, there anybody that wants to speak in favor of? 2B. The brother in the green, back, way in the back.

DELEGATE JOHN HOLLAND, Local 2308: Thank you, President Dennis Williams and thank you for your years of service.

Good afternoon, brothers and sisters. I would like to speak. First, my name is John Holland and I am the Bargaining Chair for Local 2308, representing the workers of Miller Brewing Company in Trenton, Ohio. (Applause)

DELEGATE JOHN HOLLAND: And, I would like to say a shout out for my region, Region 2B, which is led -- (Applause)

DELEGATE JOHN HOLLAND: 2B which is led by our dynamic and high energetic Regional Director Rich Rankin and his assistant, Wayne Blanchard. (Applause)

DELEGATE JOHN HOLLAND: Thank you.

I would like to speak in support of the resolution on organizing. I've been bargaining contracts for a long time and I've noticed the diminishing of union density and how it affects the work that we do at the bargaining table. So I'm for putting whatever tools in the hands of our leadership, down to our organizers, rank and file, education, in order to get young people involved and understand more about what union workers do and protecting working families.

What we need, to also support the fact that if our politicians, no matter what party they're from, if they are not supporting us when it comes to the laws and the rights of workers to organize, then we need to get rid of them. (Applause)

PRESIDENT DENNIS WILLIAMS: Amen.

DELEGATE JOHN HOLLAND: Thank you for your time, enjoy the convention.

PRESIDENT DENNIS WILLIAMS: Thank you, brother.

Is there anybody in Region 2B that would like to speak against? Seeing no hands, brothers and sisters, we have now went around the convention floor to every Region.

Do we have a motion? There is a motion to stop debate. Okay. All those -- all in favor of stopping, signify by saying aye. I should say close debate. Any opposed? Seeing none, okay. All in favor of closing the resolution, signify by saying aye. Opposed, the same. Okay. Ayes have it.

...Motion was made by several unidentified delegates.

PRESIDENT DENNIS WILLIAMS: All right. Brother Walkowicz. Okay. Brother Walkowicz, as the rule states, a delegate can ask for a resolution to come out of committee and then it takes 147 votes to get it out of committee. So what is the resolution?

DELEGATE GARY WALKOWICZ, Local 600: The resolution I'm asking to be called on the committee concerns the conducting of ratification votes on national local contracts.

This resolution was submitted by the Dearborn --

PRESIDENT DENNIS WILLIAMS: Brother. Brother, all you can do under the rules is state the resolution and then, if 147 delegates vote to do it, then you will have an opportunity to speak on it, at the resolution.

DELEGATE GARY WALKOWICZ: So, can I read the resolution?

PRESIDENT DENNIS WILLIAMS: All right.

DELEGATE GARY WALKOWICZ: The resolution was submitted and passed by the Dearborn Truck Plant unit of Local 600. The resolution -- brother chairman.

PRESIDENT DENNIS WILLIAMS: Yes.

DELEGATE GARY WALKOWICZ: I want to ask you to quiet the room.

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, let's afford the opportunity.

DELEGATE GARY WALKOWICZ: Thank you. This resolution reads as follows:

Whereas the ratification of national and local contracts is just as important to our members as the election of union officers; Whereas, there have been questions in the past about the counting of contract

ratification votes;

Therefore, be it resolved that all contract ratification votes must be conducted with the same rules and regulations as are required for union elections, including, but not limited to safe and secure ballot boxes for all electronic voting.

Ratification votes conducted by a dually elected election committee. Correct and verified voting list and the right for challengers to watch the voting, the securing of the ballot boxes, and the counting of votes.

Brother and sister delegates, I ask you to support to bring this resolution out of committee so it can be discussed and debated by the delegates here.

PRESIDENT DENNIS WILLIAMS: Okay. Thank you brother Walkowicz. It takes 147 delegates to bring a resolution out of committee. All in favor of taking it out, raise your hand. Those against, raise your hand.

Brother, there wasn't 147 delegates, but thank you.

I would like to now call upon my good friend, your good friend, Secretary-Treasurer to preside over the convention. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, Dennis. And I would like to call up the chairperson of the Resolutions Committee, Tiffany Rice, for purposes of presenting our next resolution.

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you, Secretary-Treasurer Gary Casteel. I would like to now call Brother Mosby up to introduce the Resolution: Education For Strong Unions.

RESOLUTIONS COMMITTEE MEMBER LARRY MOSBY: Thank you, sister chairman.

Good afternoon brothers. My name is Larry Mosby. I am an elected delegate as well as a shop district committeeperson from the local of all locals, 2250 out of Wentzville, Missouri. (Applause)

RESOLUTIONS COMMITTEE MEMBER LARRY MOSBY: Serving under leadership of the dream team, Region 5, Director, Gary Jones and Assistant Director, Vance Pearson. (Applause)

RESOLUTIONS COMMITTEE MEMBER LARRY MOSBY: I will be reading the Proposed Resolution: Education For a Strong Union, found on page 13 of the Proposed Resolutions Book.

Education is the cornerstone of a strong union. It is how we fill the toolbox that members and leaders use to fight for working people in the workplace and in politics. Our education efforts are focused on four keys areas: Understanding how to work with the collective bar-

gaining agreement, understanding how the union works, understanding UAW history and the struggles that made us who we are today, and understanding the current political environment; including issues surrounding civil and human rights.

A strong union starts with strong local unions. Therefore, we must work with local union officers and standing committees by providing training on roles and responsibilities and equip them with the tools they need. We must educate our members on all aspects of the union's work that allowed us to achieve economic improvements, fairness in the workplace, and a voice in decision making.

Strong relevant member education focuses on how we can overcome the challenges of today and tomorrow. It also takes stocks of the needs of our members. This includes adapting to changing technology and demographics. To achieve our goal of a strong, educated membership:

* Our educational programs must support the initiatives of our union and focus on the topics that have the greatest impact on our membership.

* We must also negotiate time for our members to attend UAW education programs.

* We must utilize local union education committees and Local Union Discussion Leaders to inform members throughout our union.

* And, we must use technology in our education efforts to reach more members in a timely and cost-effective way.

With educated and informed members, we can also take on forces outside our workplaces that jeopardize our gains and bargaining.

As Walter Reuther said, "What we might for and win at the bargaining table can be taken away in the legislative halls".

Big corporations have been increasingly successful in influencing policymakers to shape the economy to benefit themselves. Furthermore, since Donald Trump's election, we have seen a nonstop assault on the rights of working people. We are fighting back by speaking up about the state of our economy, the forces behind globalization, the impact of governmental decisions and specific legislation that impacts working people.

These efforts are only possible when we have the facts, know how to use them, and understand the difference between credible journalism and political rhetoric.

Brothers and sisters, knowledge is the first step in empowering members to speak up, act out, build a power, and win for the working people at the bargaining table in State houses and in Washington, D.C.

Brother and sister delegates, on behalf of the Resolutions Committee, I move adoption of the proposed resolution. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Okay. So now, we can open the floor for debate of the resolution. We're going to begin in Region 4. Let me get my bearings. Where you at? 4, over here. Okay.

In Region 4, anybody wishing to speak for the resolution? Brother with the yellow tablet. I called the yellow.

DELEGATE ROSS BAIZE, Local 974: My name is Ross Baize. I'm from the flagship of the UAW Local Region 4, Local 974 under the leadership of Ron McInroy and Assistant Director Brad Dutcher. (Applause)

DELEGATE ROSS BAIZE: Today, I rise in support of this resolution because education is one of the cornerstones of this great union. To educate is to empower.

In my experience as a Local Union Discussion Leader, proved this to be true. When members feel educated and empowered, they become more active. More active members build strength and solidarity within our local and that's something that we need to continue to build on for the years to come.

Again, I support this resolution.

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Anyone in Region 4 wishing to speak against? Anyone else wishing to speak for? Brother with the blue folder.

DELEGATE JOSEPH ORTH, Local 469: Brothers and sisters, my name is Joe Orth. I'm from Local 469 West Allis, Wisconsin, elected delegate and vice president. Region 4 under the leadership of Ron McInroy and Brad Dutcher. (Applause)

DELEGATE JOSEPH ORTH: I rise in support of this resolution. We must, for our own good, understand and educate others about dangers in our jobs whether they're ergonomic or chemical, whether they are hours of sweat and toil or hours of boredom. We can only understand our task by becoming educated about it and understanding our task.

To continue to build and rebuild our great union, we must pass on our history. Again, we have to teach and we have to educate our children. They have to understand what we've been through and we have to understand what the history is.

Finally, as technology changes and becomes even more common

and advanced, we must understand that technology, not only to master that, but also to guide it in a good direction. Thank you.

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Okay. Moving to -- to Region 1A. Anyone wishing to speak in favor of the resolution? Brother with the yellow folder.

DELEGATE BURKIE MORRIS, Local 600: Greetings, brothers and sisters. My name is Burkie Morris. I'm the President Chair at the Dearborn Truck Plant, Local 600, under the dynamic leadership of Rory Gamble and Assistant Director, Darryl Goodwin. (Applause)

DELEGATE BURKIE MORRIS: Educating our membership is important. Educating our members is important for our families. Educating informs, prepares, and unites to build force in our union. Educating is important for our jobs.

I had the honor and privilege of serving as an educational rep. back in the day over at the Wixom plant for over ten years and I know what a difference education means for families, communities, and empowerment.

That's why I stand in support of this resolution. Thank you.

SECRETARY-TREASURER GARY CASTEEL: Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Anyone in 1A wishing to speak against? Seeing nobody, no hands, anyone else wishing to speak for? Brother with the red hat.

DELEGATE JEFFREY MORRIS, Local 723: Good afternoon. I'm Jeff Morris, President Local 723, Region 1A, under the directorship of Rory Gamble and Assistant Director, Darryl Goodwin. (Applause)

DELEGATE JEFFREY MORRIS: I stand in support of the Resolution: Education For a Stronger Union. As a local union president, I know how valuable an educated membership is. It enables the Local to have a stronger voice, not just as the bargaining table, but also in their communities. I believe that every member should be educated in the rich history of the UAW and union basics before they ever step foot on a shop floor.

I support the use of technology in educating our membership and I look forward to the opportunities that this resolution will create for our members. Once again, I stand in support of this resolution. Thank you.

SECRETARY-TREASURER GARY CASTEEL: Thank you.

(Applause)

SECRETARY-TREASURER GARY CASTEEL: Okay. We'll move to Region 5. Anyone wishing to speak in favor of the resolution? Right here with the cute bow.

DELEGATE DANA DAVIDSON, Local 249: Good afternoon. My name is Dana Davidson. I'm the financial secretary for UAW Local 249, under the tenacious leadership of Director, Gary Jones and Assistant Director, Vance Pearson. (Applause)

DELEGATE DANA DAVIDSON: And I stand in support of this resolution because I think that the education is so important. I was blessed early in my career to have the opportunity to go to Black Lake and go to summer school and see how all the issues that are happening, are affecting each one of us. And, I stand in support of this resolution.

SECRETARY-TREASURER GARY CASTEEL: Thank you, sister. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Anyone in Region 5 wishing to speak against the resolution? Seeing no hands, anyone else wishing to speak for the resolution? Brother with the red folder, here.

DELEGATE JIMMY MACK, JR., Local 276: Good evening. My name is Jimmy Mack. I'm from Local 276. My president is Terry Venezuela. I am from the greatest Region in the UAW, under the visionary leadership of Gary Jones and Assistant Director, Vance Pearson. (Applause)

DELEGATE JIMMY MACK, JR.: The only, the only, the only region to win 18 of the 19 Kappa awards. The only Region to raise $2.1 million dollars. (Applause)

DELEGATE JIMMY MACK, JR.: I stand in support of this resolution. Education is so -- not only key for us as workers, but it's key to the people in our communities, also.

We've got to remind the people that these corporations don't give vacations and all these benefits that they think they have. That these are union-negotiated benefits. (Applause)

DELEGATE JIMMY MACK, JR.: That we all need to recognize. So brother, I stand in support.

And Region 5 is still number 1. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. Anyone in -- well, that's all for Region 5.

Okay. Moving now to Region 9A. Anyone wishing to speak for, in 9A? Sister that's out in the aisle, already.

DELEGATE ALYSSA GOLDSTEIN, Local 2322: Hi, everyone. My name is Alyssa Goldstein. I'm from UAW Local 2322, Region 9A, under the direction of Julie Kushner and Beverley Brakeman. (Applause)

DELEGATE ALYSSA GOLDSTEIN: I'm the Co-Chair of the Graduate Employee Organization at UMASS Amherst which represents 2,500 graduate workers. We are planning a member education series to help workers hone in on their organizing and leadership skills.

Membership education is especially important in the face of the Janus decisions. Our majority public sector local will parish if we do not devote our hearts and mind to membership education. (Applause)

DELEGATE ALYSSA GOLDSTEIN: And if we do not trust our members to not only learn, but to teach others with their own experiences. Member education is how rank-and-file workers are empowered to be leaders in their union. I support this resolution. Thank you.

SECRETARY-TREASURER GARY CASTEEL: Thank you, sister. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Anyone in 9A wishing to speak against? Seeing no one, anyone else wishing to speak for? Okay. I'm taking your word for it 'cause I can't see the folder.

TRANSLATOR JOSE (INAUDIBLE): Good afternoon, my name is 9A staff and I will be translating for the delegate.

DELEGATE JULIA NORIEGA, Local 4004: My name is Julia Noriega, Local 4004 in Puerto Rico under the leadership of Julie Kushner, Regional Director, and Assistant Director, Beverley Brakeman. (Applause)

DELEGATE JULIA NORIEGA: Before I speak in favor of this resolution, I want to thank the UAW, the complete leadership of the UAW and all the members of the UAW who supported Puerto Rico and the Puerto Rico members during the hurricane. (Applause)

DELEGATE JULIA NORIEGA: I stand here this afternoon, in support of resolution number 2 -- number 4, to have a stronger -- stronger union.

Education is a pillar of our union for us to continue defending the rights of our members. Also, to give the tools to our members in order for them to fight for inequality. Negotiate good contracts and also educate our members in reference to the human and Civil Rights.

For such reason, I support this resolution. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, sister.

Moving to Region 8. Anyone wishing to speak for the resolution? Brother, go to mic 4.

DELEGATE JOSHUA FISHER, Local 1649: Josh Fisher, Local 1649, Region 8, Director Ray Curry, Assistant Director Tim Smith.

I stand in support of this Resolution for Education For a Strong Union. Education is cornerstone of a strong union. Through standing committees, newer members and younger UAW members can learn about the UAW and how it works.

Through our Local 1649, we have new-hire packs that we give new members when we meet with them and they get hired and explain how the union works. And they meet all the elected officials and appointed members. With today's technology, we can communicate and reach out to our members in a timely and cost-effectiveness way to educate our members. It's our job to educate the newer and younger members being hired and brought into our union.

I stand in support.

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Anyone in Region 8 wishing to speak against the resolution? Anyone wishing to speak for the resolution? Brother with the card.

DELEGATE JACK BOWERS, Local 2164: Hello, brothers and sisters. Jack Bowers, Local 2164 President, elected delegate. Mr. Ray Curry, Tim Smith, our leaders.

I would like to speak in favor because we have a lot of new members in our place of work, and it's surprising how much they don't know. It's surprising how they don't know where all these things come from and they kind of take them for granted. They need to be educated and keep them in place and get better. And make it better like we made it better for them and our predecessors made it better for us.

There's a lot of ways to improve it and we have a way to improve it through all the communications we have and through the technology we have. And we got a lot of new members coming up, and it's our job to get them ready and to keep my retirement going and everyone else's in here.

Education is power and they need that power to take care of themselves and us as well. So I support this, very much so. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. Okay. Moving to Region 1D. Anyone wishing to speak in favor? Brother with the lime green folder.

DELEGATE MICHAEL LUNA, Local 652: Good afternoon, brothers and sisters, my name is Michael Luna. I'm the Chairman of UAW Local 652 Ryder unit under the leadership of my President

Randy Freeman and the Director of Region 1D, Gerald Kariem and Stevie Dawes. (Applause)

DELEGATE MICHAEL LUNA: I rise in favor of this resolution. The education of members new and seniored [sic] is paramount in strengthening the UAW. When workers understand their rights under a collective bargaining agreement, how the union works, the history and struggles of yesterday and today, they begin to realize that they, too, have a voice in the workplace.

As bargainers, we must negotiate time in our collective bargaining agreements to educate our members. And lastly, technology is changing every day. We must utilize and adapt our efforts to reach and educate our members. Thank you.

SECRETARY-TREASURER GARY CASTEEL: Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Anyone in 1D wishing to speak against? Seeing no one, anyone else wishing to speak for? Brother with the, I guess, that's a pink folder. Yeah?

DELEGATE ROBERT TURNER, Local 2031: Good afternoon, brothers and sisters. My name is Robert Turner, President of the UAW Local 2031, Region 1D guided by the direct leadership of Gerald Kariem and Assistant Director Steve Dawes. (Applause)

DELEGATE ROBERT TURNER: I'm here up today -- I'm up here today to speak about education in support of the resolution.

It is true that our strength comes from our unity. However, that unity is achieved through strong and robust education programs. Through education, our brothers and sisters are engaged. Through education, our brothers and sisters are mobilized. Through education, our brothers and sisters and our union, the greatest union in America, will be successful.

So I ask everyone to unanimously support the proposed resolution, Education For a Strong Union. Thank you brothers and sisters.

SECRETARY-TREASURER GARY CASTEEL: And thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Okay. Coming to Region 9, anyone wishing to speak for the resolution? Start with the brother in the front, with the green.

DELEGATE KEVIN FRONHEISER, Local 677: Good afternoon. My name is Kevin Fronheiser, Local 677, Region 9, Director Jeff Binz, Assistant Tommy Ashton. (Applause)

DELEGATE KEVIN FRONHEISER: I stand in support of this.

Education is absolutely the key. The more our members know, the better off we are. The more power we have. Also, it helps squash unwanted rumors. And also, education is something that nobody can take away from us. That's ours and we can move forward with that. So I stand in support.

SECRETARY-TREASURER GARY CASTEEL: Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Anyone wishing to speak against the resolution? Seeing no one, anyone else wishing to speak for the resolution? Sister with the green folder, please.

DELEGATE ELANDA CLARK, Local 1097: Hello, brothers and sisters. My name is Elanda Clark. I'm from Local 1097 in Rochester, New York. I am under the direction of Jeff Binz and Assistant Director, Tom Ashton. (Applause)

DELEGATE ELANDA CLARK: I stand here before you today in support of this proposal and this resolution.

As it's been stated, education is the cornerstone of a strong union. The only way to have a strong Local Union is to have a strong united membership. In order to have a strong united membership, we must utilize our local education committee as well as our local leadership to help inform the members of their rich traditions and to educate them on the challenges to come.

With educated and informed members, we will gain more empowerment. We will gain strong dedicated backbones in aid and speaking up as well as more eyes and ears in our community.

We will build strong powerful local unions that will win the fights we face for all workers -- all working people at the bargaining table. We will become more powerful, stronger, better effective, and more inspirational to others and our community.

Brothers and sisters, education is the key to success and always has been. In that being said, I support this resolution.

SECRETARY-TREASURER GARY CASTEEL: Thank you, sister. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Moving to Region 2B. Anybody wishing to speak in favor? Brother with the, I think, pink. Yes, please.

DELEGATE ERIC GADD, Local 863: My name is Eric Gadd from Local 863, Bargaining Chairman, Region 2B under the leadership of Rich Rankin and Assistant Director, Blanchard. (Applause)

DELEGATE ERIC GADD: I stand before you today in support

of this resolution. As a third-generation Ford worker and a third-generation UAW Rep., I can remember hearing stories of how important it was for the labor movement and what our retirees had to fight for, for us to have today.

I support educating and motivating our members and building the strength of the UAW. And we must educate them on labor issues, the labor movement, the value of a vote, and making sure that we endorse candidates, politicians, and support the working-class and the middle-class and also supporting American-made and union-made goods.

Brothers and sisters, I stand before you today in support, and I ask you to stand with me. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you. Anyone in 2B wishing to speak against the amendment? Seeing none, anyone wishing to speak for the amendment? With the yellow folder, please. Mic 8.

DELEGATE DUANE WILLIAMS, JR., Local 1216: Good afternoon, brothers and sisters. I'm Duane Williams, Jr., from Local 1216, Sandusky, Ohio, at Ventura Plant, under the direction of Rich Rankin and Assistant Director, Wayne Blanchard from the mighty 2B, in the heart of it all. (Applause)

DELEGATE DUANE WILLIAMS, JR.: Region 5 make the money, we make the men, 2B. I support education. I am a part of our education committee at Region -- at Local 1216 and I find, with the youngsters, a lot of the older ones like to talk about the youngsters, but you need to listen. Everybody wants to educate. Some of it comes, you need to be educated yourself. You need to get up with the times with your new coworkers because they do not operate like you once did.

I am a third-generation union worker. I am a third-generation veteran. So I understand about what both of these entities have done for America. In order to get our young people engaged, we must first listen to them. Understand, some of them grew up in homes without supervision. You can be that supervision. But you must first use two ears instead of your one mouth, and listen twice as much as you speak. And, you might learn something from these people in order, you can turn under and use it back to them.

We need to advance our technologies and everything else that it would take to leverage against our enemies because they have more money and more power than we've ever had and than they've ever had. And our numbers are dwindling, but we are getting them back up.

We have to stay mindful. We have to stay diligent, but education is the key. And I support this resolution. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you. Okay. Moving across the hall to Region 1. Anyone wishing to speak in favor of the resolution? I see back in the back, in the black shirt back here with the -- yeah.

DELEGATE NICHOLAS STEFANI, Local 2280: Good afternoon, everyone. My name is Nicholas Stefani. I'm the Local 2280 Plant Chairman, serving under the direction from the strong leadership of our Region 1 Director, Chuck Hall and our Assistant Director, Frank Stuglin. (Applause)

DELEGATE NICHOLAS STEFANI: I stand in support of Education For a Strong Union. A strong UAW starts with strong local unions. We must continue to work with our Local Union Officers and standing committees by providing training or their roles and responsibilities.

That gives us the tools and allow us to continue to achieve economic improvements, fairness in the workplace, and a voice in decision making.

That's why I stand in support of education.

SECRETARY-TREASURER GARY CASTEEL: Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Anyone in Region 1 wishing to speak against the resolution? Seeing no one, anyone else wishing to speak for the resolution? Sister in the back. And, I think, with the white shirt. Yeah, you got your hand up. Come on. Yes, please.

DELEGATE SAUNDRA SUMNER, Local 2071: Good afternoon. My name is Saundra Sumner. I'm from Local 2071, Region 1A, under the direction of Director Chuck Hall and Assistant Director Frank Stuglin. (Applause)

DELEGATE SAUNDRA SUMNER: I stand in support of Resolution: For Education For a Strong Union. As we know, the foundation of any union is as strong as our membership. Thank you.

SECRETARY-TREASURER GARY CASTEEL: Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Brothers and sisters, we've been through the entire hall. Is there a motion to close debate? It's been moved. Is there support? All those in favor to close the debate, please say aye. Any opposed? All in favor of the resolution, please say aye. Opposed, nay. Thank you. The motion is passed.

Motion was made by several unidentified delegates.

SECRETARY-TREASURER GARY CASTEEL: I will now call on my friend, Jimmy Settles, to come forward for the purpose of an introduction. (Applause)

VICE PRESIDENT JIMMY SETTLES: Good afternoon. It is my privilege and honor to present you, our next speaker. I once coined him as one of the Detroit's finest. Not only just the Detroit's finest, he's part of the best alter in the City of Detroit, the Reverend Wendell Anthony who is a constant and respected figure in the Detroit community and surrounding areas; not only because of his church affiliation or the presidency that he holds in our local NAACP, but also because of, he's such a powerful voice in our community.

He's a native of St. Louis, Missouri, but he was educated in the Detroit Public School Systems. He graduated from Wayne State with a Bachelor of Arts in Political Science and he also went to Marygrove College where he got a Master of Arts in Pastoral Ministry. He also attended the University of Detroit of Advanced Study For Black Theology.

He was an originant [sic] of Take Your Souls to the Polls, the voter registration and mobilization program. This was initiated to bring about great involvement with our youth in the electoral process. He's also a recipient of numerous awards and recognition both, locally and nationally.

He is an especially familiar face to the UAW members here in the Detroit because he stands shoulder to shoulder with us at all rallies and community events. He's a staunch union supporter. He understands the connection between the breadbox and the ballot box. He's a visionary in the community. He engages and goes far beyond the Detroit city limits. In 1990, he served as co-chair of the International Mandela Freedom Tour here in the City of Detroit.

In 1994, Reverend Anthony was a part of a special delegation of the National NAACP leadership that visited South Africa to supported the national elections that were held in April of 1994. That same year, he organized a Rwanda Relief Effort.

In 1996, he was founder of the Fellowship Chapel Health Clinic in Cape Coast, Ghana. He provided medical services to children throughout the central region. Reverend Anthony is responsible for negotiating over $7.2 billion in economic development with local banking institutions.

He is a member of the NAACP National Board of Directors and he is currently serving his 13th term as President of the Detroit Branch NAACP, a position that he has held for 25 years. The Detroit Branch NAACP is the largest branch in the country. It hosts the largest sit-

down dinner in the nation, bringing at least 10,000 persons together every year, to celebrate and commemorate the struggle of social and economic justice, freedom, and equality.

His hallmark is his passion for the betterment of all people, not just in Detroit, not just in Michigan, but everywhere in the world.

My brothers and sisters, please join me in giving Reverend Wendell Anthony, a warm welcome. (Applause)

REVEREND ANTHONY: Thank you, so much. Let me say good afternoon to the House of Labor. Let me also say that I support the resolution for education. I support the resolution. I'm an honorary member of Local 600, so I guess my vote does count, Amen.

Let me also thank President Dennis Williams and the leadership of the International Union for extending me this very kind invitation to come and to speak to you.

Those persons who are a part of the Union Movement, the Automobile, Aerospace and Agricultural Implement Workers of America, for all of those who have traveled from -- throughout the four corners of our nation to be here, thank you for coming to Detroit. We are a rough city, a beautiful city, a comeback city, a never say dark city. We keep taking a licking, but we keep on kicking in spite of what happens.

I want to certainly acknowledge and to thank my good friend and Brother Jimmy Settles, Vice President of UAW Ford. I know that Jimmy is retiring. I know that Dennis is retiring. I know that Chuck Hall is retiring. I know that Julie Kushner is retiring. If I missed anybody else who retiring, thank you for your work during the time you were here.

Let's give all of them a big hand for the struggle. (Applause)

REVEREND ANTHONY: For the way they have kept this moving for us. And to all of my good friends -- I have so many good friends in labor, Rory Gamble, who I don't believe in gambling with. And the fact that he is here, and Brother Kariem, and you are, perhaps, the next person who may, in fact, be the leader of the UAW. Brother Gary Johnson, the show me state where I'm from, Saint Louis. Hopefully, we gone be showing y'all something, Amen. (Applause)

REVEREND ANTHONY: I want to acknowledge all of you. And to all of the officers here, who are a part of making labor work, I want to -- if you are in the labor movement, stand up for a minute. If you in the Labor Movement, stand up for a minute. (Applause)

REVEREND ANTHONY: Let's stand up for a minute. If you in the Labor Movement, stand up for a minute. Now, give yourself a hand. Give yourself a hand. (Applause)

REVEREND ANTHONY: For when Walter Reuther penned those words, when he penned those words, the ballot box is connected to the breadbox and all the other things that go with labor, we need to understand who we really are. We are among the most important people in the world. If all the workers of the world stopped, then the world would stop. Can I get an Amen on that? (Applause)

REVEREND ANTHONY: Oh, we gone have some fun for a few moments. I'm gone hit it and quit it and let you go on about your business.

But in the meantime, since Dennis did invite me, I've got to put something on the table. Ladies and gentlemen, brothers and sisters, we face a very critical time here in our nation. These are critical times. Here, at Cobo Hall, where the Reverend Dr. C.L. Franklin of the New Bethel Baptist Church, and Walter Reuther years ago, came together, to bring together Dr. Martin Luther King Jr. together, where he gave his first, "I Have a Dream Speech" down here.

We are still searching for that dream and that reality. See, so many people want to leave Dr. King on top of the mountain. Stop dreaming. But that's not where he was. He was down in the valley working. He was killed working with the workers in Memphis, Tennessee. (Applause)

REVEREND ANTHONY: He was killed because he dared to organize, to educate, and to agitate. He was killed because he was not comfortable with the way America was moving. He was killed because we understood and understand that there is power in a union. There is power when people come together. There is power in the NAACP. There is power in the labor movement. But we are giving up power called -- I don't even want to say the name. We are giving up our card. We are giving up our whole card because we are not bringing our resources together in the most advantageous manner.

These are critical times. These are times in which all of God's people; workers, educators, activists, even those who are in the leadership in business, corporate communities who understand that it is in their interest to make sure that the worker gets what he or she is due, by virtue of the input that they give back to the company and to the business.

Everybody must come to the table. We must organize. And I remember there was a gentleman years ago, who was an Executive Director of the NAACP. He was a big tall fella. He worked around the country and he would often tell a story. He told a story about the end of the period in which this driver of his boss, who was enslaved, would drive him around the town. And he was on a carriage and he had a reputation of being able to take a bull whip, and he could take his bull whip and he could flip the caterpillar off of a leaf on a tree on the side

of a road. He was that good. He could take his bull whip and he could, in fact, flip a leaf off of a branch on the tree on the side.

One day, they were traveling along the road and the boss noticed this nest of hornets and they were buzzing to and fro, from the nest. And so he said, big fella, I bet you can't take that bull whip and hit one of those hornets like you been hitting everything else. And the big fella looked at him and said no, sir, can't do that.

He said why not. He said because they's [sic] organized. You see, we got to be organized. We got to be so threatening. (Applause)

REVEREND ANTHONY: We got to be so together that folks are scared to tamper with us because you cannot tamper with us unless you get stung by all the rest of us. We got to be organized. (Applause)

REVEREND ANTHONY: Dr. King said it well. In 1968 when he was in Memphis. He said this; "Nothing worthwhile, all labor has worth." So don't despair to the sanitation workers. Nothing worthwhile is gained without sacrifice. The thing that you do together, let that be known. Everywhere that along with wages and all of the other securities that you are struggling for, that you are also struggling for the right to be organized and to be recognized. You are struggling to maintain who you are.

We did not come this far to be turned back. Our history and our struggle, the Civil Rights Movement and the Labor Movement is one. It's not based upon us being individually excellent, it's based on us being collectively, the best for each other.

You see, we must remember that our history and your history is duty bound to be caught up in the area of respect. Respect for the rights of workers and nonworkers. Even when nonunion people don't even know the benefits, they benefit from the union movement. They benefit from what the union has done. (Applause)



REVEREND ANTHONY: Even in the history of the Civil Rights Movement, those who have never marched; those who have never carried a picket sign; those who never sat in an office; those who never participated in a protest; those who never walked out of a situation on the job; never passed out any literature; never made a phone call in a phone bank, have still benefited from the work and the struggles of the union movement.

Show me, show me minimum wage and I'll show you a union. Show

me higher wages and I'll show you a union.

Show me vacation time and I'll show you a union. Show me workman's compensation and I'll show you a union.

Show me health care and I'll show you a union. (Applause)

REVEREND ANTHONY: Show me pensions and I'll show you a union. Show me retirement and I'll show you a union. Show me a lunch break and I'll show you a union. Show me a rest period and I'll show you a union.

Show me family leave and I'll show you a union. Show me your child's education and I'll show you a union. Show me a Civil Rights Movement and I'll show you a union.

Show me how your life has been better and I'll show you a union.

Somebody ought to say, you damn right. (Applause)

REVEREND ANTHONY: Somebody ought to say -- (Standing ovation)

REVEREND ANTHONY: Somebody ought to say, you damn right. And don't get upset because I said damn. Damn is in the bible. Second Peter, 2:1, look it up.

I just came here to talk to some workers. I came here to talk to my labor brothers and sisters. I came here to talk to you because the issues that we face are too great for us to be caught up in stuff that don't mean nothing.

A nation, as we stand at the nation that's renegotiating trade deals, we must be at the table when they're discussed. Tariffs mean less money going out and coming in. They can mean less jobs. They must be fair and they must be equitable. And we should not lose. We should win. Communities throughout this nation are going to be impacted right now, by what happens right now, in the nation.

Labor must be at the table. Labor must say something. Labor has to be a part of which way this nation goes. The NAACP is committed, not just for black folk or brown folk, but for all folk. But we have a particular relationship to the struggle that we wage. We have a particular concern about which way our nation goes. We have fought too hard and too long to be the last hired and the first fired.

We are not going back. We are not going to surrender. We are not going to let nobody turn us around. And labor has come too far for you to let anybody turn you around. Those are interests. (Applause)

REVEREND ANTHONY: Those are interests that we cannot afford. The current budget may eliminate a 177,000 jobs. That's all of us. It's about policy, not personality. It's about policy. Where does

your policy line up with the labor movement? Where does your policy line up with Civil Rights? Where does your policy line up with human rights? Where does your policy line up with health care? Everybody in here is getting older.

You ain't getting younger.

UNIDENTIFIED DELEGATE: All right.

REVEREND ANTHONY: Everybody is getting older. That means you're coming into a period in your life where you're going to need health care, where you're going to need coverage for already determined issues in your life, where you're going to need, in your family, things to cover your brother and your sister, your mama, and your daddy, and your grandparents. We cannot afford to let anybody take that from us. We worked too hard, struggled too long, shed too much blood and sacrificed too much energy for us not to be at the table when those issues are being discussed. They are bread and butter issues. (Applause)

REVEREND ANTHONY: And, they gonna hit us right between the eyes. We should not allow, even in the State of Michigan, for them to repeal the prevailing wage and we don't say nothing about that. Something is wrong with that. Because everybody needs a prevailing wage. If corporation leaders can have a prevailing wage, if politicians can have a prevailing wage, if they got good health care, if they children have good health care, if they relatives got good health care, then by George, I want good health care just like they got it. (Applause)

REVEREND ANTHONY: I want good wages just like they got it. I want good education just like they got it. Am I talking to anybody in labor here? (Applause)

REVEREND ANTHONY: Am I in the house of labor? And so finally, as you come to Cobo Center and as you stand at the new edge of going into another year and going into another decade and going into another era, we must be clear that we cannot go in with our eyes closed. We must be clear that we cannot allow things to divide us. We must be clear that we are stronger together than we ever could be divided apart. And it is in the interest of those who do not believe in labor, those who do not believe in workers, to see folk divided.

We must not allow that to occur. And so today, as we come at this 37th Annual Constitutional Convention, in your constitution, you talk of education. In your constitution, you talk of immigration. In your constitution, you talk of protecting workers and all their benefits and their rights. You talk of being able to educate folk about what happens in here as well as what happens out there. The labor movement has always been concerned about voting. That's why we must promote the

vote here in Michigan. That's why we must not allow gerrymandering of districts to continue to allow certain folks to be held in office --
(Applause)

REVEREND ANTHONY: -- to keep us from winning. Right now, even when we win, we lose, by way of the lines being drawn against all of us. And so, my brothers and sisters in labor, let me end with this. I don't know about you, but I like the little stories that I see every now and then on National Geographic. You know, they have stories about animals and things in the nature. You might have seen those.

There was this one story that I remember. It was this herd of buffalo and they were on the plains. And, as they were traveling on the plains, a couple of the little baby buffalos started straggling. You know, as young people, we'll straggle.

So, they were straggling behind the herd. But little did they know, that there were some lions in the field, laying in the tall grass. Nobody saw them. But the little baby buffalo was straggling behind and so, ultimately, they got behind the herd and they started lagging. Well, they decided on their own to go get a drink of water. And so, they went to a water hole and they began to go down into the hole and they began to drink the water from the water hole. And just as they had their heads down, two lions jumped out of the grass and grabbed one of the baby buffalo by the neck and start dragging him down. And he was dragging him down and had him down in the water. But then, one of the mothers came back and she stood up on the bank and she was trying to intimidate the lion, but the lion would not pay any attention to her.

And then, another lion grabbed the baby buffalo by the hind legs and was pulling him down in the water. They -- they have the buffalo -- I felt so bad for the little baby buffalo. You know, I am a preacher so I do have a heart.

And so, I was thinking how bad it is for this buffalo. And the mama standing up there on the bank almost helpless, couldn't do nothing. But then, she disappeared. I said oh, it's all over for the buffalo now. But then, something happened. The mama went and got the herd. The herd came back at the top of the bank. There was this big buffalo with big horns in his head and he took his head and he head butted one of the lions and head butted him in the air and the lion let the little baby go.

And then, he took his head and put it down and the other lion ran when he saw the power of the buffalo and the herd standing up there on the bank. Well today, I'm looking at the herd because they got us by the throat. They got our health care. They got our education.
(Standing ovation)

REVEREND ANTHONY: They got our retirement. They got our pension. They got our promoting to vote. They got the workers of the world. I'm looking at the herd. The herd is UAW. The herd is agricultural. The herd is NAACP. I'm looking at the herd. It's time for the herd to come back and rescue our situation.

Solidarity forever. God bless you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Whoo. (Applause)

VICE PRESIDENT JIMMY SETTLES: At this time, I would like to bring up the Chair of the Resolutions Committee, Sister Tiffany Rice, for the purpose of presenting our next resolution. (Applause)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: At this time -- sorry. Oh, thank you, Vice President Settles.

At this time, I would like to call Brother Richie Tague to introduce the Resolution: Strengthening Our Political Voices. Thank you.

RESOLUTIONS COMMITTEE MEMBER RICHIE TAGUE: Well damn, I've got to follow that. Good morning. Or good afternoon, brothers and sisters. My name is Richie Tague from Local 450 under the leadership of Ron McInroy, Director of Region 4, and Assistant Director, Brad Dutcher. (Applause)

RESOLUTIONS COMMITTEE MEMBER RICHIE TAGUE: I'll be reading the Proposed Resolution on Strengthening Our Political Voice on page 14.

The UAW has long maintained that the breadbox is linked to the ballot box. We must continually be engaged in the political arena so that our hard-won gains at the collective bargaining table cannot be taken away with the stroke of a pen, both at the national and state level.

We are proud of our members, both active and retired who stay engaged, making their voices heard by lobbying legislators, attending town hall events and public hearings, phone banking, and going door-to-door, not only during elections season, but anytime there's a call for action.

But we must do more because well-funded special interest groups are targeting working people. Their special interest vary from cutting Medicare and Medicaid to deregulating industries, to gutting environmental protections, to rewriting tax law. But they're all equally determined to use their vast wealth to undermine the voices of middle-class Americans. We must strengthen our political efforts to build more power and protect the advances we've made in protecting civil and human rights and providing economic fairness for all.

This fight will be costly. The 2010 ruling in Citizens United forever changed the political landscape by giving corporations and wealthy

individuals the power to effectively silence the majority of voters by spending an unlimited, and often undisclosed, amount of money on elections.

Special interest groups make campaign contributions to gain access to lawmakers, while average voters are left out of the process. According to the senator for responsive politics, during the 2016 election cycle, business PACs donated about $396 million to federal candidates while labor PACs contributed $58 million. Less than one-sixth the amount of business PACs spent.

Total election spent by business outpaced labor spending by a ratio of 17 to 1. Although Citizens United also applies to spending by unions, our spending doesn't come close to that of corporate lobbyists and billionaires like the Koch brothers.

The UAW supports legislation that will reign in campaign expenditures and level the playing field by ensuring the voices of working people are not drowned out by corporate dollars.

Although we face challenges in politics, UAW members are determined and will not be silenced. We are stepping up to face these challenges in unprecedented ways. We work hard to strengthen our political voices through our Voluntary Community Action Program, V-CAP. It's our political action fund.

V-CAP is our way to financially support candidates who support us. While these contributions are vital, they are not enough to take on corporate money. That's why our political activism is so important.

We continue using new technologies to engage our membership and their families through social media and computer-based phone banks. We are also becoming more strategic.

One example of this is having members who live in districts where endorsed candidates are safe. Helping in our districts where we are fighting to keep voters focused on core issues.

At work sites, we run voter registration drives and help members take advantage of early voting or vote by mail.

We hold elected representatives accountable by going to their offices in their home districts and in Washington, D.C. The UAW will strengthen our political voices by encouraging our members to run for elected offices at all levels.

We are also reaching out to other like-minded groups to build more strength. Special interest groups with deep pockets will continue to increase their spending, working hard to silence working American voices.

But the issues are on our side. And we know that when we focus on

what matters most, we succeed. Our challenge will be to stay engaged and grow the ranks of activists who raise their voices in the political process.

Accordingly, the UAW pledges to strengthen our political voice by:

* Encouraging active members to increase monthly contributions to V-CAP.

* Introducing the UAW's Political Action Program during new member and orientation, and encouraging new members to register, vote, and stress the importance of contributing to V-CAP.

* Setting voter registration goals at work sites and within retiree chapters/councils to both register and update registration for members and retirees who have moved.

* Recruiting members, both active and retired who have not previously been active in the UAW Political Action Program.

* Strengthening CAP Committees and CAP Councils through ongoing training to enhance membership communication.

* Committing to a year-round political agenda that keeps members involved and informed in the political and legislative process, not just during election season.

* Building and solidifying coalitions with community organizations and other progressive groups, thereby, allowing us to develop broad public support for our common goals.

* And supporting a Constitutional amendment to overturn Citizens United.

This would ensure that candidates have more time to spend with constituents instead of focusing on courting special interests. Brother and sister delegates, on behalf of the Resolution Committee, I move the adoption of this proposed resolution. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Sisters and brothers, the resolution has been read and we'll now open up debate. I would like to start in my home region, Region 1A. We're going to take one for and one against. Brother in the red. Go ahead.

DELEGATE WILLIAM BAGWELL JR., Local 174: Good afternoon, brothers and sisters. My name is Bill Bagwell. I am Chairman of General Motors CCA plant number 87, located in Ypsilanti, Michigan. I am a proud member and elected delegate of UAW Local 174, home local of Walter Reuther and current Vice President, Cindy Estrada under the incredible direction of Rory Gamble and Assistant Director Darryl Goodwin. (Applause)

DELEGATE WILLIAM BAGWELL, JR.: I stand here today in

support of this resolution. I remind you of what Walter Reuther knew when he said the ballot box is connected to the breadbox. We must support and elect candidates who care about working people. Companies and businesses -- business-friendly politicians have changed laws that hurt working people. They have tried everything from right-to-work laws to making joining a union more difficult. And crafted trade deals to help their businesses and hurt working people.

Our foes need to know, understand, and fear our political power and our votes. When working people did not have a voice, the UAW was formed and workers stood up. They demanded change. Changes in working conditions. Changes in safety in the workplace. This power needs to be taken back by working people, through our unions, at the ballot box. We must be active. We must vote. And again, we must demand change.

Thank you, in solidarity.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 1A that would like to speak against the resolution? Seeing no hands, I'll take one more from Region 1A that would like to speak for the resolution.

Yes to brother, standing up there with the white paper.

DELEGATE RAYMOND HERRICK, Local 163: Good afternoon, brothers and sisters, I'm Ray Herrick, elected delegate, UAW Benefits Representative and Political Columnist for the LUCA winning newsletter at UAW Local 163, the Union Times.

UAW Local 163 is led by a longtime fighter in the labor struggle, President Ralph Morris, Jr., and our tireless shop chair at Detroit Diesel Corp, Mark "Gibby" Gibson.

Local 163 is extraordinarily fortunate to be a part of Region 1A and to flourish under the leadership of the best Director in the UAW, Brother Rory Gamble. (Applause)

DELEGATE RAYMOND HERRICK: And his Assistant, Brother Darryl Goodwin.

I rise in support of this resolution. In this extremely contentious political climate, it is increasingly incumbent upon UAW members to exercise our political might as a collective force.

Brother Reuther opined that any advances at the bargaining table could be lost at the ballot box. And in today's America, we see that Walter's words were unfortunately clairvoyant.

Remember in 2012, the criminal governor of Michigan, and his lame

duck legislature made Michigan one of the 28 states that suffered under the oak of right-to-work-for-less laws, against the howling protest of 15,000 of our brothers and sisters in the labor movement. He proceeded from there, to criminally poison the great City of Flint, Michigan, the birthplace of the UAW, with a mealy-mouth excuse of saving a few dollars, he left devastated an entire generation of classes and a racist attack on the poorest of families in Flint, that could not afford to move away from lead pipes in the ground and poison in their water.

Nationally, the current Presidential administration is rapidly appointing young and extremely far right judges at the Supreme Court, District and Circuit Court levels to lifetime appointments that are sure to be double the cause for generations.

I am flabbergasted and disgusted that over 4 percent or organized labor voted in their own detriment of economic well-being and the economic well-being of their brothers and sisters' elections. (Applause)

DELEGATE RAYMOND HERRICK: This is an extremely disturbing trend that must be immediately rectified in the 2018 midterms and in all subsequent local, state and national elections.

Thank you, very much, brothers and sisters.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 1A that would like to speak against the resolution? Seeing no hands, we now move to Region 5.

Is there anyone that would like to speak for the resolution? Yes, my brother.

DELEGATE JASON STARR, Local 249: Thank you, Mr. Vice President. Good afternoon, sisters and brothers.

My name is Jason Starr. I'm President of the Auto Workers Local 249 in Kansas City, out of the great Region 5, under the innovative leadership of Director, Gary Jones and the Assistant Director, Vance Pearson. (Applause)

DELEGATE JASON STARR: Fellow delegates, I stand before you in support of Resolution to Strengthen Our Political Voice. We are under constant attack and we must mobilize our membership to take on the difficult and contentious issues that we face as a union.

We must be willing to take on those in positions of power, head on, to win the justice that we deserve. Through direct political activism, the anti-labor politicians and their unjust policies have waged war on our great union. It will be through political activism designed through our CAP Committee and our CAP program that will build the power to win the battles that we face.

Together, we can elect candidates that stand with labor that will take our voice to the halls of legislatures. Together, brothers and sisters, we can win.

And again, I stand in support of this resolution. Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 5 would like to speak against the resolution? Seeing no hands, anyone in Region 5 would like to speak for the resolution? Yes. Sister back there with the red, with the ribbon. With the red piece of paper with the ribbon. Young lady, I guess. Yes. Yes. Oh, okay.

DELEGATE STANLEY STEVENSON, Local 2250: Good afternoon, sisters and brothers. My name is Stan Stevenson. I'm the Vice President of Local 2250, under the strong leadership of Gary Jones and Vance Pearson. (Applause)

DELEGATE STANLEY STEVENSON: I stand in favor of this motion, this resolution today, because we have to be involved in politics. It affects our jobs too much. If anybody has been in this industry for any length of time, Walter said it best when he said in the stroke of a pen, they'll take away from us what we win in the halls of justice. But more than that, it's about our families and the rights that we have to protect for our families.

You know, us, that live in the state of Missouri, we just faced losing a democratic governor after eight years, that protected us. He actually vetoed the right-to-work laws that they were fighting against us every year. And now, we're feeling the repercussions of this. We're up against the fight of our lives, this Proposition A, they call it. The right to work anti-union bills.

And that's why I speak in favor of it. We have to protect these union jobs, for us and our families.

Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 5 that would like to speak against the resolution? Seeing no hands, I would like to go to Region 9A. Is there anyone who would like to speak for the resolution? Yes, the fella waving the Manila envelope, can you take mic 7.

DELEGATE STEVEN MANICASTRI, Local 6950: Good afternoon, my name is Steven Manicastri, I'm the President of Local 6950 of the graduate employees of the University of Connecticut, under the great leadership of Director, Julie Kushner and Beverley Brakeman. (Applause)

DELEGATE STEVEN MANICASTRI: Comment on the support of the Resolution: Strengthening a Political Voice, because as you know, the workplace is an inherently political place. The politics of our country can ultimately decide the fate of the entire working class.

As president of a local union at a public university, nothing is more important than our political organizing. I've seen firsthand, how our V-CAP and our political organizing at the State Capitol can ensure that the hard work that we did at the bargaining table will not be undone by a highly partisan state legislature.

We have to strengthen our political voice. Elect working-class people to our local, state, and federal offices. With a stronger political program, we can get power from the billionaire class and a fair share of what we produced, stop the destruction of our environment, stop the destruction of wars that kill working-class people across the world, end the prison industrial complex system and police brutality, build a socialized health care system and create a fair and just society for all. Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anybody from Region 9A who would like to speak against the resolution? Seeing no hands, anyone from Region 9A would like to speak for the resolution? Yes, waving the rainbow folder, could you take mic 7, please?

DELEGATE DEBORAH WRIGHT, Local 2325: Good afternoon, sisters and brothers, my name is Deborah Wright and I am President of Local 2325 the Association of Legal Aid Attorneys, out of Region 9A, under the amazing leadership of Julie Kushner and Assistant Director, Beverley Brakeman. (Applause)

DELEGATE DEBORAH WRIGHT: I stand today, not only in support of this resolution, but to challenge every local represented here who does not have a lobbying program to go back home and start one. The locals in Region 9A and 9 meet every year in Albany, to lobby our state legislatures. The wins we have made over the years are impressive, but even we can do more.

We are in dire times and it is critical that we raise our voices and demand action from our legislatures who work for us and should be protecting us by enacting legislation that helps strengthen the working-class in our country.

Our union has a proud tradition of lobbying our legislatures in New York on the federal, state, and local levels, to not only gain wins for our members, but more importantly, to protect and improve the lives of our clients that we represent in civil, criminal, and family courts.

We have made amazing gains over the years, strengthening employment law rights, fighting for affordable housing, right to attorneys in housing court matters, disability rights and assistance, homeless rights, representing children in family court by finally giving them appropriate case load limits. The same for public defenders, immigrants' rights and a loan forgiveness program to run by New York State to try and assist with the ever-growing crisis of educational loan debt. That's only a small example of what my members have done over the years.

Our union also works very closely with community organizations to help raise their voices about what is happening in their communities. Like over policing and ICE raids, to bring about much needed change.

And before I sit down today, I want to make one huge plug for V-CAP. Things were already stacked against us before this Citizens United decision. That decision gave corporations in the one percent unfederated access to candidates and legislatures. Even though we still out number them with boots on the ground, especially if we get all of our members to volunteer and campaigns. We must increase our V-CAP dues so that we can support candidates and legislatures who support us in our issues.

Our local underwent a V-CAP drive to raise the level of V-CAP giving a few years ago. That was so successful, we increased our V-CAP gaining by 400 percent. (Applause)

DELEGATE DEBORAH WRIGHT: We spoke with our members about the importance of having V-CAP and they answered the call. Even though we face many challenges, we cannot be silent. We need to raise our voices even louder, to not only protect the gains we've made, but to advance even more, to ensure civil and human rights and providing economic fairness for all. Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 9A would like to speak against the resolution? Seeing no hands, we would like to go to Region 8.

Anyone like to speak for the resolution? Yes, sister. Yes.

DELEGATE ALENA BANDY, Local 1183: My name is Alena Bandy, UAW 1183, under the great leadership of Director, Ray Curry; Assistant Director, Tim Smith; and head of our Secretary-Treasurer Gary Casteel. (Applause)

DELEGATE ALENA BANDY: As a union member, we have a voice and a vote. I currently represent public sector, so it's very hard. It's different from being in the Big Three. We have school bus drivers and attendants and they have rights. They have pension hours that they

accrued and they moved to new jobs and the state says guess what, they're not a state employee, they can't get a state raise.



UAW Vice President Cindy Estrada

So recently, we went to the Joint Finance Committee three years ago and said hey, wait a minute, these people have rights. They're state workers, you're paying them a pension.

So with three years of fighting, we finally got the state of Delaware to agree that they're state workers. Every time the government says they're going to get the raise, guess what? They get the raise now. When the government says they're going to get the $500 dollar bonus, those bus drivers and attendants get a $500 dollar bonus.

So we all have to be engaged. It's our duty. It's our duty to know what's going on and be part of the democratic process.

I stand and support this resolution. Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Anyone from Region 8 would like to speak against the resolution? Seeing no hands, is there anyone from Region 8 would like to speak for the resolution? Yes, brother, with the green envelope. Take mic 4, please.

DELEGATE BRIAN DEMPSEY, Local 1821: Good afternoon. My name is Brian Dempsey, President of Local 1821, under the leadership of Region 8 Director, Ray Curry; Tim Smith; and home of Gary Casteel. I stand in support of the resolution.

Like the young lady said earlier, we cannot stand alone. As great as the UAW is, we cannot stand alone. We have to work to fight back all of these negative things that have happened over the years. We have to join coalitions with other organizations.

In Marion County, Florida, we've done that. We've joined forces with the AFL-CIO and the Essential Labor Councils. That has given us a lot of success.

What has happened in my county, in my county, we're all red. All of our politicians are red. But what we're able to do is, with those coalitions, we were able to get some progressive, some progressive -- these two things don't go together, but some progressive republicans. In doing so, we were able to raise the wages of our area by $2 an hour. (Applause)

DELEGATE BRIAN DEMPSEY: We now have, of a city council of five, we now have two city councilmen and one mayor that was

elected through union labor and they know it. We also have a county commissioner in our area that is a firefighter.

So we are making inroads by working with our brothers and sisters. Whether they're UAW or not, if they're labor, they still have the same fight that we have.

Also, we're working with our churches in our area. We're working with our NAACP. We're working with our Sierra Club. We're working with all the different organizations in our area. And what we're doing is, we're taking the education that Ray Curry and Gary Casteel has given us over the years, and we're putting that to use. We are leading the fight.

The UAW is standing in front and saying this is the knowledge that we have. This is what we've learned. This is how to apply it. And, we are making a difference in our area.

I think that if we do this, nationwide, we can take the education that the UAW gives us which is better than anybody else's. I can tell you, I worked for the AFL-CIO for five years and the UAW education is the best. If we take that education and leadership, not only can we improve it, but we can stretch our shadow. The shadow of the UAW can become immense and we can make changes all over this country.

So I stand in support of the resolution. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is there anyone in Region 8 that would like to stand oppose of the resolution? Seeing none, I'll go to Region 1D. Is there anyone who would like to speak in favor of the resolution? The gentleman waving the green card.

DELEGATE PAUL WATSON, Local 1243: Good afternoon, brothers and sisters. My name is Paul Watson. I'm from UAW Local 1243 out of Whitehall, Michigan. We are a UAW Region 1D, under the direct leadership of Regional Director, Gerald Kariem and Assistant Director Steve Dawes. (Applause)

DELEGATE PAUL WATSON: I stand in support of this Resolution, of Strengthening Our Political Voice. We cannot let the one percent dictate the future of the working-class any longer. We cannot let them gut Social Security, Medicaid, and Medicare. We cannot let them destroy the future of the education system for our children and grandchildren.

We need to embrace our V-CAP and donate. We need to place new emphasis on volunteering to help get labor friendly candidates elected.

As Walter Reuther stated, there's a direct relationship between the ballot box and the breadbox and what the union fights for and wins at the bargaining table can be taken away in the legislative halls. I am in

support of this resolution. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is there anyone from Region 1D that would like to speak in opposition of the resolution? Seeing no hands, is anyone from Region 1D that would like to speak for the resolution? Yes, sister, waving the pink card. Waving the pink card, can you take mic 7?

DELEGATE CAROL CHISHOLM, Local 699: Good afternoon, sisters and brothers of the UAW. My name is Carol Chisholm, Recording Secretary for the Retiree Chapter of UAW Local 699. President Rick Burzynski, Region 1D Director Gerald Kariem, Assistant Director Steve Dawes. (Applause)

DELEGATE CAROL CHISHOLM: What we are -- what we have gained at the bargaining table is slowly being taken away at the national and state level. We need to strengthen and grow our commitment to our political voice through V-CAP and education. I support this resolution. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is there anybody in Region 1D that would like to speak in opposition of the resolution? Seeing no hands, I would like to move to Region 9. Is there anyone in Region 9 that would like to speak in favor of the resolution? Yes, with the green folder. (Applause)

DELEGATE DAVID BARNARD, Local 686: Good afternoon, brothers and sisters. I first off, would like to just tell you that I'm humbled at this presence of leadership, but my name is David Barnard. I've been blessed to be elected as the president and delegated from -- delegate from Amalgamated Local 686. I have the pleasure to serve under the leadership of President Dennis Williams, and Vice President Cindy Estrada, under Regional Director Binz with Assistant Director Tom Ashton. (Applause)

DELEGATE DAVID BARNARD: I would like to voice my support for this resolution. We have actively placed V-CAP as a necessary portion of our new employee orientation. Our members will definitely be better served by a strong united political force that is not only well-educated, but also well-funded.

I thank you for supporting this resolution, brothers and sisters. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is there anyone from Region 9 that would like to speak in opposition of the resolution? Seeing no hands, anyone from Region 9 like to speak for the resolution? Yes, fella with the green folder.

DELEGATE PAUL BETZLER, Local 1612: Hi, my name is Paul

Betzler, I'm from Local 1612. I am the Secretary-Treasurer. Director Jeff Binz, Tommy Ashton, Assistant Director. (Applause)

DELEGATE PAUL BETZLER: The voice of the people are slowly being suppressed. Billionaires in corporate America have taken us on a path to a two-class economy. They're rewriting tax laws. They're crushing Medicare, cutting Medicaid, deregulating industry, which negatively impacts our environment.

Taking action is an obligation of each of us. We need to stand together, pull our resources through V-CAP. This is the only way to return our country to the people.

Support this resolution and let's begin a revolution of rebuilding the middleclass. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is there anyone in Region 9 would like to speak in opposition of the resolution? Seeing no hands, I would like to go to Region 2B. Is there anyone would like to speak in favor of the resolution? Yes, the person with the yellow folder. Can you take the closest mic?

DELEGATE MARJORIE CHAMBERS, Local 1005: Good afternoon. My name is Marjorie Chambers. I'm a delegate and a tool and die maker at Local 1005, Amalgamated. I'm out of Region 2B, under the leadership of an extremely handsome Director Rich Rankin and Assistant -- (Applause)

DELEGATE MARJORIE CHAMBERS: And Assistant Director Wayne Blanchard. (Applause)

DELEGATE MARJORIE CHAMBERS: I stand in support of the Proposed Resolution: Strengthening Our Political Voice.

Our former president, Walter Reuther, once raised his voice and said there is a direct relationship between the breadbox and the ballot box. Those words ring true even more today than they did yesterday.

Today, there is a need for more activism. We must put active back into activism and believe in the power of increased V-CAP contributions, to fight against the anti-union candidates that are supported by corporate spending that will attack the rights of working people.

It is no longer enough to simply encourage members to vote. We need to take an active role in the political process by petitioning our elected leaders to support working families and to run for office, ourselves.

Our power is only as great as the commitment and involvement of each of us. Today, and moving forward, we must come together as one, to meet the challenges that lie ahead.

Brothers and sisters, we are the UAW and our solidarity makes us strong and strengthening our political voice will make us stronger.

So as a long time V-CAP contributor and an active -- and again, I say active political and community activist, I stand in support of this resolution.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is anybody in Region 2B would like to speak against the resolution? Seeing no hands, is there another person from Region 2B who would like to speak for it? Yes, brother with the envelope.

DELEGATE DEREK CRONIN, Local 440: My name is Derek Cronin. I'm from Local 440 in Bedford, Indiana, Vice President and elected delegate representing 2B under the leadership of bad asses, Rich Rankin and Hollywood Wayne Blanchard. (Applause)

DELEGATE DEREK CRONIN: I rise in strong support of this resolution because as everyone in this room knows, we are under attack every single day, politically. From the Koch brothers to the National Right-to-Work Law, to Congress, to National Labor of Nations to the clowns in the White House. But this is where we will thrive. We will take the language that's in this resolution and we will heed the warning and use the road map to change the tide back into our direction.

Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is anyone in Region 2B that would like to speak against the resolution? Seeing no hands, would like to go to Region 1. Is there anyone that would like to speak in favor of the resolution at Region 1? The person with the purple envelope, can you take the mic, please?

DELEGATE TRACEY DYE, Local 889: Good afternoon, brothers and sisters. My name is Tracey Dye. I come out of the great Region 1, under the guidance of Director Charles Hall and Frank Stuglin. (Applause)

DELEGATE TRACEY DYE: I'm a proud 41-year member of Local 889. The first chartered Technical Office and Professional Local in this great UAW.

I rise in support of the Resolution: Strengthening Our Political Voice. Because as members of our locals, members of our community, members of our church, and our families, we are obligated to be that good citizen. And the price that we pay as good citizens is to become involved, to become vocal, to be heard.

We may not have the deep pockets of many of the super PACs who are out there rearing their ugly heads and changing the landscape of this country to reflect their vision, not ours, but what we do have is thousands of UAW members that are pulling -- that are willing to put on their boots, on the ground, in order to keep our voices heard in this political climate.

We will be heard by volunteering at our locals and regions, to do the phone banking, to spend long weekends doing knock and drops for candidates that we know are looking out for the working man's interest, by belonging to some of the many constituency groups that allow you to advocate for the needs of your community. We are seeking our fellow members to get involved in your CAP Committee. By start [sic] giving to V-CAP or mainly to increase your current donations. But you -- many of you feel you don't have the time after the long hours at work, or even when you ink out a little bit of time for your family.

But if we don't invest in keeping our hard bargain for benefits, we may lose them at the next state and federal elections.

We, the members of Region 1, commit to tying the strings of our boots just a little tighter as we work to make sure we stay engaged in the process. We keep our voices raised so that there will be no doubt as to what we are demanding with our political action.

Region 1 supports the Resolution: Strengthening Our Political Voice. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is anyone in Region 1 that would like to speak against the resolution? Seeing no hands, is anyone from Region 1 would like to speak for the resolution? Yes, brother, in the back.

UNIDENTIFIED DELEGATE: I call the question on this conversation, sir.

VICE PRESIDENT JIMMY SETTLES: Thank you. The question has been called for and it's been supported. All of those in favor of closing debate, please signify by saying aye. Those opposed, nay. The ayes have it.

...Motion was made by several unidentified delegates

VICE PRESIDENT JIMMY SETTLES: Yes, what's your point of order?

DELEGATE SCOTT HOULDIESON, Local 551: Thank you for recognizing my point, Brother Settles. My name is Scott Houldieson, from Local 551 Region 4, Director Ron McInroy, Assistant Director, Brad Dutcher.

My point is that tomorrow, we have quite a bit of business before us

as far as amendments to the constitution, amendments to the constitution will last far beyond what any of us will -- will live through. These changes to the constitution may last for decades. It's imperative that we have the information before us to be able to properly debate and be prepared for that debate on amendments to the constitution.

And I request and make a motion to have the proposed amendments available to the delegates first thing in the morning.

VICE PRESIDENT JIMMY SETTLES: On the motion, all those in favor of the motion please signify by saying aye. Those opposed, nay. The ayes have it. Thank you.

Motion was made by several unidentified delegates.

VICE PRESIDENT JIMMY SETTLES: Brothers and sisters, we have debated this thoroughly throughout today. I will probably take a motion now to accept the recommendation of the Resolutions Committee, if you so choose. It's been moved and second that we close debate. But we not only close debate, we vote in favor of this resolution.

Is there any discussion? Seeing no hands, all those in favor, please signify by saying aye. Those who disagree, nay. The ayes have it

...Motion carried by unidentified number of delegates.

VICE PRESIDENT JIMMY SETTLES: Brothers and sisters, I now would like to bring up my good friend, Terry Dittes to preside over the remainder. (Applause)

VICE PRESIDENT TERRY DITTES: Good afternoon, brothers. Thank you, Vice President Settles. The UAW is unique in its structure, in that all members have appeal rights that could ultimately go to an independent board of review known as the Public Review Board. I would now like to introduce Professor Janice R. Bellace to make a presentation representing the Public Review Board. (Applause)

PROFESSOR JANICE R. BELLACE: Good afternoon. President Dennis Williams, officers, delegates and members of the UAW, it is an honor and privilege for me, as Co-Chair of your Public Review Board, to make this report about our activities over the past four years.

In the last four years, the membership of the PRB has been relatively stable. At the 2014 Convention, it was decided to downsize the Public Review Board, a bit. And Professor Fred Einstein who had the least seniority stepped down from the board. As a result, at present, we have four members. I know to you, the Public Review Board may seem faceless, but of course, it is made up of individuals who are diverse and in many different ways. You may read our bios which are online, but they usually contain information only about our professional accomplishments.

You can tell that there are two men and two women. But we are diverse in our family backgrounds and our experiences and in our outlooks. And we range in family backgrounds from one whose father was a professor of law at a very famous university and one whose father was a factory worker.

Occupationally, we are all professors, the four of us, with three of us lawyers. In fact, the fourth person always feels a little bit isolated, he says. Currently, we are all employed by universities. We specialize in law, industrial relations, labor relations, and public policy.

My Co-Chair Jim Brudney has been on the PRB since 2001. He was a law professor at Ohio State for 20 years. And then, just a few years ago, moved to Fordham in New York City.

Before becoming a professor, he represented unions as an attorney and he served as the chief counsel as a Staff Director for the Senate Subcommittee on Labor.

Our West Coast member is Maria Ontiveros who is at the University of San Francisco and was recognized in particular for her research on employment discrimination. Previously, she advised and represented the UAW in arbitration matters.

Our non-lawyer is professor Harry Katz who is the former dean of the extremely well-known School of Industrial and Labor Relations at Cornell University. He's a prolific author, but in particular, he's a leading scholar on collective bargaining and is an expert on the auto industry.

And finally, myself. To my surprise, I find that I am now the senior member of the Public Review Board, having been appointed by President Owen Bieber in 1993.

So this is my 25th anniversary. (Applause)

PROFESSOR JANICE R. BELLACE: I am a professor of legal studies, business ethics, and management at the Wharton School of the University of Pennsylvania.

We have another famous graduate who shall remain nameless today. I started out doing mainstream American Labor Law. At one point, I worked for a National Labor Union in Washington. And, I wrote a book, by the way, at that time on Landrum-Griffin which is about internal union affairs, which is very good preparation for what the PRB does. And later, I branched out into Comparative and International Labor Law.

The Public Review Board continues to fulfill the mission that the union first established in 1957 under Walter Reuther. As an important

part of the internal appeals procedure related to matters of fair representation, democratic elections, and ethical standards; the UAW, at that time, had the vision to foresee that members expected their union to conduct itself fairly and, this is an important part of that vision, that trust in the union would be heightened by having a final appellate step.

The ability of a member to get a decision from an outside independent expert body. That is almost unique among American Labor Unions. And the UAW was first to see that this would create and strengthen trust in the union.

In 1957, at the Convention which established the PRB, Walter Reuther said, we believe that the kind of clean democratic union that we have and we hope to keep is the kind of union that can have its decisions tested by a Public Review Board. But you ought to recognize that this is the real thing. There are no ifs, ands, and buts. We mean to give the Public Review Board real status and these recommendations do exactly that. And the convention accepted those recommendations.

So today, we are here more than 60 years later. Times have changed, but the PRB still adheres to the fundamental values expressed in 1957. We are committed to the principle, that the union is better off for having its decisions tested.

Over the past four years, 2014 through the end of 2017, we have decided 72 appeals. That is a slight increase in volume from the prior four-year period. But what is important is not the number of appeals. What is important is that this union has a Public Review Board, that members know it exists, and that members realize that they have a way of appealing actions of the union if they believe those actions are not in accord with the requirements of the constitution of this union.

That's what makes the UAW truly unusual. It's willing to have its decisions judged by this outside panel of independent neutrals because it knows the value of transparency and trust. You might wonder how we work. The board members spend a considerable amount of time on these cases, carefully reading these thick files that are sent to us. We typically have a conference call where we will discuss among ourselves, the party's written submissions before we reach a decision.

Now see, we're not a trial committee, we're an appellate body. So we normally are dealing with these thick written decisions based on what's -- files, based on what we've heard that comes from below us.

Sometimes, we feel we cannot reach a decision on the file alone, and that we need additional information.

That is when we decide to schedule a hearing, typically, on a Saturday morning in a city near where the local union is located. Cases

tend to be complex and often require lengthy written opinions. Our decisions have earned respect from both sides which helps reassure us that we are providing due process in the fullest sense of those words.

And the Federal Courts of Appeals generally defer to our decisions, especially regarding claims that the union has violated an employee's duty of fair representation.

So if you look at our caseload, these duty of fair representation cases make up the largest single category of appeals reaching the Public Review Board.

For non-lawyer, you might say what is a duty of fair representation case. For non-lawyers, that type of case involves a union member complaining that he or she has not been represented fairly. In the typical case, a member is fired and a grievance is filed. And either the grievance is settled or withdrawn with a member displeased with the outcome. And the member files an appeal.

As I said, we read the cases, we read the file carefully. And, but we go back to the very beginning and that's where you come in, at local level. We go back to the very beginning examining what was done at the local level, how the incident was investigated, how the grievance was processed, and what the member was told.

And here, I want to add a personal note. When we look at these files, they often contain minutes of a local union meeting. Because often, there's a section showing how the Local responded to the members' complaint. When reading these meeting minutes, I am often taken back to my childhood which is long ago in the 1950's and 1960's.

My father was the secretary-treasurer of a 5,000 local member union in the clothing industry in Philadelphia. I can remember him coming home from work, having dinner, and then sitting down at the diningroom table, taking out the typewriter and typing up minutes of a meeting. Or doing the Local's monthly accounts. So when I read a file and I read the minutes of a local union meeting, I think of my dad and I think of you in the UAW, of the men and women at local union level who show incredible commitment by giving the time to do the work, that makes this union great.

Besides -- and I said this was the largest category, besides fair representation cases, other claims arise under other provisions of the constitution. Perhaps the most hotly contested are election appeals.

We are always impressed by the keen interest shown by the members in these election cases because it demonstrates to us, how interested members of the local union are in democracy at the grass roots and how committed they are in ensuring that the election or elections are conducted in a fair and proper manner.

In the vast majority of our cases, we conclude that the union is acting properly, consistent with the terms of the constitution of negotiated agreements, and of local by-laws. But occasionally, of course, as you realize, we do find for the appellate.

In the past four years, some issues have cropped up which have caused us on the Public Review Board to reflect on the way we handle certain cases, both by the International Union and by us. One relates to the huge increase in the use of social media.

Four years ago, there was no policy regarding this. But in light of several cases and the PRB's recommendation that some guidelines be adopted, the union has adopted detailed and targeted guidelines on the use of social media. Guidelines crafted in a way to protect free speech rights. These are excellent, and the PRB sincerely hopes that all local union members will read the policies carefully which will understand the free speech rights but also what is due other members of the union. And that, maybe in future, when using social media, you, individuals, will think carefully before typing in something.

I have to say, I, myself, have this issue of saying maybe I should wait until tomorrow morning before I respond. But this is an important issue for all of us.

Another issue relates to how charges under Article 31.3 which can result in a local union trial, are processed. With electronic communication, the Public Review Board can act most expeditiously on an appeal concerning the propriety of the charges such that it seems wise and efficient to decide that issue, first.

The issue of the propriety of the charges before a trial is held. To do so would require a minor change to Article 31, Section 3, which we support.

The necessary change to the constitution will be presented to you later during the convention. And you will have time then, to ask questions and discuss it.

But I would say it's a matter of being efficient in this process and responding very quickly and in order to an issue that is raised.

A third issue, and unfortunately, this one has no simple resolution, relates to the fact that today, many UAW collective agreements do not provide for reinstatement of a grievance upon order of the Public Review Board. A provision, for instance, that you find in the major auto contracts.

As a result, it is extremely important that there be careful consideration of the merits of the grievance at the local level, especially in the

case of high seniority employees, where going to arbitration must be seriously considered. Here, I would stress that the staff of the relevant department at Solidarity House are knowledgeable about the outcomes of past arbitration cases and they are available to help you, at local level, and weighing the merits of a grievance. And send some advice on whether you should settle, withdraw, what do you think would be the outcome if you went further?

Finally, I would like to thank the behind the scenes staff people who assist us, our Executive Director Barbara Klein and our Office Manager Pam Klingbeil who worked for us, for decades.

They believe it is their job to help members understand the process of the Review Board. And I know they strived to provide you with excellent service.

I would also like to thank President Dennis Williams and the members of his staff at Solidarity House with whom we have worked these past four years. For the Public Review Board in particular, I would like to thank Chuck Browning and Rick Isaacson. We have had a truly constructive relationship.

In closing, let me say that all of us on the Public Review Board hope you still consider that you are getting value for money and that the Public Review Board continues to function as Walter Reuther envisioned, as an impartial watchdog and as a guardian to ensure the preservation for member rights and democracy within the UAW.

I thank you for your time and attention. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, Professor.

NOMINATIONS
PUBLIC REVIEW BOARD

VICE PRESIDENT TERRY DITTES: And now this Convention will nominate four people to serve on the Public Review Board.

I propose that the Convention reappoint to the PRB Professor Janice Bellace, who you just heard from, Professor James Brudney, Professor Harry Katz and Professor Maria Ontiveros.

Is there a motion to support these four members to the Public Review Board.

Motion was made by several unidentified delegates.

VICE PRESIDENT TERRY DITTES: Hearing support, is there a second?

The motion was moved and seconded by several unidentified delegates.

VICE PRESIDENT TERRY DITTES: Any discussion? Hearing none, all those in favor, signify by saying aye.

Opposed, the same.

Ayes have it. So moved. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you. I now have the great honor to reintroduce for the purpose of an update of the state of the union, our great president, President Dennis Williams. (Applause)

STATE OF THE UNION

PRESIDENT DENNIS WILLIAMS: Thank you. Thank you everybody. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you. You fired up? (Applause)

PRESIDENT DENNIS WILLIAMS: Ready to go? (Applause)

PRESIDENT DENNIS WILLIAMS: Fired up? (Applause)

PRESIDENT DENNIS WILLIAMS: All right. Thank you. Brothers and sisters, I just want to remind you how important it is that we send a message to our Brother Lula in Brazil. He has been, in our opinion, and opinion from people all around the world, locked up for political reasons. So please send him a warm message, and pass it down to the end so we can collect them.

Brothers and sisters, from this very podium, from this very spot, I said to you that we were going to rebuild the union in a way that gives us pride to UAW members and a sense of community. I asked everyone to rise up and to meet the challenges we faced back in 2014. And we had a lot of them.

All of us, together in solidarity, I believe then and I believe now that there is no individual, no corporation, no challenge that we cannot overcome through the power of our solidarity. We use the word "solidarity" daily, but we should remind ourselves how powerful solidarity really is. Our power is, as the UAW, comes from staying focused on the common interests and supporting each other as we act to secure it.

That's solidarity. That's what we were built as a union, and that's who we are as a union.

Back in 2004, we were still recovering from the Great Recession, which created a perfect storm and challenges for us and around the globe. Membership had fallen to 350,000 members. Our General Fund was out of balance and our Strike Fund was shrinking at a rapid-pace.

At the last convention, we committed to improving the lives of our members, and after years of economic stagnation. But we had to get our house in order to strengthen our position at the bargaining table and to grow our Strike Fund.

Four years later, I am proud to report to you that we have achieved our goals. Today we have more members, a balanced budget, in fact, a surplus, and a larger Strike Fund, and many contracts that have provided economic gains to our members. (Applause)

PRESIDENT DENNIS WILLIAMS: It is because of the hard work of the membership, the local union leadership, the support of the International staff, and the leadership of the Executive Board of the International Union. The bottom line is that the UAW is in better shape today than it was four years ago. (Applause)

PRESIDENT DENNIS WILLIAMS: The UAW ended 2017 with the third straight balanced budget and a Strike Fund that is healthier. Our income exceeds our expenditures, thanks to the careful cost cutting across the International Union, the Strike and Defense Fund is growing thanks to the membership of the UAW.

Our membership has grown in the last four years to over 400,000 members, and as I reported today how we organized, we have organized over 20,000 UAW members. And we did it in the parts plants, the research labs, the universities, classrooms, the casinos, manufacturing facilities, and office around the country.

One of the most recent successes was Harvard University, where the administration played dirty during the election and the workers took their case to the NLRB, who ordered a new one. Five thousand graduate employees of Harvard University and a thousand at the University of Washington are now UAW members because of their vote. (Applause)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, in auto we had a great win in 2015 when the skilled trades workers at VW voted yes to form a union.

Unfortunately, VW has challenged these workers over and over and over again, and continues to use legal tactics to avoid going to the bargaining table.

Brothers and sisters, UAW Local 42 in Chattanooga, Tennessee, stand strong and know that we are with you in this fight. (Applause)

PRESIDENT DENNIS WILLIAMS: Despite the painful loss at Nissan last summer, the campaign was successful in a couple of ways. We shined a spotlight on Nissan's use of third-party contract workers, and Nissan gave their workers a raise to try to keep them pacified for

now.

As we all know, a contract is more than about money. It is about respect. It is about dignity. It is about having a say about your job. Despite the support at home and abroad, because most Nissan workers around the globe are unionized, the workers' drive to form a union cannot overcome this aggressive and well-financed anti-campaign.

Workers in Ohio who face similar struggle with Fuyao Glass because of the poor working conditions, there are high rates of turnover which makes it difficult for workers to even get to know one another, let alone form the bonds that are needed to withstand an anti-union campaign. But it is different. It's different when the story, when workers have a free choice from the employers' intimidation.

The University of California, Berkley National Lab is a good example. California, all public sector workers are entitled to card check, means to choosing whether or not to be represented by a union.

We have had similar successes with parts suppliers, Dana, Faurecia and Challenge Manufacturing. At all three of these companies, workers were allowed to vote without fear of their jobs, and a result, they voted yes for the union.

Big Three bargaining demonstrated how our democratic process works. In 2015, negotiating the GM, FCA and Ford protected health care, improved retirement income, and addressed job security and job quality. Members of the Big Three bargaining for record profit-sharing bonuses. Most importantly, members have the path for pay and benefits. Those negotiations showed workers around the country how powerful workers are when they bargain together.

When members of FCA sent a message to the company that the first tentative agreement they were presented did not address their needs, their collective voices were heard loud and clear from the shop floors around the country to the executive office suites of FCA Headquarters. And I said when that moment happened that it is not a setback. It is a part of our processes.

We renegotiated several contracts with master agreements around the country, at Deere and CNH, Mack Truck and Caterpillar. We negotiated strong agreements that reflect our priorities of good middle class wages, protecting health care in the face of skyrocketing costs, and preserving as many jobs as possible.

Outside manufacturing, thousands of TOP members bargaining new contracts, including those at the State of Michigan, the University of California and New York University.

Members in the TOP face different challenges when it comes to ne-

gotiating contracts. For example, the State of Michigan workers must contend with the political attacks on their bargaining rights. Despite, they stand strong.

Two particular challenging situations were Honeywell, where workers at Local 9 and 1508 were locked out for nearly ten months. The other was Kohler where Local 833 was on strike for 32 days. I commend the solidarity of those members who stuck together under a very difficult situation. (Applause)

PRESIDENT DENNIS WILLIAMS: I am also proud of the members from across the country who pitched in to help their brothers and sisters at a time of need. This is at I am talking about when I talk about solidarity.

In Michigan, politics and cost cutting with coercion, devastating results with the Flint water crisis. Poisoned water first started flowing in 2014, and four years later, Flint still doesn't have clean water. Our members and retirees are among those suffering the consequences.

UAW's members delivered bottled water to the people of Flint. We have also lobbied for State and Federal assistance to help the citizens of Flint to fix the problem.

Last fall, UAW members dropped what they were doing, left their families, and flew to Puerto Rico to help Puerto Ricans. 10,000 of them, by the way, are UAW members. (Applause)

PRESIDENT DENNIS WILLIAMS: And brothers and sisters, UAW members from Flint, Michigan were some of the first to jump at the chance to volunteer because they know firsthand what it is like to need help after a manmade crisis devastated their city. (Applause)

PRESIDENT DENNIS WILLIAMS: In the aftermath of the Hurricanes Harvey and Irma, UAW members came together to help rebuild Texas and Florida, while UAW locals around the country sprang into action, raising money through gate collections.

Day in and day out you will find UAW members volunteering at shelters, repairing homes for senior citizens, collecting food and winter clothes for people in need, organize blood banks or simply passing the hat down the line for a brother or sister who needs some extra help.

We are not doing it for publicity. We are not looking for recognition or a award. We do it because serving our communities has always been the heart and soul of this union. It is in our DNA. (Applause)

PRESIDENT DENNIS WILLIAMS: For the past four years, we have also built stronger connections with members, improving communication at all levels. If we are really going to meet the challenges, we need all of us to do it together, all of us engaging in solidarity.

How can we be good stewards of our union if we are not communicating with our members? Brothers and sisters, that means getting on the floor, talking, embracing conversations one on one or in groups.

The Executive Board of the International Union recognized this a long time ago. So we recommitted, how do we refocus on education? How do we bring it into the modern era? How do we now rebuild Black Lake so members want to go there to sit down and learn and communicate and have discussions?

So we have rebuilt Black Lake, starting with better Wi-Fi and phone connections, and so we can have discussions with your families. We remodeled the facility so that we have better and cleaner rooms.

And what I love about Black Lake more than anything, it gave me an opportunity to meet many of you right there at our center. Over 8,000 members go through Black Lake now. Many of you, I have seen today.

You have them deep conversations, not only in the classroom, but around the campus.

Today, we have members bringing their families up and pulling in their campers and spending weekends there.

Brothers and sisters, Walter Reuther's dream of Black Lake was a great vision. With technology, with our recommitment to Black Lake and recommitment to our Education Department, we will rebuild our union stronger than ever. (Applause)

PRESIDENT DENNIS WILLIAMS: If we are going to face challenges that's to come, we have to face them together and do it for the common good of one another.

We have worked hard since 2016 to take advantage of what seemed to be a golden opportunity to fix the rules of trade to benefit workers, not companies.

We sent simple messages to the President and members of Congress about what a successful NAFTA renegotiation would accomplish. And we need to hold our elected officials to that standard.

A new NAFTA must be meaningful labor rights, protections for all workers in North America, promote higher wages, and eliminate investor state dispute resolution that gives foreign companies and American companies veto rights over our country's laws. If we remember that Mexican workers are not stealing our job, and it is simply the companies who are taking them away in the search of more profits for themselves, we can remain focused what matters to the trade negotiations. (Applause)

PRESIDENT DENNIS WILLIAMS: The bottom line is Mexican workers cannot demand higher wages, companies will continue to

-- excuse me, if the Mexican workers cannot demand higher wages, the companies will continue to send work to Mexico to exploit them, hurting workers throughout North America.

We are in the middle of change. Change in the auto industry and manufacturing, change in employment relations with gig economy and change in the nature of how we work.

Brothers and sisters are already building electric -- we are already building electric and autonomous vehicles. The revolution is happening. And we might seem -- why it may seem small today, but it is coming, and we need to be prepared. So labor has to have a voice in the evolution of this change.

For members to have a place in this new industry, we must work at the bargaining table and in the political arena, because just think about it for a minute. Even with the economy that has been expanding, the climate of working people in unions continue to grow more challenging, thanks to corporate political power that tips the scale in the favor of profits over people.

And even when politicians claim they are fighting for people, let us not forget that labor union members, we are still in the fight to prevent politicians from passing anti-union laws, gutting Social Security, trampling over Medicare and Medicaid, and taking away health care benefits from millions.

When unions are weak, bad corporations and anti-union politicians have nothing standing in their way to pillage what is left for working families' dignity and livelihood.

As we head into the 2018 midterm elections and 2020 presidential election, we must remain focused on the issues that matter to us. We need to rely on facts and ignore the noise of tweets and propaganda.

Besides passing anti-union laws, horrible trade deals like NAFTA, and embarking on public relation campaigns to chip away at union strength, just how do the anti-union politicians keep working men and women down? The answer is discrimination. Racism is an old tired and true way of keeping workers divided who should otherwise be united for a better economy, and better working conditions.

It is up to us not to be caught in this political trap. Staying together no matter what color, gender, ethnicity, religion, sexual preference of our union brothers and sisters. (Applause)

PRESIDENT DENNIS WILLIAMS: The fight against harassment and discrimination cannot be separated from the responsibility as UAW members to ensure that all members are treated fairly, equally, and with dignity.

We can't be complicit on policies or actions we oppose. Our success in the future depends on breaking down walls and not avoiding tough conversations.

Now, let me turn to an issue that we have talked about, in fact, I have written about several times before. And that's the federal -- that's the federal investigation into the UAW Chrysler NTC and other training centers.

As everybody here knows, the UAW has faced many storms over the years. We have emerged as a stronger, more diverse, more transparent union. And that is what is happening again now. The actions we have taken in response to the issues have made and will make this a better organization.

To be clear, those who misallocated or misused training center funds betrayed our trust. The UAW has a zero tolerance for corruption, wrongdoing at any level of this organization. (Applause)

PRESIDENT DENNIS WILLIAMS: Now, our leadership team had no knowledge of the misconduct, which involved former union members, former officials, and former auto executives, until this was brought to our attention by the government. So let me tell you what important steps we took on behalf of the membership once we did learn about those issues.

When we were first contacted by the government, at the beginning of 2016, we immediately hired independent lawyers to conduct an internal investigation, and made two things clear. First, I committed to uncovering the facts and cooperating with the federal government. And second, our response was to focus on the steps we could take to make sure this type of situation never happens again.

So first let me remind you of some of what we discovered and already shared about the investigation. None of the misused training funds were UAW dues dollars or UAW funds, period. Those dollars were all funded into the auto companies as required by the Collective Bargaining Agreement.

And next, it is important to remember that the behavior of a few corrupt people, while unlawful, had absolutely no impact on 2015 bargaining. That agreement was negotiated with the involvement of hundreds of different people, and ultimately ratified by the membership with 77 percent vote. The new profit-sharing formula from the contract and the in-progress wage pattern was just two of the benefits that we stand today.

So second, let's talk about the steps we took to correct problems. Right after the government investigation became public, I wrote a letter to each of you outlining the preventive measures we were taking.

Since that time, we made more -- a number of changes to the internal controls of the NTC.

And here is just a few:

We formalized a written credit card policy, including is and what isn't allowed. We hired a full-time in-house controller, independent. We instituted a new process of approving vendors, and we banned contributions from the training centers to any charity, to directly into a UAW charity.

The UAW has a long history of supporting communities, helping little league teams, veterans organizations, the Red Cross, nonprofits that feed the poor and provide shelter for the children.

But if somebody uses our goodwill to steal money for themselves, that hurts us all, and we must prevent it from ever, ever happening again. (Applause)

PRESIDENT DENNIS WILLIAMS: These were all important and necessary changes, but as I have said, the action of the few selfish individuals did not diminish the hard work, the achievements and the integrity of thousands of UAW members everywhere.

In short, on these issues, we took the action that was needed to be taken, and we worked hard, and we investigated, and we made the necessary changes. That's how the UAW has always responded to challenges, and how we help improve the lives of working men and women in this hall and across the country.

What holds UAW members together and what drives the labor movement forward is solidarity. We see solidarity in the black and white photos of workers in the streets, in the sit-down, in the factories that appear in the pages of history.

But solidarity isn't a concept that meant something a hundred years ago. In 2008, it could be easy to believe that we have little in common, and those workers in the grainy photos, but every step toward creating a better life for themselves happened because they stood together in solidarity.

If you wanted to create a better life, a better working condition that you think you and others deserve, then the only way to do it, to really have the ability to change, is to unite together in solidarity.

Over the past four years, the UAW has forged a positive path, put ourselves in a better position. We have looked death into the eyes during the recession. We have brought our union back to a foundation of fiscal responsibility to our membership, and we have fought the fights and will continue to do so.

Brothers and sisters, we are in solidarity together, and I want to tell

each and every one of you how proud I am to be a UAW member and have been a part of it. Thank you very much. (Applause)



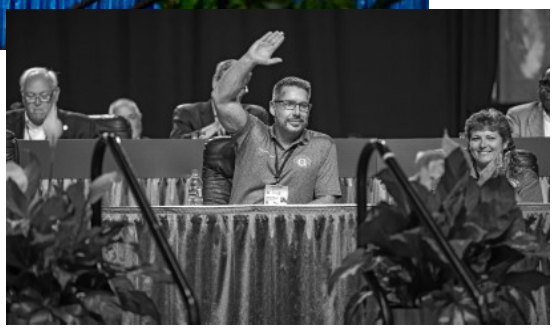
Members of the Resolutions Committee.



Members of the Rules Committee.



Members of the Credentials Committee.



Members of the Constitution Committee.

Day 1

PRESIDENT DENNIS WILLIAMS: What's that old saying? Love you, man. Okay. Can I have a motion to recess until 9:00 a.m. tomorrow?

...Motion was made by several unidentified delegates.

PRESIDENT DENNIS WILLIAMS: Is there support?

The motion was seconded by several unidentified delegates. Okay. Is there any opposed? See you at 9:00 a.m. Don't forget about the events tomorrow. (At 5:25, Monday, June 11, 2018, the Convention was recessed, to reconvene at 9 a.m., Tuesday, June 12, 2018.) Day 2



UAW Region 4 Director Ron McInroy

Day 2

Tuesday, June 12, 2018

The 37th Constitutional Convention of the Automobile, Aerospace and Agricultural Implement Workers of America, UAW was called to order at 9 a.m., Tuesday, June 12, 2018, in Cobo Hall, Detroit, Michigan.

PRESIDENT DENNIS WILLIAMS: Sergeant-at-arms, could you have everybody come inside and be seated, please? (Gavel)

PRESIDENT DENNIS WILLIAMS: Can we get seated, please? That includes the staff. See, that quieted down.

Good morning, I will now call the convention to order.

The Timekeepers today is Missy Booth, Local 1112 Region 2B. (Applause)

PRESIDENT DENNIS WILLIAMS: And Jake Jacobson from Local 652, Region 1D. (Applause)

PRESIDENT DENNIS WILLIAMS: Now, let's start off, to play two more member videos.

A video was presented to the delegation. (Applause)

A video was presented to the delegation. (Applause)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, it gives me a great honor to introduce a good friend of the UAW. He is no stranger to our union and he's no stranger to the social justice fight in this country. The only son of James P. Hoffa, the former General President of the International Brotherhood of Teamsters, a young James P. attended Detroit Public Schools and grew up on the picket lines and in the union meetings and became a Teamsters on his 18th birthday.

In the 1960's, he worked as a Teamster laborer in Detroit and Alaska, loading and unloading freight from ships, driving buses, and operating heavy equipment.

For 25 years, he served as a labor lawyer in Detroit, representing members, unions, local unions, Joint Councils in workers' compensation cases, Social Security, and personal legal matters.

In 1993, he became the administrative assistant to the president of Michigan Joint Council 43. In 1999, he was elected to head the

Teamsters and was reelected in 2001, 2006, 2011, and 2017. He has now passed his father as the second longest serving Teamster General President.

He is the passionate leader on a mission to build the Teamsters union into one of the strongest, most powerful voices in North America for working families.

Under his leadership, the Teamsters union is winning in industry-leading contracts, engaging in vigorous contract enforcement and organizing the unorganized.

James P. Hoffa has experienced first-hand, what can be accomplished when workers everywhere, unite.

Brothers and sisters, I met Jim in the 1980s, early '80s, campaigning for then, running for president, Dick Alpert. We rode around the state of Iowa, Teamsters driving these big semis. And on it, it said union built, Teamsters driven.

Please give my brother and friend, a warm UAW welcome President Jim Hoffa. (Applause)

TEAMSTERS PRESIDENT JAMES P. HOFFA: What a great pleasure to be here. I bring you greetings from the 1.4 million members of the Teamsters Union. We stand in solidarity with you. And, you know, this is a special moment because you think back 60, 70 years ago, the people that were the powers here in Michigan and the labor movement were two guys called, one's Walter Reuther and the other is Jimmy Hoffa. And together, they made history. That is history. (Applause)

TEAMSTERS PRESIDENT JAMES P. HOFFA: And today, we build on their accomplishments. And we can all be proud of what we've done. We stand as a beacon of hope for all working people in America.

We're out everywhere. Today, we have enemies, people attack us. But no matter what they do, we survive. No matter what they do, we get stronger. They pass Right to Work and we organize. They go out and they try and do different things with: paycheck deception, repeal prevailing wage, the Janice case coming down the pipe.

All these things are coming our way and we've got to be ready for them. And looking out at this group here, I know that you're ready for this battle. The only way we can stand together is to stand in unity and be devoted to each other. We've got a big battle on our hands and we've got a lot of work to do.

You look up there and it says "organize". Organizing is the key to everything we're doing. We're doing it in the Teamsters Union and

you're doing it in the UAW. That has to be our future. Without that, we will dwindle. And, we know we can do it.

And right now, I'm thinking about that, you know, what? You know, who needs a union? The workers at Toyota. We're not done with that. (Applause)

TEAMSTERS PRESIDENT JAMES P. HOFFA: We're going back there. They need the UAW. And what about those people at Volkswagen? We're not done with that one. We're coming back there. They need the UAW. And, it can be done. (Applause)

TEAMSTERS PRESIDENT JAMES P. HOFFA: And I want you to know we stand with you on everything you do.

You know, we talk about equal pay. I was watching TV and some of these movie stars were getting up talking about boy, we need equal pay for equal work. Well, why don't you join the Teamsters or the UAW? We got that in our contracts. Where have they been? Where have they been? You want equal pay, join a union. (Applause)

TEAMSTERS PRESIDENT JAMES P. HOFFA: You want dignity on the job, join a union. You want a bigger paycheck, join the union. That's what we're talking about. That's how we have to build the future; organizing and making sure that we have the best contracts. And, we do have the best contracts. We stand in solidarity here.

And the other thing is coming up, I understand next year, the UAW has their big negotiations with the Big Three. I want to announce here today, that the 1.4 million members of the Teamsters Union will stand with you. We will honor your picket lines. I hope there's not a strike. (Applause)

TEAMSTERS PRESIDENT JAMES P. HOFFA: But we will be with you all the way. (Standing ovation)

TEAMSTERS PRESIDENT JAMES P. HOFFA: We will be with you all the way. We will stand with you. Thank you.

Dennis Williams and I are working very hard on NAFTA. We've all heard a lot about NAFTA. You say NAFTA and everybody say boo, because NAFTA has cost us over a million dollars. Many of them Teamsters and UAW jobs. And they've gone to Mexico and other places because of bad trade bills.

Dennis Williams and I have been everywhere working on this. We've been to the White House. We've been everywhere. And we're not going to stop until we bring those jobs back to the United States where they belong. (Applause)

TEAMSTERS PRESIDENT JAMES P. HOFFA: And give them to people here that deserve those jobs. That's our goal and we can get that

done.

And right now, we're also talking about the fact that the relationship we have with the UAW. You know, we go back all these years, Dennis and I have formed a very good bond. And we realized whether it's the issue of trade or strikes or whatever it is, or organizing, that we can rely on each other to get this job done.

There wasn't anything I can do, just pick up the phone and say Dennis, I need some help on that and he says, he'll be there. And vice versa, he's there for me.

That's an important thing in this town. Two big unions. It's important for this country to say that we stand together. That's the kind of Solidarity we need throughout the Labor Movement. We can stand together because we've got enemies that are unbelievable. Every day, they work to make sure we are diminished.

We know about Right to Work in Michigan. We have confounded them in Michigan because we've actually grown. Man, that pisses them off. They -- we are growing and that's amazing. Because they thought it would put us out of business. They don't know the Teamsters and the UAW. We're out every day making sure we organize like never before. But they're not done and they've done this everywhere. You talk about Missouri and you talk about Kentucky, when they go out there, it's the biggest issue they have is Right to Work. They campaign on everything else, but the one thing they work is to try and put us out of business.

I am told in Missouri and Kentucky, the ink wasn't dry. It was January 3rd, the people came in, they didn't even hand out pencils and the first thing they did was to sign Right to Work. That's the kind of priority they have. And you want to know why? Because we're a threat. We're a threat because we are organized. We have money. And we have members that believe in us. And we can deliver the vote for justice for workers. That is our goal and that is what we stand for. That's why they fear us.

They fear us because we do the right thing for America. And we're out and we will continue to do that. Dennis Williams has been a great leader. I'm sorry to see him go, but I know that you will select great leadership tomorrow and the next day.

But together, I want to talk about Dennis and the experience we've had together. He's been a great friend, but you know, in this business, I know a lot of labor leaders, we work in different categories. We know this guy. We know that guy. We call them colleagues. We call them associates. I call Dennis Williams a friend. (Applause)

TEAMSTERS PRESIDENT JAMES P. HOFFA: He is my friend.

He is my dear friend. And Dennis said he's not going far away. His wise counsel will be here for all of us. He will be here to help us in the future and his future leadership. You have the benefit of having great leaderships that have kept around and we can draw on their great, great wisdom. That is important to what we're doing.

But the most important thing we can say today is that we stand in solidarity. Today, I have the honor of addressing this great convention. 2,000 delegates is a tremendous convention. I know you'll do the right thing. Have a great convention. Go get them. Very good. Thank you. Thank you. (Applause)

TEAMSTERS PRESIDENT JAMES P. HOFFA: Thank you. Thank you.

PRESIDENT DENNIS WILLIAMS: Let's give him another round of applause for a good friend, Jim Hoffa. (Applause)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, it gives me a great pleasure to call upon Vice President Cindy Estrada. (Applause)

VICE PRESIDENT CINDY ESTRADA: Good morning, brothers and sisters. I would like to call the Chair of the Resolutions Committee, Tiffany Rice, for purposes of presenting our next resolution.

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Good morning, brothers and sisters. My name is Tiffany Rice, Committee Chair from UAW Local 140, under the leadership of Director Chuck Hall and Assistant Director Frank Stuglin, Region 1. (Applause)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I would like to call Sister Miya Williamson to introduce the resolution: An Economy That Works For Working Families. Thank you.

RESOLUTIONS COMMITTEE RECORDING SECRETARY MIYA WILLIAMSON: Good morning, brothers and sisters. My name is Miya Williamson from Local 6000, under the extraordinary leadership of Rory Gamble, Director of Region 1A and Darryl Goodwin, Assistant Director.

I will be reading the Proposed Resolution: An Economy That Works For Working People, found on page 23 of the Proposed Resolutions Book.

A great deal of our political discourse and daily struggles revolve around competing visions of who our economy should work for; working people or the extremely wealthy and multi-national corporations.

We support politicians, policies, and programs that build an economy that works for working families based on good jobs, economic security for all Americans, strong unions and fairness.

Day 2

We cannot be fooled by politicians that claim to be on our side but act against our interests. Political candidates often say things that sound good in stump speeches. Once elected, when it's time to do the right thing for working families, they show their true colors. They support tax cuts that are sold as helping the middle-class, but really benefit corporations and the wealthy. They weaken regulations that protect our retirement security and health and safety at work. And, they attack labor unions.

Too late, we see that the real agenda is to put more money and power in the hands of the top one percent in corporate headquarters at our expense. We are working to build an economy that includes:

* Full employment. We support policies that create good jobs for everyone. This means federal and state funding for projects that create good jobs like infrastructure and investment. Good jobs provide economic security for ourselves and our families, which allows for a few extras like a dinner out, or a vacation.

* A greater emphasis on job and wage growth in policymaking. This job falls to the Federal Reserve. By controlling interest rates, the Federal Reserve can exercise some control over how fast the economy and, therefore, jobs and wages grow. We need policy makers to let the economy grow more for the benefit of working people and worry less about inflation.

* A fair day's pay for a fair day's work. For decades, workers' wages increased with rising productivity and strong union contracts. Now, too much of the profits from our hard work goes into the pockets of the rich and corporations.

Protecting the rights to organize and bargain collectively are key to good wages and benefits. We also support the Fight For $15 and other efforts to raise wages for all workers.

We can no longer set the minimum wage to just what it takes for working families to afford the bare necessities to live paycheck-to-paycheck.

Too often, the minimum wage becomes both the floor and ceiling. Workers start at the minimum wage and go years without a raise. Increasing the minimum wage to a real living wage with regular increases gives millions of America -- of workers a real chance to live the American Dream.

* A safety net for displaced workers. The internet, new technologies, trade deals, and robots change how we live and work at a breakneck speed. Some industries end up as winners and some as losers.

We don't make radios, TVs or VCRs in this country anymore. We

generally don't use travel agents or phone operators, either. When workers lose their jobs to technology, trade or change, they need a safety net that allows them the time to get retraining and find a good paying job.

Generous unemployment insurance and Trade Adjustment Assistance are ways to allow workers to invest in new skills to find quality jobs that pays the same or more than the jobs that were lost.

* Education and training for all workers. Decades of offshoring, cuts and public education funding and poverty have left many Americans without the skills they need to succeed at work. Public investments in training should be matched with employer commitments to provide good jobs for the workers they hire.

* Investment in tomorrow. We call for investment in communities hit by industrial change so that new industries can rise to replace the old ones, providing jobs for displaced workers. This includes the conversion of idle defense manufacturing facilities to commercial production.

Brother and Sister Delegates, on behalf of the Resolutions Committee, I move adoption of the proposed resolution. Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: So we've heard the resolution and we're now going to open up the floor. We're going to have two support and two opposed. So let's start with Region 5. Anyone in Region 5 in support of the resolution? Yellow folder.

DELEGATE DAVID PARSONS, Local 4121: Good morning.

VICE PRESIDENT CINDY ESTRADA: Good morning.

DELEGATE DAVID PARSONS: Thank you for recognizing me. My name is David Parsons. I'm the president of Local 4121 in Seattle, Washington, out of the University of Washington, under the great visionary leadership of our Director, Gary Jones. (Applause)

DELEGATE DAVID PARSONS: And Assistant Director Vance Pearson.

I rise in support of this resolution which expresses a basic principle, that our economic system has been rigged to benefit a very small number of people at the expense of the rest of us.

The system is propped up, not just by corporate leaders, but by politicians who feel held hostage by false choices and who still continue to operate too often under the impression that wealth will somehow, magically, trickle-down, support our jobs, fund our schools, and create healthy communities. These false choices have been affecting the same populations for too long. Those of us from working class backgrounds,

immigrants, communities of color, women.

And I've had the good fortune to talk with thousands of workers over the last fifteen years in which I've been able to be blessed with leadership in this great union. And I know, from these conversations, that it is unions and specifically, the UAW, that has held out an alternative to this rigged economic system. And our alternative is to say organize with us, work with us, and we will not only support the politicians who support our work, but we will bargain better contracts and collectively, we will have the power to be able to make a difference.

This is true in every industry and I'm so proud that so many thousands of workers have continued to come to the UAW and seek our record representation and seek our support. I'm so proud that our leadership has continued to support this work and would urge your adoption of this resolution as well. Thank you

VICE PRESIDENT CINDY ESTRADA: Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Anyone to speak against the resolution? Brother here.

UNIDENTIFIED DELEGATE: Well, I've often heard about national politicians telling a story to illustrate their point, so I'll give you one.

My son started at Six Flags of Texas, as a 16-year-old jerk. Hate to admit that of your son, but he was. There, he was able to develop the skills necessary to go on and get a job as an electrician and get certified and move up the ladder.

If the wage would have been higher, minimum wage at that time, Six Flags couldn't have operated. He couldn't have gotten those skills. He couldn't have developed into the man he is and the father he is today.

Demanding a minimum wage for your entry level people, we might want to think about that. The union is about developing a skill, getting a job, getting a higher wage. How do the people start? Where do they go to get the skills to even get the job to start to be in the union? Unless, you know, I'm hoping to answering that question and then I would support that thing. And we all need to think about that and vote this rascal down. Thank you.

VICE PRESIDENT CINDY ESTRADA: Wow. So brother, appreciate your response. And just a response back. (Applause)

VICE PRESIDENT CINDY ESTRADA: I think one of the things the system speaks to, too, is the rigged system and an economy that's rigged against workers. When you have three people in the country that owns 50 percent of the global wealth, it's about also fixing a rigged system because I think there's enough in this country where everyone can do well and start off well and not have to work full time and walk

into a food stamp line at the same time. (Applause)

VICE PRESIDENT CINDY ESTRADA: So, but I appreciate your response.

UNIDENTIFIED DELEGATE: Well, I -- I realize --

PRESIDENT DENNIS WILLIAMS: By the rules, you cannot debate somebody on the floor.

VICE PRESIDENT CINDY ESTRADA: Oh, okay.

UNIDENTIFIED DELEGATE: I appreciate it's a rigged system.

VICE PRESIDENT CINDY ESTRADA: It was a comment. Sorry, by the rules, I was not allowed to debate. That was just a comment. But we'll move on.

Anyone in support of the resolution? It was a comment, not a debate.

DELEGATE CHARLES ROBINSON, Local 31: Chuckee Robinson, Local 31, under the great leadership of Gary Jones and Vance. (Applause)

DELEGATE CHARLES ROBINSON: Region 5. I'm in support of this resolution based on, if we don't get the wages up, we going to keep going in poverty. You might say that aye, skilled -- 'cause I'm a skilled tradesman for one. And I'm glad that I was in the UAW and started off at the minimum of what, maybe what, 25. And then went on up.

If we starting off at 15 dollars an hour to make minimum wage at 15 dollars an hour which should be a little bit more so our families can eat. We should be able to start off at 15 dollars. We should be able to start off even higher than that because of the economy the way it is, like it is today. To where the rich is getting richer. The poor getting poorer. But to be able to go and say hey, I can still feed my family while I'm going to school or at the entry level job. To be able to go and do that, that is what's great. That is what's great to be able to make us go and say hey, I can afford to feed my family. (Applause)

DELEGATE CHARLES ROBINSON: I can do what I need to do to make sure this economy keep rising. That's what it's all about.

I am in support of this resolution and there's no way we can say hey, let's just keep it at 6 dollars an hour or even 4 dollars an hour and we're not eating. We're not being able to feed our people. So I am in support of this, and thank you, very much.

VICE PRESIDENT CINDY ESTRADA: Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Anyone opposed of the resolution in Region 5?

Okay. With that, we'll move on to Region 9A.

Anyone in support of the resolution? Woman in red.

DELEGATE KATHLEEN MELISH, Local 1596: Hi, my name is Kathy Melish. I'm President 1596 out of Massachusetts of Region 9A under the great leadership -- (Applause)

DELEGATE KATHLEEN MELISH: Calm down. Calm down. Under the great leadership of Julie Kushner and Bev Brakeman. And, thank you for having me up here.

So I want to talk a little bit about the Fight For 15. We can no longer set the minimum wage to just what it takes for a working family to afford the basic necessities and their need to live paycheck-to-paycheck. Too often, minimum wage is the floor and the ceiling. Workers start at minimum wage and never receive another wage. We need to fight for 15 in every, every state and make it so. Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone opposed? This is just a comment. It's 15 in a union. (Applause)

VICE PRESIDENT CINDY ESTRADA: And, anyone opposed? Anyone for the revolution? Or, for the revolution. (Applause)

VICE PRESIDENT CINDY ESTRADA: For the resolution in Region 9A? Another speaker in support of the resolution? Blue shirt, waving book.

DELEGATE BETZAIDA ORTEGA, Local 2312: Hi, good morning.

VICE PRESIDENT CINDY ESTRADA: Good morning.

DELEGATE BETZAIDA ORTEGA: My name is Betzaida Ortega. I'm from the UAW Local President from 2312 in Puerto Rico. (Applause)

DELEGATE BETZAIDA ORTEGA: Under the direction of regular Director Julie Kushner and Beverley Brakeman, Region 9A. I stand before you in favor of Resolution 5, An Economy That Works For All People.

The only institution, the right to fight for equality and wages are the labor movement. The UAW has a rich history of fighting for an economy that work for all. That's why I stand for, this resolution.

VICE PRESIDENT CINDY ESTRADA: Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Moving on to Region 8, anyone in support of the resolution that would like to speak? Green folder.

DELEGATE WALT DOUGHTY, Local 1542: Good morning, brothers and sisters, my name is Walt Doughty. I'm from Local 1542.

I'm the shop chair, under the direction of Ray Curry and Assistant Director Tim Smith. (Applause)

DELEGATE WALT DOUGHTY: I give my support to this resolution. The middle-class is the backbone of our country, but it seems lately that the middle-class has become smaller and smaller. We need an economy that grows the middle-class. We need fair wages that will help families feed, clothe, and keep a roof over their heads.

No family should make a choice of paying a bill or putting food -- I'm sorry, putting food and a roof over their heads.

We need to make sure that we organize and bring people to the table. Get with our companies and say look, we need a minimum wage. We need a fair minimum wage so when I go home at night, my family are going to be able to eat. We're going to sustain a roof over our heads and get our kids educated. That's all. Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Anyone opposed to the resolution in Region 8? Another speaker in favor of the resolution? Yellow, or green book.

DELEGATE KENDER MCELVIN, Local 2278: Good morning.

VICE PRESIDENT CINDY ESTRADA: Good morning.

DELEGATE KENDER MCELVIN: My name is Kender McElvin. I'm the president of Local 2278, Region 8. I'm under the leadership of Mr. Ray Curry and Director Tim Smith. (Applause)

DELEGATE KENDER MCELVIN: I stand in support of this resolution due to personal experience. A few years ago, my daughter chose a college, she was selected to go to the college and with several scholarships and bright futures, we were on our way. However, we still needed to make certain expenses. Through those expenses, as a single parent, I became creative. I took on a part-time job and I saved all my leave time for the -- for the past four years to make sure that she carried on those expenses.

While this was a selfless act that I did, I wanted to do it. We should have strategically planned for it. I was hoping it wasn't necessary. We shouldn't have to come up with creative ideas just to support our children to have a leg up. As a parent, we always want our childrens [sic] to fly high and soar high. So I stand for this resolution.

VICE PRESIDENT CINDY ESTRADA: Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Anyone opposed in Region 8? Okay. Let's move on to Region 1D in favor of the resolution.

I'm not sure what color; red, pink.

DELEGATE ANTHONY RIVETTE, Local 668: All right. All right. Good morning.

VICE PRESIDENT CINDY ESTRADA: Good morning.

DELEGATE ANTHONY RIVETTE: Brothers and sisters. My name is Tony Rivette. I'm a Local Delegate from 668, Saginaw Metal Castings under the leadership of Harry Cripps, Bill Savage, and under the direction of the one and only, Gerald Kariem. (Applause)

DELEGATE ANTHONY RIVETTE: 1D. So I wish to speak in support of this resolution. Far too long, politicians say what they want to say just to get elected and they don't follow through and we have to keep the pressure on them. Especially when technology is changing and eliminating jobs every day. We have to have a plan that provides full employment and make sure that people get fair wages, good training and something to fall back on if their jobs get eliminated. Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Region 1D, anyone against the resolution? Another speaker in favor of the resolution? Pink. Pink card, red card.

DELEGATE JEFFERY KOSLOSKI, Local 602: Good morning, brothers and sisters, my name is Jeffrey Kosloski out of Local 602 Lansing Township, Region 1D under the leadership of Director Gerald Kariem and Assistant Director, Steve Dawes. (Applause)

DELEGATE JEFFERY KOSLOSKI: I stand in support of this resolution based on historic events that have dramatically affected my family and loved ones. As far back as I can remember, being a four-generation UAW member, I've witnessed my parents and my family members struggle. I've lived and learned through good and bad, feast and famine, that when the sun shines, you harvest your crop. And when your sky is dark, you go without and you pray for that sun to shine again.

Through the years, I've grown to understand the direct correlation between the middle-class working family and the ballot box, have proven numerous times that when it leads towards greed and forgets about the hardworking men and women of this country, many, and I say again, many families have struggled to make it in the past and especially to make it in today's economy.

Brothers and sisters, time and time again, we have witnessed the frustration of political -- sorry, politician after politician piggybacking off the strong solidified backs of the hardworking middle-class fami-

lies. Some starting their campaign trails within our local halls and our working temples.

Once elected, they allow greed to cloud their vision and their promises to those who supported them. Suddenly, our phone calls go to messages, voicemails, and the return sometimes never comes. The emails sometimes go unanswered while these politicians are in back pockets of special interest groups and policies and legislation has pushed through to only weaken our bargaining power at the table.

Perhaps, we are overlooking all the candidates that are most likely to represent laborer's interest. Maybe brothers and sisters, they're sitting next to you, in the row behind you, or perhaps on the stage. Maybe brothers and sisters, it's time we take this back into our own hands.

I would also like to say to our International Union along the lines of this proposed resolution, in the economy that works for the working families, we must hold these flip flopping politicians to their word when they rely on our great organized efforts, but support in the end show their true colors and turn their back on our middle-class families only to help support the wealthy top five percent.

Brothers and sisters, it's been a tremendous honor to be here with you all, this week. No words with explain the emotions and pride I feel standing here right now. I want to thank the team that I am with -- that I came to Detroit with, during this convention. I love you guys. We are the Union.

VICE PRESIDENT CINDY ESTRADA: Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: All right. Moving on to Region 9. Do we have anyone to speak in favor of the revolution -- the resolution? I don't know what's happening. Green folder.

DELEGATE TERRY GARVIN, Local 338: Good morning.

VICE PRESIDENT CINDY ESTRADA: Good morning.

DELEGATE TERRY GARVIN: My name is Terry Garvin, Local 338, president and delegate under the direction of Jeff Binz and Tom Ashton. (Applause)

DELEGATE TERRY GARVIN: I stand in support of this resolution. We need to stay the course of vetting our lawmakers and elect politicians that stand with our union and working people. We need to elect politicians that push for good jobs, good wages, job growth and investments in our futures. Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Anyone to speak against the resolution? Another in favor of the resolution? Is that a green

folder?

DELEGATE JOSEPH LABORANTI, Local 1193: Good morning, my name is Joseph Laboranti, I'm the president of Local UAW 1193, Region 9 under strong support of leadership of Director Jeff Binz and Assistant Director Tommy Ashton. (Applause)

DELEGATE JOSEPH LABORANTI: I'm in agreement with, the UAW must support politicians that are going to support the economy that works for all working families across the globe. And with that being said, I stand in support of this resolution. Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Okay. So there's another brother who I actually selected. If you want to come up and speak in favor. Since there's no one opposed, we'll give one more.

DELEGATE MATTHEW SLOBODIN, Local 644: Good morning, brothers and sisters, my name is Matt Slobodin and I'm president of Local 644, Chairman Dana, Pottstown. Region 9. (Applause)

DELEGATE MATTHEW SLOBODIN: Under the great leadership of Jeff Binz and Assistant Director, Tom Ashton. (Applause)

DELEGATE MATTHEW SLOBODIN: This resolution is about a vision, one we all share where our hard work can help us achieve what we need out of this life. Too often, I see brothers and sisters around me in financial trouble while working seven days a week.

I see the standard of living falling for working people and it saddens me as I'm sure it does all of us. I stand in support of this resolution. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you. Okay. One last time, anyone opposed to the resolution that would like to speak?

All right. With that, we'll move on to Region 2B in favor of the resolution. There's a woman, I believe, and a green folder.

DELEGATE MICHELLE RAMOS, Local 2192: Good morning, my name is Michelle Ramos, president of UAW Local 2192 Amalgamated which include Lorain County Department of Job and Family Services, Lorain County Children Services, and Oberlin College and support staff in the state of Ohio, under the greatest Region, 2B, and under the great Director Rich Rankin and under the great Assistant Director Wayne Blanchard. (Applause)

DELEGATE MICHELLE RAMOS: I am speaking on the proposed resolution, An Economy That Works For Working Families. I am in support of this resolution. The resolution speaks to many issues, one of which includes political discourse. As a union, we need to start supporting those who support us.

Politicians that call themselves labor friendly when they are looking for an endorsement, politicians in my county that let scabs do our jobs and brought in workers to do our jobs just -- jobs that our very employees qualify for during a recent strike at Lorain County Department of Job and Family Services.

We need to make sure that their values measures up to ours. Together, we can continue the fight to make sure our children and grandchildren have their same rights that we do to make a living wage to support our families and the right to return home safe from our jobs every day.

Education is also very important in the union. We need to, as the unions, educate and re-educate everyone, especially the youth, into the importance of unions. And the how and why they work for working families. And to make sure that we invest in future -- in tomorrow, in today, tomorrow, and the future. The future is ours, let's not waste it. We are the UAW.

I stand in support of this resolution. Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone to speak against the resolution in Region 2B? Another to speak in favor of the resolution? Yellow folder.

DELEGATE JOHN WELCH, Local 5242: Thank you Vice President, brothers and sisters, I'm John Welch, Vice President of Local 5242 of the great Region 2B where we flourished under the resourceful leadership of Rich Rankin. (Applause)

DELEGATE JOHN WELCH: I rise to speak in support of having An Economy That Works For Working Families. To make such an economy, we must have full employment of good jobs, jobs that promote strong families, strong cities, strong work places and a strong country. When every family, both union and nonunion has the opportunity to put good food on their table and to have a roof over their head and feel secure there, we have finally reached just the basics of a good working economy. And how do we get there? First, by having a minimum wage of 15 dollars and a union.

VICE PRESIDENT CINDY ESTRADA: Whoo.

DELEGATE JOHN WELCH: Next, we must not just stop there. We must increase that minimum wage as the cost of living rises. We must support our families, keep them afloat, keep them sustainable.

Next, we need a safety net to take care of displaced workers. A safety net that truthfully gives them both hope and help. That gives them time to learn new skills, to get jobs that will pay them a living wage in the future. And while we talk about training and education, let's not

stop with displaced workers, let's continue investing in training for both current workers and future workers so when those new jobs are developed, we are there, we are them.

And finally, how do we make this economy happen? It's easy, look around this room. We are strong. WE ARE UAW. WE ARE UAW strong. And being strong, we have to talk for those who cannot talk, who are limited in their work and are afraid. We must be their voices, talking to our coworkers, talking to our neighbors, talking to everyone about what needs to be done. We must use the ballot box, remove those politicians that don't help us and elect those that do.

We must use V-CAP, both with our funds and our faith to get those politicians that can help us. And if I may borrow a line from Brother Anthony yesterday, we must be the heard. Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, brother. Anyone to speak against the resolution in 2B? Okay. With that, we'll move on to Region 1. Anyone to speak in favor? Pink placard.

DELEGATE DENISE CALDWELL, Local 7: Good morning. My name is Denise Caldwell. I am with Local 7, Region 1 under the awesome leadership of Charles Hall and Frank Stuglin. (Applause)

DELEGATE DENISE CALDWELL: And of course, I rise in support of this resolution. We, as Americans, need our families to be able to support our -- our livelihood and not work paycheck-to-paycheck. We also know that we have displaced workers that are working alone with our teenagers. So for them, minimum wage is not an option 'cause they can't feed their families. They were displaced and don't have the opportunity to be retrained.

We also need to support our elected officials that support us and give the ones hell that don't. In doing that, we need to be more vigilant in going to the coffee hours to make sure that they vote for the things we need them to vote for. And also, tighten our boot straps and make sure when they don't, we give them hell.

They need to support our -- our heart issues and also, our neighbors. To continue to connect the labor and the community to build a stronger economy. Support the programs for teenagers and also displaced workers for skilled trades because that's very, very needed.

Coding classes and also programs to help, like S.T.E.M. for our children, so they'll know what's going on in the -- in society.

We also need to support our veterans and make sure they have the programs they need so when they're coming from -- from representing us and make sure we're safe.

We also need our seasoned Saints to be able to help us in the econo-

my. When the 99 percent is totally fed up and tired and angry, we can collectively take on the one percent and win. And how do we do that? By grassroots, activities to make sure we're all afforded the opportunity to know what's going on.

We need to continue to educate each other and make sure our resources allow us to reach, even every level and imagined level there is.

When Chrysler went bankrupt, my colleagues were afforded the opportunity to go to attend school and get retrained. That opportunity needs to be for everybody. Everybody needs to be afforded the opportunity of retraining.

At the end of the day, we need to leave an economy that's good for our kids to make sure that our economy strives to get better. Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone to speak against the resolution in Region 1? Okay. Another in favor of the resolution? The placard, pink placard.

DELEGATE STEPHANIE THORNTON, Local 1781: Hello, brothers and sisters. My name is Stephanie Thornton and I am out of UAW Local 1781, Blue Cross Blue Shield and Blue Care Network of Michigan. (Applause)

DELEGATE STEPHANIE THORNTON: Out of that great Region 1, under the direction of Director Charles E. Hall and Assistant Director Frank Stuglin. (Applause)

DELEGATE STEPHANIE THORNTON: I stand in support of this resolution. We have to -- the breadbox and the ballot box is something that's continuously preached. We have to understand that we have to hold our politicians accountable. You cannot come into my neighborhood and lie to me to get elected and then when you get in office, explain to me why you can't do what you promised when we voted you in office.

What we need to do is stand together because the UAW is the strongest union in the world. So if we stand together -- (Applause)

DELEGATE STEPHANIE THORNTON: -- and hold them accountable, hold them accountable because there is no reason why we stand in the richest country in the world and we have starving children. There is no reason why we have to work two jobs to live one life. There is no reason why we can't run for office ourselves if they can't do it.

So, I stand in support of this resolution. Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, sister.

(Applause)

VICE PRESIDENT CINDY ESTRADA: Anyone to speak against the resolution in Region 1? So we're going to move on to Region 4. Anyone in favor of the resolution? Blue placard right here.

DELEGATE ANDREW STARK, Local 9: Hello, brothers and sisters, my name is Andrew Stark and I'm the president of Brewery Workers Local 9 UAW out of the Brew City in the United States, Milwaukee, Wisconsin. (Applause)

DELEGATE ANDREW STARK: We operate under the dynamic leadership, the dynamic duo of Ron McInroy and Assistant Director Brad Dutcher. (Applause)

DELEGATE ANDREW STARK: I rise in support of this resolution. I was fortunate enough to be a member of Local 72, an employee of Chrysler Engine Plant, Kenosha, Wisconsin until it's unfortunate closing in 2010.

One of the important tools, one of the most important tools available to myself and the other displaced Kenosha workers was the Trade Adjustment Assistance Program, or TAA. This program gave us an access to retrain those crucial, to seek out opportunity and to obtain gainful employment after the plant closed its doors.

Due to today's rapidly growing global economy programs such as TAA, truly are safety nets for workers that have the misfortune of having to deal with life changing events such as plant closings. They ensure that workers will gain the skills necessary to support themselves and their families well into the future.

This is why I stand in support of this resolution. Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, brother. Anyone against the resolution in Region 4? Against? All right. Anyone in favor of the resolution?

DELEGATE SCOTT HOULDIESON, Local 551: Morning sisters and brothers, my name is Scott Houldieson with UAW 551 in Chicago, under Region 4 Director, Ron McInroy and Assistant Director, Brad Dutcher. (Applause)

DELEGATE SCOTT HOULDIESON: Sister, I stand in favor of the revolution. (Applause)

VICE PRESIDENT CINDY ESTRADA: All right.

DELEGATE SCOTT HOULDIESON: Just like our Four Fathers and Four Mothers in Flint and in South Bend and in Detroit in 1936, 1937, and 1941, we need to get back to the basics.

I also stand in favor of the resolution. (Laughter)

DELEGATE SCOTT HOULDIESON: The resolution, however, mentions nothing about temporary workers and I think that's -- that's been a trend in our economy. It has been a trend in our union that needs to be addressed.

Also, $15 dollars an hour was what we were fighting for in 2009. It is now almost a decade later and prices, you know, housing has gone up, prices have gone up. Fifteen dollars an hour is no longer a minimum wage in Chicago. It's no longer a minimum wage in Detroit because of gentrification. We need to fight for a living wage. We need to fight to end temporary status of workers. Worker -- and also workers that work a full-time job need a living wage. We need a raise. Bottom line, this nation needs a raise. We need to take this country back from the greedy bastards that have captured it. (Applause)

DELEGATE SCOTT HOULDIESON: So again, I think we need to fight in our contract negotiations, coming up next year, to get UAW members a living wage 'cause many of them are not at the 15 yet, either. And we need to take that fight on, aggressively and reflect on the lessons of 1936, '37, and '41. Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: All right. So moving on to Region 1A. Anyone in favor of the rev -- God. (Applause)

VICE PRESIDENT CINDY ESTRADA: Just happens. Resolution. Yellow placard.

DELEGATE CATHERINE SMITH, Local 372: Good morning, brothers and sisters. My name is Kathy Smith. I'm from Local 372. Our president, Gabe Solano, Region 1A under the great direction of Rory Gamble and Darryl Goodwin. (Applause)

DELEGATE CATHERINE SMITH: I also stand in support of this resolution. What we need to do is, we need to stop the race to the bottom. At Trenton Engine, back in '06, when we signed an illustrious Phoenix agreement, we outsourced almost every single job at our plant. We outsourced all the trades. Myself, as a millwright was forced to go back to production. The tradesmen they hired in made 30 percent less than we did.

We outsourced -- and take notes, Lordstown, my brother works at Lordstown, we outsourced the hi-lo driving jobs. They hired in at $15 dollars an hour.

Now, when we talk about this $15 dollars an hour, I don't think we need to drop to 15, we need to bring up people to 15.

We outsourced many production jobs. For years, we had non-union

employees on our production line. Three -- one person on one side of the line would shoot three Pistons. A Chrysler worker, union person. On the other side of the line, we would have a nonunion, $15 dollar an hour person shooting the other three Pistons.

Our crib, our crib attendants was outsourced. Our inspection jobs were outsourced. Our rack building was outsourced. I can go on and on.

Now, since the Phoenix Agreement and since the new leadership, we have managed to get many of these jobs back. And for that, I thank you for all your hard work, but it has to continue.

Since then, I have now been returned to the classification as a millwright. But we still have partners, as they're called, in our plant, doing our traditional work, making less wages than us. And to put the icing on the cake, they belong to our Local. So I am fighting, brothers and sisters, for my work. And it puts my president in a very compromising position because he also has to represent our partners.

This $15 dollars an hour is not made for us to come down to. It's made to grab the workers that are below us and raise them up. For that, I stand in support of this resolution. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, sister. Anyone to speak against the resolution? Okay. For the resolution? Red flag, mic 6.

DELEGATE RODNEY WILSON, Local 600: Good morning, my awesome UAW brothers and sisters. For those of you who aren't from here, welcome to Detroit, my wonderful hometown. My name is Rodney Hot Rod Wilson, district rep. out of Local 600. (Applause)

DELEGATE RODNEY WILSON: I am honored and privileged to be under the phenomenal leadership of Region 1A Director Rory L. Gamble and Assistant Director Darryl, not a bad win, always a Goodwin. (Applause)

DELEGATE RODNEY WILSON: Every four years, we reunite here for a common cause, to make our own history. Today, ladies and gentlemen, I rise before you in full support of an economy that favors the working-class people. The U in UAW definitely stands for united. The UAW has evolved over time and built bridges with others in the labor movement, because we stand together.

I am very proud to be a part of such a remarkable organization. The UAW makes us all strong. Solidarity Forever. Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, brother. So we've been through the whole floor, do I have a motion to close debate? Second? All those in favor?

Ayes have it.

Do I have a motion on the resolution? Second? All those in favor? Ayes have it. Thank you very much. (Applause)

VICE PRESIDENT CINDY ESTRADA: And it gives me pleasure to introduce Vice President Terry Dittes. (Applause)

VICE PRESIDENT DITTES: Welcome brothers and sisters. I would like to call up the Chair of the Resolutions Committee, Tiffany Rice, for the purpose of presenting our next resolution. (Applause)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you Vice President Estrada and Vice President Dittes.

I would like to call Brother Joe Simonetta to introduce Resolution Industrial Policy: Creating a Road Map to Lead. (Applause)

RESOLUTIONS COMMITTEE MEMBER JOE SIMONETTA: Thank you, sister Chair. Thank you, brother Vice President.

Greetings brothers and sister Delegates of the 37th Constitutional Convention. My name is Joe Simonetta. I'm the Financial Secretary and Delegate from Local 1005, an Amalgamated Union in Region 2B representing General Motors, Palmer Metal Center and Jack Casino Cleveland in Cleveland, Ohio. (Applause)

RESOLUTIONS COMMITTEE MEMBER JOE SIMONETTA: Under the fantastic leadership of Region 2B Director, Rich Rankin and his Assistant Director, Wayne Blanchard. (Applause)

RESOLUTIONS COMMITTEE MEMBER JOE SIMONETTA: I will be reading the Proposed Resolution on Industrial Policy: Creating a Road Map to Lead. You can find this resolution on page 36 of the Proposed Resolutions Book.

Industrial Policy: Creating a Road Map to Lead. Industrial policy helps shape the economy to achieve stronger growth, compete globally and deliver higher living standards for its citizens. These policies cover tax, trade, labor law, livable wages, research and development, education, and health care, infrastructure, monetary policy, and a host of other items. Regulations, incentives, investment, and trade policies across the government should be coordinated in support of these plans.

In the absence of a forward-looking comprehensive industrial policy, the United States has had a 30-year history of weakening unions, chipping away at the social safety net, allowing manufacturing to relocate to low-wage countries, and concentrating all new wealth in the hands of the already rich.

To put it simply, the United States' Industrial Policy has been to hollow out it's middle-class industrial base.

Day 2

Currently, we are experiencing tremendous technological change. Change that many refer to as industry 4.0 or the next Industrial Revolution.

American workers need the Federal Government to establish and implement coherent plans to ensure that American workers and manufacturers are at the forefront of tomorrow's technology.

The future will be more automated, digital and electric. These developments will have enormous effects on the way we work and the products we make.

Countries around the world are already establishing industrial policies to lead in growth sectors like electric and autonomous vehicles. If the United States continues its hands-off approach, we may lose out to countries that are planning and investing, like Germany and China.

Historically, unions have made manufacturing jobs some of the best jobs in the economy, providing middle-class wages, benefits and retirement. Corporations would lead us to believe that manufacturing can no longer support middle-class jobs, but this simply is not true. German, Japanese and South Korean corporations provide good, unionized middle-class manufacturing jobs while running manufactured goods trade surpluses. The difference is, each of these countries strategically invest in research and development in their workers and domestic corporations. This is industrial policy at work, having a manufacturing base with high skill, high productivity, and high-waged jobs is possible and necessary if we want to ensure prosperity for all Americans.

The UAW supports developing a democratically-controlled industrial policy that includes input from labor, industry, and government. A properly crafted policy will assist new industries, as well as reinvigorate old ones. This will improve U.S. competitiveness, raise living standards, reduce poverty, mitigate our environmental impact, and vastly improve American's quality of life.

A policy must include strategic planning, good policy, long-term investments, research and development and trade. Specifically, we support an industrial policy that includes:

* Affordable, Quality Education: Educated citizens are not only paramount to a functioning democracy, they are necessary for a thriving economy. Education is a public good that pays back dividends in quality of life, civic engagement, and productivity.

* Investing in K through 12 Education: Decades of disinvestment and public education has hobbled these institutions. Buildings are outdated. Teachers are underpaid. Classrooms are packed, and curriculum has been cut. This systematic attack on public education has left

us ill-prepared for the work of tomorrow, which will require additional skills and creative thinking. Public schools need reinvestment, to again, make sure that all students have access to rigorous academics, the arts and vocational training.

* Tuition Free College: The financial responsibility of preparing oneself for the workplace should not be carried by the individual, but instead by society. In recognizing this cost, society can secure good wages and benefits for everyone involved in the educational process; from professors, to research and teaching assistants, to post-doctoral scholars. This will allow every American, whether student or teacher, to live up to his or her potential.

* Worker Training: Advanced manufacturing is going to require a skilled workforce. The German model has shown that investing in workers through course work and on-the-job training leads to highly-skilled workers who can produce high-valued products at high wages. The federal and state governments should encourage and support joint union/employer apprenticeships to retrain today's manufacturing workers for the jobs of tomorrow.

* Infrastructure Investment to Create an Economy that Works for Everyone: The United States is in desperate need of infrastructure investment. This doesn't mean just repairing old roads, but updating our water systems, electrical grid, mass transit, high speed internet, bridges and high-speed rail. These improvements will put millions of Americans to work and high paying jobs will reduce our environmental impact, improving American's health and quality of life, as well as make the United States an attractive place to invest.

* Funding Research and Development: From the internet to autonomous vehicles, government supported research has spurred major technological leaps in our society. The government should continue to invest in cutting-edge research. The fruits of this research should be spread throughout the economy, from new exciting products to good paying jobs.

To this end, the government should recoup more of its research costs through royalties on products that become a commercial success. These monies would be used to reinvest in America's universities and publicly supported labs, enabling researchers in these institutions to bargain good wages and benefits.

Finally, new products born from this research should be manufactured in the United States.

* Using Incentives to Create Good Corporate Citizens: Federal loans, grants and tax credits should require labor peace, wage and benefit standards and a safe workplace, free from harm or harassment.

Each of these incentives should have a five-year clawback provision that requires a company that violates any of the provisions of the incentive or moves operations overseas to pay back all federal support, immediately.

* Trade That Supports U.S. Jobs: Over the past 20 years, the United States has ratified trade pacts that lead to manufacturing jobs moving to low-cost countries, where health, safety and environmental laws are weak, and independent democratic unions are effectively outlawed.

While Wall Street has celebrated these moves, working class communities have suffered. An industrial policy can only work if it's supported by pro-worker trade agreements. To that end, the United States should amend current trade pacts and only enter into new pacts that require: Independent democrat unions, strong environmental and health and safety standards; balanced trade; and protection for strategic industries. The pacts should also include language stating that if any of these standards are violated, punitive tariffs will be imposed.

Brother and sister delegates, on behalf of the Resolutions Committee, I move to adopt the proposed resolution. Thank you. (Applause)

VICE PRESIDENT TERRY DITTES: Sisters and brothers, we've heard the resolution read and we'll start debate. We'll start back in Region 9A for anyone in support. Right here waving that, the black item. Yes, you, green shirt.

DELEGATE JORDY OSBOURNE, Local 379: Good morning.

VICE PRESIDENT TERRY DITTES: Good morning.

DELEGATE JORDY OSBOURNE: My name is Jordy Osbourne out of Local 379. I'm sorry, under Local President Thomas Kearney and under Julie Kushner and Beverley Brakeman. (Applause)

DELEGATE JORDY OSBOURNE: I rise in support of industrial policy to educate workers for displaced by automation.

For example, like in my plant, two machines displaced 27 union members. We need a policy to provide a skills trade for our workers so that the families and us can remain in middle-class. Solidarity. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother. (Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 9A who would like to speak in opposition? Seeing no hands, we'll take another one to speak for it. Waving the black right there, black shirt, red shirt. Mic 7.

DELEGATE PAMELA GONSKI, Local 571: My name is Pam

Gonski from Local 571, Connecticut, Director, Julie Kushner and Assistant Director, Beverley Brakeman. (Applause)

DELEGATE PAMELA GONSKI: I'm speaking in support of this resolution. I'm a parent of two and a grandparent of four. I am a technical school graduate. My parents were tech. graduates and my children were tech. graduates. But I don't know that that future is for my grandchildren. It scares me to think of what their futures are. Every time I hear a government budget, whether it be local or federal, it cuts education first.

On elect vote, we have a unique opportunity for the union company and government to support apprenticeship programs to train our future generations. We need to continue to push for this so that our future is bright. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, sister.

Is there anyone in Region 9A who would like to speak against? Seeing no hands, we're going to move over to Region 8. Would somebody like to speak for? Holding the green folder. Mic 3, I believe, is the closest one.

DELEGATE WILLIAM STRICKLAND, Local 5287: Good morning. My name is William Strickland, the Vice President of the Local 5287, Region 8, under the direction of Ray Curry and Assistant Director Tim Smith. (Applause)

DELEGATE WILLIAM STRICKLAND: I rise and stand in support of this Industrial Policy: Creating the Road Map to Lead, because it includes the affordable equality of education and investing in K through 12 education. Thank you. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother.

Is there anyone in Region 8 who would like to speak against the resolution? Seeing no hands in Region 8, we'll take another speaker to speak for the resolution. Green folder. Same thing, mic 3, please.

DELEGATE WADE LORENZ, Local 9025: Good morning, brothers and sisters. I'm Wade Lorenz. I'm from Local 9025 out of Tennessee, we're a Dana Plant, independent part supplier. Region 8, Ray Curry and Tim Smith are Regional Representatives. (Applause)

DELEGATE WADE LORENZ: I stand in support of this resolution because of trade support in the U.S., jobs, Dana, where I work at send jobs out of the country. It's been gone for just -- a certain part that we have, they had sent out, they found that it's not good quality. I've since learned that they are going to move it back to our plant. So we need to keep doing that and making it better for all of us. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother.

(Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 8 who would like to speak against the proposal? Seeing no hands, we're going to move back to Region 1D. Someone wants to speak in favor of the resolution, please raise something. Raise your hand. I see -- green paper, here. Mic 8.

DELEGATE JOHN JACKSON, III, Local 598: Good morning, my name is John Jackson, Vice President, Local 598 under the great President Ryan Buchalski, and under the great leadership of Director Gerald Kariem and Assistant Steve Dawes. (Applause)

DELEGATE JOHN JACKSON, III: I rise in support of this resolution. Technology and change it brings is here to stay and we need to plan that we'll help make sure that the middle-class does not become obsolete. We have to make sure that money is put back into education and training so that people can get 21st century jobs.

People shouldn't have to go broke getting an education. We need to invest in U.S. infrastructure. We have -- we haven't for years. And we are way behind. Not only are infrastructure jobs good jobs, we need to modernize the U.S. infrastructure to make sure the next generation jobs can become -- can be done in the U.S. And most importantly, we need to -- we need a trade policy that support U.S. jobs and doesn't let companies take advantage of low-wage countries. Raise them up to our standards, not the other way around.

As for tax credits, we need to reward good companies and punish those that don't put America first. I support this resolution.

VICE PRESIDENT TERRY DITTES: Thank you. (Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone from Region 1D who would like to speak against the resolution? Seeing no hands, is there another delegate or member? Right here, green paper. I think it's green, blue hat.

DELEGATE BRIAN WORLOCK, Local 602: Good morning, brothers and sisters, my name is Brian Worlock from Local 602 out of the great Region 1D, under the outstanding leadership of our Director Gerald Kariem and Assistant Director Steve Dawes. (Applause)

DELEGATE BRIAN WORLOCK: I stand in support of this resolution because I believe a robust road map on industrial policy will lead to the strengthening of our great union and others and will help secure a strong middle-class. We cannot afford to be reactive in this new age Industrial Revolution.

This resolution lays the groundwork for a proactive strategy that will prepare us for the challenges, a rapid changing industry presents to us.

Thank you, in Solidarity.

VICE PRESIDENT TERRY DITTES: Thank you, brother. (Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone who wants to speak against the resolution from Region 1D? Seeing no hands, we're going to move on to Region 9. Anyone want to speak in favor? Green paper, right here.

DELEGATE RICHARD DONOVAN, Local 1097: Rick Donovan, Elected delegate Local 1097, Rochester, New York, Region 9, under the leadership of my Local President Danny Maloney, Director Jeff Binz and Assistant Director Tom Ashton. (Applause)

DELEGATE RICHARD DONOVAN: We need an industrial policy that stresses education and training. Currently in the Rochester area, there are hundreds of middle-skilled jobs available, but there aren't workers that have these skills so the jobs remain open. Companies do not stay in or move to a region where they cannot find enough qualified workers. A strong industrial policy will correct this.

Also, the only way to create new wealth and economy is to grow it, mine it, or manufacture it. Manufacturing is the greatest of these three, by far, due to the deep supply chain. Look at the auto industry. It starts with the mining industry, the steel industry, the rubber industry, electronics, et cetera. It goes all the way to a completed product.

We need to rebuild our manufacturing base with a smart, national industrial policy. I stand in support of this resolution. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother. (Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 9 who would like to speak against the resolution? Seeing no hands, is there anyone in Region 9 who would like to speak for the resolution? Green folder.

DELEGATE DAVID BLOCK: I stand here in support of the resolution. It's the great UAW that's trying to attack and fix what the corp. -- greedy corporate has done to this country. The workers can't afford to buy good product, they have to buy cheap product. We need to go after them. There's no one that's going to make this country great again except for the workers and the UAW, the rest of the unions in this country. (Applause)

DELEGATE DAVID BLOCK: And I stand in support of this resolution. Thank you, Terry.

VICE PRESIDENT TERRY DITTES: Thank you, brother. Is there anyone in Region 9 who would like to speak against the resolution? Seeing no hands, we're going to move to Region 2B.

Is there anyone to speak in favor of the resolution in Region 2B? There's a dark folder there, green shirt. Yes, that's you. It's a long way back.

DELEGATE SUSAN PRATT, Local 2213: I stand in support of the resolution. My name is Susan Pratt. I'm president of the Registered Nurses at Mercy, St. Vincent's in Toledo, Ohio. Local 2213, Region 2B, under Director Rich Rankin and Assistant Director Wayne Blanchard. (Applause)

DELEGATE SUSAN PRATT: Supporting fair trade deals that level the playing fields for American manufacturing is critical to rebuilding our economy and bringing back good quality jobs to the middle-class. A good quality education open doors for all of us. College is a real struggle and for many, it's unattainable. Tuition-free college would change lives, change communities, and even change the world. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, sister. (Applause)

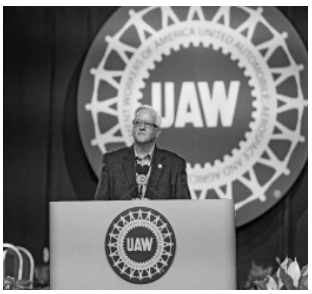
VICE PRESIDENT TERRY DITTES: Is there anyone in 2B who would like to speak against the resolution? Seeing no hands, is there another from, who wants to speak in favor? Green folder, mic 8.

DELEGATE MICHAEL CALDWELL, Local 1005: Good morning, brothers and sisters, Mike Caldwell, President and elected delegate, Amalgamated Local 1005, 2B. Organized Director Rich Rankin and Assistant Director Wayne Blanchard. (Applause)

DELEGATE MICHAEL CALDWELL: I rise in support of this resolution. Our current industrial policy has led to unfair trade agreements, failed infrastructure and tax laws that support only the top one percent of this country. It's a travesty what has been done to our educational system in this world. Our funding has been decimated for our public school systems. Many schools no longer even offer skilled trades programs. College debt is at an all-time high, and growing larger with interest rates higher than a car loan. Many students will be paying for their student loan debt until the near retirement age. This is ridiculous. College loans should be affordable for every one and we should have public funding for these programs.

You need to look no further for a crumbling infrastructure, than right up the road at Flint, Michigan with the water crisis. And, it's still going on. This should never have happened in a developed country. All of these are a direct result of a failed industrial policy that allows corporations to take good paying union jobs out of this country, and

allowing them to not pay their fair share of taxes.



UAW Vice President Terry Dittes

We have shifted the tax burden to working Americans. We need a democratically developed industrial policy that not only protects working Americans, but recognizes the direct relationship between unions and the strong middle-class which also makes for a strong middle-class and strong America.

We must act now before it's too late. Remember brothers and sisters, this is an election year. This November, we need to make these politicians pay for what they have done to this country and remove them from office. (Applause)

DELEGATE MICHAEL CALDWELL: Thank you, I rise in support of this resolution. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother.

Is there anyone in Region 2B who would like to speak against the resolution? Seeing no hands, we're going to move over to Region 1. Looking for someone to speak for the resolution. The gray shirt on the end of the aisle.

DELEGATE MECHELLE DAVIS, Local 7: Good morning my UAW brothers and sisters, my name is Mechelle Davis, recording secretary and Delegate of UAW Local 7, under the leadership of Charles E. Hall, Director, Assistant Director, Frank Stuglin, and President Reginald Griffin. (Applause)

DELEGATE MECHELLE DAVIS: All right, now. I rise in support of this resolution due to the fact that the United States has had over 30 years of history within our unions, by chipping away at the social neck.

I'm a 23-year vet at Jefferson North Assembly Plant. So when it comes to manufacturing, I can tell you about how it helped the middle-class. Being a 23-year vet at Jefferson North Assembly Plant, I can tell you about the benefits that they gave me.

When I say benefits, my Blue Cross Blue Shield brothers and sisters behind me, gave me -- (Applause)

DELEGATE MECHELLE DAVIS: Gave me my insulin for me to take care of my diabetes. These glasses I'm wearing to be able to see you guys today, I thank Davis Vision for that. Let's not forget our retirees who paved the way for the manufacturing to have -- (Applause)

DELEGATE MECHELLE DAVIS: -- and to be able to function

today. When I say let's not forget our retirees, please do not forget our retirees.

Brothers and sisters, the union have made manufacturing jobs some of the best jobs in the world. So I say to you, my brothers and sisters, this is why I, Mechelle Davis, and my membership of Local UAW 7, we support and rise in the favor of this resolution. And I thank you.

VICE PRESIDENT TERRY DITTES: Thank you, sister. (Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 1 who would like to speak against the resolution? Seeing no hands, is there someone else in Region 1 who would like to speak for the resolution? Right here, on the front here.

DELEGATE GARY WILSON, Local 22: Good morning, delegates. I'm Gary Wilson, Secretary-Treasure of UAW Amalgamated Local 22 of Region 1, under the leadership of Chuck Hall, Director, Frank Stuglin, Assistant Director. (Applause)

DELEGATE GARY WILSON: You say 30 years, I say 40 years of weakening the union. We are losing out to countries like China, Germany because they are investing in their peoples [sic]. It's one thing I can say as a veteran, that the GI Bill and General Motors paid for my degree. But it's a damn shame that people getting out of college got a house mortgage in the United States.

In closing, our support of the Industrial Policy: Creating a Road Map to Lead. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother. Is there anyone in Region 1 who would like to speak against the resolution? (Applause)

VICE PRESIDENT TERRY DITTES: Seeing no hands, we're going to move to Region 4. Anyone who wants to speak in favor of the resolution? We have a red folder here in the front.

DELEGATE RICHARD GLOWACKI, Local 180: Good morning, brothers and sisters, my name is Richard Glowacki, I'm Chairman of Local 180 in Racine, Wisconsin, under Region 4 Director, Ron McInroy and his right hand man, Assistant Director, Brad Dutcher. (Applause)

DELEGATE RICHARD GLOWACKI: Let's hear it. I stand in support of this resolution at a time when our country lacks leadership on these issues. As trade unionists, it is imperative that we stand behind this resolution and move it forward.

I stand here, that we need to lead the fight in quality and affordable education for our children. We also need to lead the tuition free fight for college for them as well. We need to lead the fight in worker train-

ing so we can maintain being the best workers in the world. We also need to lead the fight in fair trade agreement so we can create more family-supporting jobs so we can have one parent working and not two.

Well always, last but not least, we need to strengthen all unions so that we can stand together and have a fair share of the riches that these corporations continue to take and disregard us. For all these reasons, I stand in support of this resolution. Thank you. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother. Is there anyone in Region 4 who would like to speak against the resolution? Seeing no hands, looking for another one to speak in favor of the resolution. The yellow folder, same mic.

DELEGATE TIMOTHY TAYLOE, Local 833: Morning. Tim Tayloe, Local 833 out of Kohler, Region 4, under the strong leadership of Director Ron McInroy and Assistant Director Brad Dutcher. (Applause)

DELEGATE TIMOTHY TAYLOE: I listened to -- throughout the whole conference and everything else, you know, jobs are moving. We need to stop this. You're going to hear me speak right now about the education of our children coming up through, you know, -- our young adults coming out of high school aren't prepared for what they're getting into. They don't know what the manufacturing is all about because over the years, the teachers been just beat on and the systems aren't there to -- to talk to them on the education on manufacturing and what's happening to it as it moves overseas.

Right now, we're dealing with 10 percent of our work going to 60 percent of our work coming -- being brought out of China. We need to stop this. It is affecting all of our jobs at Kohler and throughout the United States.

Our young adults coming out of high school and college need to be trained for, like I said, what they are getting into. And by doing this, they understand what the benefits are, of being a union worker and having a strong union in place. And that reflects on our community and such not. And with that, our community won't be behind us to fight our politicians that are helping these companies say it's okay to move our job and manufacturing across seas, overseas, and what not.

That is why we need this policy. We need an economy that works for all of us and that's why I, in our Local 833, and many union brothers support this resolution. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother. (Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone who would like to speak against the resolution from Region 4? Seeing no hands, we gonna move back to Region 1A. Looking for someone to speak in favor of the resolution. Waving a red hat, looks like, mic 6. Thank you.

DELEGATE PAUL WILLIAMS, Local 182: Good morning, brothers and sisters, my name is Paul Williams, I'm Sergeant-at-arms at Local 182, Region 1A, under the Director Rory Gamble and Assistant Director -- (Applause)

DELEGATE PAUL WILLIAMS: And Assistant Director Darryl Goodwin. (Applause)

DELEGATE PAUL WILLIAMS: I stand in front of you in support of this resolution to better our infrastructures, create stable union jobs, trade jobs for years to come. I stand in front of you and I support this resolution.

VICE PRESIDENT TERRY DITTES: Thank you, brother. (Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 1A who would like to speak against the resolution? Seeing -- we have one in the back, red hat, against the resolution? No? Okay. You changed your mind. Okay. Cool.

Is there anyone in Region 1A who would like to speak for? All right. Red hat, come on up, mic 5.

DELEGATE WILLIAM MUHAMMAD, Local 892: Good morning, brothers and sisters, I'm William Muhammad, Vice President Local 892 out of Saline, Michigan, under the fantastic leadership of Rory L. Gamble and his Assistant Director Darryl Goodwin. (Applause)

DELEGATE WILLIAM MUHAMMAD: I support the proposal resolution industrial policy. The industrial policy helps save gross, compete globally, and develop high standards for citizens. I support this resolution because it supports affordable and quality education, infrastructural investments to create an economy that works for everyone, funding research and development, using the incentive to create good corporate citizens, and trades that support U.S. jobs. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother. (Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 1A who would like to speak against the resolution? Seeing no hands, I'm going to move here to the front to Region 5. For those who want to speak in favor of the resolution. Yellow folder, right here, brother.

DELEGATE WILLIAM HUGEBACK, Local 282: Good morning, brothers, my name is Bill Hugeback, out of Region 5, with the best and

hardest working Director Gary Jones. (Applause)

DELEGATE WILLIAM HUGEBACK: Along with the hardest working man alongside him, Vance Pearson. I am president out of Local 282 out of St. Louis, Missouri. The state is going to show the rest of the nation how to repeal Right to Work. (Applause)

DELEGATE WILLIAM HUGEBACK: I stand in support of this resolution for the need of economic and industrial policy for working people. In the early 1900's, the industrial was the union for the middle-class. We need to have a strong industrial policy. As the word industry has changed from just working into a factory to branching out to dealers in Las Vegas along with grad students and post-grad students through the country.

So, we now move forward. We need a strong industrial and economic policy to help the middle-class. This is why I support resolution number 6.

VICE PRESIDENT TERRY DITTES: Thank you, brother. (Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 5 who would like to speak against the resolution? Seeing no hands, anyone in Region 5 who wants to speak for the resolution? Brother with the red folder.

DELEGATE GENE HURD, Local 509: Good morning sisters and brothers, my name is Gene Hurd, president of Local 509 out of Pico Rivera, California, under the great leadership of Gary Jones and Assistant Director Vance Pearson. (Applause)

DELEGATE GENE HURD: I rise in support of this resolution and I'm going to tell you why. We need politicians that will support our policies and programs that build an economy that works for families based on good jobs, economic security for all Americans, strong unions, and fairness on the workforce. We deserve a fair day's pay for a fair day's work.

Also, I would like to mention that the politicians that we put in office, they should be working for us. We worked for them to get them elected and anybody that is in the CAP program knows that we need to be out there supporting these people, walking for them, phone banking for them, and if we do our job, they can do their job.

And on a personal note, I represent a facility that is going to be relocating to Colorado. They came after we negotiated a successful contract and came and said hey, we need to move to a world-class facility. They have property in Colorado in Fort Collins. And technically, it's bullshit. We got world-class manufacturing people. It's not the

facility. Our people are the ones that know how to do the product, and they do the best product in the world. (Applause)

DELEGATE GENE HURD: When you come landing, they put the flaps up. We have a Chairman here that's going to speak on another issue. We got the best Chairman and he's fought for these people. I support this whole-heartedly and anything we can do, we can do it. We can do like the bees, let's get together and fight.

VICE PRESIDENT TERRY DITTES: Thank you, brother. (Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 5 who would like to speak against the resolution? Thank you, brothers and sisters. We've now been through the entire floor. Is there a motion to close debate?

It's been moved. Is there support? All those in favor of the closing of the debate, say aye. Opposed? Ayes have it. The resolution is passed. Thank you. (Applause)

VICE PRESIDENT TERRY DITTES: I'd like to now -- I now have the honor to bring our great president back to the podium, President Dennis Williams.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Thank you, everybody. (Applause)

PRESIDENT DENNIS WILLIAMS: I will now like to bring up the Rules Committee to the stage. Where are they at? (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. I'm going to release the Resolutions Committee. And you all have fun with the delegates.

Gives me great pleasure to call on the Chair of the Rules Committee, Nadine Davis, to give an update on that committee.

RULES COMMITTEE CHAIR NADINE DAVIS: Thank you. Good morning, sisters and brothers. My name is Nadine Davis, chairperson of the Rules Committee. I am from UAW Local 1250, Region 2B, home of the great Regional Director, Rich Rankin and Assistant Director Wayne Blanchard. (Applause)

RULES COMMITTEE CHAIR NADINE DAVIS: At this time, I would like to give an interim report of the Rules Committee. This report was compiled to present prior to the Constitution Committee's Report.

The Rules Committee discussed roll call voting in the event there should be a roll call vote. It was the unanimous recommendation of the Rules Committee that if there is voting by roll call, the following rules and procedures shall apply:


UAW Region 8 Director Ray Curry

A, if a local union is of one mind, it is authorized to cast a block vote unless challenged by a member of the delegation of that local union. In such event, the person challenging must cast an individual vote and the rest of the union delegation may vote as it wishes in a partial block or individually.

B, once a roll call vote has begun, it will not be cancelled or suspended until a majority of the votes in concurrence or a majority of the votes in nonconcurrence of the Constitutional amendment have been passed.

Chairperson, on behalf of the Rules Committee, I move for the adoption of this interim report.

PRESIDENT DENNIS WILLIAMS: Okay. The rules have been submitted. Is there support? Any discussion?

All those in favor, signify by saying aye. Opposed, same. Ayes have it. I would like now, to excuse the Rules Committee and to have the Credentials Committee be seated. (Applause)

PRESIDENT DENNIS WILLIAMS: I would like to call on Larry Robinson, the Chair of the Credentials Committee.

CREDENTIALS COMMITTEE CHAIR ROBINSON: Thank you, President Dennis Williams. Good morning, brothers and sisters.

AUDIENCE MEMBERS: Good morning.

CREDENTIALS COMMITTEE CHAIR ROBINSON: Come on, y'all can do better than that.

Good morning, brothers and sisters.

AUDIENCE MEMBERS: Good morning.

CREDENTIALS COMMITTEE CHAIR ROBINSON: My name is Larry Robinson. I am the chairperson of your Credentials Committee. I'm also president of UAW Local 892 in the mighty, mighty Region 1A, under the dynamic direction of Director Rory L. Gamble and Assistant Director Darryl Goodwin. (Applause)

CREDENTIALS COMMITTEE CHAIR ROBINSON: Yesterday, the credentials committee presented a preliminary roll call report as of Monday, June 11, 2018. This was done at 11:03 a.m. An updated report is available online by typing into your search engine, convention.uaw.org. Again, that is convention.uaw.org.

Once you sign in, you must sign in with your last name, your Local

Union number, and your UAW ID. Your UAW ID is printed on your credentials badge.

If you find an error in the roll call or have any questions, we need you to please report any roll call changes to the roll call booth that is adjacent to the registration area.

Registration continues throughout the day. Yesterday, an additional 23 delegates were registered and the votes were reapportioned as necessary. All changes have been recorded and will become a report of the official roll call. This includes today's report of our official roll call. Thank you for your time. (Applause)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, you've heard the report, is there support for the report? Any discussion? Seeing no hands, all those in favor, signify by saying aye. Opposed, the same. Ayes have it.

I will now excuse the Credentials Committee and the staff for their hard work. I would like to bring to the podium, in a minute.

Hey, how many of you think we ought to beef up the music and get some different music, huh? (Applause)

PRESIDENT DENNIS WILLIAMS: All right. Got that off my chest.

Brothers and sisters, it gives me great pleasure to introduce Brother Ray Curry for the purpose of introduction of our next guest. (Applause)

REGION 8 DIRECTOR RAY CURRY: Good morning, brothers and sisters. (Applause)

REGION 8 DIRECTOR RAY CURRY: Our next guest today is Derrick Johnson, President and CEO of the National NAACP. A long-standing member and leader of the NAACP, he was born right here in Detroit, attended public schools here and probably has a few classmates sitting out in the audience today.

He is a graduate of South Texas College of Law. He has also trained through fellowships with the Congressional Black Caucus, the George Washington University School of Political Management, and the Massachusetts Institute of Technology.

As a veteran activist, he has had a dedicated career defending the rights and improving the lives of Mississippians. As a state president of the NAACP in Mississippi State Conference, he led critical campaigns for voting rights and equitable education and worked hand in hand with the UAW in its efforts to form a union at Nissan.

He successfully managed two board referendums, campaigns in

Jackson, that brought $150 million in school building improvements, $65 million toward the construction of a new convention center, respectively. As a regional organizer at the Jackson-based non-profit, Southern Echo, he provided legal, technical, and training support for communities across the south.

For his work he was appointed to the Mississippi Access for Justice Commission and the chair of the Governor's Commission for Recovery, Rebuilding, and Renewal after the devastation of Hurricane Katrina. He is the founder of the One Voice organization to improve the quality of life for African-Americans, which holds an annual Black Leadership Summit and trains community leaders through the Mississippi Black Leadership Institute.

Let's now welcome National NAACP President and CEO Derrick Johnson. (Applause)

DERRICK JOHNSON
National Association
For the Advancement of Colored People (NAACP)
President and CEO

DERRICK JOHNSON: You know, I understand that Reverend Wendell Anthony came yesterday and told you all about the bumblebees and the buffalos. You have Dr. Barber coming on Thursday. And who knows what he is going to say? I am just glad I am in between them, so when you think about the great speeches they gave on Monday and Thursday, you won't remember this bad speech I am about to give you on today.

To the leadership of this great organization, Dennis Williams and Jimmy Settles and Gary Casteel and all of the leadership that's retired this year, I want to personally thank you for supporting all that you have done through this long career and this journey you have. Let's give them a hand. (Applause)

DERRICK JOHNSON: I was looking around for Gary, and I didn't see him, because I was surprised when I heard that Gary was also going to retire.

But looking forward to the incoming leadership of this great organization, Gary Jones, and my friend Ray Curry and so many others, thank you for the work you are about to do, because the UAW is needed for a time like this in ways in which we would not be able to measure until after the success.

You know, I grew up in Detroit. I live in Mississippi. I went to law school in Houston, Texas. I have worked in D.C. The headquarters for the NAACP is in Baltimore. I just got off a plane from Denver. I

leave here to go to Chicago. I leave Chicago to go to New Mexico. And everywhere I go, everywhere I have lived, all the experience that I have encountered is a result of organized labor.

The right to collectively bargain is something that we all hold sacred, as the NAACP was created on the foundation of individuals not being exploited for free slavery or cheap segregation labor. And the foundation of the UAW was founded on a foundation to ensure working men and later women would be paid a fair wage for their work.

And often times, in the minutia of the work we do, we forget about the foundations for which we were created, but that foundation has created a relationship between the NAACP and the UAW for over 75 years. It is a relationship that we must hold sacred, and not lose sight of why we exist.

You know, the loss of civility in this country has created spaces which allow things to creep in to divide people. And at the COPE Conference I talked about this notion of a house divided. And oftentimes, there are the opposition who seek opportunities to divide not only the house of labor, but the house of progressive moral leadership.

Now, moral leadership is based on the ability of individuals who will be willing to step out and take risks to ensure that our children have a better future than we had.

Moral leadership means that we will care for the elderly and make sure they are provided for and not have to struggle in their later years.

Moral leadership means that the rights of disadvantaged are protected.

To help any nation is based on those three fundamental principles: How well we care for our elders? Are we preparing our young people for the future? And do we protect the rights of the disadvantaged?

This question of morality has been captured by a political party or several individuals who use the words of "morality," but seek policy that is immoral. And unfortunately, over time, whether it is the NAACP through inertia or inaction or dysfunction, or UAW membership through falling for illusions of arguments that's counter to the interests of the house of labor, has created a space where we are looking at a political landscape that's snatching our future away from us.

NAACP and UAW, we have a relationship out of both necessity and purpose. The purpose of our relationship is to ensure that collective bargaining is afforded to all citizens and the right of individuals are protected.

The necessity of our relationship lies at the ballot box.

So growing up in Detroit, I remember the election of 1980. I went to

this middle school called Earhart Middle School, and I had a teacher by the name of Ms. Bloomberg. And through that whole year, we talked about the political landscape and how important it was, and people having the right to vote and leveraging that vote. Here it is a Jewish teacher teaching a class of Mexicans and Puerto Ricans and blacks and my friend Joe Bokolowski from Yugoslavia. We're a mixed group. We all came from different backgrounds.

We ended up in the city of Detroit, not because we had chosen to be here, but because our parents and/or our grandparents moved here looking for jobs. So my parents migrated from West Tennessee because the jobs in Detroit were protected with organized labor.

One of my close friends, Timmy Miller, his parents moved here from Kentucky because they didn't want to work in the coal mines anymore. They decided to come and get a better job in Detroit.

Gerry Colongne, his parents moved from Puerto Rico to New York and then to Detroit so they can have a better life.

And so many of my friends of Mexican descent, everybody from Mexico said they were from Monterrey. I don't believe that. I still don't believe they are all from Monterrey. But they moved here so they can have a better quality of life. And all of us found our parents working either in the Cadillac Assembly Plant on Clark Street, Fisher Body or Ford Motor. We all lived in the same neighborhoods, relying on the house of labor.

But when I realized during that 1980 election that individuals fell for an argument that was being made by an actor from Hollywood who started his campaign in a white suit in Neshoba County, Mississippi to signify that there is a new alignment of racism, and then came to this area, to Macomb County, to convince workers to vote against their interests, resulting in a presidency that took on the effort to undermine labor from that day forward.

See, once he got in, his first attack was on air traffic controllers. He undermined the union and cut the legs from under them.

The next attack was on the Teamsters. He created a reality for the Teamsters in which his Justice Department went after them for a complete ten years, completely destabilizing the Teamsters, sending a message to organized labor that you will be under attack.

The sad part about this narrative is it was some of our members in labor in Macomb County who created the realties for him to get in office to do that.

Now, this is not a value judgment against anyone's political beliefs or philosophy, but out of necessity, we must look at why we exist as a

community.

See, as I look around this room, none of us in this room, I don't believe, Dennis -- maybe Cindy Estrada is a part of the one percenters, I don't know, Lucinda, you may be part of one percenters -- none of us is a part of one percenters. None of us are a part of the class of individuals who are positioned to make their profit off of the labors of individuals, whether it is completely exploited through free labor, exploited through cheap labor or exploited by undermining the rights of labor unions to collectively bargain.

And if we stand on that foundation of why we exist, we wouldn't allow this thing called racism to divide us.

I was watching 60 Minutes two years ago. There was an African-American male who had served 30 years for a crime he did not commit. And he was finally exonerated for this crime. And the news reporter was talking to him. He was convicted in the mid '80s. At that time, he was in his 30s. And the reporter asked him, now that you are out, what's different? How do you feel? And he began to talk about his experience serving in jail.

Now, here you have an African-American male in rural Alabama, and the rule has always been, stay in your lane, don't drink out of this water fountain, definitely do not date or marry outside of your race. And if you do, there are consequences. And as a result of that, he had a regimented view of life. He knew what his place was.

He was released from jail. When the reporter asked him, say, out of the all of the new technology, what's the most unique to you? And he said, I got in the car with my brother. And we begin to drive down the street. And we needed to take a left turn onto the freeway. And this voice says, left turn, 300 feet. He jumped. He said, who is this white woman? How did she get in this car? He had never heard of a GPS system. Had never seen a cellphone. He had no concept of a computer. In fact, the only phone he recalled is the phone that was in his grandmother's kitchen with the long cord. She used to walk through the house with the cord still connected. And the fact that he was now in this new reality 30 years later, with this voice coming out of a device called a cellphone that looked like a miniature computer to him, and it was a voice of a white woman, and he thought he was about to go to jail because the white woman is in the back seat of the car. His question is, where did it come from? How did it get here?

We are now living in a political landscape where germinating from the White House is some of the most divisive language and policy we have seen in over 50 years. We are looking at a reality where you have a racial hate group to march in Charlottesville, Virginia, and they run into a crowd of people, killing a woman, and he says that he thinks the

counter protesters were equally to blame.

An individual who is tone deaf to the question of race, because he is pandering to a set of individuals to get votes.

In 2008, many of you said, now we live in a post-racial society because Obama was elected, and now over the last year-and-a-half, many of us are beginning to question, where did this racism come from? And just like that voice on that cellphone in the car, it was there all the time. It didn't merge out of anywhere. It was programmed. It was conditioned. And it was turned on.

But it is the responsibility of the NAACP and the UAW and all of us who understand our purpose to turn it off. To not allow it to divide us. (Applause)

DERRICK JOHNSON: To create a space where out of necessity, we don't allow our people to divide us to undermine our purpose.

See, the goal in this whole game is, if you keep communities divided, you prevent them from organizing to ensure a future for our children. If you keep people divided and voting based on fears that's unfounded, you set up a reality for a policy landscape to take away the right of workers to collectively bargain. If you allow people to divide us, we set ourselves up to defeat the very reason why we exist. The NAACP and the UAW, we are a relationship out of necessity and purpose.

Final story, and I am going to sit down. I told you, I am boring. I am not like Wendell Anthony. He is sharp.

The neighborhood I grew up in, like that class, when we had our summer baseball team, and we start off as one of the top Little League teams in the area. We were bad.

But about a midsummer, all of us begin to leave for our summer vacation. We have to go back. Timmy always went back to Harlan County, Kentucky, because there was a family reunion in Harlan County. And Timmy can pitch. And Gerry always had to go back over for the family gathering in New York because as a Puerto Rican, that's something they would do every year. And Gerry was one of the baddest shortstops on the Little League team. And about four of us, we always had to go back down to Tennessee or Alabama or Arkansas or Georgia because that's what we did every summer. But when we were on the field together, we won. But by midsummer, two or three of us, we could no longer be on the field, and we lose.

If you look at the 2018 midterm election, if we're on this field together, we will win. If you look at the 2020 Presidential Election, if we are on the field and sing together, we will win. The goal of the

NAACP, the goal of the UAW, is to ensure that we stay on this field together, because if we don't, we will repeat what has happened to us in the past, and the house of labor and the NAACP and the progressive community, we will lose. We will be divided.

And so as this next group of leaders step up and take the reins and join Cindy and so many others, let's stay focused on our purpose and understand the necessity of staying together, and not allow fear and parochial ignorance divide us. Because if we do, we guarantee that our future would not be as bright as our present.

Thank you for this opportunity, as always. Thank you for this opportunity, as always. Because what's at stake for us is much more important than we could ever imagine.

Peace and power. (Applause)

PRESIDENT DENNIS WILLIAMS: At this time, I would like to call on the Constitutional Committee to the stage. Okay. I would like to call on the co-chairs of the Constitutional Committee.

REPORT OF THE CONSTITUTION COMMITTEE

COMMITTEE CO-CHAIRPERSON MARVIN THOMPKINS: Good morning, brothers and sisters, President Dennis Williams, Secretary-Treasurer Gary Casteel, Executive Board members, and fellow delegates.

My name is Marvin Thompkins, Chairman of the Bargaining Committee of Region 4, La Grange, Illinois, Local 719, under the exceptional leadership of Director Ron McInroy and Assistant Director Brad Dutcher, and to the entire Region 4 staff. (Applause)

COMMITTEE CO-CHAIRPERSON MARVIN THOMPKINS: I am proud to be a two-time elected delegate for this 37th Constitutional Convention. Thank you to my committee for allowing me this opportunity to be a co-chair of this great committee. I am proud to be a delegate of this great organization.

In solidarity, let's stand together. (Applause)

COMMITTEE CO-CHAIRPERSON MARVIN THOMPKINS: I would now like to give a brief report of the Committee's activities of the last few weeks.

Numerous proposed amendments were submitted by many local unions and subordinate bodies. This Constitution Committee reviewed, discussed and debated each amendment with the knowledge that changing our Constitution is something to consider only when absolutely necessary to further the UAW's missions and its goals.

With this in mind, the Constitution Committee will propose several amendments to the Convention for your consideration. During our deliberations, we met with several International Executive Board members who provided us with perspectives and insights about past, present and future issues facing our Union. While working together as a committee, we were faced with challenges that brought us together as one to form a stronger Union.

On behalf of 37th Constitutional Committee, we would like to thank all of our UAW brothers and sisters for entrusting us to present a detailed account of the proposed amendments. At this time, I will now call my Co-Chair of the Constitution Committee, Brother Rick Smith, to the podium. Thank you. (Applause)

COMMITTEE CO-CHAIRPERSON RICK SMITH: Good afternoon, President Dennis Williams, Secretary-Treasurer Gary Casteel, Executive Board members, International Representatives, local union leaders, delegates and special guests.

I would like to personally thank our great Region 2B Director Rich Rankin and Assistant Director Wayne Blanchard for giving me the opportunity to represent this great membership on the Constitution Committee. It is truly an honor. Thank you.

My name is Rick Smith, elected delegate, Co-Chair for the Constitution Committee, Financial Secretary for Local 1112, Lordstown, Ohio, Region 2B, home of the Chevy Cruze. (Applause)

COMMITTEE CO-CHAIRPERSON RICK SMITH: I stand before you today when there is a lot of separation with the membership and the uncertainty with the leadership of the International Union. I can say that after being involved with the Constitution Committee and all that we have done the last couple of weeks that the leadership has one thing they are ALWAYS concerned about, and that is YOU, the membership, and the survival of the UAW for generations to come. We need to stand together and show the strength of solidarity. Sometimes we need to make sacrifices to achieve our ultimate goals, but will always come out ahead. So let's stand united and support what we all believe in, this great institution. We are the UAW! (Applause)

COMMITTEE CO-CHAIRPERSON RICK SMITH: The committee would like to thank the Locals that submitted resolutions. After careful review, the following articles will be considered for proposed changes:

* Article 2, Objects, Section 2

* Article 3, Constitution

* Article 10, Officers and Elections, Section 4

* Article 11, Salaries, Sections 1, 2, 3 and 8

* Article 16, Dues and Initiation Fees, Sections 2, 5, 13 and 33

* Article 26, Civil and Human Rights Department, Section 2

* Article 31, Trials of Members, Section 3

* And Article 33, Appeals, Section 3

The proposed amendments to the Constitution will be presented on different colored handouts. The Committee will read current language in column 1 and the proposed amended language in column 3.

At this time, I would like to call to the podium Sister Anke Schennink, Recording Secretary of the Constitution Committee, to present the proposed amendment for Constitutional Resolution 1--Article 16, Dues and Initiation Fees.

COMMITTEE MEMBER ANKE SCHENNINK: Good morning, UAW siblings. My name is Anke Schennink, and I'm an Elected delegate and the president of Local 5810 in Region 5. I bring you greetings from California, from Local 5810 members who work as postdoc researchers at the University of California.

I would like to thank Region 5 Director Gary Jones -- (Applause)

COMMITTEE MEMBER ANKE SCHENNINK: -- and Assistant Director Vance Pearson -- (Applause)

COMMITTEE MEMBER ANKE SCHENNINK: -- for their excellent leadership, and for giving me the opportunity to serve on the Constitution Committee of this convention. I would also like to thank President Dennis Williams for your vision, support and leadership, and wish you a wonderful retirement ahead of you. (Applause)

COMMITTEE MEMBER ANKE SCHENNINK: I am proud, and grateful, to be part of the UAW. This union is and has been a leader and an active participant in the civil and human rights movement, fighting for all workers, and being an inclusive, welcoming union for everyone. My local represents thousands of recent immigrants, from all over the world, and I would like to take the opportunity to thank every single one of you for the big welcome and the solidarity. (Applause)

COMMITTEE MEMBER ANKE SCHENNINK: Four years ago, the delegates of the 36th Constitutional Convention were presented with a proposed Constitutional change that increased the amount of dues paid by each member from 2 hours of straight time pay to 2.5 hours of straight time pay. At that point and time in history, the Strike Fund had diminished to a point that the balance became alarmingly close to the $500 million threshold that would have stopped all rebates

to the International and local unions. After long debate at the 2014 Constitutional Convention, the delegates concluded that the need existed to justify the proposed increase in dues and it was overwhelmingly passed. Thereafter, the additional half hour of dues has been directly deposited into the Strike and Defense Fund.

A commitment was made by the International Executive Board to rebuild the strength of the Strike and Defense Fund while reducing operating costs. The International Executive Board is pleased to announce that over the past four years the Strike and Defense Fund has increased over $135 million and the International Executive Board has taken cost cutting measures that have resulted in a positive cash flow. The end result is that our union has strengthened the Strike and Defense Fund and reduced our operating costs as committed to the delegates at the 2014 convention.

Based on the aforementioned facts and thorough evaluation of future operating needs for our union the administration is proposing the following Constitutional change.

And now, please take out the white Constitution Committee's report on Article 16.

...Committee Member Anke Schennink read the following:

Article 16, Dues and Initiation Fees.

Section 2: In order to remain a member in good standing, each member will pay a minimum monthly dues amount to the Financial Secretary of the Local Union as set forth below.

(a) Should the net worth of the International Union Strike and Defense Fund reach $850 million, then the minimum monthly dues shall be as follows: (i) for members who work in either the private sector or public sector with a legal right to strike, who have worked a minimum of forty (40) hours in a month, the minimum monthly dues will be an amount equivalent to 2 hours of straight time pay for members paid on an hourly basis, or 1.15% of gross straight time monthly wages for members paid on a salaried basis and for members employed in a non-traditional sector working part-time and paid on an hourly basis; (ii) for members who work in the public sector and are legally prohibited from striking, who have worked a minimum of forty (40) hours in a month, the minimum monthly dues will be an amount equivalent to 1.4 hours of straight time pay for members working full time paid on an hourly basis, or .805% of gross straight time monthly wages for members paid on a salaried basis and for members employed part-time and paid on an hourly basis. Until the time that the net worth of the International Union Strike and Defense Fund reaches $850 million, monthly dues shall be as set forth in subsection (b) below.

(b) Should the net worth of the International Union Strike and Defense Fund decrease to $650 million, then the minimum monthly dues shall be as follows until the Strike and Defense Fund reaches $850 million: (i) for members who work in either the private sector or public sector with a legal right to strike, who have worked a minimum of forty (40) hours in a month, the minimum monthly dues will be an amount equivalent to 2.5 hours of straight time pay for members paid on an hourly basis, or 1.44% of gross straight time monthly wages for members paid on a salaried basis and for members employed in a non-traditional sector working part-time and paid on an hourly basis; (ii) for members who work in the public sector and are legally prohibited from striking, who have worked a minimum of forty (40) hours in a month, the minimum monthly dues will be an amount equivalent to 1.9 hours of straight time pay for members working full time paid on an hourly basis, or 1.095% of gross straight time monthly wages for members paid on a salaried basis and for members employed part-time and paid on an hourly basis.

(c) For those members paid by the hour, day, week or month, the dues computation referenced in subsections (a) and (b) above shall be based on the amount earned per straight time hour in the last payroll period worked before the dues are payable, including cost-of-living allowance and any other amounts normally considered as part of regular pay, but excluding shift premium. For those whose earnings vary, straight time earnings for the purpose of dues computation shall be based on the average earned per hour in the last month the member worked, including incentive earnings, cost-of-living allowance, clock hour add-ons and any other amounts normally considered as part of regular pay, but excluding shift premium, overtime premium, Saturday, Sunday and holiday premiums.

(d) For those members employed in a non-traditional sector paid on a part-time basis, or those members paid on a salary basis, where the number of hours of work in a week vary and/or regularly have no relationship to a normal workweek, the dues computation shall be based on their straight time gross monthly wages in accordance with subsections (a) and (b) above.

(e) The minimum dues required for certain negotiated payments and bonuses such as contract signing bonuses and profit sharing payments will be calculated using the percentages set forth in subsections (a) and (b) above.

(f) Nothing in this article shall prevent any Local Union or unit of an Amalgamated Local Union from establishing, in accordance with the provisions of Article 47, dues in a greater amount than provided for in this Article; and any Local Union or unit, which at the time

when minimum monthly membership dues are increased pursuant to the provisions of this Article, has dues in a greater amount than the minimum monthly membership dues pre-existing, the change shall automatically increase its dues by the amount of the change without the necessity of any additional Local Union or unit membership action and such Local Union dues shall continue until the Local Union's or unit's membership, pursuant to the provisions of Article 47, changes the Local Union's or unit's dues structure.

All dues established by this article shall be uniformly required of all its members by each Local Union or unit of an Amalgamated Local Union except as specific exoneration or special arrangement may be granted pursuant to Section 11 of Article 13, or Section 17 of this article.

(g) Upon receipt of notification from the International Union that the net worth of the International Union Strike and Defense Fund has increased to $850 million or decreased to $650 million, the Local Union shall immediately notify the employer(s) of the change in dues set forth in subsections (a) and (b) above.

I am now continuing with Section 5. Section 5 current language: Dues income collected under Section 2 of this Article will be allocated between the Local Union, the International Union General Fund and the International Union Strike and Defense Fund as follows:

(a) For the first two hours (or 1.15%) of dues income collected from members under Section 2(a) of this Article or the first 1.4 hours (or 0.805%) of dues income collected from members under Section 2(b) of this Article: (1) the Local Union shall receive 38%; (2) the International Union General Fund shall receive 32%; and (3) the International Union Strike and Defense Fund shall receive 30%.

(b) The remaining one half (0.5) hours of dues income (or 0.29%) shall be allocated entirely to the International Union Strike and Defense Fund.

The proposed amendment reads as follows:

Section 5:

(a) If dues income is collected under Section 2(a) of this article, it will be distributed so that the Local Union shall receive 38%, the International Union General Fund shall receive 32% and the International Union Strike and Defense Fund shall receive 30%.

(b) If dues income is collected under Section 2(b) of this article, it will be allocated between the Local Union, the International Union General Fund and the International Union Strike and Defense Fund as follows.

(i) For the first two hours (or 1.15%) of dues income collected from members under Section 2(b)(i) of this article or the first 1.4 hours (or 0.805%) of dues income collected from members under Section 2(b)(ii) of this article:

(1) the Local Union shall receive 38%;

(2) the International Union General Fund shall receive 32%; and

(3) the International Union Strike and Defense Fund shall receive 30%.

(ii) The remaining one half (0.5) hours of dues income (or 0.29%) shall be allocated entirely to the International Union Strike and Defense Fund.

And now, I would like to call upon Constitution Committee Member Steve Strang to read Article 16, Section 33. (Applause)

COMMITTEE MEMBER STEVE STRANG: Thank you, Sister Anke. Good afternoon, International Executive Board, delegates, brothers and sisters. My name is Steve Strang, UAW Local 1243 Vice President and elected Convention Delegate, from Whitehall, Michigan, Region 1D. (Applause)

COMMITTEE MEMBER STEVE STRANG: I would like to thank UAW President Dennis Williams, the International Executive Board and staff for all the support given to the UAW.

I would also like to thank Region 1D Director Gerald Kariem for appointing me to this Constitution Committee, Assistant Director Steve Dawes and Servicing Rep. Dan Kosheba for always being there to help and support our local.

I would also like to give recognition to UAW Local 1243 President Doug Fessenden and election convention delegates Heather Violes and Paul Watson.

I will now continue with Article 16, Section 33.

...Committee Member Steve Strang read the following:

Current language: The International Union shall be authorized to transfer $85 million presently in its Emergency Operations Fund - which has a current fund balance of $112 million - to a newly established VEBA trust which has been negotiated with Staff Council, OPEIU and other authorized representatives of the Union's employees. The International Executive Board shall be authorized to enter into a formal settlement agreement resolving its retiree health insurance obligations and establishing funding obligations to the VEBA trust. Following this transfer to the VEBA trust, the balance in the Emergency Operations Fund will

remain in place for the purposes described in Article 16, Section 11(d). In addition, in June 2014, the International Union shall be authorized to make a one-time transfer of $25 million from the International Union Strike and Defense Fund to the International Union General Fund.

As a result of the proposed change, the language in this section will be deleted. The Constitution Committee asks for your full support of this resolution. (Applause)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, the proposed Constitution has been read. We will now open the floor for discussion.

Region 8, is there anybody for? I see two. The person -- yes, sister.

DELEGATE EVELINA WARLIX, Local 2406: Good morning, brothers and sisters of this great UAW. My name is Evelina Warlix out of Local 2406, Region 8, Memphis, Tennessee. I would like to thank Ray Curry and Tim Smith for their great leadership. I want to congratulate President Dennis Williams on his retirement and your great leadership.

PRESIDENT DENNIS WILLIAMS: Thank you.

DELEGATE WARLIX: And I wanted to say that I support this resolution. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you, sister. (Applause)

Is there anybody that wants to speak against?

Against in Region 8?

Anybody for? Anybody wants to speak in favor?

The green folder or green pamphlet or whatever it is. Thank you, brother.

DELEGATE CHRISTOPHER REDDING, Local 5285: Morning, brothers and sisters.

PRESIDENT DENNIS WILLIAMS: Morning.

DELEGATE REDDING: Morning, brothers and sisters. Chris Redding from Local 5285, Mount Holly, North Carolina, under the great direction of Brother Ray Curry from my home local, Assistant Director Tim Smith, and home of Region 8 Secretary-Treasurer Gary Casteel.

I stand in support of this resolution that gives members a pathway back to the two hours dues that we are all used to. Also stand in support of this resolution because it allows our locals to keep the 13th check rebate. I urge our membership to adopt this resolution. Thank

you.

PRESIDENT DENNIS WILLIAMS: Thank you.

DELEGATE REDDING: Thank you.

PRESIDENT DENNIS WILLIAMS: Is there anybody in Region 8 that would like to speak against? Anybody against?

Yes, brother. Go to mic 3.

DELEGATE HERBERT HIBBS II, Local 826: Good morning, Mr. Williams. First of all, I want to thank you and Mr. Settles for your leadership of the UAW members. And Article 16 and 2 --

I am Herb Hibbs, UAW Local 862. I am sorry.

I would like to see us just leave the Strike Fund where it is at now, leave the dues, revert the dues back to two hours, until the next Constitution, see where the UAW is at. All right.

PRESIDENT DENNIS WILLIAMS: Okay. Is there anybody in 1D that would like to speak for?

Yes, person with the green folder.

DELEGATE RANDALL FREEMAN, Local 652: Thank you, President Dennis Williams. Appreciate it.

Congratulations on your retirement.

PRESIDENT DENNIS WILLIAMS: Thank you.

DELEGATE FREEMAN: I am Randy Freeman, President of Local 652, and elected delegate from Lansing, Michigan, under the direction of Gerald Kariem, Assistant Director Stevie Dawes, and the rest of the Dream Team at Region 1D.

I come before this body today in support of this resolution, knowing that the future of the UAW is based on the strength of its Strike and Defense Fund. And by supporting this, it is giving us an opportunity to make adjustments as we go and not have to wait until the next Constitution to make the adjustment, but at the same time, honoring our promise to the members that we would make corrections as we needed to.

So again, I stand in support and thank you for your time.
(Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Region 1D, is there anybody opposed? Anybody opposed? Seeing no hands, is there somebody in favor? Somebody wants to speak in favor, Region 1D?

Pink folder right there. Thank you. Mic 8, please.

DELEGATE RYAN BUCHALSKI, Local 598: Good morning, sisters and brothers of UAW. I want to congratulate Dennis Williams. He is fired up and ready to go.

PRESIDENT DENNIS WILLIAMS: Yes, I am.

DELEGATE BUCHALSKI: My name is Ryan Buchalski. I am the President of UAW Local 598, home of Past Financial Secretary Ruben Burks, serving under the fabulous and extraordinary leadership of Gerald Kariem and Steve Dawes.

I stand before you today and rise in support of this proposed resolution.

In 2014, when Local 598 membership elected me Delegate, I remember some of our members and their concern with the half hour per month increase. I recall the hours of debate that we had right on this floor, both for it and against it. But at the end of the day, the delegates overwhelmingly elected to support the increase. And the thing that I like the most about it is that we said over and over, we would talk about it in 2018. And here we are in 2018, promise made, promise kept. Solidarity.

PRESIDENT DENNIS WILLIAMS: Solidarity. (Applause)

Is there anybody that wants to speak in 1D against? Against the motion?

Seeing none, I will now move to Region 9. It is hard for me to see. Okay. There they are. Region 9.

Brother, I think it is a green folder. Oh, there's two green folders. I will go to the mic -- what mic is that? Four, thank you.

DELEGATE MICHAEL TOLASSI, Local 1069: Good morning. My name is Michael Tolassi. I am the president of UAW Local 1069, at the Boeing Space and Defense Center in Philadelphia.

I would like to start off by saying first I support this Constitutional change, along with my elected delegates that I brought with me from Philadelphia. I was here as an elected delegate back in 2014. And at that time, it was not a popular Constitutional change to increase the union dues by a half hour. But we did go back to the plant in Philadelphia, and as we do, we walked the factory floors on a daily basis. In our union meetings, we did sell it to our members for the various reasons that you have discussed yesterday, and with the financial situation we were in at that time.

So thank you to the leadership for all the hard work, and especially our members for all the hard work to bring us back up to where we can be financially responsible. And I am confident that we will reach the $850 million mark real soon. And confident we will surpass that.

Again, we support this Constitutional change.

PRESIDENT DENNIS WILLIAMS: Thank you, brother.

DELEGATE TOLASSI: Thank you.

PRESIDENT DENNIS WILLIAMS: Okay. Is there anybody in 9 that would like to speak against? Anybody in 9 that would like to speak against?

Seeing no hands, is there somebody that wants to speak -- brother, you with the green folder.

DELEGATE WENCE VALENTIN III, Local 774: Good morning.

PRESIDENT DENNIS WILLIAMS: Morning.

DELEGATE VALENTIN: Good morning, brothers and sisters. It is a true honor to represent Local 774 as our President and one of the elected delegates from 774 out of Buffalo, New York. Region 9, home of Terry Dittes, our great Director Jeff Binz, Tommy Ashton is our Assistant Director, fellow delegates J.R. Baker, Cleveland Jones, Junior. I'd like to mention our Shop Chair, Chuck Herr, is here, does a great job. Thank you, Chuck.

I rise in favor of this resolution. Four years ago, the delegates at the 36th Constitutional Convention approved the dues increase, and the IEB promised to balance the books. We got back home to our local and our members were upset. Most of them didn't want this union to increase. It was a tough, tough sell for us.

So we are happy that Dennis and Gary balanced the books. You did what you said you were going to do. Thank you. Thank you for that. I believe this resolution shows good faith by reducing the dues back to two hours by leaving safeguards in place if we have to strike.

I know my local is ready to fight. We are ready to fight for the elimination of in-progression wages and benefits. We need all our members to receive the same wages and benefits. We have got permanent temps. Some of them for over five years. We need to get rid of that. We need to get them hired. We need to fight for the reinstatement of COLA. We need to maintain the skilled trades classifications. We need to raise the retiree benefits. And much more. Forget all this, we need a strong Strike Fund. And like I said, 774 is ready to fight. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you, brother.
(Applause)

Is there anybody in Region 9 that would like to speak against? Anybody against?

Seeing no hands, I will now move to 2B.

2B, is there anybody would like to speak in favor? Orange folder, mic 8.

DELEGATE JESSE WEBB, Local 70: All right. Good morning, brothers and sisters. My name is Jesse Webb. I am the Vice President of Local 70 in Cleveland, Ohio, Region 2B, where it is an honor to work under the supervision or the leadership of our incredibly talented director, also the coolest director, Brother Rich Rankin.

Okay. I rise in support of the resolution. And I am going to tell you why. We all know how important solidarity is, but it is not the only important part of our union's strength. The dues we pay are equally important. And I think there's one thing that we can all agree on. The companies that we work for, they would love, and I say love to take advantage of us. And that's exactly what they are going to do, if they think we are dealing from a position of weakness.

That's why we must keep our Strike Fund healthy and strong. That's also why I am asking everyone here to rise in support this critically important resolution. We are the UAW, and it is -- and we are worth paying for. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you.

Is there anybody in 2B would like to speak against? Anybody against?

Yes, brother. You are going to mic 8. Okay.

DELEGATE RONALD CONRAD, JR., LOCAL 12: Good afternoon. My name is Ron Conrad, out of Local 12.

I do have a question about this. I understand we need our Strike Fund to be -- excuse me here. Let me find out where I am at. Let me just get right to it. Are we still going to take 60 million over the two consecutive concession -- conventions out of the Strike Fund?

PRESIDENT DENNIS WILLIAMS: Yes, we don't -- we haven't taken -- this was a point of information. So the Constitution says that the Executive Board of the International has the authority to vote to have certain actions that you could take up over a four-year period up to $60,000. So you know, over the past two cycles, two Constitutional Conventions, it has not exceeded I believe $43 million that has been taken for actions against Nissan, Volkswagen, organizing NYU and Harvard and a lot of -- and gaming. That is still in the Constitution, yes.

DELEGATE RONALD CONRAD, JR., LOCAL 12: All right. And then the interest earned is still going to the General Fund?

PRESIDENT DENNIS WILLIAMS: Yes.

DELEGATE RONALD CONRAD, JR., LOCAL 12: That's still in there?

PRESIDENT DENNIS WILLIAMS: Yes.

DELEGATE RONALD CONRAD, JR., LOCAL 12: Okay. To me, and I know my plant, we feel like the Strike Fund should be strictly for strikes, not for organizing.

The better way to organize is to take care of the members here, and they will line up to us if we have got the great contracts and such. So as long as there's money coming out of the Strike Fund for basically whatever, I know you guys say it is to organize, but according to the Constitution here, it can be for other. I oppose this. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. (Applause)

Is there anybody in Region 2B wants to speak in favor? In favor?

Green -- or it is a blue folder I think.

Blue. Yes. Go ahead, brother, to mic 8.

DELEGATE STEVEN PRYOR, Local 211: My name is Steven Pryor, elected delegate, Trustee from Local 211, President Keith Boecker, Region 2B, under Rich Rankin, Wayne Blanchard. (Applause)

DELEGATE STEVEN PRYOR: I was here at the last Convention when we raised the dues. And at first, I didn't want to, but then I realized that we do need to have a strong Defense and Strike Fund, so I am favor of this resolution because it does have a pathway back to two hours a month. And now, more than ever, we need to have a strong Strike Fund, because of the way the labor has been taking a beating, we need to be prepared to go the long haul or whatever we have to do. And we need to support all of our amalgamateds and try to raise their wages so it won't be a hard burden on them. So in solidarity, Steve Pryor. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother.

Is there anybody in 2B that would like to speak against? Against?

Seeing no hands, I will now move to Region 1.

Anybody in Region 1 that would like to speak in favor? In favor?

Somebody with looks like a green shirt or green jersey or something. Yeah. Go to mic 5, please.

DELEGATE WILLIAM VERDIER, Local 155: Good afternoon, brothers and sisters. William Verdier from Local 155, Financial Secretary. Also the home of the great President Stephen P. Yokich, under the great leadership and direction of the retiring Director Chuck

Hall and Assistant Director Frank Stuglin.

I stand in support of this. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother.

Is there anybody in Region 1 that wants to speak against?

I believe somebody waving a white folder or something? Go to mic 5, please.

DELEGATE MARTHA GREVATT, Local 869: Good afternoon, union family. Martha Grevatt, Trustee and elected delegate from Local 869 in Region 1, with the Regional Director Chuck Hall and Assistant Director Frank Stuglin, President Romaine McKinney III.

I speak against it, not over the issue of two hours versus two-and-a-half hours. As a tradeswoman, it is not hurting me to pay that extra half hour. It is not hurting that many of us.

My issue is the fact that temporary part-time employees in our industry, who unfortunately are growing in number, I hope we will have the sense in our next contract to make every employee a permanent employee. And that is something worth striking for. And if we are to pay extra to strengthen the Strike Fund, being strike ready means much more than having a good bank account. Are we ready to break up this partnership with the bosses? I hope so. Because that's been a dead-end street.

But my issue is the language that is being deleted that would force temporary part-time employees to pay two-and-a-half hours pay. I think in the interim, when we have workers working really as a third-tier making less money with less benefits with no seniority as employees at-will, we should give them a break. And if they are only working one or two, or two, you know, or three days a week, if they are not working 40 hours a week, then we should maintain the percentage that is currently in the language and show our solidarity with those exploited workers.

I get a break. If I am unemployed on sub, I only have to pay one hours due. I make more on sub than temporary employees make working. Let's give them a break. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: All right. Is there anybody in Region 1 that would like to speak in favor of? In favor of?

Somebody in a gray shirt, I think. All right. Mic 5.

DELEGATE ROCKY ELEM, Local 5960: Good afternoon. My name is Rocky Elem. I am the Shop Chairman for the Subsystems Unit out of Local 5960, amalgamated, under Chuck Hall and Frank Stuglin. (Applause)

DELEGATE ROCKY ELEM: So I am for this resolution. It is extremely important for us to be strong. Our President said "Speak softly and carry a big stick," even his military. All right. The UAW that I grew up in, my family as well, and again here, we speak up and we carry that same big stick, and that's what our Strike and Defense Fund.

Now, whatever you guys have to use that fund in regards to organizing or whatever it takes, then that's what needs to be done. Whatever it takes. That company is not going to back down. And that's any company. And we have to be prepared to do the fighting. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother.

Anybody in Region 1 that wants to speak against? Anybody against?

Seeing no hands, I will move to Region 4.

Region 4, is there anybody in favor? The red folder.

DELEGATE TIMOTHY SILHA, Local 95: Good afternoon, brothers and sisters. I am Tim Silha, President of Local 95, Janesville, Wisconsin, a member of Region 4, the home region of Dennis Williams, our glorious president, under the strong leadership and wise leadership of Director Ron McInroy and the Assistant Director Bradley Dutcher. (Applause)

DELEGATE TIMOTHY SILHA: I rise in favor of this proposed change since I feel it is a fair and equitable solution to the dues allocation issue. In my local, I explained the necessity of a strong and healthy Strike Fund. Not one member voiced any opposition to the increase. Yet that being said, I understand the struggle some locals had to gain support of this issue. I believe this proposed change is a fair compromise to the settlement of this issue once and for all. Therefore, I, again, support the proposed change. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. (Applause)

PRESIDENT DENNIS WILLIAMS: Is there anybody in Region 4 would like to speak against?

Yes, Scott. Mic 1, please.

DELEGATE SCOTT HOULDIESON, Local 551:

Greetings, brothers and sisters. My name is Scott Houldieson, from Local 551 in Chicago, Region 4, under the directorship of Ron McInroy and Assistant Director Brad Dutcher.

I rise to speak against this resolution, and I have the support of my entire delegation in speaking against this resolution after consulting with them.

I would also like to commend the Constitution Committee for coming up with the creative solution to the two -- reverting back to two hours. My issue isn't with that.

Temporary workers in this union and in my local in particular get no bonuses. They work less than 40 hours in a week. They are on a precarious situation. They are on potentially years of extended probationary status. Basically, they are oppressed.

Yet, in violation of the Constitutional changes that were made by this body four years ago, they have been paying two-and-a-half hours of union dues rather than 1.44 percent. And I see you have a way in here to claw that out. That doesn't correct what was done four years ago. Those folks need to be reimbursed.

New language in this Constitution referring to nontraditional sector being the ones that are afforded the percentage, rather than the two-and-a-half hours if they are part time, enshrines division in our Constitution. And I think that's a shame. Traditional and nontraditional part-time workers will be treated differently under the dues structure of our Constitution, and that's wrong.

I would like to pivot now to the $180 million threshold. And under that threshold, the dues will revert back to two hours per month. I think that's a good idea and it's a creative idea. But I want to know what mechanism will allow the Strike Fund to continue to grow once we get to that $850 million and revert back to the two hours. Is the interest from the Strike Fund going to remain in the Strike Fund?

PRESIDENT DENNIS WILLIAMS: No.

DELEGATE SCOTT HOULDIESON: Will the 13th rebate check be eliminated or reduced?

PRESIDENT DENNIS WILLIAMS: No.

DELEGATE SCOTT HOULDIESON: Will the monthly rebates be eliminated or reduced?

PRESIDENT DENNIS WILLIAMS: No.

DELEGATE SCOTT HOULDIESON: Is there any mechanism to continue to grow the Strike Fund after we reach that $180 million threshold that allows the Strike Fund to continue to grow? Is there any mechanism to allow that?

PRESIDENT DENNIS WILLIAMS: Only of the choice if the Executive Board keeps interest in there. That's it. But the Constitution allows all the interest, rebates to go to the local unions, what interest to the International local unions, the rebates.

DELEGATE SCOTT HOULDIESON: For those reasons, and most

specifically because we are enshrining division between traditional and nontraditional into our sacred Constitution, I stand in opposition to this amendment.

And furthermore, I would love right now to be able to offer an amendment, because there are good parts to this. I would love to be able to offer an amendment. But unfortunately, the rules do not allow that. We addressed that yesterday.

PRESIDENT DENNIS WILLIAMS: Yes.

DELEGATE SCOTT HOULDIESON: So because we cannot amend it to make equity possible in our Constitution, I recommend this delegation to vote against it, and my entire delegation will vote against this resolution. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother.

All right. Is there anybody in Region 4 would like to speak for? Anybody like to speak for?

Yes, sir, brother with the blue folder.

DELEGATE MICHAEL MOE, Local 1268: Thank you, President Dennis Williams. My name is Michael Moe. I am the Financial Secretary and elected delegate from UAW Local 1268, Amalgamated, and perhaps the strongest region in the UAW, Region 4, under the tornado-tested resolve of Director Ron McInroy, and Assistant Director Brad Dutcher. (Applause)

DELEGATE MICHAEL MOE: Brothers and sisters, I do not speak for all of my membership. I don't even speak for all of my delegation. We all have differing backgrounds and different opinions. I am going to speak to what I know. And I am a numbers guy. And four years ago, the numbers were this: Our Strike Fund was in free fall. We were in serious problematic, probably looking at possibly losing the strike rebates. Our union, International Union, was operating with a budget deficit. They have been dealing with this for years.

We made the difficult but responsible choice to accept the dues proposal, and the two-and-a-half hour increase, under the thinking that the UAW International would also fix their budget problems and come out on top. As we have seen, they have absolutely done that. I commend the UAW International Board for working on their budget problems and getting us to a surplus.

My personal feelings, I would like to see the dues actually stay as is, no strings attached. But I understand in this ever-hostile, labor-hostile environment we have where more and more states are going Right to Work, this proposal gives our members an end game. And a lot of our members were looking for an end game. And this proposal absolutely

gives it to them. It will be an increase in my workload, but I have no problem doing it just because, like before, four years ago, it is a difficult but responsible choice.

I ask all my brother and sister delegates to join with me and endorse this proposal. Thank you, guys.

PRESIDENT DENNIS WILLIAMS: Thank you, brother.
(Applause)

PRESIDENT DENNIS WILLIAMS: Anybody in Region 4 wanting to speak against? Anybody in Region 4 -- yes, brother. Brother waving a white --

DELEGATE YASIN MAHDI, Local 180: Good afternoon. My name is Yasin Mahdi. I am the vice president from Local 180, under the leadership of Director Ron McInroy and Assistant Director Brad Dutcher. (Applause)

DELEGATE YASIN MAHDI: So I was voted to come here by the membership. And you know, to be quite honest, back in 2014, I was against this, but I went to the membership and told them, hey, this will probably be in our best interest at this time.

However, right now, I definitely don't support any of this. I think the path to getting rid of the two-and-a-half hour would be to eliminate the two-tier wage system. So if everybody is paying the same amount or getting paid the same amount, then there would be no need for the two-and-a-half hours. So I speak for my entire membership when I say we are adamantly against this two-and-a-half hours. Must go. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. Having gone to Region 4, I will now go to Region 1A. Trying to find 1A. There you are.

Anybody in Region 1A that wants to speak in favor? In favor?

Brother that is waving the red with the green shirt on.

DELEGATE ALEX GOODWIN, Local 898: Greetings, brothers and sisters. My name is Alex Goodwin, and I am a committeeman and an elected delegate at Local 898, which is a part of the greatest region of them all, Region 1A. (Applause)

DELEGATE ALEX GOODWIN: Under the very, very, very, strong leadership of the G.O.A.T. Rory L. Gamble. (Applause)

DELEGATE ALEX GOODWIN: The G.O.A.T. is the greatest of all time, of course. And also the greatest Assistant Director of all time, my dad, Darryl Goodwin. (Applause)

DELEGATE ALEX GOODWIN: I stand in support of this resolution because the IEB has spent the last four years getting

their house in order, and limiting spending, also by increasing the membership from organizing, from organizing over 20,000 members. And the UAW currently had a balance of $500 million four years ago. And now it is at 729. So, of course, I am in support of this. And the Strike and Defense Fund reaches $850 million, we will revert to two hours of dues, and that will give -- I think that will give our UAW members a little relief in the amount of money coming out of their checks once a month, and also protecting the viability of the UAW, that I would also love to pass on to my kids as my father has done for me.

So with that being said, I stand in support of this resolution.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. (Applause)

PRESIDENT DENNIS WILLIAMS: Is there anybody in Region 1A that wants to speak against? Anybody that wants to speak against?

Brother waving the folder. Go to mic 6.

DELEGATE GARY WALKOWICZ, Local 600: Gary Walkowicz, Delegate and Bargaining Committeeman, Dearborn Truck Plant, Local 600.

I speak against this amendment to the Constitution, not because of the language of two hours versus two-and-a-half hours and the trigger point at which we go back and forth. I speak against this amendment because of the language pertaining to the dues paid by our part-time workers.

I would argue that it is not fair for part-time workers anywhere in our union to pay a straight two hours or two-and-a-half hours union dues when they are working less than 40 hours a week. If they do so, that means that they are paying out of their wages a higher percentage of their wages towards union dues than full-time workers. And that's not fair or just for those members of our union who are the least paid and the most exploited.

Now, the new language that we are proposing here today does say that part-time workers at nontraditional workplaces would pay a percentage, which is fair. 1.15 percent for two hours dues, 1.44 percent for two-and-a-half hours dues. That's fair.

However, this language only applies to nontraditional. First of all, it is not clear who are nontraditional part-time employees. But secondly, we should not have division among how our part-time members pay union dues.

So I would argue that this amendment should be taken back, re-written, and that the language should say all part-time workers pay a percentage of their wages towards union dues rather than two or two-

and-a-half hours.

Now, in 2014, this Convention, we passed an amendment to raise union dues to two-and-a-half hours per month. That language we passed also said that for members employed part time, and paid on an hourly basis, they will pay a percentage of the union dues, 1.44 percent, rather than two-and-a-half hours. That's what we voted on in the past. Did not distinguish between traditional and nontraditional employees.

However, that language we passed, that Constitutional amendment we passed here four years ago has been violated for the past four years, because our part-time employees at the automotive companies, Ford, GM, and Chrysler, at least, have been paying two-and-a-half hours per month union dues in violation of our Constitution.

Now, for people who don't know, there's some part-time employees who have filed an appeal to the IEB on this matter, saying they have been overpaying union dues and asking for a refund. This appeal has now gone to the convention appeal committee where it awaits a hearing.

So I would say this body here, I am asking this body first to affirm that part-time employees to be treated fairly by this union should pay a percentage rather than a straight two or two-and-a-half hours; that we vote down this amendment and ask the committee to go back and rewrite it to say that all part-time employees pay a percentage of their wages towards union dues, and not the straight two or two-and-a-half hours.

And I would also hope the delegates here support those part-time employees who have been disputing the union dues they have been paying for the last four years and are asking to be treated fairly, and to have that money that they overpaid the union to be refunded to them.

So, again, I am asking the delegates here to have our part-time members have confidence in this union to reject this amendment. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. Is there anyone in Region 1A that wants to speak in favor?

Red folder, the sister with the red shirt, red folder, jumping up and down.

DELEGATE GLYNES MARTIN, Local 600: Good afternoon.

PRESIDENT DENNIS WILLIAMS: That's a dropped mic, or a mic drop.

DELEGATE GLYNES MARTIN: Hear me now? Not working.

Okay. Can you hear me now?

PRESIDENT DENNIS WILLIAMS: We can.

DELEGATE GLYNES MARTIN: All right. Good afternoon, all my UAW brothers and sisters. My name is Glynes Martin. I am the Chairperson of DMS. I am coming to you today from Local 600 with my president, who is well-educated and diverse, Bernie Ricke, my Vice President Tony Richard. I have also had the privilege and the honor of being a part of history and taking a journey with the UAW under the extraordinary leadership of my most strong, diverse, educated, powerful, phenomenal man of God, the greatest director of all times, Rory L. Gamble. (Applause)

DELEGATE GLYNES MARTIN: And also Assistant Darryl Goodwin.

I, Glynes Martin, a member in good standings with the International and my local union, wholeheartedly support this resolution. My membership supports it also because, first of all, our biggest problems is we shouldn't have any temporary anything. All of the temps should be gone. So I am asking you to support this resolution so that we will be ready for the long haul. Because if we don't, united we will stand, but divided we will be begging. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you.

Is there anyone in Region 1A that wants to speak against?

There is somebody in a gray shirt I think back there, way in the back, waving a hat.

DELEGATE JAMES WALKOWICZ, Local 6000: My name is Jim Walkowicz from Local 6000.

And what I want to say, in 2014, I spoke on the floor against the dues increase, and I voted against it.

Now, I more have some questions. At this point, I am neither for nor against, but I do have some questions that I want to ask. Some of them have already come up. The brother from the Toledo plant asked about the transfer up to $60 million a year. So I heard your answer on that. And I -- with Scott, and Gary brought up about the part-timers, I am concerned about that issue too. But that's actually not the question that I have. They have already asked those questions.

As I said, I am from Local 6000, the public sector of the UAW.

PRESIDENT DENNIS WILLIAMS: Yeah.

DELEGATE JAMES WALKOWICZ: And so we don't have the right to strike.

PRESIDENT DENNIS WILLIAMS: Yeah.

DELEGATE JAMES WALKOWICZ: So we fall under the defense part of the Strike and Defense Fund. And this is my concern. We are under a lot of attack right now.

PRESIDENT DENNIS WILLIAMS: Yes.

DELEGATE JAMES WALKOWICZ: We actually start contract talks in a couple of weeks. And the governor has made clear some changes that he is trying to do to us that not only affect our wages and benefits, but our collective bargaining rights.

And my question has to do with how the Defense Fund -- what the intent of the Defense Fund is to come to our defense. I looked in Article 16, Section 11 where it talks specifically about the Defense Fund. And it talks about to defend collective bargaining rights, especially for those who don't have the right to strike, and to defend people to have a right to a fair contract.

And so my question is, because of the way we are under attack, and they are literally attacking our structure as a union, and I am sure you are aware of that.

PRESIDENT DENNIS WILLIAMS: I am.

DELEGATE JAMES WALKOWICZ: What can we expect from the Strike and Defense Fund to help us? And to be clear, I understand the importance of a Strike Fund, Strike and Defense Fund. I am not opposed to building it up as high as we can. I understand we need it. I am not necessarily against dues and fees, but I want to know what we can expect for help, what that Strike and Defense Fund can be used for us? I want to know if that's been something that's been discussed? Because it is very general in the Constitution --

PRESIDENT DENNIS WILLIAMS: Yeah, I got it, Jim.

DELEGATE JAMES WALKOWICZ -- about what the use of the fund is for. It doesn't break it down. Has -- we are a big local. We have actually, by math, we pay about $2 million a year just to the Strike and Defense Fund. So in the four years that it will be in effect, it is about $8 million that our local has put into it beyond everything else that we pay. So what can't -- is there a vision about what we can use that for? I am concerned about the very future of our local.

PRESIDENT DENNIS WILLIAMS: Yes, Jim, there's two things. One, when we looked at the Strike and Defense Fund, we knew by taking away the half-hour, that, you know, the argument in 2014 was that the public sector and those who do not have a right to strike would be included in use of the Strike Fund. So when we discussed this, we believe there is no difference now, even if it goes to two hours. Right. So the Defense Fund will be used for the defense of State workers as

well as other facilities. We used it in New York. We have used it in other places. And we will certainly use it for our members at the State of Michigan. (Applause)

DELEGATE JAMES WALKOWICZ: Okay. So just to be clear, if we say we need help with something --

PRESIDENT DENNIS WILLIAMS: Yeah, Jim, you know, give me an example, it may be you may go into a mediation or you may have legal issues or you may -- them kind of things are the things that the board considers as defense. Them kind of things.

DELEGATE JAMES WALKOWICZ: All right. Thank you.

PRESIDENT DENNIS WILLIAMS: All right, brother.

Okay. I have went through Region 1A.

I will now go to Region 5.

Is there somebody that would like to speak for?

There's somebody at mic 3 already.

DELEGATE JAMES FISHER, Local 249: Thank you, Mr. President.

Jim Fisher, Local 249, Plant Chairman, home of the best-built F-150s and the transit vans, under the leadership of fellow Local 249 member Director Gary Jones. (Applause)

DELEGATE JAMES FISHER: And Assistant Director Vance Pearson. (Applause)

DELEGATE JAMES FISHER: I stand in support of the resolution today because it does three things. One, it fully supports our Strike and Defense Fund. It proves to our members our International Union is being responsible with our dues and keeps the best intent of our membership a priority.

And finally, once all of the goals are met, it reverts back to the traditional formula for collecting union dues.

So thank you for your time. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother.

Is there anybody in 5 that would like to speak against? Anybody against?

Seeing no hands, those -- I almost called the question. Anybody wants to speak in favor?

Yes, brother.

DELEGATE CHARLES ROBINSON, Local 31: Chuckee Robinson, Local 31.

In 2014, I spoke against the dues increase. And looked back over it, it looked like our leadership did what they promised to do. And it seemed like we forgot that we didn't -- we had two tiers or whatever.

It might take us longer to get to it, but they did fight and get that for us. A lot of other things, like what General Motors or Ford take from us, it take them a second to take it from us. It take us probably maybe to build back up, maybe three seconds to get it back up. At least our leadership did go do what they needed to do. So that's the reason why I am in support of it. And I do believe that if we look back and say, hey, in 2014, what did we actually do? The leadership did accomplish what they set out to do. And I was against it. I did speak up against it. I didn't like it. A lot of us didn't like it. But more and more now, we got a raise, we get our profit sharing. And I am just speaking of the Big Three. So maybe everybody else probably might see it different. I do believe our leadership actually stepped up and did what they said they was going to do. So now I am in support of it. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Anybody in Region 5 wants to speak against? Anybody against? Okay. Seeing none, I will move to Region 9A. Got to find 9A again. I can't wear my glasses back here.

Okay. Brother that has a Manila envelope or -- yes.

REGION 9A
PUERTO RICO
ORGANIZING COORDINATOR

JOSE MELARA: Good evening. Jose Melara, UAW Region 9A, International Staff. I will be translating for the delegate.

DELEGATE MAYRA MUNÕZ, Local 1850: (Through Jose Melara) Good evening. My name is Mayra Munõz. I am the Local President of Local 1850 under the direction of Director Julie Kushner and Assistant Director Beverley Brakeman.

I express myself in favor of this resolution. The union has always been respected, for this reason. The union has been respected by the employers because the UAW has a strong strike and benefit fund.

To continue to have power and fight against the employers, we need to have a healthy and strong strike benefit fund.

For such reason, I support this resolution. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you.

Is there anybody in 9A that would like to speak against? Against the resolution?

Seeing no hands, somebody is there, somebody that would like to speak in favor of the -- the rainbow card, whatever.

DELEGATE GORDON DEANE, Local 2320: Is it morning or afternoon? I don't know.

Good morning, afternoon. My name is Gordon Deane. I am President of Local 2320. We are a national amalgamated local that represents about 4,000 members around the country, working in civil legal services programs and human services agencies.

We are based in Region 9A, even though we are national, under the inspired readership of two extraordinary women, Julie Kushner and Beverley Brakeman. (Applause)

DELEGATE GORDON DEANE: So I rise in support of the proposed amendment. Our local, even though we are not manufacturing, we are TOP, but our local depends very much on the strength of the UAW, particularly in the legislative arena. Over the years, the UAW has been very instrumental in helping the funding for our programs that come from the federal government. And that strength of the UAW depends on the strength of the Big Three and the manufacturing sector. We recognize that. And the strength of the manufacturing sector depends on the Strike Fund.

Four years ago at this Convention, the Strike Fund was not in great shape. It was down to $590 million. And it was down from $914 million that it was just as recently as 2005. The Convention voted for the half-hour dues increase to help rebuild the Strike Fund. And they also voted to sunset it unless it was reaffirmed at this convention.

I rise to say it is not the time to sunset that increase, at least not yet. The Strike Fund, over the last three years, has been a net increase of about $43 million a year. And at the end of 2017, it was back up to $721 million. At this rate, barring a major strike at the Big Three, the Strike Fund will reach $850 million in 2020, which is the proposal to then turn off the half hour assessment. It has not been at that level since 2007.

It is also not the time, in addition to the Big Three negotiations coming up, the Strike and Defense Fund, and somebody just mentioned the public sector folks, there may be a real need to have -- protect collective bargaining rights in the event of the expected bad Janus decision this year.

The proposed amendment also sets a minimum threshold for restoring the half-hour assessment. And, frankly, I think that makes a lot of sense.

In the event of a major strike, the Strike Fund will be depleted, and

it would have to be rebuilt. And we shouldn't have to wait until the convention after that to get it done.

So for all of these reasons, I strongly support the proposed amendment and would call the question. (Applause)

PRESIDENT DENNIS WILLIAMS: All right, brother.

Brother, just point of clarification, you can't come to the mic, make a speech, and then call for the question. If you come to the mic, you have got to call for the question only.

So saying that, is there anybody in 9A that wants to speak against?

Seeing no hands, we have now went through the convention floor.

I want to give two points of information.

To Jim Walkowicz, Jim, you referred to the transfer of $60 million. The $60 million is not transferred to the General Fund. The Executive Board, with the authority of the body, has given the Executive Board the authority to withdraw up to $60 thousand, over a four-year period, not to transfer $60 million. That's a clarification.

The other clarification I want to make to everybody, in 2014, I came to this very podium when we talked about the half-hour dues, and the question was asked to me about what changes? And I said nothing changes from the past dues structure, except for you will add a half hour to the Strike Fund. That's what I said. And everybody here remembers that. It was clarified.

The dues structure of the International Union under the two hours has not changed from the interpretation and from 1993 under Owen Bieber, that talked about part-time, talked about all of them things that you are talking about today.

So, yes, Gerry Walkowicz is right. There is a PRB hearing. It was scheduled before the convention. It was asked to be delayed. We all agreed to delay it.

But I am going to tell you right here, right now, in 2014, for those of you that are here, I said that the dues would not change except adding the half hour to the Strike Fund. And we kept that promise. And we did exactly that. (Applause)

PRESIDENT DENNIS WILLIAMS: So that's the two points of clarification. So since it is -- since we have now moved to go through it, we will -- I will ask for the close of debate. All those in favor, close the debate.

...The motion was made by several unidentified delegates.

PRESIDENT DENNIS WILLIAMS: Opposed? Okay.

All those in favor to support the --

(Unidentified delegate speaking from the floor)

PRESIDENT DENNIS WILLIAMS: Okay. Please go to the mic. They are asking, Roll Call.

Go ahead.

UNIDENTIFIED DELEGATE: Thank you for recognizing my point, brother.

PRESIDENT DENNIS WILLIAMS: All right.

UNIDENTIFIED DELEGATE: I am asking for a Roll Call vote. I understand it requires the support of 313 delegates.

PRESIDENT DENNIS WILLIAMS: It does.

In order to have a Roll Call vote, there has to be 313 delegates to support.

I will ask who supports a Roll Call vote, raise your hand.

Brother, I think you recognize there ain't 313. Thank you, brother.

UNIDENTIFIED DELEGATE: Thank you.

PRESIDENT DENNIS WILLIAMS: So a motion has been made. Is there support?

...The motion was supported by several unidentified delegates.

PRESIDENT DENNIS WILLIAMS: Yes, Jim.

DELEGATE JAMES WALKOWICZ, Local 6000: Sorry, I am sitting way in back, so people don't see me. I just had a question more about procedures. And I heard what you said about the part-timers --

PRESIDENT DENNIS WILLIAMS: Yeah.

DELEGATE JAMES WALKOWICZ: -- what your understanding was. I know that the Constitution language changed in '14, I understand why people have a different view. But my question is I heard a number of the people who spoke, brought up very eloquently --

PRESIDENT DENNIS WILLIAMS: Yes, I thought so too.

DELEGATE JAMES WALKOWICZ: -- about the problems with the part-timers, so procedurally, can somebody make an amendment to ask that part-timers --

PRESIDENT DENNIS WILLIAMS: Jim, you would be out of order right now because a motion has been made and supported. We are going to vote on it. If the vote goes down, then we can come back. Okay.

DELEGATE JAMES WALKOWICZ: So there is no way to make an amendment?

PRESIDENT DENNIS WILLIAMS: Not at this point. Not once a motion has been made.

A motion has been made and supported by the delegation.

All those in favor, signify by saying aye. Opposed same. Okay. Let's do it by hand.

All those in favor, signify by showing of hands.

All those opposed, by hands.

The ayes have it. (Applause)

PRESIDENT DENNIS WILLIAMS: I now call upon Secretary-Treasurer Gary Casteel.

SECRETARY-TREASURER GARY CASTEEL: At this time, I would like to call the Co-Chair of the Constitutional Committee, Marvin Thompkins, for the purpose of presenting our next resolution.

REPORT OF THE CONSTITUTION COMMITTEE

COMMITTEE CO-CHAIRPERSON MARVIN THOMPKINS: At this time, the Constitution Committee, I would like to call Luisa Rivera to introduce Constitutional Resolutions 2, Article 3, Constitution and Article 10, Election -- Officers and Elections.

COMMITTEE MEMBER LUISA RIVERA: Good afternoon, President Dennis Williams, the International Executive Board, and all my fellow delegates and guests. My name is Luisa Rivera, elected delegate for the 37th Constitutional Convention, Local 2368 in Puerto Rico, and a proud member of Region 9A under Director Julie Kushner and Assistant Director Beverley Brakeman. (Applause)

COMMITTEE MEMBER LUISA RIVERA: Thank you for the opportunity to serve on the 2018 Constitutional Committee. It has truly been an honor to serve in this capacity. Please take out the light paper Constitutional Committee Report on Article No. 3.

...Committee Member Luisa Rivera read the following:

Current language: This Constitution as amended at the Detroit, Michigan Convention convened on June 2, 2014 and as may hereafter be amended, shall be the supreme law of the International Union, United Automobile, Aerospace And Agricultural Implement Workers Of America (UAW), and can be amended only by a majority vote of the delegates at succeeding regular Constitutional or Special Conventions.

The proposed amendment reads as follows:

This Constitution as amended at the Detroit, Michigan Convention convened on June 11, 2018, and as may hereafter be amended, shall be

the supreme law of the International Union, United Automobile, Aerospace And Agricultural Implement Workers Of America (UAW), and can be amended only by a majority vote of the delegates at succeeding regular Constitutional or special Conventions.

I would now like to call on Constitution Committee Member Aaron Schinaul to read Article 10.

COMMITTEE MEMBER AARON SHINAUL: Thank you, sister Luisa.

Good afternoon, President Dennis Williams, International Executive Board, and fellow delegates. I would like to say hello from Local 12, Region 2B. I would like to thank Director Rich Rankin and Assistant Director Wayne Blanchard for giving me the opportunity to stand on this stage with so many great leaders. (Applause)

COMMITTEE MEMBER AARON SHINAUL: Please take out your green-colored Constitution Committee report on Article 10.

...Committee Member Aaron Shinaul read the following:

Article 10, Section 4. Nomination and election of all elective officers and Trustees shall take place in the regular order of business of the Convention and election shall be determined by a majority vote of delegates. Candidates shall be elected to various offices by a one (1) roll-call vote. In the election of the Vice Presidents each delegate may vote for three (3) candidates. If there are eight (8) or more nominees for the three (3) offices and less than three (3) candidates receive a majority vote, the candidate receiving the lowest number of votes shall be eliminated from the run-off election, and in each successive run-off election the candidate receiving the lowest number of votes shall be eliminated, unless each elimination would result in reducing the number of candidates in nomination to a figure equal to the remaining vacancy or vacancies.

The proposed amendment reads as follows:

Nomination and election of all elective officers and Trustees shall take place in the regular order of business of the Convention and election shall be determined by a majority vote of the delegates voting.

Candidates shall be elected to various offices by a one (1) roll-call vote. In the election of the Vice Presidents each delegate may vote for three (3) candidates. If there are five (5) or more nominees for the three (3) offices and less than three (3) candidates receive a majority vote, the candidate receiving the lowest number of votes shall be eliminated from the run-off election, and in each successive run-off election the candidate receiving the lowest number of votes shall be eliminated, unless such elimination would result in reducing the number of candi-

dates in nomination to a figure equal to the remaining vacancy.

The Constitution Committee asks that you -- for your full support for these resolutions. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Brothers and sisters, I think you recognize that these resolutions are proposed resolutions, are housekeeping at best, and instead of going through the debate, I would like to have a motion to move them.

...A motion was made by several unidentified delegates.

SECRETARY-TREASURER GARY CASTEEL: It has been moved.

Is there support?

...The motion was seconded by several unidentified delegates.

SECRETARY-TREASURER GARY CASTEEL: All in favor of the Constitutional changes, please say aye.

Opposed, nay.

The changes have passed.

I would like to call up the Co-Chair of Constitutional Committee Rick Smith for the purpose of presenting our next resolution.

REPORT OF THE CONSTITUTION COMMITTEE

COMMITTEE CO-CHAIRPERSON RICK SMITH: I would now like to call Craig-Michael Clay to introduce Constitution Resolution 3, Article 2 and Article 26.

COMMITTEE MEMBER CRAIG-MICHAEL CLAY: Thank you, Brother Smith. See if we can get this up here.

Hey, Region 1A. How are you all doing today? (Applause)

COMMITTEE MEMBER CRAIG-MICHAEL CLAY: How was that party last night? How was Mardi Gras? It was all good? You all recovered? Good, good, good.

Good day, my UAW family, my fellow delegates, International Executive Board and distinguished guests. I am Craig-Michael Clay, from UAW Local 898, Region 1A, under the marvelous, super heroic direction of the one and only Rory L. Gamble and Assistant Director Darryl Goodwin. (Applause)

COMMITTEE MEMBER CRAIG-MICHAEL CLAY: Thank you, Brother Gamble and Brother Goodwin for leading your Region 1A avengers. I currently serve as Production Bargaining Rep. with

an awesome team, consisting of Plant Chairperson Frank Murray, President Corey Frost, Jeff Clark, Mikee Lickorai and Alex Goodwin. I would also like to express gratitude to Region 1A servicing rep Dave Pagac for all his knowledgeable assistance to our team. Thank you, guys, for working so well together for our membership.

Historically, the UAW's progressive for advancing the rights of all workers. The UAW respects and includes all its valuable members fighting against economic and social oppression. Let us remember that whenever there is a human being, there is an opportunity for kindness. And so, if you will kindly please turn your attention to the bubble gum-colored Constitution Committee Report on Article 2 and 26.

...Committee Member Craig-Michael Clay read the following:

Article 2, Section 2. The current language reads: To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation, all employees under the jurisdiction of this International Union.

The proposed amendment reads as follows: To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status, sexual orientation, gender identity or gender expression, all employees under the jurisdiction of this International Union.

Article 26, Section 2 currently reads: Section 2. The International President shall appoint a committee composed of International Executive Board Members to handle the functions of this department. S/He shall also appoint a director who shall be a member of the Union and approved by the International Executive Board. S/He shall also appoint a staff which shall be qualified by previous experience and training in the field of interracial, interfaith and inter-cultural relations, to assist in the implementation of the policies of the International Union dealing with discrimination based on race, sex, religion, national origin, age, and the handicapped.

The proposed amendment reads as follows: Section 2. The International President shall appoint a committee composed of International Executive Board Members to handle the functions of this department. S/He shall also appoint a director who shall be a member of the Union and approved by the International Executive Board. S/He shall also appoint a staff which shall be qualified by previous experience and training in the field of interracial, interfaith, and inter-cultural relations, to assist the implementation of the policies of the International Union dealing with discrimination based on race, sex, religion, national origin, age, disability, sexual orientation, gender identity or gender expression.

The Constitution Committee asks for your full support of this resolution. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Okay. The proposed constitutional changes have been read. We can now open the floor for discussion. And we are going to begin in Region 1D.

Is there anyone wishing to speak for, in 1D?

Anyone wishing to speak for in 1D?

The yellow folder, towards the back.

DELEGATE YVONNE VINCENT, Local 1753: My name is Yvonne Vincent. I am the president of Local 1753 out of Lansing, Michigan, under the leadership of Gerald Kariem and Assistant Director Steve Dawes. (Applause)

DELEGATE YVONNE VINCENT: I stand in support of this. I am pleasantly surprised that it has been recommended as a resolution. It needs to be included. The people that falls under the category do need the support. This is a union. It is for solidarity and inclusion. And the reality is they don't get it in society. And to have the support of the UAW would benefit their lives immensely.

Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you. Anyone wishing to speak against in 1D?

Seeing no hands, anyone else wishing to speak for the resolution in 1D?

Seeing no one else, we will move to Region 9.

Anyone wishing to speak for the resolution in Region 9?

The green folder, red shirt, mic 4.

DELEGATE CONNIE STEINBACH, Local 3400: I am Connie Steinbach, from Local 3400. I am the Financial Secretary and delegate, under the great leadership of Jeff Binz. (Applause)

DELEGATE CONNIE STEINBACH: I stand in support of the resolution. One union was founded as a union for all workers. Adding gender identity and gender expression will ensure that we remain progressive and include all workers.

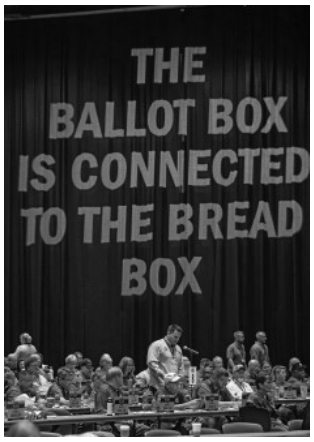
Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you.

Anyone wishing to speak against in Region 9?

Seeing no hands, anyone else wishing to speak for?

Seeing no one else, we will move to Region 2B.



Who is where? There you go. Anyone in 2B asking to speak for the resolution?

Brother with the yellow.

DELEGATE KARON WAITES, JR., Local 1050: Good afternoon, brothers and sisters. My name is Karon Waites, Junior. I am a delegate from Local 1050, Cleveland, Ohio. I am also Financial Secretary, and also the Vice President of the Region Advisory Council serving human rights, under the great leadership of Region 2B Director Rich Rankin and Assistant Director Wayne Blanchard. (Applause)

DELEGATE KARON WAITES, JR.: I am in full support of this resolution change to include gender identification and expression. And I am also very proud of our UAW in how they support all of the constituent groups that we have in our locals. And that's it. And UAW should always stand for also unite all workers.

Thank you very much. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Anyone wishing to speak against the resolution in 2B?

Seeing no hands, anyone else wishing to speak for?

Sister with the green, red shirt.

DELEGATE RACHAEL CAMBARARE, Local 2192: Good afternoon, union siblings. I am Racheal Cambarare from Local 2192, which is amalgamated, consisting of Lorain County Children's Services, Lorain County Department of Job and Family Services, and Oberlin College. We are located in Region 2B under the awesome leadership of Director Rick Rankin and Assistant Director Wayne Blanchard. (Applause)

DELEGATE RACHAEL CAMBARARE: I rise in support of adding the language to Article 2 and Article 26, Section 2 in both articles, to be inclusive of gender identity and gender expression. I am a social worker. So it is in every fiber of my being to fight for human and civil rights for all. Gender can be a spectrum, not what you are assigned at birth and not always so simple. People who identify as having nonconforming genders are vulnerable to discrimination. And they are at increased risk to violence.

I implore you all to open your minds. Everyone in this room is a leader. We can set a positive example and we can be more far reaching

for those that need us. We are all human beings who want to work. And we all want to be safe. We are united as one, in solidarity. I am in support of this important addition of inclusive language to this Constitution.

Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you.

Moving to Region 1.

Anyone wishing to speak for the resolution?

With the placard right by the aisle here. Yeah, you. Next to the aisle. Gray shirt.

DELEGATE LATISKA HEARN, Local 1700: Good afternoon. My name is Latiska Hearn. I am from Local 1700. I am the UAW International local appointee as well as an elected delegate. I am here to speak on behalf of Article 2 in regards to the change where we include gender identity and gender expression. I fully support this amendment to Article 2. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you. Anyone wishing to speak against the resolution in Region 1?

Seeing none, anyone else wishing to speak for it?

Yes. Waving the placard, up closest to me.

Yes, you. No, you, right there. I can't tell the color of the placard. It is you. You are up.

DELEGATE MARTHA GREVATT, Local 869: Good afternoon, union family. And I am starting to say union family instead of sisters and brothers, because many of my trans friends are identifying as nonbinary, and their pronouns are not "he" or "she," there's "sie" or "zie." And I speak that up. Martha Grevatt, Local 869 Trustee and elected delegate from Local 869, Region 1, with our Director Chuck Hall and our Assistant Director Frank Stuglin. I am also the Vice President of Pride At Work Michigan. And I am a founder of Pride At Work, the national lesbian, gay, bisexual and transgender labor organization, an official constituency group of the AFL-CIO, which will have been fighting for the rights of our constituency in the workplace and in society for a quarter of a century next year.

We need to amend our constitution to protect transgender workers on and off the job. They are vulnerable. They are among the most vulnerable to hate crimes. Last year 27 trans women were murdered. And already, this year, 12 trans women have been murdered because of their gender identity or their gender expression. And workers in our constituency are harassed on the job. They are fired. And they need

-- and sometimes, they are abused by other union members, unfortunately. So I rise in support of adding these protections to our great Union Constitution.

Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you.

Moving to Region 4, anybody wishing to speak for the resolution?

Brother with the yellow folder was up first.

DELEGATE RICHARD BUTLER, Local 1472: Good afternoon. My name is Rick Butler, delegate from Region 4, Local 1472, under the leadership of Ron McInroy and Assistant Brad Dutcher. (Applause)

DELEGATE RICHARD BUTLER: I rise in support of this resolution because we as a union must show acceptance to a person regardless of how he or she identifies in gender or how they choose to express that identity. No matter what, they are a union brother or sister, and we need to embrace them as such. There is no room in a strong union for us to find ways to divide ourselves by singling others out for their individuality. It is our duty as a union to accept all brothers and sisters for who they are, and find a commonality to bring us all closer.

An individual's gender identity is an extremely personal thing, which we all need to welcome as to show our brothers and sisters that in the UAW, they are free to express themselves however they see fit, knowing that they will have the support of all their fellow members.

Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you.

Anyone wishing to speak against the resolution in 4?

Seeing no hands, anyone else wishing to speak for?

Brother with the yellow folder. That's not yellow either, but you are the right guy.

DELEGATE MICHAEL MARZILLO, Local 551: Mike Marzillo, Local 551, Chicago Assembly Plant, out of Region 4, Ron McInroy, Brad Dutcher, Director and Assistant Director, two fine men.

I want to state this is long overdue. And I want to commend you for this. And I stand before you. And I really got to say, I support this, wholeheartedly. Thank you.

SECRETARY-TREASURER GARY CASTEEL: Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Okay. Moving to Region 1A, anyone wishing to speak for?

With the red -- no, the sister, I think it is -- with the red folder, yes.

DELEGATE LEYAH JEFFERSON, Local 372: Good afternoon, sisters and brothers. My name is Leyah Jefferson. I am from Local 372, Trenton Engine in Trenton, Michigan, home of the best region, Region 1A, under the strong leadership of Director Rory L. Gamble. (Applause)

DELEGATE LEYAH JEFFERSON: And Assistant Director Darryl Goodwin. (Applause)

DELEGATE LEYAH JEFFERSON: Human and social affairs in which a person or persons are perceived to belong to a group or in a social category, but are restricted from opportunities or privilege that are available to others, is discrimination. The UAW is no place for discrimination. So I stand in support for gender identity in the UAW.

Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Okay. Anyone wishing to speak against in 1A?

Seeing no one, anyone else wishing to speak for? Yes, brother, with the red folder -- hat.

DELEGATE RAYMOND HERRICK, Local 163: Good morning, brothers and sisters. I am Ray Herrick, UAW Benefits Rep. and elected delegate, UAW Northwest Local 163, under the stewardship of our president, Ralph Morris, Junior, and our tireless fighter of a Shop Chairman at Detroit Diesel, Mark "Gibby" Gibson.

Local 163 is extremely fortunate to be part of Region 1A, under the inspiring leadership of Director Rory L. Gamble, and his capable Assistant Director Darryl Goodwin.

I rise today in support of Articles 2 and 26, as I have four grown daughters and eight grandchildren who face considerable challenges in their lives. The Me Too movement has brought the horrors of sexual harassment in the workplace out of the shadows, and the ideas that our children and grandchildren may be discriminated against solely on the basis of race, creed, or sexual orientation. It is so important that it renders me apoplectic and nearly speechless.

In Local 163, we passed same-sex partner language in our 2010 Master Agreement, to allow same-sex partners to be covered by the insurance plan of their partners that work in our plant.

We amended this when the Supreme Court of the United States approved the historic law that made same-sex marriage the law of the land.

And I wholly and absolutely support the changes to Articles 2 and

26, to hope that that type of discrimination will be stricken from our plants, and our workers, for the remainder of the time that we exist.

Thank you very much. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother.

Okay. Moving to Region 5.

Anybody wishing to speak for the resolution?

Sister with the red folder right here.

DELEGATE SADE OTT, Local 249: Good afternoon, everyone. My name is Sade Ott, out of Local 249, under Director Gary Jones and Vance Pearson. (Applause)

DELEGATE SADE OTT: And I stand in support of this resolution just because, I mean, it is time. The UAW, since before I was born, has always been innovative, and been a trendsetter when it comes to civil and human rights. And this is just that step closer. So again, I stand in support.

Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, sister.

Okay. Anybody in Region 5 wishing to speak against the amendment?

Seeing no one, anyone else wishing to speak for?

Brother with the yellow folder.

DELEGATE JUSTIN GONZALEZ, Local 509: Morning, UAW family. I am Justin Gonzalez, Chairperson of Woodward Aerospace, Local 509, out of Pico Rivera, part of the mighty Region 5, under the great leadership of Gary Jones and Assistant Director Vance Pearson. (Applause)

DELEGATE JUSTIN GONZALEZ: And my great Servicing Rep. Alex Santana and Local President Gene Hurd.

The world needs to recognize the civil and human rights of people regardless of sexual orientation, gender identity or gender expression.

I am honored our union has and always led the way in recognizing and protecting human and civil rights for everyone, regardless. And I wholeheartedly support this Constitution Resolution.

Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother.

Okay. Moving to Region 9A.

Anyone for?

The brother with the white placard.

DELEGATE MATTHEW DUNLEVY, Local 2322: Good morning. My name is Matthew Dunlevy from UAW 2322, Region 9A, under the potent leadership of Julie Kushner and Beverley Brakeman.

I rise in support. I rise in support of this amendment to the Constitution because workers whose gender identities are often viewed as non-normative are most often likely to be disrespected, exploited, or subject to violence, sexual or otherwise, especially if they are people of color or temp workers. They not only face indignities from management, but often from fellow union members.

It is easier these days to have a laugh on the shop floor, at the bar stool, than to defend each other. If you are not willing to throw your body on the gears until everyone is treated equally, I think that you are not a UAW member. You are coward.

A union that is not inclusive is a union without power. A labor movement that is exclusionary is not a movement at all. These changes are necessary to make sure that we are a labor movement that has power.

Thank you.

SECRETARY-TREASURER GARY CASTEEL: Thank you.
(Applause)

Anyone in Region 9A wishing to speak against?

Seeing no one, anyone else wishing to speak for?

Sister with the yellow placard.

DELEGATE JORDAN REES, Local 6950: Hello. My name is Jordan Rees. And I am the guide for Local 6950 in Region 9A, under the wonderful leadership of Julie Kushner and Beverley Brakeman.
(Applause)

DELEGATE JORDAN REES: I want to speak in support of this amendment today. For too long, the fight for equality has been pioneered by gender non-conforming workers who have often gone uncredited for their pivotal work and are often overlooked when it comes time to craft policy. Trans and nonbinary workers are the most likely to live in poverty and be denied employment. Their rights are workers' rights, and I support this amendment to the UAW Constitution to include gender identity and gender expression, to Article 2, Section 2.

SECRETARY-TREASURER GARY CASTEEL: Thank you.
(Applause)

Moving to Region 8. Anyone in 8 wishing to speak for?

Brother with the yellow placard, take mic 4.

DELEGATE DANIEL DAVILA, Local 862: Good afternoon, everyone. My name is Dan Davila out of Region 8, Kentucky Truck Plant in Louisville, Kentucky, where I am a bargaining rep. I am also a chairman of the Civil and Human Rights Committee, a member at large on the Regional Advisory Council for Civil and Human Rights and Vice President of the National Advisory Council on Civil and Human Rights.

And I stand here in support of this resolution.

And before I start, I'd better back up. Under the direction of Ray Curry and Tim Smith, here out of Region 8, I want to thank them for all they do. (Applause)

DELEGATE DANIEL DAVILA: And thanks also for Director Gary Casteel for all his leadership too.

I'd like to say we all know that the civil rights movement and the labor movement were linked at the hip from the beginning. Dr. King wrote his "I have a Dream" speech here at Solidarity House and gave it here in Detroit before he did it in Washington. Him and Walter Reuther walked hand in hand.

The great thing about our organization is they have always had the foresight to be leaders and to do things. We know civil rights law was given to us because of laws. But the UAW had the foresight to put things like the gender identify, sexual orientation and them protections in our constitution to protect our members and members in the community. And that's what we do. We protect everyone.

So thank you. And I stand for this resolution. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you.

Anyone in Region 8 wishing to speak against?

Seeing no one, anyone else wishing to speak for?

Brother back here, with the pink.

DELEGATE WILLIAM STRICKLAND, Local 5287: Good evening. My name is William Strickland. And I am the Vice President of Local 5287, Region 8, Director is Ray Curry, Assistant Director is Tim Smith. (Applause)

DELEGATE WILLIAM STRICKLAND: We hold these truths to be self-evident, that all men are created equal, and that they are endowed by their Creator with certain unalienable Rights. Among these are Life, Liberty and the Pursuit of Happiness.

I stand and I rise in the support of Article 2, and Article 26, to include gender identity or gender expression.

Thank you.

SECRETARY-TREASURER GARY CASTEEL: Thank you.

Okay. Brothers and sisters, we've accomplished the whole room.

Is there a motion to close debate?

...A motion was made by several unidentified delegates.

A motion has been made.

Is it seconded?

...The motion was seconded by several unidentified delegates.

All those in favor of ending the debate?

All those against ending the debate?

The motion is carried. Thank you.

SECRETARY-TREASURER GARY CASTEEL: And I call up my friend and fellow board member, Jimmy Settles. (Applause)

VICE PRESIDENT JIMMY SETTLES: Good afternoon. I would like to now call up, Chairman Marvin Thompkins for the purpose of presenting our next constitutional resolution.

CONSTITUTION COMMITTEE CO-CHAIR THOMPKINS: At this time, the Constitutional Committee, I would like to call up Sister Rhonda Maurer to introduce Constitutional Resolution 4: Article 31, Trials of Members and Articles 31, Appeals. (Applause)

CONSTITUTION COMMITTEE MEMBER RHONDA MAURER: Good afternoon. President Dennis Williams, Executive Board Members, fellow Delegates, and guests. It is an honor to be here today as an elected delegate to the 37th Constitutional Convention. I am Rhonda Maurer, a proud UAW member and president of UAW Amalgamated Local 22, under the leadership of the great Region 1, Director Chuck Hall and Assistant Director Frank Stuglin. (Applause)

CONSTITUTION COMMITTEE MEMBER RHONDA MAURER: I would like to thank you both, and the entire staff of Region 1, for giving me this opportunity. I would also like to thank the membership; active and retired, of Local 22 for electing me as a Delegate.

Now, if everyone can turn to the yellow Constitutional Committee handout report on Article 31 and 33, Article 31, Section 3, current language reads as follows:

Upon charges being submitted, it is mandatory that a trial be held

unless these charges are withdrawn by the accuser or considered by the Union to be improper under this Article.

Prior to notification to a member that charges have been filed against her or him, the Local Union Executive Board or, in the case of an Amalgamated Local Union, the Unit Workplace Organization of which she or he is a member, shall review the charges and consider them improper if:

A, the charges do not state the exact nature of the alleged offense as required by Section 1 of this Article;

B, the charges are untimely under Section 2 of this Article;

C, the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union;

D, the charges involve a question which should be decided by the membership at a membership meeting and not by the trial procedure;

E, in all cases, an otherwise proper charge or charges must be supported by substantial direct evidence, as well as the evidence of at least one corroborating witness, which if not rebutted, would establish all elements of the charge or charges.

Both the accused and the accuser shall be notified in writing of the Executive Board's or Unit Workplace Organization's determination and either the accused or the accuser may appeal from such determination, first to the International Executive Board pursuant to Article 33, Section 3(d); and then, if necessary, to the Public Review Board pursuant to Article 33, Section 3(f).

Such an appeal must be limited to the question of whether the charge or charges are proper or improper under items a, b, c, d, or e, of this Section. If a trial is ordered by the Local Union Executive Board or Unit Workplace Organization and there is no appeal, no party may subsequently challenge the propriety of the charges under this Section.

The matter has been submitted to, and in order therein, received from the International President. The proposed amendment reads as follows:

Upon charges being submitted, it is mandatory that a trial be held unless the charges are withdrawn by the accuser or considered by the Union to be improper under this Article.

Prior to notification to a member that charges have been file against her or him, the Local Union Executive Board, or in the case of an Amalgamated Local Union, the Unit Workplace Organization of which she or he is a member, shall review the charges and consider them improper if:

A, the charges do not state the exact nature of the alleged offense as required by Section 1 of this Article;

B, the charges are untimely under Section 2 of this Article;

C, the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming of the Union;

D, the charges involve a question which should be decided by the membership at a membership meeting and not by the trial procedure;

E, in all cases, an otherwise proper charge or charges must be supported by substantial direct evidence as well as the evidence of at least one corroborating witness, which if not rebutted, would establish all elements of the charge or charges.

Both the accused and the accuser shall be notified in writing, of the Executive Board or Unit Workplace Organization's determination, and either the accused or the accuser may appeal from such determination, first, to the International Executive Board pursuant to Article 33, Section 3(d). And then, if necessary, to the Public Review Board pursuant to Article 33, Section 3(f).

Such an appeal must be limited to the question of whether the charges are proper or improper under items a, b, c, d, or e, of this section. If a trial is ordered by the Local Union Executive Board or Unit Workplace Organization and there is no appeal, no party may subsequently challenge the propriety of the charges under this Section.

If a trial is ordered by the Local Union Executive Board or Unit Workplace Organization and there is an appeal concerning the propriety of the charge, no such trial shall be held until the accused and the accuser have exhausted their rights to appeal under Article 33, Section 3(d) and 3(f), and the final body hearing the appeal has issued a decision affirming that the trial should proceed.

Article 33, Section 3(e), current language Convention Appeals Committee: An appeal to the Convention Appeals Committee shall be made in writing, signed by the member or members and addressed to the Convention Appeals Committee in care of the International President.

Jurisdiction and Procedures: The Convention Appeals Committee has jurisdiction to consider and a decide all appeals submitted to it from any decision or action of the International Executive Board or an International Trial Committee, except in the types of cases set forth in Section 2(b) of this Article.

The Convention Appeals Committee shall meet at least semi-annually, at the International Union Headquarters, to act on all appeals that have been submitted to it, at least 30 days prior to the date established

for its meeting.

The administrative procedures for the Convention Appeals Committee in handling appeals shall be established by the International Executive Board subject to review by subsequent Constitutional Conventions. All decisions of the Convention Appeals Committee shall be final and binding.

Selection of the Convention Appeals Committee. The Convention Appeals Committee shall consist of a member and a first and a second alternate from each Region to be selected by lot from the delegates from each region when they elect their Regional Director.

To provide continuity, members of the Convention Appeals Committee shall be selected from one-half of the regions at each convention. Such members selected shall serve two Convention terms in the event of a vacancy occurs on the Convention Appeals Committee, it shall be filled by the ranking alternate from that Region. All remaining vacancies shall be filled by lot at the next regular Constitutional Convention.

The proposed amendment reads as follows:

Section E, Convention Appeals Committee: An appeal to the Convention Appeals Committee shall be made in writing, signed by the member and/or members, and addressed to the Convention Appeals Committee in care of the International President.

Jurisdictions and Procedures. The Convention Appeals Committee has jurisdiction to consider all appeals submitted to it from any decision or action of the International Executive Board or the International Trial Committee except in the types of cases set forth in Section 2(b) of this Article and in Article 31.

The Convention Appeals Committee shall meet at least semi-annually at the International Union Headquarters to act on all appeals that had been submitted to it, at least 30 days prior to the date established for its meeting.

The administrative procedure for the Convention Appeals Committee in handling appeals shall be established by the International Executive Board subject to review by subsequent Constitutional Conventions. All decisions of the Convention Appeals Committee shall be final and binding.

Selection of the Convention Appeals Committee. The Convention Appeals Committee shall consist of a member and a first and a second alternate from each Region to be selected by lot from the delegates from each region when they elect their Regional Director.

To provide continuity, members of the Convention Appeals Com-

mittee shall be selected from one-half of the regions at each convention. Such members selected serve for two Convention terms. In the event a vacancy occurs on the Convention Appeals Committee, it shall be filled by the ranking alternate from that Region. All remaining vacancies shall be filled by lot, at the next regular Constitutional Convention.

The Constitutional Committee asks for your full support of these resolutions. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Sisters and brothers, you have heard, been read, and we are now opening up for debate. And I would like to start in Region 9. Anyone would like to speak for the resolution? The brother with the green leaflet. Can you take mic 4?

DELEGATE DANIEL GREEN, Local 3303: Good afternoon, brothers and sisters. I'm Dan Green, elected delegate and Secretary-Treasurer, Local 3303, AK Steel, Region 9, under the dedicated leadership of director Jeff Binz and Assistant Director Tommy Ashton. (Applause)

DELEGATE DANIEL GREEN: I stand in support of these Article changes. And these Articles are a very important part of our Constitution and the proposed changes will further enhance the fair and democratic process of our union. I urge the adoption of the proposed changes. Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is anyone opposed of the resolution? Seeing no hands, anyone like to speak for the resolution, in Region 9? Yes, brother with the green folder.

DELEGATE J.R. BAKER, Local 744: Good afternoon, sisters and brothers. My name is J.R, Local 744. Baker. I'm an elected delegate and first Vice President of Local 774 out of Buffalo, New York, from the great Region 9, home of Vice President Terry Dittes, under the outstanding leadership from Regional Director Jeff Binz. (Applause)

DELEGATE J.R. BAKER: Assistant Director Tommy Ashton. (Applause)

DELEGATE J.R. BAKER: Servicing Representative Jimmy Lakeland. Also, to my president of Local 774, who is also an elected delegate and was newly appointed to the Rules Committee. And my other brother, elected delegate, Cleveland Jones, Jr. We also have our Chairman, here. Thank you, Chuck, for all the work you do.

We just heard the current language, proposed changes and results of Article 31, Section 3 and Article 33, Section 3(e), Appeals. I stand in support of these changes and I ask that we, the delegates stand in

support as well.

In closing, words from the great Walter Reuther, "There is no power in the world that can stop the for march of free men and women when they join in Solidarity of brotherhood."

In Solidarity Forever. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you.

I would like to now go to Region 2B. Is there anyone for the resolution? Yes, my brother with the yellow folder.

DELEGATE MICHAEL KALMAN, Local 573: Good afternoon, brothers and sisters. My name is Mike Kalman. I am the Local President out of 573, Cleveland, Ohio, Region 2B, under the direction and great leadership of Director Rich Rankin and Assistant Director, Wayne Blanchard. (Applause)

DELEGATE MICHAEL KALMAN: I stand in support of this resolution. This process will be more efficient for all parties involved, from the members of the Local Union of the IEB and the Public Review Board. It makes sense to have a streamline and efficient process. Once again, I stand in sort of this resolution.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 2B would like to speak against the resolution? Seeing no hands, anyone would like to speak for the resolution? Yes, my brother with the red shirt on in the back.

DELEGATE JAMES WILSON, Local 4199: Yes, I'm Jim Wilson, elected delegate, Chairman of Local 4199 in the Region 2B, under the direction of our Director with a clear vision and a plan for a strong union, Rich Rankin and his right-hand man, Wayne Blanchard. (Applause)

DELEGATE JAMES WILSON: Just want to state that I'm in favor of this proposed change which will improve the change of our democratic process of our great union and make us stronger. Thanks.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 2B who would like to speak against the resolution? Seeing no hands, I would like to go to Region 1. Is there anyone in Region 1 would like to speak for the resolution? Yes, the Sister standing up there with the blue shirt on.

DELEGATE TAUWAUNA WATKINS, Local 2500: Good afternoon, my name is Tauwauna Watkins. I am a Delegate from Local 2500 and out of Detroit, Michigan, under Region 1, under the direct

leadership of Chuck Hall and under the leadership of the Assistant Director Frank Stuglin. (Applause)

DELEGATE TAUWAUNA WATKINS: I stand here -- I stand here today in support of this resolution, one moment. I rise today in support of this proposal, maintaining the integrity of our union. It's as important today as it has ever been.

It's important that our members have a fair and impartial process of addressing issues between members and leaders as well as those who may be accused, having a process to appeal and be heard, even by the Executive Board.

So I support this proposal and I ask everyone to do the same. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you, my sister.

Is there anyone in Region 1 who would like to speak against the resolution? Is there anyone in Region 1 would like to speak for the resolution? Yes, my brother in the blue shirt.

DELEGATE CELSO DUQUE, Local 22: Good afternoon, brothers and sisters. I would like to thank you to have the opportunity to speak on this issue. My name is Celso Duque. I'm an elected delegate and Vice President out of Local 22 which is in Region 1, under the leadership of Chuck Hall and Assistant Director, Frank Stuglin. (Applause)

DELEGATE CELSO DUQUE: It is important to have a robust process for our fair and just resolution for all issues that come up. In some situations, the process can be too robust, which leads to a due process which leads to frustration of all parties involved.

I believe that this amendment would streamline the process while ensuring the just and fair determination of all appeals. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you, my brother. Is anyone from Region 1 would like to speak against the resolution? Seeing no hands, I would like to go to Region 4. Is anyone that would like to speak in favor of the Resolution? Yes, my Brother.

DELEGATE THOMAS RALSTON, Local 838: Good afternoon, sisters and brothers. My name is Tom Ralston from Local 838 Region 4, under the Direction of Ron McInroy and Assistant Director, Brad Dutcher. (Applause)

DELEGATE THOMAS RALSTON: I rise in support of these proposed changes because clarification of this process is necessary. I've seen the process firsthand and the confusion this process can cause. These changes will help members understand their constitutional rights and help eliminate the problems rising in misunderstandings.

Please vote for it. Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you, my brother. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 4 would like to speak against the resolution? Is there anyone in Region 4 would like to speak for the resolution? Yes, the brother with the blue envelope.

DELEGATE STEVEN FRISQUE, Local 722: Good afternoon my Union brothers and sisters. My name is Steve Frisque, former president, current first shift command of Local 722 and a sole delegate here to the Constitutional Convention. It's out of Hudson Wisconsin, Hudson CCA. I am also a member of the Local 45 out of Janesville, Wisconsin Assembly and a member of the mighty Region 4. And with all due respect to all the other great regions, home to the greatest Director and Assistant Director team of Ron McInroy and Brad Dutcher. (Applause)

DELEGATE STEVEN FRISQUE: I fully support these resolutions during a contentious and stressful time like a trial of one or more of its local members. It is imperative that we eliminate the gray areas and clean up the sections like Articles 31, Section 3, and 33 and spell out the proper procedure from start to finish.

That is why I stand in favor of these resolutions and I ask that the rest of the delegates also do that.

Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is anyone in Region 4 would like to speak against the resolution? Seeing no hands, I would like to go to Region 1A. Is there anyone speaking in favor of the Resolution? We, my brother with the red cap.

DELEGATE ALLEN J. FREER, Local 600: Good afternoon brother Settles, my name is AJ and I'm from Local 600 and I would like to call for the question.

VICE PRESIDENT JIMMY SETTLES: Any support to the motion? It's been moved and supported that we end the debate on this resolution. Is there any discussion? On the motion, all those in favor of the motion, please signify by saying aye. Those that disapprove, nay. The ayes have it and the resolution discussion has been closed.

On the motion to support the resolution, is there a motion to do so? It's been moved and supported. Is there any following discussion on the motion? Seeing no hands, all those in favor of the motion, please signify by saying aye.

Those that are opposed, nays. The ayes have it and the motion has been passed. (Motion carried) (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you, brothers and sisters.

SECRETARY-TREASURER GARY CASTEEL: So on the issue of the gender identity resolution, I voted to close the debate, some of you were keen enough to catch that we didn't vote on the motion itself. So those in favor of the resolution on gender identity, would you please say yea? Those against, nay. The motion carried. Thank you. (Motion Carried) (Applause)

PRESIDENT DENNIS WILLIAMS: I would like to call on the Co-Chair of the Constitutional Committee, Rick Smith for the purpose of presenting our next resolution.

CONSTITUTION COMMITTEE CO-CHAIR RICK SMITH: I would now like to call Ron Morgan to introduce Constitutional Resolution 5: Salaries, Article 11.

CONSTITUTION COMMITTEE MEMBER RON MORGAN: Good afternoon to all my brothers and sisters, including President Dennis Williams, Secretary-Treasurer Gary Casteel, the International Executive Board, representatives and fellow delegates.

I'm Ron Morgan, President and Chair of Local 298, Region 8, under Director Ray Curry and Assistant Director, Tim Smith. (Applause)

CONSTITUTION COMMITTEE MEMBER RON MORGAN: I would like to thank Director Curry for his guidance, leadership, and the support that he's given to myself and my Local.

I would also like to thank all the members of our great Region for allowing me the honor of representing my Region as a member of the Constitutional Committee.

Our union has a strong and proud history of fiscal responsibility and sound management of its financial resources. This institutional commitment to financial responsibility led to Walter Reuther's decision to keep his salary in check, compared with other labor unions.

Historically, the ratio of the UAW president's salary to that of an International representative has been two times. That is, the president's salary is twice that of an International Representative. For much of president Reuther's tenure, that ratio exceeded 2.0 and hovered around 2.5 to 2.75.

From 1980 to the present time, the ratio has been below 2.0. Since 1995, the ratio has been below 1.6 and it currently stands at 1.46.

For decades, publicly available information has shown that the UAW

President has been among the lowest paid of International Union Presidents. This continues to be the case today.

The president's salary is not reflective of the significant, all-encompassing responsibilities faced by the leader of this great union. This issue has created other institutional difficulties for our union. Our union has a long history of affiliating with other unions.

The UAW actively pursued union mergers and affiliations to strengthen its ranks, build density, and key sectors and improve conditions for its members.

The labor movement has seen significant movement towards affiliations and mergers over the past 20 years. Unite Here, the Communication Workers, and the Steel Workers are just some examples.

We have found that even exploring possible discussions with other unions has been a non-starter. Those unions have told us that the low salaries of the UAW president and the International Executive Board, compared with their unions, makes it impossible to discuss any sort of, alliance.

We feel it is time to take a step at correcting this issue. We feel it is time to fix the UAW International Executive Board's salary in comparison to the salary of International Board representatives and in comparison with their union members and in comparison to their peers in the labor movement.

Based on the aforementioned facts, our union is proposing the following constitutional change. Please turn your attention to the light gray colored Constitutional Committee report on Article 11.

Article 11, Section 1, current language:

Section 1: Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, the International president, the International Secretary-Treasurer, International Vice Presidents, and International Executive Board Members shall receive a lump sum payment up to the maximum of 3 percent from the revenue created by profit sharing dues, which lump sum payments shall be payable in the first payroll periods of August 2014 and the first payroll period of August 2015. The salary shall remain at the level set forth in Section 3, subject to future bargaining as described in Section 13.

The proposed amendment reads as follows:

Article 11, Section 1: Provided the membership and the UAW's industrial sectors receive bargained for profit sharing payments, International President, International Secretary-Treasurer, International Vice Presidents and International Executive Board

Members shall receive a lump sum payment up to a maximum of 3 percent for the revenue created by profit sharing dues, which lump sum payment shall be payable in the first payroll periods of August 2018 and 2019 in a 4 percent lump sum payment in March, 2019. The salaries shall remain at levels set forth in Section 3 subject to future bargaining as described in Section 13.

Article 11, Section 2, current language:

Section 2: Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, International Representatives shall receive a lump sum payment up to a maximum of 3 percent from the revenue created by profit sharing dues, which lump sum payments shall be payable in the first payroll period of August 2014 and the first payroll period of August 2015. The salaries shall remain at the levels set forth in Section 8, subject to future bargaining as described in Section 13.

The proposed amendment reads, Section 2: Provided the membership in the UAW's industrial sectors receive bargained for profit sharing payments, the International Representatives shall receive a lump sum payment up to a maximum of 3 percent from the revenue created by profit sharing dues, which lump sum payment shall be payable in the first payroll periods of August 2019 and 20 -- excuse me. 2018 and 2019, in a 4 percent lump sum payment in March 2019. The salary shall remain at the level set forth in Section 8 subject to future bargaining as described in Section 13.

Article 11, Section 3, current language:

Section 3: The salaries of the International President, International Secretary-Treasurer, International Vice President, and International Executive Board Members in full for services rendered by each of said officer shall be the following sums:

International President, $153,248.29 per annum.

International Secretary-Treasurer, $142,080.87 per annum.

International Vice Presidents, $137,718.59 per annum.

International Executive Board Members, $126,551.13 per annum.

Salaries shall be payable in biweekly installments.

The Proposed Amendment reads,

Article 11, Section 3: The salaries of the International President, International Secretary-Treasurer, International Vice President and International Executive Board Members in full for services rendered by each of said officer shall be the following sums:

International President shall be paid 1.8 times the salary of

International Representatives per annum.

International Secretary-Treasurer shall be paid 1.67 times the salary of International Representatives per annum.

International Vice President shall be paid 1.62 times the salary of International Representatives per annum.

International Executive Board Members shall be paid 1.49 times the salary of International Representatives per annum. Salaries shall be payable in biweekly installments.

Article 11, Section 8, current language:

Section 8: The full salary for International Representatives shall be $105,76.96 per annum.

The initial salary for a newly appointed International Representative shall be 90 percent of the classification rate for her or his assignment and shall be increased in increments so that no later than achieving seniority on staff, she or he shall be receiving the full salary for her or his classification.

The International Executive Board shall determine the salaries of International Representatives acting as professional specialists, key personnel, and major and minor department heads. Salaries shall be payable in biweekly installments.

The Proposed Amendment reads as follows:

Article 11, Section 8: The full salary for International Representatives shall be $111,476.15 per annum.

The initial salary for newly appointed International Representatives shall be 90 percent of the classification rate for her or his assignment and shall be increased in annual increments, so that no later than achieving 3 years of seniority on staff, she or he shall be receiving the full salary for her or his classification.

The International Executive Board shall determine the salaries of International Representatives acting as professional specialists, key personnel, and major and minor department heads. Salaries shall be payable in biweekly installments.

The Constitution Committee asks for your full support of this resolution. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. We have heard the purpose of the constitutional change. It has been read. So now, we can open the floor for discussion. We will start off at 2B. 2B. Man, there's all kinds of hands up there.

Okay. 2B. In favor of, somebody. The fella in the blue shirt.

DELEGATE RICK WARD, Local 685: All right. All right. In support of this resolution. Let me get back tracked here. Rick Ward, president of Local 685 in Kokomo, Indiana, under the astute leadership of Rich, I'll-Fight-Anytime-Anywhere, Rankin and our Co-Director Wayne Blanchard. (Applause)

DELEGATE RICK WARD: I rise in support of this resolution. Brothers and sisters, simply put, it's the right thing to do. It is the right thing to do.

The UAW is a most inclusive union in the country and that is witnessed at this convention, every day of this convention.

The leaders of IEBW have shown great strength. They've taken heavy hits and yet, they stand up there in Solidarity with us, the ultimate authority, the membership. They 're draining swamps. They are making sure the swamps going to go away. And they stand up there as honorable men and women representing us.

They take care of all of us with all of their dynamic leadership. I ask you, as delegates of this body, to represent your membership in the right way.

Show Solidarity.

These guys and these other Locals or other unions, it isn't about to pay. But ours are as good as anybody's. They stand up for us. We ask them for raises when negotiations coming. They're asking us, the body, the ultimate authority, for a raise and I ask that you would support this resolution. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Is there anybody opposed on 2B? I see a white card there.

Go to mic 8, please.

DELEGATE TREY GARCIA, Local 12: Thank you, brother. My name is Trey Garcia. I'm from Local 12 in Toledo, Ohio, home of the Jeep Wrangler. President Bruce Baumhower, under the direction of Rich Rankin and Associate Director, Wayne Blanchard. (Applause)

DELEGATE TREY GARCIA: Tying the wages of the IEB to that of the International Staff creates potential for bargaining in bad faith between the two groups during the negotiations. In the first year alone, the raise for the IEB associated with this proposed language would be equal to or more than an entry level tier-two employee in my shop makes annually.

Under this language, any negotiated range for the International Staff will subsequently be a raise for the Executive Board from this day forward.

In your introduction to this Proposed Amendment, you said that salaries were as high as two-and-a-half times that of the International Staff for the IEB under Reuther. What you failed to mention is that those raises were independently agreed upon by the delegates of this very Constitution.

This is why I'm opposed to this amendment. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Anybody for? Rick, is that you?

DELEGATE JEREMY GILBERT, Local 440: Good afternoon, brothers and sisters. My name is Jeremy Gilbert.

PRESIDENT DENNIS WILLIAMS: Oh, not Rick.

DELEGATE JEREMY GILBERT: I'm Local 440, elected delegate. And, we're under 2B under the great direction of Rich Rankin and Assistant Director Wayne Blanchard. (Applause)

DELEGATE JEREMY GILBERT: I would like to go through a couple statistics that we looked at and did a little research on as regards to pay for, like your job, Mr. President. I think you make around, maybe $150,000 dollars and some of these -- some of these presidents of other local unions across the country make an absorbent more amount of money than you do.

For instance, the airline pilot makes three quarters of a million dollars and he actually doesn't have to really deal with unfair trade policy and situations like that.

A couple more examples, we have, like the plumber's president makes over a half a million dollars. Teachers, half a million dollars as well. Laborers, $620,000 dollars. Pilots, like I said before, is three quarters of a million.

So some of the things I know you guys have to deal with that maybe some of these unions do not, are the fact that we're dealing with some crazy, greedy companies in the United States. Unfair compensation. We also have a flawed trade policy in this country as we are somewhat into a race to the bottom.

So I stand here today thinking to myself, why we wouldn't want to support you guys. Because at the end of the day, you're the reason why -- one of the reasons why we're here and have what we have. When we go into our contract negotiations, I think you will, in return, support us in next bargaining sessions. So thank you.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Is there anybody in 2B that would like to speak against? (Applause)

PRESIDENT DENNIS WILLIAMS: Anybody against? Seeing no

hands, I would like to go to Region 1. Region 1, is there anybody that wants to speak in favor? I see a young lady. Region 1. Okay. Go to mic 5.

DELEGATE CHRISTINE PEELE, Local 2200: Good afternoon. My name is Christine Peele. I'm the President of Local 2200, under the great leadership of Chuck Hall and Assistant Director Frank Stuglin. (Applause)

DELEGATE CHRISTINE PEELE: Our International staff salaries are not on par with other unions. And so, I'm here today to support Article 11. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you, sister. (Applause)

PRESIDENT DENNIS WILLIAMS: Is there anybody in Region 1 wants to speak against? Against? Seeing no hands, anybody want to speak in favor? In favor? Okay

Brother with -- mic 5.

DELEGATE KENNETH WILLIAMS, Local 771: Good afternoon, my name is Kenneth Williams from Local 771, out of the great Region 1 with the mighty Director, Charles E. Hall and the great mighty Assistant Director Frank Stuglin. (Applause)

DELEGATE KENNETH WILLIAMS: I stand here in support for this resolution. Even though we might not be the founder of the labor union, and even though we not the largest of the labor union, we are the most sought union. Through the media, through the press, they always look at UAW. And our great leadership -- our great leadership always combat that and do a great job in being transparent.

In its -- in our UAW -- excuse me. I'm a little nervous. First time. But, I stand here today in support because we are UAW. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Anybody in Region 1 wants to speak against? Anyone speaking against? Seeing no hands, I will now move to Region 4. Anybody speaking for? Anybody speaking for? Got a brother with the blue folder back there.

DELEGATE BRIAN PLATH, Local 1237: Good afternoon, brothers and sisters. My name is Brian Plath from Local 1237 out of Region 4, under the leadership of Director Ron McInroy and Assistant Director Brad Dutcher. (Applause)

DELEGATE BRIAN PLATH: For the past three years, our union has seen a surplus in the budget with our Strike Assistance Fund topping over $729 million dollars because of the sacrifices, this International Executive Board has made.

When President Ronald Gettlefinger resigned in 2010, he earned a $173,065 dollars in salary and benefits. To date, no member of the IEB has earned over $200,000 dollars, while other union leaders made nearly double.

As an example, Teamsters President, James Hoffa, who was here this morning, records in a gross around $308,000 dollars. IEB President, Edwin Hill, $365,000 dollars. And AFL-CIO President, Richard Trumka, about $304,000 dollars.

Granted, the wages of our IEB will still be much lower than our fellow unions, but I feel that our leaders need to be rewarded for their accomplishments. This is why I stand in favor of this resolution. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Is there anybody in Region 4 want to speak against? The brother in the blue shirt, there. Yes, go to either mic.

DELEGATE YASIN MAHDI, Local 180: All right. Good afternoon, my name is Yasin Mahdi. I'm the Vice President from Local 180, Racine, Wisconsin, Case Tractor Plant, under the leadership of Ron McInroy and Assistant Director, Brad Dutcher. (Applause)

DELEGATE YASIN MAHDI: So, I'm speaking against this. I feel that I would have no problem speaking for it if you guys were able to get rid of the two tiers. (Applause)

DELEGATE YASIN MAHDI: So, since that hasn't happened, I'm speaking against this at this moment. You know, if we can get rid of the two tiers, possibly, you guys can get even a bigger, you know, raise than what's proposed right now. But with the two tiers, it just seems unfair. (Applause)

PRESIDENT DENNIS WILLIAMS: All right. Anybody for? Anybody in Region 4 wants to speak for? Brother back there with the yellow. Thank you.

DELEGATE MICHAEL MOE, Local 1278: Thank you, President Dennis Williams, my name is Michael Moe. I'm the financial secretary from Local 1278 in Belvidere hailing from the great Region 4, under the direction of Ron McInroy and Assistant Director Brad Dutcher. (Applause)

DELEGATE MICHAEL MOE: The UAW prides itself of being at the forefront on a lot of things. One thing we are certainly lacking, though, as evidenced by the previous brother's comments, is salaries for our International Reps. We are certainly behind many of the other unions.

We made a -- we asked the International Board four years ago, to

balance their budget. They did. They turned the deficit into a surplus. The rewards should be there.

As a Chrysler employee, last contract, I was given a raise that was long overdue. I think it's time we do the same thing for our IEB UAW. Thank you, very much. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Anybody wants to speak against? The Brother in the green shirt back there.

DELEGATE RICHARD BUTLER, Local 1472: Hi, I'm Rick Butler, Delegate Region 4, Local 1472 under the leadership of Ron McInroy and Assistant Brad Dutcher. (Applause)

DELEGATE RICHARD BUTLER: I'm glad we're being fiscally responsible with our union funds and I'm all for you guys getting a -- a raise, but if my math is correct, this is like a 23.4 percent raise and I guarantee there's not a member in here that got any raises close to that. (Applause)

DELEGATE RICHARD BUTLER: I think it's just a little excessive. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Okay. Now, I have went to Region 4, I will move to Region 1A. Region 1A. Okay. Region 1A.

I can't -- the brother way back -- I think that's a hat. Red hat, go to a mic. Brother, no, it's the guy behind you. He had a hat, I think.

UNIDENTIFIED DELEGATE: Sorry about that.

PRESIDENT DENNIS WILLIAMS: Did you have a card and he had a hat? All right, brother, I chose the hat. Whoever had the hat.

DELEGATE STEVE LABODIE, Local 600: I think we may have both.

Good morning, brothers and sisters. My name is Steve Labodie. I'm the President of Local 600, Steel Unit right here in Dearborn, Michigan. At Local 600, under the progressive leadership of Bernie Ricke. And at home, under the Region of 1A, under the excellent leadership of Rory Gamble. (Applause)

DELEGATE STEVE LABODIE: And Assistant Director Darryl Goodwin.

Brothers and sisters, I stand here in support of this resolution. I support this resolution because as a president of a unit, I can testify firsthand, how much support we receive from the International and how hard our representatives work for us.

These people are passionate about our union, about helping people,

and about supporting us so that we may do the best job for our membership.

The truth of the matter is, though, that many of our members and potential candidates for these positions make a higher wage than our board members, our board officers, and our International Representatives. And for these positions, our executive officers, while the reps. aren't driven, typically, by -- to take these jobs for the money, they shouldn't be disadvantaged for doing so, either.

These positions are a higher calling to service and require remarkable people to fill them. And to ensure that we continue to attract the top caliber candidates, I believe it is in our best interest to support this resolution. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Anybody in Region 1A that wants to speak against? Anybody against? Somebody that's holding the yellow folder or card or something.

DELEGATE GARY WALKOWICZ, Local 600: Gary Walkowicz, Local 600. I speak against this amendment. I think it should be voted down. I think any raises for our International Executive Board should be tied to raises that our membership receives and not a 23-percent as the one delegate calculated we have now. So I oppose this amendment.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Anybody in Region 1A wants to speak for? Okay, brother, go ahead. You've been dying to get up there. Get up there. Thank you.

DELEGATE SCOTT GEER, Local 38: Thank you. Hello, my name is Scott Geer and I'm the Local Chairman and Local 38 President. I'm out of the great Region 1A, and under the leadership of the phenomenal Rory L. Gamble and Assistant Director Darryl Goodwin. (Applause)

DELEGATE SCOTT GEER: I support this resolution because of the great job the IEB has done in the last four years. Increased membership from 350,000 to 400,000 plus. They have three straight balanced budgets. And in comparison to other Executive Boards, for other unions, the UAW IEB makes much less.

We need to ensure we keep getting the best people for the job. I support this resolution for the great support I've received from all the International Representatives that I have worked with and encountered. They answer text messages all hours of the night and weekends. They have fought for us, to give us membership respect and the benefits we deserve.

They help us fight for raises and other financial benefits. Therefore, Local 38 and myself support this resolution to fight, to support our

International Representatives. God bless you, President Dennis Williams, and God bless UAW. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Anyone else in Region 1A want to speak against? Seeing no hands? I will move to Region 5. Is there anybody wants to speak for? Brother with the red folder.

DELEGATE CLINTON McGILL, Local 282: Hello brothers and sisters. My name is Clint McGill. I'm an Elected President, Vice Chairman and Delegate from Local Amalgamated 282.

PRESIDENT DENNIS WILLIAMS: Good Local.

DELEGATE CLINTON McGILL: Under the outstanding leadership and mentoring of Director Gary Jones and Assistant Director Vance Pearson. (Applause)

DELEGATE CLINTON MCGILL: As a Chairman and VP, I have just a taste of the responsibilities our leaders endure. Their phones are always on and duty always calls. They work tirelessly on our behalf, always keeping membership first.

I'm a better man and rep because of the leadership of this Union. And I think it's time we take care of them like they take care of us. Therefore, I stand in support of this resolution. In Solidarity Forever. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Anybody in Region 5 want to speak against? Against? Anybody want to speak against, Region 5? Seeing no hands, anybody want to speak for? Yes, brother with the yellow folder.

DELEGATE VANDARIS SIMPSON, Local 2250: Good afternoon, Brother President. My name is Van Simpson. I want to first apologize if I feel a little nervous. I'm a Delegate to the great 37th Constitutional Convention of 218 -- 2018. I come from Region 5, under the leadership of Gary Jones and Vance Pearson. (Applause)

DELEGATE VANDARIS SIMPSON: I stand for the amendment. What I do -- I don't want to take a lot of time, but I want to say something personally. And that is this. A lot of -- it gets to me where a lot of members, deep in their hearts, they feel certain ways against this amendment. They have no clue. I have no clue. They have no clue how much hard work and dedication that is put into the job. We're not saying that they should get paid for everything that they do, but just a little consideration, financial consideration, of the things that the Executive Board does and that the International people do.

Our International Reps. are on-call all the time. All the hard work. We have people here and it's very good to get on the mic and criticize

and criticize, but the work that Dennis Williams did, the work to get Barack Obama in; do you think the UAW for one minute would be this way we are and as strong as we are without Barack Obama? We don't hear that. You don't hear the work that he did. (Applause)

DELEGATE VANDARIS SIMPSON: This is something I'm personally proud of. This is something I'm personally proud of. I'm proud of the work that my Director did to get a governor in. He didn't win, unfortunately. But without the last governor that got in Ford 249, the largest Local in North America, under one roof, 8,000 members, our Local. Second -- the first -- well, the largest General Motors Local in America, these two locals wouldn't exist the way they are if it hadn't have been for the hard work of our Director, the hard work that they put in day in and day out.

You call the Region, can I speak to Gary Jones? He's in California. He's out. He's in Colorado. He's gone. Dennis Williams, the same way. How much time do they spend with their families? Nobody knows because they're always gone. But we're going to sit here and we're going to talk about what we shouldn't pay them as far as what the hard work that they putting in, to me, brothers and sisters, I think we should be ashamed of ourselves. That's my personal opinion.

I want to apologize if I'm stepping on somebody's -- but this is how I feel. I probably wasn't the person to get to the mic to say this, but what I want to say is that, you look in front of you, you look at the Executive Board, you look at all the hard work that they do, does anybody even think about how much time they spend with their families? How many children that they really don't know because they're spending so much time with the Union and don't get to spend that with their children every day. Just think about that.

But I want to -- (Standing ovation)

DELEGATE VANDARIS SIMPSON: But I want to thank you. I stand in support of the resolution, and thank you for giving me the extra minutes to talk. Thank you, Brother.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Is there anybody that wants to speak against, in Region 5?

UNIDENTIFIED DELEGATE: Call for the question.

PRESIDENT DENNIS WILLIAMS: Seeing no hands, I'll move to go to Region 9A. Region 9A, person in the blue hat or waving the blue hat over there. Or black hat. Black hat, blue hat. I know it's not a red hat.

DELEGATE BRIAN SCHNECK, Local 259: It's black.

PRESIDENT DENNIS WILLIAMS: All right, brother.

DELEGATE BRIAN SCHNECK: President Dennis Williams, thank you for your leadership. Thank you for your friendship. Thank you for everything you've done for this UAW. And also, thank you to each and every retiring IEB member. We appreciate you, tremendously.

Thank you. I'm Brian Schneck, President of Local 259 in Region 9A.

PRESIDENT DENNIS WILLIAMS: Thank you, brother.

DELEGATE BRIAN SCHNECK: My directors were -- (Applause)

DELEGATE BRIAN SCHNECK: My Director, Julie Kushner is retiring. I'm sad by that, but I'm very happy for her and her family. She has done tremendous, tremendous work in our Region. And there's thousands of workers that have benefited because of her tenacious leadership. Thank you, Julie. (Applause)

DELEGATE BRIAN SCHNECK: I rise in support of this amendment. These positions are 24/7 and it's been said prior to me, about the time at -- these positions take away from the family, from your normal cycle of life, and people really need to take that into account.

The proposal, even though it's a significant increase, I guess you could call it that. It still, it still would have the UAW President at the bottom tier of compensation in comparison to all the other labor organizations in the United States.

There's many of them that we can mention. The Teamsters, USW Unite Here, United Steelworkers, Roofers, each and every one of those unions and their presidents would still far exceed the proposal that is being made today for the compensation of the UAW President.

With that, again, these aren't alloy positions. If they were, if these were alloy positions and we were paying time and a half after 40 and we were paying you double time on Saturday and Sunday and double time on holidays, every Delegate in this room would be wrapping themselves around the proposal because that's being put forth 'cause that's a cheaper deal. So -- so, at the end of the day, I rise in support of this amendment and thank you for the hard work and the dedication that you have done for this union. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. (Applause)

PRESIDENT DENNIS WILLIAMS: Anybody in 9A that wants to speak against? Anybody in 9A want to speak against?

The Sister back there raising the --

DELEGATE ERIN WILSON, Local 2322: Hello, my name is Erin Wilson, I'm from Local 2322 in Region 9A under the outstanding lead-

ership of Julie Kushner and Beverley Brakeman. (Applause)

DELEGATE ERIN WILSON: So first, I just want to say that my opposition to this amendment is not commentary by the hard work that is done by our leadership. I am certainly not denying that. I'm not saying they don't deserve raises, but I still have some points to make.

First of all, my International Representative is amazing. She works so hard on behalf of our members, and overtime. Especially, in recent years, there have been dramatic cut backs and reduction of International Staff.

I understand we were in an economic situation where we had to be physical fiscally responsible and that was the tough decision that we made.

Now, this proposal, I know someone said 20 something percent, it's actually a 31 percent raise because the International Reps. would be getting a raise. And then, it would be the 1.8 percent. Or, excuse me, the math above that. So what it comes out to is a 31 percent raise.

If we're in a position to be able to afford that kind of raise, then why aren't we hiring back some of our International Reps.? Why aren't we restoring cutbacks? Investing in organizing? I think this reflects our priorities. (Applause)

DELEGATE ERIN WILSON: I also understand that the UAW salaries are not necessarily on par with other union's executives. And with respect to my brother and the argument that I've heard several times, frankly, I know where I've heard that argument before and it was at the bargaining table and it came out of the mouths of management. (Applause)

DELEGATE ERIN WILSON: When have we ever sympathized or agreed with management trying to tell us and use that argument to justify why their pay needs to be more? Other executives make more, so that justifies us. Now, I'm not saying this to say anything negative about our own board, I'm just concerned where that argument is coming from.

So my Local is made up of 40 -- about 4,500 members and over half of them are public sector. And Janus is coming. The decision is happening soon. We are fighting very hard to organize members and get people signed up, but there are two realities: One is, there's a big risk of our dues revenue going down; and the second is, it makes an organizing effort much more difficult when we need to go and explain why it is that we can afford to pay our executives a 31 percent raise and, you know, I know you've been really hesitant to join the Union, but here's a card. It just makes it really difficult.

So, in that vein, my last point, I'm an elected delegate speaking on behalf of members at home, who pay dues on wages that are sometimes barely above minimum wage. We have one shop, it's actually less than minimum wage because of some interesting accounting that the University does.

So, I now have to go back and report to them what decisions we made here and how their dues are spent. I will be disappointed and I will be embarrassed if I have to tell those minimum wage workers that we supported a 31 percent raise for the already highest paid leaders in our organization. I didn't think that that was the value of any union, but especially not our union.

So that is why I cannot support this. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. Anybody in Region 9A want to speak in favor? Anyone, favor? Yes, the brother waving the Manila envelope, yep.

DELEGATE CRAIG SMITH, Local 376: Yes. My name is Craig Smith. I'm an elected delegate and the president of Local 376 in Region 9A, under the leadership of the most powerful women that I know, our Director Julie Kushner, and her Assistant Director Beverley Brakeman. (Applause)

DELEGATE CRAIG SMITH: I do want to comment on why I claim that they're the most powerful women I know. Because there's a lot of women in this room that are in leadership roles, but both of them have led this Region, especially Julie, for a number of years. And, if anybody hasn't noticed, she is the only woman Regional Director sitting up there, and has been for a number of years. (Applause)

DELEGATE CRAIG SMITH: But I predict, even though she's retiring, that is not going to change after tomorrow. There will be another woman. So Cindy, you will not be alone up there. I promise you that. (Applause)

DELEGATE CRAIG SMITH: So I rise in support of this Constitutional Amendment. I have heard one of my own sisters from our Region, and my brother here, that I've known for a number of years and good friends with. I do agree with some of what the sister said, but I believe that people, when we negotiate, we ask that they be paid and to be commensurate with what they do for a job.

And I have to say that the Executive Board, all the way down to our International Servicing Rep. do a tremendous job in supporting my Local. I cannot do the job that I do if it was not for their support. And I know many times, our Regional Director has had to reach out to the International Board for support for some of the issues we've had.

And after what's happened, over the last -- since the last convention where I was here, of getting our books in order, I think that these salaries, as have been discussed by others, what they are, even though there's a percentage raise higher than I agree with what many of our members are going to get in contracts, you deserve what you get.

And the only thing that I can say is, I believe this has been brought up in previous conventions. I don't believe last time, but quite frankly, I have been astounded over the years to see what Executive Board Members make in comparison to even the people that we negotiate with. And they do the same job for their companies, that you do for our members and you should be compensated for that. So for those reasons, I support this amendment.

And the last thing I would like to say is, President Dennis Williams, Secretary-Treasurer Gary Casteel, and certainly, Julie Kushner, my friend and Director, please enjoy your retirement. And I can tell you that I will never forget what all of you have done for myself and my Local. From the bottom of my heart, thank you, very much.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. (Applause)

PRESIDENT DENNIS WILLIAMS: Anybody in 9A that would like to speak against? I see somebody raising a paper on the end, here.

DELEGATE KIMBERLY DESCHAMPS, Local 571: Good afternoon, brothers and sisters. I'm Kim Deschamps from Local 571, under Region 9A with Julie and Bev. Two of the strongest sisters you will ever meet. (Applause)

DELEGATE KIMBERLY DESCHAMPS: I stand in opposition, mostly. I agree that you deserve a pay raise. My problem with it is the structure. If we're going to be allowing our International Reps. to negotiate with you, for their pay raises, each time you approve their pay raise, you're approving a pay raise for yourselves. (Applause)

DELEGATE KIMBERLY DESCHAMPS: Where I come from, our Local members already feel like the International is a separate establishment and doesn't connect with them. And to see that now, you're going to be giving yourselves pay raises is not going to sit well. So even though I agree that you deserve a pay raise, I disagree with the structure and that's why I'm in opposition. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, sister. Now that we have went to Region 9A, we will move to Region 8. Region 8, is there anybody that wants to speak in favor? The green folder.

UNIDENTIFIED DELEGATE: Move for question. Call for the question.

DELEGATE GARY ROSEBORO, Local 5285: Good afternoon, brothers and sisters.

PRESIDENT DENNIS WILLIAMS: Brother, just for point of information. I cannot call for the question unless a delegate comes up to the mic and asks to call for the question.

Okay. Brother, sorry, go ahead.

DELEGATE GARY ROSEBORO: No problem.

Good afternoon, brothers and sisters, my name is Gary Roseboro from Local 5285, DTNA, Daimler Trucks North America where our directors is Ray Curry, dynamic leader. (Applause)

DELEGATE GARY ROSEBORO: Brother Ray Curry is our Director and Tim Smith is our Assistant Director. And also, the home of Gary Casteel. Thank you, Gary, for all that you've done for us throughout the years. (Applause)

DELEGATE GARY ROSEBORO: Brothers and sisters, I am in support of this resolution of our IEB because I believe that they should be in line with what the other UAW Executives and executives around the world are making. We've got to realize how hard these ladies and gentlemen work to secure our futures.

We all sit here today, we have these great benefits. We have these great contracts because of the hard work that all of these executives do for us, especially our International Directors. And what they do for us on a daily basis.

I certainly appreciate all that you're doing for us because we all stand here today with great dignity in our hearts as UAW members because of what you guys have, and ladies have fought for us over the years at these contract tables.

It can't be easy going in, fighting with these companies day in and day out, trying to win these negotiation contracts. So I appreciate it, all you do for us. And I know my Local appreciate you and we're still in negotiation, ourselves, but we believe our outcome is going to be great on that.

So we're in support 100 percent of this resolution. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you, brother.
(Applause)

PRESIDENT DENNIS WILLIAMS: Anybody in 8 would like to speak against? Brother with the white. Mic 3, please.

DELEGATE HERBERT HIBBS II, Local 862: Good afternoon, Mr. Williams. Herb Hibbs, UAW Local 862. First, as a bargainer, national lender rep. and as a fairly newly elected Chairman, I want to say I

appreciate all our International Reps. Every phone call I've ever made has been answered and they have always done their job and gotten back with me and everything has been great. But, you know, I think there's a different pathway to get to where we need to be. And based -- you know, maybe basing the wages and everything on what they negotiate for all the employees that they represent. I think that would be a fair way to get the one percent or the two percent or three percent raises that we've got, you know, after going almost 12 years without a raise.

We got almost half our plant is two tier, they got to take eight years to get to $26 dollars an hour and that's not even full pay.

I think this is the wrong time. In Kentucky, we got the Right to Work just got passed. Contracts coming up next year and I can't look myself in the eye and my members and say okay, I'm okay with giving a 31 percent, which Sister was correct, a 31 percent increase on salaries. Not that you don't deserve it.

And I know we talked about Hoffa. Hoffa has 1.4 million people. There's a big difference.

I think you all do a great job. I appreciate it, but I cannot take that message back to my membership and say yes, I agreed to give them a 31 percent increase. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. (Applause)

PRESIDENT DENNIS WILLIAMS: Anybody in Region 8 would like to speak in favor? Anybody in Region 8, in favor? Seeing no hands, I will now move to Region 1D. Can't even see Region 1D, again. There they are.

Okay. Region 1D, anybody want to speak in favor?

Okay. Go to mic 8, please.

DELEGATE ERIC WELTER, Local 598: Thank you for the floor, Mr. President. My name is Eric Welter.

I'm an elected delegate and chairman of Local 598 in the birthplace of the UAW, Flint, Michigan. (Applause)

DELEGATE ERIC WELTER: I am a proud member of Region 1D led by the best director in the country, Gerald Kariem. (Applause)

DELEGATE ERIC WELTER: And the hardest working Assistant Director Stevie Dawes. (Applause)

DELEGATE ERIC WELTER: I stand in support of this amendment. I stand in favor of this amendment. These corporations pay millions of dollars to the people across the table from our leadership,

under the pretense of retaining talent. We, too, have to retain the best people to fight for our membership.

As you're now aware, our current leaders are less compensated than their comparable union leaders. In the last auto agreements, membership received wages, large bonuses to keep our earnings ahead of inflation. I thank the IEB for that, and we owe it to our leadership to do the same for them.

I stand in favor of this member -- this amendment and ask you to do the same. A yes vote for this amendment is a yes vote for strong leadership. So vote in favor of this membership and keep our union strong.

Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. (Applause)

PRESIDENT DENNIS WILLIAMS: Anybody in 1D that wants to speak against? Seeing no hands, is there anybody that wants to speak in favor? Yes, in the back, there. Go to mic 7, please.

DELEGATE MATTHEW BEAVER, Local 699: Good afternoon, brothers and sisters, Matt Beaver out of Local 699 Saginaw, Michigan. Under the great leadership of Gerald Kariem, Director, Assistant Director, Mr. Dawes. (Applause)

DELEGATE MATTHEW BEAVER: And I want to call for the question, Dennis. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you. There has been a call for the question, all those in favor, signify by saying aye. Opposed, same. Ayes have it.

All in favor of the motion, signify, aye. Opposed? Okay. All in favor, signify by raising your hands. Opposed? Ayes have it. Thank you, brothers and sisters. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. Brothers and sisters, we have to pass a motion about mechanical changes. At this time, I would like to call the Constitution Committee Chair, Rick Smith.

Let me get everything out of your way.

CONSTITUTION COMMITTEE CHAIR RICK SMITH: Take your time.

Delegates, thank you for your patience today. Can we have a motion that the International Executive Board be given the authority to make any editing or other mechanical changes needed to update the 2018 Constitution to bring its details into line with what was -- with what this convention has voted?

PRESIDENT DENNIS WILLIAMS: Okay. There has been a proposal made. Is there any discussion? Seeing no ands, all those in favor signify by saying aye. Opposed, same. Ayes have it.

DELEGATE SCOTT HOULDIESON, Local 551: Point of order, please.

PRESIDENT DENNIS WILLIAMS: Please turn on mic 1.

DELEGATE SCOTT HOULDIESON: Is this one?

PRESIDENT DENNIS WILLIAMS: Yes, Scott.

DELEGATE SCOTT HOULDIESON: Okay. At this time, I would like to request to bring a resolution out of the submitted Resolutions Book. And it's actually two of them combined because the resolution we sent in was split. It's on -- I would like --

Well, first of all, let me introduce myself. I'm Scott Houldieson, UAW Local 551, Region 4. Director, Ron McInroy, Assistant Director, Brad Dutcher. (Applause)

DELEGATE SCOTT HOULDIESON: And, I would like to direct you to page 11 in the submitted Resolutions Book. One member, one vote, referendum vote. Whereas the principle of one person, one vote is basic to democracy, a form of government that receives its authority and power to govern from the people; And whereas the UAW is formed upon the democrat principles of the membership being the source of all power of governing and the membership under our Constitution is the highest authority in the decision making process;

And whereas the direct election of officers, by the membership will help create a labor union, truly governed by the accountable by an -- (Gavel)

PRESIDENT DENNIS WILLIAMS: Scott, hold. Scott, hold for a minute.

Brothers and sisters, let's give the brother an opportunity to read the resolution. Thank you. Go ahead, Scott.

DELEGATE SCOTT HOULDIESON: Thank you. Whereas Local Union Representatives are elected by direct vote of their membership and whereas the members of leading American Labor Unions including the steel workers, the mine workers, the Teamsters, the machinists, postal workers and others, already enjoy the right to elect their International Officers directly by secret ballot;

Whereas the need for accountability by the International Executive Board to the membership has expanded in the face of global competition, a growing corruption scandal and with sawing, causing the increasing need for strategies to combat the increasing corrosion of jobs;

Whereas, there is a perceived growing gap between the decisions made by the International Officers and the desires of rank and file members of our union;

And whereas, the more we involve our members in the decision making and policy processes, the stronger the Union will become;

Whereas, to promote and encourage participation by all UAW members and to encourage our engagement in our union's governance;

Therefore, be it resolved that Article 8 of the constitution of the International union shall be amended as follows:

Section 2: The business of the International Convention shall proceed in the following order unless otherwise ordered by the convention.

Number one, call to order.

Number two, report on credentials.

Number three, reading of convention rules.

Number four, appointing committees.

Number five, communications and bills.

Number six, resolutions.

Number seven, reports of committees.

Number eight, reports of officers and International Executive Board.

Number nine would be stricken, and that is nomination and election of officers and International trustees.

Number ten, unfinished business.

Number eleven, new business.

Number twelve, adjournment.

And then, on page 16, we go on to amend Article 10, Section 1, officers and elections.

The elective officers of the International Union shall be; one, International President, one, International Secretary-Treasurer, four International Vice Presidents who shall be elected by a majority of the votes by all members of the International Union in good standing where there are three or more candidates.

And on the first ballot, no such candidate receives a majority. There should be a runoff between the two candidates who receive the highest number of votes in the first ballot.

And such International Executive Board Members as provided in Section 21 of this Article.

Section 2: Within the geographical districts as determined by this Constitution. Members shall be nominated and elected in the regions as established by the International Executive Board and existing on the actual day, any such election commences.



UAW Region 4 Director Ron McInroy

Members who wish to be candidates for International Executive Board must turn in petitions for ballot access with the valid signatures of 1,000 UAW members in good standing from the geographical districts.

Petitions for candidate's ballot access must be turned in at least 30 days prior to the Constitutional Convention.

Stricken would be only the delegates from the local unions and such regions shall nominate and vote for their International Board Members.

And then added, and only Local members in good standing in such regions shall vote for the candidates from their International Executive Board Members.

Delete election of officers at the convention in Section 4. And in its place, substitute the following:

Section 4: Members who wish to be candidates for International President, International Secretary-Treasurer, International Vice President or International Trustee must turn in petitions for ballot access with the valid signatures of 1,000 UAW members who were in good standing on the date of their signing.

The petition to be considered valid must include the printed name, signed name, Local Union designation, and date.

Petitions for candidates' valid access must be turned in at least 120 days prior to the election.

Delete Section 5 and in its place, substitute the following:

All elections of International Officers, International Executive Board Members, or International Trustees shall be by direct secret election by the members in good standing, of the International Union, conducted locally, elected -- by locally, elected and election committees where there are three or more candidates and where there are such ballot, no such candidate receives a majority. There should be a runoff between the two candidates who receive the highest number of votes on the first ballot where more than one elected position is noted on such as International Vice Presidents, all votes received by all candidates for office will be totaled. This total will then be divided by the number of candi-

dates to be elected. This figure will then be divided by two, giving the figure plus one, which is to be considered the majority points.

Candidates receiving more votes than this majority figure will be declared elected. If runoffs are necessary, twice the number of candidates in ranking order for the ranking position to be filled will be placed on the ballot.

Then, add in a new Section as follows. The first secret -- (Gavel)

DELEGATE SCOTT HOULDIENSON: -- of International Officers, International Executive Board Members, and International Trustees shall be --

PRESIDENT DENNIS WILLIAMS: Please let the brother finish.

DELEGATE SCOTT HOULDIENSON: I'm almost finished.

PRESIDENT DENNIS WILLIAMS: I know, brother.

DELEGATE SCOTT HOULDIENSON: -- shall be held the third week of January 2019. Thank you, very much.

PRESIDENT DENNIS WILLIAMS: Okay. To take a resolution out of committee, there must be 147 delegates that agree. For those who want to take it out of committee, raise your hand.

Brother, you can see there's not a 140. In fact, I can't count ten, brother. Thank you, Scott.

DELEGATE SCOTT HOULDIENSON: Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: It gives me a great pleasure at this moment to bring up someone that I know very well and that's my Regional Director, Ron McInroy. (Applause)

REGION 4 DIRECTOR RON MCINROY: Good afternoon. Steve Bullock, Montana's former attorney general was elected Montana's 24th governor on November 6, 2012. Steve was born in Missoula and raised in Helena. He attended public schools in Helena and graduated from Helena High School in 1984. He received his undergraduate degree from are Claremount McKenna College and his law agree with historians from Columbia University Law School in New York.

Since taking office, he has made better jobs, better education and a more effective government his top priorities.

As part of his efforts to bring better jobs to the state, he launched the Main Street Montana Project. Through this project, he created the first ever business plan for Montana, by Montanans. This plan aims to leverage the state's strengths to help businesses expand and increase wages.

He understands the importance of equal pay for equal work, regard-

less of gender, and created the Equal Pay For Equal Work Task Force to identify and fix the causes of pay inequity in the state.

As a father of three young children, Governor Bullock knows that every young Montana student should have the opportunity to reach his or her full potential. And this starts with a quality public education.

In his first legislative session, he was able to secure a tuition freeze at Montana colleges and universities, preventing the tax of higher tuition from hitting working families in Montana. As governor, he has secured historic levels of funding for the state's elementary, middle and high schools.

Also, he is pushing for Montana to join the other 42 states that have made meaningful investments in early childhood programs.

In his efforts to make the state governed more effective and transparent, during his first term in office, he put the state's checkbook online, so Montana residents could see how their tax dollars are being spent. He also helped to fix the state's ailing employee pension system, without raising taxes on Montanans.

Please give a UAW welcome to Governor Steve Bullock. (Applause)

MONTANA GOVERNOR STEVE BULLOCK: Thanks, so much. It's truly an honor to be here. Thank you, President Dennis Williams, for having me, and all of you for giving me a little bit of time.

You know, as President Dennis Williams gets ready to leave the UAW, he promised me that I'll be seeing him fly fishing on one of Montana's blue ribbon trout streams. So as governor of Montana, I would like to invite all of you to do the same. Maybe not at once, though, because there's a hell of a lot of people here, for sure.

Look, before I was elected governor, I was the State's Attorney General. And before that, I was a union side labor lawyer representing workers across my home state of Montana. (Applause)

MONTANA GOVERNOR STEVE BULLOCK: And I've got to tell you, I'm damn honored to get to be here with you today. (Applause)

MONTANA GOVERNOR STEVE BULLOCK: My time spent fighting for worker's rights fundamentally shaped my approach in public service. It opened my eyes to the bedrock importance of standing up for workers and standing against the damage and influence of special interests. It became, really, that foundation for my fight in Montana to increase the minimum wage. To take on corporations and misclassified employees as independent contractors so that they could avoid overtime, unionization and benefits.

My experience representing workers in Montana was the foundation for shoring up our Public Employee Retirement System, fighting

for a fair day's wage for a fair day's work. To fight against corporate influence in our elections. And to veto every single attempt to strip workers' right or turn Montana into a right-to-work-for-less state. (Applause)

MONTANA GOVERNOR STEVE BULLOCK: It's how I've governed, but it's also how I've run for office. In Montana, I've won re-election as a democratic on the same night Trump took Montana by 20 points.

I won because I was fighting for a public good over a narrow self-interest. I won because I wasn't afraid to show up, even in places where people might disagree. I was willing to listen to folks, give them a reason to vote for me and let them know that I would be fighting for them. And I won because instead of focusing on the people that already had made it, I focused on the bread and butter issues that mattered to working families around every kitchen table.

Montana actually leads the nation right now in manufacturing growth. We've lead the nation in income growth over the last five years. And most importantly, we're leading the nation in middle-class growth. (Applause)

MONTANA GOVERNOR STEVE BULLOCK: Those experiences as a labor lawyer, not only shaped my views in office, they also shaped my views as a dad. Our kids are now 16, 13, and 11. And when they were younger, they didn't grow up hearing the same old bed-time stories that most kids might hear. The heroes weren't, you know, The Little Engine That Could or The Three Little Pigs.

Instead, my kids heard the stories about the men and women that I had the distinct honor to actually represent them, in practice. They heard about a guy named Bud. Bud was the city bus driver in Billings who wanted nothing more than the 15-minute employee breaks that every other city employee received. With the help of his union, a year's work of worth -- worth of work, the City actually changed the bus routes and schedules.

Bud and every other bus driver got that 15-minute break that they deserved.

They heard about a deputy sheriff named Dennis. Dennis fought to get the longevity pay that state law requires. And because of his commitment, every deputy across Montana now gets the longevity pay they deserve.

They heard about a child support investigator named Jane who was receiving $2 dollars less an hour than her male colleagues. Supposedly, because she had no college degree, despite the fact they were doing the same work and she had worked there ten years longer than her

colleagues. Cause Jane finally said enough and her union supported her, she and two other women got the wage they deserved. (Applause)

MONTANA GOVERNOR STEVE BULLOCK: And my kids growing up, heard the story about Dave. Dave was a 15-year employee at the county landfill who was knocked out of receiving a job promotion because he didn't read so well.

I'll never forget, half way through the arbitration, we go out to lunch and David just had to testify. He said to me, if I could read like you, I'd be the lawyer, wouldn't I? I wouldn't be the guy working at the dump. But I put two sons through college moving trash. And they damn well know that reading has nothing to do with this new job I want.

Those are the stories that, even before I got into office, stuck with me. Bud, Dennis, Jane, and Dave, they had the courage to stand up, to risk the wrath of their employer and their bosses because they knew that they weren't being treated fairly. And their battles didn't change the world, but they did change people's lives. And as brave as each one was to stand up, they couldn't have done so without the help from their unions.

Now, Montana and Michigan may seem like a long way apart, but we actually share a history that was shaped by the working men and women. Montana is the home to the richest hill on earth, Butte. It was Butte America straddling the continent, where they first found gold and silver. Then, they found copper. And that copper made Butte.

By the end of the 19th century, a five-square mile section of the earth was producing 210-million pounds of copper a year. Over a quarter of the world's supply. Over a half of our country's supply. The copper pulled from underneath Butte, Montana carried electricity from all across the world.

And the 8,000 plus men working in the mines of Butte, they formed the strongest union in the country at the time. Workers bargained with the copper barons who actually owned those mines. And by and large, the workers were treated fairly. That was all until standard oil got in the copper business and bought those copper barons out.

All that progress the workers had made, a shorter workweek, safer working conditions, higher wages, they were gone overnight. The conditions in the mines were worse than they had ever been.

Then, on the evening of June 18, 1917, exactly a hundred and one years ago last Friday, a spark 2,000-feet below the surface of the granite mountain mine, it led to a fire that would rage for days. The flames and carbon monoxide that filled the miles of mining tunnels in that mountain claimed the lives of 168 men. Most of them were husbands. Many of them were fathers.

The deadliest hard rock mining disaster in American history, it led to widespread protests. A strike forced the mine to shut down, but it didn't last. Workers were replaced and nothing changed.

It took another 20 years, two decades before the minors, once again, formed a union strong enough to effectively bargain for even most basic of workplace protections.

At the same time, those minors were dying in Butte, then trying to bring their union back. Across the country, right here in Detroit, assembly line workers right here in Ford, and factories were fighting for the same protections and assurances in the workplace. Nothing was guaranteed until they gathered here in 1935 and founded the United Auto Workers.

It was that union. It was this union who staged a sit-down strike at the GM Factory in Flint. It was the members of this union who sat down at Chrysler factories. The birth of the UAW led to the progressive era and it led to the new deal. It led to many other unions like it.

Workers had allies in Washington. They had Solidarity in their union. They had a decent salary. They had safety in the workplace, health care, and a pension.

And the unions didn't just stop at worker's rights. The UAW stood strong alongside Civil Rights leaders as they fought against the cancer of discrimination and hatred.

You built coalitions in advance that fundamental American promise of equality, dignity, and justice for every woman, man and child because you knew then, and you know now, that we're stronger when we stand together, regardless of what we look like, where we come from, or the God that we worship. (Applause)

MONTANA GOVERNOR STEVE BULLOCK: The middle-class in this country was thriving. And it was thanks to the workers who knew that their strength came from standing shoulder-to-shoulder with their colleagues, in the face of the most powerful corporations on earth.

You know, it's too damn bad that stories like Butte and stories like Detroit are now more about history than they are about a rallying cry. Our leaders ought to be building on the progress from a century ago.

But when we look around the country, that progress is stalled. Feels like we spend all of our time and all of our energy fending off attack after attack on hard-won victories. Always on the defense, never on the offense. It feels that way because it is that way.

We hear about draining the swamp, but in Washington, D.C., the one highlighted accomplishment of this year is to give tax breaks to

millionaires and corporations. Tax cuts aren't going to worker's salaries or to hire back the 6 million manufacturing jobs we lost between 2000 and 2010. They're going to the hundreds of billions of dollars to stock buybacks, making the corporations even more wealthy.

It wasn't to get the economy rolling. It was to make campaign donors happy. How are we paying for it? Almost $2 trillion dollars we're giving, asking our kids and grandkids to pick up the bar tab later on.

If that's not enough, this will be the first time in three decades, the deficit is dipping into the Social Security trust funds.

Set us up so that the money you're paying into the system now, won't be enough to ensure the benefits that you were promised, even fifteen years from today. And don't kid yourself, the hollowing out of our middle-class, it isn't just coming from D.C. You and I both know what Indiana, Wisconsin, Kentucky, West Virginia, and Michigan all have in common. In the last six years, alone, they've all become right-to-work-for-less states.

We see throughout the countries, state legislatures, and governors have been stripping away worker's rights. They've been blocking minimum wage increases and removing prevailing wage requirements. This lastly, education, blocking access to public health care, cutting taxes for the wealthy while the rest of us are left holding the bags.

We have to be vigilant of the constant attacks on working people. Be prepared to defend that century of progress that's been made. But just to fight to protect what those before us achieved is to accept the progress has been stalled out.

We can't just play defense. We have to lay out that coherent vision for what this country needs and what they deserve. A decent job with the ability to retire with dignity, real investments in education from early childhood to college, vocational, apprenticeship programs, jobs that are here in America and job training to make up for those lost to technology.

Affordable access to health care, invest in our crumbling infrastructure, and protecting Social Security and Medicare, so the protecting old doesn't mean -- or growing old doesn't mean growing poor.

The only way we get there, the only way we get there is to stand shoulder-and-shoulder in Solidarity with the brothers and sisters in labor, just like those who came before us.

Solidarity isn't just a slogan. Our Solidarity is why we can prevail incredibly challenging times. Make no mistake, there's folks in the country who are trying to pit us against each other. They're trying to strike that Solidarity. They're trying to divide us. Divide us by who we

work for, how we look, what we do, how and where we worship.

And I'll be the first to tell you, national democrats are actually making it easier. Many seem to have forgotten that the democrats have always been the party that fights for the working-class. (Applause)

MONTANA GOVERNOR STEVE BULLOCK: The party of the people and the party that stands up for all Americans. It's part of why I'm here today. So I've been traveling across the country to remind folks of that, year after year, decade after decade, it's the democrats that have stood with workers. It's the democrats who brought the 40-hour work week, the right to organize, and that minimum wage.

I've been spending a lot of time, actually listening to folks from all walks of life, both in Montana and across the country. And I've learned whether you live in Butte, Montana or Detroit, Michigan, at the end of the day, most folks want and value the same things. No matter where we live, we want a job that can support our family and that we can be proud of. We want a safe community. We want a roof over our head. We want good public schools. Clean air and clean water. And beyond wavering belief that we can do better for our kids and grandkids than we even had it for ourselves.

And those are the things that are worth fighting for. Those are the values that the democrat parties traditionally, stood for. These are the values that I think make America great. And these are the things that organize labor, has helped secure for Americans, for over a century now.

Fighting for the jobs, the paycheck, and the rights. Don't kid yourself, you are the face of organized labor; auto workers and suppliers, teachers, bus drivers, police officers, machinists, health care workers, corrections officers, more. Together, you have the power to remind elected officials that they work for you.

Americans deserve a government that works, not for lobbyists, not for the Koch brothers, not for the DeVos family, not for Wall Street. (Applause)

MONTANA GOVERNOR STEVE BULLOCK: Not for narrow self-interest, and not just for the wealthy few. (Applause)

MONTANA GOVERNOR STEVE BULLOCK: And accountability for what happens today doesn't just rest with our elected officials. It begins, actually, accountability for what's happening today, it begins with you.

We get the government that we deserve. Demand more of your candidates, your leaders, your elected officials. Support those who stand up and fight for workers and for the public good. Those who don't,

they don't deserve your support or your vote.

The American labor movement has done so much to bring about social and economic change. It's a history that we should all be proud of. And it's a history worth fighting for.

We have a lot of work to do. We have to believe in the power of Solidarity. The power of a union, to make the life of one individual and their family better. And in doing so, making the lives of everyone in that workplace better, too.

Those minors in Butte sure as hell believed it. The auto workers brave enough to sit on the factory floors in Flint, Lansing, and Detroit did, too. We have to fight again.

The one million members, active and retired, of this union need to be fighting. And I'll be fighting right alongside with you.

Thanks so much for having me today. Thanks for doing what you do, and God bless. (Applause)

VICE PRESIDENT CINDY ESTRADA: At this time, I'm going to thank the Constitution Committee and dismiss them and call up the Resolutions Committee.

At this time, I would like to call the Chair of the Resolutions Committee, Tiffany Rice, for the purpose of presenting the next resolution.

REPORT OF THE RESOLUTIONS COMMITTEE

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Good afternoon, brothers and sisters. Thank you, Vice President Cindy Estrada. I would now call Sister Ernestine Dawkins and Sister Denise Gladue to introduce the Resolution - Towards Universal Health care.

Thank you.

RESOLUTIONS COMMITTEE DENISE MEMBER GLADUE: Good afternoon, brothers and sisters. My name is Denise Gladue. I am from Local 2121, under the awesome leadership of Julie Kushner, Director of Region 9A, and Assistant Director Beverley Brakeman. (Applause)

RESOLUTIONS COMMITTEE MEMBER ERNESTINE DAWKINS: Good afternoon, brothers and sisters. My name is Ernestine Dawkins, President of Local 8888, under the leadership of Jeffrey Binz and Assistant Director Tom Ashton. (Applause)

RESOLUTIONS COMMITTEE MEMBER ERNESTINE DAWKINS: All right. We will be reading the proposed Resolution

Universal Health care. You can find this on page 52 of the Proposed Union Book.

...Committee Member Ernestine Dawkins read the following:

For decades, the UAW has taken a lead role to fight for a comprehensive national health care system that works for all Americans. While we have not yet achieved the single-payer system that we believe would best serve our country, we are pleased that positive improvements made by the Patient Protection and Affordable Care Act (ACA). Under the ACA, more than 19 million Americans gained insurance coverage without pre-existing conditions, penalties or exclusions. Many of those who already enjoyed insurance coverage gained additional safeguards including: no cost preventive care, no annual or lifetime limits for essential health benefits, a cap on out-of-pocket spending, and coverage for children age 26.

While the ACA is not a complete system from our perspective, there is overwhelming evidence that millions have benefited from the access to care and financial protections provided by health insurance.

Even so, Congress has made repeated attempts to repeal and replace the ACA. There have been several votes to undo the law in its entirety and more than 50 to repeal, delay and defund specific parts of the law. Almost all of the proposed replacements ended with millions of Americans losing health care insurance, access to care and important consumer protections. Each of the proposals has sought to shift costs onto working families, retirees and the poor.

In addition, congressional attacks on Medicare and Medicaid have made -- continued to strike at the health security of millions of Americans aged 65 and over, the permanent disabled and the poor. Successful repeal of the ACA would roll back more improvements to Medicare prescription drug coverage, decimate the coverage gains from Medicaid expansion and weaken the finance of both programs. Some of the proposed structures change would turn Medicare into a guaranteed benefit, into a voucher program that would inevitably lead to benefit cuts. Proposed to increase eligible age from Medicare from 65 to 67 would create additional hardship for retirees, and stress their employer health plan that is already under attack. A proposal to sharply cut Medicare expansion and subsidize funding while turning to block grants would limit access and available benefits for low-income families, seniors and the poor.

Attacks on quality health care for all have also come into the form of important shifts in benefits design. In particular, changes seek to hold individuals financially accountable for their current health status and determining the best treatment options for themselves and their families. Enrollment in high deductible health plans (HDHPs) and without

health savings plans accounts (HSAs) has increased steadily, Americans try to control the cost of insurance. A Kaiser Family Foundation Employer Health Benefits survey found that 29 percent of workers were enrolled in HDHPs in 2016, up just 4 percent in 2006. HDHPs are plans with annual indexed minimum deductible ($1,350 single, $2,700 family in 2018) and a maximum out-of-pocket limit ($6,550 single, $13,300 family in 2018) defined by the Internal Revenue Service. Because increasing deductibles and the monthly premium payments, HDHPs has become the preferred vehicle for shifting costs to workers.

Health Savings Accounts (HSAs) are often attached to high deductible health plans to soften the blow of such high out-of-pocket expenses. HSAs are tax advantaged accounts created for individuals covered under an HDHP to save for medical expenses that the plan does not cover. Limited contributions can be made by an individual with coverage under a qualified HDHP and/or an employer. In 2018, the contribution limit is $3,450 for an individual and $6,900 for a family. All funds in the account belong to the individual owner and may be contributed using pre-tax income. In addition, other contributions, up to the limit, are fully tax deductible and any earnings on the account are tax free if used for qualified medical expenses. Both an employer and a worker may contribute money to an HSA, however about one-third of employers make no contributions to employee accounts, and the other two-thirds, the contributions are inadequate to cover the deductible and decreasing. Proponents of HDHPs claim that HSA dollars can be used to save for the future as well as fill the gaps left by high deductibles so the insureds won't go without needed care. This line of thinking usually leaves aside the issue of how the HSA will be funded.

According to an EBRI report published in March of 2015, the employers were providing about 41 percent of the required single deductible and about 34.5 percent of the required family deductible in 2014. These employer contributions were down about 10 percent for single coverage and about 7 percent for family coverage from a year before. While the combination of HDHPs and HSAs may save premium dollars in the short term, it does nothing to permanently reduce the overall cost of care and may lead to care choices that cause harm. HDHPs are touted as an effective cost control measure because people use less care. Several studies demonstrate that increasing a worker's share of point of service costs reduces use of all care services, both necessary and unnecessary.

Reduced use of care services may directly impact the health status and future costs of an individual by delaying problem detection and/or decreasing treatment plan adherence. We do not support burdening the sick with added financial difficulties. Nor do we support health insurance that is not affordable, encourages uneven quality of care,

provides irregular access to care or lines the pockets of insurers. We are committed to keep fighting for universal access to high-quality health care provided by a single-payer system that covers all necessary medical, prescription drug, mental health, dental, hearing and vision services. In the meantime, we will:

* Continue to protect the gains made by the ACA,
* Keep defending the Medicare and Medicaid programs from structural changes and benefits cuts,
* Support reforms that strengthen the finances of the Medicare program, and
* Advocate for policies that aim to control spending without denying access to health care.

Brother and Sister Delegates, on behalf of the Resolutions Committee, I move adoption of the proposed resolution.

Thank you. (Applause) (Horn blown)

VICE PRESIDENT CINDY ESTRADA: Geez. That was not cool.

Okay. Now that we heard the resolution, we are going to open up the floor for discussion.

Can we start in Region 1? Is there anyone that wants to speak in favor of the resolution?

White hat, mic 5.

DELEGATE EDWARD GORDISH, Local 7: Good afternoon, brothers and sisters. My name is Eddy Gordish. I am a skilled trades committeeman and elected delegate of Local 7 from the great city of Detroit, Michigan. Local 7 is under the direction of the absolute finest region of them all, Region 1, which its Director is Chuck Hall, Assistant Director Frank Stuglin, and Local 7 President Reginald Griffin. (Applause)

DELEGATE EDWARD GORDISH: I rise in support of this resolution, universal health care, for these reasons: With universal health care in effect, we can use health care bargaining power to improve wages, pensions and other benefits.

Our retirees currently have health benefits through our VEBA. Many of these retirees are in jeopardy of benefit cuts due to rising health care costs and limited funding. With universal health care, that problem is solved.

That's all I have in support of this resolution. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, brother.

Is there anyone to speak against the resolution in Region 1?

Okay. Anyone else to speak in favor of the resolution?

Back in the rust-colored shirt or orange. Mic 5.

DELEGATE GLENDOLYN HAMMOND, Local 869: Hello. I speak in favor of the resolution.

My name is Glendolyn Hammond, UAW benefit rep. out of Local 869, under the direction of President Romaine McKinney III, also Region 1 Director Chuck Hall and Assistant Director Frank Stuglin. (Applause)

DELEGATE GLENDOLYN HAMMOND: Although we have not attained a single-payer system that we believe will be best service our country, we are pleased with the positive improvements made by the Patient Protection and Affordable Care Act (ACA). We do not support overwhelming the sick with added financial difficulties. Nor do we support health insurance that is not affordable, encourages uneven quality of care, provides irregular access to care or lining the pockets of insurers.

Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Is there anyone to speak against the resolution?

Okay. With that, we will move to Region 4.

Is there anyone to speak in favor of the resolution?

Red placard.

DELEGATE THOMAS RALSTON, Local 838: Good evening, brothers and sisters. My name is Tom Ralston from UAW Local 838, Region 4, under the direction of Ron McInroy and Assistant Director Brad Dutcher. (Applause)

DELEGATE THOMAS RALSTON: I rise in support of this resolution simply because health care is a human right and should not be tied to employment.

Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you. (Applause)

Anyone to speak against the resolution in Region 4?

Anyone else to speak in favor of the resolution?

Blue placard.

DELEGATE JOSHUA SAUNDERS, Local 865: Fellow workers, good afternoon. My name is Josh Saunders, elected delegate of Local 865, from East Moline, Illinois from Region 4 under the leadership

of Director Ron McInroy and Assistant Director Brad Dutcher. (Applause)

DELEGATE JOSHUA SAUNDERS: The UAW has long supported a single-payer and a universal health care plan for many decades. As a country, we have made a step forward with the ACA, but this is simply not good enough. We have to keep pressing for better. And this legislation is constantly under attack. At the bargaining table, we are constantly fighting to maintain the benefits that we have, and that can be very difficult due to the rising health care costs that we have in this country. For some of us, you know, post-retirement health care just seems to be out of the question when we get to the bargaining table.

Workers without a union contract find themselves in an even worse position than ourselves. So to win the universal health care system, we have to convince our fellow workers, voters, our politicians that this is something that has to happen.

For some people, it is a moral argument. I mean, is it moral that people can't afford insulin and they are dying? Is it moral that people don't go to the doctor because they think they can't afford it? And then their condition gets worse and then they end up dying? I mean, that's simply unacceptable.

For others, it is an economic issue. I mean, if you end up in the emergency room, I mean, it is an extraordinary cost, and someone is going to pay for it one way or another, and that's how part of our rising health care costs is when people have to go to the emergency room. Or you have these people who raise the price of the EpiPen and things like that. It is simply unacceptable. And we have to have a universal health care system.

I support this resolution.

Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, brother.

Moving to Region 1A.

Is there anyone to speak in support?

Red hat, waving, mic -- I can't see the mic -- 6.

DELEGATE ROBERT RAMIREZ, Local 600: Yes, I am Bob Ramirez, Bargaining and Parts, Local 600.

First of all, I rise to support this.

I want to say first of all, the great leadership of Region 1A, my hero, one of my mentors, Rory Gamble, Region 1A, is the best guy there is. (Applause)

DELEGATE ROBERT RAMIREZ: And what a blessing, my man, where I come from, Southwest Detroit, just like Cindy Estrada, thank God we can support the union and where we come. Thank you so much for the leading the way. And also I want to support and always support my president, Local 600, Bernie Ricke, one of the best. (Applause)

DELEGATE ROBERT RAMIREZ: And also, support my Chairman Bob Stover out of Parts, Local 600. I would not be here if it wasn't for all of you. I thank God for that.

This is so important. I always say money can buy medicine, but it can't buy your health. And this is a big thing in my life. One of my best friends has had cancer. My best friend just died of cancer. His family is suffering because of this. And I am so grateful to speak on this.

And universal care, of course, has been great. I mean, we need it. We need all single pay, first of all. Excuse me, I get excited, but I thank God for my health, and we can speak for others who can't afford this.

I know we are pleased with the positive improvements of the patient care, excuse me, protection of the patient care and Affordable Care Act, we call ACA, but also under this act, we have said earlier, 19 million who gained access to this. And by doing this, this insurance coverage for the preexisting conditions of the penalties and exclusions.

Yet Congress, Congress itself, has made repeated attempts to repeal and replace the ACA. Each of these proposals has sought to shift the costs onto families, retirees and the poor. Let me say that again. Congress has repealed and tried to replace ACA and put the costs on the families, the retirees and the poor.

This is what the union stands for. We cover different shifts, but we are in the same boat. And by the grace of God, I hope it goes further on from this, as we continue to work to protect the gains made by the Patient Protection and Affordable Care Act, that we keep -- we need to keep defending Medicaid, Medicare programs from structural changes and benefit cuts.

Also, we need to support reforms that strengthen the finances of the Medicaid programs, and we need to keep advocating for policies that aim to control spending without denying access to care.

Even though we have not yet gained achievements with the single-pay system that we believe would best serve our country, we need to keep fighting for our universal access to high quality care provided by a single-pay system, and that covers all necessary medical issues, prescriptions, drugs, mental health, dental, hearing and vision services.

Remember, we are the union. An injury to one is an injury to all. Please, let's not forget where we came from. I strongly support this resolution. God bless.

VICE PRESIDENT CINDY ESTRADA: Thank you, Bobbie. (Applause)

VICE PRESIDENT CINDY ESTRADA: Is there anyone to speak against the resolution?

For the resolution?

Now it is in my head.

Red hat.

DELEGATE FERNANDES CRAWFORD, Local 600: Good afternoon, brothers and sisters. I am Brother Fernandes Crawford, Chairperson of the Health Alliance Plan Clerical Union. I am duly and truly elected delegate of the TOP unit out of the great and powerful amalgamated Local 600, under Bernie Ricke, President, also serving under the longest-serving director out of UAW Region 1A, my director is the awe-inspiring, motorcycle-riding, trail-blazing, hell-raising, hand-clapping, foot-tapping, he's faster than a cheetah, he's stronger than a buck, always supporting the Democrats because the Republicans suck, he is the magnanimous, pragmatic Rory L. Gamble. (Applause)

DELEGATE FERNANDES CRAWFORD: Also serving with the debonair doctor, the AD that can't nobody see, Brother Darryl Goodwin. (Applause)

DELEGATE FERNANDES CRAWFORD: I rise to stand in support of this Resolution - Towards Universal Health care because everyone deserves to have health services they need without the risks of financial ruin or impoverishment, no matter what their social economic situation is; also, and because universal health care is a right, and most certainly not a privilege.

I thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, brother. All right. Moving on to Region 5.

Anyone to speak in support of the resolution?

Red folder, mic 3.

DELEGATE DOUGLAS CALDWELL, Local 218: Hello, brothers and sisters. My name is Doug Caldwell, and I am on the Bargaining Committee and an elected delegate of Local 218 in Fort Worth, Texas, under the awesome leadership of Region 5 Director Gary Jones and Assistant Director Vance Pearson. (Applause)

DELEGATE DOUGLAS CALDWELL: I am here to speak in favor of the universal health care resolution. For decades, our hardworking American families have seen a decline in health care benefits. Our blue collar families, our elderly, our sick and our poor are being victimized by the high cost of health care and health care insurance. The companies we bargain against use this to drive down our wages and benefits.

This proposal will continue to work to protect the gains in the Affordable Care Act. It will also keep defending the Medicare and Medicaid programs from structural changes and benefit cuts. It will also support reform that strengthen the finances of the Medicare program and advocate the policies that aim to control spending without denying access to the health care for our hardworking American families.

I support this resolution. And in honor of the late, great Joe Haynes, how about them Cowboys? (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Anyone to speak against the resolution in Region 5?

And for the resolution?

Yellow placard, mic 2.

DELEGATE SHEILA HILL, Local 276: Sheila P. Hill.

VICE PRESIDENT CINDY ESTRADA: Hey, Sheila.

DELEGATE SHEILA HILL: Hey. Elected delegate to my first Constitutional Convention, from Local 276, Arlington, Texas, Region 5, the great dynamic leadership of Brother Gary Jones and Assistant Director Vance Pearson. (Applause)

DELEGATE SHEILA HILL: I stand in support of this resolution, a health care system that provides health care and financial protection to all.

I am grateful for UAW support in the fight for a national health care system. The attack on Medicare and Medicaid continues to threaten the security of many Americans. I take this resolution personal. I have two parents that are heart patients, UAW strong retirees. And I do stand in favor of this resolution.

Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

So moving on to Region 9A.

Is there anyone in favor?

Yellow placard, mic 7.

DELEGATE LARRY GOLDBETTER, Local 1981: Hi, I'm Larry Goldbetter, President of Local 1981, the National Writers Union, based in New York in Region 9A, the only region led by women and a future state senator of Connecticut, Julie Kushner and Bev Brakeman. (Applause)

DELEGATE LARRY GOLDBETTER: We support the resolution. We represent independent contract media workers and freelance writers and authors. Our thousand members and the 600,000 freelance writers in this country are not covered by labor law. We don't have collective bargaining. We can't draw unemployment. We are not eligible for workers' comp. And we have no employer health care.

Health care for our members is either through spouses or on the ACA exchanges. And that coverage has become way too high and covering way too little. We have to get rid of health care for profit and establish once and for all that health care is a right, and fight for universal health care. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Anyone in Region 9A to speak against the resolution?

Anyone to speak in favor?

Blue book, mic 7.

DELEGATE CAROLINA AFRICANO, Local 2320: Good afternoon.

VICE PRESIDENT CINDY ESTRADA: Good afternoon.

DELEGATE CAROLINA AFRICANO: My name is Carolina Africano. I am with 2320, National Organization of Legal Services Workers in Region 9A, under the inspirational leadership of Julie Kushner and Bev Brakeman. (Applause)

DELEGATE CAROLINA AFRICANO: I rise in support of the proposed Resolution - Towards Universal Health care.

As the richest democracy in the world, it is time for us to provide access to health care for all as a right, not a privilege.

The ACA was just the start, but is under vicious and unconscionable attack to strip millions of people of health care, ending in, as one of our brothers said, people dying, people will actually die if they don't have their health care coverage, affecting mostly our most vulnerable populations.

It is time we make universal health care a primary priority. We need to elect representatives to the legislatures that will support us in this endeavor.

I rise again in support of this resolution. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, sister. So now moving on to Region 8.

Is there anyone to speak in favor of the resolution?

Green placard, mic 3.

DELEGATE ALENA BANDY, Local 1183: Alena Bandy, UAW 1183, Region 8, under the great Director Ray Curry and Assistant Director Tim Smith. (Applause)

DELEGATE ALENA BANDY: Universal health care would mean a right for all to receive health services they need without suffering financial hardship.

Today more and more of the middle class and our loved ones, our own union brothers and sisters in hardship, are choosing whether to put food on the table, pay bills, and they find nothing left for medical needs.

You know universal health care is the right way for all of us. Our retirees would benefit, and we will gain bargaining power.

I am proud to be with UAW, and that the UAW standing up for universal health care, and I support this resolution. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Anyone to speak against the resolution?

In favor?

Okay. Seeing none, we will move to Region 1D.

Do we have anyone to speak in favor of the resolution?

Right there, sister with the black shirt.

DELEGATE AMY CASTANON, Local 2256: Good afternoon, UAW brothers and sisters. My name is Amy Castanon, Vice President, Local 2256, out of Lansing, Region 1D, under the great leadership of Director Gerald Kariem and Assistant Director Stevie Dawes. (Applause)

DELEGATE AMY CASTANON: I rise in support of this resolution. The Affordable Care Act has helped many Americans across our country who are not as fortunate to have access to health care like many of us have been privileged to have.

Additionally, as a longtime UAW member, we have to stand up and fight to make the Affordable Care Act even stronger than it is now and not let the politicians tear it down.

We also need to protect our seniors by pushing back on Congress

and fight against all the proposed changes that will ultimately cause them more hardship.

So again, I stand in support of this resolution. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Is there anyone to speak against the resolution?

Is there another to speak in favor?

Pink, mic 8.

DELEGATE MICHELINA KREFT, Local 4911: Good afternoon. My name is Mickie Kreft. I am with Region 1D, under the leadership of Gerald Kariem and Steve Dawes, Local 4911, TOP. We are -- 4911 is a TOP. We are health cares for a hospital, Lansing, Michigan. We are a diverse union of greater than 2,000 associates. And a lot of our associates cannot afford health care. So we greatly support this resolution for universal health care.

Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you. (Applause)

So moving on to Region 9.

Is there anyone to speak in favor of the resolution?

Green placard, mic 4.

DELEGATE MICHAEL SHUPP, Local 677: Good afternoon, brothers and sisters. My name is Michael Shupp. I am a trustee and delegate from Local 677, Region 9, under Director Jeff Binz and Assistant Director Tom Ashton. (Applause)

DELEGATE MICHAEL SHUPP: I want to say there's a lot of problems right now in the health care system today. We have continually rising health care costs, reducing coverages, increased deductibles. We have the need for improved mental health care coverage and controlled prescription costs. We need improved Medicaid funding, and we need to stop discrimination against people with preexisting conditions.

I don't have the answers that will solve all these issues, but I do know universal health care helps with many of them. And for that reason I stand in support of this resolution. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Anyone to speak against the resolution?

Another to speak in favor?

Green folder, mic 4.

DELEGATE JASON DAVID, Local 2300: Good evening, brothers and sisters. My name is Jason David, UAW Local 2300, out of Region

9, the amazingly amazing Director Jeff Binz. (Applause)

DELEGATE JASON DAVID: Tommy, Tom Ashton, love you too, Brother. I would be remiss if I didn't mention a few others that make our region so great. Ed McGowan, Jimmy Lakeman, Mark Barbee, Sharon Masino, Lauren Farrell, Lauren Mynarski and Darcy Smith, makes us the best region in this UAW. Appreciate you all. (Applause)

DELEGATE JASON DAVID: One second.

I knew I was going to mess up. Was going to get there.

All right. So I would like to start off in saying that I stand in support of this resolution. I would like to quote Congressman Swalwell who tweeted this morning, "TrumpCare don't care. We shouldn't be gouged by insurance companies for our pre-existing health conditions. Trump wants to divide us all by sick and healthy. But we'll all be sick one day. Let's stick together and make health care our right."

I would also like to quote the great Reverend Dr. Wendell Anthony that spoke yesterday. He said, is anybody in this room getting younger? Nobody is getting younger. We are all --

VICE PRESIDENT CINDY ESTRADA: That was a joke.

DELEGATE JASON DAVID: Tell me how you're doing it.

No, we are all getting older. We are all going to need health care. So universal health care just makes sense.

So as I said, I stand in support of this resolution. What good is bargaining good contracts if our families and neighbors are dying in the streets from illness. Taking health care off of the table will open up money for money to reinvent new plants and products, more raises, more training.

Also, where I come from, if you go out on Disability, you have a six-month job hold. And after a year, the company has a slew of lawyers that do nothing but try to take your health insurance from you. More times than not, they are successful. So for all the brothers and sisters that went out on disability and had their health insurance taken away from them, we need to get universal health care.

It is also struggling -- a lot of our retirees struggle trying to pay their bills and then trying to pay for health care on top of that.

So as I said, I stand for this resolution. I stand for those who cannot stand for themselves due to illness. I stand for our retirees. And I stand for all of our brothers and sisters that have had their health care taken away from us. And I ask that you do the same.

God bless. Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Moving on to Region 2B.

Is there anyone to speak in favor of the resolution?

Orange folder, mic 8. Sister with the orange folder.

DELEGATE ALICIA CUNNINGHAM, Local 1302: Good afternoon. My name is Alicia Cunningham, Local 1302 --

VICE PRESIDENT CINDY ESTRADA: Her mic is not working. Mic 8.

DELEGATE ALICIA CUNNINGHAM: Good afternoon. My name is Alicia Cunningham, Local 1302, Kokomo, Indiana, FCA Group, Region 2B, under the direction and leadership of Director Rich Rankin and Assistant Director Wayne Blanchard. (Applause)

DELEGATE ALICIA CUNNINGHAM: As a UAW benefit rep., I see the awesome insurance and benefits we have because of the UAW.

I would also like to see this same insurance for every U.S. citizen, and, therefore, support the proposed resolution.

Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Is there anyone to speak against the resolution?

Is that a hand?

Okay. Seeing none, anyone else in favor of the resolution?

Right here. Green folder, mic 8.

DELEGATE PETE MILLER, Local 12: Thank you, Sister Estrada.

VICE PRESIDENT CINDY ESTRADA: Thank you.

DELEGATE PETE MILLER: My name is Pete Miller, elected delegate from Local 12, Region Director Rich Rankin, Assistant Director, Hollywood, Wayne Blanchard. (Applause)

DELEGATE PETE MILLER: I am in support of this resolution. Not everybody works at the Big Three. I work at Mercy St. Vincent's support unit. The struggle is real and the struggle continues. Our out-of-pocket for a single person is $2,750. In housekeeping and dietary, they make them start out around $12 an hour. Not everybody can save up enough money for an emergency fund.

As a country, we pay the most in the world for our insurance, and receive in the mid 30s for the quality of care in the ranking of the world.

And for that, I support this resolution.

Thank you, Sister Estrada. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

So we have been -- we have been around the floor.

Do I have a motion to close debate?

...A motion was made by several unidentified delegates.

Second?

...The motion was seconded by several unidentified delegates.

All those in favor?

Opposed?

Ayes have it.

On the resolution, all those in support?

Opposed?

Ayes have it.

Thank you very much.

With that, I would like -- it is my honor and pleasure to call up Director Region 9A, Julie Kushner, for the purpose of introduction and a video.

TRIBUTE TO SENATOR ELIZABETH WARREN

REGION 9A DIRECTOR JULIE KUSHNER: One of the very most dynamic voices for all working families is our senator from Massachusetts, Senator Elizabeth Warren. (Applause)

REGION 9A DIRECTOR JULIE KUSHNER: Yes. Let's hear it for Elizabeth Warren. Every working family has a fighter in Senator Warren. She is an advocate to make it so everyone has a fair shot and a transparent government. Senator Warren knows how to stand up for -- against banks who they said were too big to fail. She knows how to stand up and protect our social security and Medicare. She knows how to fight. And she has fought to protect the right to bargain collectively. Senator Warren is there when we need her.

Whether working with our members, where we just won elections at Harvard and Boston College in her home state, or fighting for casino workers, or advocating for fairness at the NLRB for our workers at Nissan and Volkswagen, or protecting our health care in the halls of Congress, she is there for us. We have a good friend and a great ally, and most importantly, we have a tough and persistent fighter for working families.

So please listen to this video from Senator Elizabeth Warren.

...A video was presented to the delegation. (Applause)

REGION 9A DIRECTOR JULIE KUSHNER: Whoo-hoo. Pretty fantastic.

Now I would like to call up my brother, Vice President Terry Dittes, to preside over our next resolution. (Applause)

VICE PRESIDENT TERRY DITTES: At this time, I would like to call up the Chair of the Resolutions Committee, Tiffany Rice, for the purpose of presenting our next resolution.

Tiffany.

REPORT OF THE RESOLUTIONS COMMITTEE

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you, Vice President Dittes.

I would like to call Brother Pedro Santos to introduce the next resolution, Protecting and Strengthening Social Security. (Applause)

RESOLUTIONS COMMITTEE MEMBER PEDRO SANTOS: Good afternoon, brothers and sisters. My name is Pedro Santos, President and Delegate from Local 362, Bay City, Michigan, under the leadership of Vice President Cindy Estrada, Region 1D Director Gerald Kariem, a dues-paying member to Local 362, and Assistant Director Steve Dawes. (Applause)

RESOLUTIONS COMMITTEE MEMBER PEDRO SANTOS: I will be reading the Proposed Resolution on Protect and Strengthen Social Security. You can find this resolution on page 49 of the proposed resolution book.

...Committee Member Pedro Santos presented the following:

Protect and Strengthen Social Security

Since its creation in the 1930s, Social Security has served to ensure that American workers and their families are able to maintain a dignified quality of life after their employment ends because of age, disability or death. The Social Security program provides a basic safety net by unifying the resources of all American workers. The program contains elements of both individual equity and social adequacy: benefits are higher for workers with higher earnings but provides a proportionately greater benefit for lower-income workers. It spreads the financial risks of old age, disability and death over the entire population, proving that we are all in this together. By any objective standard, Social Security

has been a resounding success and remains our most popular social program.

Attacks on workers, collective bargaining and pensions have made Social Security even more important. The best way to strengthen Social Security for the long run is to address the root of the problem: growing income inequality that has depressed workers' pay and cost Social Security billions in revenues. Social security is funded with taxes on wages and salaries but is capped at $128,400 in 2018. As income has gone increasingly to the rich, less of it is taxed for Social Security. Over the past several decades, this has taken a huge toll on Social Security's finances. When workers' earnings raise together with productivity, not only do we all live better today - we strengthen our retirement security for tomorrow.

Historically, workers depended upon employer-provided pensions, combined with Social Security and savings - "the three-legged stool" - for a successful retirement. Attacks on collective bargaining mean that employer-provided pensions have disappeared for most American workers. At the same time, stagnant wages and the rising cost of living make it harder than ever for families to save for their retirement. According to a study by the Employee Benefit Research Institute, half of Americans have less than $10,000 in savings, and only 18 percent are 'very confident' they will have enough money for a comfortable retirement. These trends have left Social Security as the foundation of the retirement system. We must fight to ensure that Social Security benefits are maintained, improved and available for future generations.

Despite its overwhelming success, Social Security has been a 30-year target of a well-funded attack from extremists, fear mongers, and Wall Street interests eager to profit from funds available from workers. The flawed messages include that the system is going broke, that young people will never receive a benefit, that the trust funds are not real, and that Social Security is one of the major causes of the federal deficit.

Social Security is entirely self-funded, and therefore, does not contribute to the deficit. Often portrayed as a government handout, to the contrary: the system is funded by payroll taxes, meaning that workers themselves are paying towards benefits throughout their working lives. It is also untrue that Social Security is going broke. If no changes were made to the program, the Social Security Trust Fund has enough money in reserve to pay full benefits until 2034. The need for change is spurred by longer life expectancy at retirement age, improved health during later working years, and Social Security payments ultimately exceeding payroll tax revenue.

The UAW will continue to work tirelessly to protect and strengthen Social Security. In keeping with our core belief that everyone has a

right to a secure and dignified retirement, and that no one's family should be impoverished because of death or disability, we will work to:

* Improve benefits for all beneficiaries by supporting proposals that reform Social Security benefits formula. We support proposals that replace a greater proportion of pre-retirement income for lower-wage earners.

* Improve the solvency of Social Security by expanding or eliminating the cap on taxable wages but keep it for the benefit calculation and/or implementing a Social Security tax on investment income. Social Security is not in crisis, but it does face a long-term deficit. To extend the life of the trust fund the UAW supports elimination of the cap on taxable Social Security wages so that all payroll taxes apply to every dollar of wages and salaries. Under the current cap, earnings above a set level ($128,400 in 2018) are tax-free. Middle income families should not pay more of their earnings in payroll taxes than the very wealthy.

* Ensure that Social Security benefits adequately reflect the living expenses of retirees by fairly calculating the cost of living adjustment (COLA). The UAW supports basing COLA on the Consumer Price Index for the Elderly (CPI-E) instead of the more general Consumer Price for Index Urban Consumers (CPI-U), which will better reflect the cost increasing facing seniors. This change would ensure that seniors are better to keep up with rising cost of essential items, like health care. We are strongly opposed to changes in inflation calculations that are intended to reduce future COLAs, such as the use of the chained CPI.

* Fight proposals that would weaken Social Security by continuing to increase the full retirement age and the earliest retirement age, changing the cost of living index, or privatizing Social Security.

A fair, reasonable and gradual increase in tax revenue through increased caps for investment taxes - carefully crafted to shield the neediest recipients - could put Social Security on a sound financial footing indefinitely. The changes supported by the UAW will increase benefits for current and future beneficiaries while making Social Security stronger for future generations.

Brother and sister delegates, on behalf of the Resolutions Committee, I move adoption of the proposed resolution. (Applause)

VICE PRESIDENT TERRY DITTES: Sisters and brothers, we have heard the resolution.

We will now open the floor for discussion.

We will begin in Region 4, for anyone that wants to speak for the resolution.

Yellow folder.

DELEGATE STEVEN FRISQUE, Local 722: Good afternoon, once again, brothers and sisters. Once again, my name is Steve Frisque, Local 722, out of Hudson, Wisconsin, Region 4, great leadership of Director Ron McInroy, Assistant Director Brad Dutcher. (Applause)

DELEGATE STEVEN FRISQUE: I know the Social Security debate well, being from the town of Janesville, Wisconsin, also the home town of a certain man named Paul Ryan. (Booing from the delegation)

DELEGATE STEVEN FRISQUE: Oh, you have heard of him, yeah. Okay. Well, I'd like to say more about Paul, but there are ladies in the room, so I will skip that.

I support this proposed resolution wholeheartedly. Everyone has a right to a secure retirement. And no one should be impoverished due to circumstances beyond their control.

Social Security is even more vital in today's America where, as my brother just got done saying, attacks on workers, pensions, and collective bargaining have become commonplace.

I hope you will all join me in complete support of this resolution.

Thank you very much.

VICE PRESIDENT TERRY DITTES: Thank you, brother. (Applause)

Is there anyone in Region 4 who would like to speak against the proposal?

Seeing no hands, anyone in favor of the proposal?

Blue folder in the back.

DELEGATE ROSS BAIZE, Local 974: My name is Ross Baize. I am out of the flagship of the UAW, Region 4, Local 974, under the Director Ron McInroy and Assistant Director Brad Dutcher. (Applause)

DELEGATE ROSS BAIZE: And I stand before you all in support of this resolution. And I want to put it simple. The retired workers of not only the UAW but of this great nation have paved the way for those of us sitting here today, and have helped us gain much of what we have today. It is not only our duty, but our moral obligation, to fight to protect the financial future of retirees, those close to retirement, and the youth of this nation.

With that in mind, we must remain vigilant on this topic and ignore the negative politically motivated rhetoric stating that Social Security is going broke and that the trust funds aren't real.

Just as life expectancy and health in the later working years have changed, we must also make changes in improvements to Social Security in order to ensure a fair retirement for all Americans. And when we talk about this resolution, we also need to keep in mind words spoken by Walter Reuther that this nation will be judged by the way it treats its elder citizens.

I stand in support of this resolution. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother.

Is there anyone in Region 4 to speak against the resolution?

Seeing no hands, we are going to move to Region 1A.

Someone to speak in favor of the resolution?

Okay. I see a red hat there. Got it? Red hat. Yeah, right. You have got the blue?

DELEGATE PAMELA POWELL, Local 600: Good afternoon, brothers and sisters. I am Pam Powell. And first of all, I want to say that I am elated to be here as a delegate with all of you this afternoon. I am out of Region 1A, Local 600. And I serve for one of the most progressive, extraordinary and personable directors, wanted to make you feel like you can come to his house and say, I am hungry, would you cook today?

He make you feel just like family. That would be none other than Director Rory L. Gamble and Assistant Director Darryl Goodwin. (Applause)

DELEGATE PAMELA POWELL: I stand in support of this resolution. And the reason being, everyone in this room, every one of us, has a relative or elderly parent, a neighbor, a family member, friend, someone that benefits from Social Security. Everyone in this room is going to need Social Security at some point. Everyone in this room spends their money -- every week they take money out of your check for Social Security. I don't know about you, but I want some of my money back. I need it to be there for me when I need it.

The next thing is that we have those coming behind us, those youth that come behind us, we owe it to them to provide for them the safety net that was provided for us by those that came before us.

The last thing that I want to say on that issue, that "three-legged stool" that they talk about, you know, your savings and your investments and your pension, along with your Social Security, the 1 percent that owns all of the wealth, they picking at that part that -- where you can save, because you don't make enough money to almost save. They are picking at that pension saying, oh, well, we can't afford to pay you that pension any more. And now they are coming back for your Social

Security. Please don't let them take the whole seat right out from under us. We need that. We deserve it. We have earned it. And I stand in support of this resolution.

VICE PRESIDENT TERRY DITTES: Thank you, sister.

Is there anyone in Region 1A to speak against the resolution?

Is there anyone to speak in favor?

Okay. The red hat now, you can come up. Thank you.

DELEGATE TIMOTHY PRAIN, Local 182: Hello, brothers and sisters. I am Tim Prain, UAW Representative from Local 182, Ford Motor, under the great Region 1A and leadership of Rory Gamble. (Applause)

DELEGATE TIMOTHY PRAIN: And Assistant Darryl Goodwin, great guys, love them both.

Social Security is a safety net for all those who are unemployed because of age and disability and death. We have been waiting for this for our whole lives. And now they want to take it away. We can't let this happen.

Social Security spreads across the entire American workforce. The right-wing attacks on our workers and pensions makes Social Security more important. If we grow and become -- and pay everybody a fair wage for Social Security deductions, becomes even less important and the benefits and strength from Social Security. The pension is gone for all, and intents and purposes of higher costs for work available for the attacks on families and workers to make it impossible to save for retirement. Social Security is entirely self-funded. It does not go against the deficit.

I support this resolution. Thank you. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother.

Is there anyone in Region 1A wants to speak against the resolution?

Seeing no hands, we are going to move to Region 5.

Anyone want to speak in favor of the resolution?

Yellow folder, straight ahead.

DELEGATE SAM SUMPTER, Local 4121: Hello, my name is Sam Sumpter, and I am from -- an elected delegate and Financial Secretary from Local 4121 in Seattle, Washington, under the incredible leadership of Director Gary Jones and Assistant Director Vance Pearson. (Applause)

DELEGATE SAM SUMPTER: I rise to speak in favor of this resolution, and in favor of the principle that underlies the Social Security

program, that after a life of working and contributing to our communities, everyone should be able to retire with dignity and financial security.

This fundamental right has been under attack for years. And I have seen the impact close to home, as my dad, who just turned 65, doesn't know if, not when, but if he will be able to retire.

And this isn't just an issue for people nearing retirement now. This is an issue for all generations. If we fail to act now to protect and strengthen Social Security, we are not just compromising today's retirees, but also my generation's.

We must fight for an elimination of the cap on taxable income, for stronger pensions, for more workers to join our ranks in the union, and more, or we will create lasting impacts that will disproportionally affect working people, women, people of color, LGBTQ people, and people with disabilities, both now and well into the future.

I strongly encourage everyone here to join me in supporting this important resolution. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, sister.

Is there anyone in Region 5 to speak against the resolution?

Is there anyone in Region 5 to speak for the resolution?

Red folder right here, mic 3.

DELEGATE ANDREW WEAKLAND, Local 186: Greetings, brothers and sisters. My name is Andy Weakland. I am the President of Amalgamated Local 186 in Denver, Colorado, representing members from Ford Motor Co., FCA, John Deere, ABM and Caravan Knight, under the tireless and unparalleled leadership of our director of Region 5, Gary Jones and Assistant Director Vance Pearson. (Applause)

DELEGATE ANDREW WEAKLAND: I rise today in support of the proposed resolution. Social Security represents America's promise, that after a lifetime of hard work and paying into the system, senior citizens have earned greater financial security in their golden years, free of abject poverty.

It is time to further protect and strengthen Social Security to ensure that everyone in this country can retire with the dignity and respect they deserve, free from uncertainty. Thank you. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother. Is there anyone in Region 5 to speak against the proposal? Seeing no hands, we are going to move to Region 9A.

Is there someone to speak in favor of the resolution?

Right in the front here. I can't tell the color. The book looks blue. Mic 7.

DELEGATE MICHAEL HOLMES, Local 376: Good afternoon, brothers and sisters of the UAW. My name is Mike Holmes, and I am the Shop Chairman of Colt Firearms Plant out of West Hartford, Connecticut, Local 376, out of the great and wonderful Region 9A, and under the strong leadership of Director Julie Kushner and Assistant Director Beverley Brakeman. (Applause)

DELEGATE MICHAEL HOLMES: Today I stand in support of this resolution. Coming from a union family, I was always taught that in America's system of checks and balances, the incredible accumulation of economic power in the hands of large corporations could never be balanced by one worker alone, but only by the organized voice of thousands of working families demanding fair wages, benefits and a secure future.

When too much wealth is concentrated into too few hands, the economy slows, community well-being diminishes and our future security remains in doubt. This is the first generation of Americans that is expected to do worse than their parents and their grandparents.

Today, as a union, we must continue to fight for an economy that works for all, by building and enhancing the ability of unions to demand justice for all working families.

And also, we must demand that our elected officials invest in our futures, and hold them accountable for strengthening and securing our Social Security for all future generations. In solidarity today, I stand in support of this resolution. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother.

Is there anyone in Region 9A to speak against the resolution?

Is there anyone in Region 9A to speak for the resolution?

Got a hat there. Yes. Come on up to mic 7.

DELEGATE BOOKER WASHINGTON, Local 2110: Good afternoon, ladies and gentlemen, sisters and brothers. I am Booker Washington, out of the Columbia University Local 2110, under the stellar leadership of our Vice President Maida Rosenstein and our Regional Director Julie Kushner.

I rise to ask you -- (Applause)

DELEGATE BOOKER WASHINGTON: I rise to ask you to oppose and support any notion to reduce the benefit in Social Security. My mother just turned 93, yesterday. (Applause)

DELEGATE BOOKER WASHINGTON: And that's her -- and that's her only income. So again, I mean, Social Security was established to ensure that after a year of working, one does not live the rest of their lives in poverty.

So, again, we ask any notion that oppose any reduction in Social Security, please oppose it. And please register in November for the November election and participate, because we are -- we are in some serious times. And we need to protect our elderlies. And I will be -- in two or three years, I will be drawing Social Security myself. So it is important that we support Social Security, make sure that those funds are available for people to use in the final years of their life.

Thank you very much. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother.

Is there anyone in Region 9A to speak against the resolution?

Seeing no hands, we are going to move to Region 8.

Anyone would like to speak in favor of the resolution? First row right here.

DELEGATE ROBERT LAZARUS, Local 788: My name is Neal Lazarus, Local 788, out of Orlando, Florida. We are an amalgamated local representing the workers at Lockheed Martin, a Ford parts depo. in Davenport, Florida, and ABM Janitorial.

I would like to thank Vice President Jimmy Settles for his guidance. Of course, I am out of the great region, Region 8, Director Ray Curry, Assistant Director Tim Smith. And I have to say probably one of the hardest working servicing reps. in Craig's south.

At this time, we must speak. I stand in support of the resolution. We have got to take care of our retired workers and our senior employees, senior citizens, by protecting Social Security. I strongly urge the delegates to support this resolution. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother.

Is there anyone in Region 8 to speak against the proposal?

Region 8, speak for the proposal?

Green paper, right here.

DELEGATE JUDITH WEBB, Local 737: Good evening. My name is Judy Webb. I am out of Local 737 in Nashville, Tennessee, Gary Casteel's hometown. And I am out of Region 8, where Ray Curry and Tim Smith are doing a great job. (Applause)

DELEGATE JUDITH WEBB: I am saying we need to keep the Social Security because we have got to get the Government's hands out of

it. They take my check every week, they -- well, they take some out of my check every week. I am expecting to get a check from them when I get ready to quit. So we all need to support this bill.

Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, sister. Is there anyone in Region 8 to speak against the resolution? Seeing no hands, we are going to move to Region 1D. Is there anyone in favor of speaking for the proposal? Region 1D.

Blue folder. Looks blue from here. Maybe it is green. I am not sure.

UNIDENTIFIED DELEGATE: Thank you. Good afternoon, brothers and sisters of the UAW. I am in Region 1D, Local 6000, under the direction of Gerald Kariem and Steve Dawes. (Applause)

UNIDENTIFIED DELEGATE: We need to keep the Government's hands out of our Social Security. They didn't put the money in there. We did. That's our money. Why are we letting them take it out? And maybe it may not be there when I am ready. I am almost able to retire, at least I should be, but I can't afford it. I am afraid Social Security is not going to be there, I am not going to have enough money to live on. Social Security is not an entitlement. We have all paid into it. I have paid into it for 50 years. Is that money going to be there when I am ready? We need to protect the Social Security system.

We need to keep the legislators' fingers out of our money. We didn't give them permission to take that money.

Retirement used to be 62. Now it is 65, soon to be 66, 67. They are still moving the goalpost. Now they are saying pretty soon it is going to be 70. When is it going to stop?

We need to protect our Social Security. I stand in favor of this resolution.

VICE PRESIDENT TERRY DITTES: Thank you, sister. (Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 1D to speak against the resolution?

Is there anyone to speak in favor in Region 1D?

Pink index card. I know that's pink.

DELEGATE DIANE DOUBRAVA, Local 6000: Hi. I am Diane Doubrava, from Local 6000, State of Michigan employees, part of TOP, and I am a retiree. We are under the leadership of President Ed Mitchell. And I am a proud member of Region 1D under the leadership of Gerald Kariem, our Director, and Assistant Director Steve Dawes. (Applause)

DELEGATE DIANE DOUBRAVA: I am speaking in support of this resolution to protect and strengthen Social Security. As a new retiree and a single income female, it was very frightening when the reality of retirement thoughts came around. There was the fear of the unknown. How much money do I need to live a decent life in retirement? I did not want to solely exist with my four walls around me. I always knew I would have Social Security income, but how much? As a 30-year State employee, I am lucky enough to have a pension. But once again, how much will I draw?

Administrative support employees really aren't on the high end of the pay scale. In Michigan, also our Republican governor taxes our pensions. All these questions playing in my mind. It was very fearful for me.

It is our right to have a secure and -- secure retirement. We should not have to live in fear that it will be reduced or taken away.

Inflation does not get lower when you retire. We all have the same bills, we pay co-pays and taxes and other expenses, like everyone else.

I believe anyone with earnings above 128,400, which right now is tax free for the rich, should be paying Social Security taxes along with the rest of us. Do you feel that's okay? For them not to pay but we do? We are the working class families. We are one country, and everyone should be supporting by paying their share.

Pensions are a thing of the past. Our children and grandchildren don't have that luxury or security.

With our current fight for our Social Security due to a majority of poor and self-serving leadership in Washington, D.C., we must fight more than ever to save our future by ensuring our Social Security benefits continue and are protected for ourselves and future generations.

Social Security is not an entitlement, as they would like you to believe. It is not part of the reason for the federal deficit. Social Security is ours. We solely own it. We funded it ourselves entirely. Social Security is not going broke. Don't listen to the rhetoric. It is up to all of us, everybody here, I don't care how old you are, you think it does not affect you. You think it is far away in the future, and you don't have to worry about it. But the time is now to worry about your future and your Social Security.

We have to continue, every one of us, to be vocal, and be loud and clear and be heard about protecting these benefits. This is about everyone's future. Don't let them take it away because they are clueless about the need, nor do they care.

The Social Security Act was enacted in 1935 to provide a basic level of income that is protected against inflation, from market fluctuations, and the risk of outliving our assets, if you have any. We should not have to worry about our Social Security benefits that we have individually funded each day of our working lives. It is not going broke.

Did you know that starting in 1982, the president started taking monies out of the Social Security Trust Fund and used for many other things. This is our money, yours and mine. Now, our own money is being used against us. It is a tool. As of 2014, $2.8 trillion have been siphoned from the Social Security Trust Fund. Our money. The rape continues on.

No matter how old or young you are, you are paying Social Security taxes. This directly affects you. One day you will look in the mirror, and it is going to be your time to retire, and you will wonder how you got there, but be very thankful that you are there and you are able to enjoy our own benefits. I proudly support this resolution and call for the question.

VICE PRESIDENT TERRY DITTES: Thank you, sister. But you can't call for the question.

We are going to move to Region 1D. Anyone opposed to the resolution?

Seeing no hands, we are going to move over to Region 9.

Anyone in favor of the resolution?

Green folder right here.

DELEGATE DAVID GREENHALGH, Local 2177: Good afternoon, everybody. My name is Dave Greenhalgh. I am a local -- from Local 2177, nine-time elected delegate, and under the direction of Jeff Binz and Tommy Ashton, Region 9. (Applause)

DELEGATE DAVID GREENHALGH: I just want to -- Terry Dittes used to be our Shop Chairman. And I just wanted him to know that I have been sitting here waiting. I drank two of these, Terry. I have to go to the bathroom. So I figured maybe you might start with Region 9.

But I just want to say that I support the resolution to protect and strengthen Social Security and eliminate the cap on the taxable Social Security wages.

And one thing I have got to say is, I am sure everybody else in here agrees, I am tired of the politicians saying that Social Security is an entitlement program. That's bullshit. We have all paid into it. Everybody here has paid into it. That's our money. And we want it back. I am just saying that. (Applause)

DELEGATE DAVID GREENHALGH: The last thing I wanted to say is I wanted to thank Dennis Williams for a great job and four great years, and wish him the best in retirement. Thank you. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother.

Is there anyone in Region 9 to speak against the resolution?

Is there anyone in Region 9 to speak for the resolution?

Green folder.

DELEGATE DANIEL MALONEY, Local 1097: Little taller than me. Good afternoon, brothers and sisters. Dan Maloney, elected delegate, President UAW 1097, Rochester, New York. Finest fuel systems and emission controls in the known universe, out of Region 9, direction from the hardest-working man in the UAW, Jeff Binz, Assistant Director Tom Ashton. And, of course, home region of our Vice President Terry Dittes. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, Dan.

DELEGATE DANIEL MALONEY: Social Security, you have been hearing it over and over from the speakers, it is an earned benefit. It is our money. The one-tenth of 1 percent have been scheming to privatize it, to steal our money. We can't allow it. They want to take profit out of what we have been putting in a lockbox savings account. It is taxed. It is there. We can't allow this. Year after year, they come after us. Social Security keeps millions of families out of poverty. FDR brought it in with the New Deal, one of the best, most successful safety net programs in the history of the United States.

It is a regressive tax. Working poor pay on every dollar that we earn. The more you make, after you hit that cap, keep going, millionaires and billionaires, the less they pay. It is not right. It is unfair. And we have to remove that cap to secure it for our future.

We have got to make sure when we endorse candidates for political office, that they sign a pledge that we know where they stand on strengthening Social Security. And I am not just saying that because I am getting close to getting it myself, but that helps.

So our opposition says no to programs that help working class families.

The labor movement, and we in labor, say yes. Yes to retirement with dignity. Yes to COLA on Social Security. Yes to financial security, to eliminating the cap to ensure long-term viability of Social Security for ourselves, our children and our grandchildren.

Yes, I support this resolution. God bless the UAW. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother.

Is there anyone in Region 9 to speak against the resolution?

Seeing no hands, we are going to move to Region 2B.

Is there someone to speak for?

Gold folder.

PRESIDENT KEVIN HUTCHINSON, Local 440: Good afternoon, members of the International Executive Board, honored guests and delegates of this 37th Constitutional Convention.

My name is Kevin Hutchinson. I am the President of UAW Amalgamated Local 440, Region 2B, under the great and inspired leadership of my friends, Regional Director Rich Rankin and Assistant Director Wayne Blanchard. (Applause)

PRESIDENT KEVIN HUTCHINSON: Brothers and sisters, I rise today in support of this resolution to strengthen and protect Social Security.

There once was a young man in our organization who believed in using the collective bargaining process and Labor's political influence to advance the cause of social justice for all Americans. That young man was Walter Reuther.

In my opinion, Social Security that helps protect not only our retirees, but all retirees, is a key element of social justice.

Therefore, I urge you, the delegates of this Constitutional Convention, to support America, support all Americans, by supporting this resolution.

Thank you. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother.

Is there anyone in Region 2B to speak against the proposal?

Anyone in Region 2B to speak for the proposal?

Got a folder hanging up in the middle of the way, mic 8.

DELEGATE MICHAEL STEMPOWSKI, Local 2000: My name is Mike Stempowski. I am with Region 2B, Local 2000, President Bill Samples, Chairman Herb Bennett, under Rich Rankin and Wayne Blanchard. (Applause)

DELEGATE MICHAEL STEMPOWSKI: I am actually here to support the resolution for strengthening Social Security. You know, my father retired from Ford. My father-in-law retired from Ford. Without Social Security and the pensions, they wouldn't have nothing.

Under the current system, most employees either have a 401(k) or a test fee, which is based on the stock market. Without the stock market,

they wouldn't have nothing. So we need to support Social Security.

VICE PRESIDENT TERRY DITTES: Thank you, brother. (Applause)

Is there anyone in Region 2B to speak against the proposal?

Seeing no hands, we are going to move to Region 1.

Someone to speak in favor of the resolution?

We have a flag waving maybe. I see a flag waving back there. Mic 5.

DELEGATE PATRICK MACH, Local 2411: Good afternoon, members, local members of the UAW. My name is Patrick Mach. I am President and Delegate of Local 2411, Macomb Community College, based out of Warren, Michigan. It is one of the top ten of the United States community colleges, serving over 43,000 enrolled students.

It is my privilege and honor to stand before you in support of this supported resolution. I also, we serve under the distinct leadership of Region 1, under the pillar leadership of Director Charles Hall, partnered by the dynamic, infallible Assistant Director Frank Stuglin. (Applause)

DELEGATE PATRICK MACH: Members, bottom line, this is your money. This is your money. You deserve it. You earned it. You worked for it. We won it.

That's all I have to say. I support this resolution. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother.

Is there anyone in Region 1 to speak against the resolution?

Anyone to speak for the resolution?

I see a placard, holding up a placard, Constitutional Convention. Identify that one.

DELEGATE KAMILAH DEGREE, Local 1700: Hi. Good morning, or good evening. My name is Kamilah Degree. I am from -- I am elected delegate of Local 1700, I am sorry, Region 1, under the direction of Chuck Hall, Assistant Director Stuglin. (Applause)



A convention delegate prepares to discuss a resolution.

DELEGATE KAMILAH DEGREE: I support this resolution because my personal experience, since I was in

elementary, they have been telling me I am not going to get Social Security. I never thought I would get it.

Now that I am working and I see that I am paying money into it, and then I am already -- I guess by me already being two-tier while I am working, I am already making less money. I am already getting less benefits. And then when I get ready to retire, I know I don't get a pension.

But knowing that there's a chance that you all can fight and that we can at least keep Social Security, that at least gives me and other two-tier people something to look forward towards. So that's why I support this resolution, so at least that everybody that's already getting lower in the stuff, that we can actually have something else to look forward to. (Applause)



Delegates prepare to celebrate officer elections.

VICE PRESIDENT TERRY DITTES: Thank you, sister. Is there anyone in Region 1 to speak against the resolution?

Okay. Brothers and sisters, thank you. We have been through the entire delegation here.

Is there a motion to close the debate.

...A motion was made by several unidentified delegates.

It has been moved.

Is there support.

...The motion was seconded by several unidentified delegates.

Moved and supported.

All those in favor of closing debate, say aye.

Nays, the same.

The ayes have it.

Those in favor of the resolution, signify by saying aye.

Opposed, the same.

The ayes have it.

Resolution is passed.

Thank you, brothers and sisters.

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, we have got five resolutions yet to go through.

Just kidding.

Okay. So first of all, I want to remind you that we have a reception tonight in the Grand River Ballroom as soon as we conclude this session.

So I recommend a motion to recess until 9:00 a.m. tomorrow.

...A motion was made by several unidentified delegates. There has been a motion.

...The motion was seconded by an unidentified delegate.

Support.

All in favor, signify by saying aye.

Those opposed.

Adjourn until tomorrow.

(At 4:40, Tuesday, June 12, 2018, the Convention was recessed, to reconvene at 9 a.m., Wednesday, June 13, 2018.)

Day 3

Wednesday, June 13, 2018

The 37th Constitutional Convention of the Automobile, Aerospace and Agricultural Implement Workers of America, UAW was called to order at 9 a.m., Wednesday, June 13, 2018, in Cobo Hall, Detroit, Michigan.



A convention delegate shows off his flag-themed attire.

PRESIDENT DENNIS WILLIAMS: Can we get everybody seated, please? (Gavel)

PRESIDENT DENNIS WILLIAMS: Can we have everybody take their seats, please?

Brothers and sisters, calling the convention to order. I ask everybody to grab their seats. I hereby call the convention back into session. The first thing I want to do is to thank the committees for the great work that they've done, the hard work. Let's give them all, the committees, a round of applause. (Applause)

PRESIDENT DENNIS WILLIAMS: Today's Timekeepers are Amanda Goins from Local 8, assisting 3, Region 8. And Linda Demont, Local 2282, from Region 4. (Applause)

PRESIDENT DENNIS WILLIAMS: Now, let us play three more videos from our members.

...A video was presented to the delegation. (Applause)

...A video was presented to the delegation. (Applause)

...A video was presented to the delegation. (Applause)

PRESIDENT DENNIS WILLIAMS: Is that it? They're done? Okay. Brothers and sisters, about a year ago in a news conference, I made a statement that we are going to start introducing BuildBuyUSA. The reason we did that is because we want to bring attention to how the American consumer can make a difference for U.S. products. And in that, in the thought process, we thought, you know what, let's do a contest of Build Buy Union Made. So with that, we're going to show you a video of the People's Choice of who won that contest.

...A video was presented to the delegation. (Applause)

PRESIDENT DENNIS WILLIAMS: We'll show you some more videos later on.

Brothers and sisters, it gives me pleasure to call on our Secretary-Treasurer, Gary Casteel. (Applause)

SECRETARY-TREASURER GARY CASTEEL: So I would, now, like to call the Resolutions Committee back to the stage to continue reading the resolutions. And I'll turn it over to Tiffany Rice, the Chair. (Drum roll)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you, Secretary-Treasurer, Casteel. Good morning, brothers and sisters.

AUDIENCE MEMBERS: Good morning.

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I would like to call now, Sister Ja-Vonna Akins to introduce the Resolution, Trade Policy. Thank you. (Applause)

RESOLUTIONS COMMITTEE MEMBER JA-VONNA AKINS: Thank you, Tiffany. Good morning, brothers and sisters.

AUDIENCE MEMBERS: Good morning.

RESOLUTIONS COMMITTEE MEMBER JA-VONNA AKINS: It is an honor to stand before you. My name is Ja-Vonna Akins, elected delegate and Chair from Local 723, under the phenomenal leadership of Director, Rory L. Gamble of Region 1A. (Applause)

RESOLUTIONS COMMITTEE MEMBER JA-VONNA AKINS: And Assistant Director Darryl Goodwin.

I will be reading the Proposed Resolution on Trade Policy. This is found in your Resolutions Book, page 85.

Unfair Trade Policies have decimated many workplaces and communities and were a major topic in the 2016 Presidential Election. Despite election year promises, we know trade is here to stay.

In this interconnected world, the issues we need to focus on is not whether one is "for" trade or "against" trade, but what form it will take and who it will benefit.

The UAW supports trades that works for working people as opposed to trade that benefits global capital. Unfortunately, over the past several decades, our country has entered into trade agreements that put corporations in the driver's seat at the expense of workers and encouraged the outsourcing of our jobs.

We have a new opportunity to pursue pro-worker trade policies and we must use it to insist on fair trade agreements that include strong, enforceable language to discourage outsourcing and protect workers, consumers and the environment.

We need to establish and enforce meaningful labor standards be-

cause it is the right thing to do from a human rights perspective, but also from an economic one. Poor labor standards in foreign nations have a real economic impact on the United States.

When companies relocate offshore to take advantage of workers who lack basic rights and are underpaid, it puts downwards pressure on the U.S. wages, benefits, and working conditions.

Labor chapters must include the ILO convention's core labor standards. Other fundamental elements of a strong labor chapter include transparency, accessibility, and timely and effective enforcement to deter potential violations.

Corporations must be held accountable and face significant economic consequences when they violate labor rights.

The North American Free Trade Agreement and other bad trade agreements have shown the terrible impact of agreements that lack strong, enforceable labor and environmental protections and that encourage multi-national corporations to pit workers from different countries against one another.

NAFTA resulted in a net loss of nearly 700,000 jobs in the United States. The very real threat of moving work to Mexico has routinely been used by employers in the U.S. and Canada to obtain lower wage and benefit standards and derail union organizing drives.

In Mexico, it led to a huge upheaval in which more than two million subsistence farmers were forced from their land. Most workers in Mexico make less than $4 an hour, not including benefits, despite booming profits, and record growth for the industry. However, they are powerless to demand more because workers in Mexico are often put in harm's way for exercising their most basic rights, including the right to freely form independent unions.

NAFTA is an example of how not to conduct trade policy. We must learn from past mistakes by fixing bad trade deals like NAFTA and negotiating pro-worker deals in the future. Before we support a trade deal, it must include:

* Recognition and protection, through strong and effective enforcement mechanisms of global labor rights.
* Mechanisms to preserve and expand U.S. manufacturing employment.
* Enforcement of strong environmental standards.
* Meaningful and enforceable provisions to prevent currency manipulation by our trading partners.

The UAW is extremely proud of the American auto industry. UAW

members and retirees worked hard and sacrificed to keep our domestic companies afloat, and those efforts have paid off.

The industry has created tens of thousands of new jobs, most of which were created as a direct result of collective bargaining. If we want the U.S. auto industry to thrive, we must not pursue trade agreements that will diminish this growth. Instead, we should be pursuing policies to expand it.

In the coming years, we will continue to fight for fair trade agreements with strong protections for workers, consumers, and the environment. We commit to:

* Fighting to renegotiate all harmful trade agreements with the goal of putting the needs of workers over the needs of corporations.
* Fighting to reduce crippling trade deficits that have led to the loss of millions of good jobs.
* Fighting for strong Rule of Origin standards that strengthen domestic manufacturing and create jobs in the United States.
* Fighting to strengthen enforcement of our trade laws.
* Fighting to preserve and strengthen Buy American laws, to strengthen domestic manufacturing and create U.S. jobs.
* Fighting for enforceable measures to guard against currency manipulation to address a widespread problem that has cost millions of U.S. jobs.
* And last but not least, fighting for Fair Trade Adjustment Assistance, job training, and health care for displaced workers.

Brother and sister delegates, on behalf of the Resolutions Committee, I move an adoption of the proposed resolution. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Brothers and sisters, the resolution has now been read. We can now open the floor for discussion. We will begin with Region 1A. And I'm going to forewarn you that I can't see hardly anything out there. So this is going to be a bit of a struggle, but we're going to get through it.

So in 1A, anybody wishing to speak for? Anybody wishing to speak for in 1A? Brother with the red hat. I see a hat. I see you back here.

DELEGATE CHRISTOPHER SHARPE, Local 723: Yeah, I'm probably the only one in the red hat today, brother. Good morning, brothers and sisters. My name is Chris Sharpe. I'm out of Local 723 in Monroe, Michigan, Region 1A, under the leadership of my President, Jeff Morris, Director, Rory Gamble and Assistant Director Darryl Goodwin. (Applause)

DELEGATE CHRISTOPHER SHARPE: You know, with all this talk about the bargaining table, we're starting to hear a lot about what we've lost. We need to take a look at how we got to that bargaining table. It wasn't just through Solidarity, education, or agitation, but employment. We cannot fight for things that are a value to our life such as wages, retirement and health benefits without first having been employed.

With the loss of jobs of nearly 700,000 to just NAFTA alone, it has become not only important, but imperative to sustainability in our way of life that would be diligent in our fight. It's no longer enough to just be aware of what's going on in Trade Policy, but necessary for us to be involved both locally and intellectually, locally and internationally Trade Policy as well. It's no longer just enough to try and maintain what we have, but fight like hell to get back what we've lost. (Applause)

DELEGATE CHRISTOPHER SHARPE: If we expect our children to have the ability to retire with dignity, we must fight to ensure they have jobs waiting for them when the time comes for them to start to pursue the retirement end game. This end game is only mandated by those that are supposed to be by the people, for the people, and of the people. Put the dignity of our brothers and sisters ahead of the dollars of the very corporations that sent these jobs out of this great country.

Thomas Donohue, the former Secretary-Treasurer and President of the AFL-CIO once said, "The only effective answer to organized greed is organized labor." Given the political and materialistic society in which we live, organized labor must be the effective thing this country needs. Thank you.

SECRETARY-TREASURER GARY CASTEEL: Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Anyone in 1A wishing to speak against? I sure can't see a hand. So anybody else wishing to speak for the resolution? And I bet you got a red hat on. (Laughter)

SECRETARY-TREASURER GARY CASTEEL: At mic 6.

DELEGATE JASON BRANDAU, Local 723: Good morning, brothers and sisters. Jason Brandau, Shop Chairman, out of the Neapco Drivelines, UAW Local 723 out of Region 1A, under the fine leadership of Rory L. Gamble and Assistant Director, Darryl Goodwin. (Applause)

DELEGATE JASON BRANDAU: Brothers and sisters, I stand before you in support of this resolution. I come from a shop in Monroe, Michigan, Monroe Ford, that closed. It said Ford's getting out of the parts business. I didn't know Ford didn't need parts to build cars.

But through negotiation, collective bargaining, I was able to come to Neapco Drivelines and build those drive shafts. They weren't outsourced to Mexico.

In order to stop jobs being outsourced, we need to fight for better paying jobs here, but also in other countries. We saw examples in South Korea, in Brazil, in Mexico, of how labor leaders are treated in other countries.

I want to be able to sit down and negotiate my contract and not have the company look at me and say if you don't take less, we're going to Mexico, we're going to Brazil, we're going to South Korea, we're going to India. Because those workers and those labor leaders over there have the support of us 'cause we've outsourced our ideals of strong labor leaders, of people having good paying jobs, working in a healthy and safe environment. That's the only thing I support being outsourced. So every Trade Policy that comes through, like we stood up against TPP, we need to call our Congress people and let them know, we're not taking this bull shit anymore.

So once again, I support this resolution. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you. Thank you, brother. Moving to Region 5, anyone wishing to speak for? Brother with the yellow folder.

DELEGATE ENRIQUE FLORES, JR., Local 276: Good morning. My name is Enrique J.R. Flores, Jr., UAW Local 276, Arlington, Texas. Home of the unparalleled world-class Cadillac Escalade, under the direction of leader of Team Gary, Gary Jones and Assistant Vance Pearson. (Applause)

DELEGATE ENRIQUE FLORES, JR.: We're living in an era unbridled, unending, in your face, corporate greed. The only policies we really have are dictated by Wall Street. And that is, get the highest profit for the next quarter.

Our kids are facing the most uncertain future of any generation in recent history. It's our responsibility to make sure that we are knowledgeable of our leaders, their policies, what their willing to do to help us and our kids' future. It's also our responsibility to tell our elected leaders when we vote for them, that we expect organized labor to be at the table when trade deals or trade policies are debated, discussed, written, and brought up for votes.

I'm asking this assembly to support this resolution. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, Brother. Anyone in 5 wishing to speak against the resolution? Seeing

no one, anyone else wishing to speak for? Brother here, at mic 3.

DELEGATE TONY RENFRO, Local 249: Good morning. My name is Tony Renfro. I'm the Vice President of Local 249, and I stand today, on the shoulders of all those UAW members that came before me. And I also stand shoulder to shoulder with one of the greatest directors from Region 5, Gary Jones. (Applause)

DELEGATE TONY RENFRO: And Assistant Director Vance Pearson. (Applause)

DELEGATE TONY RENFRO: A good Trade Policy in the U.S. will mean equal -- will equal more jobs and for our middle-class and our way of life. We, as the UAW, have been the trailblazers in winning a host of benefits such as retirement, job security, job safety, pay; the list goes on and on and on. We need to continue this trend and keep being trailblazers in the world and show the world what we can do and show the world what they can do.

So, we need to support this amendment and I'll thank you for your time. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you. Thank you.

Okay. Moving to Region 9A. Anyone in 9A wishing to speak for the resolution? Please make your way to mic 7.

DELEGATE TRENT VELLELLA, Local 3999: Good morning. Thank you. Good morning, Sisters and brothers. My name is Trent Vellella. I'm elected delegate and Vice President of Local 3999 in Bath, Maine, under the Region 9A and exceptional leadership of Julie Kushner and Beverley Brakeman. (Applause)

DELEGATE TRENT VELLELLA: The members of my Local Union designed the surface combatants which were home to our brave men and women when they're at sea and protect them when they're in harm's way.

As a graduate apprentice, I appreciate the importance of a skilled workforce. As a member of my Local Union Bar -- Negotiating Committee, I appreciate the downward pressure on wages and benefits due to the erosion of our manufacturing base and the outsourcing of our work, often while corporations reap record profits.

I stand in support of this resolution for fair trade and encourage you to approve its adoption. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. Anyone in 9A wishing to speak against the resolution? Hearing and seeing no one, I'll -- is anyone else in Region 9A wishing to speak for the resolution? Make your way to mic 7, please.

DELEGATE BRIAN SCHNECK, Local 259: Yes. Good morning, brother, even though I can't see you.

Good morning. Brian Schneck, elected delegate, president of Local 259, Region 9A. Director Julie Kushner. (Applause)

DELEGATE BRIAN SCHNECK: We're going to miss you, Julie. We love you. And soon-to-be Director, Beverley Brakeman. (Applause)

DELEGATE BRIAN SCHNECK: I rise in support of this resolution. Free trade is a pillar of the pal amendment -- pal memo. That memo is and has been nothing less than a declaration of war on the workers in the U.S. and across the globe.

Corporations have weaponized themselves with Free Trade Agreements, to search the earth for the cheapest labor source. Too many workers blame employers in Mexico, China, and elsewhere for being cheap labor. We must recognize that workers in such countries are our brothers and sisters, not our enemies.

Elections have consequences. Working people in the U.S., we've got to resist the temptation of voting for our executionists. Too many election cycles of recent memory on the state level, but also on the federal level. We have resulted in adverse situations for working people; i.e., look at this moron that we have in the White House. Do people really believe that he is sincere and he's actually going to do anything for working people in this country? Give me a break. (Applause)

DELEGATE BRIAN SCHNECK: This guy actually took our issue and used it against us to get into the White House. It's very sad. Very sad. So, we have to really focus on what needs to be done on Election Day and start supporting people that support our issues. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. Moving to Region 8, anyone wishing to speak for the resolution? On the front row, you're easy to see.

DELEGATE SHANE WEAGLY, Local 171: Good morning, brothers and sisters. I just wanted to say my name is Shane Weagly from 171 Local, Hagerstown, Maryland. We're represented from Ray Curry, the next Secretary-Treasurer. (Applause)

DELEGATE SHANE WEAGLY: And our Assistant Director, Tim Smith. It's pretty simple, we don't need free trade, we need fair trade. Okay. We need to level the playing field. That's it. Thank you, very much. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you. Anyone in 8 wishing to speak against the resolution? Seeing no one,

anyone wishing to speak for the resolution? The yellow here, on the end.

DELEGATE RAYMOND GATES, Local 868: Good morning, brothers and sisters, my name is Raymond Gates out of Local 868, Atlanta, Georgia, under the leadership of Ray Curry and Assistant Director Tim Smith. (Applause)

DELEGATE RAYMOND GATES: Home of Gary Casteel. I wish you luck in your retirement, too.

I stand in favor of this resolution. Unfair Trade Policies have hurt the American economy. It undermines the worker labors. It undermines the Trade Policies. It takes away good paying job. A Fair Trade Agreement guarantees we will have good jobs the from now on. I stand in favor of the resolution.

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Moving to Region 1D. Anyone wishing to speak for the resolution? Please make your way to mic 8.

DELEGATE BRETT BAKER, Local 651: Good morning. My name is Brett Baker, president of UAW Local 651 in Flint, Michigan. (Applause)

DELEGATE BRETT BAKER: Under the strong Region 1D leadership of Gerald Kariem and Assistant Director Stevie Dawes. (Applause)

DELEGATE BRETT BAKER: Yeah. I stand in support of this resolution. Everyone knows in this room, that Unfair Trade Policies have decimated the union in this country. Free trade has shattered plants like mine, at the DELPHI Corporation, and all too often, torn apart communities.

We need policies that put workers first and punish companies that chase cheap labor. That's why I stand in support of this resolution.

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Anyone in 1D wishing to speak against the resolution? Seeing no one, anyone else wishing to speak for the resolution? Please make your way to mic 8.

DELEGATE STEVE GRUENER, Local 659: Good morning, brothers and sisters, distinguished guests and retirees, delegates. I would like to take a moment to thank our leadership in the Region. My name is Steve Gruener, president of Local 659 in Flint, home of the

sit-downers. (Applause)

DELEGATE STEVE GRUENER: I would like to thank our International Executive Board and congratulate Brother Casteel, Brother Williams and Brother Settles on your upcoming retirement.

And I would also like to thank the 649 members, the Senior Administrator to Vice President, Cindy Estrada and Mr. Michael Grimes on his retirement. We're going to miss you, Mike. (Applause)

DELEGATE STEVE GRUENER: Thanks for everything you've done.

I rise to speak in favor of this resolution. There's not an easy answer to it, but through education of our members of where they shop, do not shop at Walmart stores like that, that don't pay a fair wage. (Applause)

DELEGATE STEVE GRUENER: And Walter Reuther said it best, from the ballot box to the breadbox. And that's what we need do. Politicians, education, all the way around. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. Moving to Region 9. Anyone wishing to speak for the resolution? The green placard.

DELEGATE WILLIAM LEYLAND, Local 3303: Good morning. My name is Hank Leland, trustee and elected delegate in Local 3303, Butler, Pennsylvania, in Region 9, under the strong leadership of Director Jeff Binz and Assistant Director, Tommy Ashton. (Applause)

DELEGATE WILLIAM LEYLAND: I rise in support of this Trade Policy Resolution. In our plant, we represent 1150 members in the steel sector who produce high quality electrical steel which is key component. Electrical transformers which are the corner stone of our nationwide electrical grid system.

As a result of bad trade policies and unfair trade practices, we are the last and sole supplier of greenway electrical steel in the United States. We are an extreme example of how bad policies' corporate greed can impact our National Security.

The steel sector like others, have been through a series of bankruptcies, plant closings and consolidations while competing in a global market against countries with suppressed workers' rights, weakened environmental standards, and manipulated currencies.

Like many workers, in an effort to compete, we have increased our productivity while enduring stagnant wages, attacks on our pensions, health care benefits and unwanted mandatory overtime. In that same time, Corporate executives enjoyed a 45 percent increase in the compensation which is approximately 270 times that of the average worker.

With global Solidarity and the strong industrial policy, we will continue our fight to amend current trade pacts and only enter into new agreements that include democratic unions, environmental health and safety standards, balance trade and the protection for strategic industries.

I stand in support of this resolution. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. Anyone in 9 wishing to speak against the resolution? Seeing no one, anyone else wishing to speak for? Brother with the green card, three rows in.

DELEGATE LARRY SCHMOHL, Local 787: My name is Larry Schmohl, elected delegate for Local 787, Region 9, under the talented direction of Jeff Binz and the Assistant Director -- (Applause)

DELEGATE LARRY SCHMOHL: Assistant Director Tom Ashton. (Applause)

DELEGATE LARRY SCHMOHL: I work for a company, Lycoming Textron. We build airplane engines for small aircraft. There had been occasion where our company has outsourced some parts to several foreign countries, giving us a somewhat bad experience with inferior quality parts.

Now, I ask you, would you want to fly in a Cessna or a Piper that may possibly have inferior parts? Well, after we discovered the issues, we corrected the problem. And now, I am here, proud to say that we are not only buying purely American, but we are now bringing parts back into the plant to build them ourselves, in having the quality. (Applause)

DELEGATE LARRY SCHMOHL: The quality that you know that we, American workers, can provide. No one manufacturers a better made and better quality product and parts than the well-skilled and trained union workers right here in U.S. of A. (Applause)

DELEGATE LARRY SCHMOHL: And that is why I stand in support of this Trade Policy Resolution. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. Moving to Region 2B, anyone wishing to speak for? Blue folder, please make your way to mic 8.

DELEGATE MARK PAYNE, Local 1250: Good morning. My name is Mark Payne, president of Local 1250, Cleveland Engine, under the direction of Region 2B, Director Rich Rankin. (Applause)

DELEGATE MARK PAYNE: And I'm here to talk about manufacturing in Cleveland and the effect that NAFTA has had, particularly, on our site. One time, we had over 14,000 employees.

In 2005, our aluminum plant phased out and the equipment was loaded up and sent to plants in Mexico. In 2010, our casting plant was phased out and that work was sent to Mexico and 2B, Brazil. Engine plant two was phased out in 2012 and is now sitting idle. And what is the common denominator, here? Bad trade agreements.

In Cleveland, we battled against EPA restrictions for our casting plant and we fought against low wages from other countries. But how do you compete against poverty wages? How do you compete against EPA standards from other countries? Against a lack of investment in America.

Across from my union hall, which once stood our casting plant, is now just an open field. Was the work dirty? Yes, it was. But it was our work, and our workers loved it.

We know the effects of bad trade agreements. We're the poster site as a reminder of what bad trade agreements are. Trade agreements seeks to drive down wages in a race to the bottom. Even the Mexican workers, their wages has fallen under this NAFTA agreement from $3.95 to around $2.93 an hour.

With fair competition, we have proven we will excel in the fair marketplace, but we must have a living wage for a fair day of work.

We must invest in America. The problem with trade agreements is, it has the perception of progress without making any progress whatsoever. The problem with trade agreements, it rewards companies that take our work out of America. Trade agreements are the unlocking opportunities for America. Are they widening the lanes to send our jobs out of America?

Particularly, in Ohio, it's cost us 323,000 manufacturing jobs. The trade imbalance for the auto sector went from 3.5 billion to 44 -- 45.1 billion today. And Ford has always said, well, this is our way forward strategy.

For Cleveland, NAFTA has been a job killing strategy. And nothing is worse than having your jobs moved to another country to produce the product that you used to make and have that same product brought back in the country for us to buy. We must renegotiate these trade agreements. Thank you, very much. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. Anyone in 2B wishing to speak against? Seeing no one, anyone else wishing to speak for? Please make -- yeah, I see the folder through there. Make your way to mic 8, please.

DELEGATE MICHELLE BOOTH, Local 1112: Good morning. My name is Missy Booth, I'm from Local 1112. I'm a trustee and a

Delegate out of Region 2B, under the exemplary directorship of Rich Rankin and Assistant Director, Wayne Blanchard. (Applause)

DELEGATE MICHELLE BOOTH: It's too high. Thank you.

I stand in support of this resolution for these reasons: The UAW supports trade that works for working families; NAFTA has failed working Americans and their families; it has failed the communities that rely on the taxes provided by manufacturing; and it has also failed to pull Mexican workers out of poverty.

A trade agreement that hurts the average American isn't what NAFTA promised. We need to fight to renegotiate all harmful trade agreements and start putting the needs of the workers over the needs of the greedy corporations.

We must call on our representatives to honor their commitment to made the trade agreements a better deal. By one, strengthening worker and environment protections. By getting an upfront commitment to Buy American and lastly, by ensuring they don't pit one American worker against another.

I stand in support of this resolution for these reasons. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, sister. Moving to Region 1. Anyone wishing to speak for the resolution? Please make your way to mic 5.

DELEGATE KENNETH MITCHELL, Local 412: Good morning, brothers and sisters. My name is Ken Mitchell. I'm the Unit 14 Chair and elected delegate for Unit 14 and Amalgamated Local 412. Local 412 is led by the president Jerry Witt. Local 412 is lead under the direction of Director Chuck Hall and Assistant Director, Frank Stuglin. (Applause)

DELEGATE KENNETH MITCHELL: Local 412 would like to send out their congratulations on Chuck Hall in his retirement. I rise before you in support of this Trade Policy Resolution. We need fair trade agreements to support the American worker and our structure to be labor friendly.

The current premise of our country's trade agreements are the boast of the Corporate America at the expense of labor and the middle-class.

Again, I stand in support of this Trade Policy Resolution. In Solidarity, my brothers and sisters. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, brother. Anyone in Region 1 wishing to speak against the resolution? Seeing no one, anyone else wishing to speak for the resolution? Please make your way to mic 5.

DELEGATE ASHLEY SCALES, Local 160: Good morning, brothers and sisters. My name is Ashley Scales, I'm an elected delegate from Local 160, under the leadership of the great Regional Director, Chuck Hall and Assistant Director, Frank Stuglin. (Applause)

DELEGATE ASHLEY SCALES: I stand in support of this resolution because I've had the pleasure and also, the pressure of being a part of a Bargaining Committee and there's nothing more disheartening than when the corporation comes and says that they want to outsource jobs. We don't have any labor law. We don't have any trade law that actually prevents them or discourages them from outsourcing good American jobs.

So I encourage every member today, to stop splitting hairs over political minutia and really band together and focus on political issues that affect trade and labor, because together, we can do it.

So everybody in this room, every person, every family member that you know, we should be pushing everyone to support fair trade and support American workers. Thank you, brothers and sisters.

SECRETARY-TREASURER GARY CASTEEL: Thank you, sister. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Moving to Region 4. Anyone wishing to speak for the resolution? Brother right here, with the red folder, please.

DELEGATE JOSEPH ORTH, Local 469: My name is Joe Orth. I'm from Local 469, under Region 4, under the direction of Fighting Ron McInroy and A.D., Brad "Dutch" Dutcher. (Applause)

DELEGATE JOSEPH ORTH: I speak this morning in favor of this proposal, this resolution. Our plant went through a huge downsizing in early 1990. We had 1250 represented union employees there. They took us down to 225, sent those jobs to Mexico. They offered the folks in Mexico some benefits. They gave them access to washing machines, so that they could wash their clothes because that stream that they used to use was no longer any good from companies dumping pollutants into it.

The people that were misplaced took decades to refine themselves, find better jobs and things like that. I support this resolution 100 percent and I thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you. Anyone in 4 wishing to speak against the resolution? Brother, I guess mic 1 is the closest.

DELEGATE SCOTT HOULDIESON, Local 551: Good morning, brothers and sisters. My name is Scott Houldieson, Local 551 in

Chicago, Region 4, under the Director, Ron McInroy and Assistant Director, Brad Dutcher. (Applause)

DELEGATE SCOTT HOULDIESON: Brothers and sisters, I stand against this resolution because, let's face it, I don't think anybody in this room can name me any trade agreement that has been in favor of the working-class. Not one, since GAT in 1940's, to the TPP in 2010. Not one of them has been negotiated by or for workers.

Even if we had a seat at the table, the vast majority of the seats are lobbyists, corporate lobbyists that are going to get their way. So what do we do about that? We make noise, right? So what do we do about that? We organize. We organize the working-class. We organize the working-class internationally and we go wherever they're negotiating these trade agreements and we protest them and we try and shut it down like they did in Seattle in 1999 with the World Trade Organization negotiations. They shut them down. That's what we need to do. We have the power. We have the numbers. But do we have the courage? I've seen a lot of workers with courage. I've seen workers in other countries with courage.

Consider the workers in Colombia that worked at the GM factory. They were -- they got hurt on the job and were fired. They formed an association named ASOTRECOL. They reached out to the UAW to help them get justice. They've been in encampment since 2011 in front of the U.S. Embassy because let's face it, the United States Government was the owner of GM for a part of that time. That's why they went there.

They need justice. They need our help. Joe Ashton went down there with GM and gave them a take it or leave it deal. We can do better. We need to give it another shot. Go down there and help them get justice.

Also, for working class Solidarity, there were requests from militant farmworkers in Mexico, to come and speak before you and tell you their story. They weren't invited so it's up to me to tell their story. The farmworkers in Baja, California, a Section of Mexico, they pick berries for Driscoll's Corporation, for the growers of Driscoll's Berries.

SECRETARY-TREASURER GARY CASTEEL: Scott, we're going to -- I'm going to give you a couple of minutes here, man, but it's getting close.

DELEGATE SCOTT HOULDIESON: Okay.

SECRETARY-TREASURER GARY CASTEEL: So move through it.

DELEGATE SCOTT HOULDIESON: Let me know when my time is up.

SECRETARY-TREASURER GARY CASTEEL: You've got just a little bit. Go ahead, we're wasting it.

DELEGATE SCOTT HOULDIESON: Okay. What I'm saying is, we need to support the working-class. We need to support the boycott at Driscoll's Berries and we need to do more to fight for the working class around the world. Thank you.

SECRETARY-TREASURER GARY CASTEEL: Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Anyone in 4 wishing to speak for the resolution? I see a folder. Yeah. Yeah, the sister there.

DELEGATE STACIE LOVELESS, Local 838: Good morning. Good morning, my name is Stacie Loveless. I'm from Region 4, Local 838, under the direction of Director Ron McInroy and Assistant Director, Brad Dutcher. (Applause)

DELEGATE STACIE LOVELESS: We as union brothers and sisters, should always buy union products to help support each other and maintain and create jobs. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you, sister. So, in 4, is there anyone else wishing to speak against the resolution? Seeing no one, we've encompassed the whole floor. Is there a motion to close debate? There's a motion. Has it been supported?

All those in favor to close debate, please say aye. Any opposed? All in favor of the resolution, please say aye. Any opposed? The motion is carried. Thank you. (Motion carried)

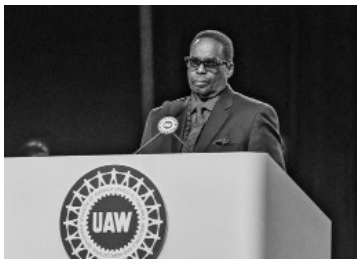
SECRETARY-TREASURER GARY CASTEEL: And now, I bring to the stage -- oh, we've got some videos. As Dennis said, the videos in the BuildBuyUSA contest were incredible. We have two more of the runner-up videos to show you.

...A video was presented to the delegation. (Applause)

...A video was presented to the delegation. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Thank you. I would now like to bring to the podium, Vice President Jimmy Settles.

VICE PRESIDENT JIMMY SETTLES: Thank you. Good morning. I would like to call up the Chair of the Resolutions Committee, Sister



UAW Vice President Jimmy Settles hears from a delegate on the floor.

Tiffany Rice for the purpose of presenting our next resolution. Thank you.

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I would now like to call Brother Larry Mosby to introduce the Resolution: Promoting Union-Made and Made in the USA Products and Services. Thank you. (Applause)

RESOLUTIONS COMMITTEE MEMBER LARRY MOSBY: Good morning, brothers and sisters. My name is Larry Mosby, I'm an elected delegate and shop district committee person from the big bad Local 2250, out of Wentzville, Missouri. (Applause)

RESOLUTIONS COMMITTEE MEMBER LARRY MOSBY: Serving under the dynamic leadership of the super duo Region 5, Director, Gary Jones and Assistant Director, Vance Pearson. (Applause)

RESOLUTIONS COMMITTEE MEMBER LARRY MOSBY: I would be reading the Proposed Resolution: Promoting Union-Made and Made in the USA Products and Services, found on page 40 of the Proposed Resolutions Book.

More and more U.S. consumers are exercising ethical choices when it comes to purchases, from the environment to child labor, to testing on animals. There are a host of issues that can affect a purchasing decision. In fact, a 2015 marketing survey by Mintel found that 56 percent of U.S. consumers will not buy from companies that they believe are unethical.

The labor movement was an early advocate of ethical consumerism through our promotion of the union label. We have argued for decades that we should buy what we build, and we must continue to encourage our members to buy union-made. At the same time, we must also acknowledge that the shrinking number of union jobs and the explosion of consumer choices has made this much more difficult.

We face another challenge outside of the labor movement, where too many consumers don't consider the rights of U.S. workers as a factor when they shop. We need to raise the visibility of worker rights to the same level of scrutiny consumers give to other purchases, like the foods they eat. If consumers can make an effort to find organic foods, then they can do the same for labor rights. This is possible because we know the public recognizes that union-made goods and services represent the highest level of quality for the consumer.

When we buy union-made, USA-made products, we start a virtuous cycle that will allow us to grow and improve the jobs in this country so that all workers can afford to buy the products they make.

The case for using our buying power to support union labor is very clear. A union contract gives workers a voice in their wages and working conditions. Many union contracts also formalize a process that encourages membership participation in improving quality. Non-union workers, however, often face retaliation for speaking out about wages, benefits, and unsafe working conditions.

Against this backdrop, the UAW has launched BuildByUSA, a campaign that seeks to raise awareness and remind consumers that union-made is the gold standard when it comes to quality goods and services and high-road labor practices.

We have an opportunity to build alliances with other groups advocating ethical consumerism and build a meaningful coalition of groups that raise a call to the "look for the union label."

To support the effort to broaden the interest in buying union label, we must, brothers and sisters, incorporate the BuildByUSA program into the corporation of union label standing committees. We must include this discussion of ethical consumerism and union label and new member orientation throughout our union.

In addition to the annual UAW vehicle guide, we must make available, accurate and current list of UAW made products and services.

Brothers and sisters, through collective bargaining, we must increase efforts to place a union label on the products made by members. We must also support legislation that strengthens labeling laws. And we must ban sweat-shop produced goods from our union halls, union events, and union-sponsored sports teams.

Finally, brothers and sisters, we must publicize and support consumer boycotts endorsed by the UAW and AFL-CIO.

Brother and sister delegates, on behalf of the Resolutions Committee, I move adoption on the Proposed Resolution. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you, brothers and sisters. You have heard the resolution read. We will now start the discussion at Region 5. Can I have a person for the resolution at Region 5? Yes, Brother, with the yellow envelope, can you take mic 3.

DELEGATE BYRON MAXFIELD, Local 218: Good morning, brothers and sisters. My name is Byron Maxfield. I am a Bargaining Committeeman and elected delegate of 218 in the state of Texas. I am under the leadership of a man who is honest, who is approachable, who is a man of vision, and most of all, dedicated to the cause. That man, in my opinion, is the greatest Director of all regions, Region 5, that man is Gary Jones. (Applause)

DELEGATE BYRON MAXFIELD: And a man who is just as

dedicated and hardworking, the Assistant Director, Vance Pearson. (Applause)

DELEGATE BYRON MAXFIELD: I'm here today, to say, that I am for this resolution. UAW has launched a campaign to bring awareness and educated -- and to educate the consumer about buying union-built parts. Built here in America, the campaign says BuildBuyUSA.

Bottom line, brothers and sisters, we have to start this ourselves. It's our responsibility. We have to start buying parts that are built by our union brothers and sisters right here in the great USA. (Applause)

DELEGATE BYRON MAXFIELD: Secondly, then we need to educate others of why we buy these parts. Why should we buy these parts? Because these parts and products are built by pride. They're quality parts. They're not made by child labor and sweat shops. If we do this, this will create more union jobs and it will strengthen our membership.

I want to close with a story that many of you may know. There were 12 men that were dedicated to one cause, and they were united. Those 12 men went out into the world, united, and they shook the whole world up because they were united on one front. If we, as union members, if we would unite and stand together, we, too, can turn this whole world upside-down. United we stand, divided we fall. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you, brother. Is anyone here from Region 5 would like to speak against the resolution? Seeing no hands, is anyone from Region 5 would like to speak for? Yes, my brother. Take mic 4, please.

DELEGATE DANA HAMILTON, Local 848: Good morning, my fellow union brothers and sisters and guests. My name is Dana Hamilton, elected delegate and Shop Floor Committee man from Dallas, Texas, 848. I humbly serve under the well-respected and great leadership of our Region 5 Director, Mr. Gary Jones. (Applause)

DELEGATE DANA HAMILTON: And his Assistant Director, Mr. Vance Pearson. (Applause)

DELEGATE DANA HAMILTON: I stand here before you today in total support of this resolution on promoting union-made and made in the USA products and services.

As a UAW member in good standing for the past 34 years, I've had the privilege of being part of building great American UAW products, and also made a decent wage to make it possible to purchase these amazing products for my family and I.

It is of great importance to my family and I knowing that, by

purchasing union-made products, made in the USA, there will be assurance that these products are being built by men and women in an ethical and safe environment and being paid a fair wage with benefits.

Also, the quality that is being built into these products are the highest of any standards worldwide which now, is being expected from the educated consumer. I recently had the privilege in purchasing a 2018 GMC Denali Canyon truck. (Applause)

DELEGATE DANA HAMILTON: And, I got to tell you, as I began looking at this awesome vehicle, I could see the quality of the fit and finish and the attention of the details from the top to the bottom. And most important, the safety features it has to protect us all. I was deeply impressed when I found inside the driver's door jam, a sticker labeled that reads, "Quality vehicles assembled with pride in Wentzville, Missouri, UAW Local 2250." (Applause)

DELEGATE DANA HAMILTON: This is very important to me when I see these labels on a product. It tells me that not only is this product assembled at a GM plant, but by our brothers and sisters at UAW Local 2250, it ensures me that my hard -- (Applause)

DELEGATE DANA HAMILTON: -- earned union wages are being spent wisely. That UAW label is their signature and commitment to the consumer that this UAW's work builds the gold standard.

I humbly support this resolution. And in closing, may God continue to bless the UAW and its members in the United States of America. Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone from Region 5 would like to speak against the resolution? Seeing no hands, I would like to go to Region 9A and ask, is there anyone that would like to speak for the resolution? Yes, my brother, in the gray.

DELEGATE MICHAEL LANGSTON, Local 376: Good morning, brothers and sisters. My name is Michael Langston. I am a Financial Secretary-Treasurer Agent from Local 376 in Connecticut, Region 9A. (Applause)

DELEGATE MICHAEL LANGSTON: Under the strong and steadfast leadership of Director Julie Kushner. (Applause)

DELEGATE MICHAEL LANGSTON: Assistant Director, Beverley Brakeman. (Applause)

DELEGATE MICHAEL LANGSTON: Our President, Craig Smith and Vice President, Dennis Brown.

While preparing to speak to you this morning, I came across a

simple statement that sums up the importance of the union-made and U.S.-made products. And I quote, "When we buy union-made products, we start a virtuous cycle that will allow us to grow and improve our jobs in this country so that all workers can afford to buy products they make."

Sisters and brothers, it's our responsibility to move the importance of buying union-made and U.S. made, from the resolutions stage to the stage of reality. It's my strong belief to accomplish this task, we need to carry this message home to our families and friends. The message has to be carried to the workplace, the break rooms, the shop floor, big and small, and most important, to the new members during orientation.

I stand for this resolution. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is there anyone in Region 9A would like to speak against the resolution? Seeing no hands, is anyone would like to speak in favor of the resolution, from Region 9A? Yes, brother waving the Manila envelope, would you take the mic, please.

DELEGATE JOHN VIOL, Local 2179: Good morning, brothers and sisters. My name is John Viol, first Vice President of Local 2179, under the dynamic and exceptional leadership of my beloved Director, Julie Kushner. (Applause)

DELEGATE JOHN VIOL: And Assistant Director Beverley Brakeman. (Applause)

DELEGATE JOHN VIOL: Under the equally dynamic and exceptional leadership of my beloved president, Ms. Vilma Torres Mulholland. (Applause)

DELEGATE JOHN VIOL: I stand in favor of this resolution. Years ago, then, Region 9A Director, Brother Phil Wheeler and I, got me involved in a number of Buy American Campaigns. Later, Julie Kushner stepped in and did likewise.

Some of these early campaigns, I served on various panel discussions. Others, I served as a speaker discussing the various pitfalls of many of these so-called free trade agreements which is why I feel so strongly about this resolution.

I feel the tide is slowly starting to turn as the average consumer slowly, but finally, is starting to question the benefits of buying cheaper goods made overseas.

I believe that the average consumer is finally starting to understand what Buy American-made products means and its benefits. But we

must do more, much more, to help the average consumer understand the full benefits of manufacturing goods right here in America versus purchasing cheaper goods, and in many cases, unsafe products from overseas.

We need to continue to negotiate good solid contracts that keep, promote, and expand manufacturing right here in the good old USA, while educating the average consumer on the pitfalls of purchasing goods from overseas.

Also, the UAW should be at the forefront of this and be leading by example, by utilizing products made by our own shops. Which, sadly, has not always been the case.

My Local has two major printing shops which have not been utilized by the International Union. Hopefully, we can change that. In conclusion -- (Applause)

DELEGATE JOHN VIOL: In the past two years, I have noted an increase in awareness by the consumers noticing the difference of the quality of goods versus manufactured here versus overseas. For these reasons, I believe the time is right for the passage of this resolution, and I stand in full support of it. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is there anyone from Region 9A who would like to speak against the resolution? Seeing no hands as far as I can see, I would like to go to Region 8. Is there anyone would like to speak in favor of the resolution? Yes, my brother, would you take the closest mic.

DELEGATE SCOTT MCALLISTER, Local 286: First of all, good morning. I would like to say Dennis, I appreciate all the hard work that you've done over your time. Gary, we're going to miss you guys. Really do appreciate it. (Applause)

DELEGATE SCOTT MCALLISTER: Anyway, my name is Scott McAllister. I'm from Local 286, I'm the Local Union President. I stand in support of this resolution.

I would like to thank Gary Casteel, Ray Curry, our current Director, and Assistant Director, Tim Smith. (Applause)

DELEGATE SCOTT MCALLISTER: Really do appreciate all the hard work.

I can stand as a witness that this resolution will work. Coming from the Freightliner facility, we did a roadside campaign, Buy America Campaign to let our customers know to buy our trucks, to support our trucks. At one time, our trucks were being farmed out to Mexico. Our government was buying Mexico-made Trucks.

Duke Power, our local power sourcing company was buying theirs

from Mexico. We did a Local roadside campaign letting our consumers know they could buy their trucks right here in the USA Under the Director Gary Casteel at the time, who worked with us and put these flyers together.

And we started going to all the truck stops and letting the truck stop guys know that they needed to buy their trucks made right here in the USA.

So I do stand in support of this resolution. It will work as long as our union members get out and make it work. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is there anyone in Region 8 that would like to speak in opposition of the resolution? Is there anyone in Region 8 who would like to speak in favor of the resolution? Yes, my brother, could you take mic 3.

DELEGATE WADE LORENZ, Local 9025: I'd like to thank my brothers and sisters for being here. This is my first convention. I'm Wade Lorenz from Tennessee. Dana, we're an independent supplier. We're under the direction of our great leader, Ray Curry and Assistant Director, Tim Smith. (Applause)

DELEGATE WADE LORENZ: I can say Tim Smith is awesome. I've worked with him hand and hand. We've had phone calls together and he's a true leader. But I do have to say this about our label, our UAW wheel right there. It's awesome to see that Ford emblem, that GMC label. But you know what's better? Is that UAW wheel. When I see that wheel, I know that you guys, my brothers and sisters made that truck or that car, or that product. And that's what we need to stand behind. Thank you. Applause)

DELEGATE WADE LORENZ: I stand in support of this.

VICE PRESIDENT JIMMY SETTLES: Thank you. Is there anyone who would like to speak in opposition of the resolution? Seeing no hands, I'll go to Region 1D. Is there anyone who would like to speak in favor of the motion? Okay. Yes, the brother or sister waving in pink. I can see the color, I just can't tell the gender. Could you just take the mic?

DELEGATE ROBIN MCCLARY, Local 652: Good morning, brothers and sisters, my name is Robin McClary, Local 652, Lansing, Michigan. Where my president is Randy Freeman and the best Bargaining Chairman, Ted Crumb. Region 1D under the Directorship of Mr. Gerald Kariem and Assistant Director, Steven Dawes. (Applause)

DELEGATE ROBIN MCCLARY: When we buy union-made products, we start a cycle that will allow s to grow and improve the jobs in

this country so that all workers can afford to buy the products. True story, when my daughter got married, right before she got married, I had to meet her in-laws. So I had prepared a nice dinner at my house. They pull up in the driveway. I look outside, I said I know that's not a Kia pulling in my driveway. I've never met these people before. Now, these are my daughter's potential in-laws. I asked him nicely to park that car on the street. He looked puzzled.

When he came into my house, I sat him down and explained to him why I asked him to do that. Five years later, when my first grand baby was born, we met again. Guess what? He was driving a brand new GM vehicle. (Applause)

DELEGATE ROBIN MCCLARY: If this mic was in my hand, I'd drop it. Thank you. I stand in support of this resolution.

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 1D who would like to speak in opposition of the resolution? Seeing no one, is anyone in Region 1D that would like to speak in favor of the resolution? Can you please take the closest mic? Go ahead.

DELEGATE KENNETH JOHNSON, Local 659: Name's Ken Johnson, shop committeeman, Delegate, North American Engineering and Tool Center, formerly known as Flint Tool and Die, plant 38. Home of the sit downers. We're the last of the GM UAW construction, die construction sources.

I will not attempt to dance. I will not attempt to sing. I support this resolution under the direction of our Regional Director 1D, Director Gerald Kariem, Assistant Director, Stevie Dawes. (Applause)

DELEGATE KENNETH JOHNSON: I want to thank Scott Zuckschwerdt, my servicing rep., for letting me do this. Local 659 President, Stevie G. back there. My Chairman, the wonderful Willie Wallace.

And I would also like to -- I haven't heard it yet, but the alternate delegates, I would like to thank all of them for sitting back in the cheap seats, as they call it. (Applause)

DELEGATE KENNETH JOHNSON: Yeah. Especially, my back up would be Kevin R. Burns and John, the Counselor, Folts. I would like to thank those guys for being here. They keep us going forward.

All I can say to this resolution is short and simple, is save American jobs, be an American, buy an American. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is anyone in Region 1D that would like to speak in opposition of the resolution? Seeing no movement, I would like to go to Region 9. Is anyone in Region 9 that would like to speak in favor? Yes, the sister with the

green envelope. (Applause).

DELEGATE PAMELA HOLLINGER, Local 677: Good morning, brothers and sisters, my name is Pamela Hollinger. I'm the recording secretary and Delegate of Amalgamated Local 677 led by President Walt Smith, III, in Region 9 under the direction of Jeff Binz and Assistant Director, Tom Ashton. (Applause)

DELEGATE PAMELA HOLLINGER: I was first made aware of the BuildByUSA program last year at our Region 9 Leadership Conference. I've been employed at Mack Trucks for 18 years now and a member -- a proud member of the UAW. And I know how my own awareness has improved over those 19 years of buying USA-built and union-built products. I stand in support of this resolution because it will raise awareness of the consumer, both union and non-union. It will broaden the interest of buying USA and union-made products.

The ripple effect will change the future for not only us, our children, and grandchildren. We are the United Auto Workers. We are tenacious. We are creative. We are persistent. And, we will not be defeated. Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you, sister. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 9 that would like to speak in opposition of the resolution? Seeing no hands, is there anyone in Region 9 would like to speak in favor of the resolution? Yes, the brother with the green envelope.

DELEGATE MICHAEL DELUCAS, Local 686: Good morning, brothers and sisters. My name is Mike DeLucas and I come from Local, Amalgamated Local 686 out of Lockport, New York, out of Region 9 which is one of the greatest regions here. Not one of, the greatest. Behind the direction of the greatest Director here, my man Jeff Binz. With the utmost respect, we cannot forget about the best Assistant Director Tommy Ashton. (Applause)

DELEGATE MICHAEL DELUCAS: I actually had something that was written down, but somebody stole it and used it before I got up here. So somebody stole a little bit of my thunder, so I'm going to change it up a little bit 'cause I stand up here in support of this resolution promoting union-made and American made U.S.-made products and services.

I am proud to say that I own a 2014 GMC 2500 HD Crew Cab. Guess where it was made? Here in Michigan. (Applause)

DELEGATE MICHAEL DELUCAS: It's not about doing it, it's about being it. So I'm going to finish with this statement, Solidarity is

not just a word, it is a way of life. Thank you. (Applause)

DELEGATE MICHAEL DELUCAS: And I stand here in support of this resolution. Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 9 would like to speak in opposition of the resolution? Seeing no movement, I would like to now go to Region 2B. Is there anyone in Region 2B would like to speak in favor of the resolution? Yes, the orange envelope. Can you take your closest mic, please?

DELEGATE DANIEL JAMES GILSON, Local 14: Good morning, brothers and sisters. I'm Daniel James Gilson, II. I'm from Local 14, Regional 2B. I almost forgot who our directors were, but they put plenty of balloons up today. So, Rich Rankin and Wayne Blanchard. (Applause)

DELEGATE DANIEL JAMES GILSON: I would like to speak in support of this resolution. But more so than just speaking in this resolution, it takes more than just going out and picking an item and knowing where it's made and who makes it. It takes our research to make sure we're doing the right thing. And we all need to do that because I know a lot of our members just go out and pick it up off the shelf and think it's made where they believe it is or it's made by union made. We need to do that research. We need to take that time. And we deserve that to our union brothers and sisters, all the union brothers and sisters, whether it's a service, a product or whatever it might be.

So I implore all of you, take the time, do the research and support our union brothers and sisters. Thank you very much for your time. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone from 2B would like to speak against the resolution? Is there anyone in Region 2B would like to speak for the resolution? Yes, with the blue folder.

DELEGATE DEREK CRONIN, Local 440: Brothers, my name is Derek Cronin, I'm the President and CAP Chair at Local 440 in Bedford, Indiana. We are in Region 2B under the leadership of current and soon to be reelected Director, Rich Rankin. (Applause)

DELEGATE DEREK CRONIN: And Assistant, Hollywood Wayne Blanchard. (Applause)

DELEGATE DEREK CRONIN: Before I came up here, I got home one day after work and my wife said that our dryer had gone out. So I knew what this meant. We were going to have to go out and go shopping. My wife also knew what this meant. We were going to be shopping for specific things.

When we went to the local retailer, I asked for a very specific make and model to the sales lady. She said that's pretty specific, why did you want that one. I said because that was made in a union shop here in America and I will support those companies that support their workers. (Applause)

DELEGATE DEREK CRONIN: I stand in favor of this resolution because we need to actually have these conversations. We need to have the conversations in our union halls, on the shop floor, and when we, as union members, go out and purchase these products. Spread the word, let the salesperson know why you're buying union. You may just convert somebody. Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is there anyone in Region 2B would like to speak in opposition of the resolution? Seeing no hands or no movement, I would like to go now Region 1. Does anyone in Region 1 like to speak for the resolution? Yes, my sister, at the end of the table, to my far left.

DELEGATE JARINA WILLIAMS, Local 51: Good afternoon, brothers and sisters, I'm Jarina Williams, Co-Chair, trustee, and newly elected delegated of Local FCA 51, Mack Engine here in Detroit, Michigan. And we're under the great Region 1 under the direction of the diligent Charles E. Hall and Assistant Director Frank Stuglin. (Applause)

DELEGATE JARINA WILLIAMS: I'm in support of this resolution because with me being a mom, that means our future generation matters. It will open up more job opportunities for our children. When we buy American and union-made, we are supporting companies who provide good middle-class jobs at home.

My brothers and sisters, this can only happen if more money is invested into America-made products. And this is why I support this resolution. Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 1 who would like to speak in opposition of the resolution? Seeing no hands and movement, I would like to know if anyone from Region 1 would like to speak in favor of the resolution? The young lady -- I can't. I'm sorry. I don't know if it's a lady or male. I'm sorry. I see you waving something, so please just take the mic.

DELEGATE CORRINE FRANKS, Local 7777: I'm here.

VICE PRESIDENT JIMMY SETTLES: Okay.

DELEGATE CORRINE FRANKS: Okay. My name is Corrine Franks. I'm from Local 7777, the first Local that, we represent the

casino workers in Detroit. I've been a union steward since 2003 and I was raised in a family, my dad worked at Ford, my brother worked at Ford. I was raised, you buy Ford products. You buy who puts the food on the table. (Applause)

DELEGATE CORRINE FRANKS: I remember back in the mid-70's, we went into Buy American. And when I was working at Ford, we had these union reps. walking around with the designer jeans made in China telling me to go buy America. And I looked at them and I'm in my Levis and I'm going, well, I buy America, what about you. And they looked at me and said what's going on. I said your pants are made in China. So I've always been raised, Buy American. That's what keeps us employed.

Now also, we need to not only buy what's made here, we need to support people whose jobs might be eliminated, like the cashiers at the grocery store. Instead of going to the checkout, self-checkout, where you've got to bag your own things, stand in line and let the cashier do their job. (Applause)

DELEGATE CORRINE FRANKS: Instead of going to the post office, putting your charge card in the machine and grabbing, stand in line, buy your stamps from the post office postman. If we all do this, more people will be employed instead of letting machines take over our jobs. Thank you.

Oh, I forgot to mention that I'm under the representative of Chuck Hall and our soon to be new Director Frank Stuglin. Thank you, bye. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is there anyone in Region 1 who would like to speak in opposition of the resolution? Seeing no movement, I would like to go to Region 4. Is there anyone who would like to speak for the resolution in Region 4? Yes, my brother. Take the --

DELEGATE JESSIE JOHNSON, Local 450: Hello. Good morning, brothers and sisters, I'm Jessie Johnson, Local 450 in Des Moines, Iowa. I represent John Deere, Region 4, under Director Roy McInroy and Brad Dutcher. (Applause)

DELEGATE JESSIE JOHNSON: Just, kind of, wanted to make a quick statement. We need to lead by example when it comes to buying union-made and using USA-made products. If we expect others to follow, you know, we can't be hanging out in Walmart and driving Hondas around town.

You know, my brother over here, JD Neal, he taught his kids real good. They go to the store and their kids really love Oreos. And they go through and they look and man, they're really disappointed when

they see it's made in Mexico. And then, they have to dig through until they find that New Jersey pack. Now that's how you teach your kids growing up, that they need to make sure they're buying stuff that's made here in the USA. I'm in support of this resolution and thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Thank you. Is there anyone in Region 4 that would like to speak in opposition of the resolution? Seeing no movement, is there anyone in Region 4 would like to speak for the resolution? Yes, my brother with the red folder.

DELEGATE MIKE FISHE, Local 592: My name is Mike Fishe, Vice President of Local 592 under the great leadership of Ron McInroy, Director, and Assistant Director Brad Dutcher. I'm in favor of this resolution. (Applause)

DELEGATE MIKE FISHE: When we buy non-USA and non-union made products, we are supporting the unethical practices of the corporations. Many of them have few and no regulations protecting the environment or the consumers. Not to mention the horrible working conditions that the UAW and the unions fought hard to eliminate.

The more money that is invested in buying American made products, the more money will be put back into manufacturing American-made goods.

I'm a proud owner of a 2012 Chevy Cruze made by the hardworking men and women and Lordstown, Ohio. (Applause)

DELEGATE MIKE FISHE: We need to buy USA products and more importantly, strive for the gold standard and buy union products. I'm in support of this resolution. Thanks.

VICE PRESIDENT JIMMY SETTLES: Thank you, my brother. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone from Region 4 would like to speak in opposition of the resolution? Seeing none, I would like to go to Region 1A. Anyone would like to speak in favor of the resolution? That person with the red hat, could you take the mic, please?

DELEGATE PATTY SALAZ, Local 600: Hi. Not sure you called on me, but my name is Patty Salaz. I'm a bargaining rep for Local 600 Steel Unit under the leadership of Director Rory Gamble and Assistant Darryl Goodwin. (Applause)

DELEGATE PATTY SALAZ: Hello all sisters and brothers. I am so thankful to speak on this subject because my father taught me and my siblings to buy American-made, union-made products. He did this by example. So I challenge all of us here to go out and find a child or an

adult and take them shopping. Ask the managements for union-made products. We need this for our country. I want to see labels that say made in America, not made in China. Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 1A would like to speak in opposition of the resolution? Is there anyone in Region 1A would like to speak for the resolution? Yeah, the person back there. Okay. I see you. Mic 5, I believe.

DELEGATE CHRISTOPHER PFAFF, Local 387: Good morning, brothers and sisters. My name is Chris Pfaff. I'm out of Local 387 under the great Local leadership of the greatest Chairman we've ever had, Kirk Yancey. (Applause)

DELEGATE CHRISTOPHER PFAFF: We are out of Region 1A with the glorious leadership of Rory Gamble. (Applause)

DELEGATE CHRISTOPHER PFAFF: I rise today in support of this resolution. But I think it's a shame that we even have to have a resolution to support American and union-made products.

Big government trade agreements are all against us. So it's going to be up to us to support ourselves. So with that being said, I encourage everybody to encourage our family and friends to support this, support union made, support American-made. Thank you.

VICE PRESIDENT JIMMY SETTLES: Thank you. (Applause)

VICE PRESIDENT JIMMY SETTLES: Is there anyone in Region 1A would like to speak in opposition of this resolution? Seeing no hands and no movement, thank you my brothers and sisters. We have been through the whole floor with this motion.

I will now accept a motion to close debate if you so choose. It's been moved and supported that we close debate. All those in favor, please signify by saying aye. Those opposed, nay. The ayes have it. (Motion carried)

VICE PRESIDENT JIMMY SETTLES: Now, on the resolution, all those in favor of the resolution, please signify by saying aye. Those opposed, nay. The ayes have it. Thank you. (Motion carried) (Applause)

VICE PRESIDENT JIMMY SETTLES: Now, it's my honor to bring to the microphone, our beloved President, Dennis Williams. (Applause)

PRESIDENT DENNIS WILLIAMS: Hey, brothers and sisters, thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: You guys need to knock it off because I'm about ready to tear up here. (Applause)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, thank you. Thank you. Please. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, you have seen some of the runner ups videos in our BuildBuyUSA contest earlier today.

As you -- some of you have seen this when they rolled it out. I am thinking there is not too many people out here that was born before 1975. But if you were born before 1975, you may have seen the International Ladies Garment Workers Union produce a song about unions, jobs and our economy. Forty-three years later, much has changed in our country, but not the core message of "Look for the Union Label."

It was that message that motivated the UAW to sponsor a video contest about jobs, unions and making it in the USA. We wanted to see artists and activists come together to tell the story of the American worker in 2018 and the importance of having a strong manufacturing base.

Joining us in this contest was some stellar panel of judges: Ashton Kutcher, Sean Combs, Tom Morello, Heather McGhee and others. They all lent their expertise and time to weigh in on the important subject and to help find the winning videos which I will now like to share with you.

...Four videos were presented to the delegation. (Applause)

PRESIDENT DENNIS WILLIAMS: Pretty creative, weren't they?

Brothers and sisters, it gives me great pleasure today, we are honored to have with us a true champion of workers and a good UAW friend, the president of the AFL-CIO, Richard Trumka. (Applause)

PRESIDENT DENNIS WILLIAMS: Richard Trumka followed his father and grandfather into the coal mines of Pennsylvania and worked his way through college, earning a bachelor's degree from Penn State and a law degree from Villanova University. He then joined the legal staff of the United Mine Workers of America, and in 1982, at the age of 33, he was elected as its youngest president.

There, in addition to reforming the union's ferocious bureaucracy, he led one of the most successful strikes in recent American history against Pittston Coal Company, which tried to avoid paying into the industrial-wide health and pension fund.

He later joined the AFL-CIO and would be elected the secretary treasurer in 1995. As secretary-treasurer, he carved out an innovative leadership role that continues today, working with programs that invest in collective bargaining, pension and benefit funds of the labor movement to ensure they serve the long-term interests of workers. He was elected AFL-CIO President in 2009.

Solidarity and his determination to improve life for all working men and women in this country have driven his life as a labor leader. Comprehensive immigration reform is a central part of that goal. His work on behalf of immigrants is just one signal of his deep commitment to securing economic and social justice for all working people.

Brother Trumka's economic innovation extends from the kitchen table and spans to the globe. He has rallied international labor leaders' support for workers struggling for justice, and he has fought to end unfair trade practices and restore U.S. manufacturing strength.

Brothers and sisters, I have got to know this man very personally, and I can tell you, I have learned that Richard Trumka is one of us. Please give a warm welcome to my brother, Richard Trumka. (Applause)

RICHARD TRUMKA
President, AFL-CIO

Good morning, brothers and sisters. I have got to tell you, it is great to be with you. And Dennis, I want to thank you for your kind introduction.

Brothers and sisters, your president isn't one to talk much about his legacy, but I want to say a few words about him, because I have watched his stewardship of the UAW. He has made hard decisions. He has made responsible choices at every turn. And when it comes to your contracts, he knows how to make real solidarity, to translate it into dollar and cents at the bargaining table. And I have got to tell you, that's a big deal. Dennis is a powerful union leader. He is a very, very close ally of mine, and a very, very close and personal friend. I am proud, exceptionally proud, to call him my union brother. And as I get into my remarks, Dennis, I just want to say thank you. Congratulations on your term as president of the UAW. God bless you, brother, for everything you did, and everything you will still do for us. You are the best union man that I have ever been acquainted with, and the best friend that a worker could ever have. On behalf of millions of workers, Dennis, thank you for helping each and every one of them live a better life. (Applause)

RICHARD TRUMKA: You know, this union has always been blessed with great leaders at every single level of the organization. And I just want to say on behalf of all working people, I want to thank the UAW for providing the rest of us with great leadership and great examples. Thank you, my brothers and sisters, for all that you have done for working people. (Applause)

RICHARD TRUMKA: You see, this is an awesome union. And

you show us what unionism can be. You show us with your contracts, with your organizing, with your mobilizing, and you show us with your long and passionate commitment to social justice. From the way you lifted up Dr. Martin Luther King, Junior and the entire civil rights movement, to the brave stand that you took with Owen Bieber back in 1986, partnering with my union, the United Mine Workers, to help end Apartheid in South Africa. This union has always been in the forefront of social justice in our country. Our country owes you a great debt of gratitude.

You see, brothers and sisters, the well-being of working people in America is really tied to the well-being of the UAW. When this organization thrives, it seems like all of us thrive. And I want you to know that the entire AFL-CIO stands with you in every one of your fights.

Whenever you need us, I promise you, we will be there, because you are always there for the rest of us. (Applause)

RICHARD TRUMKA: You know, over the past few years, the UAW has engaged in some high-profile organizing campaigns. And you have added something like 20,000 members to this organization recently. And that's powerful.

And it is also true that you have gone up against some of the most incredible anti-union campaigns that we have seen. Some of those votes came up a bit short. And that's painful. And, you know, someone with a short-term point of view might score those organizing drives as losses.

But I want you to consider what happened with teachers in West Virginia this year, and in Oklahoma, and in North Carolina, and Arizona, and Kentucky, and all across the red states of America, and I want you to consider how unionism has been growing as a mass movement in this country. And I believe your campaigns, all of your campaigns, have helped us unleash a new and a growing movement for solidarity in America. You lit that spark, and we are going to say thanks for it. (Applause)

RICHARD TRUMKA: You see, something is happening in America right now. Unionism is on the rise. Our popularity has been growing for years. It is well over 60 percent right now. It is the highest it has been in several decades. And it is even higher among young workers.

Now, listen to this, 75 percent of workers under the age of 30 have a favorable view of unions, including 55 percent of young Republicans. Think about that. Two weeks ago, 15,000 people joined a union in just one week, and thousands of those workers were Harvard grad students who joined the UAW. (Applause)

RICHARD TRUMKA: You know, that was a major victory at Harvard. You had another at Columbia, and another, university workers in Washington State, and you have organized new members in agricultural plants and auto suppliers.

And when you went down to Canton, Mississippi, and you fought hard for Nissan workers, against a wall-to-wall campaign of illegal and immoral intimidation, you let regular people know that the rich and the powerful don't hold all the cards.

We win some. We may come up short occasionally, but we will be back again and again and again and again and again until we bring unionism to those workers that need it, deserve it, and are going to get it because of the efforts of the UAW. (Applause)

RICHARD TRUMKA: You see, brothers and sisters, unionism is the key. When we stand together, we have the power. We are not going to be held down, and we are not going to be pushed around. We refuse to be walked over and talked over and told to sit down and shut up. It is time, it is high time for us to take America back.

We are the ones who build the cars, teach the classes. We make the roads, we bake the bread, we lift the loads. We stand tall. We don't run, we don't hide. We wake this country up every morning, and we tuck them to bed every night. We are the American labor movement, and we will not, we will not be denied. (Applause)

RICHARD TRUMKA: And if you wouldn't mind, brothers and sisters, I want to talk for a moment about your auto contracts, because with them, you illustrate something that's very, very important in this country.

Back during the financial crisis, this union, its leadership and its members, you made deep sacrifices to give your employers a path forward. Your research team did its work. Your bargaining team did its work. And it wasn't easy. But you helped get America's auto industry back on its feet.

And by doing so, you positioned yourself to win a better piece of the pie, in your last round of bargaining. Workers who have been making $19 an hour are going to take home $31 an hour at the end of the contract. (Applause)

RICHARD TRUMKA: No, no. You have got to give yourself a bigger round of applause, because that's the best raise that this country has seen, and it is leading the way. (Applause)

RICHARD TRUMKA: And then on top of that, you have some pretty earned profit sharing checks. And let me tell you something. Those raises and those profit sharing checks are life-changing. See,

your contracts lift up not only your families, they lift up our communities. And they lift up our entire country.

You see, brothers and sisters, with our unions, we have the power to transform lives for the better. And a lot of people don't understand that. Too many political pundits divide working people by race and class and a dozen other distinctions. But I have seen how collective bargaining can change all of that and bring the most diverse group of people together around a common purpose. Why unions can and will transform lives, and unionism can and will transform America.

As we stand together, as more Americans see us exercise our collective power, more people will be inspired to join us. And our job today and every day heading into the midterm elections is to turn our activism into real political power, by continuing to build the momentum for an independent and issue-based agenda for working people.

See, we won and we are going to win a new set of economic rules so that regular people can get ahead. And I mean so that all regular people can get ahead.

And after the election, we are going to use our electoral momentum to win more organizing fights and win better contracts. Because we are building a better America.

Now, think back a little while. That's what President Trump promised us, wasn't it? A better America. But that's not what he has delivered.

Instead of progress, we have got a historic budget busting tax give away to multinational corporations, to Wall Street and to billionaires.

Instead of new economic rules, we have got repeated efforts to dynamite the Affordable Care Act. And as a result, we have got rising out-of-pocket costs and unjustifiably high prescription drug prices. And we are still staring down the barrel of a wholly unfair tax on middle class health care plans, which will only push prices for working people even higher.

Instead of leveling the playing field for working people, we have endured rollbacks to Wall Street reform and a Supreme Court that is stacked against us. A Supreme Court that's likely to side with the corporate wing in Janus any day now. That whole case from beginning to end is nothing more than a gross attempt by a dark web of anti-worker interests to attack the political power of unions.

But let me tell you something. We don't fear the attacks against us. We don't fear Right to Work. We don't fear Janus. We won't fear any of it. Because our movement is bigger than our institutions. And our

power comes from the connection between us.

Our solidarity is bigger than any politician, bigger than any judge, bigger than any disgruntled employee. It can't be measured. It can't be seen. But I can feel it. And I know you can feel it.

The corporate billionaires can't touch our solidarity, brothers and sisters. Yet when they attack our institutions, when they attack our ability to fight for our members and our communities, when they attack our ability to harness political power for working people, we are ready to fight back. And we will fight back against every attack on working people. We will fight hard.

And I promise you, if we stand together, we will win and repulse every one of those attacks. (Applause)

RICHARD TRUMKA: And as we fight, we can educate our members. As we campaign this summer and fall, we will spell out our independent worker agenda again and again and again. Because brothers and sisters, we don't work for any political party. And we don't work for any politician. They work for our agenda, or we don't work for them at all. (Applause)

RICHARD TRUMKA: We work for workers, because we want more Republicans who will break rank and stand with working people. And while we are at it, we want fewer Democrats who take our money and our energy and then forget who got them elected in the first place.

We want working family champions, bold, fearless leaders who will stand up every single day in front of every single crowd and say "Union" loudly and proudly, and not just on Labor Day. (Applause)

RICHARD TRUMKA: But today, we have too many politicians who think inequality is inevitable. They claim that the free market will solve all of our problems. They worship at the altar of tax cuts, and they tell us that we have no say over our job, whether it is outsourced or automated.

Well, I have got news for them. The economy isn't like the weather. The economy is nothing but a set of rules. Those rules are made by the men and the women that we elect. And we are going to elect folks who will write new economic rules so that working people can choose unions without being terrified or terrorized. We want good trade so that Mexican trade unionists can lift their pay up there, without being murdered. And wages can rise in here at home as well.

We want Wall Street and corporations to pay their fair share of taxes so that every community, every community in America, can have a world-class public school education, safe roads, bridges and clean drinking water. (Applause)

RICHARD TRUMKA: And we want technology to be used as a force for good, not greed. That's not too much to ask for. We want everybody to have access to the American Dream. We want regular people to be able to work hard and get ahead. We want fairness. We want dignity. We want respect.

We want health care when we need it and a secure retirement after decades of hard work. And let me tell you something. We are going to fight for it. We are going to stand for it. We are going to march for it. We are going to chant for it. We are going to rise in solidarity, real solidarity, where your picket line is my picket line, and my picket line is yours. And I don't ask a question. I see a worker standing and fighting, I order and help that worker and find out everything I need to know later. (Applause)

RICHARD TRUMKA: You see, we are living in a time of great political change, brothers and sisters. Let's lead our country forward. Let's continue to build an issue-based movement. Let's keep talking to our members. Let's fight for those who fight for us.

The corporate right-wing is going all out for our blood.

But take heart, because America is hungry for unity and solidarity and everything that unionism brings to them right now.

You see, the road ahead is hard. But nothing, and I mean nothing in this world can beat working people when we stand together. We are the most powerful force there is when we are organized, when we are mobilized and when we are primed to act.

You see, brothers and sisters, it is time. It is time.

Our opponents may be rich and ruthless. They have rigged the rules. They have held down our pay. They have attacked our health care and our pensions. They tried to destroy our jobs, and they wanted to leave us begging for the scraps.

Well, guess what. Their time is up. Their time is up. Unions are on the move in every city, in every state, young and old, black and white, immigrant and native born, gay and straight, rural and urban, Republican, Democrat. We organized 262,000 workers last year, and we are just getting started. Our labor movement is ready. We are spoiling for a fight. I say "Bring it on!" "Bring it on!" (Applause)

RICHARD TRUMKA: We have taken the best shot that they can give us. And we are still standing. We are fearless. We are strong. We are powerful. We are united. We are the American labor movement, and we are taking back our country.

God bless you, brothers and sisters. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Brothers and sisters, this will be the final address by our great President, Dennis Williams, to the delegates. And I will ask you to give the appropriate welcome to my friend, our President Dennis Williams. (Applause)

FINAL ADDRESS

PRESIDENT DENNIS WILLIAMS: Thank you. Thank you. (Applause) (Standing ovation)

PRESIDENT DENNIS WILLIAMS: Thank you, everybody. Thank you.

You just had to make it harder, didn't you? Well, I love you too. (Applause)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, I am going to be real honest with you. I had a very hard time today writing something down. So I am going to try to speak from the heart as much as possible.

But first and foremost, I want to thank the members of the UAW who have supported me all over this country for many, many years. Going back to my local union at 806 when I first ran for a committeeman, then a chairman, and ran unopposed as chairman for two terms.

I remember the first time that I was asked to go on staff, and I said first time because I didn't go a couple of times, because it was that love for my local union in Rock Island, Illinois.

When I went on the International staff, as the organizer, I met people who really struggled, and helped them gain a union, negotiate first contracts.

I remember talking to people in Southern Illinois where no one else liked to go because it was pretty rough down there, a place in Vermont, a small town in Vermont, Illinois, where a company was just firing people every time they put a union badge on or passed out union literature.

I had the great opportunity to organize, help organize Mitsubishi in Bloomington. Worked in Indiana, organizing State workers. What a wonderful experience after being a chairman of an agricultural plant where we had so much, and go and experience the plight of working men and women around this country that had so little. It has been an experience of my lifetime.

Day 3

The memories of running for director in Region 4, being at the Pat Greathouse Education Center where we sat down with men and women of our union and heard their story.

And then as secretary-treasurer, coming to this body and asking you to do the hard things, and watching the support, and the debate.

To the opportunity of being president of the UAW.

What I have learned over the years to me is special. It started from a man in my plant when I ran for committeeman who stopped me when I was going down the line, and he said, Dennis, I want you to read this book. And I said, I don't want to read the book. He said, I want you to read a sentence. And it said, "A good leader is an excellent listener." And I carried that out through my career, because I found that when you talk and you have dialogue with men and women of the UAW, you learn about them, about their issues, how much they care for one another.

And I don't mind and never have minded when we didn't agree. Because I think debate is healthy. It is how we was formed, and it is how we learn from one another.

I think about what we have done together over the years, the struggles that we have had. I think often about the many strikes in the ag./imp. industry, and throughout our country and other industries, but one particular was the men and women at Caterpillar, and how I lost some good friends because they either had a heart attack or they committed suicide during that strike.

So you learn through life in our struggles of every day. And it lives with you as a leader every day, thinking about them conversations. Thinking about them struggles. Thinking about them individuals who gave up so much.

I have learned more from the members of the UAW over the years just by the conversations I have had at Black Lake. In fact, when I retire, I am hoping to be at Black Lake so I can learn more. So I can really have deep conversations with the members of the UAW. I think it is so important.

I just want to say to some people here that when you are a leader, you have a lot of people that you work with and you are around, people that mean a lot.

But more importantly, you have got to have a strong family. I want to thank my wife Donna. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you. Thank you. I want to thank my sons, Matt and Ryan. My daughter-in-law Andrea, and my grandkids Kai and Kendahl, for the sacrifices they have made,

so we could have this journey together.

I remember the importance of your secretaries, Evelyn Jones from Region 4, Carolyn Coleman, and Kelly Tarpey.

Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: And with that, you have to have staff and specialists and top AA's around you. So I want to thank Dave Curson, Amy Loasching and Chuck Browning for being there, being my top administrative assistants. I couldn't have done it without them. (Applause)

PRESIDENT DENNIS WILLIAMS: And I want to thank the International Reps. and everybody here today for the journey that you have given me, and the help you have done for me.

Brothers and sisters, I will never, never, never forget this experience. I will never forget all of you. And I am hoping to see you on my path as a retiree.

But more importantly, brothers and sisters, I remember the times when people thought we did things that was impossible.

Electing Barack Obama as President of the United States, people thought it was impossible. (Applause)

PRESIDENT DENNIS WILLIAMS: Helping people in Iowa when some congressman, they said, you can't win in that area, and we won a congressman named Loebsack. Hell, half of you don't know him, but we won in an area where they said it was impossible.

I want to talk about the things that we do day in and day out. We educate our members. We try to give them as much information as we can. We try to have that deep conversation so that everybody can get together, because we know that if we are divided, we lose. If we are united, we win. That is a fact. That's not a myth.

I learned so much over the years, that I know that when we decide to do something together, we can actually achieve the goals. We have proven it time and time and time again. And we have got to quit being so passive to these congressmen and these senators, regardless if they're democrat or republicans, we have got to tell them to do their jobs and represent the working men and women of this country. (Applause)

PRESIDENT DENNIS WILLIAMS: And furthermore, when we have a president of the United States that sits there and tells the workers he is on our side, and then guts our rights under the National Labor Relations Act, we ought to call him out and say, brother -- or he is not my brother -- bullshit. It is bullshit. (Applause)

PRESIDENT DENNIS WILLIAMS: When we have a president of the United States that tries to divide us by race or religion, what are we thinking?

Brothers and sisters, people keep forgetting that when we formed this union in Flint, Michigan, and there was a sit-down, they had to write, what, eight, ten, twelve different leaflets with different languages? Because all them workers had a common goal and a common cause, like all of us.

I get worried when I see people put stuff on social media that's not true. I get angry when I see UAW members lash out at other UAW members.

And by the way, I am a UAW member too, so when they lash out at me, they are lashing out at all of you as well. And when they lash out at you, they are lashing out at me. (Applause)

PRESIDENT DENNIS WILLIAMS: So let me conclude by saying this: The power of the UAW is not that symbol. The power of the UAW is not the word "solidarity." The power of the UAW is our actions day in and day out in unity. And that is called solidarity, and that's what that will is all about. And that's the way we ought to stand up to corporations. That's the way we ought to stand up to politicians. That's the way that we ought to conduct our business. We are the UAW. (Applause)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, I am going to leave as a retiree tomorrow. Just as has been when I started, and the way it has always been, will always be, a proud UAW member.

Thank you. (Applause)

TRIBUTE
JULIE KUSHNER

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, I now would like to read a tribute to our retiring director, Region 9A, Julie Kushner.

We, the delegates to the 37th UAW Constitutional Convention, welcome the opportunity to give a heartfelt thanks for the service that UAW Region 9A Director Julie Kushner has made on behalf of members and our families.

She is a trade unionist and a fighter for social justice who never backs down, steps aside or gives up when it comes to protecting the rights of working families. A passionate organizer and a negotiator, she has led Region 9A with unrelenting determinations. Her efforts have helped her -- helped thousands of graduate student workers gain



UAW Region 1D Director Gerald Kariem.

a place at the table with organizing wins and contract negotiations.

Her compassion has helped shine a spotlight on the devastation from 2017's Hurricane Maria that left the island in devastation. Julie led a humanitarian effort that treated Puerto Ricans, including UAW members, with dignity and respect. She led drives that showed these Americans that they did not stand alone.

An activist, a staunch crusader for women and families, her tenure at the UAW has been filled with compassion. We have all benefited from her uncanny ability to rally allies and supporters.

Her voice on issues important to the union and nonunion alike has made a difference for working families in the region and beyond. We have been encouraged by her tireless crusade for the underdog.

Julie was elected to a second term as director of Region 9A by delegates to the UAW's 36th Constitutional Convention, 2014. First elected Region 9 Director in 2010, she has been a union activist and leader for more than 30 years.

In 1977, she joined District 65, an independent union that later affiliated with the UAW. She participated in many successful organizing drives, including clerical, administrative support staff at Columbia University, various trade schools, and public and nonprofit organizations.

In 1992, Julie became the first president of UAW Local 2110, an amalgamated local with units in a variety of nonmanufacturing settings. As a local president, she was responsible for collective bargaining for more than 35 Technical, Office and Professional (TOP) units, including Barnard College and Teachers College of Columbia, the Museum of Modern Art and The Village Voice. She has been particularly committed to the fight for contract language that protects workers' health and safety, and to promote women's and the family issues.

In 1994, when UAW President Owen Bieber appointed Julie to the International staff at Region 9A and assigned her to Education. In 1998, then-UAW President Stephen Yokich appointed to the subregional director in New York Region 9A office, under the leadership and then-Director Phil Wheeler. During her term, tenure as a subregional director, the union was successful in organizing thousands of graduate student employees and adjunct facilities at New York University and part-time faculty at the New School University.

In 2006, Julie was appointed Assistant Director of Region 9A by newly elected Director Bob Madore. In addition to her administration responsibility in the region, Julie worked with the Foxwoods Resort Casino organizing staff and committee, which resulted in an overwhelming election victory by 2,500 dealers in November 2007. (Applause)

She then, she led the campaign and negotiations for the first contract that was overwhelmingly ratified in January 2010.

Under the leadership, Region 9A has continued its aggressive organizing program, and Julie has personally, personally has been involved in more than 30 organizing campaigns and successfully negotiated more than a dozen first contracts. In addition, she has helped establish four new local unions in Region 9. Recently organizing victories included regaining union recognition for the graduate employees at NYU, and union recognition at the University of Connecticut, bringing 3,500 new members in to the UAW.

At Harvard University, when graduate employees voted in April 2018 to join the union, it became another victory in a crucial moment in growing student worker in movement. The victory grew sweeter when the university announced it would honor election results and negotiate a contract with the graduate students.

Involved in numerous civil organizations, she served on the board, member of the New York Committee of Occupational Safety and Health, she -- the Working Families Party, Citizens Action of New York. Julie has worked in an expanded UAW -- excuse me -- Region 9A's coalition building program, bringing labor and community groups together to elect progressive candidates and win support for the UAW members, their families and their communities.

She is currently an active member of Connecticut Democratic Party and was elected alternate delegate to the National Convention in 2000, 2004 and 2008. She was elected delegate to the 2012 Democratic National Convention. And she also serves as a member of the Danbury Democratic Town Committee. Julie is the chair of the Connecticut Working Families Party. She is a member of the Coalition of Labor Union Women (CLUW), the LCLAA, and a lifetime member of the NAACP.

Sister Kushner, we wish to extend our gratitude, our thanks for your tireless dedication, commitment, compassion and leadership. And you have made a positive impact on the UAW and the labor movement. And as a mentor, you have lit the path for a new generation.

We are thankful for your contributions because they have improved so many lives for so many in so many ways. On behalf of the entire

UAW, we wish you, Larry, your children and your entire family, all of the best over the years to come.

Thank you, Julie, so much. (Applause)

We will now show a video.

...A video was presented to the delegation.

TRIBUTE
CHUCK HALL

REGION 1D DIRECTOR GERALD KARIEM: We, the delegates to the 37th UAW Constitutional Convention, welcome the opportunity to recognize the efforts and give heartfelt thanks for the service that UAW Region 1 Director Chuck Hall has made on behalf of our membership and families. A poised leader and devoted community activist, Chuck has been a principled and honorable union and community leader and a positive influence for all UAW members.

Whether on a picket line or at a rally for fair wages and safe working conditions, Chuck has demonstrated by example that the fight for the greater good is not in vain. His example of quiet determination and persistence has shown us that solidarity is more than a slogan; it is indeed a critical element in keeping our union strong.

Chuck was reelected director of UAW Region 1 by delegates to the UAW's 36th Constitutional Convention in June 2014. He was first elected as director of the region in June 2010. He was appointed Region 1 Assistant Director on January the 4th, 2010, by then-UAW President Ron Gettelfinger on the recommendations of Region 1 Director Joe Peters.

In February of 2005, he was appointed to the UAW International staff and assigned to Region 1. A UAW member since 1972, he joined UAW Local 3 where he began working at Chrysler's Winfield Foundry in Detroit. At the foundry, he performed numerous tasks, including working in the inspections and heat-treat departments.

In 1977, he accepted a position in timekeeping at the Huber Foundry in Amalgamated UAW Local 889. He worked there, as well as at Chrysler's Dodge Main plant, until it closed in 1980. He returned to the Winfield Foundry where he worked until 1983 and was recalled to the timekeeping position. In 1987, he accepted a position at Chrysler Corporate Payroll and was elected chief steward of his unit in 1991. Seven years later, he was voted union financial secretary and appointed civil rights chairperson for the local. In 2001, Chuck was elected financial secretary for Local 889. Three years later, he was elected unit

chair for the Chrysler Manufacturing Group (MGA). In 2002, he was elected as delegate to the UAW Constitution Convention and served on the Credentials Committee.

He graduated from Mumford High School in Detroit and attended Lawrence Technological University where he majored in accounting and finance.

He sits on the board of Economic Alliance of Michigan. His memberships include the Michigan Democratic Party, the Coalition of Black Trade Unionists, CARE House, and he is a lifelong member of the NAACP. It will be no surprise that retirement offers him more time for golfing, bowling, reading and other activities that he loves.

Brother Hall, we wish to extend our gratitude and thanks for your tireless dedication, commitment and leadership. Your wisdom and service has made a positive and lasting impact on the UAW and the labor movement. Your leadership and devotion has helped shine a brighter light on the good things happening in Region 1 and the positive influence of the union in this community and others. You have achieved so much in so many -- and we are thankful for your contributions because they have improved so many lives so many ways.

On behalf of the UAW, we wish you and Joyce and the entire family the best years to come.

I would like now to have a tribute video shown honoring retiring Region 1D Director Chuck Hall. (Applause)

...A video was presented to the delegation.

TRIBUTE
JIMMY SETTLES

REGION 1A DIRECTOR RORY GAMBLE: Thank you. We had to wait on those Region 1 hooligans over there. (Applause)

REGION 1A DIRECTOR RORY GAMBLE: Good job.

I have been given the very distinct pleasure of doing the testimonial for Vice President James Ulysses Settles.

We, the delegates of the 37th UAW Constitutional Convention, welcome the opportunity to recognize the efforts of and give heartfelt thanks for the service that UAW Vice President Jimmy Settles has made on behalf of our membership and our families.

An activist and staunch crusader for social justice, Jimmy has been a tireless advocate for our members, our communities and those who have been hit hardest when America's economic and justice systems

have failed them. As we have witnessed Jimmy fights for justice for all.

He has instilled in us the determination to reach beyond our comfort zones and help those who need a helping hand, whether they were in Detroit, Michigan, or somewhere else in the world. His inspiration, compassion and decades of service has set an example for us all, union or nonunion.

Jimmy graduated from Detroit's Northwestern High School and attended Wayne State University and the Detroit Institute of Technology.

He was re-elected a vice president of the UAW in June 2014, at the union's 36th Constitutional Convention in Detroit. He was first elected to a vice president position in 2006.

He has served on the UAW International Executive Board since June 2002, when he was elected director of UAW Region 1A. As director of 1A, he played a lead role in successful organizing campaigns at such automotive parts suppliers as Johnson Controls, Arvin Meritor, GKN, ACI, Bridgewater Interiors and Hollingsworth. He also was part of the UAW team in negotiations with Detroit Diesel and the State of Michigan.

In 1968 when Jimmy began his career as a trade unionist, after joining UAW Local 600 upon starting work at Ford Motor Company's Dearborn Iron Foundry and Michigan Casting Center.

Since 1970, he was elected to positions of increasing responsibility by his co-workers to the amalgamated UAW Local 600. Two years later, he was elected unit vice president and district committeeperson, and in 1977 he started his run all the way up to the vice president of the UAW. He was appointed to the staff of the UAW in 1992.

A longtime political activist and Democratic precinct delegate, Jimmy has worked on numerous campaigns for progressive candidates and causes in Southeast Michigan.

He served on the Inaugural Committee for Detroit Mayor Kwame Kilpatrick -- and let me tell you something, had he listened to Jimmy, he would be with us today -- and Wayne County Executive Robert Ficano in 2002.

A Detroit native, Jimmy is more well known to Detroiters than many of the City's elected officials.

Jimmy's selfless acts have not gone unnoticed. He is a recipient of numerous awards, including the Nelson Jack Edwards Award, named in honor of a former UAW vice president, and the Man of the Year Award from the Young Women's Christian Association. He attends Greater Grace Baptist Church in Detroit.

Brother Settles, we wish to extend boundless gratitude and thanks

for your tireless dedication.

Let me say personally, it has been a great honor for me to work with Jimmy my entire career. Since I joined the staff at Local 600 in 1988, I have just about followed him in most of his positions. And believe me, he leaves those positions in much better shape than when he finds them. So I have had a pretty great career.

Jimmy is -- I just can't say enough about him personally. And he is such a benchmark for community involvement and dedication for all of us.

You know, he has helped me on so many things. The house I live in today is because of Jimmy. He found the house. Called me and told me about it. And I was blessed to get it. And I live three doors from him. So you can see that the blessing continues. When you are down, he will lift you up. And any time I need a really good laugh, I just sneak down to his house and peek in his bedroom, and -- (Laughter)

REGION 1A DIRECTOR RORY GAMBLE: So Jimmy is the kind of guy who works hard, puts in the hours, and at the end of the day, he advocates for you having a good time and fellowship.

So it gives me great personal honor, and a truly fulfilling of pride to stand here before this great body and pay dedication to a man of his caliber. Jimmy Settles, a man's man and a standard for all of us to bear.

We will now play a short video. Thank you. (Applause)

...A video was presented to the delegation.

TRIBUTE
GARY CASTEEL

REGION 8 DIRECTOR RAY CURRY: Good morning, brothers and sisters.

We, the delegates of the 37th Constitutional Convention, welcome the opportunity to recognize the efforts and give heartfelt thanks for the service that UAW Secretary-Treasurer Gary Casteel has made on behalf of our membership and families. A trade unionist in the truest sense, Gary has been a tireless advocate for our members for more than 30 years. He has fought for working people everywhere, whether they live in Florence, Alabama, Detroit, Michigan, or anywhere else in the world. His many decades of service have served workers well, whether union or nonunion.

Gary is a second-generation UAW member and third-generation member of the Steamfitters-Pipefitters Local 760. His father, the late

Ray Casteel, was Chairman of UAW Local 255 in Florence, Alabama, a national negotiator in 1967, and served as a UAW International representative for 23 years.

Following in his father's footsteps, Gary spent eight years as a member of Steamfitters-Pipefitters Local 760, in Muscle Shoals, Alabama, before becoming a UAW member in 1988 when he joined Local 737 as a pipefitter-welder at the Ford Glass plant in Nashville, Tennessee.

In the early to mid-1990s, he served on the Local 737 bargaining team and on the negotiating team for the Modern Operating Agreement. In 1996, he also served as lead negotiator between the local union and Ford Motor Company. Gary was twice elected Vice President of UAW-Ford Subcouncil No. 3 and three times as Skilled Trades Representative.

Now a member of UAW Local 862 in Louisville, Kentucky, Gary was appointed to the staff of the International Union in 1997 by then-UAW President Stephen P. Yokich. Gary serviced UAW members at Saturn, Ford and various independent parts firms, as well as supporting retired union members and activists in UAW CAP Councils. Along the way, Gary gained expertise in grievance handling, arbitration, contract administration and organizing.

Gary was first elected director of UAW Region 8 -- which covers the states of Tennessee, Kentucky, Virginia, West Virginia, North Carolina, South Carolina, Mississippi, Alabama, Georgia, Florida, the District of Columbia, the state of Maryland, Delaware and four counties in Pennsylvania -- in June 2002 at the 33rd UAW Constitutional Convention in Las Vegas. He was elected in 2006 and again in 2010.

As a regional director, he remained as a social activist and member of the Democratic Party and the NAACP, leading partnership between the UAW and our allies in pursuit of economic and social justice. His determination in achieving civil and human rights for all has helped to inspire some of the largest union organizing drives in the Southeast.

In 2014, Gary was elected as secretary-treasurer of our union. He was tasked with handling the union's finances in one of the most challenging times. His stalwart stewardship over dues dollars helped keep the union's finances in check and the organization strong. Gary oversaw organizations that made fiscal integrity and transparency among the union's highest goals and most sacred promise to our union's mission and our membership. Under his leadership, the union continued to streamline processes and look for savings wherever possible. At the beginning of the last constitutional convention, the International was $30 million in third.

Day 3

The UAW ended 2017 with a fiscal surplus for the third straight year. And now, at the end of his tenure, the union's finances are healthy enough to cover the day-to-day operating expenses associated with servicing our members. He has also helped build a financial cushion so we can absorb unexpected expenses and invest in activities that serve the best interests of our members.

One such activity is organizing. Gary understands that it is a vigorous circle: The more density the union has, the stronger position our union has to negotiate contracts that provide good wages and stable benefits for our members. He knows that additional members translate into more resources for organizing campaigns. Successful organizing campaigns bring in more members, which build density within the auto sector and add bargaining strength.

As secretary-treasurer, one of his other assignments was leading the Transnationals Department with the determination to win dignity in the workplace by empowering workers, engaging communities, leveraging International support. His work with the Mississippi Alliance for Fairness at Nissan, a coalition of faith and community leaders, redoubled efforts to work with labor allies around the world to educate the French government and others about Nissan's threats and intimidations against its predominantly African-American workforce at the company's only nonunion plant in Canton, Mississippi. He provided unwavering support to those workers, and although the latest campaign fell short against a vigorous threatening campaign waged on them by the company, those workers understood what it was like to have a strong, committed and passionate leader on their side.

In August 2015, Gary stood with the members of UAW Local 42 at Volkswagen in Chattanooga, Tennessee, in their bid for recognition as the bargaining representatives for skilled trades at the plant. When Volkswagen balked at the workers' request, again his support remained steadfast. He supported UAW members as they filed charges with the National Labor Relations Board and won a federal order that upheld the election. Gary encouraged workers to leverage international relationships in their bid to form a union. He supported their efforts to engage with the Volkswagen Global Works Council, IG Metall, both influential groups of employee leaders from around the world. Gary will carry this battle forward -- Gary, we will carry this battle forward and we will win. (Applause)

REGION 8 DIRECTOR RAY CURRY: During his long and constructive career, Gary demonstrated his unique ability to inspire, motivate, win victories for our union and working people across our country. He has achieved important victories in the always difficult area of organizing new members. Gary has helped get our union on

solid financial ground. Our union will miss his leadership.

Gary, we wish to extend deep heartfelt thanks for your tireless dedication, commitment, leadership. You have made a positive impact on the UAW and the entire labor movement. You have achieved so much for working families and UAW members. We are thankful for your contribution that has improved the lives of so many more of our members. On behalf of the entire UAW, we wish you, Penny, your children and extended family, all the very best in the years to come. (Applause)

REGION 8 DIRECTOR RAY CURRY: At this time, we will have a video tribute to Gary Casteel, our retiring secretary-treasurer.

...A video was presented to the delegation.

TRIBUTE
DENNIS WILLIAMS

REGION 4 DIRECTOR RON MCINROY: Well, since you already talked so long, we are into the afternoon. So good afternoon.

With heartfelt appreciation, admiration and respect, the delegates to the 37th UAW Constitutional Convention would like to extend our gratitude for the selfless life's work UAW President Dennis Williams has given to our union, our communities and working men and women around the globe.

Dennis, a United States Marine Corps veteran, joined UAW Local 806 in 1977 at J.I. Case where he was a salvage welder. He was elected both to the bargaining committee and as chairman. In 1988, Williams was appointed an International representative by UAW President Owen Bieber and assigned to the National Organizing Department. Besides organizing, his assignments included negotiating the first contract at Mitsubishi Motors North America in Bloomington, Illinois. He also assisted in organizing Indiana State employees. He spent two-and-a-half years assisting members on Local 844, Vermont, Illinois, obtain a first contract. This worker justice campaign involved legal action and extensive mobilization of union members and community allies.

In 1992, Dennis was assigned to service locals in various sectors throughout the Region 4, including Agricultural Implements, Independent Parts Suppliers (IPS), and Technical, Office and Professional (TOP). He also assisted in the negotiation and servicing of several national agreements, including J.I. Case. In June 1995, Williams was appointed as the Assistant Director of Region 4 by then-Director Paul Korman, where he served until he became director in 2001 following a special election.

Day 3

Dennis was reelected as director of Region 4 in 2002 at the 33rd UAW Constitutional Convention in Vegas, and in 2008 at the 34th UAW Constitutional Convention, also in Las Vegas.

As director of Region 4, which includes Illinois, Iowa, Minnesota, Montana, Nebraska, North Dakota, South Dakota, Wisconsin, Wyoming, he played a key role in the election of President Barack Obama in 2008 and worked on Obama's organizing team for the Iowa caucuses.

In 2010, delegates at the 35th UAW Constitutional Convention in Detroit elected him to serve as secretary-treasurer. Dennis was instrumental in turning around the relationship with Navistar, Inc., bringing major investments into the UAW facilities as well as organizing the Tulsa Bus Plant in Oklahoma.

Upon his election as president of the UAW at the 36th UAW Constitutional Convention in Detroit, Dennis immediately got to work on a plan to get the International's finances in order. The International had been operating at about $30 million in the red annually, a situation that was unattainable. Strategic budget cuts were made and many ways of worker working smarter and more efficiently were developed. As a result, by the end of his term as president, the union has had a financial surplus for three consecutive years. More important, the changes that have been made leave our union a blueprint for staying in the black in the future and being better stewards of members' dues monies.

In 2015, Dennis led the bargaining teams at General Motors, Ford Motor Co., and FCA USA that led to strong gains in wages, benefits and other compensation for workers. He helped win contract language that began moving workers from two-tiered pay scales to clear a path to full pay. Workers at the Big Three automakers have received record-setting profit-sharing checks totaling more than 7.5 billion under the 2015 agreements.

In organizing, tens of thousands of new members have been added, thanks to Dennis' leadership, particularly with gains in higher education, auto suppliers and gaming. In 2017 alone, the UAW added 15,000 new members, the highest one-year new growth since 2010.

Under Dennis' leadership, our union has continued its recovery from the Great Recession, and maintained and built upon the growth of membership, negotiated excellent contracts, shored up its finances, and committed -- continued its commitment to local, state, national and global labor activism. Under Dennis' leadership the UAW has fought for the disadvantaged and for those who face discrimination. UAW fought for the labor leaders unjustly imprisoned, including South Korean labor activists Lee Young-joo and Han Sang-gyun, the latter who was recently released from prison in part thanks to Dennis' leadership.

President Dennis Williams, we are honored to have borne to witness your leadership. We are proud to have served under your direction. We are grateful to have called you president. Your leadership of this union has made us stronger, more determined than ever to fight the good fight. And that's what we will continue to do.

And now we will see a tribute video to President Dennis Williams.

...A video was presented to the delegation. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brothers and sisters. Those two guys at the end, they're in for it because I'm going to take their money.

I would like, now, to invite the Credentials Committee to the stage to be seated, please. I'd like to call on Larry Robinson, Chair of the Credentials Committee for the committee's final report. (Applause)

CREDENTIALS COMMITTEE CHAIR ROBINSON: Thank you, President Dennis Williams. Good afternoon, brothers and sisters. My name is Larry Robinson, I am the Chairman of the Credentials Committee and President of UAW Local 892 out of the mighty, mighty Region 1A, under the dynamic direction of Director Rory L. Gamble and Assistant Director Darryl Goodwin. (Applause)

CREDENTIALS COMMITTEE CHAIR ROBINSON: Please allow me the honor to reintroduce your Credentials Committee, our Vice Chairman, Frank Rowser, Local 909, Region 1. Recording Secretary, Petra Jameson, Local 292, Region 2B. Joan Biebel, Local 174, Region 1A. Brother Willie Wallace, Local 659, Region 1D. Brother Richie Boruff, Local 685, Region 2B. Sister Patricia Bonner, Local 1268, Region 4. Brother Steve Chorbak, Local 249, Region 5. Brother Joe Padilla, Local 887, Region 5. Brother Ray Mazzoli, Local 3170, Region 9. And last but not least, Brother Irvin Berrios, Local 712, Region 9A. (Applause)

CREDENTIALS COMMITTEE CHAIR ROBINSON: Give it up for your Credentials Committee. (Applause)

CREDENTIALS COMMITTEE CHAIR ROBINSON: Brother Chairman, brother and sister delegates, the following is the final report of your Credentials Committee.

On Monday, June 11, 2018, this committee reported that credentials were sent to 563 locals. 347 locals registered. There was 918 delegate credentials, 232 alternate delegate credentials, and 8 Retired Workers Advisory Councils that registered 12 delegate credentials.

As of 9:00 a.m. this morning, an additional three locals contacted the Roll Call office to replace delegates with alternates, redistribute votes, add local unions with information on delegates, which was not

available at the time the Roll Call book was printed. As well as to make any other necessary changes.

All changes or additions given to this committee have been accurately recorded into the official Roll Call. The official Roll Call will be used in the recording of all Roll Call votes by this Convention and will appear in the printed copy of the Convention proceedings.

The up-to-date roll call is available for you online. You can type into your search engine, convention.uaw.org. Again, that is convention.uaw.org. There, you can sign in to the official Roll Call and the final list will be printed in the official record of this 37th Constitutional Convention.

Please allow me to introduce our Vice Chairman of the Credentials Committee to give you the latest numbers, Frank Rowser. (Applause)

CREDENTIALS COMMITTEE VICE CHAIR ROWSER: Good afternoon sister and brother delegates. My name is Frank Rowser, Vice Chair of your Credentials Committee. I am also elected delegate and Chairman out of Local UAW 909, out of Region 1. Under the strong leadership of Director Chuck Hall and Assistant Director, Frank Stuglin. (Applause)

CREDENTIALS COMMITTEE VICE CHAIR ROWSER: I want to say congratulations on your retirement, Chuck. In advance to the election of the officers and board members, we wish to report that as of 9:00 a.m. this morning, Wednesday, June 13, 2018, we have 944 Delegates and 244 Alternate Delegates registered. This represents 350 locals and 8 Retired Workers Advisory Councils, totaling a voting strength at this Convention of 3,516 votes.

This concludes the list of changes in local union delegations. We conclude in this final report of your Credentials Committee by restating and affirming Article 8, Section 17, of the UAW International Constitutional Convention as it has always been applied under the UAW's convention system.

With this report, your Credentials Committee has taken the necessary action and reported to the full convention on all the election protests which have been received.

These protests under the UAW International Constitution could have raised any subject related to the election of the locals' delegates, including, but not limited to, the conduct of the campaign or the use of union or employer assets.

All other protests of elections held under Article 10, covering international officers and regional directors, even though not touching the election of identifiable delegates, were required to be filed with

the Credentials Committee. Which has exclusive jurisdiction. Your committee has, in turn, reported its actions to this Convention for a decision.

Therefore, any protests of the conduct of the campaign of these offices or of any matter said to affect the election, must be and should have been filed with this Credentials Committee.

While this committee sits, it has full authority to receive such election protests, evaluate them and report its findings and recommendations to the full convention as we are doing here and now. Please allow me to introduce the Recording Secretary of the Credentials Committee, Petra Jameson.

CREDENTIALS COMMITTEE RECORDING SECRETARY
PETRA JAMESON: Good afternoon, brothers and sisters. I'm Petra Jameson, Recording Secretary and Local Delegate of 292 in the mighty Region 2B under the -- (Applause)

CREDENTIALS COMMITTEE RECORDING SECRETARY
PETRA JAMESON: Under the awesome Director Rich Rankin and Assistant Director, Wayne Blanchard.

The Convention itself is the final authority and so makes the final disposition of all election protests. Whether presented by the Credentials Committee or even when directly raised on the floor of the convention.

The adoption of this report by the Convention immediately closes all protests and other questions concerning the election of delegates, regional directors, and/or international officers regardless of the allegation.

The delegates here will then proceed to an immediate vote. This vote, when tabulated, will promptly be announced. In the case of a regional director election, the results will be reported on Thursday, June 20, 2018, as a matter of information to the full convention.

No further protest or appeal exists or is possible under the UAW International Constitution. Neither the International Executive Board, nor any officer, has the authority to entertain any further election protest. Any election issue which might have been presented to the Credentials Committee or the convention, but was not, is completely barred at this point regardless of the excuse.

The election of the International Officers and regional directors are final upon tabulation and announcement of the relevant voting to the voting delegates.

Please allow me to introduce the Chairman of the Credentials Committee, Larry Robinson.

CREDENTIALS COMMITTEE CHAIR ROBINSON: Brothers and sisters, this concludes the final report to the 37th Constitutional Convention. We, your Credentials Committee, would like to take the time to thank President Dennis Williams, Secretary-Treasurer Gary Casteel, and their staff who assisted our committee; especially Brother Al Wilson and Sister Tia Darden.

With their assistance, we completed our investigations, research and reports in a timely and professional manner.

I would like to say to the entire Credentials Committee, you did a fantastic job and I am proud to have had the opportunity and the honor to work with each and every one of you.

Brother Chairman, sister and brother delegates, on behalf of the Credentials Committee of the 37th Constitutional Convention, I move for the adoption of this final report and recommendation. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: I want to whole-heartedly thank the committee for their duties. We want to applaud the staff and the clerical, great job. And we want to excuse both the Credentials Committee and the Resolutions Committee. Thank you, very much. (Applause)

PRESIDENT DENNIS WILLIAMS: All right. You've heard the committee. Is there support? All those in favor, signify by saying aye. Nays, same. Ayes have it. Thank you. (Motion carried)

PRESIDENT DENNIS WILLIAMS: We'll call upon the Rules Committee. Is that a little bit better music?

Okay. I would like to call on the Chair of the Rules Committee, Nadine Davis, for the committee's final report. Thank you.

RULES COMMITTEE CHAIR NADINE DAVIS: Good afternoon. Chairperson, sisters and brothers, my name is Nadine Davis, Chairperson of the Rules Committee. I am from UAW Local 1250, Region 2B. (Applause)

RULES COMMITTEE CHAIR NADINE DAVIS: Under the leadership of Director Rich Rankin and Assistant Director, Wayne Blanchard. (Applause)

RULES COMMITTEE CHAIR NADINE DAVIS: I would like to thank all the members of the Rules Committee for their hard work. Sister Samantha Conde, Recording Secretary, Local 129, Region 5. (Applause)

RULES COMMITTEE CHAIR NADINE DAVIS:

Brother Tony Sadowski, Local 889, Region 1.

Brother Jay Makled, Local 600, Region 1A.

Brother Anthony Cheathams, Local 651, Region 1D.

Brother Bill Jackson, Local 588, Region 4.

Sister Vera Newton, Local 862, Region 8.

Brother Wence Valentine the 3rd, Local 774, Region 9.

And Brother Dennis Brown, Local 376, Region 9A. (Applause)

RULES COMMITTEE CHAIR NADINE DAVIS: I would like to thank President Dennis Williams for providing assistance to the committee and also, to Jim Gallagher,

Administrative Assistant to the President, and to Lisa Panczyk, clerical staff, for their assistance. (Applause)

RULES COMMITTEE CHAIR NADINE DAVIS: At this time, I would like to give the final report of the Rules Committee.

This report was compiled to be presented prior to the nomination and election of all International Union Officers.

First, if there is an election -- first, if an election is required pursuant to Article 10, Section 4 and 5 of the Constitution, all elections of international officers shall be by roll call vote.

The Rules Committee discussed the use of roll call voting. It was the unanimous recommendation of the Rules Committee that if there is voting by roll call, for International Officers, the following rules and procedures shall apply.

A, if a Local Union is of one mind, it is authorized to cast a block vote unless challenged by a member of the delegation of that local union. In such event, the person challenging must cast an individual vote and the rest of the union delegation may vote as it wishes in partial block or individually.

B, to facilitate the procedure of the convention, slate voting shall be permitted. Once a roll call vote has begun, it will not be canceled or suspended until a candidate or a slate has reached a majority of the votes. At that time, any delegate who wishes to report his or her opposition to the team or to the individuals who have been declared elected, can have the opposition put on the record so there is no question as to where they stood.

Regional Conventions: We also recommend that in regional roll calls, if a Local Union or unity of an amalgamated local union is of one mind, it is authorized to cast a block vote. If the block vote is challenged by an accredited Delegate of the Local Union, a candidate or his or her duly designated representative, the delegation shall be polled.

Chairperson, on behalf of the Rules Committee, I move for the adoption of this report. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, Nadine. It has been moved. Is there support? Any discussions? Seeing no hands, all those in favor, signify of saying aye. Opposed, same. Ayes have it. (Motion carried)

PRESIDENT DENNIS WILLIAMS: We appreciate the Rules Committee and the Credentials Committee for the great job they have done throughout the convention. We dismiss them from their duties. We also want to applaud the staff and the clerical who worked on the committee. And so we dismiss you from your duties. Thank you, so much. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay brothers and sisters, I would like to remind everyone that nominating speeches are limited to five minutes with no exceptions. No defamatory speeches. And I am going to open the Office of President. Please have your delegates who wish to nominate, step up to the microphone. You must be a delegate. And, somebody's going to have to come up to the front mics, please.

Okay. We will start with the nomination for president. Mic 3.

DELEGATE JASON STARR, Local 249: Thank you Mr. President for recognizing me. Good afternoon Brothers, I am Jason Starr, President of United Auto Workers Local 249 in Kansas City, Missouri. Home of the most powerful members of the UAW out of the great Region 5. (Applause)

DELEGATE JASON STARR: I rise to place a nomination, a man that will lead by example, of which has been so worldly said by his predecessors. Every organization is judged by its elected representatives. Our organization is no exception. We've been very fortunate in electing our officers in the International Union Executive Board members. The brothers' name that I will place in nomination hails from my local union, UAW Local 249. (Applause)

DELEGATE JASON STARR: He is a proven leader. He is of sound judgment, keen perception, relentless courage, tested ability, innovative vision, and a profound faith in God.

His love for humanity has prepared this brother to be the 12th International UAW President. His integrity and impeccable character has earned him a place of great distinction and esteem among his colleagues.

He is a championship of the rank in file. He has made leadership of our region a part of every important decision that he has made that affects, not only our members, but their families as well. We will

miss him dearly. He is a tenacious leader of Region 5. He has lead our region to be the first region to raise over $2 million to fight the attacks we face. (Applause)

DELEGATE JASON STARR: In our UAW Voluntary Community Action Program, for two years in a row, in 2016 and 2017. To note, to date, no other region has broken the $2 million barrier. (Applause)

DELEGATE JASON STARR: He is a tireless worker setting the standard for leadership in Region 5, to organize more men and women, giving them a better way of life. His vision for them was to be a part of the greatest union on the face of the Earth. Brothers and sisters, this Brother will be an action leader. He will communicate our goals, our policies, and assess the complexed challenges that we face together as a union. He will formulate, diagnose, and generate an action plan that will define the success of our great union.

Yes, brothers and sisters, he is a man of action. This brother will challenge the status quo and he will find a way to make a significant difference in any situation that we are focused on as a union. He will always be accessible and available to the entire membership because he knows the accountability benefits of every level of membership.

He has made it a habit to respect everyone. He has listened to all the membership and answers their calls. This Brother has served as Financial Secretary of Local 1895, Insurance Administrative for the International Union, Chief Accountant, Top Executive Assistant, Administrative Assistant for three UAW Secretary-Treasurers, Assistant Director of Region 5, and elected Regional Director to two terms in Region 5.

He has excelled in every position he has held in our union. He has earned a degree from the University of Tulsa and is a licensed Certified Public Accountant.

His leadership style has always been to make a difference. And for 43 years, a member of the UAW, it has never been about a role, a position, a title; it has always been about making a positive difference for the good of our great union and our country.

His goal has always been to stay optimistic with a strong belief in the future of our organization. To nurture and mentor other union leaders, including myself.

He is the man of the hour. He is the right man at the right time, to lead our organization into the next chapter of our great union's history. Because of this sacred honor, he will never let us down.

Brothers and sisters, this union is a way of life for him, not a job. His positive energy has shown how to be the change he wanted to see in the

world. For over four decades, he and his wife, Cindy, have dedicated their lives to making this union better than they found it.

Brothers and sisters, fellow delegates of the 37th Constitutional Convention, I deem it a great pleasure and distinct honor to present to you, and place in nomination for Office of President of the International UAW, UAW Brother, Gary Jones. (Applause)

REGION 5 DIRECTOR GARY JONES: Thank you, Mr. President.

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, can we come to order. (Gavel)

PRESIDENT DENNIS WILLIAMS: Don't make me come down there. Mic one, please.

DELEGATE SCOTT HOULDIESON, Local 551: Good afternoon, brothers and sisters. I'm Scott Houldieson from UAW Local 551 in Chicago. I stand before you today, to place in nomination for President of the UAW, a brother who I have worked closely with in our fights against concessions, Gary Walkowicz.

I first got to know Gary in 2009 as we worked together to fight back against contract modifications at Ford. Gary has the confidence of the UAW members whom he represents. Eight times, they have elected him to positions of District Committeeman, Bargaining Committeeman, Plant Chairman at Dearborn Assembly and Dearborn Truck Plants. They have elected him to represent them at the UAW Constitutional Convention multiple times.

But he is not just a leader in his plant. This brother has also been willing to speak out and stand up on issues facing the entire UAW and facing work -- facing workers everywhere. He is one of the few elected leaders who, from the beginning, dared to openly oppose the Policy of Concessions and Partnership.

Walkowicz said that giving up concessions would only lead to more concessions, and he was right. This Brother said that once we surrender to corporate blackmail, the corporations would never willingly give back what we lost. It would take a fight to get them back, and he is right.

Walkowicz said that concessions would not save jobs. And our membership numbers show that he was right. This number -- this brother has run for UAW President twice before, in order to say that this union must stop the policy of partnership and must go in a different direction, and he is right.

We have let the corporations divide us into second, third, and fourth tier workers. And the result is a lower standard of living for all auto workers. We have let the corporations hire workers part time for what

should be full-time jobs.

We have let the corporations put our current and soon to be retirees in precarious situations by accepting a VEBA instead of health care. And we have let the corporations take retirement away from all recent and future auto workers by eliminating pensions.

Auto workers once led the way for all workers in a fight for a better future. Once we open the door to concessions, we have gone backwards and our workers, other workers have followed us backwards.

Today, the UAW, other unions, and the entire labor movement is facing a grave crisis. Our members are losing confidence in the unions. Union membership nationwide is steadily declining. This is a consequence of union leadership's policies of being partnered with the very people who are attacking us. The corporations and their allies in government, seeing our weakness around the attack.

Union rights and bargaining rights are being taken away from public sector workers. Look what has happened to state workers in Michigan, the majority of whom are UAW members. The future of the unions themselves, is at stake.

It is necessary that we face up to the reality of our situation. When we are under attack, there should be only one response. We must fight to defend ourselves. Fight to defend our families. Fight to defend our children's future. Our ability to fight depends, not on being partners with our bosses, it depends on our solidarity as auto workers, solidarity as UAW members, wherever we work, solidarity as a whole working class.

The history of this union shows that we have a different path we can follow. The working-class has the power to defend ourselves. The working-class has the power to fight for what we need. Auto workers should lead this fight. We did in the past, but in order to do that, we need a leadership with a different policy, a fighting policy. That leader is Gary Walkowicz and I nominate him for the Office of President of the UAW. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. Is there any other nominations? Mic 2.

DELEGATE ABRAHAM ELAM, Local 74: Thank you, President Dennis Williams. My name is Abe Elam from Local 74, Ottumwa, Iowa. Ron McInroy is our Director, Brad Dutcher, Assistant.

I would like to nominate Brian Keller for International President. And I would like to read something on his behalf. (Gavel)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, let's give him the courtesy. (Applause)

DELEGATE BRIAN KELLER, Local 1248: Brothers and sisters of the UAW, my name is Brian Keller. I work for FCA MOPAR Center Line, Local 1248. And I stand before you today, to not only ask you to entrust me with the honor and the privilege of serving you as the next International President of this union, but to also ask every person at this convention a simple question: How do we think history will portray our generation of UAW leaders and members? Will they say that we stood together for equality? Will they say that we stood together in solidarity with all of our brothers and sisters? Will they say that we are willing to fight to continue to protect our livelihood, our families, and our future? Or, will history portray a different story about the decisions we made here and now?

If we were to ask temporary part-time workers inside of the auto plants and every plant for that matter, these very same questions, how do we believe they would answer? I believe that a vast majority of the temporary part-time workers in the auto plants would say they do not.

These are brothers and sisters who work every day just as hard and sacrifice just as much as traditional and in progression workers. And yet, they are not afforded the majority of benefits and job protections permanent employees receive. The companies should be hiring these workers to permanent positions after 90 days, not exploiting them for years on end under temporary status. It is our job as a union to protect these workers and ensure they have just as prosperous of a future as any permanent member in the UAW.

If we were to question in progression employees inside of all of our opinion plants, whether they felt our leadership still fights for equality, what do we think their reply would be? I believe the vast majority of in progression workers would say no.

Many in our union insist that pensions are a thing of the past. I do not see the equality in telling a certain percentage of our membership that pensions are a thing of the past while another percentage of our membership will receive pensions upon retirement. It is my belief that our job as a union is to fight for pensions for every member of the UAW.

If we are not willing to take on that fight, as precarious as that fight may be, how can we say that we are a union truly based on equality.

If we were to ask traditional employees whether they felt that our leadership still abides by Article 2 of our constitution, what do we think their reply would be?

It is my belief that a great number of traditional workers in these plants would say no. I believe these workers would say that they are

having to work harder than they ever had before and for longer hours just to make ends meet.

They have seen their standard of living diminished for years, with little return for their sacrifices. Once again, these workers are told that benefits such as cost of living and a guaranteed annual raise are a thing of the past. If we are not willing to take this fight to these companies to honor Article 2 of our own constitution, how can we expect to convince non-organized auto workers from the south or other parts of the world to want to become a part of our union.

If we were to ask our retirees of the auto plants and all plants whether they felt that our leadership is still listening to them, what do we believe their answer would be? I believe that the majority of our retirees would say they feel as if they have no voice in the direction of the UAW.

Brothers and sisters, this must change. We cannot continue to allow our retirees to face an uncertain future and a diminished way of life. We must be steadfast in our commitment to our retirees so that they can --

PRESIDENT DENNIS WILLIAMS: Brother, conclude. Your time's up. Please conclude. (Applause)

PRESIDENT DENNIS WILLIAMS: Is there any other nominations? Is there any other nominations? Is there any other nominations? Nominations is closed. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. We will go in reverse order. Sergeant-at-arms, please let Brian Keller into a mic to accept or decline. Remember, it's an accept or decline. No candidate is going to make speeches.

DELEGATE BRIAN KELLER: I, Brian Keller, accept.

PRESIDENT DENNIS WILLIAMS: Brian Keller accepts. Brother Walkowicz, Gary Walkowicz, do you accept?

DELEGATE GARY WALKOWICZ, Local 5285: I, Gary Walkowicz, accept the nomination for UAW President.

PRESIDENT DENNIS WILLIAMS: Thank you, brother Walkowicz. Brother Gary Jones, do you accept?

REGION 5 DIRECTOR GARY JONES: I, Gary Jones, humbly accepts. (Applause)

PRESIDENT DENNIS WILLIAMS: Gary Jones has accepted. (Gavel)

PRESIDENT DENNIS WILLIAMS: All right. All right.

We will now move to the nominations for Secretary-Treasurer. Please go to the mics. Mic 3.

DELEGATE GARY ROSEBORO: Good afternoon, brothers and sisters. I'm elected Delegate Gary Roseboro and I'm a member of Local 5285, Region 8, Mount Holly, North Carolina under the dynamic Direction of Ray Curry and Assistant Tim Smith. (Applause)

DELEGATE GARY ROSEBORO: I am pleased to nominate Ray Curry to position of Secretary-Treasurer. Ray joined our union, the UAW, in July 1992, where he started as a truck assembler in the truck plant, which is now Daimler Truck Plant North America in Mount Holly. He was right there in the line working, doing hard work, with all of us to produce quality trucks.

Right away, Ray became involved in our local Civil Rights Committee and became a delegate for the Area A. Phillip Randolph. It was clear what a great worker and leader he was becoming.

We saw how he cared about our plant and our members and about the great community. We trusted him enough to nominate him in other leadership positions including the UAW Constitutional Convention Delegate, Chairman of Trustees, Financial Secretary-Treasurer, and Alternate Committeeperson.

As a UAW member organizer on the 2003-2004 Freightliner Organization driving in Cleveland, Gastonia and High Point, North Carolina, Ray fought so that even more workers could have a voice at the table. His involvement flowed throughout the community as he served as Chairman of the UAW North Carolina State Political Action Committee and the Executive Board Vice President of the North Carolina AFL-CIO.

As an International Representative for this great union, he demonstrated leadership while serving Aerospace, Chrysler, Ford, and General Motors facilities, heavy truck and numerous automotive supplier locations in Alabama and Tennessee. He was responsible for collective bargaining, arbitration, grievance handling, organizing, political action, and other bargaining unit assignments. Those were the qualities that he helped frame in his leadership style for his four years on as Region 8 Assistant Director and his last four as a region's dynamic director.

Ray's energetic leadership also has been shaped by his strong military and education background. He served three years as active duty in U.S. Army, five years as U.S. Army Reserve. He is a graduate of the University of North Carolina Charlotte with a Bachelor of Science Degree with Business Administration/Finance. He holds a Masters

of Business Administration, an MBA degree, from the University of Alabama.

Ray is a true trade unionist and a longtime social activist who has a big heart for active and retired members. He is also a strong believer in the value of hard work. Further, he has principles, a man of dignity, a man of integrity and a humble servant to this organization and this great community. In addition, his unrelented spirit qualifies him for this position.

In Region 8, we are very proud and honored to have Ray lead us to stand shoulder-to-shoulder with us through tough times and good times. We know that he is a leader who is willing and able and capable.

And with this great honor, that I nominate my union brother and personal friend, Ray Curry for the position of Secretary-Treasurer. (Applause)

PRESIDENT DENNIS WILLIAMS: Come to order, please. Is there any other nominations? Mic 2.

UNIDENTIFIED DELEGATE: Thank you, President Williams. I nominate Dennis Voytko for Secretary-Treasurer.

PRESIDENT DENNIS WILLIAMS: Okay. Is there any other nominations? Any other nominations? Any other nominations? Nominations are closed. (Gavel) (Applause)

PRESIDENT DENNIS WILLIAMS: Brother, is that Dennis Wichol? Is that correct, Dennis Wichol? Is it W-I-C-H-O-L?

UNIDENTIFIED DELEGATE: What's the question?

PRESIDENT DENNIS WILLIAMS: Yes. What is the spelling of the -- is it Dennis -- is it W --

UNIDENTIFIED DELEGATE: It's D-E-N-N-I-S.

PRESIDENT DENNIS WILLIAMS: Yep.

UNIDENTIFIED DELEGATE: V-O-Y-T-K-O.

PRESIDENT DENNIS WILLIAMS: V-O-Y. I got that part. I didn't hear the last part.

UNIDENTIFIED DELEGATE: T-K-O.

PRESIDENT DENNIS WILLIAMS: T-K-O. Okay. Brother Voytko [sic].

UNIDENTIFIED DELEGATE: Voight.

PRESIDENT DENNIS WILLIAMS: Voytko, do you accept the nomination? I know it brother, but the person you nominated must be accepted. And is he here? Okay then, he just has to go to the mic and

accept.

DELEGATE DENNIS VOYTKO: It's Voytko, and I accept the nomination.

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Brother Ray Curry, do you accept?

REGION 8 DIRECTOR RAY CURRY: Mr. President, I humbly accept. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. Brothers and sisters, we will now open the nominations for the Vice President. There are three Vice President positions to be filled. Is there -- please come to the mics for nominations. Mic one.

DELEGATE BERNARD RICKE, Local 600: Good afternoon, brothers and sisters. I am Bernie Ricke, President of UAW Local 600, and a Delegate to this Convention. (Applause)

DELEGATE BERNARD RICKE: I've had the privilege of serving the Local 600 membership for the past 40 years, including the past 8 years as Local President. For well over 30 of those years, I've had the honor of working closely with Rory Gamble. (Applause)

DELEGATE BERNARD RICKE: Like so many of our members, Rory was raised in Detroit and hired as a young production worker into the Rouge Complex. Following in his father's footsteps, Rory immediately became active in the UAW. Within the Dearborn Frame Plant Unit, Rory stepped on all the rungs of the leadership ladder. He gained skill and knowledge in the fields of employee and support services, health and safety, Civil Rights, problem solving, bargaining and providing labor education.

It wasn't long before his leadership abilities were recognized and he was elected to the Bargaining Committee. Later, he served on the staff of our local and eventually became an officer. He and I worked closely together in 2003 as members of the National Ford Bargaining Committee. He was elected by Region 1A members to serve as Director in 2006.

Rory has now served Region 1A as Director for three consecutive terms. I'm honored to place Rory's name in nomination because of the deep faith and confidence I have in his commitment to serve and his ability to lead. His accomplishments as our Regional Director and his experience in leading, supporting our fights for justice within the community, are recognized and well-known by all.

And it's not the past laurels and accomplishments that I pride in nominating him, it's what he brings to our future. Rory is a tireless, unselfish committed leader. We can count on him to stand up to

bigotry and hatred. He doesn't just fight for equality, he stands for opportunity. And he won't settle for achieving less than our full potential. In the uncertain days ahead, he brings integrity, confidence, vision, courage, passion, accountability, and humility, to everything he does.

As we enter into the 2019 bargaining, we can count on Rory to be tenacious and strategic. He believes that workers deserve a fair share of the wealth they create and have a right to demand respect and dignity.

On a personal level, Rory fights today for a better tomorrow. In Local 600, we say we have a history to be proud of and a tradition to carry on. Rory embodies that view and in him, we proudly entrust our future.

It is my deep privilege to place into nomination, the name of Rory Gamble for Vice President of this great International Union. Thank you. (Applause) (Gavel)

PRESIDENT DENNIS WILLIAMS: Come to order, please. (Gavel)

PRESIDENT DENNIS WILLIAMS: Come to order. (Gavel)

PRESIDENT DENNIS WILLIAMS: Okay. Sergeant-at-arms -- or, Mic Sergeant-of-arms. The Sergeant-of-arms is at the mic. Please, if there's somebody at the mic, please raise your arm up. Mic 4. Any other nominations?

DELEGATE DAVID GREENHALGH, Local 2177: This is David Greenhalgh, Local 2177 Region 9, under the direction of Jeff Binz and Tommy Ashton. (Applause)

DELEGATE DAVID GREENHALGH: It's my honor and privilege to nominate my friend, and probably the best Shop Chairman we ever had at Local 2177. I would like to nominate Terry Dittes for Vice President. (Applause) (Gavel)

PRESIDENT DENNIS WILLIAMS: We're going to have to pay for a podium after this is done. I'm going to go to mic 5 and then we'll come back to mic 1. Mic 5, is there any other nominations?

DELEGATE JOHN ZIMMICK, Local 174: Hello. Hello, my name is John Zimmick, President of UAW 174, right here in Detroit. (Applause)

DELEGATE JOHN ZIMMICK: As many of you know, it's a very historic local, home local of Walter P. Reuther. Today, I do have the honor to nominate another great leader from our Local, Cindy Estrada. (Applause)

DELEGATE JOHN ZIMMICK: That's right. Let's hear it. (Gavel)

DELEGATE JOHN ZIMMICK: Okay. I only got five minutes.

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, you are taking away from that brother's time. The clock don't stop every time you cheer.

DELEGATE JOHN ZIMMICK: It's okay. I'm glad to hear we all love her. I'm glad to hear we all love her. That's awesome.

She started from the ground floor in a little place, one of our smallest units called Impressions. Less than 20 people worked there at the time. So she started right from the ground floor.

Her leadership skills were first discovered and recognized by UAW President Stevie Yokich and he appointed her to the Organizing staff in UAW in 2000.

My first memories of Cindy was at the old local, working with Frank White in the organizing team. They put in countless of hours and many successes in organizing. Since that time, Cindy has served as Director of Organizing and has been twice-elected UAW Vice President.

As Vice President, she has had important responsibilities of bargaining for tens of thousands of independent part suppliers, 17,000 State of Michigan workers, and currently 52,000 GM members.

In addition, she is currently the leader of our Women's Department inspiring the women of our great union to seek their own path to leadership in our locals and our communities.

Cindy's passion to help those with hardships is very inspiring. I am proud to partner with her in the fight for justice throughout our neighborhoods in my home city of Detroit. We have walked together on picket lines, stood in the face of greedy banks to fight unjust and illegal foreclosures and fought for the rights of the poor and homeless. Just not by serving them food, but also taking the fight to Washington, D.C. to hold our politicians accountable to do the right things.

I am honored to stand shoulder-to-shoulder with Cindy in the fights against hate and bigotry, including pushing for justice for immigrants. Because Cindy knows that working people can win true economic and social justice, but they can only do it when they stand together in solidarity.

To say the least, I am inspired by her fighting spirit and the humanity of her work. Cindy's life experiences have made her tough, compassionate, courageous, and wise. She leads by example. Never asking us to do more than she's prepared to do herself. And never intimated by the challenges we face together.

It is my deep privilege to place into nomination, the name of Cindy Estrada. Thank you. (Applause) (Gavel)

PRESIDENT DENNIS WILLIAMS: Can we have order, please? Can we have order? (Gavel)

PRESIDENT DENNIS WILLIAMS: Thank you. Can the delegation come to order, please? Is there any other nominations? Mic 1.

DELEGATE SCOTT HOULDIESON, Local 551: Good afternoon fellow convention delegates, sisters and brothers, my name is Scott Houldieson. And I stand before you today to place a historic nomination for Vice President of the UAW.

Sharon Bell became a UAW member in 1975 at UAW Local 735. When she began work at the GM Power Train Willow Run Plant where she worked until it closed, Sharon was one of the first African-American women to work there.

Sharon is currently a member of UAW Local 909 working in material handling at GM Power Train Warren Plant. Since the closing of Willow Run, Sharon has been a member of UAW Locals 160, 598, and now, 909.

Sharon served on the Executive Board of UAW Local 735. Since transferring to UAW Local 909 in 2013, she's been elected to several committees including Chairperson of the Veteran's Committee, Vice Chair of the Women's Committee, CAP Committee, Constitution and By-Laws Committee.

Sharon has been elected as Democratic Party Precinct Delegate for more than 20 years. She was elected Vice President of the Detroit Motown N.E.W. Lion's Club. Sharon serves on the Political Relations Committee of Perfecting Church. Sharon earned a Bachelor's of Arts Degree and Legal Assistant Associate's Degree from the University of Detroit Mercy. She has earned a Masters of Business in Health Administration and Health Management from the University of Phoenix. Detroit Motown Lion's Vice President. Oh, I said that twice.

Sharon pledges to work with all elected UAW officials and all members of our union. Sharon will abide by our UAW Constitution, particularly, our overlooked and neglected objects. She will demand that all International Representatives strive to implement for all UAW members, improved working conditions, a uniformed system of higher wages, shorter hours, better health care and pensions, to maintain and protect the interest of workers under the jurisdiction of the UAW.

Sharon will ensure that the contractual agreements provide workers with job security, high quality benefits and wages, protect retiree pensions, health care and bonuses.

We must commit to stop plant closings and outsourcing while seeking new work for our plants and other UAW represented facili-

ties. Sharon will stand firm to protect our jobs, grow our membership through aggressive organizing, build our power by getting all our members involved. She will strive to educate, engage, and empower the membership by basing our union on the needs of our membership, demand equal pay for equal work, confront harassment and bullying of members by management or coworkers, defend apprenticeship programs through proper use and transparency of joint funds, support other workers in their struggles, both locally and internationally, lead in the fight for a healthy and sustainable economy, encourage discussion on strategy so all voices are heard.

We all know that we need strong representation. Let's keep favoritism and cronyism out of this process. Don't settle for the status quo. Vote for a historic change. Vote for Sharon Bell.

Her many years of service to UAW members and her community along with Sharon's advanced educational achievements make Sharon the ideal choice for UAW Vice President.

Today, I ask that you help propel the UAW in a new direction by electing a fighter for worker's rights, human rights, Civil Rights, Sharon Bell. Today, I ask that you make a historic decision to elect the first African American woman to be nominated for Vice President of the UAW, Sharon Bell. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Is there any other nominations for Vice President? Any other nominations for Vice President? Any other nominations for Vice President? Nominations are closed. (Gavel)

PRESIDENT DENNIS WILLIAMS: Sister Bell, do you accept the nomination?

DELEGATE SHARON BELL, Local 735: I accept.

PRESIDENT DENNIS WILLIAMS: Thank you, sister. Sister Estrada, do you accept the nomination?

VICE PRESIDENT CINDY ESTRADA: I humbly accept.

PRESIDENT DENNIS WILLIAMS: She accepts. (Applause)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, come to order.

Brother Dittes, do you accept?

VICE PRESIDENT TERRY DITTES: President Dennis Williams, I humbly accept.

PRESIDENT DENNIS WILLIAMS: He accepts. (Applause) (Gavel)

PRESIDENT DENNIS WILLIAMS: Brother Gamble, do you accept?

REGION 1A DIRECTOR GAMBLE: I accept.

PRESIDENT DENNIS WILLIAMS: He accepts. (Applause)

PRESIDENT DENNIS WILLIAMS: Let's come to order, please. Thank you.

Nominations for International Trustees. We have two International Trustee positions that are open under the Constitution. One position will serve two terms due to the resignation of the trustee that was elected in 2014.

The other position for Trustee will serve a three-term trusteeship as stated in Article 51of the Constitution.

Okay. Is there any nominations for trustee? Mic 3.

DELEGATE ALENA BANDY, Local 1183: My name is Alena Bandy. I'm with UAW Local 1183, Region 8, under the great leadership of Ray Curry and our Assistant Director, Tim Smith. (Applause)

DELEGATE ALENA BANDY: I nominate Roger Mark Wunderlin for the two-term trustee. Brother Wunderlin is a five-plus term Financial Secretary for UAW 1853 at the Spring Hill, Tennessee Plant. In 2010, Brother Wunderlin was on the Credential Committee, 2013 Constitutional Committee, a CAP Delegate member of the Veterans Committee, Recording Secretary for the Tennessee State CAP.

Brother Wunderlin is a 39-year union activist and his integrity and dedication to the union is endless. I am proud to nominate Brother Wunderlin for trustee. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, sister. Is there any other nominations, mic one.

DELEGATE GREGORY THOMPSON, Local 434: Good afternoon, brothers and sisters, my name is Greg Thompson. I'm elected delegate, Recording Secretary of Local 434, the John Deere Cylinder Division in Region 4, under the leadership and direction of my President Heather Keag, Director Ron McInroy and Assistant Director Brad Dutcher.

It is an honor for me that I rise to nominate Heather Keag for International Trustee for a three-year term. Heather Keag was hired by John Deere in April of 1998. She sought active roles in Local 434 since 2002. In that time, Heather has held the following positions: Executive Trustee from 2002 to 2008, serving as Chief Trustee from 2005 to 2008, Recording Secretary from 2008 to 2011, Vice President from 2011 to 2014.

2014, Heather was elected President of Local 434 and has since been reelected for a second term. Heather is the first woman to be elected to local union presidency in the Deere chain. Volunteer Executive Board positions, Heather has twice been elected Constitutional Convention Delegate and a CAP Council Delegate. Heather has served numerous times as Council during her time at Local 434, serving as the AD CAP council Recording Secretary and on the Deere Council as both the Trustee and Delegate.

Heather has served extensively as Local 434's Women Committee Chairperson, the Quad City Area Women's Council Chairperson and Region 4 Women's Council Recording Secretary and second Vice President.

I stand before you to nominate Heather Keag, International Trustee for a three-year term. (Applause) (Gavel)

PRESIDENT DENNIS WILLIAMS: Any other nominations? Any other nominations? Any other nominations? Nominations is closed.

Heather, do you accept the nomination? Do you accept the nomination, Heather? Heather Keyes [sic], where are you? Oh, there you are. I was trying to look for you. I can't see.

DELEGATE HEATHER KEAG, Local 434: I accept the nomination. Thank you, very much.

PRESIDENT DENNIS WILLIAMS: Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Brother Wunderlin, do you accept the nomination? Brother Wunderlin accepts the nomination. (Applause)

PRESIDENT DENNIS WILLIAMS: That concludes the nominations of officers and board members. Where is the rule? (Nominations Closed)

PRESIDENT DENNIS WILLIAMS: Okay. Under our rules, we now conduct the election process through a roll call vote. I just wanted to remind you that the Rules Committee pointed out in the local unions that, two, of like mind, can cast their vote in a block vote. If the Local Union is divided, they may split their vote into a partial block. In accordance with Article 10, Section 4 of the UAW Constitution, all candidates shall be elected to various office by one roll call vote.

Again, I am going to go over the rules in the International Roll Call. If a local union is of one mind, I want to make this absolutely clear, it is authorized to cast a block vote unless challenged by a member of the delegation of the local union. In such event, the person challenging may cast an individual vote and the rest of the local union delegates may vote its wishes in partial block or individual.

The rules provide for slate voting. So unless a candidate withdrawals, we will conduct the roll call vote until we reach a majority of each office.

The roll call will be -- will proceed until all offices have reached a majority. The roll call will proceed until all offices have reached a majority. I think I said that twice, here.

At the time all offices reach a majority, we may stop the voting. But any delegate who wishes to report his or her opposition to the individual elected, who has been declared elected, can have his opposition put on the record so there will be no question where they stood.

The roll call vote will continue until all offices have reached a majority. All candidates will be given the privilege to designate tellers who can take their place on the platform where the auditors during the roll call, and will be able to observe tabulation of the vote. The tellers must be delegates. To this, the tellers must be delegates to the convention, the Constitutional Convention.

So, would each candidate please designate a teller to work with the people who will tabulate the votes? We're going to set up tables at this time, down below here. So we need a Sergeant-at-arms to make sure that everybody is back from the tables so that we can't have people around the tables or photographs. One of the tables are set up are going to have to be moved back. Or once the tables are set up, row one will have to move back. The conduction of election is primary, obviously.

And while they're setting up the tables, as we have traditionally done in the UAW, once the election process is clean, we will have a receiving line up here for the delegates to come up if they so wish to congratulate the new officers. If the candidates' tellers want to come down here, they can stand right here. Right down here, in front of the podium to watch the process of the tabulation. (Gavel)

PRESIDENT DENNIS WILLIAMS: Can we have the music shut off, please? It has been told to me that the candidate for President, Gary Jones wants me to announce, there is a slate. He is running on a slate with Ray Curry. Of course, himself, Ray Curry, Cindy Estrada, Terry Dittes, Rory Gamble, Wunderlin, and Keag.

So, if I'm correct, if I'm correct, you can walk up to the mic and say I vote for the Jones Team. Is that correct? Or, I can vote for Walkowicz team, I think. I don't know if he has a team, but anyway.

Gary, do you have a team of slate?

DELEGATE GARY WALKOWICZ, Local 600: No, I don't have a slate.

PRESIDENT DENNIS WILLIAMS: Okay. Thank you, brother. What about, Keller, do you have a team or slate?

DELEGATE BRIAN KELLER: I do have a slate, Dennis Voytko, Sharon Bell.

PRESIDENT DENNIS WILLIAMS: Thank you.

DELEGATE BRIAN KELLER: Thank you. (Voting)

PRESIDENT DENNIS WILLIAMS: We ready? We ready? We ready to go? (Gavel)

PRESIDENT DENNIS WILLIAMS: Okay. Brothers and sisters, Local 4, Region 1D, how do you cast your votes? Do you have a roll call book or them? They're getting it? Okay. We'll hold on. Okay. Local 4 has no delegates. Here, I will wait. We're waiting for the book, right? You got it, now? They don't have it.

Okay. I'm going to ask one more time. Are we ready to go? Tellers ready to go? You guys ready to go? Observers are ready to go? Ready to go? Scott, you ready? Okay. Everybody's ready.

Okay. I will now go to Region 5, 2B.

SERGEANT-AT-ARMS: Local 5?

PRESIDENT DENNIS WILLIAMS: Local 5, Region 2B.

SERGEANT-AT-ARMS: Mic 4, over here.

PRESIDENT DENNIS WILLIAMS: Sergeant-at-arms, just for point of clarity, when somebody comes up at the back, you're going to have to tell me somebody is at mic 8 or 5 or wherever you're at, okay? 'Cause I can't see out there.

Local 5, how do you cast your votes?

DELEGATE SCOTT RIVERS, Local 5: Scott Rivers from Amalgamated Local Number 5 from Indiana. Our delegates cast our 9 votes in a block vote, slate vote for Tim Jones -- Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 6, Region 4, how do you cast your votes? Local 6 present? Go to Local 7, Region 1.

SERGEANT-AT-ARMS: Mic 5. Mic 5.

PRESIDENT DENNIS WILLIAMS: Mic 5.

DELEGATE DONALD FOSTER, SR., Local 7: Donald A. Foster Sr., UAW Local 7, cast all 46 votes, block votes for the Jones Team. (Applause)

PRESIDENT DENNIS WILLIAMS: Brother, you said 43 votes, but I have you down here for 46. Do you cast all your votes for the Jones Team? Local 7?

DELEGATE DONALD FOSTER, SR.: Yes. Yes.

PRESIDENT DENNIS WILLIAMS: Thank you. Local 8, Region 1D. Okay. Mic 8.

DELEGATE ANDY MERCER, Local 8: Andy Mercer, President Local 8, Region 1D, voting slate for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 9, 2B.

SERGEANT-AT-ARMS: Mic 4.

PRESIDENT DENNIS WILLIAMS: Mic 4.

DELEGATE JAMES JOHNSON, Local 9: Local 9, James Johnson, South Bend, Indiana, voting, placing our three votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: I forgot about this. Local 9, Region 4. Local 9, Region 4. Oh, right there, 2. Mic 2.

DELEGATE ANDREW STARK, Local 9: Andrew Stark, President Brewer Workers, Local 9, Wisconsin, it'd be slate with Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 10, Region 8, how do you cast your votes? Mic 4.

UNIDENTIFIED DELEGATE: What she say?

PRESIDENT DENNIS WILLIAMS: Local 10, Region 8, how do you cast your votes?

DELEGATE SHARON GLENN, Local 10: Sharon Glenn, Chairman of the Trustee, I go for Team Jones.

PRESIDENT DENNIS WILLIAMS: Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 12, Region 2B, how do you cast your votes?

DELEGATE MAKISHA RICHARDSON, Local 12: Good afternoon, my name is Kisha Richardson. I'm from UAW Local 12, I'm on the Jeep Unit Bargaining Committee. And we would like to cast all 86 of our votes to Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 13, Region 4, how do you cast your votes? They're not here.

Local 14, Region 2B, how do you cast your votes?

DELEGATE KENYETTA JONES, Local 14: Hello, my name is Kenyetta Jones from Local 14 and we would like to cast all 17 of our votes to Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 17, Region 8. Not here? Okay. Next, Local 22. There's no delegates here from 19 or 21. Is there

Local 22 from Region 1?

DELEGATE KELVIN MOREL, Local 22: Good afternoon, my name is Kelvin Morel, Local 22, we cast our vote, all 20 votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 31, Region 5, how do you cast your votes?

CHARLES ROBINSON: Chuckee Robinson, we vote Team Jones. All 30 votes, Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local. (Gavel)

PRESIDENT DENNIS WILLIAMS: Local 38, Region 1A, how do you cast your votes.

DELEGATE SCOTT GEER, Local 38: Hi, my name is Scott Geer, Local 38 President. We're doing a slate vote for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 44, Region 1.

DELEGATE SCOTT WILSON, Local 44: My name is Scott Wilson, President of Local 44. And we are all for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 51, Region 1, how do you cast your votes?

DELEGATE KIADA SHANKLIN, Local 51: My name is Kiada Shanklin on behalf of Local 51 and we would like to cast our 7 votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 55, Region 9, how do you cast your votes?

DELEGATE JAMES KOTOWSKI, Local 55: James Kotowski, Local 55. We cast 9 votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 62, Region 1D, how do you cast your votes?

SERGEANT-AT-ARMS: Mic 8.

DELEGATE JERRY SHANES, Local 62: Jerry Shanes, Local President 62. We cast our block votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 67, Region 1D, how do you cast your votes? They're not here. Is that correct, they're not here? All right.

Local 70, Region 2B, how do you cast your votes? Mic 4.

DELEGATE JESSE WEBB, Local 70: I'm Jesse Webb from Local 70 and all of your votes are going to Team Jones. (Applause)

PRESIDENT WILLIAMS: President Local 72, Region 4, how do you cast your votes?

DELEGATE WILLIAM ANCAHAS, Local 72: Hello, I'm Will Ancahas, Delegate from 72, we cast our vote for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 74, Region 4, how do you cast your votes?

UNIDENTIFIED DELEGATE, Local 74: Local 74 cast our votes for team working for a living.

PRESIDENT DENNIS WILLIAMS: Who is working for a living?

UNIDENTIFIED DELEGATE: Well, aren't we all working for a living?

PRESIDENT DENNIS WILLIAMS: We are, but no one declared that as a slate. So, is that Brian Keller?

UNIDENTIFIED DELEGATE: That is Brian Keller. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. Thank you, brother.

Local 75, Region 4, how do you cast your votes?

UNIDENTIFIED DELEGATE: Local 75, Milwaukee MOPAR, Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 76, Region 5, how do you cast your votes?

DELEGATE MARTY GARCIA, Local 76: Marty Garcia, President of Local 76 out of Manteca, California. We go with Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 79, Region 4, how do you cast your votes?

DELEGATE BOBBIE NEES, Local 79: I'm Bobbie Nees of Local 79, elected delegate. We cast our five votes for Jones slate. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 82, Region 4, how do you cast your -- oh, they're not here, right? Or, are they? No, they are not, okay.

Local 86, Region 2B, how do you cast your votes? What is it? Is there anybody here from Local 86, 2B? Oh, mic 8.

DELEGATE ERIC BLOSSER, Local 86: Eric Blosser, Local 86, Region 2B. We cast all of our votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 91, Region 2B. How do you -- oh, they're not here. Is that correct? That's correct.

Local 94, Region 4, how do you cast your votes?

DELEGATE SCOTT CARGILL, Local 94: Scott Cargill, Local 94, we cast all 11 votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you, brother. Local 95, Region 4, how do you cast your votes?

DELEGATE TIM SILHA, Local 95: Tim Silha, Local 95, Janesville, Wisconsin. We vote Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 113, Region 1D, how do you cast your votes?

DELEGATE WILLIAM REAM, Local 113: Bill Ream, President Local 113, Muskegon, Michigan, Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 119, Region 5, how do you cast your votes?

DELEGATE JOHN AULT, Local 113: John Ault, President, 119, we cast our votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 120, Region 4, how do you cast your votes? They're not here, correct? Right.

Local 125, Region 4, how do you cast your vote?

DELEGATE JOHN KONTZELMAN, Local 125: John Kontzelman, Saint Paul, Minnesota, both votes to Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 128, 2B, how do you cast your votes?

SERGEANT-AT-ARMS: Mic 8.

DELEGATE CURTIS WAGNER, Local 128: Curtis Wagner, Local 128, we cast all votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 129, Region 5, how do you cast your votes?

DELEGATE SAMANTHA CONDE, Local 129: This is Samantha Conde, Local 125 -- Local 129, excuse me. President and Delegate, and we cast all 13 of our votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 135, 1D is not here.

Local 138, 1D, how do you cast your votes?

SERGEANT-AT-ARMS: Mic 8.

DELEGATE ROB FRAMPTON,Local 138: Rob Frampton, Local 138, Hastings, Michigan. I cast our one vote for the Team Jones.

PRESIDENT DENNIS WILLIAMS: They have -- you have two votes, right? Okay.

Local 140, Region 1, how do you cast your votes?

DELEGATE RANDALL PEARSON, Local 140: Hello. My name is Randall Pearson, President of Local 140 from the Warren Truck Assembly and we would like to give a block vote, 42 votes to Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 145, Region 4, how do you cast your votes?

DELEGATE DUSTIN McCANCE, SR., Local 145: Name is Dustin McCance, delegate from one local, from UAW Local 145, block for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 151, 2B, how do you cast your votes? Or, they're not here, correct?

Local 155, Region 1, how do you cast your votes?

DELEGATE DUANA KING, Local 155: Local -- y'all hear? I'm President Duana King from UAW Local 155, we cast all 55 of our votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 160, Region 1, how do you cast your votes?

DELEGATE ROBERT BETHEA, Local 160: Good afternoon, Robert Bethea from Local 160. We cast all our ballots for the Jones Team. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 163, Region 1A, how do you cast your votes?

DELEGATE ALBERT BYRD, JR., Local 163: Albert Byrd, Jr., Local 163, we cast all 20 of our votes for the Jones Team. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 164, 2B, how do you cast your votes?

DELEGATE JASON YOUNG, Local 164: Jason Young, Local 164, Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 167, 1D, how do you cast your votes?

DELEGATE MARK MONROE, Local 167: Mark Monroe, Local 167. Four votes to Brian Keller, two votes to Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. Brother, go back to the mic. The delegates have to designate which delegates are voting for who.

DELEGATE MARK MONROE: Okay. Jim Jenison and myself are for Brian Keller. And Rodney Childs, the two votes is for Team Jones.

PRESIDENT DENNIS WILLIAMS: Okay. You got it now?

Okay.

Region -- or excuse me, Local 171, Region 8, how do you cast your votes?

DELEGATE SHANE WEAGLY, Local 171: My name is Shane Weagly, Delegate from 171. We cast our vote for the Jones Team. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 174, 1A, how do you cast your votes?

DELEGATE WILLIAM BAGWELL, JR., Local 174: Bill Bagwell, Local 174, I proudly cast all of your votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 179, Region 5, how do you cast your votes?

DELEGATE JUAN CISNEROS, Local 179: Juan Cisneros from Local 179 from North Hollywood, California. And after our beautiful sunrise breakfast, I would like to vote for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 180, Region 4, how do you cast your votes?

DELEGATE YASIN MAHDI, Local 180: Local 180, Yasin Mahdi speaking here, we cast our votes for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 182, Region 1A, how do you cast your votes?

DELEGATE KENYATTA DOUGLAS, Local 182: Good afternoon, my name is Kenyatta Douglas, Local 182 and we give a block vote of 12 votes to Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 186, Region 5, how do you cast your votes?

DELEGATE ANDREW WEAKLAND, Local 186: Andy Weakland, President 186, Denver, Colorado, Team Jones. (Applause)

Region 9, how do you cast your votes?

DELEGATE RONALD AMOND, Local 204: Ron Amond, Local 204, vote Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 211, 2B, how do you cast your votes?

DELEGATE RICKY JOHNS, Local 211: Ricky Johns, 211, block vote, Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 212, Region 1, how do you cast your votes?

DELEGATE DIANNA THOMSON, Local 212: Hi, Dianna Thom-

son, Local 212, all votes, Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 218, Region 5, how do you cast your votes?

DELEGATE BILLY SMITH, Local 218: Hello, my name is Billy Ray Smith from 218, Bell Helicopter Fort Worth, Texas. We cast all our votes for the Jones Team. (Applause)

PRESIDENT DENNIS WILLIAMS: Local -- (Gavel)

PRESIDENT DENNIS WILLIAMS: Local 228, Region 1, how do you cast your votes?

DELEGATE PAUL TORRENTE, Local 228: Hello, Paul Torrente, President Local 228, we cast our block vote for the Jones Team. (Applause)

PRESIDENT DENNIS WILLIAMS: Local 230, how do you cast your votes?

DELEGATE RONDA EDWARDS, Local 230: My name is Ronda Edwards at Local 230, Ontario, California, Team Jones.

PRESIDENT DENNIS WILLIAMS: Local 239, Region 8, how do you cast your votes?

UNIDENTIFIED DELEGATE, Local 239: We cast our vote for Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. Local 241, Region 4 is not here. Local 232, Region 4 is not here, right?

Local 245, how do you cast your votes? And then, you can pick it up from here, okay?

DELEGATE PAUL VERGARI, Local 245: My name is Paul Vergari, I'm the Chairman for Local 245 and elected delegate on behalf of my fellow delegates Kirk Brayman, Alicia Powell, Dave Gradinscak. We cast all block votes for Team Jones.

SECRETARY-TREASURER GARY CASTEEL: Local 249, Region 5, how do you cast your votes?

DELEGATE JAMES FISHER: Jim Fisher, Plant Chairman, Local 249, the home local of Gary Jones. We cast all 75 votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 251, Region 1, how do you cast your votes?

DELEGATE ERIC RICCIOTTI, Local 251: Eric Ricciotti, Local 251 out of Ontario, Canada. All votes, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 259, Region

9A, how do you cast your votes?

SERGEANT-AT-ARMS: Mic 7.

UNIDENTIFIED DELEGATE, Local 259: Okay.

Local 259, we cast a block vote for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 276, Region 5, how do you cast your votes?

DELEGATE MICHAEL CARTWRIGHT, Local 276: Mike Cartwright, from Local 276. We cast all 39 votes for Gary Jones Team. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 281, Region 4, how do you cast your votes?

DELEGATE BRIAN RIPPLE, Local 281: Brian. Brian Ripple, Local 281. We cast all our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 282, Region 5, how do you cast your votes?

DELEGATE WILLIAM HUGEBACK, Local 282: Hi, I'm Billy Hugeback, President Local 282, we cast all our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 292, Region 2B, how do you cast your votes?

DELEGATE PETRA JAMESON, Local 292: Petra Jameson, UAW Local 292. We cast all our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 298, Region 8, how do you cast your votes?

DELEGATE RONALD MORGAN, Local 298: Ron Morgan, Local 298, we cast our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 317. No, they're not here.

Local 330, Region 1D, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE JAWHAN JACKSON, Local 330: Jawhan Jackson, President of Local 330. We cast our one vote for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 338, Region 9, how do you cast your votes?

DELEGATE TERRY GARVIN, Local 338: Terry Garvin, Local 338, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 342, Region 8, how do you cast your votes?

DELEGATE MICHAEL HOLLINGSWORTH, Local 342: Mike Hollingsworth, Bargaining Chairman, we cast our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 362, Region 1D, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE TREVOR ADCOCK, Local 362: My name is Trevor Adcock, delegate from Local 362 Bay City, Michigan. Local 362 block votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 372, Region 1 A, how do you cast your votes?

DELEGATE LEYAH JEFFERSON, Local 372: Hello, Leyah Jefferson, Local 372. We unequivocally cast our block votes of 15 for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 375, Region 1, how do you cast your votes?

DELEGATE GREGORY MARINEZ, Sr., Local 375: Greg Marinez, Local 375, we cast our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 376, Region 9A, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE CRAIG SMITH, Local 376: Craig Smith, President, Local 376. Our five delegates cast our block of 16 votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 379, Region 9A, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE JORDY OSBOURNE, Local 379: Jordy Osbourne, Local 379, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 387, Region 1A, how do you cast your votes?

DELEGATE KIRK YANCEY, Local 387: Kirk Yancey, Plant Chairman, all votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 400, Region 1, how do you cast your votes?

DELEGATE JOHNNY VERELLEN, Local 400: Johnny Verellen,

President Local 400. Block vote, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 402, Region 2B. How do you cast your votes?

DELEGATE JASON BARLOW, Local 402: Jason Barlow, President, Local 402, Navistar Truck, all votes, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 405, Region 9A, how do you cast your votes?

SERGEANT-AT-ARMS: Mike 6.

DELEGATE ALVIN CLARK, Local 405: Alvin Clark, 405, all votes Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 412, Region 1, how do you cast your votes?

DELEGATE KENNETH MITCHELL, Local 412: Good afternoon, I'm Ken Mitchell from Local 412. I proudly stand before my brothers and sisters with the privilege of casting all 31 of our delegate votes to Team Jones. Thank you. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 422, Region 9A, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE MICHAEL HOHMANN, Local 422: Mike Hohmann, Local 422, we vote Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 431, Region 5, how do you cast your votes?

DELEGATE STEVE ROUNSVILLE, Local 431: Steve Rounsville, President, Local 431, Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 434, Region 4, how do you cast your votes?

DELEGATE GABRIEL TERRONEZ, Local 434: Gabriel Terronez, Local 434, we cast all our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 443, Region 4. No, they're not here.

Local 450, Region 4, how do you cast your votes? 440, okay.

DELEGATE JESSIE JOHNSON, Local 450: Jessie Johnson, Local 450, all votes Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 440, Region 2B, how do you cast your votes?

SERGEANT-AT-ARMS: Mic 8.

DELEGATE DEREK CRONIN, Local 440: Derek Cronin, Local 440. We cast all five of our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 455, Region 1D, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE MATHEW CHURCOTT, Local 455: Matt Churcott, President Local 455, we're with Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 467, 1D, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE KEVIN LINCOLN, Local 467: Kevin Lincoln, 467, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 469, Region 4, how do you cast your votes?

DELEGATE JOSEPH ORTH, Local 469: Joseph Orth, Vice President, Local 469 and Delegate, block vote, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 475, Region 2B, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE RUBEN MARQUEZ, Local 475: Ruben Marquez, 475, slate vote, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 492, Region 5, how do you cast your votes?

DELEGATE JEFFREY MORRISON, Local 492: Jeff Morrison, Vice President, Local 492, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 493, Region 2B, how do you cast your votes?

DELEGATE MICHAEL FANTOZZI, Local 493: Mike Fantozzi, Local 493, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Region 503. Region. Local 503, Region 1D, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE FRANK HINES, Local 503: Frank Hines, Local 503, cast votes, Team Jones.

SECRETARY-TREASURER GARY CASTEEL: Local 506, Region 5, how do you cast your votes?

DELEGATE VICTOR LOPEZ, Local 506: Victor Lopez, Vice

President of Local 506. We cast our one vote for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 509, Region 5, how do you cast your votes?

DELEGATE DENNIS BRITT, Local 509: Dennis Britt, Local 509, Vice President, we cast all 16 of our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 523, Region 8, how do you cast your votes?

DELEGATE JEFFREY P'POOLE, Local 523: Jeff P'Poole, Local 523, Team Jones.

SECRETARY-TREASURER GARY CASTEEL: Local 531, Region 2B, how do you cast your votes?

DELEGATE MARK ANDERSON, Local 531: Mark Anderson, Local 531. Cast all our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 551, Region 4, how do you cast your votes?

DELEGATE ALLEN MILLENDER, Local 551: Allen Coby Millender, Chicago Center Plant Chairman, Local 551. I'm casting six votes out of our seven for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Delegate.

DELEGATE SCOTT HOULDIESON, Local 551: Scott Houldieson from Local 551. I am not slate voting. I am voting for Gary Walkowicz for President, Dennis Voytko for Secretary-Treasurer and Sharon Bell for Vice President.

SECRETARY-TREASURER GARY CASTEEL: Got it? Bare with us a second. You got it?

Local 565, Region 4. Nope, they're not here. Local 566, Region 1D, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE HARRY BEAUDOIN, Local 566: Perry Beaudoin, Local 566, Team Jones Local.

SECRETARY-TREASURER GARY CASTEEL: Local 571, Region 9A, how do you cast your votes?

SERGEANT-AT-ARMS: Mic 6.

DELEGATE DAVID REAGAN, Local 571: David Reagan, all four delegates would like to block vote for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 573, Region 2B, how do you cast your votes?

DELEGATE MICHAEL KALMAN, Local 573: Local 573, President Mike Kalman, we vote Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 578, Region 4, how do you cast your votes?

DELEGATE ROBERT LYNK, Local 578: Mic 1, Robert Lynk, President Local 578 vote block slate, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 588, Region 4, how do you cast your votes?

DELEGATE WILLIAM JACKSON, Local 588: Bill Jackson, Local 588 President, block vote, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 592, Region 4, how do you cast your votes?

DELEGATE MIKE FISHE, Local 592: Mike Fishe, President Local 592, we cast all of your votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 598, Region 1D, how do you cast your votes? (Applause)

SERGEANT-AT-ARMS: Mic 8.

DELEGATE RYAN BUCHALSKI, Local 598: Ryan Buchalski, President Local 598, from the home of Rubin Burkes, cast all 29 votes from the 598 Solidarity slate for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 600, Region 1A, how do you cast your votes?

DELEGATE MARK DEPAOLI, Local 600: Good afternoon, Mark Depaoli, Financial Secretary and elected delegate of Local 600. We're going to cast a partial block vote. I'm going to cast a block vote for our entire delegation with the exception of the Dearborn Truck Plant Delegates. Okay. So if my math is correct, our 86 block votes will go for Team Jones.

SERGEANT-AT-ARMS: Mic 6. (Applause)

UNIDENTIFIED DELEGATE: Walkowicz --

SECRETARY-TREASURER GARY CASTEEL: How -- no. Hold until we get that recorded. We've got to separate the Dearborn.

DELEGATE BURKIE MORRIS, Local 600: Burkie Morris.

UNIDENTIFIED DELEGATE: You ready?

SECRETARY-TREASURER GARY CASTEEL: No. We'll tell you. Now, we'll take the Dearborn Truck unit's vote.

DELEGATE BURKIE MORRIS: Burkie Morris, President Chairman, Team Jones. (Applause).

DELEGATE MONTE WALL, Local 600: Monte Wall, District Committeeman, Local 600, Team Jones. (Applause)

DELEGATE RODNEY WILSON, Local 600: Rodney "Hot Rod" Wilson, District Rep., Local 600, happily, gladly, and excitedly, vote for Team Jones. (Applause)

DELEGATE PAMELA POWELL, Local 600: Pam Powell. And without a doubt, it's Team Jones. (Applause)

SERGEANT-AT-ARMS: Mic 6.

DELEGATE GARY WALKOWICZ, Local 600: Gary Walkowicz votes for Gary Walkowicz for President, Dennis Voytko for Secretary-Treasurer and Sharon Bell for Vice President. (Applause)

DELEGATE KANE MAKS, Local 600: Kane Maks, Dearborn Truck Plant. Gary Walkowicz for President, Rory Gamble for Vice President.

SECRETARY-TREASURER GARY CASTEEL: Hold. Hold there for a second. Who?

UNIDENTIFIED DELEGATE: Kane Maks.

SECRETARY-TREASURER GARY CASTEEL: Okay. We'll take Kane Maks' vote now.

DELEGATE KANE MAKS: Yeah, Kane Maks. Gary Walkowicz for President, Rory Gamble for Vice President.

SECRETARY-TREASURER GARY CASTEEL: You got it? Okay. Local 602, Region 1D, how do you cast your votes?

DELEGATE RYAN EDING, Local 602: Ryan Eding, 602, all votes, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 638, Region 2B, how do you cast your votes?

DELEGATE PATRICK FISHPAW, Local 638: Patrick Fishpaw, Local 638, Defiance, Ohio, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 644, Region 9, how do you cast your votes?

DELEGATE MATT SLOBODIN, Local 644: Matt Slobodin, Local 644, all votes for team votes. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 647, Region 2B, how do you cast your votes?

DELEGATE ALISSA SERGENT, Local 647: My name is Alissa Sergent along with Brother Gerry Logan from Local 647. We cast all 11 votes for Team Jones.

DELEGATE GERRY LOGAN, Local 647: Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 651, Region 1D, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE ANTHONY CHEATHAMS, Local 651: Anthony Cheathams, Local 651 Chairman, block vote, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 652, Region 1D, how do you cast your vote?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE RANDALL FREEMAN, Local 652: Randy Freeman, President of Local 652, Region 1D, we cast all our votes, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 653, Region 1, how do you cast your votes?

DELEGATE GERALD ALLEN, Local 653: Gerald Allen, Local 653. And we emphatically, cast all votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 658, Region 2B, how do you cast your votes?

DELEGATE MARCIA FLAX, Local 658: Marcia Flax, President Local 658, we vote for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 659, Region 1D, how do you cast your votes?

DELEGATE STEVE GRUENER, Local 659: Steve Gruener, President of Local 659 Amalgamated, we cast all votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 668, Region 1D, how do you cast your votes?

DELEGATE ARTURO GUEVARA, Local 668: Good afternoon, brothers and sisters, Art Guevara, Local 668, Region 1D, we cast our votes for --

UNIDENTIFIED DELEGATE, Local 668: Team Jones,

DELEGATE ARTURO GUEVARA: -- Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 674, Region 2B, how do you cast your votes?

DELEGATE KEVIN CRANE, Local 674: My name is Kevin Crane, Local 674, vote for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 677, Region 9, how do you cast your votes?

DELEGATE PAMELA HOLLINGER, Local 677: Pamela Hollinger, Recording Secretary, Local 677, we cast all of our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 685, Region 2B, how do you cast your votes?

DELEGATE DAVID CHESTER, Local 685: David Chester, Local 685, Kokomo, Indiana, home of the best transmission builders in the world, cast all 65 of our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 686, Region 9, how do you cast your votes?

DELEGATE DAVID BARNARD, Local 686: Local 686, Dave Barnard, we cast all of your votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 691, Region 5, how do you cast your votes?

DELEGATE CARLISA RILEY, Local 691: Carlisa Riley, Local 691, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 696, Region 2B, how do you cast your votes?

DELEGATE BRENDA CANAN, Local 696: Brenda Canan, Local 696, our vote goes to Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 699, Region 1D, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE RICHARD BURZYNSKI, Local 699: President Rick Burzynski, Saginaw, Michigan, Local 699, home of Gerald Kariem, we cast all our 32 votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 708, Region 1D, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE SHANTA BURKS, Local 708: Shanta Burks, Local 708, Vice President, we block cast all of our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 710, Region 5, how do you cast your votes?

DELEGATE JEFFREY SCHWEEDLER, Local 710: Jeff Schweedler, Local 710, all 17 votes to Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 712. Local 712, Region 9A, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 6.

DELEGATE IRVIN BERRIOS, Local 712: Irvin Berrios, Local 712, we vote Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 718, Region 4, how to you cast your votes?

DELEGATE RICK KARDELL, Local 718: Rick Kardell, Local 718, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 719, Region 4, how do you cast your votes?

DELEGATE MARVIN THOMPKINS, Local 719: Local 719, elected delegate Marvin Thompkins, block votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 722, Region 4, how do you cast your votes?

DELEGATE STEVE FRISQUE, Local 722: Steve Frisque, Local 722 Amalgamated, cast our vote for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 723, Region 1A, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 6.

DELEGATE JEFFREY MORRIS, Local 723: Local 723, Jeff Morris, President, cast all votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 724, Region 1D, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE TODD COLLINS, Local 724: Todd Collins, President 724. Our six delegates proudly cast all our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 737, Region 8, how do you cast your votes?

DELEGATE JUDY WEBB, Local 737: Judy Webb, 737, we cast all our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 743, Region 1D, how do you cast your votes?

DELEGATE LEN TOBIAS, Local 743: Len Tobias from 743, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 7 -- no. Local 751, Region 4, how do you cast your votes?

DELEGATE STEVEN COLLINS, Local 751: Steve Collins, Local

751, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 771, Region 1, how do you cast your votes?

DELEGATE RICHARD CARNEY, Local 771: Richard Carney, Local 771, all votes, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 774, Region 9, how do you cast your votes?

DELEGATE WENCESLAO VALENTIN III, Local 774: President Wence Valentin III, we cast all our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 787, Region 9, how do you cast your votes?

DELEGATE LARRY SCHMOL, Local 787: Larry Schmol, Local 787, we cast all three of our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 788, Region 8, how do you cast your votes?

DELEGATE ROBERT LAZARUS, Local 788: Robert Lazarus, President and Delegate, all three votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 807, how do you cast your votes?

DELEGATE BRYAN LILLIE, Local 807: Bryan Lillie, Local 807, adopted local of Dennis Williams, cast all votes, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 811, Region 1D, how do you cast your votes?

DELEGATE BRIAN JACOBSON, Local 811: Brian Jacobson, Team 811, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 812, Region 1, how do you cast your votes?

DELEGATE BRANDON HANEY, Local 812: Brandon Haney, Local 812, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 833, Region 4, how do you cast your votes?

DELEGATE TIM TAYLOE, Local 833: Tim Tayloe, President, 833, cast all 19 votes for the Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 838, Region 4, how do you cast your votes?

DELEGATE FREDERICK WEBER, Local 838: Fred Weber, Local 838, all of our votes, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 845, Region 1A, how do you cast your votes?

DELEGATE CARL CLEMENTS, Local 845: Carl Clements, all 35 votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 848, Region 5, how do you cast your votes?

DELEGATE SHANE CURRY, Local 848: Shane Curry, Local 848, proudly cast all votes, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 862, Region 8, how do you cast your votes?

DELEGATE TODD DUNN, Local 862: Todd Dunn, Local 862, all votes being casted with the exception of one Delegate, one Delegate outstanding, will be block voted for Team Jones. (Applause)

UNIDENTIFIED DELEGATE: Clarification?

SECRETARY-TREASURER GARY CASTEEL: We'll have to have the one name of the brother extension.

DELEGATE TODD DUNN, Local 862: Brother Allen Hughes.

SECRETARY-TREASURER GARY CASTEEL: Allen Hughes. You got it?

Local 863, Region 2B, how do you cast your votes?

DELEGATE ERIC GADD, Local 863: Eric Gadd, Local 863, we proudly cast all our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 864, Region 5, how do you cast your votes?

SERGEANT-AT-ARMS: Mic number 7.

DELEGATE GARRY COLLUM, Local 864: Garry Collum, Local 864, cast our vote for Jones Team. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 865, Region 4, how do you cast your votes?

DELEGATE DAIN LUALLEN, Local 865: Dain Luallen, Local 865, and we block vote, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 867, Region 4, how do you cast your votes?

DELEGATE GORDON GUNTER, Local 867: Gordon Gunter, Local 867, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 868, Region 8, how do you cast your votes?

DELEGATE RAYMOND GATES, Local 868: Local 868, Raymond Gates, we cast our vote for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 869, Region 1, how do you cast your votes.

DELEGATE JOSEPH R. LOSIER, Local 869: Joseph R. Losier, Warren, Michigan, Warren Stamping, 19 votes, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 882, Region 8, how do you cast your votes?

DELEGATE DARRELL JOHNSON, Local 882: Darrell Johnson, Local 882 President, cast our vote, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 887, Region 5, how do you cast your votes?

DELEGATE JOE PADILLA, Local 887: Joe Padilla, 887, proudly cast our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 888, Region 2B, how do you cast your votes?

DELEGATE MARK SCHEITHAUER, Local 888: Mark Scheithauer, Region -- or Local 888, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Region -- or, Local 889, Region 1, how do you cast your votes?

DELEGATE ANTHONY SADOWSKI, Local 889: Tony Sadowski, Local 889, home of Chuck Hall, all votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 892, Region 1A, how do you cast your votes?

DELEGATE KIMBERLYE SMITH-BASS, Local 892: Kimberly Smith-Bass out of Local 892, we proudly cast our vote for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 893, Region 4, how do you cast your votes?

DELEGATE MICHAEL LUCAS, Local 893: Michael Lucas, 893. Make no bones, we vote Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: All right. 897, Region 9, how do you cast your votes?

UNIDENTIFIED DELEGATE, Local 897: 897 block votes Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: 898, Region 1A, how do you cast your votes?

DELEGATE CRAIG-MICHAEL CLAY, Local 898: Craig-Michael Clay, Production Bargaining, we cast our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 900, Region 1A. How do you cast your votes?

SERGEANT-AT-ARMS: Mic number 6.

DELEGATE DWAYNE WALKER: Dwayne Walker, Local 900 President, and we cast all our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 904, Region 4, how do you cast your votes?

DELEGATE LARRY DAVIS, Local 904: Larry Davis, 904, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 909, Region 1, how do you cast your votes?

DELEGATE DESHAWN LETBETTER: Deshawn Letbetter, Financial Secretary, Local 909, we cast all our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 912, Region 8, how do you cast your votes?

DELEGATE PHILLIP SMYTH, Local 912: Phillip Smyth, Local 912, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 913, Region 2B, how do you cast your votes?

DELEGATE BENJAMIN TAYLOR, JR., Local 913: Benjamin Taylor, Local 913, Amalgamated President, Local 913 cast all votes, Team Jones.

SECRETARY-TREASURER GARY CASTEEL: Local 931, Region 1A, how do you cast your votes? We got a delegate?

DELEGATE LEONA GIVENS, Local 931: Leona Givens, Local 931. Every vote counts, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 933, Region 2B, how do you cast your votes?

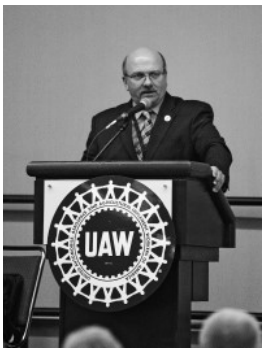
DELEGATE DARRIN NELSON, Local 933: Darren Nelson, Local 933, cast all 26 of our votes for Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 946, Region 8, how do you cast your votes?

DELEGATE REUBEN MORGAN, Local 946: Reuben Morgan, Local 946, Team Jones. (Applause)

SECRETARY-TREASURER GARY CASTEEL: Local 952, Region 9, how do you cast your votes?

DELEGATE RICHARD WAGNER, Local 952: Good afternoon, Rich Wagner on behalf of Local 952, Tusla, Oklahoma Region 5, we cast all 12 votes for Team Jones. (Applause)



UAW Region 9 Director Jeff Binz meets with delegates in his region.

SECRETARY-TREASURER GARY CASTEEL: Ready to get it done, boss. I'll take this. You got the script? (Gavel)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, a majority of votes have been tabulated. (Applause)

PRESIDENT DENNIS WILLIAMS: Team Jones. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. Under the rules, anybody who would like to cast a vote in opposition of the winner of this election, Team Jones, may do so at this time. Just go to a mic and announce your vote.

Sergeant-at-arms, please let me know if there's somebody at a mic.

SERGEANT-AT-ARMS: Mic 6.

PRESIDENT DENNIS WILLIAMS: Say that again. Mic what?

SERGEANT-AT-ARMS: Mic number 6.

PRESIDENT DENNIS WILLIAMS: Mic number 6. Okay.

Brother or sister, I can't see. So how do you cast your vote?

DELEGATE MELISSA GOLDSTEIN, Local 2322: Hi, my name is Melissa Goldstein from the Graduate Employee Organization at UMASS Amherst. I'm from Local 2322 Region 9A. And I would like to cast my five delegate votes for Gary


UAW Region 9A Director, Beverley Brakeman talks with delegates following her election.

Walkowicz, Sharon Bell, and Dennis Voytko. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Anybody else who would like to cast their vote, please.

SERGEANT-AT-ARMS: Mic number 6.

PRESIDENT DENNIS WILLIAMS: Mic number 6.

DELEGATE IAN ALEXANDER, Local 2110: All right. Hello, my name is Ian Alexander. I'm from Local 2110. I'm a Graduate Student Worker at NYU and we would like to cast our votes for Gary Walkowicz, Dennis Voytko and Sharon Bell.

SERGEANT-AT-ARMS: Mic 2.

PRESIDENT DENNIS WILLIAMS: Yes. Hold on, brothers. Go back to mic 6, the last delegate that got up from Region, I believe, 9A.

SERGEANT-AT-ARMS: Hold on. We have issues here at mic 7, Local 2110. We need clarification.

PRESIDENT DENNIS WILLIAMS: Okay. Can you please cast your vote now?

DELEGATE IAN ALEXANDER: Okay. The -- the delegate that came up from NYU was casting his vote only for that unit, not for Local 2110. Local 2110, all of the delegates vote Team Jones.

PRESIDENT DENNIS WILLIAMS: All right. (Applause)

PRESIDENT DENNIS WILLIAMS: Okay. We go now to -- is there a mic? Anybody else? Is there a mic? Yes, mic 2. Mic 2.

DELEGATE JAMES WALKOWICZ, Local 600: Jim Walkowicz, Local 6000; Gary Walkowicz, Dennis Voytko and Ms. Bell. Sharon Bell.

UNIDENTIFIED DELEGATE: Stay there. Stay there.

SERGEANT-AT-ARMS: Mic number 6.

PRESIDENT DENNIS WILLIAMS: Hold on, brother. We're going to mic 2 still. Hold on.

Okay. Jim, for clarification, you're not casting the votes for all the local, just for yourself; is that correct?

DELEGATE JAMES WALKOWICZ, Local 6000: Correct. Just for myself. That's why I stated my name.

PRESIDENT DENNIS WILLIAMS: Okay. Thank you. Mic 6.

DELEGATE WANDA WITHERS, Local 6000: Wanda Withers, Local 6000. I'm only casting the vote for myself. And I'm voting for Gary Walkowicz, Sharon Bell, Rory Gamble, Cindy Estrada. Thank

you. (Applause)

PRESIDENT DENNIS WILLIAMS: Thank you. Anybody want to go to a mic? Any other mics? Seeing no other mics, let me declare this election as the Jones Team victory. Thank you. (Applause)

PRESIDENT DENNIS WILLIAMS: Brothers and sisters, let me remind you that we got Region 1 will go to room 330 B, Region 1A will go to room 320 B -- or 320. Region 1D will be in room 420 B. Region 2B will be in room 250 A and C. Region 4 will be in room 430 A. Region 5 will be in room 310. Region 8 will be in room 330 A. The Region 9 will be in room 321. And 9A will be in room 430 B.

Can I have a motion to adjourn the meeting? And the receiving line will be coming right here at this, to the left of me.

Okay. Any nays? Ayes have it. We will recess until 9:00 a.m. tomorrow. Thank you, brothers and sisters.

(At 3:18, Wednesday, June 13, 2018, the Convention was recessed, to reconvene at 9 a.m., Thursday, June 14, 2018.)



Retiring UAW Region 9A Director Julie Kushner



Top row from left: UAW Region 9A Director Beverley Brakeman, UAW Region 9 Director Jeff Binz, UAW Region 8 Director Mitchell Smith, UAW Region 4 Director Ron McInroy, UAW Region 1 Director Frank Stuglin and UAW Vice President Cindy Estrada

Day 4

Thursday, June 14, 2018

The Convention was called to order at 9 a.m., President Emeritus Williams presiding.

PRESIDENT EMERITUS DENNIS WILLIAMS: We will now call the meeting to order.

Brothers and sisters, I hope everybody had a great time last night, and I hereby call the convention back into session.

Today's timekeepers will be Craig Smith from Local 376, Region 9A, and J.R. Baker, from Local 774, Region 9.

INTRODUCTION OF RETIRED WORKERS ADVISORY COUNCIL

PRESIDENT EMERITUS DENNIS WILLIAMS: At this time I would like to take this opportunity to introduce the Retiree Advisory Council by putting their names on the screen.

...The following Retiree Advisory Council Appointed Members' names were displayed on screen.

Olivia Fowlkes, Region 1
Clarice Squillace, Region 1
Peaches Anderson, Region 1A
Bill Brown, Region 1D
Charlie Sheppard, Region 2B
Wayne Hungerford, Region 4
Don Stahl, Region 5
Eugene DiNatale, Region 8
Tony Fernandez, Region 9

...The following Retiree Advisory Council Elected Regional Area Members' names were displayed on screen.

Bonnie Lauria, Region 1D
Gene Ridley, Region 1D
Gerald Jacobs, Region 5
Walter Williams, Region 5
Ray Davis, Region 8

PRESIDENT EMERITUS DENNIS WILLIAMS: It is now my pleasure to introduce two more "We Are UAW" from our member videos.

...Two videos were presented to the delegation. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: It is now my great honor to read into the Convention record the official results of the elections that took place yesterday from the list that was provided by the auditors.

President Gary Jones -- or Gary Jones, President, 1,000 -- (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: We stopped at 1,981.749. The total votes 3,488.248.

Gary Walkowicz, 17.760, with a total votes after all casting 17.760.

Brian Keller, 10 votes, total votes, 10 votes.

Secretary-Treasurer, we stopped at 1,981.749.

Total votes were 3,498.240. Dennis Voytko, was 17.760, total votes, 17.760.

Vice Presidents:

Cindy Estrada, we stopped at 1,981.749, total votes 3,503.906.

Terry Dittes, 1,981.749. Total votes, 3,503.906.

Rory Gamble, we stopped at 1,981 votes -- or 1,981.749 votes, total votes 3,503.906.

Sharon Bell had 12.094, and total votes, 12.094.

The Trustees were Roger Wunderlin and Heather Keag, both elected by acclamation.

For the regions, all by acclamation:

Frank Stuglin, Region 1. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Region 1A, Chuck Browning. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Region 1D, Gerald Kariem. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Region 2B, Rich Rankin. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Region 4, Ron McInroy. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Region 5, Vance Pearson. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Region 8, Mitchell Smith. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Region 9, Jeff Binz. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Region 9A, Beverley Brakeman. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: So next, we will put up on the screen the Appeals Committees that were drawn yesterday.

...The following Convention Appeals Committee members' names were displayed on screen.

Marcella Brundidge, Region 1, Local 889
Bobby Ramirez, Region 1A, Local 600
Scott Crosby, Region 1D, Local 598
Lori Fisher, Region 2B, Local 1112
Scotty Cargill, Region 4, Local 94
Vicki Hale, Region 5, Local 31
John Thorpe, Region 8, Local 3063
Paul Mizic, Region 9, Local 644
Elizabeth Strader, Region 9A, Local 571

Make sure everybody had time to read it.

Brothers and sisters, I want to congratulate the elected teams and thank the retiring board members. Thank you. (Applause)

OATH OF OFFICE

PRESIDENT EMERITUS DENNIS WILLIAMS: I would now ask everybody that was elected to come to the forefront so I can swear them in. (Applause)

...The Oath of Office was administered to the International Executive Board by President Emeritus Williams as follows:

Will you raise your right hand?

"Do you hereby pledge on your honor to perform the duties of your respective offices and as members of the International Executive Board as required by the Constitution of the union, to bear true and faithful allegiance to the International Union, Automobile, Aerospace and Agricultural Implement Workers of America, UAW, to the best of your ability and with complete good faith to support, advance and carry out all official policies of the International Union; to deliver all books, papers and other property of the union that may be in your possession

at the end of your term to your successors in office; and at all times conduct yourself as becomes a member of this union?"

...The International Executive Board members responded with "I do."

PRESIDENT EMERITUS DENNIS WILLIAMS: "Your duties are defined in the laws of the International Union, Automobile, Aerospace and Agricultural Implement Workers of America, UAW, and in your obligations should any emergency arise not provided for in these, you're expected to act according to the dictates of commonsense, guided by the earnest desire to advance the best interest of the International Union, I trust you will all faithfully perform your duties so that you may gain not only the esteem of your brothers and sisters, but what is even more important, the approval of your conscience."

Thank you.

Now, I would like to -- (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Congratulations.

I would like to now call upon President Emeritus Bob King and President Emeritus Ron Gettelfinger to help us put their new badges on. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Will you please take your respective positions now at the table?

Thank you. And congratulations. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Brothers and sisters, it gives me a great honor to introduce the new Secretary-Treasurer Ray Curry. (Applause)

SECRETARY-TREASURER RAY CURRY: Good morning. Brothers and sisters, it is my honor and privilege to introduce our new International, UAW President Gary Jones. (Applause)

PRESIDENT GARY JONES: Thank you, Secretary-Treasurer Ray Curry.

Good morning UAW members, one and all. It is my great pleasure to be here today. How humbling this is.

First, I would like to thank my Lord and Savior Jesus Christ for giving me the opportunity to lead this great union. (Applause)

PRESIDENT GARY JONES: And I pray that he continues to give me the strength and knowledge to guide our union to the challenge we are facing.

I would like to thank each and every one of you here today for the example you set every day, for the comradery you show and for your tireless in submission, helping the lives of working men and women. It

is an extraordinary honor to be elected as your new president. Thank you. (Applause)

PRESIDENT GARY JONES: To the IEB, thank you for your leadership and dedication to our great union.

Please stand as I call your name so that everyone here can join in your recognition.

From my far right, Beverley Brakeman, Director of Region 9A. (Applause)

PRESIDENT GARY JONES: Jeff Binz, Director of Region 9. (Applause)

PRESIDENT GARY JONES: Mitchell Smith, Director of Region 8. (Applause)

PRESIDENT GARY JONES: Ron McInroy, Director of Region 4. (Applause)

PRESIDENT GARY JONES: Frank Stuglin, Director of Region 1. (Applause)

PRESIDENT GARY JONES: Cindy Estrada, Vice President. (Applause)

PRESIDENT GARY JONES: Tim Bressler, Executive Administrative Assistant to Secretary-Treasurer. (Applause)

(Applause)

PRESIDENT GARY JONES: From my left, my Regional Director, Vance Pearson, Director of Region 5. (Applause)

PRESIDENT GARY JONES: Rich Rankin, Director of Region 2B. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Gerald Kariem, Director of Region 1D. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Chuck Browning, Director of Region 1A. (Applause)

PRESIDENT GARY JONES: Vice President Terry Dittes. (Applause)

PRESIDENT GARY JONES: Vice President Rory Gamble. (Applause)

PRESIDENT GARY JONES: Mike Stone, Chief of Staff. (Applause)

PRESIDENT GARY JONES: As Sir Isaac Newton said, "If I could see further, it's because I am standing on the shoulders of giants."

I have people who have helped me along my journey here today, serving as mentors, advisors and supporters, sometimes all three.

Day 4

I want to begin by recognizing a few people who are no longer with us, but have left their mark on me.

I want to start with my parents, who instilled their work ethic in me early on, and they taught me by example their values of honesty and integrity.

I was raised in a Southern Baptist household, and I work to hold the tenets of faith, good work, a love for learning and a love for family.

My UAW family included:

President Stephen P. Yokich, who demonstrated the very embodiment of hard work and dedication to our membership. Even playing golf with him was a teachable moment.

Secretary-Treasurer Larry Wyse, who recommended me for UAW staff and told me to always be myself.

Jim Wells, whose tenacity and grit showed me how to be a tough bargainer, how to run a successful V-CAP program, but most importantly, to always put the membership first.

And Bruce Lee, who taught me the ways that Walter Reuther taught him.

Honor them here, but hope to always honor them in my actions and my deeds. These men represent the bar that I set for myself.

I have also learned from the wisdom and friendships of several other brothers here. The UAW President Emeritus Owen Bieber, who then with Secretary-Treasurer Bill Casstevens gave me the start with UAW International in the Accounting Department.

President Emeritus Ron Gettelfinger, who guided us through the dark days of bankruptcy and he showed true leadership and strength. (Applause)

PRESIDENT GARY JONES: Dick Shoemaker, whose intelligent kindness showed me the true meaning of "Talk softly and carry a big stick." (Applause)

PRESIDENT GARY JONES: President Emeritus Bob King, who showed me the vision of social movements, not only in the United States, but around the world. (Applause)

PRESIDENT GARY JONES: And to my good friend and former Secretary-Treasurer Ruben Burks, who taught me how to be a trade unionist and a true gentleman. (Applause)

PRESIDENT GARY JONES: And to my early trainers, and believe me, I needed all the help I could get, Carl Tillery, Frank Inman and Daryl Greer, thank you, thank you, thank you. (Applause)

PRESIDENT GARY JONES: Danny Trull, Sr. and Vance Pearson, the two best assistant directors anyone could ever ask for. And my secretary Jetta Burgess, thank you for all you did to help the region run smooth. (Applause)

PRESIDENT GARY JONES: The kindness, support, and love you all have shown Cindy and I over the years have been remarkable. What amazing contributions to a region you have made in almost six years I spent as the region's director. This amazing group of brothers and sisters have for the first time in the history raised over $2 million each year, two years in a row, for a V-CAP program. Thank you, Region 5 members and retirees. I appreciate your support. (Applause)

PRESIDENT GARY JONES: We see each other as a family, but just a big family that pulls together.

Now I would like to turn to my friend and brother, President Dennis Williams.

I think everyone knows that I am following an amazing guy, and not just because of your golf scores. First of all, I would be remiss if I didn't thank you for the very, very smooth transition you and your staff gave me. Thank you.

PRESIDENT EMERITUS DENNIS WILLIAMS: Thank you. (Applause)

PRESIDENT GARY JONES: You and your team have been helpful to me at every turn, and I am hitting the ground running as a result.

Dennis, I have known you for 25 of the past 30 years, both personally and professionally, and you are just as you seem, smart, hardworking, genuinely big hearted, as likable a guy as they come.

I remember you from your Region 4 days. You have always impressed and excelled doing great things as a regional director, secretary-treasurer, and as our president. Your hard work and persistence have won the largest increase in our Big 3 contracts in UAW history. (Applause)

PRESIDENT EMERITUS DENNIS WILLIAMS: Thank you.

PRESIDENT GARY JONES: You fulfilled your promise to our membership to create a pathway for full traditional pay, to end once and for all the unfair tier systems. You reestablished the UAW to its rightful place as a global world union.

You turned our books from red to black. And as we have all been taught coming up in this great union of ours, you left the union in better shape than you found it. Brother, you have done just that. (Applause)

PRESIDENT GARY JONES: We are on solid ground going forward because of your stewardship and the tough decisions you had to make.

I have to say too that I am especially proud of our organizing in Las Vegas gaming, our neutrality agreements, and organizing postdocs and RA's in California and Washington.

And if anyone has ever been fortunate enough to spend time with you away from the job who knows you, you work hard and you play hard. Brother, you know how to tell a story. Thank you.

PRESIDENT DENNIS WILLIAMS: Thank you. (Applause)

PRESIDENT GARY JONES: Donna, thank you for sharing Dennis with us. I know he can be a handful sometimes. It can't be easy. But thank you, we appreciate it.

Cindy and I wish both of you the best in your retirement. And we hope to see you at Black Lake a lot.

And speaking of retirement, we have some other longtime contributors here who are also going to finally enjoy some free time with their families.

Thank you, Jimmy Settles.

Thank you, Chuck Hall. (Applause)

PRESIDENT GARY JONES: Thank you, Julie Kushner. (Applause)

PRESIDENT GARY JONES: Thank you, Gary Casteel. (Applause)

PRESIDENT GARY JONES: Thank you all for answering the bell for every round in our fight for working people and their families.

I want to recognize and thank the International staff, a great group of brothers and sisters, for all you do on behalf of our membership. I know how dedicated each and every one of you are.

I also want to thank the clerical staff for all they do. Your attention to detail and work ethic are incredible, and it always shows.

Speaking of dedication, I want to call attention to our membership for never hesitating to help when our communities are in need.

To the locals in Region 5, for leading the efforts, bringing food and other supplies in the wake of Harvey down in Texas.

To the locals in Region 8 for leading the efforts and lending a hand in Florida and the Keys after Irma.

To the locals in Region 9A for leading the efforts, getting on that union-made Boeing 777, flying to Puerto Rico with skilled union workers from medical pros to electricians, helping Puerto Rico, and so many other volunteer efforts.

My home local, 249, working with the tiny house project for veterans in Kansas City with a place to live and necessities like linens, dishes and toiletries.

To our brothers and sisters who have built handicap accessible ramps all across the country.

And to those who contributed to the AFL-CIO newly established Florida Workers Relief Fund.

Like Dennis said of our volunteers, it doesn't matter if people are union members or not, we are about making sure everyone's basic needs are met. A rising tide lifts all boats.

We are going to ask each local to get their community service committee more connected with the International, and we are going to start a site where we can highlight all the great volunteer efforts our members contribute to in their communities.

Finally, I would like to humbly thank the delegates to the 37th Constitutional Convention. Thank you for electing Team Jones. (Applause)

PRESIDENT GARY JONES: Thank you. Thank you.

We are going to work hard to ensure that our UAW values are represented in everything we do.

Now let me turn to some of those values:

Our convention theme is "We Are UAW." Our team in this UAW will always look for the opportunities hidden in the challenges. We will always do so with a clear vision of where we came from and who we are as a union.

When faced with bridges, we will remember standing on the overpass on Miller Road, Gate 4, in the Ford River Rouge complex.

If we are told to sit down, we will quietly remind them as we put on our white shirts of how we went and sat for a spell in Flint, and in doing so, changed the world with the strength of our solidarity.

And when one of us is under attack, an army of red-shirted brothers and sisters will rise and say proudly, "What you do to one, is what you do to all of us. We are UAW. Yesterday, today and tomorrow."

In fact, knowing our core values, knowing who we are, and knowing what the UAW is about, cannot be more important than it is today. It is a time of very deep political divide and social unrest.

Legislatively, conservatives benefiting from gerrymandered State House seats have now passed Right to Work laws designed to undermine collective bargaining in a majority of our states.

Socially, many of the quality-of-life issues our family first UAW has

fought for are increasingly under attack.

Walter Reuther once said the labor movement has developed a whole new middle class. The UAW's idea of a middle class has meant organized opposition to anti-union efforts wherever they may be. It is meant to have support in social and democratic policies, values that are color blind, values that are gender neutral, values that embrace education, health care, time for families, fraternity, a fair living wage, and equality for all.

So folks, we are in for a battle. A battle for unions and the UAW, the very existence of the middle class. But guess what? I am here to fight for you. And you have come with me to fight for the things, and we will prevail. We are the UAW. And fighting is in our blood. We will win. (Applause)

PRESIDENT GARY JONES: I will continue the programs that President Williams started and build upon them.

In the era of fake news claims, we need to work on initiatives more than ever. One-on-one conversations will cut right through that. Here is what we have to say brother to brother and sister to sister. Our policies will be labor first. We will no longer be asking why our union does not support our representatives. We will be asking why our representatives do not support our union.

We have right on our side, a history of right on our side.

We are going to support more than ever our V-CAP program, the UAW's political action fund made up of voluntary contributions from UAW members, retirees and their families.

As you know, the money we raise is used to support pro-worker candidates who have earned the endorsement of the UAW Community Action Program. We are not about to fall behind in this critical area of getting things done. I am going to challenge everyone, please go back to your locals and double the number of people you have contributing to the V-CAP program.

We will overturn Right to Work. And this is how we are going to do it. Let's organize the organized. We will go after foreign automakers on American soil. We have the message that temporary workers in the South and West want to hear. And we have the ability to deliver it. We are going to deliver a message to these workers about a middle class life. And we will make good on that promise. We need to remember our victories in building this middle class life for millions of workers.

The benefits we enjoy today and sometimes take for granted came from the blood and fight of those who came before us through their strikes and struggles.

I am here to tell you, we can and we will win. We are going to deliver on these midterm elections. We are going to get out the vote so we can see political maps drawn fairly. Leading up to election night, we are going to change the hearts and minds and get in front of the people and ask them, is this what you all signed up for? And we are going to vote accordingly.

Be prepared, brothers and sisters, because this UAW will meet anti-union forces on every front. We will fight in our workplaces. We will fight for our retirees, for active members, and for members yet to come. We will stand up for civil rights, for gender equality, for families and workers everywhere. (Applause)

PRESIDENT GARY JONES: We shall fight in the halls of Congress, and in courthouses across the land. And we will push back, push past and push on.

I am just one guy, a furnace operator from Oklahoma. But you know what? As I said earlier, I see further because I stand on big shoulders. We have more than 430,000 active members, and more than 540,000 retired members in more than 570 locals. That means we stand tall, smart, and formidable, ready and able for whatever comes.

We are UAW. Thank you. May God bless you. May God bless this great union. (Applause)

PRESIDENT GARY JONES: Thank you. At this time, I would like for you all to meet my family.

Cindy, please come here. Come here. (Applause)

PRESIDENT GARY JONES: Cindy, I would like to thank you for the 43-plus years of supporting me and allowing me to do what I do and taking care of the kids and everything and raising them. Thank you very, very much. (Applause)

PRESIDENT GARY JONES: Bridget and Tricia, come on down. Bridget and Tricia. I would like to introduce my two daughters, Bridget and Tricia. (Applause)

PRESIDENT GARY JONES: Thank you for not getting upset with me when I was gone away and missing your school programs, softball, baseball, basketball. Thank you for all you did. Thank you. Proud of you all. Proud of you all. (Applause)

PRESIDENT GARY JONES: And now for the wonderful spouses, Frank Marino and Mark Ziegler, my granddaughters MacKenzie, Taylor, and Madison. You all can come on up, please. (Applause)

PRESIDENT GARY JONES: Thank you.

And now I would like to call the Constitution Committee to return

to the stage.

I would like to call the Co-Chairs of the Constitution Committee to give a final report. Brother Rick Smith and Marvin Thompkins. (Applause)

FINAL REPORT OF THE Constitution Committee

CONSTITUTION COMMITTEE CO-CHAIR RICK SMITH: Brother Chairperson, sisters and brothers, my name is Rick Smith, Co-Chairperson of the Constitution Committee. I am from Local 1112, Region 2B. (Applause)

CONSTITUTION COMMITTEE CO-CHAIR MARVIN THOMPKINS: My name is Marvin Thompkins, Co-Chairperson of the Constitution Committee. I am from Local 719, Region 4.

Congratulations, again, to my regional director. Not only are you a great man, but you are a better leader. Thank you very much. (Applause)

CONSTITUTION COMMITTEE CO-CHAIR MARVIN THOMPKINS: We would like to thank all of the members of the Constitution Committee for their hard work.

Special thanks to retired President Dennis Williams and the entire International Executive Board. Also Rick Isaacson, Administrative Assistant to the President, Sarah Ogdahl-Laws, Administrative Assistant to the President, Pam Licari, clerical staff, for their assistance.

At this time we would like to give the final report of the Constitution Committee. Thank you.

CONSTITUTION COMMITTEE CO-CHAIR RICK SMITH: We are happy to report we have adopted all outstanding Constitutional amendments and completed all outstanding business.

Brother Chairperson, on behalf of the Constitution Committee, I move for the adoption of this report.

PRESIDENT GARY JONES: You have heard the recommendation to move for adoption of the report.

All in favor, say aye.

All opposed?

The ayes have it.

It is not an easy job, but we would like to thank each of you and

your committee for what you have done and for the clerical staff that assisted your work. The committee is dismissed and the delegates and members of the UAW, thank you for your service. Thank you.

...A video was presented to the delegation.

PRESIDENT GARY JONES: It is an honor and a privilege to introduce the Reverend William Barber, a man who believes in the power of solidarity and someone who understands what it means to fight for social and economic justice every day.

Reverend Barber is the beloved pastor of Greenleaf Christian Church in Goldsboro, North Carolina, and is the leader of two initiatives: The Poor People's Campaign and Repairers of the Breach, both designed to build a movement and engage the nation in moral revival and shift the moral conversation about the poor.

Reverend Barber and the new Poor People's Campaign picks up here the Reverend Martin Luther King, Junior left off 50 years ago when he turned his focus to uniting poor people across the lines of race and geography and pushing their priorities onto the national agenda.

In 2016, he carried an unparalleled and engaging message of activism, decency and faith to the Democratic National Convention. When Reverend Barber took the stage, his speech covered everything from wages and labor conditions to guns, homeland security, LGBTQ rights and voting. He also speaks about policing and criminal justice reform, immigration, militarization and the profits thereof.

Reverend Barber also says, "Are we being called like our forefathers and foremothers to be the moral defibrillators of our time?" That message helped him build Moral Mondays movement in North Carolina.

It started with a few days and grew to a racially diverse conditions of believers and nonbelievers widely credited with helping to dethrone a Republican governor and disband a conservative supermajority, responsibility for some of the state's most regressive legislation in decades.

The New Yorker magazine described Moral Mondays as a racially diverse coalition of believers and nonbelievers, based in Raleigh, North Carolina, widely credited with helping to dethrone a Republican governor.

As the past president of North Carolina's NAACP, the organization increased membership in five majority-white branches in the western, Appalachian and primarily Republican parts of the state.

Reverend Barber speaks in a language that resonates with us and the work we do every day. He believes in the power solidarity. He believes in the fight for what is right and just. And he believes it is the moral

duty of every man and woman to speak out and step up for justice.

It gives me great pleasure and honor to welcome the reverend, Reverend Barber, to our convention. (Applause)

REVEREND WILLIAM BARBER
Pastor, Greenleaf Christian Church, Goldsboro, North Carolina, Poor People's Campaign and Repairers of the Breach

REVEREND WILLIAM BARBER: UAW, We are UAW. (Applause)

REVEREND WILLIAM BARBER: We thank God for the privilege of being here today. And let's celebrate first this new elected team, Team Jones. (Applause)

REVEREND WILLIAM BARBER: And Rory Gamble and Sister Estrada, our friend Brother Ray Curry and Terry Dittes; is that right? I will get it right after a while. But we thank -- and let's thank the past leadership, because we always need to stand on the shoulders and the sacrifices of those who have come before us.

I am honored to be here. I thank God for the privilege. Your president just mentioned Moral Mondays in North Carolina. But what you should also know is Moral Mondays happened in the southern state, an anti-union state where they said we couldn't organize, but the governor and others that said we couldn't organize are now on a voting vacation. It is possible.

Let me thank members of the Poor People's Campaign of Michigan, who are in the room all over today. (Applause)

And bring you greetings on behalf of the more than 40 coalitions of the Poor People's Campaign, my co-chair, the Reverend Dr. Liz Theoharis, thousands of people who are organizing and launching this movement.

This week, Mr. President, 55 years ago, on June the 11th, John F. Kennedy came before the nation and called civil rights a moral issue. He laid out his plan for the Civil Rights Act of '64 that he would not live to see passed. But he said that civil rights -- and he understood that civil rights and economic rights and labor rights all were intersected. And the union movement was there in that push.

On the next day, Medgar Evers was shot. Many say in response to that work -- Medgar was a union man, an army veteran, but he was shot in Jackson, Mississippi.

Five years ago, on March -- excuse me, 50 years ago, on March 14, 2018, Dr. King came to this city and went to Grosse Pointe High School and spoke here. Let me read something to you. Every city in our country has a kind of dualism. This schizophrenia splits at so many parts, and so every city ends up being two cities rather than one. There are two Americas. One America is beautiful for its situation. In this America, millions of people have the milk of prosperity and the honey of equality flowing before them. This America is the habitat of millions of people who have food and material necessities for their bodies, culture and education for their mind, freedom and human dignity for their spirits. In this America, children grow up in the sunlight of opportunity.

But there is another America. There is a rejected America that has a daily ugliness about it, that transforms the buoyancy of hope into the fatigue of despair. In that other America, thousands upon thousands of people walk in search of jobs who don't have living wages, who are denied basic union rights, who live in substandard housing and receive substandard education, in that other America.

Those words, my brothers and sisters of UAW, are far too relevant to today. There still is an America, an other, the other America, the rejected America.

But I want to say today, that it is the other America, the rejected America, that can change America. (Applause)

REVEREND WILLIAM BARBER: Now, 50 years ago, we didn't really listen to Dr. King. I say this lovingly, but being a student of history, I have to tell the truth, that when Dr. King announced that poverty and racism and militarism were triune evils that we needed to face, preachers left him. Members of his own staff left him. Unions left. Civil rights organizations left. Because somebody had convinced them that we have to fight in our own silos, and not worry about other things.

That's why I was glad to hear what your president said about UAW, because I was recently at the Vatican. And the pope, remind you, he had labor leaders and religious leaders together, and he told all of us in a special letter, he said even if you are in labor or in religion, if you only deal with the next contract but you don't use your power to deal with the racism and poverty, you have not fulfilled your calling by God to transform the world. (Applause)

REVEREND WILLIAM BARBER: And so 50 years ago, instead of America heeding the prophetic call of Dr. King, they shot him and killed him.

And then in the middle of the Poor People's Campaign in June, they

shot Robert Kennedy.

And while the Poor People's Campaign was rising, the Southern strategy was rising. And that Southern strategy was a strange strategy that came out of the South, but it affects the North and other places.

It was led by people like Strom Thurmond and people like George Wallace, who, by the way, bragged that he had union -- putting union folk locked up because of his focus on labor in spite of his focus on racism. And people didn't see how he was actually using one against the other.

The Southern strategist said, the way we can protect one America and dismiss the other America is to work as hard as we can to separate black and white and brown poor folk and working poor people, to make them think that they are enemies, to make them think that somehow, poor whites, that blacks are getting something because -- that they are not getting something because of blacks and brown people.

And then they said, we have to change the language of racism. We can't use the words of racism, because people don't like the words any more in 1968. So they started coded racism. And they used words like "tax cuts." But tax cuts meant primarily cutting the programs that would help black and brown people, which, in fact, was helping mostly white people. (Applause)

Then they started using language like "states' rights." And it sounded real economic, it sounded real logical, but it was really illogical. It was coded racism.

And then they started using language like "entitlement programs."

And then they started using language like "Right to Work," which means right to not have a union. Coded language.

Then they came up with a strange theory of blaming the poor and blaming working people for being poor, as though somehow if somebody doesn't pay you the right wage, it is because you are immoral, because you aren't living right.

And then they started saying what we need to do is really cut programs for the poor. That's going to save us in our budget.

When, in fact, what was blowing the budget up was the money we were wrongfully spending in war.

And then they racialized entitlement programs, and then they came up with a theory called trickle down. That is, if you give all the corporate leaders the most money, they will let a little bit trickle down to the workers.

Then they came up with this language about right and left. And we got trapped in it, talking about some people are on the right and some people are on the left. Last time I checked, I am a human being. I have a right hand and a left hand. (Applause)

REVEREND WILLIAM BARBER: But why do we spend so much time saying the right, the right, the right. And then in the next sentence try to convince them they are wrong? When, in fact, it is not about right and left. Some things are about right and wrong; not right versus left. (Applause)

REVEREND WILLIAM BARBER: And then, the Southern strategy started embracing a kind of religion, heretical form of religion that grew out of slave master religion, and that religion basically said -- and they sold it all over the South, particularly as a wedge issue -- and said that if you want to be on God's agenda, you have got to be against gay people, against abortion, for prayer in the school, for gun rights, and for states' rights, and for tax cuts, and that's God's agenda. And people began to buy that; especially those that don't know the Bible.

They didn't know that God's agenda is, "When I was hungry, did you feed me? When I was naked, did you clothe me? When I was sick, did you care about me? When I was a worker, did you pay me a living wage?" That's God's agenda. (Applause)

REVEREND WILLIAM BARBER: But it wasn't just what the Southern strategy and the deviltries of that piece did, extremists. Something else happened. Many progressives, after the death of King and Kennedy and others, began to focus on election year organizing, and not movement building. And not campaign building. So we build up for elections, and then after the election, whoever wins, we just go back.

And you can't change a country with that kind of ebb and flow organizing.

And then war was escalated.

And then around about the early '70s, we took the word "poor" out of our political discussion. We didn't lose the battle against poverty. We left a field. We took and started talking about -- we didn't stop even talking about the poor. Progressives started talking about the middle class. Republicans started talking about the military. And in that mix, the poor were left off.

And then in that mix, plans were set in order to undermine unions. What we see now with Janus and other things, that's a 50-year plan, 50 years.

And if you understand all of these dynamics of the Southern strate-

gy, and the way in which the politics of our nation has been reshaped, you understand that's why we have Trump. Trump is not the problem. He is the -- he is the symptom of a greater moral malady. Amen, Barber. He -- Trump benefited from an audience that was cultivated for 50 years. (Applause)

REVEREND WILLIAM BARBER: Nell Painter from Princeton said that Trump is the iconography of two of a calling response reality in America. The call for justice, and then a pushback and the call for injustice. The call for inequality.

And it is not new. This isn't the first election that America went through where a person loses the popular vote but sits in the White House.

That same thing happened in 1877 when Rutherford B. Hayes was elected during the Reconstruction. He lost the popular vote. He was selected by the Electoral College that none of you can get admission to, because it wasn't designed for you.

And as soon as he got elected, he rolled back civil rights. He rolled back the beginnings of the labor movement. He fought the Knights of Labor in the South.

It was all a coordinated plan because of the fear of America being reconstructed by the other America and black and white and the rejected getting together.

Trump use fear, he sew racism, he sew fear. His team Bannon sold white nationalism. Now white nationalism had nothing to do with white. But you can be black and be a white nationalist. Because white nationalism is not about calling somebody a name, like Roseanne Barr. That's not really racism. Racism is the works of racism.

See, the agenda of white nationalism is they don't believe in voting rights. They believe in putting immigrants out of the country. They don't believe in health care for everybody. They believe in voter suppression.

So a white nationalist is not what you say, but what you do with policies. That's what racism is.

And that's why even if you are black, but you're against immigrants, if you are black, and you are against union rights, if you are black, and you are against our Latino brothers and sisters, even if you are black, and you're against health care, if you are black, or a senator like the one out of South Carolina, what's his name? Scott, and you vote against voter protection, then you are supporting white nationalism regardless of what your color is.

And white nationalism and fascism is -- over here is white nation-

al, overseas is fascism. But it's rising. And it's always connected to autocratic leadership, authoritative leadership that questions the free media, lies and tries to do anything it can without any repercussions.

And so what happened? We had Trump gets elected in a time of massive voter suppression. Suppression like we haven't seen since Jim Crow.

And then he gets elected in a time -- and Brother Curry, you will like this because I believe you work down South, right?

But see, one of the things even the civil rights movement and the union movement has forgotten, you cannot change America without focusing on the South. Oh, I can't get an amen. (Applause)

REVEREND WILLIAM BARBER: Let me tell you why. There are -- from Maryland to Texas, there are 171 electoral votes. That means if you win -- if you lock up with a Southern strategy from Virginia to Texas, and you don't even have to fight, you don't have to worry about any organizing, you don't have to worry about anybody battling you, then you are giving a presidential candidate 171 votes in a race to 270.

Now, I used to hustle a little pool. I ain't always been a preacher. Now you give me 171 points to a 270 race, I will take that bet any day. (Applause)

REVEREND WILLIAM BARBER: We have too many progressives that are trying to find a path to victory. Well, the path to victory is to fight in every state and don't give up an inch in any state. That's the way. (Applause)

REVEREND WILLIAM BARBER: And then he got elected in the time of gerrymandering, where about 16 or 20 seats, anti-union voters in this House of Representatives that wouldn't be there if it wasn't for racist gerrymandering.

And then we have gone through three full elections without the full protection of the Voting Rights Act. And the Voting Rights Act helps to curb racism in voting in anti-union states. And we don't have election as a holiday. And we don't have automatic registration of 18, everybody that is 18, even though you can be registered for war at 18, you are not automatically registered to vote at 18.

And even in cities like New York and Detroit, we only have one day of voting. That's another form of voter suppression.

And in a time like this, what also brought us Trump was a time when union members, some, because of fear, and some white women and some black men, thought they could trust a man who ran on racism. Say, well, he might be a racist, but we can trust him to do right by workers.

Let me tell you something my grandmomma told me. You scratch a liar, you find a thief.

Racism is a lie. You scratch a political candidate that starts his campaign with racism, you are going to find an anti-labor, anti-union, anti-democracy, anti-woman, anti-equality. You can't trust. You can never sell out racism for a job or a contract. (Applause)

REVEREND WILLIAM BARBER: And we must understand in this country, we cannot work in silo. The fight for labor rights and union rights and the fight for civil rights are one fight in the same, and we must always be partners. Otherwise, they play us all against one another. (Applause)

REVEREND WILLIAM BARBER: And now that we have this, and these extremists, I don't call people Republican, because my granddaddy was a Republican. We have extremists, because they don't sound like Teddy Roosevelt, who believed in union rights and health care in 1912. They don't sound like Abraham Lincoln. They don't sound like Eisenhower, who said that you had to be concerned about the military industrial complex. No, this is an extremism we have.

And now you have, I heard Corker who was talking about a cultism yesterday, and the former governor of South Carolina last night, he lost in a House race. And he said, I haven't seen anything like this before.

And I wanted to say through the TV, you helped create it, because for 50 years, you have been sewing to the wind. And now America has reaped the whirlwind.

So 50 years later, we still have the other America. And even more rejected.

And now we have got an Administration that seems like it has been on creating more otherness and more rejection.

We did an audit, Mr. President, called The Souls of Poor Folk. I want you all to know we are not doing the Poor People's Campaign just because it's been 50 years. We don't do commemorations. You don't commemorate prophets. You reimagine prophets. You don't -- you go down to where they fell and reach in the blood and pick up the baton and carry it the next while of the way.

Why must we have a Poor People Campaign? Why must black people and white people and brown people and red people and yellow people come together? Why must unions and labor and civil rights and clergy have a campaign about the poor? Why must we deal with these three issues?

Systemic racism. Say that word. Say systemic racism, systemic poverty, ecological devastation. Say the war economy and militarism.

Why must we deal with those and the false narrative of religious nationalism? Why must those five interlocking injustices must be faced by all of us?

Because you can't solve one of those problems without solving the other.

For instance, in the area of systemic racism, since 2010, 23 states have passed voter suppression laws. Every one of those states is an anti, for the most part, union. Or they have a strong contingency fighting unions.

Every one of those states for the most part blocked the Affordable Care Act, every one of those states. We have less voting rights today than we had 50 years ago when the Voting Rights Act was passed August 6, 1965.

And the union movement ought to be especially upset about that because you were dead in the middle of that fight. There would have been no Voting Rights Act without the union movement and civil rights working together. And yet today, by a 5 to 4 vote, the Voting Rights Act has been gutted, which means state legislatures can pass laws, no preclearance, put people in office.

They are unconstitutionally constituted. And then when they get in office, most of them are anti-higher wages, anti-union. Most of them use racist voter suppression to get elected, but then pass bills that hurt mostly white people. Because there are more white people that are poor than there are black people, in raw numbers.

By 2016, 14 states had new voting restrictions.

In the last election, we had 868 fewer polling places in black and white and poor white communities than we did in 2012.

In Wisconsin, they said Trump won about 30,000 votes, but we know there were 250,000 votes suppressed. Suppressed.

This is the other America. In this America, we have states now that when a city passes to raise the minimum wage, then the state legislature overrides the vote. That's racism. That's classism.

We have emergency financial management groups that come in and nullify the votes of the people in cities like Detroit. Nonelected managers, like what happened in Flint. That's a form of racism.

We are spending money on immigration now. We are spending $17 billion in 2015 on immigration. And it is going up every day. And understand, understand the fight against our Latino brothers and sisters is not because they are a threat to the nation. That's the lie, that somehow they are more criminalized. That's the lie.

The fear is that if you have a changing demographic and brown folks from Mexico hook up with union and progressive white folk in America, and they hook up with black people in America, then you have a new electorate. Turn this mic up some for me. (Applause)

REVEREND WILLIAM BARBER: And that might -- thank you. Turn this up some.

And that, my friends, is racism. But then in the issue of poverty, the other America, from 1973 to 2016, your productivity went up 73 percent, but your hourly compensation didn't go up but 12. Hmm.

The 1970s, wages for the bottom 80 percent have largely remained stagnant. But between 1968 and 2017, the share of the U.S. workers in unions went from 24 percent down to 10 percent.

Today there are 64 million people who work every day for less than a living wage. And that's why the true poverty numbers is not 40 million people. Forty million is the government standard that says if you make $11,890 a year as a single person, you are not poor. Everybody above $11,890 is not poor. That's a false standard.

But when you look at the level of poverty, and low wages, and low wealth in this country, there are 140 million poor and low wealth people in this country. The majority of them are white women, children, and the disabled. 43.5 percent of America lives in poverty and low wealth.

The largest percentage of poor in terms of percentage of race are black and brown, but there are something like 8 to 9 million more white people in raw numbers that are poor than there are black.

And I keep saying to folk across this country, black and white and brown poor people and working poor people can't let people split us, because if you are black or you are white or you are brown and you are poor, and your lights go off, we all black in the dark, so you better come on here and let's find a way to work together. (Applause)

REVEREND WILLIAM BARBER: The other America. The other America. The top 1 percent of our economy has doubled to more than 20 percent of the national income in 2017.

And Joseph Stiglitz, who is a worldwide Nobel Peace Prize economist, has a book called The Costs of Inequality.

You know, oftentimes those who want to say we can't pay a living wage, we have to give more tax cuts, they talk about the cost for helping the poor.

Well, he flipped it over, and he talks about the cost of inequality. And he tells us in his book that the 400 wealthiest Americans own more wealth than the bottom 64 percent of the entire U.S. population.

There are 400 people that make $97,000 an hour while we lock people up who want 15 and a union.

There are three individuals that had a combined wealth of $248 billion. The same wealth as the bottom 50 percent of the USA.

And right now, my brothers and sisters, 250,000 people -- let me say this before. How many of you are disturbed when one innocent unarmed black person is shot by the police? How many of you all are disturbed by that? Or unarmed innocent white person? How many of you are disturbed when you hear about people being shot in schools because of assault weapon? And you should. And we get in the street and we should.

But what we are not being told, in the other America, 250,000 people die every year from poverty, more than die from cancer, stroke and diabetes combined. And you can look at the news all week long and never hear a word about poverty.

You can go to church and never hear a sermon about poverty. Except somebody say, well, the poor be with you always. And they don't even know what that Scripture means.

Jesus wasn't suggesting that God said it was okay with poverty. If you go back to Deuteronomy, Jesus was saying the poor will be with you because you have got employers that won't pay people right. That's what he was really saying. (Applause)

REVEREND WILLIAM BARBER: He wasn't saying it was ordained by God. My Lord.

We have 2 to 3.5 million people who are living in shelters. And a large number of them are children, LGBTQ, veterans and the elderly.

We have 51 percent of children under the age of 18 living in poverty. In poverty.

And we have the highest incarceration rate in the world, five times more. That's the other America. That's the other America.

And if you go to jail, even if you pay your time, you lose your voting rights. You lose your voting rights in far too many places.

Federal assistance to local water systems is 74 percent below its peak, even though we have 4 million families in this country that can buy unleaded gas, but can't buy unleaded water. 13 million families that can't even afford water. They can't afford their water bill, right here in Detroit, they are about to cut off the water of poor folk while you're in this conference.

And if you look at a map, we have done some mapping. The states that have the highest rate of racialized voter suppression also have the

worst poverty, also have the most politicians that vote against unions, the most politicians that vote against living wage. Isn't that strange? In the states that are the poorest, you also have the people who get elected most by the trick of voter suppression, racist voter suppression.

And then when they get elected, they vote against working people. They vote against the working poor. They vote against Latinos. They vote against gay people. And I hate to tell you, but those same states also have the highest concentration of so-called Protestant evangelicals.

Now that offends me, because I am a Protestant evangelical. See, I am a conservative. Yeah, religiously I am conservative. I want to conserve all 2,500 of those Scriptures that tell you how you supposed to treat the poor and the least of these. (Applause)

REVEREND WILLIAM BARBER: Every one of them, I want them. See, because there's not but about two Scriptures in the whole Bible that says anything about gay or lesbian -- gay, and both of those are misinterpreted, because none of them take over the Scripture "Love your neighbor as yourself," treat people right.

And I keep wondering why so many people claim allegiance to Jesus, but they don't love people. It is strange to me. How do you claim all this allegiance to Jesus? But you throw away 2,000 Scriptures so you can pick up two Scriptures and misappropriate them to hate somebody. (Applause)

REVEREND WILLIAM BARBER: And Mr. President, I didn't mean to turn this into church, but I feel a little something right here. I, you know, you know, I know the book. When I grew up, I couldn't get a biscuit before I quoted a Scripture. And it couldn't be "Jesus wept" either. You had to quote a long Scripture. (Laughter)

So I know that when Jesus started his ministry, he began with bringing good news to the poor. And the word "poor" in the Scripture Luke is a Greek word ptócos. It means those who have been made poor by economic exploitation.

And he wasn't talking about giving somebody charity or a turkey every Christmas or at every Thanksgiving. He was talking about changing the economic system of Caesar, so that the people could be lifted up. (Applause)

REVEREND WILLIAM BARBER: When I go to the book of Isaiah, Chapter 10, it says, Woe unto those who legislate evil and rob the poor of their right and make women and children their prey.

When I go Isaiah 58, it says, if you are going to be a great nation, you have got to loose the bands of wickedness. And the translation of that

in Hebrew is "Pay people what they deserve." Brothers, hear what I am saying. (Applause)

REVEREND WILLIAM BARBER: So don't come to me talking about the Lord, if you're not willing to stand up for justice. Don't come to me talking about Jesus, if you're not willing to stand up for workers and stand against poverty. Because the last time I checked, Jesus was in a trade union. He was a carpenter. (Applause)

REVEREND WILLIAM BARBER: And finally, finally, and finally, we are spending $668 billion on the military and the war economy. Fifty-three cents of every federal discretionary dollar goes towards the military, and only fifteen cents to anti-poverty program. Don't you let anybody tell you the poor, poverty programs are ruining the country. Fifty-three cents of every discretionary dollar. And this administration wants to take it sixty-three cents.

CEOs of the top five military contractors earn an average of $19.2 million each. The average combat soldier in war makes less than $30,000. So we have people making a killing off of killing.

And it is not a choice between protecting the country and national security and health care. It is a choice between greed and glorifying war, or lifting up the people and having a war against sickness and a war against poverty and a war against bad housing.

It is about the choice of whether or not we are going to take care of our veterans after they fight, instead of trying to privatize the VA, and trying to make more money off killing since the majority of soldiers are not dying on the battlefield. They are dying, they are dying from suicide, right here at home.

And we have 1.6 million gun deaths in this country in the other America. From 1968 to 2016, we have millions of more guns in the hands of citizens than we do in the hands of the military.

And then there's this strange Christian nationalism that says, you know, God bless America and nobody else. That's not godly. God made the whole world. He got the whole world in his hands. Huh?

And you can't ever worship a country. If you say you worship God, you can't worship a country over God, especially to the point that that country no longer has to stand under the critique of God, the evaluation of God's tight morality.

And, you know, I don't know if you all know, but these folks like Franklin Graham and Hagee, they are also anti-union. Yeah. Franklin Graham spent $10 million, he got it from somewhere, to go around the country saying that progressives, and if you are a progressive, you are also atheist. The progressives go -- Progressivism and atheism are

the same thing. Same thing.

He is not the kind of Southern Baptist your president is. This is something different, something strange. And this is all happening.

And then on top of this, as I close, we just passed a tax reform bill that's going to put in jeopardy this country in ways like we have not seen, programs we have not seen.

And here is what you need to know that wasn't said. They took $2 trillion, Mr. President, and took it from working people and gave it to the wealthy and the greedy. Tax cuts they didn't even need. $2 trillion. Say $2 trillion. That's more money -- you have to -- let me say it this way. You have to go all the way back to slavery to find that level of transfer of wealth. That's more money than was transferred from the work of slaves. And it passed, by just a few votes.

The other America, the rejected, are still far too real.

But my brothers and sisters, I didn't tell you that to be non-hopeful, unhopeful. Because the answer lies inside the problem.

The other America is who are the ones who can make another America. It is the rejected that can lead the revival in this country.

There is a Scripture in Psalm 118 that says the stones that the builders rejected have now become the chief cornerstone in building a new foundation. And this is the day that the Lord has made.

And that's why I believe in the Poor People's Campaign and believe in labor and believe and understand why labor and Poor People's Campaign and civil rights and folks fighting for health care and fighting against environment and fighting against racism. We have got to come out of our silos and bring the rejected together.

And I am telling you the rejected are coming together. Just yesterday, before yesterday, I was in the U.S. Capitol. And let me tell you who was together on the Capitol testifying to the senator. We had Sue Rush, Senator Warren, Representative Cummings set up this piece with Bernie Sanders and Booker because Ryan and McConnell wouldn't even listen to us. They have been arresting us. We had over 23,000 people arrested in the last five weeks all across the nation. State Houses led by these extremists won't even let people in the door because they can't stand a moral critique.

Thousands of people have become online. Fifteen million hits on Twitter been trending.

So yesterday, Sue Rush, a black 48-year-old mother of two from Lowndes County, Pamela, she was there because she was tricked by predatory lending into buying a single-wide trailer for $120,000. And now that trailer is falling apart. Muskrats and snakes are coming in it.

It has so much mold in it that her ten-year-old daughter uses a CPAP machine. And she herself is disabled. But she was there saying, I am joining the Poor People's Campaign because we have got to come together, because somebody is hurting us. And we've been -- it has gone on far too long and we won't be silent any more.

But she was there with Christopher Olive, who is a former homeless veteran, a 30-year-old white military veteran from Grays Harbor in Washington. The ZIP code with the highest number of poor, homeless white people in America. And he was there, hooked with Pamela from Alabama. And they held hands together.

And then we had Amy Jo Hutchinson. Amy Jo Hutchinson is a 46-year-old woman from Ohio, a single mom with a bachelor's degree, two girls who are growing up in poverty. She has lost her health care. She organizes in West Virginia. She is a union gal. And she is hooked up with this white -- black girl from down in Alabama.

Then there was Nic Smith there. You say you can't organize in Appalachia. You say Appalachia is so-called Trump country. Well, we've been to Appalachia. We got hundreds of people in Appalachia. One of them was a Nic Smith, a white man from central Appalachia, Roanoke, Virginia. He's a Waffle House worker and an organizer with the Fight for $15. And he came and he testified about how it is the racism of voter suppression that's destroying his people up in Appalachia.

Then we have Vanessa Nosie. She's an Apache from the Apache Stronghold in Oak Flat in Arizona, where a mining company is destroying the burial grounds and poisoning the water. And she was there.

Then we had Kenia Alcocer, a Latino woman who is a DACA recipient and a mother of three. And she was there. She is an undocumented worker, but she talked about housing and what's happening. And she says, I am coming out of the closet. I am not hiding any more.

And Amy and Sue grabbed her, and Nic grabbed her and said, if they come get you, they have got to come get me.

And then Dominique Black LeBlanc was there. (Applause)

REVEREND WILLIAM BARBER: A black woman, who is a McDonald's worker in the Fight for $15.

And then Callie Greer, a black woman from Dallas County, Selma whose daughter died in her arms virtually from cancer who would have been treated if Alabama had expanded Medicaid. And she says, I am not going to waste my pain. She said, even though the majority of the people in Alabama who are being hurt by the denial of Medicaid expansion are white, I am a black woman, but I am going to go get the

black ones, the white ones and everybody, and we are going to fight back. (Applause)

REVEREND WILLIAM BARBER: Then we had Ariana Hawk. She is a black woman from Flint, Michigan. Her son Sincere Smith was on the front cover of Time Magazine. And she was there.

And then we had Marjorie Storch. She grew up in a Republican household. She is a white woman from Charlotte. And she was there to argue that what's going on with health care is just wrong and ungodly.

And then we had Stanley Sturgill. He is coal miner from Kentucky, Harlan County, USA, a retired federal inspector, worked 41 years in the coal mine. He has got black lung disease. But he said, I got enough breath left in me to join up with the Poor People's Campaign.

And then we had Samantha Ullah from Maryland, who is a disabled worker. And her job told her recently, and other disabled people, some of them blind, they are too disabled to deserve a union. They don't even deserve a union. But she was in that room.

And all of those folk would gather. And some of the congress people kind of started crying because they saw something. They saw that the rejected, if we all come together, it is more of us than there are of them. (Applause)

REVEREND WILLIAM BARBER: And that's why the rejected must come together, the other America. We need in this country, Mr. President, mass nonviolent fusion, civil disobedience. We need mass voter mobilization. And we need mass power building among the poor and the working poor. (Applause)

REVEREND WILLIAM BARBER: That's why we have launched 40-Weeks. That's why I am asking UAW to show up next Saturday, June 23rd, in the Mall in Washington, D.C. That's why I am asking after these 40 days, Brother Curry, if we can hook up and work in the South, because the rejected must be the cornerstone of the foundation of a new America.

The only ones in this country that can make America the America it ought to be are the rejected. This is the day the Lord has made. This is the day that the rejected have to come together. The rejected, the stones that the builders have rejected must now become the chief cornerstone.

How many of you believe as I go to my seat that God can use the rejected? (Applause)

REVEREND WILLIAM BARBER: How many of you knew here, how many of you here have known rejection? (Applause)

REVEREND WILLIAM BARBER: Rejection because of your sexuality? Rejection because of who you love? Rejection because of the job you work? Rejection because of how you were born? Rejection because somebody needed somebody to hate to feel good about themselves? Is there anybody in here that's known rejection? (Applause)

REVEREND WILLIAM BARBER: Rejection because of your income? Rejection because of your race? Rejection because of your faith? Rejection because of the lack of faith? Is there anybody in here that's known rejection? Somebody trying to deny who you are, and who you have been made in the sight of God.

But I want to know tonight, look around at all the stones that are standing up in this house. I want you to know that when the rejected get together, we can redeem America from hate and discrimination.

When the rejected get together, hands that once picked cotton can join labor hands and join Latino hands and join progressive white hands and join Asian hands and join Native American hands and join poor hands and join wealthy hands with a conscience and join gay hands and join straight hands and join trans hands and join Jewish hands and Christian hands and Muslim hands. We can get together and change this country. (Applause)

REVEREND WILLIAM BARBER: When we get together, we can determine that America will be one nation under God, indivisible, with liberty and justice for all.

So I just stopped by to say, are there any rejected in this house? And are you ready to get together? To say this land is our land. This land is your land. From the White House to the State House.

Oh, I stopped by to tell you on my way to my seat that when the rejected get together, my God, my God, when Moses and his rod, the rejected got together, Pharaoh had to come down.

Can I preach like a Southern boy for three minutes?

When Esther and her uncle Mordechai got together, they were rejected. But when she said, if I perish, I perish, I am going to see the king, she saved her people.

When David, who was rejected by his daddy and overlooked by the prophet, but when he got his rock and his slingshot and his faith together, he went out and met Goliath. And the next day the Detroit Free Press read, "The bigger they come, the harder they fall." (Applause)

REVEREND WILLIAM BARBER: When Shadrach -- when Shadrach, Meshach and that bad negro got together, way down in the fiery furnace, God cooled the furnace and somebody said they saw a fourth person in the furnace.

The truth is when rejected folk get together, justice never loses. Justice might get beat up, but it never loses.

During slavery, it looked like justice had lost, but when Harriet Tubman, Fredrick Douglass, Quakers and some white evangelists who were rejected got together, built an abolition movement, slavery came down.

When women were rejected, didn't have the right to vote, Sojourner Truth and Elizabeth Cady Stanton and others, Lucretia Mott, got together, they won the right to vote.

When Plessy v. Ferguson looked like it had the victory, but when Thurgood Marshall got a bunch of rejected lawyers, white lawyers, black lawyers, Jewish lawyers, when they got together, an all-white Supreme Court had to vote unanimously to turn over Jim Crow and the Plessy v. Ferguson.

When it looked like Jim Crow had beaten down injustice and couldn't rise again, Rosa Parks, rejected, Martin Luther King, rejected, Bayard Rustin, a gay man who was a union leader, rejected, James Reeb, rejected, Viola Luizzo rejected, and Fannie Lou, I'm sick and tired of being sick and tired, got rejected, when they got together, they tore down Jim Crow.

When South Africa was at its peak, Mandela and those black mamas in South Africa and conscientious white folk, they were rejected. But when they got together, there is a power when we get together.

And I need you to know I serve a carpenter, a worker. His name was Jesus. He was rejected. He was born among the rejected. He lived among the rejected. He ministered among the rejected. He died. He was crucified among the rejected. But early, I am sorry, I am sorry. (Applause)

REVEREND WILLIAM BARBER: I am sorry, I am sorry, early Sunday morning, he got up.

And 20 years ago, they told me I would never walk again, but my doctors got together, my children got together, my faith got together, the Holy Ghost got together, my church got together. I can shout now. I can run now. (Applause)

REVEREND WILLIAM BARBER: When we all, when we all, when we all get together, what a day, what a day, what a day of rejoicing it will be. (Applause)

PRESIDENT GARY JONES: We can do better than that. Thank you, Reverend Barber. (Applause)

PRESIDENT GARY JONES: Wow. We are going to have a couple of short videos, followed by Vice President Cindy Estrada presiding.

...Two videos were presented to the delegation.

VICE PRESIDENT CINDY ESTRADA: Good morning. I would like to call the Resolution Committee back up to the stage.

So for the purpose of presenting our next resolution, I would like to call the Chair of the Resolutions Committee, Tiffany Rice. (Applause)

REPORT OF THE RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE:

Good morning, brothers and sisters. My name is Tiffany Rice, from UAW Local 140, under the leadership of newly elected Regional Director Frank Stuglin, Region 1. (Applause)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I will be reading the proposed resolution on Diversity, Inclusion and Equal Opportunity found on page 47 of the proposed resolution book.

...Committee Chairperson Tiffany Rice presented the following:

As union members our objective is to create fair, equitable workplaces and bargain good contracts for all members. Our constitution is explicit that regardless of race, religion, gender, sexual orientation, ethnicity, age or disability we are united together in one union. We cannot deny a legacy of racial and gender discrimination that persists today as well as new biases against those not born in the U.S., straight, white and male. Our job is to stand strong together as workers and to insure that everyone is respected, included and afforded opportunities equally. When one worker is discriminated against it hurts us all. Making sure all workers can participate fully in workplaces without harassment, intimidation or discrimination requires legislation, good contract language and support of co-workers. To that end we support:

* The Paycheck Fairness Act. It addresses disparities in pay between men and women. The gender pay gap hurts working families and our nation's economy. It is unacceptable that women who work full-time are still paid 80 cents for every dollar earned by men. Data shows that being in a union helps lessen the differences, but we need to do better.

* Affirmative action. It is key to providing equal opportunities. Equal access to jobs starts with equal access to education. Well-designed affirmative action programs levels the playing field and are valuable tools to foster equal opportunities for all Americans.

* Ending sexual harassment in the workplace. 2017, brought to

light a depth of pervasive for sexual harassment in the workplaces. Harassment of any kind is devastating to individuals subjected to corrosion of the workplace. We will continue to work with employers to prevent sexual harassment through education and awareness programs. We will also strive to ensure that complaints are taken seriously, investigated promptly and aggressively, and also resolved appropriately. Sexual harassment continues to be widespread in our society, whether it is on the shop floor, in the boardrooms or in the legislative halls of our government, we must eliminate this cancer.

* Stopping discrimination against lesbian, gay, bisexual, transgender and queer (LGBTQ) workers. Our workers' sexual orientation should never be an issue in the workplace. We disagree with the Department of Justice position urging appeals court to not interpret the ban on sex-based discrimination in the Civil Rights Act of 1964 as it covers sexual orientation. This goes against recent court decisions and guidance issued by the Equal Employment Opportunity Commission that recognizes such protection. Unfortunately, in many states it is legal for employers to discriminate against workers because of their sexual orientation or gender identity. We support the Employment Non-Discrimination Act as well as contract provisions that protect members against discrimination based on sexual orientation.

* Accommodation and full inclusion of members with disability. Our union strongly supported pass of Americans with a Disability Act of 1990; since then, we have worked to realize its promise. Within our work sites we have negotiated reasonable accommodations for our brothers and sisters with these disabilities. We believe in full inclusion of people with disabilities. With an aging workforce these protections will become increasingly important.

* Judges who support workers' rights. President Trump is in the process of fundamentally reconstructing the courts in this country by appointing pro-business judges. Instead, we commit to supporting judges who will stand up against corporate interests and defend the rights of working people. We also support supporting elected leaders who will nominate and support many -- and support these same kinds of judges.

Brothers and sisters delegates, on behalf of the Resolutions Committee, I move adoption of the proposed resolution. Thank you.

VICE PRESIDENT CINDY ESTRADA: So with that, we will open up discussion on the resolutions starting in Region 8.

Is there anyone to speak in favor of the resolution?

Green placard, mic 4.

DELEGATE JAMES WOLFE, Local 862: Good morning.

VICE PRESIDENT CINDY ESTRADA: Good morning.

DELEGATE JAMES WOLFE: My name is James Wolfe. I am from Region 8, out of Local 862, Louisville, Kentucky, under President Todd Dunn, and under the great leadership of our newly elected director, Mitchell Smith. (Applause)

DELEGATE JAMES WOLFE: And his Assistant Director Tim Smith. And we are the home local of retiree Gary Casteel.

I am in support of this resolution. Discrimination or harassment of any kind is not acceptable in the workplace, especially any UAW facility. We need to support this resolution to keep the UAW as a leader in diversity and inclusion. It is the very cornerstone of who we are, equality and Solidarity Forever and for everyone. We are UAW. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Do we have anyone to speak in opposition to the resolution?

Okay. In favor?

Green placard.

DELEGATE SHERRY CREPS, Local 1853: Good morning. My name is Sherry Creps. I am from Local 1853. I am the Women's Committee Chair. I am from Region 8 under the leadership of Mitchell Smith and Tim Smith. (Applause)

DELEGATE SHERRY CREPS: And what I would like to speak on this morning is the pay gap or the gender gap. And this is something that is very near and dear to my heart because it affects all of us, whether it's your spouse, your aunt, your mother, your sister, your daughter, or yourself. And this is something that is very real.

And I want to give you an example. If a man makes $20 an hour, then a woman is making $17 an hour. And over a year, that is over 6,000 more dollars that he is making than she is. And there is not a family out there that could not use another $6,000 a year. Over 30 years, it is $180,000. And that's not including any raises or interest that she might have earned during that time.

And that's something I want you to remember is -- and I made this up this morning -- the gender gap not only affects her present. It affects her future. So this is something we really need to work toward is getting equal pay.

And I would also like to remind y'all, in 2020 is the hundredth year anniversary of the Women's Suffrage movement.

So ladies, I would like to ask you, have we not suffered enough? And I would like to remind you of what was mentioned on Monday. It

said, speak up, act up, build power and fight to win, or as we say in my neighborhood, "We need to git-R-done."

VICE PRESIDENT CINDY ESTRADA: Thank you.

DELEGATE SHERRY CREPS: So I stand in support of this motion.

VICE PRESIDENT CINDY ESTRADA: Thank you, sister.

Okay. Moving on to Region 1D.

Is there someone to speak in favor of the resolution?

Green placard, mic 7.

DELEGATE MARK BALDWIN, Local 652: Good morning, brothers and sisters, retirees and leadership. My name is Mark Baldwin. I'm an elected delegate serving as the chaplain of Local 652, under the inspirational leadership of Region 1, Director Gerald Kariem and Assistant Director Steve Dawes. (Applause)

DELEGATE MARK BALDWIN: I am thankful for the leadership of my president, Randy Freeman, and the best chairman who has served our country with great honor, respect and commitment, Ted Krumm.

I stand in favor of this resolution because discrimination is a subtle strategy to undermine our strength and unity and cause us, instead, to prey on each other and defeat ourselves with our own sword.

I support the Paycheck Fairness Act to close the gap and remove the subtle two-tier structure that families might not just exist, but live and thrive.

My wife is a tremendous leader in her workplace, and her gender should not be held against her.

I also support ending sexual harassment as the Me Too Movement continues not only to bring things out in the open, but protects the voice of the abused, that they may not have to continue to relive the nightmare while wondering if anybody really cares.

In solidarity, my brothers and sisters. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, brother.

Is there anyone to speak against the resolution in Region 1D?

Do we have another to speak in favor?

Yellow placard.

DELEGATE YVONNE VINCENT, Local 1753: I stand in support.

Yvonne Vincent, Local 1753, under the direction of Gerald Kariem and Steve Dawes. (Applause)

DELEGATE YVONNE VINCENT: I stand in support of this resolution. And under the equal opportunity, I am hopeful that it is super inclusive of race, sex, age. And that everyone is afforded the equal opportunity for advancement without discrimination on those things.

Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you, Yvonne. (Applause)

VICE PRESIDENT CINDY ESTRADA: Moving on to Region 9.

Is there anyone to speak in favor of the resolution?

Green placard.

DELEGATE CLEVELAND JONES JR., Local 774: Thank you, Cindy.

Good morning, brothers and sisters. My name is Cleveland Jones, Junior. I am a first-time elected delegate and Financial Secretary-Treasurer from Local number 774, GM Powertrain, Tonawanda Engine. (Applause)

DELEGATE CLEVELAND JONES JR.: Buffalo, New York is the home of reelected Vice President Terry Dittes. Home of dues-paying member in good standing, at my Local No. 774, reelected Regional Director Jeff Binz. (Applause)

DELEGATE CLEVELAND JONES JR.: Assistant Director Tom Ashton, Servicing Rep. Jimmy Lakeman, and my fellow elected delegates, my brothers Wence Valentin III, President and J.R. Baker, Vice President. (Applause)

DELEGATE CLEVELAND JONES JR.: I would also just like to take a second to recognize our Shop Chairman Chuck Herr, our alternate delegates and other representatives.

This afternoon I rise in support of this resolution that moves to promote a climate of diversity, inclusion and equal opportunity by supporting and implementing policies of the UAW International Union dealing with such.

We see diversity within our International Executive Board. We see diversity in our regions. We see diversity in our local union leadership. We see diversity in our rank and file.

I had the pleasure of attending the Education Department's very tastefully done multicultural awareness training last year. And I am pleased to see our organization evolving and leading the way by talking about issues such as discrimination against the LGBTQ community and gender expression, topics that used to be taboo subjects in the UAW.

The leadership of my local represent a dues-paying member who is a transgender woman. These individuals often face daily challenges such as lack of legal protection, lack of accurate identity documentation, bullying, poverty, harassment, stigma and violence including self-harm and suicide attempts.

Sadly, 2018 has already seen at least 12 transgender people fatally shot or killed by other violent means. They are our co-workers. They are our friends. They are our neighbors. They are our family members. And they need our support.

I would also like to thank our local LUCA Representative Brooke Faulkner who was brave enough to stand up to the company and include Pride Month as well as its events in our plant newspaper. So thank you for that, Brooke.

I am a 28-year-old Millennial who is progressive on social issues in America. And I am here to tell you that courage will not skip this generation. (Applause)

DELEGATE CLEVELAND JONES JR.: I am the future of the UAW. And an injustice against one of us is an injustice against all of us.

So I proudly stand in favor of this resolution because every member should be able to go to work and feel safe and comfortable and be afforded the same opportunities regardless of religion, race, creed, sex, color, political affiliation or nationality, age, disability, marital status, sexual orientation, gender identity or gender expression.

We know that these wedge issues are used to divide us, and even though we have the same goals, we saw them weaponized in the last general election. And these same issues will be used in this year's midterms. So don't be distracted.

Also, to assist in achieving fair, equitable workplaces and the bargaining of good contracts for all, we must get all of our temporary employees hired and end the practice of using long-term temps.

I am an in-progression employee, and UAW GM has made it possible for me to become a first-time homeowner this past February.

I am very grateful for all that I have. But we must eliminate the multi-tier system and truly make these members equal to their traditional brothers and sisters and pay them benefits.

We must end the race to the bottom known as whipsawing that is pitting our local unions against each other and undermining our locally negotiated contracts.

And I am just going to end on one thing. There is an old African proverb, and what it says is that if you want to go fast, you go alone.

But if you want to go far, we go together.

Solidarity Forever. Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Is there anyone to speak against the resolution in Region 9?

Is there another speaker for the resolution?

Green placard.

DELEGATE CLEVELAND JONES JR., Local 8888: Good morning. My name is Patricia Vitarelle, Recording Secretary, Local 8888, under the expert leadership of Director Jeff Binz, Assistant Director Tom Ashton, and my local president Ernestine Dawkins. (Applause)

DELEGATE CLEVELAND JONES JR.: Brother, after that eloquent speech, I have nothing to say. All I can say is we all deserve respect in the workplace, from management and from fellow employees. We have to stand together to make a difference.

I support this resolution.

Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, Sister. Moving on to Region 2B. Is there anyone to speak in favor of the resolution? Right, pink folder? I can't tell what color.

You. Yes, sister, mic 8.

DELEGATE KIMBERLY ELLIS, Local 12: Good morning, family.

VICE PRESIDENT CINDY ESTRADA: Good morning.

DELEGATE KIMBERLY ELLIS: Hi. I'm Kimberly Ellis, elected delegate for the Technical Unit at St. Vincent's Mercy Medical Center. I'm a respiratory therapist in Toledo, Ohio, under Director Rich Rankin and Wayne Blanchard. (Applause)

DELEGATE KIMBERLY ELLIS: We are Local 12, with our President Bruce Baumhower and my Chairperson Denise Cook. (Applause)

DELEGATE KIMBERLY ELLIS: I support this resolution to stop discrimination, bullying and harassment in the workplace. Also to promote equal pay and equal access to jobs and education.

We must elect judges and politicians who support the working class. It is better for all. And I support the revolution.

Thank you.

VICE PRESIDENT CINDY ESTRADA: All right, sister. (Applause)

VICE PRESIDENT CINDY ESTRADA: Good morning.

Anyone to speak against the resolution?

Anyone else to speak in favor of the resolution?

Blue, blue placard.

DELEGATE JAMES JOHNSON, Local 9: Good afternoon, UAW members, friends and family. God bless you.

I bring you greetings from Honeywell International, South Bend, Indiana, Local 9, where my president is, in his absence is, President John Suher. I am a first-time elected delegate to my brothers from Region 2B, Rich Rankin, God bless you. (Applause)

DELEGATE JAMES JOHNSON: And to Wayne Blanchard, God bless you.

I would first like to say that I stand in agreement here with this resolution, for our Diversity, Inclusion and Equal Opportunity. And I would first like to say that Honeywell, we have been locked out for ten months. You guys have been seeing this on the screen throughout over this period of time. It was a rough ten months being locked out from a company. Honeywell, Bendix slash Kelsey-Hayes has a long history. I would like to go back and say that November 7th -- November 17, 1936, they had the first sit-down strike, was there at Honeywell, or at Kelsey-Hayes. But through it all, we have progressed and we have made it.

But this is why I stand in favor of this resolution is during the time that we were locked out, Honeywell tried to divide and conquer the workforce. They pitted the Hispanics against the blacks, the whites, the straights against the gays. They pitted all of this against us, but when you spend ten months, on a picket line, you spend ten months locked out with your brothers and sisters, you get a chance to sit down and really know their struggles. You get to sit down and really understand their walk of life. You get to sit down with people that you may not talk to on a daily basis.

But I come to tell you today that in those ten months, all they did was made us stronger. Now you have straights mixing with gays. You have Hispanics mixing with Blacks, you have the Asians and Latinos all mixing together under one roof.

And this is why I stand and say that we have to be together with a diverse working community. We have to elect officials that will work for the common man. They will say that we are all one. I say that we stand together in solidarity.

And when I -- as I go to my seat, I would like to say this. That the first three letters in union are U-N-I. Let U-N-I stand together and fight this fight together. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, brother.

Okay. Moving on to Region 1.

Is there anyone to speak in favor of the resolution?

Green paper.

DELEGATE JAMES JOHNSON: Excuse me. I don't know if I gave my name. It was Jamie Johnson, Vice President, Local 9.

VICE PRESIDENT CINDY ESTRADA: Thank you.

DELEGATE JARINA WILLIAMS, Local 51: Good morning, brothers and sisters. I am Jarina Williams, co-chair, trustee and newly elected delegate up under the great leadership of President Casey Fiddler of Local 51, FCA-Mack Engine, here in Detroit, under of great Region 1 under the direction of the newly elected Frank Stuglin. (Applause)

DELEGATE JARINA WILLIAMS: And Assistant Director James Harris. (Applause)

DELEGATE JARINA WILLIAMS: I am in support of this resolution because valuing diversity in the workplace recognizes differences between people and acknowledges that these differences are true, a value asset. It respects individuality, while promoting a positive workplace environment and -- I am sorry, it respects individuality while promoting respect for others.

I feel by building a positive workplace environment and standing strong in solidarity, people can begin to change their negative attitudes, perceptions and behavior about diversity. And this is why I support this resolution.

Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Anyone to speak against the resolution?

Another speaker in favor of the resolution?

Gray coat, standing up, mic 5.

DELEGATE MICHAEL SMITH, Local 1700: Good morning, brothers and sisters. My name is Michael Smith. I am representing Local 1700 of Region 1, under the great direction of our newly elected director, Stuglin.

Personally, being a Black young man at the age of 26, I have seen firsthand close friends, family and brothers all over be cut down in their youth and/or locked away even before reaching their prime. The terror that can surface with the weight of the stigma of being a young Black man in America is real. And it is a shameful part of our reality.

But, unfortunately, harsh realities span far beyond the black community. People are suppressed far and wide.

Now, me personally, I have been a recipient of some of the things that are in our -- in this resolution right now, and I just want to say from the bottom of my heart, that what the UAW have done in the past and what I have seen it do for some of my friends and some of my family, and me being a personal recipient of it, there is no other way or no better way that I can show my support other than standing up here and representing myself and my Local 1700. And I am just supporting our -- I am sorry, it's my first time, kind of nervous -- but I just want to show our support in this. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, brother.

Okay.

So moving on to Region 4.

Anyone to speak in favor of the resolution? Anyone to speak in favor?

Yellow placard.

DELEGATE WILLIAM LOVITT, Local 1761: Good morning, sisters and brothers. My name is Bill Lovitt. I am a 32 year UAW member. I am unit chair of our local. I work at Belvidere Assembly, FCA. I'm elected delegate to the 37th Convention. I am an AEP Rep. And I am a member of the top local, 1761, in the great region, ready, in the great region, ready to rock, 4, under the inspired leadership of Ron McInroy and Brad Dutcher. (Applause)

DELEGATE WILLIAM LOVITT: I stand in support of this resolution of the Diversity, Inclusion and Equal Opportunity.

Brothers and sisters, it is all our responsibilities to stop discrimination and the other things that go on in a workplace and just in society in general. It is time that the union and other people stand up to help our fellow brothers and sisters in life. We need to create a fair, equal, equitable environment. Paycheck fairness, affirmative action, end of sexual harassment, stop discrimination at all levels, full inclusion of sisters and brothers that have disabilities, and support judges who will support the workers' cause and not just give rhetoric and then stab us in the back.

With this, I support this resolution.

Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone else in Region 4 to speak in support of the resolution?

Okay. Red placard. Sorry, I wasn't looking far enough back.

DELEGATE VALERIE HANSERD, Local 1268: Good morning.

VICE PRESIDENT CINDY ESTRADA: Good morning.

DELEGATE VALERIE HANSERD: Valerie Hanserd, member of Local 1268 in Belvidere, Illinois, home of FCA. We build Jeep Cherokees. I want to say good morning to my UAW brothers and sisters, also out of Region 4 with the newly elected Ron McInroy and Assistant Director Brad Dutcher. (Applause)

DELEGATE VALERIE HANSERD: After Reverend Barber's magnificent presentation, there is really not much more that I can say. Just get fired up, UAW, and give him support of this resolution. We have a lot of work to do. It is time to stand up, not just in the UAW workplace, but also in your communities. And for all of this, I support this resolution. Please vote and support it as well.

Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Moving on to Region 1A.

Anyone to speak in favor of the resolution?

Red, with the red. I don't know what those things are called.

DELEGATE MOHAMAD BEYDOUN, Local 900: Good morning.

VICE PRESIDENT CINDY ESTRADA: Good morning.

DELEGATE MOHAMAD BEYDOUN: My name is Mohamad Ali Beydoun. Most of the people that know me go by my name as Mike. I am a Constitutional Convention delegate representing the skilled trades at Michigan Assembly Plant, Local 900, under the new leadership of our newly elected Regional Director, my man, Chuck Browning. (Applause)

DELEGATE MOHAMAD BEYDOUN: And the Assistant Director, Big Al Wilson.

In 1974, my father migrated his family, including myself, to United States for the same reason everybody else comes here, better opportunity. He landed a job at the Michigan Truck Plant, Ford Motor Company Didn't know how to read or write English.

At a very early age, he instilled a discipline of working hard, treating people the way you want to be treated and always speak the truth. And to this very day, I still carry those values with me.

It is not easy being a Muslim these days, but I have been taught if you do your job, believe in yourself, people will always respect you and appreciate you, regardless of your race, religion, gender, ethnic background. And for this reason, I stand here in full support of this

resolution.

Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, brother.

Anyone to speak against the resolution?

Another speaker in favor?

Red bat. I don't know what those are called.

DELEGATE VERONICA BONNER, Local 6000: My name is Veronica Bonner. I am with Local 6000. I am a first-time delegate. I am on the executive board under the direction of President Ed Mitchell and under the newly elected leadership of Chuck Browning and Al Wilson. (Applause)

DELEGATE VERONICA BONNER: One of my daily mantras is, "To see a change, I must make a change." That is what this great union of ours is about. The UAW is a change agent. We drive change. The union stands shoulder to shoulder with those committed to fighting social injustices, changing the lives of people so that their voices may be heard and they feel empowered. I stand in support of this resolution. Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, sister.

Moving on to Region 5.

Do we have anyone to speak in favor of the resolution? Yellow placard.

DELEGATE SAM SUMPTER, Local 4121: Hello. My name is Sam Sumpter, and I am the Financial Secretary for Local 4121 in Seattle, Washington, under the newly elected and exceptional leadership of Region 5 Director Vance Pearson. (Applause)

DELEGATE SAM SUMPTER: I rise in favor of this resolution because promoting and fighting for equity is one of our core duties as a labor movement. My local is a higher ed local and recent reports have shown that higher ed has some of the highest rates of sexual harassment. At the University of Washington alone, I have worked with so many women who have been subjected to sexual harassment and gender-based discrimination by their advisor or other faculty who control their future. And these women are faced with a choice of completing their degrees, pursuing cutting-edge research, bettering society, or dropping out, leaving academia entirely, leaving behind years of hard work and making our education and research and communities so much the worse for it.

And as a queer person, I have faced discrimination firsthand and I have faced sexual harassment and misogyny within my field that

at times have felt unbearable. I have watched my friends and chosen family struggle to get by economically, to access the health insurance or bathrooms they need, and to deal with the emotional toll that hatred takes on its targets.

We must live and die by the ideal that an injury to one is an injury to all. We must keep up and intensify our fights for equity, for women, for people of color, for immigrants, for trans people, for working people. We must also recognize that the fight for equity is one that affects each and every one of us, even when it might not be obvious.

This resolution is one important step among many in this fight, and I urge the delegation to support it.

Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

Anyone to speak against the resolution?

Another speaker in favor?

Red placard.

DELEGATE NEAL SWEENEY, Local 5810: Good morning, union siblings. I am Neal Sweeney, Vice President of Local 5810, representing 7,000 research workers at the University of California and Lawrence Berkeley National Lab. (Applause)

DELEGATE NEAL SWEENEY: And we are part of the great Region 5 under new Director Vance Pearson. (Applause)

DELEGATE NEAL SWEENEY: And I just want to take a second to thank Gary Jones because we were organized about eight years ago. And at the time he was the assistant director. And we had a long bargaining session. We spent many, many hours together, fighting with the university to get our first contract. And Gary Jones was there fighting every second of the way. And we got one of the best contracts in the country for our research sector. So thank you, Brother Jones. (Applause)

DELEGATE NEAL SWEENEY: I stand in favor of this resolution. As many others have said, basically divided we stand -- united we stand, divided we fall. And at this time, under the Trump Administration, it is more obvious than at any time because there's many attempts to divide us across religious, racial, sexual orientation, many different lines. But when we stand together, workers will never lose.

And just one way that affects our local, a majority of our members are recent immigrants from all across the world, including many on short-term visas.

And because we have a union contract, we have been able to equalize

working conditions. And we had members that were stuck outside the country when the racist travel ban went into effect. And the UAW fought with us to get them back into the country, to file legal briefs in federal district court and the supreme court. And it doesn't matter what the supreme court says. We are going to keep fighting until all these kind of Islamophobic racist policies are gone forever. (Applause)

DELEGATE NEAL SWEENEY: And just a final thing I want to say is that fellow delegates and I have learned so much from all you all. We are so proud to be UAW members. And we are going to go back with renewed fight until we take it to the boss and organize more workers and win liberty and justice for all. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, brother.

Moving on to Region 9A.

Anyone to speak in favor of the -- black shirt.

DELEGATE MEGAN GRANN, Local 2110: Good morning. My name is Megan Grann, and I am a delegate and guide from Local 2110, under the leadership of President Maida Rosenstein. We are part of Region 9A. And we have a newly elected director, Beverley Brakeman, who takes the reins from outgoing Director Julie Kushner. (Applause)

DELEGATE MEGAN GRANN: We are a local and a region hummed by strong women. And I call attention to this as I stand firmly in support of the proposed resolution.

What I have to say is not necessarily new, and I would like to thank Reverend Barber for his powerful speech that said everything that needed to be said. But I believe it is all important enough to bare repeating.

We are living and working in a time when we absolutely must engage with our elected officials. The rhetoric and policy flowing down from the top is dangerous, sometimes life-threatening and certainly threatening for job security for our members and their families. We cannot forget that in our shops, we, too, are elected officials. We are duty bound to ensure workplaces that must meet the standards outlined in this resolution.

I work in a local that draws strength from its inherent diversity. We are in universities with newer student workers, but also longer-serving clerical workers. I work in a museum where we represent higher-paid professional workers, but also bookstore employees and visitor service employees, who from the strength of the union earn a far better wage than we would elsewhere. We also represent State workers whose union rights are in the process of being dismantled.

We must harness the power of the diversity in our locals and our re-

gions, encourage our members to donate to V-CAP. The midterm elections are upon us. Let's vote in candidates that reflect and will work for the diversity and inclusivity represented in this room right now.

And as Reverend Barber just reminded us, the work does not stop there. We must organize with these revolution -- resolutions in mind, and continue to grow in strength and numbers at every opportunity.

Thank you. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you.

She said "revolution" too. Did you hear that?

Anyone to speak against the resolution?

Do we have another in favor of the resolution?

Sorry. I am tired.

Yes. Woman, sister in the black shirt.

DELEGATE MITZI RUNYARD TIMAN, Local 1981: Good morning. I am Mitzi Timan. I am the Financial Secretary of Local 1981, the National Writers Union, under the direction of Beverley Brakeman. Welcome, sister. (Applause)

DELEGATE MITZI RUNYARD TIMAN: Sisters and brothers, we must leave the convention in solidarity, with conviction, in support of diversity and inclusion efforts in our workplace, our schools and our communities. We must develop a plan of action which leads to this equality. We must go back and make that plan.

I know as a white woman, I must address my own privilege and unearned rights. I ask you to join with me because we must be resolute in our intention to talk to one another, to teach one another. Because none of us can achieve freedom if we don't all have freedom.

I stand in support of this resolution. (Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you, sister.

We have been across the floor.

Is there a motion to close debate?

...A motion was made by several delegates.

Support?

...The motion was seconded by several delegates.

All those in favor, say aye.

Opposed?

Ayes have it.

Is there a motion in favor of the resolution?

...A motion was made by several delegates.

Support?

...The motion was seconded by several delegates.

All those in favor, say aye.

Opposed?

Ayes have it. Thank you.

PRESIDENT GARY JONES: I would like to call up the Chair of the Resolution Committee, Tiffany Rice, for the purpose of presenting the next resolution.

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you, President Gary Jones. I would like to now call Brother Richie Tague to introduce the resolution, Dennis Williams, Emeritus. (Applause)

RESOLUTIONS COMMITTEE MEMBER RICHIE TAGUE: At this time, I would like to take the special privilege and turn it over to President Gary Jones. (Applause)

PRESIDENT GARY JONES: Resolution 14, President Emeritus. We, the delegates of the 37th Constitutional Convention wish to extend our greatest appreciation to Dennis D. Williams for his steadfast dedication and commitment to the principals and ideals of the UAW.

Dennis has strengthened our union and enhanced the lives of countless members by his unwavering efforts of many behalf of working men and women though his man years of dedicated service. Dennis has inspired us all by his vision and leadership and enriched us through his genuine nature and friendship. Throughout his illustrious career, the interests and well-being of our members have always come first. Therefore, we are proud and honored to bestow upon him, the title of "President Emeritus" of the UAW.

Additionally, as a gesture of our appreciation, as we have historically done for our past retiring presidents, we hereby honor Dennis further by authorizing the availability of a cabin at the Walter and May Reuther Family Education Center at Black Lake, for his use, at no personal cost, whenever he is staying at the facility. The UAW shall cover any related costs associated with Dennis' use of the cabin during his stay at the facility.

May I have a motion to support? All in favor signify by saying aye. All opposed? The motion carries. (Motion carries)

Now, I would like to bring up Director Gerald Kariem for the pur-

pose of introduction. (Applause)

REGION 1D DIRECTOR GERALD KARIEM: Thank you, President Gary Jones. Gretchen Whitmer is Michigan born and raised. She shares our Michigan values and the grit that so many UAW members take to the job each day. If you live in Michigan, you already know that in March, the UAW endorsed her to be our next governor. (Applause)

REGION 1D DIRECTOR GERALD KARIEM: She has been on the front lines fighting for working people a long time. In 2012, when Rick Snyder, the current governor locked union members, community activists, and supporters out of the state capitol building in Lansing to pass the dangerous "right to work" legislation, she opened up the doors of the Capitol and led the opposition from inside her office. As Senate Democratic Leader, she brokered the deal to expand Medicaid in Michigan, and now more than 680,000 Michiganders have coverage that didn't before. Decades earlier, the UAW was pivotal in passing the landmark Medicaid and Medicare legislation.

A lifelong Michigander, Gretchen was raised in Grand Rapids and East Lansing. She graduated from Forest Hills Central High School, just outside of Grand Rapids. She received a Bachelor's Degree of Arts in Communications from Michigan State University and a law degree from Detroit College of Law at Michigan State University in 1998.

She was elected to the State Senate in March 2006 after serving as a member of the Michigan House of Representatives from 2000 to 2006. In the Senate, she served on the following committees: Government Operations, Judiciary Health Policy, Agriculture, Legislative Council and the Senate Fiscal Agency Board of Governors. As a State Representative, she's served for four years as the ranking Democrat on the House Appropriations Committee.

On November 5, 2010, her democratic colleagues unanimously chose her to be the Senate Democratic Leader, making her the first woman to lead a party caucus in the Senate.

In May of 2016, the Michigan 30th Judicial Circuit Court unanimously selected her to serve the remaining six months of the term of the outgoing county prosecutor.

Gretchen Whitmer is a mom, union member, former prosecutor and lawmaker who knows how to get things done. With our help, she will be the next governor of the State of Michigan. (Applause)

REGION 1D DIRECTOR GERALD KARIEM: Please welcome the next governor of the State of Michigan, Gretchen, Whitmer. (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER:
All right. Thank you. Thank you, brothers and sisters of the UAW. It is a privilege and an honor to be here with you today. I appreciate the work you do and I want to tell you, I am so grateful for the partnership of the UAW over the years. And going into this election, I can't do this without you. And we all got skin in this game.

Now, I want to start by saying thank you to President Emeritus, Dennis Williams for his leadership. (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER:
And I'm excited about working with the new president, Gary Jones, because we've got a lot of work to do. Are you ready? (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER:
Now, I served in the Michigan legislature. Gerald just told you a little bit about that and so some of you know me. You know we were on the front line in a lot of tough fights. And over those years, one of the best highlights of my career was when UAW 6000 named me Leader of the Decade. And I would not forget that because that means a lot to me. (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER:
Some of you know me, but for those who don't, I'm a proud mom, I'm a former prosecutor, I'm a legislative leader, I am a lifelong Michigander, and I am a proud union member. (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER:
Yeah. And I love the State of Michigan. Michigan, that was the state that people used to move to for opportunity. People came to Michigan from Kentucky or Tennessee or Alabama, or halfway around the world. Because in Michigan, the UAW invented the middle-class. (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER:
Yeah. In Michigan, you could get a good paying job, you could raise a family on, and retire with dignity in this state. In Michigan, you knew no matter what community you moved to, your kids were going to get a great public school education. In Michigan, the state that put the whole world on wheels, you could travel those roads safely and get to your destination. And the state with 21 percent of the world's fresh water, you could be confident of turning on your tap and bathing your children as well as give them a glass of water at the dinner table.

In today's Michigan, families deserve no less than that Michigan that I just described. But we've got a lot of work to do. Are you ready to work? The answer is either yes or hell yes. Are you ready to work? (Applause)

AUDIENCE: Yeah.

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: All right. I'm running for governor because I know that my kids and your kids and every working member in this state needs a governor who is going to bed every night fixing these problems in our state. And I also know, that this election, we have a stark decision to make. Because the biggest threat to working people in this state, the biggest threat to Michigan families has been the Michigan Republican Party. (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: For the last seven years, we have faced attack after attack, after attack. Whether it was their crusade against our right to collectively bargain, or cutting unemployment from 26 weeks to 20 weeks, or a tax on public sector workers and state employees, to even last week, another attack on prevailing wage in Michigan. We are all in this together. And when we stand together, we are unbeatable. But when we let them set the agenda, they continue to pound nails into the death nail of the middle-class in this state and we will not stand for it. Yes or hell yes? You with me?

AUDIENCE: Yeah. (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: All right. Now, here's the rub, as bad as the last seven years have been, if we don't get this election right, Bill Schuette or Brian Cali will be infinitely worse, because both those guys work for the DeVos family, not our kids and public schools. Both those guys believe in taking health care away from people, not making it easier for people to get affordable health care. Both those guys support right to work and eliminating our ability to join our voices and get good wages and some time off with our families.

And, Bill Schuette, he championed NAFTA which even his own president, Donald Trump, said was the worse trade deal in history. That's what we're talking about on the other side of the aisle.

So my question is this, and you know the answer is either yes or hell yes. You got that down, right? All right. Do we deserve better? Hell, yes. Are we going to kick butt this in the November?

AUDIENCE: Hell yes.

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: And are we going to take back our state so we can make this a place where working people can get ahead again?

AUDIENCE: Hell yeah.

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: Brothers and sisters, 2018 is the place for us to start setting our work-

force agenda. We had the best skilled workforce on the planet. We had the highest number of union members and the best quality of life. And guess what? That's not all a coincidence. It was because we had the right to bargain here in the State of Michigan. (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: And we all benefited from that. (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: Every one of us, union families and non-union families, got time off with our family, got better working conditions and better pay because of the right to bargain. We built communities that supported our children and made a better future for everyone in this state.

If we are going to make Michigan the state that our kids stay in, that our families can get ahead in, and that other people come to for opportunity, we got to get to work. We cannot rub our hands together and hope for the best. We got to get to work. That means on the doors, on the phones, registering voters and turning out. That means talking to your coworkers and your fellow parishioners and your neighbors and your family members, telling them what this election is all about, getting them to vote, making sure we take back our state and repeal, get rid of right to work in the state. (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: Now, I've got -- I'm going to drop a truth bomb on you, all right? I'm going to tell you a hard cold truth. And this is not going to surprise all of you from Michigan. Our roads suck. I mean, right? (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: I have been traveling our state for a year and a half. I replaced two windshields and I blew a tire on the freeway last week. That's what a failure government looks like. We are all paying for failed leadership every time we hire a tutor because our child is in a class packed full of 40 students and the teacher doesn't have the support they need to do their job.

We pay for a failed government when we fix our cars and the rims on our tires when the government is not building the roads right, and to last.

We are paying for bottled water because this governor failed the people of Flint and they still cannot drink their water. (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: We are done paying for failed leadership, we are ready to lead. Yes or hell yes?

AUDIENCE: Hell yes.

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: All

right. Now, they're going to throw a lot of numbers at us going into his election. And let's be very clear, the Republican's job statistics do not tell the whole story. We are not better off than we were eight years ago. Our kids and grandkids are the first generation on track to be worse off than their parents and their grandparents. And that is a failure of leadership. And the people of Flint sure as hell aren't any better off than they were eight years ago. Am I right? (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: We got high stakes in this election. I am ready to fight. I work as hard as a UAW member and I wear that with a badge of honor. I get up at 5:00 every morning and I work until I collapse in bed at 11:00 every night. And I do that seven days a week. And I'm not complaining.

I'm telling you, that even on the longest, hardest days on the campaign trail, there's someone or something that happens that reminds me what this is all about.

Not long ago, I was asked to come in and read with some kids at the Detroit Children's Hospital. I read with two boys. One was five and one was eleven. Both had their moms there. Both were in hospital gowns. One had his grandma there as well. We got done reading and the five-year-old's mom said to her son, she was trying to get him to talk to me. And she said to her son, she's running for governor, what do you think she should work on, honey? And this five-year-old boy thought for a minute and he said I want everyone to be able to read.

Now, I don't know how many five year olds you all hang out with, but they don't usually lobby for literacy, right? They want a later bedtime or some more candy. But this child is worried about everyone being able to read in Michigan like every adult should be worried about our kids not being able to read, in Michigan.

The eleven year old chimed in and he said I want everyone to have clean drinking water. And his grandmother said tell her where you're from. And he's from Flint. Now, I want you to think about that for a second. We have sick kids in a hospital who are worried about literacy and drinking water. I think that tells you everything we need to know about a failure of leadership in this state. (Applause)

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: So I turned to the moms and I said, what do you moms want me to work on. And they both said some variation of this, I just want you to fix the damn roads. But the one mom was real, you know, animated when she said that. So I asked her why. I said why are the roads your number one issue. And she explained she's got kids in Flint, a child in the Detroit Children's Hospital. Driving up and down 75, and she hit a pot hole that tore up her car. She had to get her rims fixed. It took her off the road for a whole day. Time away from her sick child in the

hospital. She had to call on family to help put the money together to help pay for her car, money that could have been toward rent, could have gone toward groceries. And she had to hustle home to take care of the rest of the family.

I tell you this story because these are the fundamentals we got to get right. These are the fundamentals that the UAW fought for during the creation of the middle-class in this state. These are the fundamentals that when we have a strong middle-class, that thrives. We build up communities and people don't worry about drinking water and education and roads. That's what this election is all about.

Every day, someone reminds me this is not just another day in November. This is about our lives. This is about where we are headed. Your support in this election means a lot to me. The endorsement of this organization and the power that comes with it, I'm proud of that. But I need every member to get to work. We need to roll up our sleeves, make those phone calls, do the hard work and not assume we're just going to ride a wave into office. We fuel that wave, every single day, in the work that we do.

This is as much about my kids as it is yours. This is as much about my family as it is yours. This is as much about the future of our state, as it is the future of our country.

I thank the UAW for showing bravery, for showing leadership, for showing grit. And I will never forget where I come from. Let's get to work and win this election. Are you ready? Yes or hell yes?

AUDIENCE: Yes.

GUBERNATORIAL CANDIDATE GRETCHEN WHITMER: All right. Let's get it done. Thank you. Thank you. (Applause)

PRESIDENT GARY JONES: Good morning again, brothers and sisters. I would like to call up the Chair of the Resolutions Committee, Tiffany Rice, for purposes of presenting our next resolution.

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you, Secretary-Treasurer. I would like to now call Sister Denise Gladue and Sister Ja-Vonna Akins, Health and Safety in the Workplace. Thank you. (Applause)

RESOLUTIONS COMMITTEE MEMBER DENISE GLADUE: Good afternoon, brothers and sisters. My name is Denise Gladue from Local 2121, the Dealers at Fox Woods, under the leadership of the amazing Beverley Brakeman, newly elected Director of Region 9A. (Applause)

RESOLUTIONS COMMITTEE MEMBER JA-VONNA AKINS:

Good afternoon, brothers and sisters. What a privilege it is to stand

before you at the closing of our 37th Constitutional Convention. My name is Ja-Vonna Akins from Local 723, under the new leadership of the tireless and dedicated Chuck Browning and Assistant Director Al Wilson. (Applause)

RESOLUTIONS COMMITTEE MEMBER JA-VONNA AKINS: Welcome home, brothers. We will be reading the Proposed Resolution on Health and Safety in the Workplace. You can find this Proposed Resolution in your Proposed Resolutions Book on page 41.

One of the reasons workers join unions is because they want safe jobs. While this is a right under the Occupational Safety and Health Act, unions build upon regulations to create safer workplaces. By giving workers a voice, unions are on the forefront of the struggle to grow and foster safe jobs. We take on this fight in the workplace, legislature, medical facilities, court houses and universities where the decisions that affect our safety and health are made.

Training: Our union has an extensive health and safety program covering every area, from hazard identification, to ergonomics, to violence prevention. This training prepares members to recognize, challenge, and fix on-the-job hazards. That doesn't just keep our workplaces safer, it also develops effective leaders and activists to strengthen our union in our work sites.

Union members know the essential benefit of collective action is to create a culture where workers can speak up about unsafe conditions. To strengthen and build on our training efforts, we resolve to:

* Develop worker trainers and subject matter experts around health and safety.

* Use the power of the internet to provide innovative training techniques and access to information.

* Provide targeted trainings addressing the hazards of specific sectors, including ergonomics training for health care workers and workers in the gaming industry.

* Teach our members to research hazards, document unsafe conditions and use grievance procedures and regulatory agencies to fight for improvements.

* Train local union representatives on how to recognize potential hazards of new technologies, including nanotechnology.

* Train our members on the proper storage and handling of raw materials and waste products, the safe use and control of toxic chemicals, and the steps needed to protect themselves, the community, and the environment in the case of an accident.

* Expanded grant-funded training and make training materials and

other UAW expertise available to those worksites that lack health and safety expertise, including non-union worksites.

* Provide emergency response training for workplace violence, in particular, active shooter training.

RESOLUTIONS COMMITTEE MEMBER DENISE GLADUE:
Political action: Legislation and government agencies are the foundation for many of the protections in our collective bargaining agreements. Protecting the health and safety of our members requires that we protect existing health and safety laws and the agencies that enforce them, from anti-worker politicians and special interests who want to rollback legislative gains and undermine enforcement of existing requirements.

Therefore, in the political arena, we resolve to:

* Reverse budget cuts at the Occupational Safety and Health Administration(OSHA) and the National Institute for Occupational Safety and Health (NIOSH). More staff is needed to increase inspections, including random inspections.

* End so-called "regulatory reform" that is used to hinder new standards and delete protections already on the books, especially at the state level.

* Restore to public sector employees, the rights afforded under OSHA and the right to bargain for safe working conditions.

* Pass new standards for dozens of high-exposure high-risk chemicals including metal working fluids and polyurethane isocyanates.

* Institute stronger inspection and enforcement capabilities within OSHA. Additionally, when violations are found, the penalties must be much higher to discourage future violations.

* Legislation is needed to address smoking in casinos. In many states, smoking in casinos is legal. And as a result, our members in gaming are subjected to second-hand smoke.

Accident investigation: The law states that each workplace must be free of recognized hazards. The UAW has seen over and over again, that when a worker dies on the job, management places blame on the behaviors of the one who has died. Blaming workers for their own diseases and injuries is the most common management tactic. True investigation considers all the factors that lead to an accident. What signals existed before that should be recognized? Were there near misses? Hazard recognition is a key role for the union.

Ergonomics: We don't have to wait for the joints and ligaments to give away before we eliminate an ergonomic risk. We can alter the job when the early signs of pain in the joints and back appear, before

the sick day occurs, before the debilitating loss of function requires surgery. Therefore, we must fight the medical providers who would deny the science. We must fight the legislators and lobbyists who would define away the very meaning of serious physical harm. We must fight the belief that it makes sense to fit the workers to the job and instead, we should use sound science and design to fit the job to the worker. Designing safe work from the beginning is possible through the application of good engineering coupled with worker participation on design.

* We must fight for early detection -- I'm sorry. We must fight for early intervention and stressful jobs.

* We must resist the health care providers and lobbyists who would deny the relationship between work exposures and disease.

* And we must encourage more training for our members to recognize the risk of poorly designed tasks and the solutions that will lead to stress free work.

* We must push for engineers that will design work and get extensive training in the science of ergonomics.

RESOLUTIONS COMMITTEE MEMBER JA-VONNA AKINS:
Violence in the Workplace: Violence in the workplace is a health and safety issue for all members. To properly address this issue, we need policy at the federal level and we need employer-based protective programs. We support:

* Strong enforceable standards and guidelines in OSHA for violence prevention.

* Employer policies that secure our facilities against outside intrusion so that community and family disputes cannot come into our workplaces.

* Strong security and emergency response protocols

* Employee Assistance Programs that can help prevent violence.

Protect The Standards That Keep Us Safe: The Occupational Health and Safety Act states that "every worker has the right to a safe job, free of recognized hazards that are causing or that are likely to cause death or serious physical harm."

In times like these, we are reminded how fragile this right is. Standards that have been crafted to prevent disease are threatened with erasure.

Sorely needed, new protections have little chance of being researched and initiated. New standards that have been completed are being strangled before they can be enacted.

Workers suffering debilitating disease and constant pain are denied fair compensation and medical treatment because the very definition of serious physical harm is being rewritten.

We lost major protections when regulations on pesticides and solvents known to be deadly to workers and children were rolled back in 2017.

OSHA relies on the National Institute for Occupational Safety and Health to provide research to protect -- and to protect the standards and emerging hazards.

The National Institute for Occupational Safety and Health funds educational centers across the U.S. and works with research institutions around the globe.

Time and time again, we have seen chemicals once thought to be safe later proven to be dangerous. For this reason, we will continue to press for expanded research and to safety and health hazards in our industries, push for improvements in governmental, academic, and joint employer budgets for research funds.

This effort will support independent scientists conducting research in our workplaces and will maintain the capacity to do our own independent research and analysis. We will:

* Seek to enhance the research capabilities of the national institute For Occupational Safety and Health.

* Push for research into the prevention of breast and prostate cancer linked to workplace chemical exposures.

* Push OSHA to acquire and use state-of-the-art testing facilities.

* Fight for the EPA Toxic Substance Control Act that will regulate and ban the most dangerous chemicals in use and require rigorous testing for new chemicals brought to market.

* Protect the integrity of our research institutions.

Brother and sister delegates, on behalf of the Resolutions Committee, we move adoption on behalf of the proposed resolution. Thank you. (Applause)

SECRETARY-TREASURER RAY CURRY: Sisters and brothers, the Resolution has been read. We can now open up the floor for discussion. We'll begin with 1A.

Region 1A, is there anyone in support of the resolution? We will have one support and one against.

Mic number 6.

DELEGATE JOSHUA RHODEN, Local 723: Good afternoon,

brothers and sisters, my name is Josh Rhoden, Plant Chairman at Gerdau Steel, Monroe Mill, Local 723, Monroe, Michigan, Region 1A under the direction of Chuck Browning, Assistant Director Al Wilson. (Applause)

DELEGATE JOSHUA RODEN: I'm speaking in support of this resolution today because Health and Safety is the most important issue we face daily. The wages, benefits, and rights we fight for don't mean anything if we're not here to enjoy them.

It's easy to become complacent, but we face hazards every day, that can become the result of our friends, families and coworkers' worst fears, which is not ending our shift the same way we started.

You don't have to look very far to find a non-union shop which treats safety to the contrast of a union shop. That's because the UAW and the labor movement has always set the standards for workplace safety, forcing companies to do the same thing. Which more often than not, put profit and production above human life.

With this resolution, we will continue with the advancements in training, ergonomics, workplace violence, accident investigations, political activism.

With this resolution, we can help to ensure that we can enjoy retirement and health and come home safe after every shift. I support this resolution. Thank you. (Applause)

SECRETARY-TREASURER RAY CURRY: Thank you. Is there anyone against in 1A? Please go to mic 6.

DELEGATE RAYMOND HERRICK, Local 163: Good morning, brothers and sisters. Thank you, Brother Curry.

SECRETARY-TREASURER RAY CURRY: Good morning.

DELEGATE RAYMOND HERRICK: I'm Ray Herrick, elected delegate, UAW Benefit's Rep., and Political Columnist from the LUCA award-winning UAW Local 163 newsletter, The Union Times.

I serve at the pleasure of my outstanding president of Local 163, Ralph Morris, Jr., and our heart charging shop Chairman, Mark "Gibby" Gibson. A little bit of information for our new Regional Director, Chuck Browning and his new Assistant Director, Al Wilson. (Applause)

DELEGATE RAYMOND HERRICK: There may be bigger locals in our Region but the lynch pin local in Region 1A is, was, and always will be Northwest UAW Local 163.

It would be ridiculous to stand in opposition of this resolution. So I would like to take this allotted time to send an enthusiastic shout out

to the Local Union Communications Association. Known to those who know and love it as LUCA. The LUCA members this week are responsible for reporting the Convention of Eds back to their union locals with writing, photographing, and even life streaming all the goings on.

The information super highway is a dark and confusing place for many of us old dinosaurs. And our new -- and our UAW LUCA members are and will be instrumental to bringing all of the UAW kicking and screaming as though we may be, into the light of this new day. Thank you, brothers and sisters. (Applause)

SECRETARY-TREASURER RAY CURRY: Thank you. We will now move to Region 5. Is there anyone in Region 5 for support? Go to mic 3.

DELEGATE ANTHONY WALKER, Local 31: Anthony Walker, Local 31 out of Kansas City, Kansas, in the great Region 5, under the direction of Vance Pearson, Pearson, Vance. (Applause)

DELEGATE ANTHONY WALKER: At this time, I call for the question. And a union is not a way to go, but a way of life. (Applause)

SECRETARY-TREASURER RAY CURRY: Brothers and sisters, the question has been called for, is there a motion to close the debate?

Is there a support? All those in favor of closing the debate, please say aye. Ayes have it. Any opposed?

All in favor of the resolution, and the debate is closed. All in favor of the resolution, please say aye. Opposed? The resolution is passed. Thank you. (Applause)

SECRETARY-TREASURER RAY CURRY: At this time, I would like to call up Vice President Terry Dittes for purpose of introduction of another resolution. Thank you.

VICE PRESIDENT TERRY DITTES: I would like to call up the Chair of the Resolutions Committee, Tiffany Rice, for the purpose of presenting our next resolution. (Applause)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you, Vice President Dittes. I will now like to call up Brother Paul LaFave to introduce the Resolution: Supporting Our Troops, Honoring Our Veterans. Thank you. (Applause)

RESOLUTIONS COMMITTEE MEMBER PAUL LaFAVE: Thank you, Sister Rice. Good morning, brothers and sisters. My name is Paul LaFave, President. I'm from Local 2280, out of Region 1, under the direction of our newly elected Frank Stuglin. (Applause)

RESOLUTIONS COMMITTEE MEMBER PAUL LaFAVE: I'm not

only proud to say that he's a friend, but he's a good leader. And God bless you, Frank. I'm proud of you, buddy.

I will be reading a Proposed Resolution supporting our veterans. And you can find this on page 80 of the Proposed Resolution Book.

Supporting our veterans: The UAW supports our troops and honors our veterans. We realize the importance of the sacrifice that our military personnel have made in the fight against terrorism during the 21st Century.

It has been a long and difficult struggle that requires our troops to risk life and limb in our countries, are far from our borders and from their families.

Our troops deserve our unwavering support. When they return home, we need to honor their service and help them successfully re-enter civilian life.

Most citizens remain unaware of the depth of sacrifice that our military has endured in America's longest war. Since October 2001, there have been five major military operations with 2.7 million troops deployed. Nearly 7,000 troops have made the ultimate sacrifice and over 52,500 have been wounded in action.

Since 2001, over 200,000 American veterans have been diagnosed with post-traumatic stress disorder, PTSD. Over $2 trillion have been spent.

The fight to secure our homeland against terrorists benefits all Americans. But it is our working class and poor men and women who continue to shoulder a disproportionate share of the fight while those with privilege enjoy prosperity at home.

Though all politicians claim to be strong advocates for our veterans, their actions do not match their words. The Veterans Affairs System is crucial to our veterans. Real changes and increased funding are necessary.

To honor our veterans, we must make sure that their lives as civilians are secure. First and foremost, we must work hard to ensure that veterans can find good paying jobs with benefits. A good job is one of the most important things in a person's life.

Gainful employment helps veterans attain a decent standard of living, provide for their families, and build their self-esteem as they reenter civilian life.

We need better surveillance and treatment for post-traumatic stress disorder, PTSD, and other illnesses that afflict troops who participate in combat. We also need to lift the shame that is often associated with these illnesses.

Veterans often face their toughest battle when they return home. Vietnam veterans have been instrumental in pushing for post-traumatic stress disorder, PTSD, awareness among the military hierarchy, government officials and civilian communities.

For veterans understanding the symptoms and seeking early treatment is critical in successfully living with this disorder. Our union can help these veterans by lobbying Congress who fully fund programs and treat these diseases. Given the political climate in the United States, we need a bipartisan approach to supporting our troops and veterans that includes the following:

* Significant income and benefits for military families so they do not face economic hardship, especially when a family member is called to active duty.

* Full funding for all veterans' benefits and facilities.

* Appropriate resources be allocated so the men and women who serve in the armed forces can attain a decent standard of living. No military family should live in substandard housing, need food stamps, or go without proper health care.

* Careful thought must be given to striking the right balance between facilitating access to private sector care and strengthening VA health care by adding staff and modernizing support systems and processes.

* Women have been a part of the U.S. Armed Forces since the inception of the military. Most recently, the presence of women in combat zones is unprecedented, both in the terms of women deployed and the nature of their involvement during the deployment. Sexual assault of women in the military has become a major concern. This issue should be a priority for the leadership of the armed forces.

* Measures should be put in place to promote prevention, encourage increased reporting, and improve response capabilities for sexual assault.

Brother and sister delegates, on behalf of the Resolutions Committee, I move adoption of the Proposed Resolution. Thank you. (Applause)

VICE PRESIDENT TERRY DITTES: Thank you, brother. In light of the time of day and the UAW fully supporting our veterans, we will entertain a motion to move the resolution. Do I have support?

All those in favor of approving the resolution, signify by saying aye. Opposed? The ayes have it. The resolution is passed. Thank you, brothers and sisters. (Motion carried) (Applause)

PRESIDENT GARY JONES: At this point, I would like to call upon

the Resolutions Committee Chair, Tiffany Rice, to the podium for the purpose of a motion to adopt the remaining resolutions and her final report to the Convention. (Applause)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Good afternoon, everyone. Good afternoon, President Gary Jones, Secretary-Treasurer Ray Curry, International Officers, International Executive Board, distinguished guests, Brother and Sister Delegates.

My name is Tiffany Rice. I am the Financial Secretary of UAW Local 140, Region 1, under the new leadership of Region 1 Director, Frank Stuglin and Assistant Director, James Harris. (Applause)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: It has been my humbling privilege to chair your 2018 Resolutions Committee.

The Resolutions Committee initially convened on May 15, 2018 at Solidarity House in Detroit, Michigan. A total of 200 resolutions with membership approval were received by the Secretary-Treasurer by the deadline spelled out in the convention call. Of these, 189 were referred to the Constitution Committee, 11 were considered by this committee. 30 local unions, 1 retired workers charter, and 3 regional councils properly submitted resolutions for consideration. Your committee reviewed these resolutions and drew on the assistance of our union officers and national departments as we discussed the issues from the perspectives of our diverse background.

I can assure you that the committee took this task very seriously. Our focus was on Union Strength, Union Power. We know that the UAW is not simply a labor union but also a strong social movement. The UAW has always been willing to take a position on hard issues and work aggressively towards the goals of economic and social justice. As we focused on strengthening our union to take on the challenges we are facing in our workplaces, our country, and our world, it is in that spirit that we approach these resolutions.

Our committee wishes to thank President Gary Jones, Secretary-Treasurer Ray Curry, Vice Presidents, Cindy Estrada, Terry Dittes, and Rory Gamble.

Our committee also wishes to thank President Emeritus, Dennis Williams, Secretary-Treasurer, Gary Casteel, Vice Presidents, Jimmy Settles, and my Region 1 retired, Region 1 Director, Chuck Hall for the resources and expertise they gave to us.

Mark Liburdi, Administrative Assistant to the President for his honesty and leadership.

The highly intelligent and ever so graceful Jennifer Kelly, Director of the Research Department, for her assistance to our committee.

Julie Quinn from the Research Department for working tirelessly to make sure our committee's work was completely seamless.

Last, but definitely not least, I would like to thank the Revolutionary 2018 Resolutions Committee for doing an amazing job. I am honored to have been working with each and every one of you. (Applause)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: With a keen awareness of the challenges before us, but with confidence in our ability to meet them head on and make a better world for our children and grandchildren, we are proud to present these resolutions at this 37th Constitutional Convention. Thank you. (Applause)

PRESIDENT GARY JONES: Motion to adopt the remaining resolutions? Support? All those in favor of closing debate and adopt the full resolution book, say aye. All opposed?

Brothers and sisters, that concludes the business of this Constitutional Convention and our Resolution Committee. I would like to thank the staff, the clerical and the staff of the President's Office, the clerical in the President's Office and I would like to thank the Resolutions Committee for their hard work.

You are dismissed. (Applause)

PRESIDENT GARY JONES: Stay right here, though. Brothers and sisters, please stand and join me in singing Solidarity Forever. (Singing Solidarity Forever Song)

PRESIDENT GARY JONES: Brothers and sisters, I would like to entertain a motion to adjourn the 37th Constitutional Convention. Is there support? All those in favor, say aye. Those opposed, nay. The ayes have it. We're adjourned. Thank you.

(At 12:27 p.m., Thursday, June 14, 2018, the 37th Constitutional Convention of the United Automobile, Aerospace and Agricultural Implement Workers of America, UAW adjourned sine die.)

Day 4



UAW Region 1A Director
Chuck Browning



UAW Vice President
Rory Gamble