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

Table of Contents

Day 1.....	7
Day 2.....	63
Day 3.....	171
Official Roll Call.....	217
Index.....	

Day 1
PROCEEDINGS
2019 SPECIAL CONVENTION ON
COLLECTIVE BARGAINING March 11 - 13,
2019 Cobo Hall
Detroit, Michigan

Day 1
Monday, March 11, 2019

The 2019 Special Convention on Collective Bargaining was called to order at 11:04 a.m., Monday, March 11, 2019, in Cobo Hall, Detroit, Michigan, Region 1A Director Chuck Browning presiding as chairperson.

DIRECTOR REGION 1A CHUCK BROWNING: Good morning, brothers and sisters. I'm Chuck Browning, the director, UAW Region 1A. *(Cheers)*

DIRECTOR REGION 1A CHUCK BROWNING: And it's my great honor and privilege to call the 2019 UAW Special Convention on Collective Bargaining to order.

And on behalf of Frank Stuglin, director of Region 1, and myself, I would like to welcome everybody to the great union city of Detroit, Michigan. Welcome. *(Applause)*

DIRECTOR REGION 1A CHUCK BROWNING: We are here today to join together to benefit our families, our neighbors, and our communities because We Are One.

Our Color Guard today is assembled from UAW Region 1 and UAW Region 1A. And we ask that you please stand for the presentation of our Colors. ...The Colors were presented by UAW National Veterans Advisory Committee.

DIRECTOR REGION 1A CHUCK BROWNING: Please join me for the Pledge of Allegiance.

...The Pledge of Allegiance was recited. **DIRECTOR REGION 1A CHUCK BROWNING:** Please remain standing for the United States and Canadian national anthems, as well as the Puerto Rican Anthem.

...The national anthem of the United States was sung. *(Applause)*

...The national anthem of Canada was sung. *(Applause)*

Day 1

...The national anthem of Puerto Rico was sung by the Puerto Rican Delegation. (*Applause*)

DIRECTOR REGION 1A CHUCK BROWNING: I would now like to ask for a moment of silence for those we have lost serving our country and serving labor. Please bow.

...A moment of silence was observed.

DIRECTOR REGION 1A CHUCK BROWNING: Thank you, please be seated. And Color Guard, you're dismissed.

...Color Guard released. (*Applause*)

DIRECTOR REGION 1A CHUCK BROWNING: They do a great job. It is now my great privilege to introduce a great friend, a great labor leader, a great trade unionist. I couldn't ask for a better partner, my dear friend, and your regional director from UAW Region 1, Frank Stuglin. (*Applause*)

DIRECTOR REGION 1 FRANK STUGLIN: Good morning, brothers and sisters. Our invocation today comes from sister Angela Turner, from Region 2B. Sister Turner. Go ahead, you can clap. (*Applause*)

DIRECTOR REGION 1 FRANK STUGLIN: Sister Turner has been a UAW Chaplain since 2007 and is Region 2B's chaplaincy committee president. A member of UAW Local 977, she is also the local chaplaincy chair. She has been a UAW member for 41 years, works at General Motors Marion Stamping Plant in Marion, Indiana. She is also a spiritual caregiver in the community and serves as evangelist prayer minister leader and a member of the new Covenant Workshop Center in Fort Wayne, Indiana. Sister Angela Turner is married, and the mother of five children. Please welcome Angela. (*Applause*)



Day 1

INVOCATION ANGELA K. TURNER Chaplaincy Committee Member Marion, Indiana

ANGELA K. TURNER: Good morning. Let us pray.

Heavenly Father, we come before your throne of grace and to honor you today, Lord. I know that you are my God. It is you who have made us and not we, ourselves. Therefore, Father, we need your help, your wisdom, your direction and your guidance during this Special Convention of Collective Bargaining. We commit this meeting to your care, your charge, knowing that you are the supreme authority, a God of order.

Let the information given be made clear, lacking nothing in its content. Anoint each and every speaker to speak boldly. Father, build up your people in unity and purpose, being of the same mind and of one accord, knowing that a house divided against itself cannot stand.

Father, I bring before you, the UAW leadership, help us to embrace and support our leadership, oh, God. We thank you for them, for their diligence knowing that the toll of true leadership is heavy.

The more effective the leadership, the greater the cost. Thank you, Jesus, for making the payment; the payment of self-sacrifice, loneliness, fatigue, criticism, rejection. The pressure and complexities of it all, they truly have counted the costs with the love for the UAW.

So Father, will you help us to stand in unity and confidence of agreement for our jobs, for our well-being and for our future.

Now, Father, we ask that you protect this nation from enemies both foreign and domestic, from dangers seen and unseen, from our own weaknesses and moral decay. We need integrity, moral standards, righteous leaders for this nation, Father. Bless this nation and keep us, oh God.

Help us, Father, to take advantage of the opportunities afforded us these days, of bargaining, as well as the privilege of voting in a free election that many have paid the price with their lives to give us that right. Help us to take the responsibility, bless us, that we be obedient and thankful for every gift.

God, we know that there are changes in life, but we, the UAW, are up for the challenge. For I know the plans I have for you declares the

Day 1

Lord, plans to prosper you and not to harm you, plans to give you hope and a future. Make it happen today, Lord.

Father, we thank you. It is by our faith that we pray. It is in the name of Jesus that I pray. God bless you all. Amen.

DELEGATION: Amen. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, Sister Turner. At this time, we will play two videos. Thank you.

...A video was presented to the delegation. (*Applause*)

INTRODUCTION OF INTERNATIONAL EXECUTIVE BOARD

SECRETARY-TREASURER RAY CURRY: At this time, I'm privileged to introduce the leadership of this great union, our International Executive Board. Please hold your applause until all have been introduced. The officers: Vice President Cindy Estrada, Vice President Terry Dittes, Vice President Rory Gamble.

And our regional directors in numerical order: Region 1 Director Frank Stuglin; Region 1A Director Chuck Browning; Region 1D Director Gerald Kariem; Region 2B Director Rich Rankin; Region 4 Director Ron McInroy; Region 5 Director Vance Pearson; Region 8 Director Mitchell Smith, who could not be with us today, but Assistant Director Tim Smith represents Region 8; Region 9 Director Jeff Binz; Region 9A Director Beverley Brakeman.

And our International trustees, Phyllis Blust, Heather Keag, and Roger Mark Wunderlin who unfortunately had to leave just an hour ago, due to a family emergency.

And last, but certainly not least, the President of the UAW, Gary Jones. (*Applause*)

SECRETARY-TREASURER RAY CURRY: It is now my distinct honor and privilege to announce our special guests, President Emeritus, Ron Gettelfinger. (*Applause*)

SECRETARY-TREASURER RAY CURRY: President Emeritus, Bob King. (*Applause*)

SECRETARY-TREASURER RAY CURRY: President Emeritus, Dennis Williams. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Former Secretary-Treasurer, Ruben Burks. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Former UAW Vice

Day 1

President, Gerald Bantom. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Retired Region 9A Director, Phil Wheeler. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Brothers and sisters, it is now time to read the call letter to the convention. Or if the delegates prefer, we can waive the reading and refer to the call letters you have all received.

Is there a motion to suspend the reading of the call letter included in the minutes of our meeting?

...A motion was made by several unidentified delegates.

SECRETARY-TREASURER RAY CURRY: Is there a second?
...The motion was seconded by several unidentified delegates.

SECRETARY-TREASURER RAY CURRY: All those in favor, say aye. Those against, nay.

The ayes have it.

I'm proud now to introduce Larry Robinson, Credentials Committee Chair from UAW Local 892, Region 1A. (*Applause*)



UAW Secretary-Treasurer
Ray Curry

CREDENTIALS COMMITTEE

CREDENTIALS COMMITTEE CHAIR LARRY ROBINSON:
Good morning brothers and sisters. I would like to say thank you to President Jones, Secretary-Treasurer Curry, all the officers and other members of the International Executive Board. I would also like to thank all of the delegates and guests to the 2019 Special Bargaining Convention.

My name is Larry Robinson and I am from UAW Local 892, which is a part of Region 1A here, in the great state of Michigan. We are under the remarkable direction of my regional director and assistant director, the gregarious, Chuck Browning, and the effervescent, Al Wilson. Make some noise. (*Applause*)

CREDENTIALS COMMITTEE CHAIR LARRY ROBINSON: I am the chairman of your Credentials Committee, and before I begin my report, I would like to introduce you to the rest of the Credentials

Day 1

Committee. Your Credentials Committee consists of 11 members, 11 delegates. And we start with our co-chair, Big Frank Rowser, Local 909, Region 1. (*Applause*)

- * We have Joan Beibel from 174, Region 1A. (*Applause*)
- * My man, Willie Wallace, from Local 659, Region 1D. (*Applause*)
- * The champ, Richie Boruff, Local 685, Region 2B. (*Applause*)
- * Our recording secretary, Petra Jameson from Local 292, Region 2B. (*Applause*)
- * Patricia "Trish" Bonner, from Local 1268, Region 4. (*Applause*)
- * Steve Chorbak from Local 249, Region 5. (*Applause*)
- * The man, Joe Padilla, Local 887, Region 5. (*Applause*)
- * The dealer himself, Ray Mazzoli, 3170, Region 9. (*Applause*)
- * And we the best, Irvin Berrios, from Local 712, Region 9A. (*Applause*)

CREDENTIALS COMMITTEE CHAIR LARRY ROBINSON:

Ladies and gentlemen, I present to you, your Credentials Committee. (*Applause*)

CREDENTIALS COMMITTEE CHAIR LARRY ROBINSON:

Brothers and sisters, all delegates are reminded of Article 54, Section 9. This is part of our International Constitution that says at a convention of the International Union, a necessary qualification of all delegates is the possession, and wearing of, at least three union-made garments.

The Credentials Committee held our first meeting in Detroit, March 10th, at 1 p.m. at the Renaissance Center.

At this time, there are no appeals to report to the convention delegates.

Article 8, Section 4 of the International Constitution defines who the delegates to the special convention will be. The delegates from each local union who have been elected to the proceeding Constitutional Convention shall serve as delegates to the special convention. Each local union shall carry the same total vote carried at the 37th Constitutional Convention.

The local union president and the bargaining negotiating committee chair, if not elected delegates, may, by local union membership action, be made special delegates to this convention with vote— with voice, but without any vote.

In units of amalgamated local unions with a membership in excess of 1,000, the unit chair by union membership action also, may be made a special delegate.

Day 1

Credentials for this— for the delegates and alternates were sent to the financial secretary of each local union, having representation at the 37th Constitutional Convention. In addition, a sufficient number of credentials for special delegates were also sent with this mailing. Local unions were given the option to receive and submit credentials electronically through the local union information system.

Credentials were also sent to the delegates of the International Retired Workers Advisory Council.

Lastly, local unions that were not entitled to representation at the 37th Constitutional Convention or not being chartered sufficiently, in advance of that convention, have been given representation at this convention based upon the provision of Article 8, Section 12, of the International Constitution.

The Credentials Committee prepared a roll call for this special convention according to the records of the International Secretary-Treasurer's Office. The roll call lists the local unions in numerical order, of those that are entitled to have delegates.

The foundation for this roll call report begins with the 37th Constitutional Convention, official roll call. Changes were made to this roll call upon confirmation and receipt of said changes from local unions. For example, these changes include replacements of delegates with alternates, redistribution of votes, addition of local unions where information on the delegates were not available, and any other correction deemed necessary.

As in previous conventions, in order to conserve convention expenses, a roll call has not been printed or distributed to this convention floor. However, any delegate may contact the Credentials Committee, or if he or she has any questions regarding the content of the roll call, they can go to the registration area in the foyer, out in front of this convention.

The official roll call reflecting all of the delegates and the voting strength of all local unions, as well as the Retired Workers Advisory Council is maintained throughout this convention's proceedings.

Currently, your committee is continuing to register local union delegates and is prepared to register delegates for the duration of this convention.

A total of 566 local unions were sent credentials based upon their representation to the Constitutional Convention. Thereby, having the potential of 1,241 delegates and 14 Retired Workers Advisory Council Delegates.

As of 11 a.m. this morning, there are 569 delegates registered, 92 al-

Day 1

ternate delegates and 113 special delegates. In addition, there are 10 Retired Worker Advisory delegates that have been registered. There are 209 local unions represented by these delegates.

So, the total voting strength at this convention is 2,467 votes. Any protest of the conduct of the campaigns or any matter said to affect relevant elections must have been filed with the Credentials Committee, which has exclusive jurisdiction.

Under Article 8, Section 17, subsection E, of the UAW International Constitution, the Credentials Committee has full authority to receive delegate election protest, evaluate them, report its findings and recommendations to the full convention. The convention itself is the final authority and so it makes the final disposition of all election protests.



Members of the Credentials Committee.

As reported earlier, there were no appeal protests to report at this convention. Adoption of this report by the convention, immediately closes all possible protests or questions concerning the election of delegates. No further protests or appeals exist or are possible under the UAW International Constitution.

Neither the International Executive Board or any other officer has the authority to entertain any election protests. Any election issues which might have been presented to the Credentials Committee or this convention, but was not, is completely barred at this time.

In closing, on behalf of your Credentials Committee, we'd like to thank the president's office and secretary-treasurer's office and their staff and clerical for all their assistance.

I would also like to personally thank all the delegates of this convention. And I would like to take this time, personally, to thank your Credentials Committee, and a special thank you to sister Tia

Day 1

Darden and brother Darryl Nolan.

Brother Curry, brother and sister delegates, on behalf of your Credentials Committee, I move for the adoption of this report. Thank you for your time. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you for your report, Larry. You've heard the Credentials Committee Report. Do I hear support? There's a second from the floor has been made. Moved and supported by the Credentials Committee report being adopted.

Is there any discussion? Seeing no hands, all in favor, signify by saying aye. Those opposed? The ayes have it and it is so moved.

I'd like to introduce Nadine Davis, the Rules Committee chair from UAW, Local 1250, Region 2B on the Rules Committee. *(Applause)*

RULES COMMITTEE

RULES COMMITTEE CHAIR NADINE DAVIS: Thank you, brother chairperson. Report of the Rules Committee. Chairpersons, officers, International Executive Board members, distinguished guests, sisters and brothers to this UAW Special Bargaining Convention assembled in Detroit, Michigan, this 11th day of March, 2019.

We, the Rules Committee, designated by the International Executive Board of the UAW met in official session at the Renaissance Center on Sunday, March 10, 2019, to formulate what we collectively believe to be necessary and pertinent rules for this special convention. At this time, I would like to introduce to you, the members of the Rules Committee. My name is Nadine Davis, chairperson of the Rules Committee from UAW Local 1250, Region 2B, where Rich Rankin is the regional director and Wayne Blanchard is the assistant director. *(Applause)*

- * Sister Samantha Conde from Local 129, Region 5 is the recording secretary for the committee. *(Applause)*
- * Brother Tony Sadowski from Local 889, Region 1. *(Applause)*
- * Brother Jay Makled from Local 600, Region 1A. *(Applause)*
- * Brother Anthony Cheatams from Local 651, Region 1D. *(Applause)*
- * Brother Bill Jackson from Local 588, Region 4. *(Applause)*
- * Sister Vera Newton from Local 862, Region 8. *(Applause)*
- * Brother Brian Wiggins from Local 2367, Region 9. *(Applause)*
- * And Brother Dennis Brown from Local 376, Region 9A. *(Applause)*

Day 1

REPORT OF THE RULES COMMITTEE

RULES COMMITTEE CHAIR NADINE DAVIS: The rules which your committee drafted and are about to present for this Special Bargaining Convention, except for the date and time scheduled, are the same rules which have been presented over the years at the Special Bargaining Conventions.

This committee believes that these rules, as updated, will satisfy the agenda and action to be taken at this special 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. The Secretary-Treasurer shall read the Convention Call, and after each session, shall make all announcements and read communications before adjournment.
3. Report 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 Robert's 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, March 11th - 11 a.m. until recess. Tuesday, March 12th - 9 a.m. until recess. Wednesday, March 13th - 9 a.m. until adjournment.

3. NIGHT SESSIONS

Day 1

A night session of the Convention shall be held on any day on which action is passed by a majority of the regular 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, regular or special, 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 regular delegates.

The above limitation on debate does not include submitting of reports by officers, department heads and members of the Convention committees.

- e. No regular—I'm sorry. No delegate, regular or special, International officer and/or International representative, shall be allowed to speak twice on any issue until all who are desirous of speaking have had a chance to speak.
- f. Special delegates will be permitted on the floor of the Convention and will be allowed to speak when recognized by the chairperson, but will not be permitted to vote.

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 amendments 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.

Day 1

6. TIMEKEEPERS

Two 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 regular 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 substitution decided on by the majority of the regular 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

Resolutions submitted by local unions shall be reported out of committee as the first order of business in their next report when requested by 88 regular delegates. The chairperson will ask for a show of hands when requested.

10. CLOSING DEBATE

It shall require at least 25 regular delegates to move the previous question.

11. ROLL CALL VOTE

- a. It shall require at least 170 regular 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 regular delegates present have had an opportunity to record their votes, the

Day 1

balloting shall be declared closed.

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 regular 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 regular 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 regular delegates shall constitute a Convention quorum.

18. 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.

19. AMENDMENT OR SUSPENSION OF RULES

These rules may be amended or suspended only by a two-thirds (2/3) vote of the regular delegates present.

Brother Chairman, on behalf of the Rules Committee, I move for the

Day 1

adoption of the rules as read in this report. Thank you. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you. Thank you for your report. You've heard the Rules Committee Report. Do I hear support? The second from the floor has been made. Moved and supported by the Credentials Committee, the Rules Committee report being adopted, is there any discussion?

Please go to mic 4.

DELEGATE SCOTT HOULDIESON, Local 551: Good morning brothers and sisters. My name is Scott Houldieson. I'm a delegate from UAW Local 551, out of Region 4, under Director Ron McNroy and Assistant Director Brad Dutcher.

I stand before you today as a delegate four years ago, at the Special Bargaining Convention. We were discussing the notion of bringing pay equity within our units. That resolution from four years ago included the phrase, "Bridge the Gap."

At that time, I requested to amend the resolution to eliminate the gap, to strengthen the language in that resolution. That's what our membership wanted and that's what I requested. That request was denied, eventually, ultimately denied because amendments to rules reports weren't allowed.

So, I would like to propose—I make a motion to amend rule number 7, committee reports, to allow for amendments to the report, from the floor. And to keep it in a reasonable manner, I would propose that we match the requirement for resolutions, which requires 88 delegates to support that.

And I would make a motion to make that rule change to rule number 7.

SECRETARY-TREASURER RAY CURRY: Brother, that motion would be out of order this time. You can only bring a motion forward with regard to the rules being adopted at this point.

DELEGATE SCOTT HOULDIESON, Local 551: Under what rules? The rules haven't been adopted at this point, so this would be—this would fall under Robert's Rules of Order. And I would think that's a proper motion under Robert's Rules of Order.

SECRETARY-TREASURER RAY CURRY: Brother, there's an open motion on the floor with regard to the rules being adopted. You can appeal this decision to the chair.

DELEGATE SCOTT HOULDIESON, Local 551: Thank you.

SECRETARY-TREASURER RAY CURRY: Thank you. All in favor, say aye. Opposed, nay. The rules have been adopted. The ayes

Day 1

have it and the rules have been moved.

At this time, I would like to thank both the Rules and the Credentials Committee for your service, you are dismissed. Thank you. *(Applause)*

SECRETARY-TREASURER RAY CURRY: With the rules passed, we will now announce the timekeepers for today's session. They are from Region 8, Amanda Goins and Sherry Creps. *(Applause)*

SECRETARY-TREASURER RAY CURRY: I would like to introduce Tiffany Rice, the Resolutions Committee chair from UAW Local 140, Region 1 and her committee.

Madam Chair, please introduce the remaining members of your committee to the delegation. *(Applause)*

RESOLUTIONS COMMITTEE

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Good afternoon, President Jones, Secretary-Treasurer Curry, International Executive Board members, distinguished guests, brother and sister delegates.

My name is Tiffany Rice. I am the financial secretary-treasurer of UAW Local 140, Region 1, where I serve under the remarkable leadership of Director Frank Stuglin and Assistant Director James Harris. *(Applause)*

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: It is a great honor and privilege to serve as the 2019 Resolution Committee Chairperson.

The Resolution Committee convened on March 8, 2019, at Solidarity House in Detroit, Michigan. In our committee meeting, we discussed, and we focused on certain concerns that affect our membership, to develop a comprehensive collective bargaining program that speaks to every sector of this diverse union.

The theme of this convention is, We Are One. Our Resolution Committee sees that now, more than ever, is the time for us to come together as one, and to battle the issues ahead.

At this time, I would like to introduce our Resolutions Committee. To my left, sister Miya Williamson, financial secretary-treasurer, Resolution Committee recording secretary, UAW Local 600, Region 1A. *(Applause)*

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

Day 1

* Sister Ja-Vonna Akins, building chairperson, 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 Stanley Stevenson, vice president, UAW Local 2250, Region 5. (*Applause*)

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

And last, but certainly not least, sister Denise Gladue, financial secretary-treasurer, UAW Local 2121, Region 9A. (*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Delegates, I present to you, your 2019 Resolutions Committee. (*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Our report consists of a single comprehensive resolution. As you can see in the Proposed Resolution book, the resolution is divided into different subject areas. We are pleased to present it to you, brothers and sister delegates, for your consideration as there will be discussion and debate on various sections of the resolution that will be presented to you. But you will only vote on one single resolution that spells out one unified and comprehensive bargaining program.

Thank you. (*Applause*)

SECRETARY-TREASURER RAY CURRY: At this time, it's my honor and privilege to bring forth our UAW International President, Gary Jones.

PRESIDENT GARY JONES: Good morning. Or good afternoon now, we're afternoon. Wow.

Brothers and sisters, We Are One this week, joined collectively. We Are One to the bargaining process, and collective bargaining is a democratic process. It requires participation from every single one of us. It requires that we work together, and we work as one. And this tradition is what makes our union such a great union.

What are we doing here? We're setting a bargaining agenda for the next four years. We are setting the tone, and we are setting a bar, and

Day 1

we are setting it high. (*Applause*)

PRESIDENT GARY JONES: Thank you. We have thousands of contracts in the UAW. Our brothers and sisters drive the economy. We represent so many different parts of that economy, from gaming to higher ed, from insurance to agricultural implements, from health care to heavy trucks. Plus, we build the cars that literally drive the economy.

But here is what is unique. Even though we represent so many diverse parts of the workforce, we don't develop proposals for each contract, not even the major international-level contracts. Instead, we set a standard. We set an agenda on behalf of all the UAW members. That is what our Constitution demands of us. We Are One.

So, what are we doing here? We are deciding what every member of our union, every one of our brothers and sisters deserves from their contracts and their employers. During individual negotiations over the next several years, we will use this standard as our guide.

When sitting at a bargaining table looking at contract provisions, we will remind ourselves of the bar we set. And we will remind ourselves that We Are One, because that is where our power comes from.

No company can break us apart, try to get us to negotiate against the whole, and they know it. That is why we ask our IEB members, our committees, and our delegates to remember our theme as they prepare for this convention, and to work out said priorities because we know that a rising tide lifts all boats.

The more each of us at individual bargaining tables pursue and push and demand a broader agenda, the more our power is unified.

We have made historic gains over the years, victories that lift our families that benefit our communities. But let's not forget, collective bargaining is something that we have fought for. It wasn't given to us. We came together and we took that power. How did we do it? How did we gain these victories? Membership activism and solidarity. Our activism and solidarity, that is what secures our ability to collective bargaining. Our activism and our solidarity, that is what secures our gains in contract after contract. Our activism and solidarity, that is what secures our power.

Even when we face setbacks, we know that We Are One. So as delegates gather this week to prepare, we know they are bringing ideas, new energy and a recommitment to the principles that brought us where we stand today. We Are One.

The stakes are real, brothers and sisters. The stakes are high. We know that we know— we know that we rise and that we fall together.

Day 1

We want management to understand that, too. We want management to understand solidarity, and to understand that We Are One, that when you take from one of us, you take from all of us. So, the International Executive Board has decided to raise the strike pay from \$200 per week to \$250 per week, effective immediately. *(Applause)*

PRESIDENT GARY JONES: And then, we will raise it again to \$270, \$275 per week beginning next January. *(Applause)*

PRESIDENT GARY JONES: You know that we provide health insurance to the workers and their families during strikes. The raise in strike pay is an important signal to all our members that the International Executive Board has their backs. We are ready. *(Applause)*

PRESIDENT GARY JONES: Thank you. We are ready. We are ready to put in the work and we are ready to make the plans. And we are ready to set the bar high. We are ready to gear up and fight for what is right. *(Cheers and applause)*

PRESIDENT GARY JONES: We are ready to fight for our brothers and sisters, and we are ready to act as one, because we know that we rise and that we fall Together.

On behalf of the entire International Executive Board, I am pleased to welcome you to the 2019 Collective Bargaining Convention. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you. We are now going to do the President's round table on building power. It's a short video.

...A video was presented to the delegation. *(Applause)*

SECRETARY-TREASURER RAY CURRY: I want to mention that President Emeritus, Owen Bieber, as of Friday, was planning on coming. He just Friday, called and he said he felt that he probably would be better off staying at home. But he said he would be here in spirit and keep everybody in their thoughts and prayers. So, he's doing great. Talked to him for quite a long time. For those of you that know Owen, know it was a great conversation. So, he's still sharp and alert. But he said he'd be thinking about us this week.

So, the video that they did, I thought that was very, very moving. They did a lot of work. So, I think we're very fortunate as an International Union, to have our past presidents stay active as they do. And I want to thank them again for all the work they did and do for us. *(Applause)*

PRESIDENT GARY JONES: Now we are going to have another short video.

...A video was presented to the delegation. *(Applause)*

Day 1

PRESIDENT GARY JONES: The nation lost a legend when former Congressman John Dingell passed away on February 7th. The Michigan Democrat was the longest-serving member of the House of Representatives, and a tireless advocate for working people and even more. He was a friend to the entire UAW family.

John Dingell was a fighter for equality and justice. He played key roles in just about all the major legislation of the 20th century, including the Medicare Act, the Water Quality Act of 1965, the Clean Water Act of 1972, and the Endangered Species Act of 1973, the Clean Air Act of 1990, and the Affordable Care Act. Dingell, who was first elected to Congress in 1955, was most proud of his work on the Civil Rights Act of 1964.

John Dingell's voice filled the halls of Congress with a mesh of hope for working families in a career spanning nearly 60 years. He was a legend in the halls of Congress. He was the Dean.

But in Michigan, he was that rare accessible hero who would fight for our paychecks, our health care, and our labor rights, and our civil and human rights. Let the words of history honor his integrity, wit, and the impact he still has on our daily lives.

He has proudly served our nation, was a champion of the underprivileged and the underserved, those that might have fallen through the cracks. His life was defined as one of compassionate and humble service.

Debbie. *(Applause)*

PRESIDENT GARY JONES: I would also like Ron, Dennis and Bob to come down, please.

Debbie, we want to thank you and John's children and family for sharing with us. I couldn't be prouder than to have you here today with the UAW family.

You honor John's legacy, commitment to UAW members and working families every day. And for that, we are very grateful for you to carry on the spirit and purpose that was John's life in public service.

The Douglas A. Fraser Award features a graphic representing the common swift, a bird that is known for its ability to remain airborne for months at a time without the need to land. The common swift is a fitting symbol for John Dingell's unquenchable passion and spirit for strong social and human community service.

Representative Dingell, please accept the Doug Fraser Award in honor of John. Thank you. *(Applause)*

U.S. REPRESENTATIVE DEBBIE DINGELL: Thank you, Gary.

Day 1

And thank you to my brothers and sisters of the UAW. You truly are John Dingell's and my brothers and sisters and have been our entire life. *(Applause)* U.S. Representative Debbie Dingell accepts the Doug Fraser Award in honor of the late Congressman, and her husband, John Dingell.

U.S. REPRESENTATIVE DEBBIE DINGELL: I am standing here with friends, and I hear John Dingell in my ear saying, "Woman, no more tears. Enough."

But you don't know how much he loved the UAW and how much the UAW was a part of his life. And I say to you now, as you are all gathering, I am sitting here with memories. You know, most of us aren't old enough, maybe one or two, but he was here with Leonard Woodcock in the '60s, when it did matter, and when Martin Luther King was at Solidarity House fighting for the equality for all men and women in this country. *(Applause)*

U.S. REPRESENTATIVE DEBBIE DINGELL: They were. Don't ever forget the role the UAW has played.

And I look at everybody here. For him to receive the Douglas Fraser Award, don't forget what he did. You know, many of— I mean, look, he was older than I am, you know that, Doug Fraser saved Chrysler, John and Doug Fraser worked together, and because people worked together, we saved a company and saved jobs. And when I— *(Applause)*

Don't forget that. *(Applause)*

Gary and I were young together. I remember Gary with Steve Yokich, who was my dearest friend, who taught me so much about working people.

But I go down this line. When Ron Gettelfinger, does anybody— will anybody ever forget what happened in our hearts and souls when this auto industry almost disappeared? Ron Gettelfinger and his leadership with all of you saved the auto industry in this country. *(Applause)*

And then Bob King, who, by the way, I went to school with his sister, we are— Bob and I are Catholic-trained, but Bob, who I also knew, who was John's regional director, took and carried this industry after it had been through such a hard time.

And then, Den, I am going to cry, all of these men behind me were such good men working every single day for the fight for working men and women, which we forget about too many times. *(Applause)*

U.S. REPRESENTATIVE DEBBIE DINGELL: Dennis was the first UAW President that I fought with for health care, because I do believe that health care is a right for every— quality affordable health care.

Day 1

These men who fought and worked with John. He inspired that in me.

And, you know, you're gathering here, and you have got— I am going to get in trouble, Chuck is my regional director now, I didn't think anybody could replace Rory. And he hasn't replaced, but now I have Rory and Chuck and my sister Cindy. I am just a very lucky girl. (*Applause*)

U.S. REPRESENTATIVE DEBBIE DINGELL: And Terry, I mean, I am not from his—

You know, I don't know, most of you don't know this. The brothers and sisters behind me knew that John was sick the last month, and it was really hard for me.

You saw the picture with Gary on Election Day. I called Chuck and I said, John can't stand sitting home. He wants to be with his brothers and sisters in the UAW. He wants to make sure everybody is getting out and vote. Can we come by 1A? And Chuck said, "Bring him," and Gary came by. It was one of the last public events he did.

He loves you all. He is looking above. He knows how much is in your hands. You are not only here for yourselves, for your brothers and sisters in the UAW, but what you are about to do is for every working man and woman in this country. (*Applause*)

U.S. REPRESENTATIVE DEBBIE DINGELL: So, I miss him really terribly.

1A, who is here, is my home. And they are really getting me through a very hard time.

But John is watching over you. And we are going to make sure he makes sure you all kick ass for the men and women of the United States of America. (*Applause*)

U.S. REPRESENTATIVE DEBBIE DINGELL: Thank you very much. (*Applause*)

PRESIDENT GARY JONES: Thank you all. I would now like to call the chair of the Resolutions Committee, Tiffany Rice, to read the first sections of the comprehensive resolution. (*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Good afternoon. My name is Tiffany Rice, financial secretary, UAW Local 140, under the leadership of Frank Stuglin, director, UAW Region 1, and assistant Director James Harris. (*Applause*)

RESOLUTIONS COMMITTEE MEMBER PEDRO SANTOS, Local 362: Good afternoon, brothers and sisters. My name is Pedro Santos, president of Local 362, Bay City, Michigan, under the leadership of Director of Region 1D Gerald Kariem, and Assistant Director

Day 1

Steve Dawes.

We will be reading *We Are One*, found on Page 1 of the Proposed Resolution book.

In a tradition that dates back decades, UAW members gather together in the Special Collective Bargaining Convention to set a bargaining agenda that will guide us in identifying priority issues and crafting creative solutions. Over the years, UAW members have struggled with the ups and downs of the economy and the ever-changing politics that frame the rules and regulations under which we organize, bargain and work. Though challenges in general are not new to us, we need to appreciate that the labor market in 2019 is very different from the one the UAW bargained in during the height of the labor movement in the 1970s. Today we work in an environment where "gig" jobs are becoming the norm, unionized workplaces are rare, corporations aren't expected to share profits with rank-and-file workers, and employers have pitted us against each other and against workers from around the world with global operations and sourcing. We also have politicians and judges who are more likely to write and enforce the rules of the economy in favor of corporate interests. But together, we can take on the challenges of today's labor market. Through the power of a union, each worker gets a seat at the bargaining table and a say in the contract that provides protection against at-will employment and guarantees the wages and working conditions agreed to in negotiations. The environment for working people in the United States has been changing. Part of the change is a more aggressive, broad-based attack on unions. But part is due to the lack of commitment and loyalty to the United States on the part of employers and elected officials. These changes mean that the social safety net upon which our contracts have been built is being eroded. The anti-labor Congress created by the 2016 election targeted Social Security, Medicare, Medicaid, and federal worker pensions to offset deficit-inflating tax cuts for the wealthiest of Americans. Social Security benefit rules are changing to encourage workers to retire later, meaning an aging workforce with increased medical needs. Many employers are increasing retiree costs for health care or phasing out coverage altogether and Medicare isn't available until the age of 65 and doesn't cover all medical costs. The 2016 election also resulted in anti-labor appointees to the National Labor Relations Board (NLRB), the government agency that enforces labor law as it relates to collective bargaining and unfair labor practice charges.

The lack of commitment to providing good, family supporting jobs can also be seen in the growing use of temporary workers by employers, many of whom are basically permanent employees at temporary wages and benefits. In auto manufacturing, it is not unusual to find that 40 percent or more of the workforce is employed by a temporary

Day 1

agency. Not only do employers fill many positions that were once good-paying jobs with temps, the growth of the practice created another category of precarious workers who have no voice on the job, don't benefit from collective bargaining, have few or no rights at work and no job protection.

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Taken together, we find ourselves in a situation where the economy has been expanding for years, unemployment has been at historic lows, and real wage growth has not kept pace with worker productivity, and union density is just 6.5% in the private sector and 10.7% overall. In addition, most of the benefits of income growth generated by a strong economy has gone to those at the top of the economic ladder. Anti-worker regulations at the local, state and federal levels bear some of the responsibility, as do employers who exploit low-wage workers, thereby diminishing wages and opportunities for all workers. We cannot forget the roles played by corporations, and many of which are making record profits, but sharing less and less of those profits with workers and, instead, paying executives and shareholders.

Union power in the workforce and collective strength at the bargaining table provide a defense against low wages and deregulations, provide a counterbalance to anti-worker corporate interests and help mitigate the effects of trade agreements that erode workers' powers.

Unfortunately, the problem of low union density is unlikely to improve in the next few years because the NLRB is decidedly anti-labor and pro-employer.

In 2016, the board has been working to overturn as many pro-worker rules as possible. At the same time, anti-labor justice has become confirmed to the U.S. Supreme Court and three precedent-setting Supreme Court decisions have weakened unions, the ability to collectively bargained and to hold corporations accountable for unfair labor practices and other anti-labor tactics. Despite all these issues, there is light at the end of the tunnel, the light of our 430,000 members. We are ready to stand together as one, across a wide array of industries and occupations.

Our members work in automotive and the parts supplier industries, aerospace and defense, heavy trucks, farm and heavy equipment industries. We also work in car dealerships, and we are employing—we are employed making bathroom fixtures, home furnace and water heaters, lawn and garden equipment, tools and hardware, firearms, boats, modular housing, toys, musical instruments, pharmaceuticals, canned foods, butter, coffee, beer and nuts.

UAW members can also be found at home, doing freelance writing and providing childcare and working in state and local governments,

Day 1

universities, casinos, hospitals, media, technical and design centers, libraries, museums and legal services.

We congregated at 570 active locals and we are covered by 2,000 contracts at more than 1,000 employers. While our union sisters and brothers may have bargained over different issues decades ago, our ultimate goal is the same today as we carry on the legacy of bargaining for rights and dignity of workers.

We demand safe work places, fair pay, better job opportunities and a voice in shaping our work environment. The positive benefits of our contracts does not stop with our members, they spread throughout the economy. When our lives— when our work lives improvethrough collective bargainings so do those for all workers, who employers match the compensation found in union contracts, and as those who benefit from the increased spending in restaurants and local businesses.

Our success over the years comes with great responsibility because we know that when we bargain, it's not just for our members, but for workers everywhere, who benefit from us raising the bar.

Although, the current political climate is making life harder for our workers and unions, the economy is strong, and our union is strong. We are fortunate that as we confront the challenges of self-serving employers and anti-union politicians, we have the power of our brothers and sisters and the protection of our contract to help deliver a better standard of living for ourselves and our families.

The world outside of the bargaining table poses numerous challenges to winning a fair agreement for workers. But the UAW has a seat at the table for management. And opportunities to be heard and to shape the future of the UAW members for the next four years. Thank you.
(Applause)



Members of the Resolution Committee are introduced.

Day 1

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I would like to now call sister Miya Williamson to read the next session of the Proposed Resolution. (*Applause*)

REGION 1A FINANCIAL SECRETARY-TREASURER MIYA WILLIAMSON: Good afternoon, brothers and sisters. My name is Miya Williamson, financial secretary-treasurer from local 6000, under the leadership of Chuck Browning, Director of Region 1A Chuck Browning, and Assistant Director Al Wilson. I will be reading Bargaining Philosophy found on Page 4 of the Proposed Resolution book.

Bargaining Philosophy. Bargaining is never easy, and each set of negotiations comes with its own challenges and opportunities. This Proposed Resolution is intended to help guide us through this process and reflect our Bargaining Philosophy.

This philosophy consists of three core principles. First, our bargaining program is comprehensive. It takes a big picture view of issues facing our members across all industries and occupations. By adopting a single resolution, we can address the diverse issues we encounter in each round of bargaining, while building power union-wide, based on a common set of principles;

Second, our bargaining program builds upon past successes. So, we call this a building block approach. It is a long-term approach that protects gains from the past, makes incremental improvements where they are most needed, and builds for the future. The wages, benefits, and work rules we have today are a product of this approach. It took many contracts to get where we are today;

Third, our bargaining program works to establish and maintain common contract provisions within similar work places and across companies. This pattern bargaining approach established wage and benefit standards while remaining flexible to differences between companies and worksites.

Pattern bargaining takes wages out of competition and forces companies to compete on the basis of their products, not on who can pay the least. Pattern bargaining is a proven way for us to secure our economic and non-economic benefits.

Ultimately, the power of the membership will determine how successful we are in bargaining. We are most powerful when we are unified around a common set of goals, stand together as union brothers and sisters, and define management attempts to divide us. Thank you. (*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you, sister Williamson. I would now like to call sister Ja-Vonna Akins to read the next section of the Proposed Resolution.

Day 1

REGION 1A BUILDING CHAIR JA-VONNA AKINS: Good afternoon, brothers and sisters. My name is Ja-Vonna Akins, chairperson from Local 723, under the leadership of Director Chuck Browning and Assistant Director Al Wilson from Region 1A. (*Applause*)

REGION 1A BUILDING CHAIR JA-VONNA AKINS: I'll be reading Key Issues in Bargaining. This is found on Page 4 of the Proposed Resolution book.

Our goal is to protect the rights and dignity of workers, and provide safe work places, fair pay, better job opportunities, and a voice in shaping our work environment.

We will be tackling these issues in an uncertain, political, and economic environment. The economy has been expanding for years. The unemployment rate has remained low and wages for many workers have started to rise.

These are all positive for workers and bargaining. However, most of the gains from this expanding economy have gone to the top one percent rather than to workers. And as we look ahead to the next four years, there are cautionary economic signals on the horizon. Interest rates are higher, which slows down the demand. President Trump's trade wars, though billed as protecting workers, are also having negative impacts on a domestic economy.

Lastly, the legislative, regulatory, and judicial climate will remain challenging for workers, unions, and collectively bargained contracts.

Though each set of contract negotiations has its own unique issues, all members will need to address the following Key Issues in Bargaining to achieve goals for our members today, and just as importantly, in the future, reducing wage disparities within classifications.

In the last four years, UAW members have bargained to eliminate tiered wages. We will continue to work to eliminate tiers where they exist. We will also work to reduce the time it takes for new workers to progress to top wage rates.

Within our building block approach to bargaining, each set of negotiations provides an opportunity to improve the economics of our agreements. We can take one or more years off the progression, raise the starting rate to a higher percentage of the top rate or increase the amount by which pay increases with each step of the progression.

All of these changes deliver economic gains for current and future members and help close the gap between workers. Reduce the use of temporary workers and improve working conditions.

Temporary employment has become commonplace in the U.S., less so in UAW work places, thanks to our contracts. However, we can do

Day 1

more to limit the use of temporary workers, especially where they are used instead of in permanent employees.

Contract language can be used to spell out when, for what, and for how long temporary workers may be used. We can also require that our employers directly hire temporary workers and include them in our contracts.

Eliminating the agency middleman makes the employer accountable, which is good for the workers, and it frees up money that should be paid to the worker, not the agency.

Where we have temporary workers, we need to bargain to include them in our contracts. Through the contract, we can make sure their pay is comparable to other new hires. They should also have health care, union representation, and a clearly defined path to permanent employment.

Insource, new— (*Applause*)

REGION 1A BUILDING CHAIR JA-VONNA AKINS: In-Sourced New, and Out-Sourced Work.

The sourcing of our work is a constant battle in nearly all of our worksites. A key to job security is being busy. And insourcing the work we used to do is the best place to start.

Additionally, we need to tie productivity improvements to bringing in new work from non-bargaining public employees, outside vendors, or suppliers. Insourcing helps protect and grow jobs, but it also grows UAW membership and helps the union build power. Keeping jobs within a UAW member contract also helps maintain standards and wages, benefits, and working conditions.

New Investment.

Keeping fresh products and the best technology in our worksites is key for job security. Prioritizing and bargaining for new investments is how we can invest in our members. New investment gives us the best chance of bargaining good contracts and protecting jobs now and in the future.

Training.

We need to push for more training provided more frequently. New technology will impact all members, eventually. The key to making that technology work for us is to make sure we know how to use it and receive ongoing training that allows us to troubleshoot problems. Technology is great, but it can't work to its full potential unless we are also working to our full potential.

Day 1

Protect Health Care and Retirement Security. We will continue to insist that quality, comprehensive, affordable health care is a minimum standard. We must prioritize larger employer contributions to retirement savings plans, whether defined benefit, or defined contribution plans.

Protect Workplace Health and Safety. There is nothing more important than returning home safely at the end of the workday. With Health and Safety Regulations under attack at the state and federal level, our contract protections are even more important.

We must defend language and practices that are working and improve areas that are weak. We must also find ways to support members who are struggling with one of today's biggest problems - opioid addictions. Whether the member is battling addiction directly, or with family members, we must acknowledge that this is a pervasive and damaging problem and we need to address this in our contracts.

Fair and Inclusive Work Places.

We are dedicated to work places free from discrimination, and where opportunities for advancement and training are available to all members. We also want to make sure our work places embrace diversity and inclusion so that all members enjoy dignity and respect from their union brothers and sisters, as well as from management.

Organizing.

Our ability to negotiate good contracts come from our members as directly related to the union density at our employers. Bargaining to organize is a way to grow the power of our local unions by increasing union membership in our employers. The risk of whipsawing and flipping work, drop when the other worksites are also UAW.

Bargaining to organize means making it a priority to win contract language; such as allowing card check recognition, agreeing to neutrality in organizing drives, and allowing the UAW access to non-union worksites. It is an investment in the long-term strength of our union and our locals. Thank you. (*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you, sister Akins. Now, I would like to call for sister Denise Gladue to come read the next section of the Proposed Resolution. (*Applause*)

REGION 9A FINANCIAL SECRETARY-TREASURER DENISE GLADUE: Good afternoon, brothers and sisters. My name is Denise Gladue, from Local 2121, under the leadership of Beverley Brakeman, Director of Region 9A, and Assistant Gordon Deane. I will be reading Coordinated Bargaining found on Page 8 of the Proposed Resolution book.

Day 1

UAW members negotiate better pay and benefits and win dignity and respect at our worksites, through Coordinated Bargaining. Unit-ing with other UAW members and members of other unions who work at the same employer or in the same sector, is a pillar of our Bargaining Philosophy.

We bargain better contracts when we stand together behind a set of common goals and objectives. We will continue to expand the use of Coordinated Bargaining across all of our sectors.

We know that coordinated bargaining works because employers do it all the time. No employer sends different labor relations or human resources' executives to different sets of negotiations with different demands, priorities, and objectives. We usually see the same faces across the table. They speak with a single voice and we should, too.

Coordinated bargaining works best in sectors where we have a strong UAW presence. For example, we have established industry-wide wage and benefit standards in many of our competitive shop, independent's, parts and supplier's contracts. When all UAW members making the same thing or doing the same job have the same pay and benefits we have taken wages out of competition. This means that employers can no longer whipsaw, force our worksites to compete against each other based on who will do the job for the lowest wage. Instead, employers are forced to compete based on quality, productivity and innovation.

Coordinated bargaining doesn't just happen. Building the power of coordinated bargaining requires months and years of work. It takes time to share information, build relationships, develop common bargaining proposals and strategies and come together as a unified force, instead of a weak and fragmented labor movement.

We reaffirm our commitment to Coordinated Bargaining by forming new and strengthening existing Wage, Hour, and Bargaining Councils at key UAW employers and in key UAW sectors. These councils facilitate building power through Coordinated Bargaining, negotiating common expiration dates in collective bargaining with the same employer or in the same industry. This strengthens our bargaining position by forcing the employer to negotiate with all representative workers at one time.

Negotiating Together Over Common Economic and Non-Economic Issues.

If we cannot all sit at the bargaining table at the same time, at the same—I'm sorry, at the same time in bargaining, we will coordinate our bargaining schedules and proposals internally to achieve the same result.

Day 1

Working with Other Unions in the United States and Around the World Who Represent Workers at Employers in Our Sectors.

This includes participating in employer and industry councils and labor coalitions. Sharing information and joining together in solidarity strengthens our bargaining position at the table and takes away the employer's ability to pit us against our brothers and sisters in other labor organizations.

Thank you. (*Applause*)

PRESIDENT GARY JONES: Another short video,

...A video was presented to the delegation. (*Applause*)

PRESIDENT GARY JONES: We're now going to open up the debate for:

* Resolution on Page 1, We Are One.

* Resolution on Page 4, Bargaining Philosophy.

* Resolution on Page 4, Key Bargaining Issues.

* And Resolution on Page 8, Coordinated Bargaining.

This will be the debate order. We'll start at Region 1, have two for and one against. Go to Region 4, 1A, 5, 9, 9A, 8, 1D, and 2B. Is there anybody from Region 1? Guy waving a red folder, mic 8, please.

DELEGATE TIMOTHY DAVENPORT, Local 1700: Good afternoon. My name is Timothy Davenport, reporting from Region 1, Local 1700, under the direction of Frank Stuglin, and from my home location the Assistant Director, James Harris. (*Applause*)

DELEGATE TIMOTHY DAVENPORT: I'll be speaking in favor of the resolutions from Pages 1 and 4. We Are One in Bargaining Philosophy.

Standards ultimately will determine how successful we are at the bargaining tables, in which we negotiate a contract that is fair to all our sisters and brothers of this great UAW, so that we can provide for our families and help our communities.

To this day, we all have made sacrifices for these companies, but we have also made a lot of tremendous overcomes from the unity that we have by standing together to fight for the goals that we have set in place.

They will do anything and everything to divide us. The power is in the numbers. And that's why I'm in favor of these resolutions. Thank you. (*Applause*)

Day 1

PRESIDENT GARY JONES: Thank you, brother. Another one in— another person in favor. We're in the red folder again. Mic 8, please.

DELEGATE CHRISTOPHER ROBSON, Local 155: Good afternoon, my name is Chris Robson, elected delegate, vice-president, Local 155, Region 1, Frank Stuglin, our director, James Harris, our assistant director. *(Applause)*

DELEGATE CHRISTOPHER ROBSON: I rise to speak on the Key Issues in Bargaining, specifically the wage disparity, temporary workers and coordinated bargaining.

We must continue to eliminate the multiple wage tiers in our plants. They cause many problems to our members, including financial hardships, personal problems between members. And it's made it a problem, and made it easier for them to try to opt out of the union.

We must shorten the wage progression in our plants to reach the top level sooner. These actions would cause us to come together more quicker as one union. Temporary workers, we can put the contract language in that can eliminate the use of temporary workers. Some of our plans require the use of them at times. We just need to include the language that brings them up to the benefit levels and close comparable pay levels of regular union members. We can also include, to make them able to have union representation in the plants.

Coordinated Bargaining, it's a useful tool.

It's worked in the IPS Department in several areas. I would like to see it expanded more. It just puts us all on the same level playing field, to eliminate the whipsawing and the actions against— from the other employers against us. This is why I rise to support this resolution. Thank you.

PRESIDENT GARY JONES: Thank you, Brother. *(Applause)*

PRESIDENT GARY JONES: Anybody from Region 1 want to speak against? All right. We'll go to Region—

4. Anybody in favor of the resolution? Gentleman holding the blue folder right there. Mic 3, please.

DELEGATE WILLIAM LOVITT, Local 1761: Afternoon brothers and sisters, my name is Bill Lovitt, unit chair, Local 1761, Region 4, under the excellent leadership of Ron McInroy and Assistant Director Brad Dutcher.

I stand in support of this resolution that We Are One for the reasons that it talks back going through past history. As we look back at what we've done before, we build on contracts. We come forward to what we've done, we take what was best and we keep improving it. So, the

Day 1

resolution is pushing for that which is wonderful.

The second one is the Bargaining Philosophy.

Our Bargaining Philosophy is to have the comprehensive programs. We build for success, not for retreating, not for losing, but we want to build forward.

The biggest thing membership has to understand, that none of this works unless the membership is behind and stands before what we do here, and what we do when we go out of here. I stand in support of this. Thank you.

PRESIDENT GARY JONES: Thank you, brother. *(Applause)*

PRESIDENT GARY JONES: Anyone else in Region 4, for the resolution? Blue folder, black short sleeve shirt. Mic 3, please.

SPECIAL DELEGATE GEORGE WELITSCHINSKY, Local 1268: Good afternoon.

PRESIDENT GARY JONES: Good afternoon.

SPECIAL DELEGATE GEORGE WELITSCHINSKY: I'm George Welitschinsky, UAW Local 1268, in Region 4, under the leadership of Ron McInroy and Brad Dutcher, assistant director. I'm going to be speaking on the key issues. I rise in support of this resolution.

Back in 2015, we did a great job of eliminating the two-tier system. But there's more work to be done to reduce the wages within this classification.

Also, one of the big things that we're seeing over the last six, seven months, insourcing, and insourcing the outsource work. One of the things that we've seen, even at my plant, shifts being eliminated due to work going overseas. We're seeing this, you know, amongst all the plants, General Motors. We're seeing that pattern going on.

Investment, we need investment. One of the things that companies had forgot in 2009, it was the UAW membership that brought companies from the brink of destruction. They can't forget that.

Also, probably the most important thing is organizing. We have to organize the unorganized. We have to bring them up out of poverty. One of the things that companies are doing is outsourcing to non-union plants, so we see a lot of that and having to go organize. That is an important part of the UAW is organizing the unorganized. How we do that? We do it through coordinated bargaining. That's how we're going to get there. Thank you.

PRESIDENT GARY JONES: Thank you, brother. *(Applause)*

PRESIDENT GARY JONES: Anybody in Region 4, against? All

Day 1

right, we'll go to Region 1A. Brother holding the orange folder right there, mic 7, please.

DELEGATE SCOTT GEER, Local 38: Thank you. Hello, I'm here to speak on We Are One. My name is Scott Geer, unit chairman and Local 38 president, of the greatest region, 1A, under the incredible leadership of Chuck Browning and assistant director, Al Wilson. *(Applause)*

DELEGATE SCOTT GEER: I support We Are One. Since the 1970's, our membership has been under attack from politicians, judges, and corporate greed. With the increasing cost of health care, loss of pensions, loss of jobs due to plants leaving the country, I believe We Are One should be a core belief for the UAW.

United in solidarity and We Are One is our biggest strength. This is a belief that you come after one of our brothers and sisters, that you have 430,000-plus brothers and sisters that have their back. I am proud to say that on this historic day with the support of Local 38, I am here to say I support We Are One.

God bless the UAW. *(Applause)*

PRESIDENT GARY JONES: Thank you, brother. Another one from Region 1A. Sister over there holding the green folder. Or brother, I'm sorry. Excuse me.

Mic 8.

DELEGATE DWAYNE WALKER, Local 900: Good afternoon. I'm Dwayne Walker, president of UAW Local 900, Region 1A. *(Applause)*

DELEGATE DWAYNE WALKER: Under the directorship of Chuck Browning and his assistant, Al Wilson. *(Applause)*

DELEGATE DWAYNE WALKER: I rise in support of this resolution because the constant landscape is changing for our workers. Workers are fighting every day for fairness and a voice on the job. Legislation and regulations are totally against us. See, corporations are starting to come with their palms up, you know, wanting something. It's time that we see them palms down, bringing us something we deserve. *(Applause)*

DELEGATE DWAYNE WALKER: We must stand together for dignity, equality on the job, fair wages and benefits, as well as a safe workplace. We must stand together as one in solidarity to deliver our best contract possible, for our members. And when we achieve this, we can be one. Thank you. *(Applause)*

PRESIDENT GARY JONES: Thank you. Anybody from 1A against? Mic 8, brother there standing up.

Day 1

DELEGATE GARY F. WALKOWICZ, Local 600: Good afternoon, brothers and sisters. My name is Gary Walkowicz, Bargaining Committee Man, chairman from Dearborn Truck Plant, Local 600, Region 1A.

I rise to oppose the resolution on Committees on Bargaining because I believe it is not strong enough. In particular, I want to talk about the language, the resolutions on temporary workers.

The resolution we have in the front of us says reduce the use of temporary workers. I believe our resolution should say eliminate the use of temporary workers. Convert all current temporary workers to full-time permanent jobs, and demand that any future hires be all full-time permanent jobs instead of temporary.

In 2015, I believe we made a major mistake in that contract by opening the door to allow Ford, GM, and Chrysler to hire many more temporary workers instead of permanent workers.

In the Dearborn Truck Plant, since 2015, we have had at various times, between 400 and 500 temporary workers. These workers struggle to make a living on less than full-time work. And they're never sure if or when they'll be converted to permanent jobs that they want.

I've talked to many of these temporary part-time workers. I know what they want. I know what they want this Bargaining Convention to do. In our resolutions from the Dearborn Truck Plant, our members made it very clear that one of the demands we have to stand on is eliminate all temporary work, make everybody permanent full time.

So, I call on this body to oppose this resolution. Instead, pass the resolution to say all current temporary workers must be made full-time permanent. We want full-time jobs for all and full-time pay for all. Thank you.

PRESIDENT GARY JONES: Thank you, brother. *(Applause)*

PRESIDENT GARY JONES: Anybody else against Region 1A? If not, we'll go to Region 5. Anybody for the resolution out of Region 5? Brother right there with the red folder. Mic 3.

DELEGATE FREDERICK JAMISON, Local 2250: Name, Frederick Jamison, Region 5, Local 2250, home of region president— the home of President Gary Jones. Region Director Vance Pearson, Assistant Director Darrell Coulter. *(Applause)*

DELEGATE FREDERICK JAMISON: In my 19 years as a member of the Local 2250, the unity and leadership that I've witnessed along with the rich history of UAW was built on, is second to none. Because of this unity displayed by this great union, we have with an active voice and a seat at the bargaining table.

Day 1

Because We Are One, we have a say in our contracts that provide equality, protection, guaranteed wages, health care retirement and safe working conditions. We Are One because, brothers and sisters, we're only as strong as our weakest link.

This is why I speak wholeheartedly for Local 2250 in support of this resolution because We Are One and we're all we got. Thank you.

PRESIDENT GARY JONES: Thank you, brother. *(Applause)*

PRESIDENT GARY JONES: Anybody else in Region 5 for the resolution? Brother Dan, mic 2.

DELEGATE DANIEL KANDBINDER, Local 31: Good afternoon delegates and guests. I'm Dan Kandlbinder. I'm the president of the UAW Local 31, Kansas City, Kansas, under the dynamic, instrumental, and supportive leadership of our Director of Region 5 Vance Pearson. *(Applause)*

DELEGATE DANIEL KANDBINDER: And Assistant Director of Region 5 Darryl Coulter. *(Applause)*

DELEGATE DANIEL KANDBINDER: I rise in support of this resolution. The word "union," workers coming together to use our strength in numbers to get things done together that we cannot get done on our own. In a time where companies are trying to weaken our unions, the eradication of labor friendly laws, wages and benefits, we must come together as a union and coordinated, our resources and power, and through coordinating new secure and establishing, strengthening better contracts for our members and their families. And this is why I support this, and the body should support this resolution, Coordinated Bargaining. *(Applause)*

PRESIDENT GARY JONES: Thank you, brother. Anybody from Region 5 against? Okay. We'll go down to Region 9. The gentleman with a purple folder, it looks like, from here. Thank you. Coming to mic 2.

DELEGATE TIMOTHY HIRSCHMAN, Local 55: Good afternoon, brothers and sisters. I am Timothy Hirschman from amalgamated Local 55 out of the great Region 9. *(Applause)*

DELEGATE TIMOTHY HIRSCHMAN: Region 9 is led by Director Jeff Binz, Assistant Director Tom Ashton, International reps. Jimmy Lakeman and Gordy Fletcher.

I have been a proud member of the UAW since 1991, in my current role as a business agent. Our local is comprised of 26 diverse groups; everything from automotive suppliers and auto mechanics to clerical workers and teachers. We see the same issues that all members share.

What we were able to achieve at the bargaining table is of not an

Day 1

individual effort. The resolutions laid out here at this convention are a great foundation for not only our 900 members, but the entire UAW.

I support this resolution. We Are One. Thank you.

PRESIDENT GARY JONES: Thank you, brother. (*Applause*)

PRESIDENT GARY JONES: Anybody else from Region 9? Brother back there with the red cap and the purple folder, mic 7, please.

DELEGATE ROSS SEYFERT, Local 1127: Good afternoon. I'm Ross Seyfert, Region 9, Local 1127 under the direction of Jeff Binz and Tom Ashton. I am for this resolution.

The environment of working people has been changing. The cards are stacked against us. I'm a casino dealer. I can see that, no pun intended.

For this reason, is important— more important than ever, that We Are One. I support this resolution. We Are One. Thank you.

PRESIDENT GARY JONES: Thank you, brother. (*Applause*)

PRESIDENT GARY JONES: Anybody against, from Region 9? All right, we'll go to Region 9A. Gentleman with the blue folder, mic 6, please.

DELEGATE CRAIG SMITH, Local 376: Good afternoon, my name is Craig Smith. I'm the president of Local 376, in Region 9A, under the tremendous leadership of Bev Brakeman who, by the way, as I pointed out at the regular convention, is our only female director sitting up on the dais, although I think she might have moved. Not counting our tremendous Vice President Cindy Estrada. So, all you women out there, I think we need to improve the numbers in leadership. (*Cheers*) (*Applause*)

DELEGATE CRAIG SMITH: And Bev is assisted by Gordon Deane, her assistant director. I also want to put it out— point out that Bev is from my home local, that I'm her president, and very proud of that.

I rise in support of this resolution. The famous saying goes, united we stand, divided we fall. And we will fall if we are not one. Despite any differences that we have at times, we all must support each other whether it is the big company negotiations or the small company negotiations.

I happen to have an amalgamated local. My smallest unit is two. And then, it goes up from there. But I represent all jobs in all sectors from Colt firearms, my largest unit, to IPS units, units that support the aerospace industry, taxi cab workers, paraprofessionals. I hope I don't forget any.

Day 1

Custodial workers, groundskeepers. So, if I have forgotten anybody, I apologize.

But we all have to support each one, whether it be in my local negotiations or supporting our Big Three brothers and sisters, ag/imps, any of those. And I believe that this resolution does just that, by calling on us to stand as one.

Lastly, I do want to say that let us not forget brothers and sisters who, at this time, are not organized. We need to organize them, stand with them, and hope they stand with us. Thank you. (*Applause*)

PRESIDENT GARY JONES: Thank you, brother. Anybody else from Region 9A?

Sister with the yellow folder right there, mic 7, please.

DELEGATE LUISA RIVERA, Local 2368: Good afternoon President Gary Jones. My name is Luisa Rivera, president of the Local 2368 at Region 9A with our great director, Beverley Brakeman.

I'm proud to be before this body, to speak in favor of resolution on Key Issues in Bargaining. This resolution has many important issues in bargain, such as reducing wage, disparity with the classification and reduction of temporary workers and improving working conditions.

Insource new and outsource work. New investments, training, protecting health and care and retirement security. Protect workplace health and safety, fair and inclusive workplace and organizing.

In particular, in Puerto Rico, our public sectors UAW members are currently in a battle to preserve our health care... employer contribution.

Another critical issue we are facing in Puerto Rico is health and safety. There are some work places with rats caused by debris after the hurricane.

For this reason, I support this important resolution. Thank you.

PRESIDENT GARY JONES: Thank you, sister. (*Applause*)

PRESIDENT GARY JONES: Anybody in Region 9A against? All right. Sister with the green folder. Mic 7.

DELEGATE PAMELA SMITH, Local 2320: I'm Pamela Smith. I'm the president of Local 2320, the National Organization of Legal Services Workers, under the direction of Regional Director Beverley Brakeman and Assistant Director Gordon Deane, and former analyst UAW member.

I would like to speak in support of the resolution concerning Coordinated Bargaining. Local 2320 is an amalgamated local of the UAW.

Day 1

We represent legal services' workers across the country in nonprofit civil legal services programs. Our structure has allowed us to develop expertise in this area, that has allowed us to coordinate our bargaining and increase salaries and benefits for workers in our industry.

We've also seen the benefit that having this expertise has given us in our ability, to organize new workers. Therefore, I rise in support of the resolution for Coordinated Bargaining. Thank you. (*Applause*)

PRESIDENT GARY JONES: Thank you, sister. Is there anyone against in Region 9A? Anyone against?

All right. I'll apologize to delegates. I thought she was against, but anyway.

Region 8, anybody for the resolution? Gentleman right there in the red shirt; red folder, black shirt.

UNIDENTIFIED DELEGATE: Good afternoon ladies and gentlemen, brothers and sisters. Under direct leadership of Vice President Rory Gamble, Tim Smith, which is filling in for Mitchell Smith right now, no relations. President Todd Dunn. I would like to give a shot out though to Louie Sexton and Steve Stone.

Those are my past leaders, that have actually done a lot for our education in our plant.

I'm in support of the resolution. The great thing about this convention is it's an opportunity for all of us to discuss today's issues at hand, and with the help of the negotiators for the people to come to work everybody day, want and need.

While the unemployment rates are going down, so are the pay rates. This is an opportunity for right now, the negotiators to go through and help out the TPTs. And a lot of the brothers and sisters are struggling, as far as in financial ways.

We're finding that the company is whipsawing the legacy employees and TPTs. For example, if the TPT doesn't have the same benefits that the legacy employee has. So what's happening is a TPT is jumping on a job and learning it and these legacy guys are looking at them and going, why are you doing that, but not understanding, these guys don't have the same benefits that we do. So right now, we currently have over 400 TPTs in our facility.

What I'm saying is pretty much just the tip of the iceberg. With the nation electing the current government officials, your anti-union, and Your Right to Work just around the corner, it's time for us to stand up and unite as a union and build the trust that our members all have and know we do.

Unity equals solidarity. We know unity equals solidarity. We all

Day 1

have to be as one.

So with workers fighting harder every day, it's time to show them that we're fighting just as hard as they are, for them. I stand in support of this resolution. Thank you.

PRESIDENT GARY JONES: Thank you, Brother. (*Applause*)

PRESIDENT GARY JONES: Anybody from Region 8? Brother back there holding the red folder, mic one.

DELEGATE JOHN THORPE, Local 3063: Good afternoon. I'd like to touch briefly on all four resolutions. My name is John Thorpe, I'm the President of Local 3063, Region 8, under the direction of Mitchell Smith and Assistant Director Tim Smith. As we continue in 2019, we are very aware of the changing work environment, the onslaught to put worker against worker. Companies keeping facilities from becoming unionized as a workforce, and taking more and more jobs from union workers.

Together, we can overcome these challenges by educating our members of the issues facing all members across all industries using a building block approach by protecting past gains, making incremental improvements and building the future.

We can protect the rights of workers to have a safe workplace, fair pay, and a voice in shaping the work environment.

We must reduce the time on the pay progression, eliminate tiers and increase starting wages. We must reduce the use of temporary workers and bargain for them to become full-time UAW members. The need is great for brothers and sisters to work together, not only locally, but across the country and globally.

I know from first-hand experience that by working together and sticking together, we are able to force the hand of the company to bargain with our sister plant when they refused to previously bargain with them. When we put these practices standing together—I'm sorry.

When we put these practices and strategies together, we can then truly say We Are One. I support these resolutions.

PRESIDENT GARY JONES: Thank you, Brother. (*Applause*)

PRESIDENT GARY JONES: Is there anyone from Region 8 against the resolutions? All right, seeing none, we'll go to Region 1D. Anybody wants to speak in favor of the resolution out of 1D? The blue folder there, mic 6, please.

DELEGATE TODD COLLINS, Local 724: Good afternoon, brothers and sisters. My name is Todd Collins, president of UAW Local 724 in Lansing, Michigan, under the exceptional leadership of Region

Day 1

1D Director Gerald Kariem and Assistant Director Stevie Dawes.
(Applause)

DELEGATE TODD COLLINS: Yeah. I rise in support of this resolution, We Are One. With every union in the past and every corporation trying to take away our rights, it's more important than ever in our union's history that we come together as one.

We have to remember what our union is about, one voice united for one common cause, every member, every local, every day, fighting for that very word that binds us all together, "solidarity." Thank you.

PRESIDENT GARY JONES: Thank you, brother. (Applause)

PRESIDENT GARY JONES: Anyone else in 1D speaking for? Back there with the yellow folder, mic 2, please.

DELEGATE MICHAEL HUERTA, Local 602: Good afternoon, brothers and sisters. My name is Mike Huerta, I'm from UAW Local 602 in Lansing, Michigan under the guidance of Regional Director Gerald Kariem and Assistant Director Stevie Dawes. (Applause)

DELEGATE MICHAEL HUERTA: I rise in support of this resolution. I applaud the outlined key issues for negotiations focusing on the issues of reducing wage and benefit disparities amongst our UAW family is very important.

We must work to eliminate the divisions that management has created in our worksites. All of our brothers and sisters must have equity and wage and benefit pages.

This resolution also speaks on insourcing new and previously outsourced work. Many of the employers that we negotiate with have cut workers, eliminated shifts, or closed facilities entirely. A focus on either new jobs or bringing back work in-house is incredibly important to combat the relentless cuts for management.

I'm also pleased to see that our negotiations will focus on the use of temporary workers. Unchecked corporate greed and a tax on organized labor has brought too many temporary workers into our worksites.

A clearly defined time frame for duration of temporary classification and a path to permanent employment have never been more important.

Temporary employees are our brothers and sisters and we need to fight the overuse and exploitation of these members of our UAW family. Thank you.

PRESIDENT GARY JONES: Thank you, brother. (Applause)

PRESIDENT GARY JONES: Anybody against in Region 1D? All

Day 1

right. Seeing none, we'll go to Region 2B. Anybody want to speak in favor of the resolution in 2B? Sister with the yellow folder, mic one, please.

DELEGATE MAKISHA RICHARDSON, Local 12: Good afternoon, everyone. My name is Kisha Richardson. I am an executive committee person at UAW Local 12 Jeep Unit, and I rise in support of, We Are One. I come under the administration of Regional Director Rich Rankin and Assistant Director— *(Applause)*

DELEGATE MAKISHA RICHARDSON: — and Assistant Director, Wayne Blanchard. All right. So although the environment for working people in the United States has been changing, which also includes us receiving, the UAW receiving, broad base attacks. Let's not forget, we are the UAW.

Although, there are some anti-labor Congress members that have been elected and are attacking areas that are near and dear to our heart, let's not forget we are the UAW.

Although some of the elected officials are also appointing anti-labor appointees to the National Labor Relation Board to enforce labor laws that are not in our favor, don't forget we are the UAW.

Despite all of these odds that are against us, we are known to stand up and fight for what we believe in. We will not stop now. Always remember, before there was a union, the answer was no. No health care benefits. No. No Health and Safety policies and procedures. No paid vacation. No paid holiday. No fair wages. No pension. No collective bargaining.

Because of the union, we now hear the word yes. Together we stand, divided we fall. This is why I am in support of, We Are One. *(Applause)*

PRESIDENT GARY JONES: Thank you, sister. Anybody else from Region 2B? Brother with the green folder.

DELEGATE DAN McGRATH, Local 12: Good afternoon. I'm Dan McGrath. I'm with one of the most diverse locals in the country with members in virtually every sector, Local 12, with our outstanding president, Bruce Baumhower— *(Applause)*

DELEGATE DAN McGRATH: -- located in Toledo, Ohio, home of the Jeep Wrangler. With our young very energetic outstanding director of Region 2B, Rich Rankin— *(Applause)*

DELEGATE DAN McGRATH: -- and Assistant Director Wayne Blanchard. *(Applause)*

DELEGATE DAN McGRATH: I would like to speak in favor of this resolution, the Collective Bargaining Philosophy. Collective Bargain-

Day 1

ing is a process in achieving great contracts for all UAW members. The impact of the upcoming Big Three talks will have a ripple effect throughout the entire union, not just for General Motors and FCA.

I'm in favor of this resolution because our bargaining is comprehensive. It builds on our past success and works to establish to maintain our contracts, in solidarity. Thank you.

PRESIDENT GARY JONES: Thank you, brother. *(Applause)*

PRESIDENT GARY JONES: Is there anybody out of 2B that wants to speak against? Brother holding the white paper up, Region 1— mic one, please.

DELEGATE DANIEL GILSON, II, Local 14: Good afternoon. My name's Dan Gilson. I'm from Local 14, also Regional 2B. The reason I'm here to vote against— speak against the resolution is as Gary said earlier, we want to talk about being one, we want to talk about being solitary, we want to talk about getting yes for everybody. We need to get rid of the temps. Those people, they don't have the same rights we do. They don't have the benefits. They don't know if they're going to have work tomorrow.

I urge this body to vote against this so we can amend this because it is very important. We do need to be one. But in order to be one, we have to fight as a whole and not leave somebody behind. And after all, that's what the union stands for. Thank you.

PRESIDENT GARY JONES: Thank you, Brother. *(Applause)*

PRESIDENT GARY JONES: Anybody else in Region 2B? Brother holding the red folder, mic 1, please.

SPECIAL DELEGATE JOSEPH KONICKI, Local 128: I'm Joe Konicki, Local 128 President of Region 2B, under the outstanding leadership of Rich Rankin and Assistant Director Wayne Blanchard. *(Applause)*

SPECIAL DELEGATE JOSEPH KONICKI: I stand in support of this resolution because I feel it's imperative we must continue to grow the great membership of this UAW, and also continue to set the standard in health and safety. And that is why I stand in support of this resolution. Thank you.

PRESIDENT GARY JONES: Thank you, brother. *(Applause)*

PRESIDENT GARY JONES: Well, we've heard from all the regions now, both in favor and against it. I would like to have a motion to end the debate.

...A motion was made by several unidentified delegates.

PRESIDENT GARY JONES: Support? Any discussion? All in

Day 1

favor, say aye. All opposed? The ayes have it.

...The motion was supported by several unidentified delegates.

PRESIDENT GARY JONES: We're going to have a short brief video presentation and then Secretary-Treasurer Curry will monitor the debate.

...A video was presented to the delegation. (*Applause*)

SECRETARY-TREASURER RAY CURRY: I would like to call on Sister Rice of the Resolutions Committee for the reading of our next resolution.

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I would now like to call Brother Richie Tague to read the next section of the Proposed Resolution.

RESOLUTIONS COMMITTEE MEMBER RICHIE TAGUE, Local 450: 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.

I will be reading the Political Action and V-CAP, found on Page 11 of the Proposed Resolution book.

The UAW is politically active because our ability to make progress for workers at the bargaining table is tied to our ability to elect pro-labor candidates to office. Federal, state, and local officials make countless decisions that impact the well-being and quality of life for working Americans; these decisions can support or undercut contract provisions we negotiate at the bargaining table. We must remain actively involved in the political process in order to advance the interests of workers on issues like work-place health and safety, trade policy, the right to organize, the right to a fair collective bargaining process, pensions, Social



Members of the Constitution Committee are introduced.

Day 1

Security, Medicare, Medicaid, and civil and human rights.

In a time of very deep political divides and social unrest, our political action is guided by our core values with the goal of electing candidates who will listen to and advocate for working women and men, not just large campaign donors. One of the most effective ways to ensure that all working Americans are represented in politics is to make sure that pro-worker candidates are elected and held accountable.

UAW members help elect pro-worker candidates by supporting V-CAP through V-CAP checkoff. V-CAP is the UAW's political action program, which includes the Union's Political Action Committee (PAC). The PAC fund is made up of voluntary contributions from UAW members, both active and retired. The money is used to support pro-worker political candidates who have earned the endorsement of the UAW Community Action Program (UAW CAP). This voluntary contribution is usually made through automatic payroll deduction, called V-CAP checkoff. By law, union dues cannot be used to contribute directly to any federal candidate, and in an ever-increasing number of states, any statewide candidate for public office. V-CAP checkoff is established in the UAW Constitution, Article 12, Section 20 which is our only means of monetary support for many labor-endorsed candidates. V-CAP will give not only the UAW sisters and brothers, but all men, women, and children, young and old, a voice and hopes of creating a more just and equitable society.

Without these voluntary contributions, our ability to impact the outcome of important elections would be greatly weakened. A V-CAP checkoff clause allows us to contribute directly from our paychecks, to decide how much to contribute, and to adjust our contribution amount at any time. Consistent monthly checkoff contributions are the source of most of our V-CAP funds and this method allows us to gear up for big battles ahead. To give UAW members a strong voice in politics, we will pursue the following objectives at the bargaining table:

- * V-CAP checkoff language in all UAW contracts.
- * Contracts containing V-CAP checkoff language must be reviewed to assure that employers provide all needed information and charge only reasonable administrative fees. And
- * We must redouble our efforts and continue bargaining to receive V-CAP information in an acceptable electronic format from the employer. This is becoming even more important as many laws have changed making it harder for unions to represent members in politics.

Thank you. (*Applause*)

SECRETARY-TREASURER RAY CURRY: I now open the floor for

Day 1

debate on this resolution. We will take two speakers from each region in support of this section, and we will take two against.

We are going to start in the debate of order Region 4. White card, go to mic 4.

DELEGATE SCOTT HOULDIESON, Local 551: Good afternoon, brothers and sisters. My name is Scott Houldieson. I am a delegate from UAW Local 551 in Region 4, under the directorship of Ron McInroy and the Assistant Director Brad Dutcher.

I stand in support of V-CAP. I contribute monthly to V-CAP, and my family contributes monthly to V-CAP, as well.

There's a couple of things I would like to push forward in the V-CAP realm. And that is that V-CAP isn't just about money. We need to get our committees active in the streets.

I want to commend my union sister here, Kenya Townsend, for organizing a bus to Washington, D.C. for the Women's March. We need to participate in these activities as a union, as members. The Science March, the Climate March, the March for Our Lives, all those are important political activities. They are just as important as the ballot box. In between elections, we need to be active. So I think that's an important thing that needs to be done.

In addition, we need to recruit our own. We need to recruit UAW members to run for political office. And that would include in our contracts the need to get leaves of absences for people who are elected to represent us at the state and the federal level, and the local level.

So, if you are elected as a town council member and you have to serve part time in that capacity, that language should be included in our contracts. Currently, in the Ford contract, where I work, only full-time representatives are recognized in the contract. So we need to expand that to part-time office holders, as well.

And I would be remiss if I didn't mention that when we come to deciding what candidates we support, we need to remember those candidates who supported us. In June of 2017, we all remember the march on Mississippi when we were trying to organize the workers at Nissan. And what presidential candidate was there and had our backs and was there to try and support us in our organizing efforts? Bernie Sanders was there. That's right. *(Applause)*

DELEGATE SCOTT HOULDIESON: We need to remember that when it comes time to consider who we are going to endorse for the 2020 election, because a candidate who will walk the picket line with us, a candidate who will talk to, speak to the issues that we hold dear, is the candidate that we need to support. That's my opinion, and I hope

Day 1

that's the opinion of the majority of UAW members in the Community Action Program. Thank you very much.

SECRETARY-TREASURER RAY CURRY: Thank you, brother. Anyone else in Region 4 for support? Blue folder, go to mic 4.

DELEGATE THOMAS RALSTON, Local 838: Hello. My name is Tom Ralston. I am from UAW Local 838, Waterloo, Iowa, in Region 4, under the direction of Ron McInroy and Assistant Director Brad Dutcher.

I rise in support of this resolution, because now, more than ever, we need to elect labor-friendly candidates and hold elected officials accountable.

Attacks on working people are on the increase. This is on the federal level, the state level and the local level. We can't afford to lose these battles. And dues checkoff, V-CAP checkoff, is an important tool to ensure that we can fight these battles, and that's why I support this resolution. Thank you.

SECRETARY-TREASURER RAY CURRY: Thank you, brother. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Anyone from Region 4 against the resolution?

Seeing none, we will proceed to Region 1A. Region 1A in support of the resolution?

Green folder, please go to mic 7.

DELEGATE ALBERT BYRD, JR., Local 163: Good afternoon, brothers and sisters. My name is Al Byrd.

I am a Local 163 education chair and an organizer. And I am here under the tutelage of our Regional Director, Region 1A, Chuck Brown-ing and Assistant Director Al Wilson. *(Applause)*

DELEGATE ALBERT BYRD: And I am just— I am in support of this resolution because through V-CAP, we as workers have a voice versus a political action group versus the other political action group such as ALEC and the Michigan Center of Public Policy, you know, they have money, but we have people, and our voice.

And this helps to balance the scales for us as working men and women, because we are always, always under— we are always under attack by the corporations, and this is one of the ways that we fight back. And we have got to use this tool to elect the pro-worker politicians. And also, we have to make sure that we hold their feet to the fire to make sure that our agenda is brought to a fruition.

Day 1

Also, one of the other reasons I am for it is because Reuther, Walter Reuther, always talks about the— there is a direct correlation between the ballot box and the bread box. And that has affected me in my home. My wife is a teacher here in the state of Michigan, and through the last so-called governor who was anti-worker, he, through a write of his pen, he made us have a 10 % pay cut. And then our health care went from \$150 every two weeks to \$450 every two weeks. So that's yet another reason why I am for this resolution.

And also at our local, by me being a new member orientation— by me being education chair, we, through new member orientation, is where we signed up most of our members so they are educated on the PAC and through the checks— the dues checkoff.

And with that I am done.

SECRETARY-TREASURER RAY CURRY: Thank you. Anyone else in support in Region 1A? Orange folder, mic 7.

DELEGATE MARK W. DEPAOLI, Local 600: Good afternoon, brothers and sisters. My name is Mark Depaoli, Financial Secretary from the UAW Local 600, Region 1A, under the great direction of Brother Chuck Browning and Assistant Director Al Wilson.

So I am here to speak in favor of the political action and V-CAP. Working at the local level, especially from a larger local, I unfortunately get to see firsthand the negative effects of us not getting labor-friendly candidates in office. We have been pretty fortunate at the bargaining table to make gains for our members, but we are under attack from our federal government, the NLRB, in particular. And I am going to give some examples.

September 14th of last year, a letter was sent from the Office of General Counsel of the NLRB to all the regional directors and officers, and it basically says that in regard to processing and communicating grievances, there is no more mere negligence, you can't make any more mistakes. Everything is a violation of the Act, meaning you are breaking the law.

I am not going to go through the whole letter, but I do want to read the closing paragraph. And it reads: The general counsel is aware that the above-described approaches may be inconsistent with the way the Board and Regional Directors have historically interpreted duty of fair representation law. Going forward, regions are directed to apply the above principles to duty of fair representation cases, issue a complaint where appropriate, and make arguments consistent with those set out above.

Day 1

So, they are changing the way they interpret the law.

Just two weeks ago, our attorney was answering some questions on a current case, and the response he from the NLRB field examiner stated: Please be aware that the general counsel in Washington is scrutinizing duty of fair representation case and charges, and is focusing on grievance processing and the union's failure to communicate decisions or respond to inquiries for information or documents by the charging party.

Now, I know that doesn't sound that bad, right, they are just stating that we have to do our job to perfection, right, and we like to do that. But I am going to give you some examples of what they are really doing.

So, we just recently had charges filed against us, and the charge was, one, that we didn't process a grievance, and this is for a terminated member, and two, that we didn't provide a copy of the request upon his request.

So, throughout the investigation, we were able to show that, yes, we did process a grievance and it is currently in the third stage, and that we informed the member that we would have a copy of the grievance at the local that he could pick up at his convenience.

So, the NLRB decided to drop the charge, that we didn't process his grievance. But they are still forcing through with the charge that we failed to provide him a copy. Not that we didn't provide him a copy, but we might not have done it in a timely manner. And the real issue with this is there's no set time.

It could be a week, it could be two weeks, it could be two days. But they're still charging us with that.

So, this treatment is a direct effect of the current administration in the White House. And this is what happens when we don't get labor-friendly people in office. And this is why I stand for this resolution. Thank you. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you, brother. Anyone in Region 1A, Region 1A against? Seeing none, we will now go to Region 5.

Anyone in support in Region 5? Red folder, our sister on the front row here.

DELEGATE HELEN BROWN, Local 129: Good afternoon. My name is Helen Brown. I am a unit chairperson at amalgamated Local 129, under the leadership of Regional Director Vance Pearson, Region 5, and Darrell Coulter, Assistant Director.

I rise in support of this here resolution for V-CAP.

Day 1

V-CAP is, for those of you that don't know, it is the Volunteer Community Action Program. It is dear to my heart because it starts in the community. OK. You have got to get to know and work with your politicians, on the local level, state level, and then national. Know who your elected officials are and hold them accountable.

Just like at our conference that we just had, V-CAP, in Palm Springs, we have got to go back to the basics. That's what our director said. We are going back to the basics, as far as volunteering, putting our boots and our feet to the ground. Let's volunteer on Election Day. Because a lot of us are off. So, we need to get up and help our politicians get out and get people rise to the election.

And as far as the contributions, I hold that close to heart, because no matter how much you make, the contribution is \$1. Something is better than nothing. So, all of us in here should contribute at least a dollar to help us get the politicians that are labor-friendly, the politicians that vote on our issues, you know, that we believe in. We just not going to just hand them any account of money, you know, they have to believe in and vote our way.

And also, again, as far as the contributions are concerned at work, they take it out separately before any taxes, so we don't miss it. But we need to do our part as far as holding our officials accountable. And when we get ready to go fight, just like the president said, the corporate America, they look and see what our finances are.

So, V-CAP, with those contributions that we give, if all of us in here give a dollar, if there's 1,200 of us in here, that's \$1,200, OK, a year, per person. You do the math. But we need the contributions to help support our labor-friendly candidates. And I do support V-CAP. Thank you. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you, sister.

Anyone else in Region 5 in support? Red folder, mic 3.

DELEGATE SHEILA HILL, Local 276: Good afternoon. Sheila P. Hill, Local 276, delegate from Arlington, Texas.

Hello, President Jones.

Under the direction and the beautiful Director Mr. Vance Pearson.
(Applause)

DELEGATE SHEILA HILL: Region 5. And Mr. Darrell Coulter, the assistant director.

I stand in support of V-CAP as a president's club member. The political action— V-CAP is the Political Action Fund, V for voluntary contributions made by members and our families.

Day 1

This money is used to support candidates that have earned the endorsement. These candidates are Democrats as well as Republican that have earned the endorsement through UAW to the office of federal, state, and local, to impact the quality of life of all working Americans. These decisions support the contract provisions at the bargaining table. The V-CAP checkoff, it is a small contribution. The task of V-CAP is to organize, educate, and mobilize our members. V-CAP is essential to impacting the condition through the political action realm.

Let me encourage all of you to go home and increase your contributions. I stand in support of V-CAP. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, sister. Anyone in Region 5 against the resolution? Seeing none, we will now move to Region 9.

Anyone in support in Region 9 for the resolution? Gray folder, please go to mic 7.

DELEGATE MIKE DELUCAS, Local 686: Good afternoon, brothers and sisters. My name is Mike DeLucas. I am the vice president of the Local 686 out of Lockport, New York, under the great direction of Jeff Binz and Assistant Director Tom Ashton.

I stand up here in support of this resolution, in support of V-CAP and political action. This is important to our future. This helps us and gives us the ability to help get pro-labor candidates elected to office at a federal, state, and local level.

It is important to our future. Remember, this is— these are the candidates who pass the laws that impact our lives every day. That is why we all need to get involved with our federal, state, and local politics, and also give what you can give to V-CAP. It is important. And that is why I am here standing in support of this resolution.

Thank you. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, brother. Anyone else in Region 9 in support? Gray folder, mic 6.

DELEGATE PETER MURPHY, Local 2210: Good afternoon. My name is Pete Murphy, from Local 2210, Region 9, under the great leadership of Jeff Binz and Joe Ashton— Tommy Ashton.

At this time, such political divide and discourse, our V-CAP is needed more than ever. With the help of V-CAP, we can support and elect officials in office that support Medicare and Medicaid, health and safety, the right to organize, and our trade policies, civil and human rights, and fair collective bargaining, so when we negotiate at the bargaining table, decisions can be supported and not undercut by federal and local laws. We need our V-CAP as strong as possible. Thank you.

Day 1

(Applause)

SECRETARY-TREASURER RAY CURRY: Thank you, brother. Anyone in Region 9 against the resolution? Seeing none, we will now move to Region 9A.

Anyone in Region 9A in support of the resolution? We've got the purple folder, please go to mic 7.

DELEGATE CAROLINA AFRICANO, Local 2320: Good afternoon. My name is Carolina Africano. I am the northeast regional vice president of Local 2320, the National Organization of Legal Services Workers, in Region 9A, under the inspiring leadership of Bev Brake-man and the assistant director Gordon Deane.

I stand in support of the resolution. Now is the time for all members to flex our political muscles in light of the high stakes of the upcoming congressional and presidential elections in 2020. We need to collectively double down and increase our commitment to the V-CAP program, in order to support greatly needed pro-worker candidates to protect and advance the rights and interests of all workers and our families. Thank you. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you, sister. Anyone else in Region 9A in support of the resolution? Seeing none, anyone against the resolution in Region 9A? We will now move to Region 8. Anyone in support of the resolution in Region 8? Red card, mic 2.

DELEGATE JOHN KLEFOT, Local 862: Good afternoon. I am John Klefot, benefit rep., Local 862, Region 8, represented by Mitchell Smith, Director, Assistant Director Tim Smith. I am speaking on the political action, V-CAP. V-CAP is the union's most essential means of impacting conditions in the political arena. The money is used to support pro-worker political candidates who have earned, earned the endorsement of the UAW Community Action Program. It wasn't given to them. From taxes, trade, to retirement, job security, health care, that's why it is essential for working families to make our voices heard in local, state and national elections. This is why I support this resolution.

SECRETARY-TREASURER RAY CURRY: Thank you, brother. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Anyone else in Region 8 in support? Sister with the orange card, please go to the mic 1.

DELEGATE EVELINA WARLIX, Local 2406: Good afternoon, brothers and sisters. My name is Evelina Warlix, a member of the UAW for 34 years, Region 8, Local 2406, out of Memphis, Tennessee. I

Day 1

am the chairperson of the CAP Committee, under the leadership of the Director Mitchell Smith, Assistant Director Tim Smith.

I rise in support of this resolution. We need to elect pro-labor candidates to office that have our values and beliefs. We need to continue to support V-CAP and make sure that all our UAW contracts contain V-CAP checkoff language. With a strong V-CAP program, we have ability to elect candidates and support working men and women.

And we need to— boots on the ground, like the sister said. We need to go talk on the phones, knock on some doors, get some young people, you know, registered to vote.

And when we at our union meetings, we need to talk every time at the union meetings, there's always something to say about V-CAP. When they see me, they know I got something to say. So, we need to get up and we got— we have the numbers to elect anybody we want. And we have to get out and vote. We have to get our kids, we have to take the seniors to the polls. We have got to work. We have got to get out. We can't do it sitting down. So, we got to work. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, sister. Anyone against in Region 8?

Seeing none, we will now move to Region 1D. Anyone in support of the resolution in Region 1D? Yellow card, please come to mic 2.

DELEGATE RYAN BUCHALSKI, Local 598: Good afternoon, and greetings, sisters and brothers of the labor movement.

SECRETARY-TREASURER RAY CURRY: Good afternoon.

DELEGATE RYAN BUCHALSKI: It didn't work out like I thought it would. My name is Ryan Buchalski. I am the president of UAW Local 598, home of the original Fisher Body sit-downers in Flint, Michigan. And also, home of my friend and my brother Ruben Burks. (*Applause*)

DELEGATE RYAN BUCHALSKI: Served under the magnificent and tremendous leadership of my director and brother Gerald Kariem and Assistant Director Stevie Dawes. (*Applause*)

DELEGATE RYAN BUCHALSKI: Sisters and brothers, I rise in favor of this resolution. The labor movement today is under attack more than ever. I personally felt energized and inspired today while watching JFK on the screen at the 18th UAW Constitutional Convention, and then later when we honored Representative John Dingell. How I wish we had leaders like that, and not a tweeter like we do today. (*Applause*)

DELEGATE RYAN BUCHALSKI: Leaders, not tweeters.

Our only defense in today's political climate is V-CAP and boots on

Day 1

the ground. Without V-CAP, unfortunately, we have a much more difficult political table— I am sorry, a much more difficult time making a difference at the political table. Our members' voluntary contributions help to ensure we get labor-friendly candidates elected. V-CAP should be everybody's No. 1 priority next to bargaining.

We, as leaders, need to be seen on the shop floor, and we need to make sure we are connecting with our members, so they not only make voluntary contributions, but also get out and vote for the candidates who support labor and their families.

At Local 598, we have continued to grow our monthly contributions, and we will continue to educate our members through CAP drives and one-on-one conversations. And together, we will win because in the UAW, We Are One.

In solidarity, thank you. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, brother.

Anyone else in support of the resolution in Region 1D? Seeing none, anyone against the resolution in Region 1D?

We will now move to Region 2B. Anyone in support of the resolution in Region 2B? Manila folder, please come to mic 1.

DELEGATE DEREK CRONIN, Local 440: Greetings, sisters and brothers. My name is Derek Cronin. I'm an elected delegate, vice president of Local 440 in Bedford, Indiana. And I am also an area CAP Chair. We are under the inspirational leadership of Rich Rankin and Hollywood, Wayne Blanchard. (*Applause*)

DELEGATE DEREK CRONIN: I rise in support of this resolution. We all know why we give. We want to help elect those who will support our fight in negotiations. It is critical for this convention, because we can easily be weakened at the bargaining table by politicians who won't support our goals.

For me, I specifically give because I want to live long enough to see in Indiana what happened here in Michigan, the election of a UAW member to governor that will fight right-to-work for less and other anti-worker policies.

Thank you. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, brother. Anyone else in Region 2B in support of the resolution? Seeing none, anyone in opposition of the resolution, Region 2B?

We will now move to Region 1. Anyone in support of the resolution in Region 1? There is a yellow folder. Would you please come to mic 8.

DELEGATE DAVID INMAN, Local 9699: Hello. My name is

Day 1

Dave Inman. I am president of the UAW Local 9699, Region 1, under the great leadership of Frank Stuglin, Director Frank Stuglin and Assistant Director James Harris.

I stand in support of this resolution. Political action and V-CAP are a vital part of our lives. If we gain things through negotiations just to lose them in anti— through anti-labor laws, it doesn't make any sense.

We need to support politicians that support working families and labor and hold them accountable for what they do. That's why I stand in support of this resolution.

SECRETARY-TREASURER RAY CURRY: Thank you, brother.
(*Applause*)

SECRETARY-TREASURER RAY CURRY: Anyone else in support of the resolution in Region 1? There is a white folder and a sister standing, if you'll come to mic 8.

DELEGATE KAMILAH DEGREE, Local 1700: Good afternoon. My name is Kamilah Degree, elected delegate of Local 1700, Region 1, under the direction of Frank Stuglin and Assistant James Harris.
(*Applause*)

DELEGATE KAMILAH DEGREE: And I am in support of this resolution because federal law does not mean that you can regulate the employers around us. So, if you haven't a way of organizing, if you have laws that are already up, minimum wage already up, all this stuff, then the standard is even better for us to even grow and make more.

And also, with the V-CAP, like you have— it is an important tool because you have lobbyists that always want other people to do for their own gang. That's the against us, for corporations to make more money. So, we need to do the same thing for ones who is looking out for our benefits. We need to do good for them, support them, not just, like you say, only money. Also being out there, throwing our names out there, getting other people that's not registered to register, because a lot of people even registered to vote. And also make sure they go out to the polls and vote for the people. And that's—

Sorry, one more thing. And then the NLRB, like they say also, whoever is, like, if you have the Democratic Party, they appoint them. If you have a Republican Party, they are electing people. If you want your stuff to get through for us, you need to have the right appointees in there. So that's why I am in support. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, sister. Anyone in opposition in Region 1?

Seeing none, my apologies, we are going to return to Region 2B. There is a sign in the back, white sign, please go to mic 1 in support of

Day 1

the resolution.

DELEGATE MICHAEL DEOERIO, Local 1112: My name is Mike Deoerio. They call me Cookie. I am from 2B, and my Director is Rich Rankin and Wayne Blanchard. *(Applause)*

DELEGATE MICHAEL DEOERIO: I'd just like to say one thing. Does everybody read their Solidarity? There is a little article in there, and it is highlighted in blue. And it is for V-CAP. And it is telling me, and I am a contributor, and I am a hundred percent with that blue article under V-CAP. I do contribute, and I am asking you guys to contribute, because if you don't, you are going to get— if you want to drive a car, you put it in drive. If you want to go backwards, you put it for a Republican. Let's get to work and have this Gary Jones team get with a lot of money in here.

Everybody in this convention, delegates, I am a retiree, I am the financial secretary for Local 1112. Everybody should contribute \$10. It is your monthly thing, \$10, \$20 a month.

And I am making a commitment right now to 2B, because the retirees are not doing too good, in the contribute, from what I heard. I will give a thousand dollars if we can come up to be No. 1 out of the nine districts.

And Gary, I know you are from Region 5. I have been trying to beat you guys for a long time. And one of these days I will. And buddy, I hope everybody contributes. Thank you. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you, brother. We have heard from all of the regions now. Is there a motion to end debate? ...A motion was made by several unidentified delegates.

SECRETARY-TREASURER RAY CURRY: Is there a second. ...The motion was supported by several unidentified delegates.

SECRETARY-TREASURER RAY CURRY: Any discussion?

All in favor, please signify by saying aye. Opposed, nay.

The ayes have it and so ordered.

At this time, we are going to have three videos, followed by President Jones presiding. Thank you.

...Videos were presented to the delegation.

PRESIDENT GARY JONES: Now I would like to call Director Vance Pearson to the podium, please, Vance. *(Applause)*

PRESIDENT GARY JONES: In a time-honored tradition, we are going present the V-CAP Award to the winning region.

Day 1

For the past 19 out of 20 years, the first region to raise over \$1 million, and they have done it six times, the first region to raise over \$2 million, and they have done it twice, I would like to present the V-CAP Award to Region 5 Director Vance Pearson. Vance. (*Applause*)

UAW Region 5 Director Vance Pearson accepts the V-CAP award for the region that has won it the past 19 out of 20 years.

DIRECTOR REGION 5 VANCE PEARSON: I accept this award proudly for all the retirees, active members, leaders, fighters in Region 5. We have done it again. Yes. (*Applause*)

DIRECTOR REGION 5 VANCE PEARSON: We have a couple of secrets in Region 5 about how we are able to achieve this victory each time. And I am going to give a little bit of our secret to you. The first thing we do, we are not scared to ask. We ask each and every one of our members to contribute. Believe me, that one works. It really does. All you have to do is be brave enough to ask them, and they will give. But they want to be asked. Brother, we got it again.

Yeah. All right. You know, I worked as an assistant director for Gary Jones, and I was proudly working for him. I continue to work for him as an assistant. He is a great mentor. And as I worked for him, I had a lot of directors, you know, bully me.

Tell me how we are not going to get this trophy again. How this time it is theirs. And on and on and on. Unfortunately, I guess they didn't win that one, this one neither, because we got this one, as well.

Lastly, I just want to say thank you, Region 5. You guys work hard. Keep up the work. And keep a secret from the other directors that we are going to accept the award next year, as well. Thank you. (*Applause*)

PRESIDENT GARY JONES: Thank you, Director Pearson. Thank you, Region 5, for all the money you raised. We are now going to play a few short videos.

...Videos were presented to the delegation. (*Applause*)

PRESIDENT GARY JONES: I want to commend everybody for the great debate we have had today, for everybody staying here. We will be in recess now until 9:00 in the morning. The reception is across the hall, over in the Grand Ballroom. The refreshments will start at 3:15. The food will be available at 4:00. Thank you all.

Look forward to seeing everybody in the morning.

(At 3:00 p.m., Monday, March 11, 2019, the Convention was recessed, to reconvene at 9:00 a.m., Tuesday, March 12, 2019.)

Day 2
Day 2
Tuesday, March 12, 2019

The 2019 Special Convention on Collective Bargaining was called to order at 9:09 a.m., Tuesday, March 12, 2019, in Cobo Hall, Detroit, Michigan, Secretary-Treasurer Ray Curry presiding as chairperson.

SECRETARY-TREASURER RAY CURRY: Can we call the convention to order. If we could all rise right now, please. If we could give an acknowledgment right now to our International Executive Board and our retired Executive Board officers. (*Applause*)

SECRETARY-TREASURER RAY CURRY: While we are standing, please join me in the Pledge of Allegiance.

...The Pledge of Allegiance was recited.

SECRETARY-TREASURER RAY CURRY: Please remain standing for a moment of silence.

...A moment of silence was observed.

SECRETARY-TREASURER RAY CURRY: You may be seated.

So, we are glad to see most of you here. It looks like most of you made it through the reception last night, and I know we have got a few folks still coming in. But thank you for arriving on time this morning.

I would like to announce timekeepers at this time from Region 9 for this morning's session. Tim Hirschman, William Seyfert, Mike Holmes for the afternoon session, and Pam Smith. (*Applause*)

SECRETARY-TREASURER RAY CURRY: At this time, we will be going into the sector reports. As director of Heavy Truck, General Dynamics and the Agricultural Implement, it is my privilege to bring you up-to-date on all three sectors for our membership nationwide where we represent over 42,000 workers. Following my report on these sectors, I will deliver the financial report due to my role as secretary-treasurer.

In our heavy truck locations, primarily in Regions 2B, 4, 5, 8 and 9, we have seen record hiring at all locations of assembly, engine production, parts manufacturing, and parts warehousing. Record orders from our customers have been at the highest point in history. Several new models have been introduced. And replacement parts sales volumes have drastically increased.

Day 2



UAW Secretary-Treasurer Ray Curry offers sector reports as the union's top financial officer and director of Heavy Truck, General Dynamics and the Agricultural Implement Department.

During this peak period in the market, new collective bargaining agreements have been negotiated at Daimler Truck North America, Thomasville Bus, Navistar Trucks, and IC Bus of Navistar, providing wage increases, improved benefits, and the elimination of the second tier. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Upcoming bargaining begins this fall in September, with the expiration of Mack Trucks, and March 2021, with the expiration of Volvo Trucks. Detroit Diesel and Detroit Axle, both Daimler companies, will see agreements concluding also in October of 2019 and April 2020, respectively.

Will all of the Daimler Truck, Detroit Axle, Detroit Diesel, Navistar Policy, Mack Truck, and Volvo Truck committee members and council members please stand. *(Applause)*

SECRETARY-TREASURER RAY CURRY: I would like to thank you for your commitment to the membership and thank the respective regional directors for their support.

In our agricultural implement locations, primarily in Region 4, and with parts distribution centers located in Regions 5 and 8, we continue to see growth at John Deere, Caterpillar, and Case New Holland. These locations were warehouses for parts distributions and also manufacture wheel loaders, compactors, wheel tractor scrapers, tractors, transmissions, engines, fuel injectors, combine heads, crawlers, cabs, balers, backhoes, and so many products that you see each and every day in your cities, on construction sites, and also on your local farms.

Day 2

The agricultural implement sector can see continued growth through the passage of a national infrastructure bill by the U.S. House and Senate.

Unfortunately, this sector can also see reduction in equipment sales based on global tariff rules.

The next round of bargaining will begin with agreement expirations for John Deere, October 2021, Case New Holland, April 2022, Caterpillar, March 2023.

Will all of the Ag Councils of John Deere, Case New Holland, and Caterpillar please stand?

We would like to thank you for your commitment to the membership, and thanks to the directors of Region 4, 5, and 8 for your support. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Our last sector, General Dynamics, has locations in Region 1, Region 2B, Region 8, 9, and 9A, respectively. Bargaining will take place this fall as the agreement expires in October of 2019 for the locations covered under the master agreement. General Dynamics locations produce Abrams Tanks, Navy Turrets, the IAV, which is an interim armored vehicle, Stryker, and next-generation prototypes and engineering, submarines and so much more. Clearly, federal defense budget funding can and will impact the sector unlike any others for many years to come.

Will the General Dynamics Council please stand? *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you for your commitment to the membership, and your upcoming bargaining, and for the respective directors, for your support. Now let's transition to the secretary-treasurer's financial report, where I will go through six slides, and I will provide you with our current financial standing and an update on the Strike and Defense Fund. On slide 1 here, I am pleased to share with you a short financial report for the International Union. There are just six slides in this presentation, and it should give you a good idea of the big picture of our finances, as well as an update on the Strike and Defense Fund. I think you will be very satisfied with the progress that we have made over the last four years.

It is important to point out that the efforts required to achieve this success were well started before the last convention by former officers of our International Executive Board, some of whom are here with us today.

We thank them for their leadership, and we remain focused collectively on the priority of having a balanced budget.

Even more importantly, we are committed to our responsibility to

Day 2

be good stewards of our financial resources that you have entrusted us with. While this has always been one of the guiding principles of the UAW, the events of recent years have reminded us of its importance, and I assure you that we take that responsibility very seriously.

The presentation today is a bit of a turnaround story. We worked hard; we have learned hard lessons, and we have made hard decisions. The results are finally evident. On that note, let's turn to the presentation.

This slide shows our average membership for the last four years, as well as the average per capita tax income collected by the International Union on those members. The per capita income tax you see here represents the portion that's allocated to our operating funds to cover the costs of our day-to-day expenses. In other words, it does not include the portion of per capita taxes that goes to the Strike and Defense Fund, which will be reflected in a later slide. Our membership has remained fairly consistent over the last four years at about 400,000. Per capita tax income to the operating fund is on a steadily upward trend and mirrors the economic increases received by the Big Three members during the last four years of bargaining. These figures do not include recent membership gains in Higher Ed and the Gaming sectors because those members do not pay dues until they have successfully negotiated their first contract. This slide shows our total income and operating expenses for the operating funds in the last four years. The operating funds receive income from dues paid by our members, which we looked at on a previous slide. This fund also receives income earned on our investments.

The operating fund pays our expenses for the day-to-day activities associated with organizing and servicing our members. Because we are a service organization, our largest expense category is payroll and benefits. But the operating fund also pays for other expenses associated with running our union, like building, insurances and taxes for properties owned by the International, expenditures for national and regional conferences, leadership meetings, charitable donations, election-related expenses, for issue advocacy, and office expenses like Xerox machines and office supplies.

To achieve a balanced budget, we must take in more income than we pay out in expenses. The dark blue bar on the chart shows how much income we received this year. The light blue bar shows what we paid out for expenses. The difference between the two is our income or loss for the respective year. As you can see, we reported income in 2015, 2016, and 2017. In fact, 2017 was a particularly good year, and our income was significantly higher due to onetime investment gains.

It is worth pausing here for a moment to put into perspective, prior

Day 2

to 2015, it had been many, and when I say "many," many years since the International had a balanced budget. In fact, we weren't even close to a balanced budget. If you go back eight or nine years, the International Union was incurring expenses of losses that were significant, and to the tune of \$30 to \$40 million per year and relying on our annual transfer from the Strike Fund to offset those losses.

We have made a dramatic turnaround in our finances, and we have done that in a thoughtful and prudent manner. That brings us to 2018, when we reported a small loss for the year for a couple of reasons. First, our investment income was much lower than in 2017, and that in part is the reason for the decrease. But we also saw an increase in costs, some of which are permanent increases, and some that we know won't repeat again this year, including election-related activities. With respect to the cost increases that are permanent, we are keeping our eye on those and working to minimize their impact by continuing our efforts to scrutinize every single aspect of our operations to be sure that we are providing services to our members in the most efficient and effective manner. Although we reported a loss in 2018, our operating fund balance is still healthy and strong. The income we reported in 2015 through 2017 added \$23 million to our operating fund balance and helped provide a cushion for absorbing the small losses that took place in 2018. At the end of 2018, our operating fund balance was \$67 million. As I mentioned in my introduction, it took a lot of hard work by a lot of individuals to get to this point, but we made the commitment to do so, and we are pleased with the results. That wraps up an overview of our operating funds, and now I would like to give you an update on the Strike and Defense Fund.

This part of the presentation highlights the strongest achievement of restoring the health of the Strike and Defense Fund. This has been one of our top priorities. And I am happy to report that with your assistance, we have been able to achieve that, and we are succeeding.

To put this in perspective, we need to remember that it was not long ago, less than five years ago, that the balance of the Strike and Defense Fund had fallen to \$590 million. The fund had no dedicated source of income, and as a result, the balance of the Fund was decreasing each and every month. We were faced with the hard reality that it would be only a matter of time until the provisions of the Constitution were triggered that stop all Strike Fund rebates for each and every respective local union. That would be a catastrophic financial event for both the local unions and the International Union. Of equal importance was the fact that the Strike and Defense Fund balance declined, so its ability to act as a deterrent to employers during contract negotiations would not be in effect. We knew we had to take the action to avoid both of those consequences, and we knew that it would not be easy.

Day 2

As you know, the delegates of the 36th Constitutional Convention in June 2014 approved a half-an-hour dues increase that was 100% dedicated to the Strike and Defense Fund. Everyone acknowledges that the dues increase was a tough decision, but that decision definitely paid off. Since the dues increase was implemented in November of 2014, the Strike and Defense Fund has received more than \$229 million of revenue, and the balance in that fund rebounded to \$767 million as of December 2018.

You should give yourself a round of applause, because you are responsible for that. (*Applause*)

SECRETARY-TREASURER RAY CURRY: That was a huge accomplishment that moved the Strike Fund back onto solid financial footing. The next step was to rethink the funding mechanism for the Strike and Defense Fund to be sure that we did not end up in the same situation again in the near future.

The delegates to the 37th Constitutional Convention this past June took action to ensure the long-term health of the Strike and Defense Fund by approving changes to the dues structure under Article 16.

This slide summarizes the changes to the dues structure. The blue bar shows where we are today, with a balance in the fund of \$767 million. Dues are currently at two-and-a-half hours, or 1.44% of pay per month. As long as the dues increase remains in place, the Strike and Defense Fund has a dedicated source of revenue, and the balance in the Strike Fund will continue to grow each and every month, assuming no major strike activity, and also no major issues with regard to financial markets.

As we gathered at the convention in June 2018, we recognized a couple of things. First, although the dues increase was successful in rebounding the Strike and Defense Fund, there was a consensus that the increase should not continue indefinitely by the members. Second, that when we reached a point where the dues increase was no longer necessary, we would not simply— we would simply eliminate the increase of the half-an-hour dues because we would return to a situation where the Strike Fund was at an equal and solid footing and balance for our members. One concern was making sure that the Strike and Defense Fund balance never declined each and every month to a point that we would need to rebuild the Fund. To address this challenge, the delegates established a dues structure that is tied to the balance in the Strike and Defense Fund. Under the new language, members will continue to pay the two-and-a-half hours, or 1.44, or pay each month, until the net worth of the Strike and Defense Fund reaches \$850 million, which is reflected in the center column. At that time point, the monthly dues would decrease to two hours, or 1.15% of pay. When this

Day 2

occurs, the Strike and Defense Fund will no longer have a dedicated source of revenue from the half hour dues, and the balance of the fund will begin to decline over time. However, constitutional language now includes a "floor" for the Strike and Defense Fund of \$650 million, which is reflected in the third bar. Should the net worth of the Strike and Defense Fund decrease to \$650 million, then the dues increase would go back to the 2.5 hours with the additional half hour being dedicated 100% once again to the Strike and Defense Fund. The balance in the Strike Fund would begin to grow, and that dues structure would remain in place until the net worth of the Fund again returned to the center bar at \$850 million. In summary, the Strike and Defense Fund now has a permanent funding mechanism that can be "turned on and turned off" as needed to ensure the long-term health of this Fund. This would not have been possible without the leadership of the International Executive Board and the delegates of the 36th and 37th Constitutional Conventions. We thank you for your support during that time.

In conclusion, I would like to thank the membership, the staff, the International Executive Board. Your collective efforts have generated this financial report that's been presented in a positive way. As we continue these fiscally responsible efforts in the months and years ahead, I look forward to keeping you updated on our financial status. Thank you. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Now I would like to introduce a distinguished guest and a friend of the UAW. Our next guest today is Derrick Johnson, president and CEO of the National NAACP.

A long-standing member of the NAACP, Derrick was actually born right here in Detroit. He attended public schools here, and probably has a few old classmates sitting in the audience right now.

He is a graduate of South Texas College of Law. He also has trained through fellowships with the Congressional Black Caucus, the George Washington University in Political Management, and the Massachusetts Institute of Technology.

As a veteran activist, he has dedicated his career to defending the rights and improving the lives of Mississippians and members across this country. As state president of the NAACP Mississippi State Conference, he led critical campaigns for voting rights, inequitable education, and worked hand in hand with the UAW and those struggling for a union at Nissan. He successfully managed two bond referendum campaigns in Jackson that brought \$150 million in school board improvements, \$65 million toward the construction of a new convention center, respectively.

Day 2

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 to Justice Commission, and Chair of the Governor's Commission for Recovery, Rebuilding and Renewal after the devastating effects of Hurricane Katrina. He is the founder of One Voice organization to improve the quality of life for African Americans which holds an annual Black Leadership Summit and trains community leaders throughout the Mississippi Black Leadership Institute.

Please give a rousing UAW welcome to National NAACP President and CEO Derrick Johnson. *(Cheers and applause)*

DERRICK JOHNSON National Association For the Advancement of Colored People (NAACP) President and CEO

DERRICK JOHNSON: Good morning.

DELEGATION: Good morning.

DERRICK JOHNSON: You know, typically when I am reading my financial report and I have a positive balance, I start shouting. You all sat there, and you see in your balance, as you sit there so quietly, let's give Ray Curry a hand for the job that he's doing. *(Cheers and applause)*

DERRICK JOHNSON: Also want to thank your President Gary Jones for this invitation and for his leadership, to the members of your Executive Board, Cindy and Rory and Gerald, and all of the members of the Executive Board, and to your former president, I seen Dennis sitting here and a few others of your former presidents that are here.

You know, this is an important juncture, not only for the UAW, but for this nation. What you are embarking upon is crucial to working men and women across the country. And the thing that I thought about when the invitation was extended was a quote by A. Philip Randolph. It is a quote that I think you should consider as you navigate this process of negotiating your families' and your communities' future: At the banquet table of nature; you only get what you take. And you only keep what you can hold. If you can't take anything, you won't get anything. And if you can't hold anything, you won't keep anything. And you can't take or keep without organization. That's what negotiating is all about.

Day 2

At the banquet table of nature, you won't get anything if you can't take anything. Think about that. You are here today to prepare to negotiate contracts for not only your labor, but your children's future. And the theme of this conference is *We Are One*. We are living in a political landscape that has reduced our discourse to tribalism. What tribe you are a part of determine how you position yourself in the discourse. And unfortunately, the conversation of today's political landscape dealing with tribalism would prevent you from taking anything and cause you to lose everything.

Think about that for a moment. This is no political judgment about who's in the White House. It is no political judgment about any political affiliation. In fact, NAACP, we are nonpartisan.

This is the realization of how certain conversations have been weaponized as tools to prevent working men and women from being able to sit at the bargaining table as one to demand what is due for your family. I grew up in Detroit. Ray mentioned that earlier. And I grew up in Detroit because I had a great uncle and a great aunt who was born and raised as sharecroppers in West Tennessee, small county called Crockett County, a community called Merle City or Friendship, all these little small towns. And they came from parents who was also part of a sharecropping model. And as I look in this audience, I see individuals who ended up in Detroit because they were born to families that came from West Virginia. Or Kentucky as coal miners. Some of you may have come directly from Poland, or families came directly from Ireland. All of us came here because we wanted to make sure or our families wanted to make sure we had access to quality jobs and quality pay.

What you benefit from as UAW workers in the Big Three, many individuals across the country, particularly in the South, wish they could have.

Now when you go to work on Monday, you can almost predict whether that's going to be an eight-hour workday or a 12-hour workday. You almost know whether or not that's going to be a three-day workweek or a five-day workweek. And if you end up working more, you know you are going to get paid time-and-a-half and double time, and in some instances triple time.

But if you was in South Carolina, working on the assembly line at the BMW plant, you wouldn't be able to predict that.

If you was in Tennessee working at the VW plant, the concept of control of your workweek and workday goes out the door.

If you was in Canton, Mississippi or the assembly line of the Nissan plant, you wouldn't know whether or not your workday would be a

Day 2

five-day workday or a seven-day workday.

See, the difference between what you are blessed with, privileged to have, is because there were men and women who came just before you to take what they could and hold all that they had. But there's so many workers in this nation that have not been able to take and hold because they are not organized.

See, organization means that you are able to leverage this concept called power. And oftentimes we confuse the word "power" to mean something that it is not. But it is very simple. It is the capacity to make things happen or the capacity to stop things from happening.

And as you sit in your seats of power, the real question is, how are you going to use that power for the future of this great organization?

You know, at the end of the day, the concept of tribalism begin to creep up. Some of us, we will look at each other and say, well, I don't want to sit next to that person because that person is a Catholic. Or why is that person here? You know, he is a Muslim. And she know she should be at home taking care of them babies, barefoot and in the kitchen.

And don't let this thing called race sneak up into the conversation. And all of a sudden, distrust settles in. And all of a sudden, the power that you are sitting in as an organized body begin to break away and you begin to see the things that you take for granted, you lose.

I can recall when negotiations was taking place in 2008, and the auto industry was about to collapse, and this nation's economy had collapsed because individuals had gambled our pension funds and gambled our security through credit default swaps and all of the exotic instruments on the financial markets, and GM was on the brink of bankruptcy. But it was this organization that stepped up. It was this organization— (*Applause*)

DERRICK JOHNSON: — that saved that company. And the audacity of them to close plants now.

The audacity of large corporations to try to control the labor force by reducing your quality of life, while they are making record profits.

They are only able do that because at the banquet table of nature, you only keep what you can hold. The question for you as you prepare for negotiations, are you going to be able to keep what you have? Are you going to be able to sit at the table as one and not allow the concept of tribalism, and otherness to divide us or allow other people outside of your organized body, whether they are reflected on television like Fox News, to distract you from your future. See, the uniqueness of the UAW and what you settle has determined the future of this nation.

Day 2

So as my family migrated from Tennessee and your family may have migrated from Kentucky or West Virginia or Georgia or Alabama, all of us came here because we heard about a better way of life. None of us originated from here, I don't think. Or do we have any Native Americans in here from the Pontotoc tribe? I didn't think so. All of us immigrated here from somewhere. We cannot even allow the conversation about a border wall to distract us from being one in this room as we prepare to negotiate. (*Applause*)

DERRICK JOHNSON: Oftentimes, we look at leaders of the past and we create bronze idols of them, and we talk about their legacy and we lift them up and we celebrate them. And in many ways, that's a good thing, so long as we keep it in perspective.

Egocentric leadership has always failed organizations. Egocentric leadership is when we vest all of the power and the ability and the personality and the charisma and speech giving and one's skill, and we dismiss the power that's in each and every person that's in the room.

I have been married on the 16th— I would have been married on the 16th of this month 24 years. I am amazed she stayed with me that long. I am just amazed. But I can remember when she was chasing me. And as she was chasing me, it made me go to this presentation where this Catholic priest was speaking, and I am a Baptist. I am like, I am not going to no Catholic priest presentation. Why are we going to this? Okay, I am going to go.

And I sat there, and I began to listen. And it was hard for me to listen because I was looking at her the whole time, but I began to listen.

And there was this brother who was a Catholic priest who had just come from a mission in Africa.

And he went to a particular country in Africa, and he stayed there a couple of months in this particular village. And I don't remember which country, I don't remember which village.

And he was there, and he began to notice the culture and how people would greet each other. And they would greet each other with a word called Namascar. And I made that up because I don't remember what he said, but he said some word like Namascar. And he asked one of the village elders, he said, what does that mean? Because I see that every time someone greet one another, they use this word. And that village elder said, well, it means, "I see the Christ in you." That every day, when they see one another, they acknowledge the power in each other. They see the ability in each other. They see the good in each other. They see the collective whole and the deity in each individual.

It was a profound moment for me because it is the trueness of who we are as a people, as a human race. That if we see each other in a way

Day 2

in which we can see the power in each individual, and we leverage that power, that capacity to make things happen, or prevent bad things from happening, collectively through an organization, we can determine the future of this nation and the quality of our families' lives. I see the power in you.

And so, this concept with an egocentric leadership model, often-times creates a failure, a savior mentality, where the ability to make something happen, we are looking for somebody else to come in and do for us when, in fact, the ability to do it is within all of us collectively. *(Applause)*

DERRICK JOHNSON: And if we see that power in each one of us, then we are able to make the change, the desire. We are able to take what we want and keep what we have. I call it community-centric leadership or organizational-centric leadership. There is no one person. We all have a role. And if we all play our role and make sure that we are one accord and we stick together, and we are one, we can achieve through this bargaining process what's required, not only to care for our families' future, but ensure the very corporations that will turn their back on people for profit are held accountable for the livelihood of the people that make the products. *(Applause)*

DERRICK JOHNSON: So as you continue through this process and set up for the negotiations, keep that in mind. Power is that ability to make things happen. You can make whatever you decide collectively to happen in this negotiating period. And sometimes it requires you to take risk and take stands. And I hear clearly that you are preparing to take some risks and take some stands, because when they know you are coming to the table with your head bowed down, they will push you all out the door.

But if they know you are building your Strike Fund, that you see them and you understand them, and you are preparing for war. I love the art of war. They say that in times of peace, prepare for war. In times of war, prepare for peace. And I see that you are preparing for war, although you are at peace because you are about to go to war. *(Applause)*

DERRICK JOHNSON: And if they know that you are willing to take the risk, that you are willing to stand on principles and values, and you don't want to compromise because you have already saved them more than once, and they are making more profit than they have made in a long time, some of that profit sharing need to come to your households. *(Applause)*

DERRICK JOHNSON: And so, as I begin to conclude, some of you have heard me talk about starch. Because when my family migrated

Day 2

here, there was an old tradition that many African Americans held because during the hard times of sharecropping, and I am sure that for many whites who came from Kentucky and West Virginia and the coal mines, there were lean months where there was not enough to eat. And so, they would ingest starch.

And as a young child, I would sit under my great aunt, who was like my grandmother, and she would pull out the yellow box that said Argo starch, and she would take some and give me some. And she would eat some. And I thought it was candy. Later only to find out that that became somewhat of a habit of many people because when you are starving to death, and you eat starch, it expands in your stomach, giving you a sense of being full.

As I look across this room, and you have benefited from all of the sacrifices and the strikes and the fights, over time some of you have eaten the starch of history, not knowing that there's more history to be made. And that history to be made is what you are sitting on. You are the history to be made. (*Applause*)

DERRICK JOHNSON: You are the history to be made. And if you only rely on what happened in the past, that starch begin to shrink, only to find out that you are starving to death and you have not prepared for the future.

At the banquet table of nature, you only get what you can take. You only keep what you hold. If you don't take anything, you don't get anything. If you don't hold on, it all goes away. And you can only take and hold through organization, through solidarity, and standing up as one.

Be strong, stay together, and come out of this bargaining process much more focused, clear and happier than you have ever been because we will be successful at the end of this process.

Peace and power. (*Cheers and applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, Derrick.

Please note that the UAW will always be a partner of the NAACP. Our work goes on, and our struggles continue, and our progress in achieving equality for all will be always arm-in-arm.

We will now start a short video presentation, followed by Vice President Cindy Estrada presiding.

....A video was presented to the delegation. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Good morning. So right now, I would like to introduce the Chair of the Resolutions Committee, Tiffany Rice, for the purpose of reading the resolution.

Day 2

RESOLUTIONS COMMITTEE RESOLUTIONS

COMMITTEE CHAIR TIFFANY RICE: Good morning, Brother and Sister delegates. I would like to call Brother Joe Simonetta to read the next section of the Proposed Resolution. (*Applause*)

RESOLUTIONS COMMITTEE MEMBER JOSEPH SIMONETTA: Thank you, Sister Vice President. Thank you Sister Chair.

Good morning, Brothers and Sisters. My name is Joe Simonetta. I am the Financial Secretary, delegate from Local 1005, an amalgamated union, representing the hardworking men and women of General Motors Parma Metal Center and JACK Casino, Cleveland. Local 1005 is located in Region 2B, which represents all of Ohio and Indiana. (*Applause*)

RESOLUTIONS COMMITTEE MEMBER JOSEPH SIMONETTA: And is under the superb and dynamic leadership of our hardworking Director, Region 2B Director Rich Rankin. (*Applause*)

RESOLUTIONS COMMITTEE MEMBER JOSEPH SIMONETTA: And Assistant Director, Hollywood Wayne Blanchard. (*Applause*)

RESOLUTIONS COMMITTEE MEMBER JOSEPH SIMONETTA: I will be reading the section labeled Wages and Salaries, found on Pages 14 and 15 of the Proposed Resolution book.

Wages and Salaries. Bargaining committees across our union have been taking advantage of the strong economy to raise wages and salaries. We have also targeted inequalities within our contracts and eliminated tiered wages whenever possible. The next four years our job will be to continue to chip away at wage inequalities where they exist, such as in long progressions and lower wages for temporary workers.

However, we must also have an eye on the larger inequality in our economy. CEOs at America's top firms have seen their extraordinary compensation increase nearly 50 percent since the recession and profits are eating an increasing share of our nation's income at the expense of wages for workers. Corporations are handing those profits over to shareholders rather than reinvesting in the business and the workforce. This inequality is the result of too much corporate power in our economy. Even in the time when unemployment rate sits below 4 percent and over 7 million jobs remain unfilled, workers' inflation-adjusted wages are stagnant. The impact is clear. Corporate greed and influence is hampering our ability to get our fair share of the pie.

While CEOs make millions or billions, they tell American workers to compete with oppressed workers in Mexico and China. In Mexico, automakers have used sham unions to suppress workers and pay wages

Day 2

below \$3 per hour. These same companies then threaten U.S. workers with those low wages.

Other workers are denied job security through temporary working arrangements and often contend with the further insult of lower wages and fewer legal protections. According to the Bureau of Labor Statistics, the 2017 median wage for a production worker employed through a temporary agency was 29 percent lower than production workers directly employed by manufacturers.

Meanwhile, politicians attack workplace democracy, safety, and job security while passing unfair trade deals. Our brothers and sisters in the public sector have been fighting this battle with anti-worker elected officials who believe the route to a balanced budget is on the backs of working people and retirees. Altogether, these forces put relentless downward pressure on wages.

As we sit down to bargain wages and salaries, we have an opportunity not only to gain our fair share of profits, but to also provide an example to non-union workers of what is possible when we organize, when they organize. When we stand together as one, our workplaces can be safe and our compensation can be fair. To these ends, the UAW intends to:

- * Eliminate tiered wages so workers doing the same job with similar experience receive the same rate of pay. (*Applause*)

RESOLUTIONS COMMITTEE MEMBER JOSEPH SIMONETTA:

- * Work to establish wage and benefit standards so that employers cannot whipsaw workers across work sites, jobs or departments.
- * Establish wage progressions that are based on objective, clearly defined measures. We will also seek to improve progressions to reduce inequality between workers.
- * Seek wage increases that ensure earnings keep pace with or exceed inflation.* Seek to eliminate the pay incentive for using temporary workers, so all workers can enjoy good pay and a stable job.
- * Seek pay between men and women -- seek pay equity between men and women to ensure that men and women receive comparable pay for comparable work and equal access to new job opportunities.
- * Seek just rewards for workers' skills. Well-designed "pay for knowledge" systems offer workers an opportunity to increase their pay by expanding their skills through education and training. We will continue to address the issue of compression between skilled and production wages in order to maintain a fair balance between the two.

Day 2

- * Establish a healthy balance between wages and variable compensation like profit sharing. Variable bonuses are positive additions as long as they supplement good wages and benefits.
- * And finally, bargain for an election day holiday so we can elect the representatives who will support our public sector members.

Thank you, brothers and sisters. (*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you, brother Simonetta. I would like to call now sister Ernestine Dawkins and brother Pedro Santos to read the next section of the Proposed Resolution.

RESOLUTIONS COMMITTEE MEMBER PEDRO SANTOS, Local 362: Good morning, brothers and sisters. My name is Pedro Santos, President of Local 362, in Bay City, Michigan, under the leadership of Gerald Kariem, director of Region 1D. (*Applause*)

RESOLUTIONS COMMITTEE MEMBER PEDRO SANTOS:
And Assistant Director Steve Dawes. (*Applause*)

RESOLUTIONS COMMITTEE MEMBER ERNESTINE DAWKINS, Local 8888: Good morning, brothers and sisters. My name is Ernestine Dawkins, president of Local 8888, under the leadership of Jeffrey Binz, in Region 9, and the Assistant Director Tom Ashton. We will be reading Profit Sharing, found on Page 21 of the Proposed Resolution book.

The UAW incorporated the use of profit-sharing proposals into its bargaining strategies over 70 years ago at the 1958 Special Constitutional Convention under the direction of Walter Reuther. The rationale laid out very clearly: "The UAW supplementary economic demands would facilitate the equitable sharing of the greater productivity and advancing technology by workers, consumers and stockholders."

Ironically, at that time, the very idea that blue collar workers would receive an extra bonus based on company profits was highly controversial and was met with much skepticism by many large corporations, politicians and the media.

Since 1958, a wide variety of profit-sharing plans has been negotiated by UAW members across many different industries and types of companies and organizations. Indeed, millions of members, along with their families and local communities across the country have benefited from the increased purchasing power that has come with annual profit-sharing checks.

However, because business conditions change over times, many language needs to be thoroughly reviewed, updated, improved during each contract negotiation. Updates should include the metrics that the

Day 2

plan is based upon and enhancing payout calculations to increase the likelihood of higher payouts. Additionally, updated language is often required to address changes in corporate structures or the creation of new reporting segments in their business. Although there is no "one size that fits all" approach to creating a good profit-sharing plan, the following strategies should be applied depending on whether you are bargaining with a corporation or a publicly traded stock, or a private for-profit company, a non-profit organization, or the public sector.

Publicly traded corporations: Over the past few years, S&P 500 companies have reported record profits. On the top of these record profits, the newly enacted tax cut funded by hard working taxpayers are adding even more to the bottom line of these companies. At a certain point, when companies have constantly generated significant profits after paying for normal operation expenses and capital expenditures, they find themselves what is commonly referred to as "excess cash" and must make decisions on how to use these funds.

They can use excess cash to reduce prices for consumers, invest back in the U.S. by building new modern facilities, pay down debt or shore up underfunded pensions and retirees' medical obligations. Instead the lion's share of the excess cash is being sent to the company's shareholders through increased stock dividends and share buybacks. In 2017 alone, public companies spent more than \$800 billion to buy back their own stock in order to increase their earnings per share. This figure surpasses the 1 trillion mark in 2018. With these startling trends in mind, profit-sharing plans at public companies should have two separate components.

The first component is a traditional profit-sharing plan that provides a payout based on the main profit metric associated with the business unit or segments that most relevant to the membership on the geographic basis. This profit metrics needs to be publicly disclosed and reported to the Security and Exchange Commission (SEC). For example, if the company publicly reports a profit figure for its U.S. and North America operations, that is often the most relevant figure to base the plan on.

The second component is a new idea in response to all the money being returned to shareholders. It would provide an additional payout for the UAW members when the company makes a distribute to shareholder for special dividends, increase to normal dividends, and/or when stock buyback programs is announced. The goal of the second component for the profit-sharing plan is to 1) provide UAW members with an equitable share of the excess cash they helped generate and 2) provide an incentive for companies to start investing more heavily in its own operations and workforce right here in the U.S., instead of

Day 2

current practices of excess givebacks to shareholders.

RESOLUTIONS COMMITTEE MEMBER PEDRO SANTOS: Private for-profit companies: Profit-sharing plans should be based on the company's main profit metric, which is often the same primary metric that executive compensation plans are based upon. Since there is often no publicly available financial information to rely on, whatever profit metric is utilized, it should be fully traceable to a set of annual financial statements which is audited by an outside CPA firm.

Non-profits or public sector: In organizations where profit generation is not the primary goal, other financial or operational metrics can still be used to form a bonus plan. Examples of alternative metrics include operating surpluses and budget performance. Whatever performance metric is used, it should be traceable to publicly available financial disclosures such as Federal Form 990 filed with the IRS or annual financial statements audited by outside CPA firm.

Regardless of the type of profit-sharing plan negotiated, UAW members must have a voice in the initial development and continuous review of the plan in order to ensure the metrics are appropriate, achievable and understood. In addition, a well-defined dispute resolution procedure should also be part of any negotiated plan.

Companies often propose profit-sharing plans as a means of shifting the cost away from what they call "fixed" wages to benefits to "variable" payments, only which are made if profit metrics are achieved.

The UAW takes a very different view. We firmly believe and make clear that profit-sharing plans should never be a replacement for solid wage and benefit increases negotiated at the bargaining table, rather profit-sharing plans should be considered as a supplement to those wages and benefits.

Thank you. (*Applause*)



UAW Vice President Cindy Estrada opens the floor for debate.

Day 2

VICE PRESIDENT CINDY ESTRADA: OK. So now we are going to open up the floor for debate. And since we have two resolutions, we will take two in support and two against. And if you can just give your name and your local when you get to the mic.

And we will start in Region 1A. Green folder, mic 8.

SPECIAL DELEGATE MARK GIBSON, Local 163: Good morning, brothers and sisters. My name is Mark Gibson, known to most of you that I know in here as Gibby. I am a shop chairman at Local 163 for Detroit Diesel Corporation, representing 1,200 hardworking members, with the support and leadership of our enthusiastic and passionate Region 1A Director Chuck Browning and Assistant Director Al Wilson. *(Applause)*

SPECIAL DELEGATE MARK GIBSON: I would be remiss not to give a special thank you to our current Vice President Rory Gamble and Darryl Goodwin for your guidance and support during some challenging times, and uncertain outcomes at Detroit Diesel. *(Applause)*

SPECIAL DELEGATE MARK GIBSON: Thank you to the entire IEB and UAW delegates for allowing me a few minutes of your time to gather some thoughts.

I stand in support of the Resolution of Wages and Salaries. I have watched firsthand how economic gains and losses have changed our members' lives, added to overall stressful working conditions and environment. At Detroit Diesel, we watched as divisive contracts were ratified, contract after contract, from the GM era, General Motors, which took 90 days to parity back all the way back in, what, 1988, to Roger Penske era, which put us in the IPS. 1990 brought in the four-and-a-half-year parity to top wage.

Then ultimately and arguably the worst contract we saw at Detroit Diesel under Roger Penske, was the 1990, '98 contract that indicated a 13-year progression with plenty of unknowns.

Chrysler bought the facility with no progress in 2002 and added further challenging hurdles overcome. Finally, in 2004, we are owned by Daimler AG, and there still was no definite end in sight for top wage or eliminating the tier 2. We went two contracts, with no headway.

By 2011, our UAW leadership began to discuss with DDC and Daimler, the management, to ensure defined progression. By 2013, our membership overwhelmingly stood together to secure and ensure a true path for all employees to reach the top rate, equal pay within their respective classifications, no longer a tier two facility. *(Applause)*

SPECIAL DELEGATE MARK GIBSON: Our 2016 negotiations netted favorable results, as well. We were able to work with the DDC

Day 2

and Daimler management to ensure defined and lower top wage progression, top rate growing. We ensure periods of layoffs under a year would not count against the wage increase, annual raises, company contributions in the 401(k)s, as well as a matching 4% fund.

Pension increases, immediate top rate for incoming skilled journey-men and women. We ensured a working gain-sharing program in lieu of an unattainable outdated profit-sharing plan. We secured performance bonuses, paid benefits for new hires at the point they come into the plant to take care of like bereavement and holidays, significant time off, vacation and personal time, with employees with over one year or more of seniority. And, of course, fixed percentage wage increases over the life of the agreement.

These reasons alone are an example of why I stand in support of the Resolution on Wages and Salaries.

None of this would have been possible without the support and guidance of our UAW leadership, and most importantly, our UAW membership, standing together in solidarity as a whole. God bless all of you and your families. Thanks. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you, brother. Another in support, red folder, mic 7.

DELEGATE TIMOTHY PRAIN, Local 182: Good morning, sisters and brothers. I am Tim Prain from Local 182, committeeman, recreation and conservative chairman, and also delegate. I would like to let you guys know under the motivation and great leadership that we have, Chuck Browning and Assistant Director Al Wilson. *(Applause)*

DELEGATE TIMOTHY PRAIN: This resolution is to eliminate tiered wages. Equal day's pay for equal day's work. That's what the UAW is about.

It also stands for to seek— eliminate pay incentives for using temporary workers, so all workers can enjoy a good day's pay with a stable job. And also seeks wages increase to ensure earnings to keep pace with inflation and exceed inflation. Bargain for an election day holiday so we can get elected representatives who will support the UAW. I am in support of this resolution. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you. Do we have anyone to speak against the resolution? I can't— Brother right here holding up the card. I can't tell what color it is, mic 8.

DELEGATE GARY F. WALKOWICZ, Local 600: Gary Walkowicz, delegate from Dearborn Truck Plant, Local 600, Region 1A. In reading through the resolutions on economic issues, we did not discuss the issue of retirement income. And I don't see it listed on the agenda to

Day 2

discuss. But I think it is a very important issue we have to address.

First of all, our current retirees obviously deserve a raise in their pension, which they have not had for a number of years.

And it's also extremely important, I believe, to address the issue of the lack of traditional pensions for many of our members. In fact, in many locations, the majority of our workforce at Ford, GM and Chrysler are no longer eligible for a traditional defined benefit pensions.

The UAW, one of the major battles issued and fought in years past, was to provide a secure retirement for all of our members. We had strikes for weeks and months to achieve that goal. And I think it is incumbent upon this bargaining convention to set as a goal for the 2019 negotiations to again regain a defined benefit traditional pension for all of our members. Those members work just as hard, and they deserve the same retirement security as the members who fought for that in the past.

So, I call on this convention to demand that we set as one of our main goals and demands of this convention to have a defined-benefit traditional pension for all our members. Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you. Is there anyone else to speak against the resolution? OK. Then we are going to move on to Region 5. I can't see in these lights, but this is Region 5, right? Right here with the red card, mic 3.

DELEGATE CHERYL STUBBLEFIELD, Local 129: Good morning, brothers and sisters.

VICE PRESIDENT CINDY ESTRADA: Good morning.

DELEGATE CHERYL STUBBLEFIELD: Good morning.

Good morning. Hi. I am Cheryl Stubblefield. I am from the V-CAP winning Region 5. (*Applause*)

DELEGATE CHERYL STUBBLEFIELD: My awesome and empowering director is Mr. Vance Pearson. And his awesome assistant is Mr. Darrell Coulter. My fabulous and illustrious President is Samantha Conde. And my Chair is Julia Jordan-Davis.

Okay. Wages and the relationship between what one does and what one receives. That is our wages. Ask yourself, what do you want to be known for? We Are One.

Wisconsin is known for their cheese. Texas, that's our Longhorn State. Detroit, how about the car capital of the world? California is known for their avocados. Delaware is the first state to ratify the Constitution. Illinois is known to abolish slavery; they had the first skyscraper, aquarium, and our first African American President Obama

Day 2

launched his political career there. Iowa, the highest literacy rate.

Kansas, home of the first female mayor. Massachusetts, same-sex marriage license were issued. Mississippi, the first lung transplant. Nebraska is known for their state motto, equality before the law. The UAW, United Automobile, Aerospace and Agricultural Implement Workers of America, is one of the largest and most diverse unions in North America, with more members in virtually every sector of our economy. Our unique strength of the UAW is solidarity between active and retired members.

Romans 4 and 4 says, "Now to the one who works, his or her wages are not counted as a gift, but as his or her dues." In Leviticus, "You shall not oppress your workers or your neighbors, because we don't want to rob them."

I stand in agreement of this resolution. I am asking my brothers and sisters to join me. And as our executive director and president has already stated, We Are One. And we deserve fair and equal wages for all. Thank you. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Thank you. Do you have anyone else to speak in favor of the resolution in Region 5? Red folder, mic 3.

DELEGATE DANA DAVIDSON, Local 249: Good morning. I am Dana Davidson, from UAW Local 249. I am the financial secretary there for Region 5. UAW Local 249 is very proud to be the home of International, UAW President Gary Jones. (*Applause*)

DELEGATE DANA DAVIDSON: We are under the empowering leadership of Region 5 Director Vance Pearson. (*Applause*)

DELEGATE DANA DAVIDSON: And Assistant Director Darrell Coulter. Two great men— (*Applause*)

DELEGATE DANA DAVIDSON: —who lead with tremendous integrity. They start every meeting with "Integrity is what you do when no one is looking." I stand in support of the resolution on continued and improved formula for profit sharing, because these profits are made on the backs of all our hardworking UAW members. I said all our hardworking UAW members. That includes the temps. (*Applause*)

DELEGATE DANA DAVIDSON: Before I came up here, I was figuring profit sharing for our members.

And we have some temps. that serve on committees. And I was sad to think, well, I can't give it to them because they don't get it from the plant. And I thought that was really disgraceful.

If the companies are going to continue to utilize temps instead of doing the right thing, the moral thing, and provide them with what they

Day 2

deserve, a permanent full-time position, then they should absolutely receive profit sharing. *(Applause)*

DELEGATE DANA DAVIDSON: These temporary workers also help the companies make these profits through their hard work. It is disgraceful that they do not also receive the profit sharing. The profit-sharing formula should be based on the publicly reported profits and reported to the SEC. It must also provide an incentive for companies to start investing more heavily in the U.S. workforce and operations, instead of opening plants overseas to eliminate U.S. workers and U.S. jobs. I stand in support of this resolution of a continued and updated transparent profit sharing that includes all workers, that includes the temps. Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Do we have anyone to speak against the resolution in Region 5?

OK. We are going to move on to Region 9. Anyone to speak in favor of the resolution? Purple folder, mic 6 or 7, whichever.

DELEGATE WILLIAM CORCORAN, Local 3039: Good morning. My name is Bill Corcoran. I am the delegate from Local 3039, located in Region 9, home of Vice President Terry Dittes, under the leadership of Jeff Binz and Assistant Tom Ashton. Today I stand in support and strongly recommend that we support this resolution for the previous reasons of our delegates that spoke before me, and as well as the ones behind me.

Thank you. God bless our union, our country, in solidarity forever! *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone else in Region 9 to speak in favor of the resolution? Anyone else in favor? Purple folder, mic 7.

SPECIAL DELEGATE MICHAEL BRANCH, Local 686: I am Mike Branch. I am from Local 686, Region 9, under the leadership of the Jeff Binz and Tom Ashton. *(Applause)*

SPECIAL DELEGATE MICHAEL BRANCH: I stand in support of this entire resolution. In 1958, in an interview with Mike Wallace, Walter Reuther made it clear that the UAW was outraged with wages and executive compensation while corporate profits were at record level highs. This message 60 years ago is strikingly similar to the concerns we are hearing today. Yet in 1958, Harlow Curtice, the president of GM at that time, his annual salary was \$200,000, and his total compensation was just under \$700,000.

And we all know that today, executive compensation in our indus-

Day 2

tries are in the tens of millions of dollars. Profits are high. Yet many of our members struggle and cannot keep up with the cost of living.

I stand in support of this resolution.

VICE PRESIDENT CINDY ESTRADA: Thank you, Brother.
(*Applause*)

VICE PRESIDENT CINDY ESTRADA: Anyone to speak against the resolution in Region 9? Anyone against? Okay. Moving on to Region 9A, anyone to speak in favor of the resolution in Region 9A? Yellow folder, mic 6.

DELEGATE BRIAN SCHNECK, Local 259: OK. Good morning. Brian Schneck, President UAW Local 259, Region 9A, led by Beverley Brakeman, our new regional director. (*Applause*)

DELEGATE BRIAN SCHNECK: Assistant Director Gordon Deane. And I am very happy that my friend and my former leader, Phil Wheeler, is here with us at the convention. He did tremendous service for our region. Thank you, Phil.

So, with that, my local union, we have 70 units in three states, 1,400 members. We proudly represent workers in automobile dealerships, Big Three shops, but also transnational products.

Our stronger contract and richest contract is actually with BMW. The factory owns the dealership in Manhattan. We are proud to have an agreement that is up for expiration this summer. So, with that, as we need to address the goals of increasing the income and economic security of our membership, we are constantly challenged at the bargaining table with things that we can affect but other things that we cannot. We have an asinine tax policy, an asinine trade policy in this country that undermines our wage growth. Our jobs and wages are threatened every day because people in Washington, D.C. are out to screw us. (*Applause*)

DELEGATE BRIAN SCHNECK: Further, health care. We all need good quality health care. But that comes at a price. Our wage gains could be much, much more. However, because of the constant increase of health care, we need to always allocate funding towards that very, very important benefit.

We must understand that we are at a tipping point in this country. As I am sitting here yesterday and earlier this morning, I am costing our contracts that we have to negotiate this summer. Where are we going to get the money from? Right? Where are we going to get the money from? We are going to get it from the employer. Health care comes first. And whatever is left over goes to wages. So, I am looking at health care costs. They are going to take us in the year 2021 \$13,284

Day 2

a year for individual coverage. I am looking at \$21,648 a year for family health care coverage. That's expensive. It is a necessary benefit. But there's only a hundred pennies in every dollar. So, we are impacted, what happens in the facility, but also externally. And our national politics is the driving force on why our wages get undermined. So, everything that we win at the bargaining table is compromised and suppressed because, again, we have horrible trade policy. We have the worst tax policy for working people anywhere in the world. This tax plan, I don't know how it is working for you, but I live in Long Island, we are screwed. We are paying more and more towards— to the federal government, and we are getting very, very little in return. So, with that, we also get a look at the issue that many, many workers in this room are facing. My local union, we have a defined benefit pension fund.

We are funded at 115%. That's good. Right. You can never have too much money in your pension fund. However, the defined-benefit pension system in this country is being threatened. If we don't get quick and swift action by passing legislation, such as the Butch Lewis Act or something same or similar, we are facing an insolvency of the PBGC. You have the Central States, Teamsters, the Bakers union and the Coal Miners that are everyday inching closer and closer to insolvency. If they go down, we all go down. But no one is doing nothing about it. The people in Washington, D.C. do not understand nor do they care about workers' pensions. Their rationale is, hey, listen, if you have got a problem with your pension plan, it is your problem. Look at the stock market. It is doing wonderful.

Well, we have got to really get our mind—we all got to get on the same page. 2020 is just around the corner. All right. And we have all got to get on the same page. We know what happened to us in 2016. And we must not get fooled again. Thank you. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Thank you, brother.

Anyone else to speak in favor of the resolution in 9A? Seeing none, anyone to speak against? OK. So, I am going to move on to Region 8. Anyone to speak in favor of the resolution? Red folder, mic 1.

DELEGATE ALLEN HUGHES, Local 862: Good morning, everyone. I am Allen Hughes, chairman of the Kentucky Truck Plant in Region 8 under the direction of Mitchell Smith, Tim Smith. We are in the Ford division, under the leadership of Rory Gamble, Vice President Rory Gamble. (*Applause*)

DELEGATE ALLEN HUGHES: We have over 8,100 members making Ford 250, 350, 450 and 550 trucks, Expeditions and Navigators.

I stand in favor to fight to eliminate the two-tiered system and end

Day 2

all economic divisions in this upcoming contract. Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you, Brother. Mic, red folder, mic 1.

SPECIAL DELEGATE MICHAEL HERRON, Local 1853: Good morning, Vice President Estrada. Good morning, delegates.

VICE PRESIDENT CINDY ESTRADA: Good morning.

SPECIAL DELEGATE MICHAEL HERRON: My name is Mike Herron. I am chairman of UAW Local 1853 in Spring Hill, Tennessee. And we proudly build the XT6, the XT5, and the GMC Acadia. We have approximately 3,500 workers building in three shifts, and they are crossover vehicles.

Our director is Mitchell Smith. Our assistant director is Tim Smith. And our vice president is Terry Dittes. I rise in favor of this resolution. We must end the use of long-term temporary workers. Temporary workers have permeated the plants that we represent. They have even coined a phrase for these workers, as permatemps. These workers work for years with little or no hope of becoming permanent. It is a terrible blow to organized labor, and it is a divisiveness within our locals. And it provides for a lack of solidarity in our union. The workers get very few of the benefits of becoming permanent workers. They get no profit-sharing checks, even though they have worked just as hard and come in every day doing the same jobs as our permanent workers. We must fix this.

I also rise in favor of profit sharing. Our workforce deserves to share in the profits that they have helped create. Profit sharing creates an ownership mentality in our plants. It focuses the workers on common goals, and it gives the workers a share in the company profits. Managers have done this for years and years. And our workers deserve the same. I hope that we keep profit sharing for the next four years. I can tell you that this profit-sharing plan that was very difficult, and that our International, UAW and the bargainiers for the last contract worked very, very diligently right to the last, until the very end, to make this profit-sharing plan occur. And it has yielded \$5.47 per hour for the average GM worker. \$5.47 an hour on top of our base wages. That's phenomenal.

In closing, I also want to commend Gary Jones, Vance Pearson, and Region 5 members for their continued dominance of the V-CAP Award. Our regional director -- *(Applause)*

SPECIAL DELEGATE MICHAEL HERRON: Our Regional Director Mitchell Smith and our Assistant Director Tim Smith have challenged Region 8 to step up our contributions, and to contend with Region 5. They also have let us know that they have ordered a brand

Day 2

new trophy case.

And so, Vance, we plan on coming after you this year, buddy, so please don't become too attached to that award. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: All right. Anyone to speak against the resolution in Region 8?

OK. We are going to move on to Region 1D in favor of the resolution. Blue folder, mic 6.

DELEGATE ANNIE RANKIN, Local 652: Hello, everyone. My name is Annie, and I am from Local 652. I know for proper protocol calls for me to start off with praise to my director, assistant director, and so forth. But the truth is, with or without the formalities, I do believe that I do not only have the best director, Gerald Kariem, and Assistant Director Stevie Dawes, I am also lucky to have the best servicing rep., (indiscernible), and Local UAW President Randy Freeman. *(Applause)*

DELEGATE ANNIE RANKIN: I stand in support of this resolution. To me this resolution embodies what I was taught, that the UAW has always stood for, a fair wage for a good day of work. In today's workforce, many people have a hard time keeping up with the cost of inflation, making choices we should not have to, whether I am going to buy food or pay my rent, pay my utilities or get my medication. These are real issues that many of our brothers and sisters make every single day, while the CEOs and stockholders get richer and richer. We as the hourly workforce invest our time, effort, and in continuous improvement to build these companies to become profitable. It is only fair and just that we receive our fair share of the fruits of our labor. As chair of GM, LLC, I don't benefit from the traditional GM benefits. I look forward to negotiation this year. With the UAW's very own Tom Brady, Ted Krumm, at the table, I am very hopeful we can close the wage gap and share in the profits of a company we work hard to contribute to. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you, sister.

Anyone else to speak in favor of the resolution? Yellow folder, mic 5, or whichever is closer for you, 5.

DELEGATE STEVEN GRUENER, Local 659: Good morning, brothers and sisters. Steve Gruener, president UAW Local 659, Flint, Michigan, Region 1D, under the direction of director, the incomparable Gerald, got nothing but love for you, baby, Kariem, and Assistant Director Stevie Dawes. *(Applause)*

DELEGATE STEVEN GRUENER: Ladies and gentlemen, I would just like to take a moment to recognize and thank the legacy that

Day 2

our retirees have left for us. A big round of applause for our retirees.
(*Cheers and applause*)

VICE PRESIDENT CINDY ESTRADA: Look in the back.

DELEGATE STEVEN GRUENER: Thank you. I stand in support of the resolution for profit sharing. We just need to make sure that we keep it as a supplemental, not as a base wage increase, and investigate the viability of everybody getting profit sharing from every company in the UAW. Our UAW brothers and sisters, we all eat from the same table. Solidarity forever! And thank you. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Thank you. You have like an announcer's voice. You should be a professional.

Anyone to speak against the resolution in Region 1D?

Seeing none, I am going to move to Region 2B. Anyone speak in favor? Welcome to the retirees in the back. Yellow folder, mic 5.

SPECIAL DELEGATE TIMOTHY WALBOLT, Local 1435: Morning, retirees. (*Applause*)

SPECIAL DELEGATE TIMOTHY WALBOLT: Morning, brothers and sisters. My name is Timothy Walbolt. I am president of Local 1435, in the great Region 2B, under the direction of the innovative Rich Rankin. (*Applause*)

SPECIAL DELEGATE TIMOTHY WALBOLT: And our assistant director, my former president, Wayne Blanchard. (*Applause*)

SPECIAL DELEGATE TIMOTHY WALBOLT: I stand in support of this resolution, because as we discussed yesterday and as we will discuss again today, organizing is of great importance. And the positive gains made at the bargaining table for increased wages and benefits are going to help us encourage other nonunion workplaces to realize the importance of coming together under collective bargaining.

We need to also work at establishing a level standard in wage and benefits. It is going to prevent companies from pitting one worker against another, one brother or sister against another brother and sister while we are working shoulder-to-shoulder with them.

It also takes away the incentives that CEOs have to use temporary workers because of a difference in pay.

Finally, we need to achieve a balance between variable wages and bonuses, and our wage, I am sorry, variable bonuses and our wages and our benefits. We all love profit sharing. But at no time should those kinds of bonuses take the place of sustained and increased wages and benefits. They should be in addition to.

It is for these reasons and many others that I stand in support of this

Day 2

resolution. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you.

Any others in support of the resolution? Green folder, mic 1.

DELEGATE STEVEN PRYOR, Local 211: Good morning. Steve Pryor, Local 211, Defiance, Ohio, President Keith Boecker, in Region 2B, under the leadership of Rich Rankin, Assistant Director Wayne Blanchard. *(Cheers and applause)*

DELEGATE STEVEN PRYOR: And Local 211 is home of the Gen 5 and Gen 5 plus engine blocks.

I stand in favor of the profit-sharing resolution because like President Reuther said, we deserve part of the profits the corporations are making. With the record profits they are making, we need part of it, because we are the ones out in the field doing the work, getting dirty, sweating. So, it's us, all of us, the brothers and sisters here doing it. So, I stand in favor of this resolution on the profit sharing. Thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone to speak against the resolution? OK. Seeing none, we are going to move to Region 1. Anyone in favor of the resolution? Yellow folder, mic 8.

DELEGATE DESHAWN LETBETTER, Local 909: Good morning, brothers and sisters. My name is Deshawn Letbetter, and I am the financial secretary of the UAW Local 909 out of Region 1, under the great direction of Director Frank Stuglin and Assistant Director James Harris. *(Applause)*

DELEGATE DESHAWN LETBETTER: And as stated before, while bargaining committees across the union have been taking advantage of the strong economy to raise wages and salaries, CEOs at America's top firms have received nearly 50% increases to their compensations, which is a slap in the face to all U.S. workers. Corporations should be demanded to invest in the U.S. worker, more so than the shareholders. As we all know, there is too much corporate greed and power in our economy. The U.S. worker wages and salaries are constantly under attack. Therefore, our bargaining committees will sit down on our behalf to negotiate livable wages for us and our families. We as UAW members must spread the word to nonunion members about the process of bargaining power. Therefore, I rise to support this resolution.

VICE PRESIDENT CINDY ESTRADA: Thank you, sister. Mic 8. Anyone else to speak in favor? Red folder.

DELEGATE PAUL TORRENTE, Local 228: Good morning, brothers and sisters. My name is Paul Torrente. I am the president of amalgamated Local 228, under the visionary leadership of Director

Day 2

Frank Stuglin and Assistant Director James Harris. (*Applause*)

DELEGATE PAUL TORRENTE: Profit sharing has been a cornerstone in organized labor since 1958, and has continued to reward UAW members for their hard work and dedication. It is a mechanism to maintain the middle class and support communities. Profit sharing—although we cannot allow profit sharing to replace our benefits increases and wage increases, profit sharing has been a responsible avenue to support bargaining since it is only paid when companies are profitable. That is why I stand in support of this resolution. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone against the resolution? Hand waving, mic 8.

DELEGATE MARTHA GREVATT, Local 869: Martha Grevatt, Local 869, delegate and trustee and civil rights co-chair, under the leadership of Director Frank Stuglin, Assistant Director James Harris.

Thank you, union family. I support the thrust of this resolution, but I rise to raise a few concerns. First of all, none of us have received a booklet of the submitted resolutions. And that is normally included in the delegate's packet. I say that because my local submitted five resolutions, including a resolution for the restoration of the cost-of-living allowance. And while there is a point on pay raises to help alleviate inflation, I think it is time to say the word "COLA," cost-of-living allowance. We won it in the early '50s. We lost it during the recession. The recession is over. The companies are making obscene record profits. So, let's get COLA back. (*Applause*)

DELEGATE MARTHA GREVATT: I also think we have got to, in these resolutions, we have got to take some responsibility for the number of tiers that are in the 2015 contract. More than ever, we have—I am at Fiat Chrysler Automobiles where there is a traditional tier, there's two different tiers of in-progression, depending on date of hire. There's two different tiers of temporaries. Temporary is like a third super-exploited tier, depending on date of hire. And then there is a lower pay scale at Marysville Axle. That's seven tiers. And then there are differences in health benefits and pensions. And I am glad to see in this resolution, that the language is not reduced. The language is "eliminate tiers." And that should be our No. 1 goal. And whether my strike pay is \$250 or \$200 or nothing at all, I am willing to walk the picket line to get rid of divisive and unequal tiered pay. Thank you. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Thank you, sister. And just as a note, the resolutions have come up to the National Committee, and they are going through those resolutions currently.

Anyone else against the resolution? Yellow folder, mic 8.

Day 2

DELEGATE KAMILAH DEGREE, Local 1700: Good afternoon, or good morning, sorry, Kamilah Degree, elected delegate of Local 1700, Region 1, under the direction of Frank Stuglin and Assistant Director James Harris. *(Applause)*

DELEGATE KAMILAH DEGREE: And I am kind of just kind of piggyback off what she said. Although this resolution has a lot of great points, I know we personally, in my plant, we spoke a lot on COLA. And as even— every year, when you fighting for a pay raise, inflation goes up. So even like from 2015, the adjustment would have been at zero, in 2018 it would have been up to 2.8. So, you are not making any more every year. You are really just evening out.

And also, I feel like there needs to be stronger language as far as the improvement of health care benefits, because like the tier at my FCA contract, you have to wait three years just to have dental, five years just to get vision. That's a long time to be working before you even get full benefits of everything. So, I think that need to be stronger language that we should be able to get that sooner.

And that's the only reason why I can't agree completely with this resolution. Thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you, sister. We are going to move on to Region 4. Is there anyone to speak in favor of the resolution in Region 4? White book, mic 4.

DELEGATE MICHAEL MARZILLO, Local 551: Good morning, brothers and sisters and retirees. Welcome. My name is Mike Marzillo, out of Local 551, Chicago Assembly Plant, Ford Motor Company, under the direction of the two great men, Ron McNroy, director, and Dutcher, assistant director. *(Applause)*

DELEGATE MICHAEL MARZILLO: I want to talk about this tier system. And I have got to tell you, we at Ford, we have many tiers. And it is not good.

We have employees that, as temps, they only work three days a week. We fight for 15 as a minimum wage. And they just make just a little bit over that. Can you live on that? I can't put kids through college or food on my table.

We need to end these tiers. And even if they do get converted, it takes them eight years to get to a full wage. Is that fair? Absolutely not.

I am in favor of this resolution. We need to end this. As we had a speaker, Derrick Johnson, spoke about profit sharing for everyone. When you are a temp, you don't get profit sharing. You get no benefits, period. It needs to stop.

Day 2

We need an even playing field. We can't be labeled as the Walmart of the auto industry. We need to stop the full-time part-timers. We need to be all one. Because as is stated here, We Are One, and we need to. I am fully in support of all this. Thank you. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone else in Region 4, blue folder, mic 3.

DELEGATE MICHAEL MOE, Local 1268: Thank you, Vice President Estrada. Good morning, brothers and sisters. My name is Michael Moe. I am the financial secretary of UAW Local 1268 in Belvidere, Illinois, under the great leadership of Director Ron McNroy and Assistant Director Brad Dutcher, leaders who are more than happy to be union activists beside us as well as above us.

I rise in support of this resolution. For decades, the UAW has represented the gold standard for middle class wages. I like to believe that we still can be. But we have to understand that the rules have changed. We live in a country where the CEOs make on average 500 times what the average employees make.

They use that money then to buy politicians who continue to depress wages and push anti-union legislation, all while getting billions of dollars in tax benefits for themselves.

Unfortunately, too many of our own members fall for the class warfare moniker used by Fox News when we simply mention these facts.

I believe in the UAW. That's why I am here. I believe the UAW can and will continue to bargain for a living wage for all our members. I believe the UAW can continue to be the gold standard in middle class wages.

Unfortunately, I believe that the only way to truly turn around 40 years of skyrocketing CEO pay and stagnant working class wages is to elect political allies willing to change with the courage to enact legislation to turn back that money to the masses, and reverse 40 years of this wealth, the past that has shown us. The only trickle coming down, there is nothing that any of us wants to catch. Thank you, brothers and sisters. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone to speak against the resolution?

White folder, mic 4.

DELEGATE SCOTT HOULDIESON, Local 551: Good morning, brothers and sisters. My name is Scott Houldieson. I am a member of UAW Local 551 in Region 4, under the directorship of Ron McNroy and Assistant Director Brad Dutcher.

Day 2

I stand today— well, first of all, I want to take care of a little business. We didn't— we have a lot of great topics that we are discussing, but there are several that need to be discussed at this convention. If we need to extend the time period for the convention, then so be it.

We have skipped over, under Economic Issues, Retirement Income. That's very important, not only to the folks sitting in the back of the room here who haven't had a raise or an increase, a COLA increase under pension in years, also for those coming up, that are under a defined-contribution pension, rather than a defined-benefit pension. Those are important issues that need to be discussed.

Also, health care. The brother earlier discussed health care, the increases in the health care costs. We need to have a discussion, a thorough discussion, on health care. That's on Page 18.

And also, Investment Commitments. In the current atmosphere, with GM slating four of our plants for closure, in the middle of a contract that includes a moratorium on plant closings, we need to have a discussion about that.

So, I move that we bring all of those issues up for discussion in this convention.

...A motion was made by delegate Scott Houldieson.

VICE PRESIDENT CINDY ESTRADA: Thank you, brother. Are you done?

DELEGATE SCOTT HOULDIESON: No, I have a motion that I put on the floor to bring these three issues up for discussion.

VICE PRESIDENT CINDY ESTRADA: So, we are talking on the resolution that is in front of you.

DELEGATE SCOTT HOULDIESON: Yes. Talking on the resolution that's not on the agenda, is Retirement Income, on Page 16, Health Care on Page 18, and Investment Commitments on Page 53. Those are not on the agenda. And I would like them to be added to the agenda. I am making a motion to add them to the agenda.

VICE PRESIDENT CINDY ESTRADA: So, brother, you are out of order, but we do have a comprehensive set of resolutions that we are still going to debate over the next day-and-a-half, as well as the resolutions that have—,

DELEGATE SCOTT HOULDIESON: So how am I out of order to discuss these resolutions that are in this book? They are here.

VICE PRESIDENT CINDY ESTRADA: And there's a comprehensive list that we are going over. And there's also the resolutions that are going to the bargaining committees now as we speak that are coming

Day 2

up from the local. So, on this, you are out of order.

DELEGATE SCOTT HOULDIESON: OK. They are here and they are not on our agenda. And they are very important issues. We really need to discuss these.

VICE PRESIDENT CINDY ESTRADA: So, we are speaking on the particular resolution, and so you are out of order, and we are going to continue to talk about the resolutions that are in the book.

DELEGATE SCOTT HOULDIESON: OK. Well, I would like to challenge the decision of the chair to call me out of order and ask the delegates to vote on that decision.

VICE PRESIDENT CINDY ESTRADA: OK. So we are going to need a two-thirds vote.

OK. So, it takes a two-thirds vote to override the chair. And so, we are going to take a vote right now on the motion, by a show of hands. So, all those in favor of the motion, raise your hands.

OK. Brother, that's not two-thirds of the bargaining convention, of the delegates. Thank you.

DELEGATE SCOTT HOULDIESON: OK. I understand. Do I still have time left to discuss the—

VICE PRESIDENT CINDY ESTRADA: I don't think you do. I think you took your time with that, but I will ask the—

DELEGATE SCOTT HOULDIESON: Is there a timekeeper that's keeping time?

VICE PRESIDENT CINDY ESTRADA: Yeah. He still has—you have got to count—okay.

DELEGATE SCOTT HOULDIESON: On this—

VICE PRESIDENT CINDY ESTRADA: All right. Go ahead, brother.

DELEGATE SCOTT HOULDIESON: On the current resolution, section of the resolution that we are talking about, I stand against it because it does not include COLA. I am going to make this short and sweet, and I'd like you all to help me out here, please. No COLA, no contract. No COLA, no contract. Come on, help me out. No COLA, no contract. No COLA, no contract. Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you, brother. So, with that, we have gone through all of the regions. Is there a motion to close debate?

...A motion was made by several unidentified delegates.

Day 2

...The motion was seconded by several unidentified delegates.

VICE PRESIDENT CINDY ESTRADA: And seconded.

So, it has been seconded.

All those in favor, say aye. Opposed. Motion carries. Thank you.

So, I am going to go right into my sector report at this time.

You know, I want to start out by thanking— it is an honor to have the Chrysler Department, and I want to first thank the Chrysler staff, because when I came in, coming out of the GM department, I really have an awesome staff, along with my AA's, which is Shawn Fain, Kathy Stowe, and Bill King, my top AA, all of them, I would have them all stand up, but they are all sergeant-at-arms, so— but they have done an incredible job in helping me get up to date and up to speed on what's happening in Chrysler as we form our strategy within the National Chrysler, UAW Chrysler Department. And we started that, you know, coming into Chrysler.

The best way to get to know Chrysler is—I am sorry, here is—I am going to be introducing the National Committee at the end of— at the end of my sector report.

But the best— so the best way to get to know the Chrysler Department is for us to go talk to the top leadership in the Chrysler Department.

So along with the regional directors and with my top AA, Bill King, we went and visited 18 locals, 44 bargaining units, to hear directly from them, what is it their needs are, what are the issues, and what do they want to see from the National Department.

From there, we are starting to do all the plant visits, where not only do we get to talk to all the appointed and elected members in the UAW Chrysler plants, but also a time where they bring in members just randomly off the shop floor so we can get a real sense of what's happening on those shop floors, what do our members want? What are they thinking? What are the struggles that they are having?

And so, one of the things that I really appreciate the time that I have spent doing that is I always really loved Chrysler workers. As an organizer, I think I was 25 or 26 years old when I started organizing in this union. And I always remember Chrysler workers coming out and helping on our organizing campaigns. They were mostly parts campaigns. They were sending the parts to the assembly plants. And Chrysler always showed up. When I had the IPS Department as vice president, Chrysler workers were always showing up. And they had this certain edge about them, I want to say, that I always appreciated, this ability to organize. And so, from afar, I have always admired

Day 2

them.

After going out to some of the plants and visiting with all the local leadership, I admire them even more. Their honesty that they bring into the room when they are talking about their members is incredible and needed. So, I just want to thank all of them out there for doing that so far with me. You all deserve a round of applause. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: You know, but I want to—you know, we have our retired presidents here, and I want to thank them, because it is true that where we came from the auto crisis, from Ron to Bob after to Dennis, we have been able—we have been trying and being successful and continuing to make change and get back what happened since the auto crisis.

And in the last agreement, under Dennis Williams' leadership, you know, we didn't get everything we wanted.

But in Chrysler in the 2015 agreement, that agreement was worth \$1.8 billion before profit sharing and bonuses, plus another \$1.7 billion in pension funding.

And during that time, if you were a member for two years in a Chrysler plant, you saw up to about \$65,000 in increases to your wage over a four-year period, some members getting up to over a \$100,000 in additional income during that contract.

And so, I think that is important. And you all deserve a round of applause on that, because that is a huge wage increase in that contract.

We had a product commitment of \$5.3 billion, which grew to \$8.2 billion since that time. And that's not including the additional \$4.5 billion that was just announced.

We have also seen an increase, and the Chrysler membership has grown to 51,000 hourly and salaried workers. And there's been 4,900 temps who now have full-time positions.

The other thing that, you know, is really important is the joint programs. You hear in the newspaper today, everyone is trashing our joint programs. But I just want to do a shout out to the men and women of the UAW who work in those joint programs every day trying to represent our members.

And so, one of the things we know, that if quality is left up to the company, they screw it up every single time, if they don't have the voice of the membership.

We know that health and safety is not going to be as good as it can be if it weren't for the involvement of the leadership of the UAW on those shop floors and the members on those shop floors.

Day 2

So, one of the first things that I did in the Chrysler Department in the training center is make sure that we have an assistant director over the WCM. Which the Chrysler workers are doing an amazing job, but we know that the companies still want to pencil whip.

They still want to use that system to circumvent our contracts. And we just can't allow that to happen. And so, we have appointed an assistant director over that Quality Department to make sure that we hold them accountable and that they are going to run a program, they are going to do it right, and not at the expense of the membership. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: So, we are working on that. That is a work in progress, along with the staff and the leadership in the plants.

We have also appointed an assistant director over health and safety. I mean, it is great that Chrysler has not had a fatality in so long. But we also, in Kokomo, had a man who isn't walking today because his legs were crushed. And that is not OK.

So, we can brag about not having fatalities, and I hear Chrysler say it. But we need to make sure that when someone loses a limb or a finger or an arm or gets hurts, that's not OK. So, we need to stay on top of those health and safety programs. We were able to negotiate 70 improvements in the health and safety during bargaining with the company, enhancing training, joint plan audits, safety rep certification programs, ergonomic improvements, like new rotating carriers in the world-class manufacturing. But again, we can negotiate all these great things, but we need to make sure that they are implementing them on the shop floors.

In addition, some of the things that— our members received over \$104 million has been paid out in WCM awards under this agreement, 10 plants achieving bronze, and six plants achieving silver. And again, I haven't been there that long, but I have been there long enough to know that the reason our plants aren't moving up in status is because they are not utilizing the members on the shop floor. And management needs to do a better job and get out of the way. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: We have 13 plant academies that have been implemented, and we have also implemented a joint steering committee where we are telling management, before you start doing anything in WCM, we have to be at the table. We have to have a seat at the table. And you are not going to do it without us there.

So, you know, again, it all goes back to, how do we stop them from

Day 2

pencil whipping programs that we know work? And how do we make sure that as they do efficiencies, we are bringing work in, not creating more white space? So, the other joint programs that I think are really important is the work in the EAP. Workplace violence and sexual harassment, we have a lot of new young members that are coming into Chrysler and have been there. We have the skilled trades technical training.

One of the first things that we did, Shawn Fain, I have got to give him credit, who is our AA, the first thing he said to me is, we need more equipment at the training centers. And so, we were able to make sure that they updated and put in thousands of dollars to make sure we had the right equipment that will take us into the jobs of the future.

We also were able to implement the Industrial Readiness Certification Program. We had 4,800 members that signed up that are going to take three college courses online to qualify for the apprenticeship placement program. So, 4,900 members are now taking those classes.

And we also have this great program at the center, that School of Work. We took—we developed the program in the UAW. And it is kids from Hazel Park who are at risk are able to do a two-year training program and get paid to do it, so that they are prepared to take the jobs of the future. And we make sure that our team works along with those kids so that they know that they can do this kind of work.

So, I want to move on to sourcing now. I talked about the \$5.3 billion that was invested, and the additional \$2.9 billion, that's the new Ram pickup which recently won Motor Trend, 2019 Motor Trend Truck of the Year, and 2019 American Truck of the Year. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Pretty incredible. How lucky am I to get Chrysler? Right. New Jeep Wrangler Motor Trend 2019 SUV of the Year. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: All right. I was just at Jeep, and I want one of those. It is pretty incredible.

The UAW FCA plants also received new powertrain and stamping allocations as well as new plug-in hybrid module for Local 1435, Toledo Machining, that moves us into electrification business.

And I am happy to say that, you know, we also had, you saw in the news, \$4.5 billion of new investment that's coming in, and a new assembly plant.

And this is so important because this sends a message to all these corporations that are saying, we have to build down South at low wages with no union.

You can build a plant right here in the city of Detroit with union

Day 2

wages and still make a profit. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: But the reason they are doing it is because we have the best workers. Our UAW Chrysler workers turned this company around. There was a time when people were writing off Chrysler. And so, the Chrysler workers here and everywhere deserve a hand, because we know the reason Chrysler is doing better is because of the work that the UAW members do. So, thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: But on to the investment. Check this out. Local 51, Mack Engine, \$1.6 billion to convert Mack into an assembly plant to build the new Grand Cherokee and an all-new third row SUV creating 3,859 new jobs.

VICE PRESIDENT CINDY ESTRADA: Jefferson, Local 7, Jefferson North, \$900 million to modernize the plant to continue to build the Dodge Durango and the next generation Grand Cherokee with 1,100 new jobs. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Local 140, Warren Truck, \$1.5 billion investment, to build the Jeep Wagoneer and the Grand Wagoneer, in addition to the Ram 1500 Classic, adding 1,400 new jobs. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: All three assembly plants will also produce the plug-in hybrid versions of these vehicles with flexibility to build fully battery electric modules in the future.

And we also have Local 1264, Sterling Stamping, and Local 869, Warren Stamping, to receive a combined investment of \$400 million to support the additional production, creating 80 new jobs at Sterling.

Local 723, Dundee, \$119 million investment to receive the Pentastar engine currently produced at Mack.

And so, all of these investments, let's just do another round of applause. That's pretty awesome.

VICE PRESIDENT CINDY ESTRADA: All of those investments are contingent on a Community Benefits Agreement that the UAW supported to make sure that these corporations, whoever they are, cannot come into our communities without also investing in jobs. We saw what happened, what's happening with Hamtramck. They can't get these tax breaks and then not also invest in the schools, in the future training, and make sure that they are sustainable communities.

So that will be happening over the next 60 days. And our UAW members are part of that Community Benefits, to make sure that we are always bargaining, not just for our members, but for our communities, as well. So, this is all great news.

Day 2

But there was bad news, too. Local 1268, Belvidere Assembly, due to the global market demand on the Jeep Cherokee, they have a reduction that will be 1,300 members at Belvidere. So, you know, this is exciting stuff that's happening, Chrysler. But there's also the Belvideres that still need work. And we need to have a commitment to make sure during this bargaining that we are going to really fight to make sure that white space is bringing in new product. Because as proud as we are of the victories, we can't rest on these laurels, because we know that Chrysler, like other corporations, are still benefiting from those tax breaks and from everything that happens on Wall Street.

We know that they recognize the current economic trends and the power of the elite at the expense of the workers. We know that they want to take all this money that they are making, because the auto industry is changing, and because they have to get in electrification and autonomous, we know that they want us, the workers, to make the money, so they can fund those new businesses, instead of making the shareholders fund them and those rich CEOs who continue to get bonuses.

So, we know we can't rest. We know that what's happened over three decades of these, you know, of the right making sure that they change legislation and policy. And look at Trump, putting in judicial judges. I don't know if you saw this the other day, he put in a federal judge that I think she was like 30-some-years old, she not only— she never tried a case. She assisted on a case. And they are doing that to screw working people.

And so we— if you look at what's happening and what we are up against in this point in bargaining, when we go into it, and what we need to do in terms of educating people, you know, some of you said it today, top corporations' CEO pay has grown 17% in 2017. Today's CEO's, the company— each CEO makes in the average 337 times that of the average worker. They paid out their Social Security, CEO's in this country paid off their Social Security on January 4th. January 4th. Three Americans own more than the bottom 50%. They own more wealth than 160 million people.

That's what we are facing, this bargaining, and why we have to make sure that we send a message nationally. Forbes richest 400, this is sick, wealth has increased by 59% in the last five years. Density in the private sector is 6 ½%.

So, we are— and we are embarking on— well, the nonunion transplant membership, we're getting close to where there are going to be more of them, the nonunion workers, than the union.

And I say all this to just remind people that the bread box is attached to the ballot box, and to remind everybody that as we go into this fight,

Day 2

it is going to be really important that the community understands that we are not just bargaining for ourselves, but they are bargaining for them, as well. We are going to have to have more conversations with our members than we have ever had, because these wealthy, these three people, want to make sure that we fail. They want to, you know, and politicians want to make sure that they talk about good jobs, but they don't want to talk about the fact that UAW and unions is what makes good jobs.

I am going to tell you, during this Chrysler announcement, I ran into a lot of politicians that wanted to talk about this announcement and brag about this announcement. And they wanted to talk about good jobs, saying the average worker makes \$58,000 in the shop. But you know what they wouldn't mention? Is that it was union. That it was UAW. And the only reason the average worker was making that kind of money is because of the bargaining that this union and our membership and our leadership does. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: So, we need to know that good news in Chrysler. But we have got a fight on our hands. And we need to make sure, it is going to take all of us. We Are One. And we have to communicate and communicate. And I know that we have a national bargaining team that is going to be able to do that. I am so proud to get to know these guys. We got to spend a couple of days together, talking about bargaining. And they have been going through the resolutions.

And so, I want to introduce our negotiating team. And I would like to introduce first the chair, Tim Ferguson, Local 1268, Region 4, representing Sub-Council 1 Assembly. And I am going to bring him up here so that he can introduce the rest of the committee that's going to help us take on that fight. Thank you. (*Applause*)

FCA NATIONAL NEGOTIATING TEAM CHAIR TIMOTHY FERGUSON, Local 1268: Good morning, brothers and sisters. As Vice President Estrada introduced me, my name is Tim Ferguson, from Local 1268, Belvidere Assembly. (*Applause*)

FCA NATIONAL NEGOTIATING TEAM CHAIR TIMOTHY FERGUSON: Region 4, out of Sub-Council 1. I would like to introduce you to the 2019 elected FCA National Negotiating team. Within the FCA Council, there are 11 nationally negotiated— nationally elected negotiators, each representing a different sector of the FCA Council. As I introduce these guys, I would like you to kind of hold your applause until the end and we can get through those things. So, the first guy I would like to introduce representing instate assembly from Sterling Heights Assembly, brother Charles Bell. He is the President of Local 1700, Region 1.

Day 2

The second would be representing Stamping from Warren Stamping, brother Mario Richards, committeeman from Local 869 out of Region 1.

Next, representing the in-state engine and axle from Dundee Engine, brother Lorenzo Jamison, shop chairman, Local 723, Region 1A.

Next representing out-of-state engine and axle from Indiana Transmission, Plant 2, Brother Matt Jarvis, committeeman, Local 685, 2B.

Representing Skilled Trades Sub-Council from Sterling Stamping, brother Terry Perrino, from Local 1264, Region 1. Representing miscellaneous plants, from Kokomo Casting Plant, brother Brian Cottingham. He is the shop chairman, Local 1166, Region 2B.

Next from the National Parts Depo Center from Centerline Parts, brother John Markovski, president, Local 1248, Region 1.

Next representing the Field Parts Depos Operations from Cleveland Parts, brother Mike Kalman, president, Local 573, Region 2B.

And from our Salary Group from Office and Clerical, from Atlanta Parts, sister Tammy Wiser, Office and Clerical Unit Chair, Local 868, Region 8.

And then representing the salaried Engineering Group from Chrysler Technical Center, brother Jerry Witt, president, Local 412, Region 1. *(Applause)*

FCA NATIONAL NEGOTIATING TEAM CHAIR TIMOTHY FERGUSON: So. On behalf of the membership of the UAW FCA Department and the FCA Council under direction of Vice President Cindy Estrada, I want to thank everybody for the opportunity to represent the membership in the upcoming national negotiations. Thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: OK. Let's give them another round of applause. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you.

And thank you for helping me understand Chrysler. They have done an amazing job representing the members so far.

So, with that, I would like to dismiss the 2019 National Negotiating Team for UAW Chrysler.

Thank you, Tim. *(Applause)*

...A video was presented to the delegation.

SERVICING REP TRACY ROMERO: Good morning. Thank you, President Jones, our International Executive Board, and all of you, for having me speak today about organizing, something that is so vital to

Day 2

our organization, and a very passion of my own.

Everyone in this room is a leader, and with leadership comes great responsibility. I bet you didn't know that part of that responsibility is that we are all organizers. It is true. We all wear the UAW wheel with pride. We all know, understand, and appreciate the negotiated benefits. We have witnessed firsthand, by all coming together, that we have the power to make positive change in our workplace, our communities, and in our homes.

Organizing is not an easy task. As a matter of fact, people often say, you have one of the toughest jobs in the UAW. Listen, organizing isn't easy. It wasn't easy for the workers during the Flint Sit-Down Strike or the Battle of the Overpass. Just as it isn't easy for the Volkswagen Skilled Trades Workers, who won the election over two years ago at 70%, and the company still has it tied up in the higher courts.

Just like the workers at Triumph in Stuart, Florida, who filed for their election at 70% and won by a slim margin. Or the workers of MOBIS in Montgomery, Alabama, who struggle daily to overcome their fears. Or the workers at Flex-N-Gate in the city of Detroit. How about the slot techs at MGM Grand in Las Vegas who won their election two times, and the boss filed bogus objections to their election.

It is the workers who have the toughest jobs. It is workers who are taking a stand against their boss with little to no protection. It is those workers who are up against the boss's anti-union, anti-worker legislation day in and day out.

Research shows us that one out of three organizing campaigns, the boss fires a union supporter. I don't know what you think, but I think I would rather have a punch in the face than have to go home and tell my family I lost my job. Not to mention the burden of proof is on us. So, the boss can make up whatever reason and fire that worker. And it is up to us to prove otherwise.

This just happened in Region 1A three days before voting began. Three out of four campaigns, the company hires an anti-union consultant, 89% of workers that we are trying to help are forced to sit through one-on-one meetings with their direct supervisor.

There is over \$1 billion spent annually in opposition of workers trying to form a union. I don't know what you think, but \$1 billion, I think, could bring in a few decent contracts to the workers of this the country. It is sickening, but U.S. labor law allows this to happen, with as little as a slap on the wrist.

Despite their tactics, workers have still found a way to win. Let me break it down for you. 29,000 new UAW members since last Special Bargaining Convention. That is nine new gaming units. Currently we

Day 2

have filed for five elections in Las Vegas, Nevada, where four of them will take place this Friday and Saturday at Bally's, Paris, Harrah's and Wynn. *(Applause)*

SERVICING REP TRACY ROMERO: We have one new transnational unit, five new health care units, 11 new higher ed units, 47 new IPS supplier units.

Organizing takes place across this country from Florida to Connecticut and Washington to Texas. Workers want a union. They want a pathway for fairness, and better working conditions.

It starts with conversations. Conversations with family and friends, in your community, about how your family benefits from having a union. It starts with the non— that is an organizing conversation.

It starts with nonunion suppliers that you identify inside your facilities. That is organizing work.

The rallies that you attend to support workers who are building your union, that is organizing work.

How about the card-check agreement such as the one then regional director now President Gary Jones demanded from Challenge Manufacturing that brought in approximately a thousand new members? That is organizing work.

How about the one that just a couple of days ago, Regional Director Vance Pearson and his team won a card-check election with 300 workers at Faurecia in Blue Springs, Missouri? That is organizing work. *(Applause)*

SERVICING REP TRACY ROMERO: When card check is part of the demands at the bargaining table, it changes the dynamic. It provides a level playing field for workers and holds the bosses accountable.

In 2018, we organized 16,000 new UAW members. *(Applause)*

SERVICING REP TRACY ROMERO: That is 16,000 workers that I believe have the toughest job. Look, I come from Ford Motor Company, out of the Sterling Heights Plant. I didn't have to fight for my union membership. It was handed to me. I, like most of you in this room, we were not part of the Battle of the Overpass or the Flint Sit-Down Strike. But those workers could do it, and those 16,000 workers from 2018 could stand their ground, then I challenge all of you to ask yourself, what is it you can do to support the workers with no protection, guarantees or contracts? What can you do to support workers who only want the same protections and benefits that we all have? I thank you for your time. And I look forward to having an organizing conversation soon. *(Applause)*

VICE PRESIDENT DITTES: Good afternoon, brothers and sisters.

Day 2

I now call on Resolution Committee Chair Tiffany Rice for the purpose of reading the resolutions.

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I would now like to call sister Denise Gladue to read the next section of the Proposed Resolution.

And thank you, Vice President Dittes.

DELEGATE DENISE GLADUE, Local 2121: Good morning, brothers and sisters. My name is Denise Gladue from Local 2121, under the leadership of Beverley Brakeman, director of Region 9A, and Assistant Director Gordon Deane.

I will be reading Organizing, found on Page 53 of the Proposed Resolution book.

Union density is a critical component of collective bargaining. UAW density in a sector enables us to bargain from a position of strength and gives us the power to win economic justice at the bargaining table. When union density is low in a sector, bargaining quality contracts is difficult. Nonunion worksites that employ low-road practices undermine our contracts and undermine our contracts. High union density benefits workers by taking wages out of competition. In sectors with high union density, employers cannot retain workers without providing prevailing wages, benefits and working conditions, or having their workers organize to win a contract.

By organizing more members in all sectors, our ability to protect and enhance hard-fought wins at the bargaining table increases. To continue to grow our union and secure economic and workplace justice for more workers, we will:



UAW Vice President Terry Dittes listens as delegates debate the proposed bargaining resolutions.

- * Negotiate neutrality and card-check provisions in existing contracts that apply to the employer's other facilities, new facilities, subsidiaries, and any joint ventures or newly-acquired operations.

Day 2

- * Demand neutrality and card-check provisions with each employer that provide for a smooth, coercion-free organizing process. We will insist that the process include access to workplace, accurate worker contact information and a mechanism for expedited resolution of legitimate disputes.
- * Require employers with UAW-represented units to use all lawful means to inform associated suppliers and vendors of their desire to work with suppliers and vendors that respect labor laws, including workers' right to organize through employer neutrality and card-check procedures.
- * Insist that employers subscribe to a "Buy American" policy whereby any suppliers and vendors that produce products and services in the United States be given priority when bidding contracts.

Thank you. (*Applause*)

VICE PRESIDENT TERRY DITTES: Thank you very much. We will now open the floor for debate on this issue.

We will take one speaker from each region to speak for, and one to speak against. When you come up, please state your name and your local number, and be acknowledged.

We are going to start the debate looking for a delegate to speak in favor. We will start with Region 5. Red folder here, mic 2.

DELEGATE ANDREW WEAKLAND, Local 186: Hello, brothers and sisters. My name is Andy Weakland. I am the president of amalgamated Local 186, under the unparalleled leadership of Director Vance Jones and Assistant Director Darrell Coulter.

Before I begin, I would like to address Region 8, my fine brothers and sisters over there. Region 5 has been holding the V-CAP trophy for 20 years. And we have no intention of giving it up any time soon. In fact, we were thinking about reaching out to your region to see if you could spare a few carpenters to build us a bigger trophy case. (*Applause*)

DELEGATE ANDREW WEAKLAND: We will be in touch. I rise in support of the Proposed Organizing Resolution. American workers are more productive than ever, but they are not receiving their fair share of the wealth they create. As a result, the middle class is shrinking, and for many workers, the American Dream is moving further out of reach.

To fix this problem, we must repair the broken link between productivity and wages. From 1948 to 1973, productivity and compensation grew at almost the same rate, 97%, and 91%, respectively. From 1973 to 2014, however, productivity rose 72%, but the compensation only grew 9%. The decline in union density is the single biggest contributor to

Day 2

this drastic shift in our economy, and it has declined in private sector. And union membership is said to account for one-third of the disparity between productivity and compensation.

We must redouble our efforts in organizing both new and existing industries and sectors. We must support not only our own labor organization's quest to represent new members, but also the effort of other labor organizations, for by organizing more members in all sectors, our ability to protect and enhance hard-fought gains at the bargaining table strengthens.

After all, a rising tide lifts all boats. Thank you. (*Applause*)

VICE PRESIDENT TERRY DITTES: Thank you, brother. Any delegates in Region 5 to speak against the resolution?

Seeing no hands, we are going to move to Region 9. Looking for a delegate to speak in favor. Purple folder here, mic 7. Thank you.

DELEGATE PAMELA HOLLINGER, Local 677: Thank you, Vice President Dittes.

I stand in support—I'm sorry, my name is Pam Hollinger. I am the recording secretary for your Local 677, out of Region 9, under the direction of Jeff Binz and Assistant Director Tom Ashton. (*Applause*)

DELEGATE PAMELA HOLLINGER: I stand in support of the organizing resolution, as it will put us on a clear path to increasing our membership and strengthening our power at the bargaining table.

As President Jones said yesterday, collective bargaining was not given to us. We fought for it. The same is true of our membership.

We all know that our union density will not increase unless we continue to fight for workers to ensure that they have the right to organize without being subjected to undermined, underhanded union-busting tactics from their employer. By organizing more members, we will have the power to bargain quality contracts that provide prevailing wages, better benefits, and safe working conditions for members in all sectors. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, sister. Any delegates in Region 9 wishing to speak against the resolution?

Seeing no hands, we will move to Region 9A. Looking for a delegate to speak in favor of. I need my sunglasses up here. I think it is a purple folder, blue folder, mic 7. Thank you.

DELEGATE MAIDA ROSENSTEIN, Local 2110: My name is Maida Rosenstein. I am the president of Local 2110 in New York City. We are a proud Technical, Office and Professional local amalgamated union.

Day 2

March is Women's History Month, and I am extremely proud to be part of Region 9A, under the extremely hardworking, committed and resourceful leadership of Beverley Brakeman, one of the extraordinary women leaders of our union. (*Applause*)

DELEGATE MAIDA ROSENSTEIN: I also want to give a shout out to my brother, Gordon Deane, who is now our assistant director, after spending 30 years fighting for the rights of legal service workers in our union.

And I would be remiss if I did not acknowledge the legendary former Regional Director Phil Wheeler who has been a mentor and a guiding light to all of us in Region 9A and in this union.

I rise to speak on the resolution in organizing. I have spoken about organizing, and on a number of occasions before, at these conventions, and it speaks to the kind of union that we are, that there is always a resolution on organizing, including in our Collective Bargaining Convention. This is because we as a union know and understand that our power at the bargaining table is inextricably linked to our commitment to organize the unorganized.

Derrick Johnson, the president of the NAACP, just spoke eloquently and movingly about nonunion auto workers in the South who are deprived of the most basic of fair working conditions and live in fear and intimidation in the workplace.

And to the degree that wages have risen in the South, it is because of our organizing in the UAW, our campaigns that have pushed those wages up and forced employers to respond however unwillingly.

Despite the horrible attacks on unions, despite the obstacles of an anti-labor Trump labor board, despite the Janus decision, and despite an evil, racist, sexist and anti-immigrant White House, we have tremendous opportunities to organize.

The very bargaining platform that's being laid out here today is a message, embodies justice, equality, fairness, that nonunion workers in this country hunger for.

The new generation millennial workers have shown themselves ready to stand up and fight. They fear and they are angry about the future that they face in this country. The values that we, that are intrinsic to our bargaining platform, speak to this generation and give us an opportunity to organize. It is more crucial than ever that we organize. And we in the local unions cannot simply leave this to the organizing staff. We must go to the bargaining table and fight for the proposals that will help us in organizing. We must commit our resources, our minds, and our hearts to organizing. We must educate our members, rank-and-file members about the need to organize. Thank you, broth-

Day 2

ers and sisters. (*Applause*)

VICE PRESIDENT TERRY DITTES: Thank you, sister. Is there anyone in Region 9A to speak against the resolution?

Seeing no hands, we will move to Region 8. Looking for someone to speak for the resolution. Red folder, right here, brother.

DELEGATE JOSHUA FISHER, Local 1649: Good afternoon, brothers and sisters. My name is Josh Fisher, from Local 1649, Orlando PDC Mopar, out of Region 8, under the leadership of Director Mitchell Smith and Assistant Director Tim Smith.

Organizing is a critical component of collective bargaining. It gives nonunion workplaces a voice to win economic justice. Organizing gives workers a voice on pay, health and safety issues, and a voice in negotiating a fair contract in their respective fields. Organizing gives workers a say on how they do their job functions, or how they do their daily job functions at the workplace. By organizing, we can grow our membership and protect the working class for economic and workplace justice. It gives us all strength and power. Therefore, I stand in support of this resolution.

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 resolution? Against the resolution? Red folder.

SPECIAL DELEGATE TIMOTHY STANNARD, Local 1853: Hi, I am up to speak for the resolution, but—

VICE PRESIDENT TERRY DITTES: Go for it.

SPECIAL DELEGATE TIMOTHY STANNARD: -- we don't have anybody against. Who is against organizing?

Nobody, right?

I am Tim Stannard, president of Local 1853, Spring Hill, Tennessee, Region 8, under the direction of the Smith brothers, Mitchell and Tim. And that's where all the transnationals have located.

Earlier, Mike got up and he talked about the products that we have at our plant. We have got a couple of Cadillacs, we have got some engines, we have got the Acadia, we've got a right-hand drive Acadia. Well, we are fortunate and thankful to have these products at our plant. We were in the situation at these other five plants we're in not too many years ago. So, we got work there. And with that work, came the suppliers. We were able to organize these suppliers. And we have increased union density around our plant, and brought up living wage,

Day 2

and families are better off in the whole area, not just the auto and the suppliers, but the whole area has come up because of union density.

We have got our sights on two more suppliers today. Soon, we will get those. And that's the importance of all of us to organize.

In our communities, we have to talk highly about the UAW. Region 8 has all the transnationals located; the nonunion auto manufacturers located in that region. They are dragging our wages down. They are jeopardizing our job security, our health care. So it is very important; it is our lifeblood to organize. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother.
(*Applause*)

VICE PRESIDENT TERRY DITTES: We will give one more round. Is there anyone to speak against the resolution in Region 8?

Seeing no hands, we will move to Region 2B to speak in favor. I see a red folder there, I believe mic 1, closest, mic 1. Thank you.

DELEGATE PETRA JAMESON, Local 292: Good afternoon. I am Petra Jameson, Benefit Rep. at UAW Local 292 in Kokomo, Indiana, where we serve under the direction of Rich Rankin is our director, and assistant director is Wayne Blanchard. (*Applause*)

DELEGATE PETRA JAMESON: I rise in support of this resolution. I have the firsthand experience of working on the Nissan campaign for many a years and saw the fear and intimidation that was put on the employees, and the fear of losing their jobs, not only their jobs, but their families, as well, because they were willing to stick their necks out to get some of the things that I had always rested on my laurels of having. When I hired at the GM plant, my union was already established.

So, it is those things that, you know, you think that everyone has, but they really don't. We really need to organize to grow our membership. We always have been told that our power is in the number of the people that we have. So, to grow our membership, we need more people to continue to stand and support the workers that are in the fields that we are in. That could be the TOP, the casinos, as well as the suppliers and the automakers.

Lastly, to support and maintain the benefits that we have in our contract. We don't want, when they are at the table to bargain on our behalf, we are not bargaining down. You want to bargain up. You want to bargain with people that have the things that you have instead of the things that you do not have. And these are just a few reasons why I stand in support of this resolution. Thank you. (*Applause*)

VICE PRESIDENT TERRY DITTES: Thank you, sister. I think when I called on those to speak in favor, I saw another. Was there

Day 2

another speaker from Region 2B to speak on the resolution?

OK. Seeing no hands, is there anyone in Region 2B to speak against the resolution?

OK. Seeing no hands, we are going to move to Region 1. Looking for someone to speak in favor. Red folder, looks like mic 8.

DELEGATE WAYMON HALTY, Local 155: Good afternoon, UAW brothers and executive board. My name is Waymon Halty. I am an organizer and recording secretary out of UAW Local 155, under the magnanimous leadership of Frank Stuglin and Assistant Director James Harris. (*Applause*)

DELEGATE WAYMON HALTY: I stand in support of this resolution. I don't have to tell anybody here today that there are strength in numbers.

Union density is a critical component of collective bargaining. It give us the power to win economic justice at the bargaining table. By organizing more members in all sectors, it strengthens our ability to protect our hard-fought increases at the table, by negotiating and demanding neutrality and card-check provisions and requiring employers with UAW members to use lawful means to inform their suppliers and vendors with neutrality agreements and card-check procedures.

I will leave you with this. This is a wheel to all of us here. But this is a shield to the unorganized. I stand in this— for this resolution.

VICE PRESIDENT TERRY DITTES: Thank you, brother. (*Applause*)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 1 to speak against the resolution?

Seeing no hands, we will move to Region 4, a delegate to speak in favor. Blue folder, baseball cap, mic 4. Thank you.

DELEGATE RORY DOLAN, JR., Local 838: Good morning, brothers and sisters. My name is Rory Dolan. I am from Local 838, Waterloo, Iowa, inside of Region 4, under the direction of Director Ron McNroy and Assistant Director Brad Dutcher. In Region 4, we are very fortunate to be led by two great union activists, brothers that not only talk the talk, but they also walk the walk, as well. They lead by example.

I stand in support of this resolution because as we all know, organizing is vital to our survival. We must continue to build our density to ensure better agreements that our members deserve. The Buy American policy will also increase the potential plants that we can also organize, as well. And that would not only allow us to increase our membership, but also grow our density, but it will also, and more

Day 2

importantly, provide a better way of life for those workers. Thank you. *(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 1D. Someone to speak in favor of the resolution? I see a blue folder back there, mic 5. Thank you.

DELEGATE TERESA MCGINNIS, Local 1811: Good afternoon, brothers and sisters and retirees. My name is Teresa McGinnis. I am President of UAW Local 1811, under Region 1D, under the great leadership of Director Gerald Kariem and Assistant Director Stevie Dawes. *(Applause)*

DELEGATE TERESA MCGINNIS: I stand in support of the resolution on organizing. Organizing is a critical component. We need the power of numbers to succeed in bargaining. By organizing, we are protecting our current members and the future of our union. By organizing, not only are we growing strength in our union, but we are reducing the risks of whipsawing.

We Are One, and we will continue to organize. Thank you. *(Applause)*

VICE PRESIDENT TERRY DITTES: Thank you, sister. Is there anyone in Region 1D to speak against the resolution?

Seeing no hands, we are going to move to Region 1A. Looking for someone to speak in favor of the resolution. Can't see. I see a folder. I can't tell the color, orange, red. Well, it is hard to see, mic 7, I believe. Folder, yes. You.

DELEGATE RODNEY WILSON, Local 600: Thank you, brother vice president, for recognizing me.

Good morning, my fellow UAW brothers and sisters from around the way and abroad. My name is Rodney Hotrod Wilson, proud UAW member and delegate out of Local 600 in Region 1A. *(Applause)*

DELEGATE RODNEY WILSON: I would like to take this moment to recognize the distinguished and esteemed International Executive Board, past and present. And the President emeritus. I would like to specifically pay homage to five dynamic UAW leaders that have inspired me over the course of my 20-year UAW political career, and whom I greatly admire and highly respect. They are UAW President Gary Jones. *(Applause)*

DELEGATE RODNEY WILSON: The amazing UAW President Gary Jones, pardon me, the extraordinary Vice President Rory Gamble. *(Applause)*

Day 2

DELEGATE RODNEY WILSON: And our awesome Region 1A Director Chuck Browning. *(Applause)*

DELEGATE RODNEY WILSON: Our brilliant Region 1A Assistant Director Alan Wilson. *(Applause)*

DELEGATE RODNEY WILSON: And last, but certainly not least, our incomparable Local 600 President Bernie Ricke. *(Applause)*

DELEGATE RODNEY WILSON: Organizing. Union density is a critical component of collective bargaining. Union density in a sector enables us to bargain from a position of strength and gives us the power to win economic justice at the bargaining table.

When union density is low in a sector, bargaining contracts are difficult and undercut by nonunion worksites that employ low-road practices. To continue to grow our union and secure an economic and workplace justice for workers, we will require employers with UAW-represented units to use all lawful means to inform associated suppliers and vendors of their desire to work with suppliers and vendors that respect labor laws, include workers' right to organize through employer neutrality and card-check procedures.

To conclude, our union future is tied to our ability to organize. Successful organizing strengthens our position at the bargaining table. I strongly support this resolution because organizing is essential to the fabric, core and sustainability of our UAW. We Are One. Solidarity forever! Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother. *(Applause)*

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 1A to speak against the resolution? Against? I am seeing no hands.

We have went around the room. We have heard from all the regions. Do I have a motion to close debate?

...A motion was made by an unidentified delegate.

VICE PRESIDENT TERRY DITTES: Is there support?

...The motion was seconded by several unidentified delegates.

VICE PRESIDENT TERRY DITTES: Any discussion?

All those in favor, signify by saying aye. Opposed. The ayes have it. Thank you. *(Applause)*



UAW Vice President
Terry Dittes

Day 2

VICE PRESIDENT TERRY DITTES: Before coming into the room is the 2019 General Motors Negotiating Team, and I would like to give them a round of applause. *(Applause)*

VICE PRESIDENT TERRY DITTES: Before I introduce them, I would like to say a few words. As we move into negotiations this fall with General Motors, which we should open up some time in July, General Motors just announced they made \$10.8 billion in the United States net profit. General Motors sells more vehicles in the United States than Ford or FCA.

General Motors, currently 17 ½% market share. Higher than Ford and FCA. General Motors UAW employment is about 48,000 members. Over 7,000 of them are in skilled trades. Over 4,000 of them are temporary employees. General Motors makes the most profits. They sell the most cars, trucks, vans, crossovers. And they have been top of the heap for many years.

The converse side to that, there is less UAW membership in General Motors than in Ford or FCA. General Motors, who sells the most cars in the United States, does not build the most cars and trucks in the United States. That honor belongs to the Ford Motor Company. *(Applause)*

VICE PRESIDENT TERRY DITTES: Yeah, I am not here to give the Ford report, but that's okay. Thank you.

General Motors does, in fact, build one-third of their vehicles in Mexico, for the sole purpose of sending them to the United States for sale.

Brothers and sisters, you can see what we are up against as we open negotiations this coming summer. *(Applause)*

VICE PRESIDENT TERRY DITTES: But I can tell you we are ready for the fight. And I know you are ready for the fight. And I know our members are ready for the fight. *(Applause)*

VICE PRESIDENT TERRY DITTES: It is time for us to stand up. It is time for us to take what belongs to us and hold on what we currently have.

This committee here spent a week at Solidarity House going through contract proposals. And they are many. And this is not the normal negotiations where you come in and just say we are looking for health care benefits to increase, and general wage increases.

We have a whole new set of problems, brothers and sisters. Some of them have been debated on the floor here in the last couple of days, like the wage system, the two-tier, multiple-tier wage system.

That's a very difficult subject. And it is one that only this union can

Day 2

fix. (*Applause*)

VICE PRESIDENT TERRY DITTES: There's been much debate about temporary employees. On February 22nd, the average payout from the profit sharing for seniority employees was \$10,750. That's good. Except, you know what? The temporary employees, they got none of that. And it is for all of us, brothers and sisters, we need to stand up for each and every one of us. Like it says on the wall over there, We Are One. Those temporaries are one. Those second-tier wages are one.

This committee has gone through boxes and boxes of proposals from our body, our members and our locals around the country. And there are issues like temporaries and two-tier, the erosion of skilled trades over the years, not to mention product. As we talk about General Motors, who builds over 700,000 vehicles in Mexico, on November 26, 2018, they came out with their announcement, endangering four UAW locations in the United States: Baltimore, Maryland; Warren, Ohio; Hamtramck, Michigan; I am sorry, Warren, Michigan, my bad; and, of course, Lordstown, Ohio.

We then went after that and addressed those working with the president's office, the legal department, continued to meet on them. And we were actually fortunate, the Hamtramck facility, to make sure that product went through the end of the year.

Not that General Motors would give us credit for that, but that was accomplished by the International Union and the positions we took based on the contract. (*Applause*)

VICE PRESIDENT TERRY DITTES: That doesn't mean we are out of the woods. And by no means are we forgetting about the other three locations, because in our opinion, based on the contract, they violated the contract, and there was an agreement between the parties to keep them operating through the life of the agreement. We are not quitting on that. We are not quitting on product. And there is no time to quit.

And I have had the opportunity to visit a few of the locations that are in jeopardy. And it is really a sad story. But they have heard directly from me and the staff how important it is to keep pushing forward. There is no time to look back. When they hurt one, they hurt us all. And that's how we feel in the GM Department when we talk about those locations that General Motors announced in November.

But don't kid yourself. There are more plants that may be in jeopardy as time goes on. I know this is not the goodwill speech you want to hear, but you deserve to know the truth. You deserve to know what's going on, so we can come together as one body with our members, and our locals, and this great leadership team that you have brought.

Day 2

We need to stand together. Because I know this fall, when we come into negotiations, being a long-term General Motors employee, over 40 years, I know that this membership will not retreat. This membership will not back off. This membership will support their leadership. *(Applause)*

VICE PRESIDENT TERRY DITTES: I know you will be there with us. I know you will be there. Our members, I know their communities will. I know America will be with us.

Thank you and God bless you. Thank you everybody. *(Applause)*

VICE PRESIDENT TERRY DITTES: Thank you.

I would like to now bring up the chair of the negotiating team from the great Region of 1D, Local 652, our Bargaining Committee Chair, Mr. Ted Krumm, to announce all those sitting here in front of you. Thank you. *(Applause)*

BARGAINING CHAIR THEODORE KRUMM: Local 652— That's a tough one to follow right there. So, it is my honor to stand before you. My name is Ted Krumm, Local 652, out of Lansing, Michigan. I am the chairman of the TOP Committee 2019 National Negotiations Team for General Motors UAW.

It is also my honor to introduce the following:

Recording Secretary of the TOP Committee, Earl Fuller, Local 160. *(Applause)*

BARGAINING CHAIR THEODORE KRUMM: Alternate Chairperson of the TOP Committee, Mike Plater, Local 22. *(Applause)*

BARGAINING CHAIR THEODORE KRUMM: Anthony Cheatams, Local 651. *(Applause)*

BARGAINING CHAIR THEODORE KRUMM: Alan Chambliss, Local 2250. *(Applause)*

BARGAINING CHAIR THEODORE KRUMM: Chuck Herr, Local 774. *(Applause)*

BARGAINING CHAIR THEODORE KRUMM: Jeff King, Local 14. *(Applause)*

BARGAINING CHAIR THEODORE KRUMM: Mike Branch, Local 686. *(Applause)*

BARGAINING CHAIR THEODORE KRUMM: Matt Collins, Local 292. *(Applause)*

BARGAINING CHAIR THEODORE KRUMM: Ed Smith, Local 659. *(Applause)*

BARGAINING CHAIR THEODORE KRUMM: Kenneth

Day 2

Fountain, Local 1869. *(Applause)*

BARGAINING CHAIR THEODORE KRUMM: Michael McClain, Local 2209. *(Applause)*

BARGAINING CHAIR THEODORE KRUMM: Together we look forward to representing all of you at the bargaining table.

Solidarity, brothers and sisters. *(Applause)*

VICE PRESIDENT TERRY DITTES: Again, the 2019 UAW-GM Bargaining Team. Stand up, brothers, stand up. *(Cheers and applause)*

VICE PRESIDENT TERRY DITTES: The crowd to stand with them. Thank you. Appreciate it. Brothers and sisters, I now bring back Vice President Cindy Estrada.

VICE PRESIDENT CINDY ESTRADA: OK. At this time, oh, that was nice, I would like to call up the chair of the Resolution Committee again, Tiffany Rice, so she can go over the resolution Benefits for Servicewomen, Servicemen, and Veterans.

RESOLUTIONS COMMITTEE

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Good afternoon. I would now like to call brother Paul Lafave to read the next section of the Proposed Resolution.

RESOLUTIONS COMMITTEE MEMBER PAUL LAFAVE: Thank you, Sister Rice.

My name is Paul Lafave. I am out of Local 2280, the president, under the leadership of Frank Stuglin and Assistant Director James Harris out of Region 1. *(Applause)*

RESOLUTIONS COMMITTEE MEMBER PAUL LAFAVE: I will be reading the proposed Benefits for Servicewomen, Servicemen, and Veterans found on Page 51 of your Proposed Resolutions book.

Benefits for Servicewomen, Servicemen, and Veterans: Our union recognizes the sacrifice and service of all the men and women who have served in the armed forces. They serve our country with honor and distinction and they deserve our respect and the thanks of our nation. Through our collective bargaining and political action, we will strive to help our veterans secure good jobs that provide suitable pay and benefits. That includes ensuring that veterans who have service-related medical needs receive high quality care in a dignified setting.

Our bargaining groups— our bargaining programs reflect our support for veterans and our active duty personnel by seeking fair treat-

Day 2

ment in the workplace. We will continue to bargain for military duty leave, along with contract provisions to require employers to make up the difference between military pay and benefits and the regular pay and benefits when a UAW member is called to active duty.

We will seek additional improvements in pay and benefits practices, coverage eligibility and administrative procedures affecting military leave. Specifically, we will seek to ensure that wages and benefits of returning military personnel are paid in a prompt manner. Individuals who have suffered injuries should receive special disposition, beyond that required by the Americans Disabilities Act, if necessary, so they may resume employment.

We will urge employers to join us in supporting adequate funding for veterans' health care programs.

Finally, the UAW will continue to lead the fight to create and preserve good paying jobs in America so that when those who have served our country so well return from their tours of duty, these women and men will have jobs.

Thank you. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: OK. I would now like to open the floor for debate. And we will start in Region 9. We will take one person in favor and one against. White folder, mic 7.

DELEGATE DAVID BARNARD, Local 686: Good afternoon, brothers and sisters. I apologize that I do not have the boxing promoter ability to stream together accolades, but I am old enough to realize the amazing labor minds that are stated and sitting before us.

I would like to at this time introduce myself. I am David Bernard. I am the UAW amalgamated president for Local 686, in the Region 9. I am fortunate enough to sit under the direction of Jeff Binz and Assistant Director Tom Ashton. (*Applause*)

DELEGATE DAVID BARNARD: I stand in support of this resolution, not because as a veteran I believe that we deserve special protection under our agreements. I stand because each serviceman and woman began their service by swearing that they will defend this nation against all enemies. Conveyed in this oath of service is the truth that they will forsake their freedom so our nation will remain free. They stand in defense of this nation so that the defenseless— so the defenseless— I apologize, they stand so the defenseless may be made safe. They offer to forfeit their life and limb to ensure our nation will continue to live on.

So as a citizen of this nation, and a proud member of this great

Day 2

union, any benefits that we obtain on behalf of these— on behalf of these payments, speaks not to the repayment for this service but of this nation's obligation to stand worthy of this oath spoken in our behalf.

I thank you, brothers and sisters. And I yield the floor.

VICE PRESIDENT CINDY ESTRADA: Thank you. Do we have anyone to speak against the resolution in Region 9?

OK. Seeing none, we will move to Region 9A. Anyone speaking in favor of the resolution? White card, mic 6.

DELEGATE GREGORY MOULTON, Local 3999: Good afternoon, brothers and sisters. My name is Gregory Moulton. I am the financial secretary-treasurer for Local 3999, Region 9A, under the directorship of the lovely Beverley Brakeman. And I was told this yesterday, the Assistant Director Hollywood Gordon Deane. OK. I am speaking in support of the resolution for benefits for the servicewomen, servicemen and veterans. Myself, I served in the U.S. Navy for 20 years. *(Applause)*

DELEGATE GREGORY MOULTON: I was in during the Vietnam era, through the first direct conflict. Half of that 20 years, I was deployed. So that's my 10 years away from my family and friends, the sacrifice I did willingly.

Pardon me while I flip the page.

Helping veterans to secure good jobs that provides suitable pay and benefits is a start. We as the UAW can assure our contracts protects the rights of every servicewoman, serviceman and veterans to assure they receive their fair wage, whether they are on the job for the company, or on the job for our country, our land and sea, or in the air.

Our veterans with disabilities are not looking really for a handout. They want to know that they are valued in the workforce. Special arrangements to accommodate their limitations should be the norm, not the exception. To my fellow brothers and sisters in arms, I am Chief Petty Officer of Surface Warfare, Retired, Gregory Moulton.

I support this resolution for benefits for servicewomen, servicemen and veterans. With the assistance of the UAW and every union in the U.S., We Are One. Please thank a veteran. Thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you, brother, for your service.

Anyone speaking against the resolution in Region 9A?

OK. Moving on to Region 8. Anyone to speak in favor of the resolution? Mic 1, they didn't even raise their card. Red card, mic 1.

SPECIAL DELEGATE NICOLAUS DEAN, Local 862: Nicolaus

Day 2

Dean, Local 862, under the leadership of Todd Dunn, Regional Director Mitchell Smith, Assistant Director Tim Smith, and the great Region 8, under VP Rory Gamble.

Loyalty, duty, respect, selfless service, honor, integrity, and personal courage, things that were drilled and instilled in my head in the Army. *(Applause)*

SPECIAL DELEGATE NICOLAUS DEAN: As a veteran, I am proud to stand in support of benefits for servicewomen, men, and veterans. I believe and I know you all believe that we will continue to lead the way with collective bargaining to secure jobs, suitable pay and benefits, high quality care for medical needs, and additional improvements beyond that required by the Americans With Disabilities Act. I urge the UAW to continue leading the fight to persevere and preserve jobs for soldiers returning from tours of duty.

Solidarity. Thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you. Mic 1.

SPECIAL DELEGATE NICOLAUS DEAN: Thank you, Madam Chairman. Good afternoon, brothers and sisters. On behalf of our devoted leadership of Assistant Director Tim Smith here today, and our Director Mitchell Smith, I want to say thank you for being here. Also, Vice President Rory Gamble and his leadership, by walking aside the membership, and I say this genuinely, I want to thank him personally. Thank you, Rory, for walking with us.

I speak today on behalf of Local 862 membership, 13,194 active membership employees, members of Local 862, 6,045 never forgotten unwavering retirees and surviving spouses.

I personally want to respectfully recognize President emeritus and Marine veteran, my friend Ron Gettelfinger, and Louie Sexton, Army veteran and tank commander, also my great friend, and everything else at Local 862, and my mentors and leadership, both growing during my personal life, and UAW career, and in their honor, I rise in support of benefits for servicemen and women and veterans.

As a veteran and proud American Army soldier serving our great nation throughout my active duty military career, including a tour during Operation Desert Storm/Shield, in my post career, as I honorably represent our veteran membership, I want to point out that our support is not by just voice alone. It is but by action, from our International Union, through all of our local unions, as well. Sisters and brothers, we actually walk the walk. Just as our veterans of our country fought side by side as never to waiver, but they always stayed on point. They stayed on point to survive, on the battlefield, and as the post-service issues that arise in many different ways, our great

Day 2

American heroes endured that in their everyday lives. We must put a perimeter around our veterans, as we must do the same for our union families.

We, the UAW membership, are truly defined as American patriots. By definition, as never to waiver in support of our great nation is the true definition of an American patriot.

It is important to continue to find ourselves as such, those true American patriots, and within our convention, and also by assisting them through our efforts socially and also in the workplace.

PTSD, everybody knows what PTSD is, so many soldiers and citizens of our nation have become conditioned to the terminology "post-traumatic stress disorder." However, I personally believe that the UAW has shown that genuinely, and it is more about the genuineness of what we do, it is about our walk with veterans. And that the answer is within a term that I call "post-traumatic growth." It is not PTSD. It is about what we can do and create post-traumatic growth. It is a commitment of Americans through our mission to continue walking with veterans in order to honor and treat and support any condition created by giving us freedom.

Through past International leadership and current leadership of President Gary Jones, Vice President Rory Gamble, we have walked the walk by supporting active heroes, fighting veteran suicide in Shepherdsville, Kentucky—you all got to bear with me, because we do a lot—putting over \$1.125 million of services, labor and materials on the ground. Rory, don't let Ford know it was that much, but it is going to be a little bit more. Two cabins, a pavilion, a Welcome Center located on the now street named UAW Ford Way. *(Applause)*

SPECIAL DELEGATE NICOLAUS DEAN: To Hero Rewards in Corydon, Indiana, where we have put over \$250,000 in labors and materials, and a master cabin, a learning center, a facility for veterans to join together with families to heal.

To Wounded Warrior and Wounded Warrior family support providing services and vehicles to wounded veterans across our nation.

To building tiny homes through Kansas KK, providing no-longer homeless veterans a key, a key that they carry with pride, as not to be homeless, to have a stable environment, and personally in a challenging society. To Riders for Heros in Louisville, Kentucky, Local 862. Through supporting during our annual ride and rally over the last three years, and raising over \$160,000, with the goal of this year, RFH4, our rally, to raise another \$50,000, supporting our American heroes.

To building a Vietnam Memorial Wall in E-town Kentucky. It is a second rendition of the wall in the United States. 862 Ramp Team,

Day 2

six brothers and one sister, and ladies, she truly is the engine in that mobile. Together they designed, built and assembled the only second replica in the United States of America. I join everyone in welcoming our Vietnam veterans home.

VICE PRESIDENT CINDY ESTRADA: Brother, I don't want to interrupt you, but five minutes is up.

SPECIAL DELEGATE NICOLAUS DEAN: Can I have 30 more seconds?

VICE PRESIDENT CINDY ESTRADA: Yes.

SPECIAL DELEGATE NICOLAUS DEAN: Love you. Sometimes we continue to find ourselves identifying where we have been by reflecting as our commitment of practices as UAW members. Benefits are a broad spectrum of that, as we must honor and continue to sew our nation's protectors in order to reap the post-traumatic growth benefits for heroes who love so much.

No employer should ever de-content our agreements and provided benefits for servicemen and women; however, let us fight for veterans as they have done for us.

Stand up with me now and show our commitment as a large dynamic group of members in this great nation and remind everyone we will walk this walk together.

God bless you. God bless our union. God bless our country. And God bless those who share the love to fight for what we have today. Thank you. *(Cheers and applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you, brother. That was great. Thank you.

Is there anyone in Region 8 to speak against? OK. Moving on to Region 1D, speaking in favor of the resolution. Yellow placard, mic, you can either go to 2 or 6, I think 6.

SPECIAL DELEGATE THOMAS HURST, Local 699: Thank you, Vice President Estrada.

VICE PRESIDENT CINDY ESTRADA: You're welcome.

SPECIAL DELEGATE THOMAS HURST: I am Tom Hurst, president of Local 699, under the outstanding direction of Gerald Kariem and Assistant Director Steve Dawes— *(Applause)*

SPECIAL DELEGATE THOMAS HURST: —presiding over Region 1D. And I also would like to add the best servicing rep. in the UAW, Scott Henry. I don't see him.

There is no shortage of the issues that trouble this country. As a

Day 2

marine—

UNIDENTIFIED SPEAKER: Oorah.

SPECIAL DELEGATE THOMAS HURST: Ooh— one of these issues I am particularly passionate about is the ensuring that all of the great country's active veterans and disabled servicemen and service-women are afforded the opportunity and right to reenter the workforce with dignity and pride. And upon reentering the workplace, we are provided with good-paying jobs, jobs that come with good benefits so that these brave men and women who have sacrificed and given us all so much are not expected to sacrifice any more.

The UAW has fought and continues to fight to protect our protectors, to take care of those who take care of us. And that is why I am in support of this resolution. Semper Fi.

UNIDENTIFIED SPEAKER: Oorah.

VICE PRESIDENT CINDY ESTRADA: Thank you, brother. Anyone to speak against in 1D?

Moving on to Region 2B, anyone to speak in favor of the resolution? White folder, mic 1.

DELEGATE FRANCISCO RODRIGUEZ, Local 86: My name is Francisco Rodriguez, Local 86, Napoleon, Ohio, under the direction of The Man, Rich Rankin and Hollywood, Wayne Blanchard. *(Applause)*

DELEGATE FRANCISCO RODRIGUEZ: I support the veterans, brothers and sisters, my brothers and sisters, the ones who volunteered to put their life on the lines for all of us to have all the freedoms that we enjoy today. Our veterans deserve to have good jobs, here in the United States, with great benefits, for sacrificing their lives and times with their families.

We need to give them the opportunity to support their families and opportunity to fight side by side with them on protecting our rights for great pay and great benefits for the UAW. I support this resolution for benefits of servicewomen, men, and veterans. Thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you, brother. Anyone speaking against?

OK. Moving on to Region 1. Do we have someone to speak in favor of the resolution? Yellow folder, blue shirt.

DELEGATE ANTHONY SADOWSKI, Local 889: Thank you, Sister Estrada.

Good afternoon, brothers and sisters. My name is Tony Sadowski, UAW President Local 889, Office and Clerical Salaried Bargaining Unit.

Day 2

I also am a 29-year veteran, eight years active duty, United States Air Force. 21 years Michigan Air National Guard. *(Applause)*

DELEGATE ANTHONY SADOWSKI: I have 29 total years of retired service. I have served in Enduring Freedom and Iraqi Freedom. I am from Region 1, under the integrity-driven, awe-inspiring and humble leadership of Director Frank Stuglin. *(Applause)*

DELEGATE ANTHONY SADOWSKI: And my friend, Assistant Director James Harris. *(Applause)*

DELEGATE ANTHONY SADOWSKI: This resolution is a positive and powerful voice for veterans, servicewomen and servicemen. I want to thank the membership for the resolution, and I am honored to be the one to announce the support for this resolution from Region 1. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone to speak against Region 1?

OK. Moving on to Region 4. Anyone in favor of the resolution? Blue folder, mic 3.

DELEGATE GABRIEL TERRONEZ, Local 434: Good afternoon, brothers and sisters. My name is Gabriel Terronez. I am from Local 434, out of Region 4, under the direction of Ron McInroy and Assistant Director Brad Dutcher. *(Applause)*

DELEGATE GABRIEL TERRONEZ: At the Pat Greathouse Center in Ottawa, Illinois, in Region 4, it has been my privilege to attend many veterans' conferences. I see the comradery. I see the shared experiences that all our brothers and sisters have served honorably. How they share it. How they comfort each other and support each other.

Those experiences have touched me in a way that, at our local veterans committee, we are there to support them when it comes to the Honor Flight, when it comes to getting shirts out. And in our local, it is really wonderful to see the brothers and sisters wearing the vet shirts out on the floor with UAW Veterans logo.

We are very proud of their service. We can see it in all of the stories that they tell us. I would like to thank them all, veterans here today, for their service. We are very proud and honored to be able to work with them and support them. I stand in support of this resolution.

VICE PRESIDENT CINDY ESTRADA: Thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Anyone against the resolution?

Moving on to Region 1A, anyone to speak in favor of the resolution?

Day 2

Green folder, mic 7.

DELEGATE EDWARD M. MITCHELL, Local 6000: Good afternoon.

VICE PRESIDENT CINDY ESTRADA: Good afternoon.

DELEGATE EDWARD M. MITCHELL: I am Ed Mitchell, president of Local 6000, State of Michigan employees, and I bring you greetings from our 15,000 members. *(Applause)*

DELEGATE EDWARD M. MITCHELL: Local 6000, under Region 1A, under the great leadership of Chuck Browning and Assistant Director Al Wilson. *(Applause)*

DELEGATE EDWARD M. MITCHELL: I am going to keep my comments brief, because I believe we are at the end.

I rise in support of the resolution concerning Benefits for Servicewomen, Servicemen and Veterans.

As a Vietnam veteran, I fully understand the needs of the military veterans and the need to provide adequate benefits and support. It is important that employers provide military leave and compensation while on leave so that their families will be adequately taken care of while they are away serving our country and keeping us free and safe. We need to negotiate that there will be jobs for disabled veterans, along with medical care and benefits. These veterans don't want a handout. They want a hand up. *(Applause)*

DELEGATE EDWARD M. MITCHELL: And finally, I would just like to say, remember, freedom is not free. Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you, Ed. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Anyone to speak against the resolution in Region 1A?

OK. Moving on to Region 5, anyone to speak in favor of the resolution? Red folder, mic 1, or 3, or 2, whatever you want.

DELEGATE RICHARD WAGNER, Local 952: Good afternoon, brothers and sisters. My name is Rich Wagner. I am a floor committeeman for Local 952, Tulsa, Oklahoma, out of the great Region 5, under the direction of Mr. Vance Pearson and his assistant, Darrell Coulter. *(Applause)*

DELEGATE RICHARD WAGNER: As a veteran of this great nation, I proudly stand in support of this resolution. All too often we see vague language in the CBA to protect the rights of these heroes. My company does pay a differential during deployment, but many do not. These heroes do not get any of their deployment time towards

Day 2

their pensions or bonuses. PTSD is at an all-time high and there is no recognition in the CBA to protect them. When deployed and on TRI-CARE, they are often tricked into keeping the company health benefits because they are not notified of their rights.

We need to fight and protect the jobs, benefits and the financial well-being of these heroes, because We Are One. Thank you.
(Applause)

VICE PRESIDENT CINDY ESTRADA: Thank you very much, brother.

Anyone to speak against?

OK. So we have been through all the regions. Can I have a motion to close debate?

...A motion was made by an unidentified delegate.

VICE PRESIDENT CINDY ESTRADA: Support?

...The motion was seconded by an unidentified delegate.

VICE PRESIDENT CINDY ESTRADA: All those in favor? Opposed. Ayes have it.

And now I would like all the veterans to stand up so we can recognize the service that they give to this great country and thank them for everything they do. (Cheers and applause)

VICE PRESIDENT CINDY ESTRADA: Thank you for all that you do.

With that I believe we are going to have a video.

No.

...A video was presented to the delegation. (Applause)

SECRETARY-TREASURER RAY CURRY: I now call on Resolutions Committee Chair Tiffany Rice for purposes of reading two resolutions.

RESOLUTIONS COMMITTEE

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Good afternoon, brothers and sisters. My name is Tiffany Rice. I am the Financial Secretary-Treasurer of UAW Local 140 under the leadership of Frank Stuglin, director UAW Region 1, and Assistant Director James Harris. (Applause)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I will be

Day 2

reading Skill Trades and Apprenticeships. You can find that on Page 58 of the Proposed Resolutions book.

Skilled Trades and Apprenticeship.

The apprenticeship system has been used to meet the needs of all of our worksites for well over 80 years. The UAW approved program is second to none in providing our members access to apprenticeship programs and joining the ranks of journeymen.

However, our workplaces are changing.

Employers are placing new demands on skilled trade workers and introducing new technologies and processes into skilled trades work. The increased use of automation, robotics, and connected devices sometimes referred to as "Industry 4.0" has the potential to change work conditions or erode bargaining unit work.

For our skilled trades members, we must bargain to jointly develop a continuous training program to ensure that our skilled trades members are prepared for these new technologies that the work— and that the work that comes with these new technologies remain in the bargaining unit.

The skilled trades workers of the 21st century must be able to adjust to changing work practices and maintain proficiency in the lasting technologies.

We must demand that employers provide adequate, initial, and continuous training and oppose any attempts by employers to reduce jobs or erode bargaining unit work through inadequate training of our members. Additionally, as many of our skilled trades members approach retirement age, we will need more members to enter into these programs. This will require promoting and ensuring access to these programs for younger members, as well as opportunities to encourage women and people of color to enter the apprenticeship program.

Work that require high skill levels is not confined to the manufacturing sector of the UAW. We are a diverse union with workers in a variety of industries that require high levels of skill and education.

Our members must have access to adequate training and academic opportunities in order to enhance their job security and prepare them for changes in their industries.

Therefore, we must negotiate to:

Require that all UAW contracts insist on and improve program with the UAW National Skilled Trades Department.

Require their skill trades members graduate from a bona fide apprentice program. Or have eight years of verifiable work experiences in

Day 2

a basic trade.

Work with employers to jointly develop apprenticeships that provide the skills needed to work with new technologies and provide continuous classroom for hands-on training for current skilled trades members.

Ensure workers are equipped and trained to safely perform assignments in their classification.

Protect work that has traditionally been performed by UAW skilled trades members in the worksite.

Restrict the use of outside contractors for repair and maintenance of machinery, equipment, or project work.

Local unions must be notified of new technology enhancements that are being brought into our worksites. The work must stay with our hourly and salary ranks.

Fight against contracting out and ensure UAW members perform all in-house work.

Demand training in communication skills, market savings, and profit/loss issues.

Require employers to invest in new technology so our members can sufficiently perform their jobs and protect current and future work.

Thank you. (*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I would now like to call brother Richie Tague for the purpose of reading the next section of the Proposed Resolution.

RESOLUTIONS COMMITTEE MEMBER RICHIE TAGUE:
Thank you, Tiffany.

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.

I will be reading Discipline Grievance Procedure and Union Representation found on Page 41 of the Proposed Resolution book.

The grievance procedure is a cornerstone of our collective bargaining agreements. An effective grievance procedure provides due process for the grievant while ensuring that workplace disputes can be resolved in a timely fashion.

In contrast, the management-controlled policies, a properly functioning grievance procedure brings greater fairness to the workplace. It also contributes to an atmosphere of mutual respect, which is essen-

Day 2

tial to creating and maintaining a high level of quality and productivity.

Collectively bargained grievance procedures co-exist with federal, state, and local laws that protect against various forms of employment discrimination. A grievance procedure must not replace our individual rights under these laws.

Our bargaining strategy will focus on establishing and enhancing key aspects of the grievance procedure including:

- * Clear and complete descriptions of the grievance procedure so that is easily understood and applied.
- * Language that gives our stewards, committee members and other representatives the necessary time to fulfill their responsibilities and provide effective representation.
- * Language providing our stewards, committee members and other bargaining unit level representatives paid time to investigate grievances and administer the agreement.
- * Language requiring the employer to provide our representatives with all the information needed to administer the agreement and evaluate and process grievances.
- * Clear and enforceable time limits so that grievances move through the system and are resolved quickly.
- * An option for expedited arbitration, even if only in certain cases, such as policy grievances and serious discipline or discharge situations.
- * An option for the use of closing statements instead of briefs for routine arbitration cases.
- * Language providing for special mechanisms, such as pre-arbitration mediation, to alleviate grievance backlogs.
- * Provisions requiring an appropriate amount of interest be included in all back-pay awards.
- * Provisions requiring the company to repay unemployment insurance benefits, if any, as part of all back-pay awards.
- * Increased union representation as needed, to ensure that our agreements are administered on a timely and effective basis.
- * Language recognizing that the UAW Constitution sets out a detailed procedure for internal union review of grievance handling matters, that when such a review determines a grievance was improperly handled or that new evidence changed the outcome, the employer will reinstate the grievance into the procedure.

Day 2

In disciplinary cases, we will seek:

- * Just-Cause provisions requiring an employer to follow fair procedures and have a reasonable basis for its actions.
- * A progressive discipline system which requires the employer to notify the employee of the consequences of continued misconduct and provide the employee an opportunity to correct his or her actions.
- * Clearly stated penalties are appropriate and proportionate to the misconduct.
- * Provisions that require disciplinary records be removed from the worker's personnel file after a reasonable period.
- * And provisions keeping the worker on the job until charges are proven, except in instances where health and safety in the workplace is jeopardized.

Thank you. (*Applause*)

SECRETARY-TREASURER RAY CURRY: I'll now open the floor for debate on the two resolutions. We'll take two speakers from each region on this section, two against and two in support.

We'll begin in a debate order of Region 9A. Beginning in 9A, anyone in support? Got a yellow folder, please go to mic 6.

DELEGATE BRIAN SCHNECK, Local 259: Good afternoon, Brian Schneck, president UAW Local 259, Region 9A, under the directorship of Beverley Brakeman, Assistant Director Gordon Deane.

So, I stand in support of the resolution. You know, it's extremely important that when we're bargaining our agreements, that we get the most comprehensive language to protect our agreements. And the heart and soul of that is your grievance and arbitration procedure.

So, we have been able to achieve in our local union, a boiler-plate language, whereas, we incorporate what is known as Weingarten Rights into our grievance and arbitration procedure.

Whereas, if management is conducting an interview where they're doing fact finding, where it involves speaking directly with one of our members or members, at no given time, does management have right to do so unless, unless a shop steward or bargaining committee member of the bargaining unit is present because we all know what happens when management gets one of our members in the room one or one.

Management never meets on their own. There's always a witness or many witnesses. Our members should never, never, never sit in a room alone without representation, with management. That's a very, very dangerous thing. (*Applause*)

Day 2

DELEGATE BRIAN SCHNECK: So I would encourage all the local unions here, that are present, to really think through your grievance and arbitration procedure or your discipline and discharge procedure in your Collective Bargaining Agreement, and try to front load that process where our members can never, never be alone with management. Thank you. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, brother. Anyone else in Region 9A in support? Seeing none, anyone else in 9A against the two resolutions? Seeing none, we will now move to Region 8 in support of the resolution. Red card, mic 2.

DELEGATE AMANDA GOINS, Local 862: Hello, my name is Amanda Goins, Local 862 out of Louisville, Kentucky, under the leadership of Mitchell Smith and Assistant Director, Tim Smith. (*Applause*)

DELEGATE AMANDA GOINS: I stand here today as a very proud UAW card-carrying millwright journey person who went through the apprenticeship program. (*Applause*)

DELEGATE AMANDA GOINS: And with that apprenticeship program, not only do we get members who already have investment in the company, we also get members who are willing to do the best job they can because they've been on that line. They know what it's like when something breaks down, your machine's not working right, you're having a bad day. They understand those things, so they work a little harder to try to make it a little easier.

I'm very fortunate to work with some of the smartest women and men that I know within the skilled trades, because we do very dangerous jobs every day. So, the need for approved, safe training so all of our trades are safe and get to go home to their families every day, at the end of the day, is the most important thing.

Also, with technologies constantly changing, the company needs to provide that training that we need to advance with that technology. Because not our trades— they're not only smart enough to absorb that new training, but they also have the ability to do a damn good job in putting those pieces of equipment in. I stand in support of this resolution. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, sister. Anyone else in Region 8 in support? Red folder, please come to mic 1.

DELEGATE DARRELL DEJEAN, Local 1853: Good afternoon, brothers and sisters of the great UAW.

First, I would like to say my name is Darrell Dejean out of Local 1853, home of the build— where we build the XT5s and the— I'm

Day 2

sorry, I forgot the name of the truck, the car. The XT6 and the GMC Acadia.

And I also would like to say to Brother Curry, again, we was very, very appreciative of you as our regional director. And now, to see you going up to the new secretary-treasurer, Region 8 is very proud. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you, brother.

DELEGATE DARRELL DEJEAN: I also would like to give a shout out to Mitchell Smith, in his absence, and Brother Tim Smith. I call them brothers of another mother. I appreciate all the support. Tim is our motivator.

And a special shout out to Chuck Davenport, our servicing rep. Also, our chairman, brother Mike Herron, as well as Tim Stannard who is part of the president. Good to be a part of the family.

Brothers and sisters, I rise in support of this resolution. Actually, I done my apprenticeship program through IBW Local 479 which I was very blessed to be a part of. And then, with that, I moved on to, as a GM journeyman, which I am very proud of. And I did 30 years there.

At the General Motors facility, I've been very fortunate to be able to send two kids to college on my wages as a skilled tradesman, without any loans. And with that, I'm very, very grateful.

So, we need the bargaining committee to continue to work hard for the skilled trades as they go to the bargaining table.

I would love to be able to have someone to— my brothers and sisters of the local UAW to be able to enjoy some of, and be awarded some of, the same opportunities that I've been awarded.

Also, whoever put the resolutions together, I think they did a very great job on aligning all of the things that are very important to skilled trades and apprentices, especially, when it comes down to training.

You know, we need to stay ahead of all the new technologies that's been awarded for our local Skilled Trades Committee. Because without all of the training and stuff that's coming forward towards us, we got to stay on top of it because we don't need to be left behind.

Again, I'm truly grateful for that. And thank you, UAW. And, We Are One. God bless. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you.

Anyone in Region 8 against the two resolutions? Seeing none, we'll now move to Region 1D. In support of the resolution, Region 1D. Yellow folder, the sister, if you will go to mic 5.

Day 2

DELEGATE PAULA ANDERS, Local 2122: Good afternoon, brothers and sisters. My name is Paula Anders. I am the acting president of Local 2122. I am proud to be under the amazing leadership of Gerald Kariem, our director and our Assistant Director Stevie Dawes. *(Applause)*

DELEGATE PAULA ANDERS: Whoo! Whoo! I stand here in support of this resolution for grievance disciplinary procedure. I feel this will strengthen our representation, making the employer give us more detailed documentation when they try to discipline our brothers and sisters. It will also give us quality time to investigate.

Most of the time, they just write us up instead of letting us be aware of our mistakes, and then letting us fix it. We are human and we will make mistakes.

This resolution will help strengthen our contracts and help us resolve problems in a timely manner. Thank you.

SECRETARY-TREASURER RAY CURRY: Thank you, sister. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Anyone else in Region 1D in support? Blue folder, mic 5.

DELEGATE ARTURO GUEVARA, Local 668: Good afternoon, brothers and sisters. My name is Arturo Guevara, I'm from Local 668, Region 1D, under the leadership of Gerald Kariem. I'd like to focus— *(Applause)*

DELEGATE ARTURO GUEVARA: I'd like to focus on the skilled trades and the apprenticeship program section of this.

As a skilled-trades person myself, finishing my apprenticeship in 1975 as a pipefitter, I see that our skilled trades are becoming less and less. With that, management does not want to put skilled trades people on as apprentices. And with that, they outsource our carpenter work, some of our tinsmith work and we continue to have the carpenter as well as a skilled trades millwright and welder work.

So, I'm in favor of this Resolution and I support it 100 percent. Thank you, UAW, God bless you guys. Brother. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you.

SECRETARY-TREASURER RAY CURRY: Anyone in Region 1D against the two resolutions? White card, mic 6. We'll go to mic 5.

DELEGATE DANIEL HUNT, Local 659: Good afternoon, brothers and sisters. My name is Dan Hunt, Local 659 underneath the Region 1D Director, Gerald Kariem and assistant director, Stevie Dawes. *(Applause)*

Day 2

DELEGATE DANIEL HUNT: I want to speak on skilled trades apprenticeship, more of the skilled trades, on the General Motors side of it. I don't believe this language is strong enough for what has happened over the last four years. We all know what happened in 2015 with General Motors and its skilled trades.



Vice President Dittes, you used the word "erosion" up in your statement. I totally

Convention delegates respond to speakers.

agree with you. Hopefully, with the fire you bring to the table and along with our 2019 General Motors National Bargaining Team, you guys will be able to address it and fix everything that has happened. Thank you.

SECRETARY-TREASURER RAY CURRY: Thank you, brother. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Anyone else in Region 1D against the two resolutions? Seeing none, we'll now move to Region 2B. Region 2B in support of the Resolution. Yellow folder, mic 1.

SPECIAL DELEGATE DENNIS EARL, JR., Local 14: Good afternoon, brothers and sisters. I am Dennis Earl, president of Local 14 in Toledo, Ohio, Region 2B, under the strong leadership of Director Rich Rankin and Assistant Wayne Blanchard. *(Applause)*

SPECIAL DELEGATE DENNIS EARL, JR.: Thank you. Brothers and sisters, I stand in support of this resolution. The grievance procedure and union representation is an essential tool to protect members from the company's unjust actions that happens in the workplace every day.

These tools give us the ability to resolve issues as the companies constantly attack our contract we have worked and fought for. We must do everything we can to strengthen the grievance procedure and protect our contracts.

This is why I stand in support of this resolution. Thank you.

SECRETARY-TREASURER RAY CURRY: Thank you, brother. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Again, in Region 2B, in

Day 2

support of the resolution. Manila folder, brother standing, please go to mic 1.

DELEGATE STEVEN WORKMAN, Local 685: Good afternoon, brothers and sisters. My name is Steve Workman, elected delegate and skilled trades committee man from Local 685, best transmission plant in the whole world. *(Applause)*

DELEGATE STEVEN WORKMAN: I'm in Region 2B, under the dynamic leadership of Director Rich Rankin and Hollywood, Wayne Blanchard. *(Applause)*

DELEGATE STEVEN WORKMAN: I stand in support of the Skilled Trades Apprenticeship Resolution. Skilled Trades and Apprenticeship Resolution requiring all UAW contracts to assist on approved training to this UAW National Skilled Trades Department. And all the skilled trades members graduate from a bona fide apprentice program or have eight years verified experience in the base trade is critical to keeping the integrity of our skilled trades workforce.

Continuing education is also key. We must work with the employers to use the apprentice program jointly developed by the UAW to provide quality journeyman and promote from within our membership.

Protecting the work traditionally done by our skilled trades workforce is also crucial. We must limit contractors as much as possible with stronger language, limit service agreements to only helping training of our employees on the machinery being installed in our plants.

Again, I stand in support of this resolution.

Thank you.

SECRETARY-TREASURER RAY CURRY: Thank you, brother. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Anyone in Region 2B against the two resolutions? White paper, mic 1.

DELEGATE DANIEL GILSON, II, LOCAL 14: Hello, my name is Dan Gilson, Local 14, Region 2B. I'm a proud skilled trades worker and I've been since 2001 after which I was a production worker put on apprenticeship.

I'm second generation. My dad gave almost 40 years as a toolmaker at GM, same plant. And I'm proud that we're still there and we still have the plant to work at.

But the undermining of trades has been unbelievable. When I went under the apprenticeship in 2001, I was number 178 in the plant as an electrician.

Today, I'm number 40. Three years into the program, I had more

Day 2

people below me then as an electrician than I do today.

Our numbers are— I believe we're below 60 in the plant. But in that same time, the engineers, they've increased the amount of engineers more than three times what we had originally, in 2001. And this is something that needs to be addressed.

Not only that, all the new machinery that's coming into the buildings, we no longer get to do that. That's all contracted out. We don't take care of the buildings anymore.

I was in the facility group for a while, we lost that work. The work just keeps getting pulled away because they said it's not core work. It's still building work. It's still machinery work. How can we say that the machinery that's building the parts isn't part of the core work?

So, part of that installation and the runoff, we're hiring contractors to come in and make sure these machines run, do the setup on them. And then, they're there to service them for however long their warranties are. So, we just eliminate more and more trades.

So that is very frustrating to me and I am hoping that Terry takes this on, head on. And I have a lot of faith in him because I do see the fire in him.

Some of the other issues that we've had, too, is besides the engineers, they don't— you know, all the trades, we work as hard as we can, and we do have our own training department in our facility which is one of the— I hear a lot of the facilities have lost that.

We have fought, our unions fought to have our people train us, our electricians are our trainers.

Our millwrights are also in the training department.

And they have the different trades up there to keep us up-to-date on stuff and we do still fight for that, which is wonderful. Because the continuing ed is, you know, with the technologies that have come out, especially in electrical trade, it's impossible to keep up with it without the additional training. I guess I covered about everything I wanted to. Thank you.

SECRETARY-TREASURER RAY CURRY: All right. Thank you, brother. (*Applause*)

SECRETARY-TREASURER RAY CURRY: We will now move over to Region 1. In support of the two resolutions from Region 1. Sister waving the folder, please go to mic 8.

DELEGATE LATISKA HEARN, Local 1700: Good afternoon. I'm Latiska Hearn from Sterling Heights Assembly Plant, Local 1700 under the direction of Frank Stuglin and our very own James Harris, assis-

Day 2

tant director, Local 1700. *(Applause)*

DELEGATE LATISKA HEARN: This afternoon, I will be speaking in favor of one of the two most important powerful tools we have as union members, which is union representation and the grievance procedure.

It's imperative that we sustain these two resources which allows our membership to convey any issues or concerns they have on the shop floor that may impact their livelihood.

Union representation is needed more now than ever. It also will help educate our members on the rights that they have and the organization as a whole. Thank you.

SECRETARY-TREASURER RAY CURRY: Thank you, sister.
(Applause)

SECRETARY-TREASURER RAY CURRY: Anyone else in Region 1 in support of the resolutions? Green folder, please go to mic 8.

SPECIAL DELEGATE GARY HILL, JR., Local 7: Good afternoon, brothers and sisters and retirees. And happy Tuesday to everybody.

My name is Gary Hill. I'm the president of UAW Local 7 under the direction and the Region 1, the educating and organizing leadership of Frank Stuglin, and the Assistant Director, James Harris. *(Applause)*

SPECIAL DELEGATE GARY HILL, JR.: I'm a tradesman. I've been through the apprenticeship, and I'm very thankful for that program. That's provided an awful lot for myself and many people that I work with.

I have the utmost appreciation for everybody that did the bargaining. The retirees, that was really important for everybody that's come up through this.

We need to continue it. It is imperative that this resolution addresses the new technologies as well as the commitments to the apprenticeship program.

But also, of great importance, this resolution shall focus on diversity within the trades. Because at the end of the day and every day, We Are One. Thank you. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you, brother. Region 1, against the two resolutions.

Seeing none, we will now move to Region 4 in support of the two resolutions. Blue folder, please come to mic 3.

SPECIAL DELEGATE DAVID THOMPSON, Local 865: Good afternoon, brothers and sisters, I'm David Thompson, president of

Day 2

UAW Local 865 in East Moline, Illinois. We proudly represent workers of Aramark, Dana Corporation and flagship, John Deere Harvester Works. (*Applause*)

SPECIAL DELEGATE DAVID THOMPSON: Local 865 is proud to be the home of former UAW Vice President, Richard Shoemaker.

We are under the masterful leadership of fellow tradesman, Director Ron McNroy and Assistant Director Brad Dutcher. (*Applause*)

SPECIAL DELEGATE DAVID THOMPSON: As a journeyman and machine repairman and the son of a journeyman machine repairman, I stand in full support of this resolution.

Having had the privilege and the opportunity of serving an apprenticeship, and also having as worked as a journeyman for almost 20 years, I recognize the absolute necessity to demand UAW sanctioned apprenticeship programs in all future bargaining agreements.

There is a national epidemic in manufacturing today. The shortage of qualified well-trained skilled trades people. This can be attributed to many different causes:

One, the lack of funding and vocational programs throughout this country in high schools and community colleges. Thus, making it harder for younger generations to gain exposure to technical vocations.

I think it is necessary for the UAW to partner with companies beyond the Big Three, to build programs in high schools to encourage and drive interest of younger generations in skilled trades careers. Careers that offer great paying benefits without saddling them with student loan debt. It is also an epidemic that has allowed bankers to prey and reap ridiculous profits of student loan interest of individuals that were trying to pursue the American Dream, advancing their education.

We must demand continuing education and training for existing trades people. With the rapid development of technology such as 3D printing, laser welding and other advanced technologies that will require lower numbers of manpower to produce a product.

But with these new technologies, there will be a need for greater skilled trades persons to repair and maintain these new technologies.

We must demand stricter outsourcing and contracting language for all future bargaining contracts. We must have the ability and right to show the company that in-house UAW skilled trades can perform the work better, faster, and at a substantial cost savings to the company in comparison to the outside contractors.

Thank you for your time.

SECRETARY-TREASURER RAY CURRY: Thank you, brother.

Day 2

(Applause)

SECRETARY-TREASURER RAY CURRY: Anyone else in Region 4 in support of the resolution? Blue folder in the back, please go to mic 8.

DELEGATE DONZELER STEELE, Local 1268: Good afternoon. I'm Don Steel, Local 1268, under the direction of Ron McInroy and Assistant Director Brad Dutcher. Both of these leaders will walk the walk with you, not just talk the talk.

I rise in support of this resolution, specifically about the grievance procedure. I'm fortunate to continue to be a UAW member.

My previous plant closed, but I was able to find a job at another UAW plant. After my previous employer, Android, closed, the plant leaving 280 of my brothers and sisters wanting to provide for our families, Android took off with our vacation pay. We bargained, we worked for, and they shut the doors on December 23, 2016.

I filed a grievance and the plant closed. We were no longer dues paying members, but the UAW didn't stop fighting. The grievance went to arbitration and the UAW won a whole settlement, a make-whole settlement. *(Applause)*

DELEGATE DONZELER STEELE: A half a million dollars' settlement for 280 families. Again, this has been a closed plant. The company challenged the ruling in federal court and the UAW kept up the fight. And again, we won. *(Applause)*

DELEGATE DONZELER STEELE: The company stuck it to us on December 23, 2016, but by February of 2019, they were forced to make it right. This would not have happened without the UAW and a well-written properly functioning grievance procedure. Solidarity. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you, brother. Anyone else in Region 1 against -- 4 against? Region 4, against.

Seeing none, we will now move to Region 1A in support of the two resolutions. Region 1A. Green folder, mic 8.

SPECIAL DELEGATE RALPH MORRIS, JR., Local 163: My name is Ralph Morris, Jr. I'm the president of UAW Local 163. Under the emphatical leadership of our Director, Chuck Browning—. *(Applause)*

SPECIAL DELEGATE RALPH MORRIS, JR.: — along with the, I was going to say resilient, but I think it coined him earlier effervescent, Assistant Director Al Wilson. *(Applause)*

SPECIAL DELEGATE RALPH MORRIS JR.: I rise in support of this resolution of Skilled Trades and Apprenticeships. We must main-

Day 2

tain the high standards that made our skilled trades workforce world class.

As our skilled trades workforce age, we must replenish these workers by training our younger members in these trades. Our apprenticeship programs have provided our membership with the skills to repair and maintain machinery and equipment within our facilities.

Even more importantly, our apprenticeship programs provide our membership with the skill set to install all the equipment and machinery within the plants.

We must continue to fight to ensure that our UAW skilled trade members are not only maintaining and repairing plant equipment, but installing the new equipment that we, as UAW members, were successful in negotiating into our plants.

It is also vitally important that we maintain standards within our skilled trades. Management is attempting to create wedges from company to company within our skilled trades standards. We must set the skilled trades standards.

Our local union was confronted with the outsourcing of cutter grind work back in 2010. A unit within our local, Detroit Diesel, was unable to find journeymen to fill these critical jobs at the plant. For those that may not know, tool cutter grinders provide the highly precisioned tools that do the cutting and drilling for the machinery departments.

Many machine part tolerances are at microns.

The width of the average human hair is 75 microns. The company wanted to supplement the tool shortages by outsourcing this work because they couldn't find enough tool cutter grinders to fill the jobs needed at the plant.

The membership simply found management's plan unacceptable. At the time, the tool cutter grinder was not an apprenticeable trade in the UAW. We had many high-skilled production workers in the plants. Some of them even had the previous experience in the tool cutter grinding trade, but didn't meet the eight years of experience required to qualify for a UAW journeyman card.

Our local union is an amalgamated local with a GM unit, bus unit and truck unit, IPS unit, and a health care unit. We didn't have to look for help outside our local. Our brothers and sisters at our GM Romulus plant already held the answer, the EIT program. We copied the existence language at GM and presented it to management at Detroit Diesel and they were agreeable to implementing the program.

The membership considered the EIT program a fair way to elevate members into the skilled trades. Since this agreement, 11 production

Day 2

members within the plant have been elevated into the tool cutter grinder trade.

But the story even gets better. Our membership really wanted the skilled trade work to be apprenticeable. Working closely with the International Skilled Trades Department and our regional IS Tech representative, which just happened to be our Local 163 apprenticeship coordinator.

The tool grinder trade was made apprenticeable in 2015. We now have three tool cutter grinder apprentices at the plant, combining the 11 EIT's and three apprentices, that comes out to a total of 14 members being trained in this trade. Our entire membership now fills they are far more job security because this work is being done by highly trained UAW journeyman in the plant.

That is the reason I rise in support of this resolution. (*Applause*)

Brother.

SECRETARY-TREASURER RAY CURRY: Thank you.

Anyone else in Region 1A in support of the two resolutions? Green folder, please go to mic 8.

SPECIAL DELEGATE JAMES STORM, Local 387: Good afternoon, my name is Jamie Storm, president of Local 387, under the exceptional and hardworking leadership of Vice President Rory Gamble, Region 1A Director Chuck Browning, and Assistant Director Al Wilson. (*Applause*)

SPECIAL DELEGATE JAMES STORM: I rise in support of this Resolution of Discipline, Grievance Procedure and Union Representation.

Having served as a Local 387 committeeman for three terms, I understand the problems and challenges that our committee men and stewards face while striving to achieve the necessary time to fulfill the responsibilities and to properly represent their members and provide effective and fair representation.

I've witnessed the wrongful tactics used in a management-controlled environment to try and hurry the grievance process so that our UAW members do not get the representation they deserve. Our UAW reps. should have adequate and sufficient time limits to properly investigate grievances on the company's dime, to administer the negotiated agreement.

Furthermore, disciplinary cases need to focus more on corrective action rather than punishments that do nothing more than discourage our members from doing a good job and performing their job duties.

Day 2

The grievance procedure is all we have to protect us from discrimination and the deceitful ways that management uses to discredit our UAW members, and should be administered in a proper and fair environment. It is our process to fight back. And without it, we are powerless.

This is why I'm in support of this resolution. And thank you, brothers and sisters. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you, brother. Anyone in Region 1A against the resolutions? Seeing none, we'll now move to Region 5 in support of the resolution. Red folder, mic 3.

DELEGATE RALPH WALSH, Local 276: Secretary Curry, brothers and sisters. My name is Ralph Walsh, UAW 276, Arlington, Texas, Region 5, under the progressive experience, leadership of Director Vance Pearson— *(Applause)*

DELEGATE RALPH WALSH: — and Assistant— Director Darryl Goodwin.

I rise in support of apprenticeship as a 40-year tradesman. I've seen the work outsourced from bargaining units. Apprenticeship secures this work and the future of the trades. It offers Brothers and Sisters the opportunities to advance. Aggressive chairman like Jeff Hall and Kenny Hines have made it happen in Texas. And hopefully, apprenticeship will be pushed on a local level across this country.

Thank you. Good luck to Vice President Dittes, Chairman Krumm, and GM Bargaining Committee.

SECRETARY-TREASURER RAY CURRY: Thank you, brother. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Anyone else in support of the resolution in Region 5? Mic 2, red folder.

DELEGATE JAMES FISHER, Local 249: Jim Fisher, plant chairman, Local 249, under the leadership of Director Vance Pearson and the home local of President Gary Jones. *(Applause)*

DELEGATE JAMES FISHER: I stand in support of this Resolution as the grievance procedure gives our members protection to a fair and disciplinary process and requires the employer to follow the procedures and have a reasonable bias for their actions.

However, our temporary workers are not given the same protection as our seniority employees. Some temporary workers have worked inside our UAW factories for several years and is treated as a probationary employee.

I stand in support of this resolution to provide a fair grievance pro-

Day 2

cedure for all of our UAW members. Brother. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you.

SECRETARY-TREASURER RAY CURRY: Anyone else in Region 5 against the two resolutions? Seeing none, we'll now move to Region 9. Region 9 in support of the resolution. Gray folder, brother with the cap, please go to mic 9— or mic 6.

SPECIAL DELEGATE CHUCK HERR, Local 774: Good afternoon.

SECRETARY-TREASURER RAY CURRY: Good afternoon.

SPECIAL DELEGATE CHUCK HERR: Shop Chairman Chuck Herr from Local 774, Tonawanda Engine Plant— *(Applause)*

SPECIAL DELEGATE CHUCK HERR: — under the leadership of Region 9 Director Jeff Binz and Assistant Director Tom Ashton. *(Applause)*

I speak in favor of the resolution for Discipline, Grievance Procedure and Union Representation.

We need to arm our committee people with knowledge and strong, clear language. I am tired of hearing management say I don't interpret the language the same way you do.

This procedure will help to ensure our members are given effective and timely representation. This procedure is needed to protect our members and help us hold the company accountable. I support this. Thank you.

SECRETARY-TREASURER RAY CURRY: Thank you, brother. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Anyone else in Region 9 in support of the two resolutions? Gray folder, brother to the left here, please go to mic 7.

DELEGATE RICHARD DONOVAN, Local 1097: Hello, Rick Donovan, Local 1097, GMCH Rochester, Region 9, under the leadership of Director Jeff Binz and Assistant Director Tom Ashton. *(Applause)*

DELEGATE RICHARD DONOVAN: I went through the UAW apprenticeship program, so I know firsthand how a skilled trades job can change a person's life.

I would like to see this language refined to include a minimum number of apprentices allocated to the specific plants. Each plant will be reviewed, and the minimum number of apprentices will be determined on a site by site basis, taking the skilled trades workforce and attrition

Day 2

into consideration. Then, we can hold management accountable to fulfill their obligations and make skilled trades opportunities available for our membership.

I stand here today in support of this Proposed Resolution.
(*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you.

Anyone in Region 9 against the two resolutions? Seeing none, we've heard from all of the regions.

Now, is there a motion to end debate.

...A motion was made by several unidentified delegates.

SECRETARY-TREASURER RAY CURRY: Support?

...A motion was supported by several unidentified delegates.

SECRETARY-TREASURER RAY CURRY: Discussion? All in favor? Opposed, signify by saying nay. The ayes have it and so ordered.

We'll now have a short video presentation followed by Vice President Cindy Estrada to come back to the podium to preside. Thank you.

...A video was presented to the delegation. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: So, I would like to once again, call up the Chair of the Resolutions Committee, Tiffany Rice to read this Resolution on Opioid Crisis and Addiction in the Workplace.

RESOLUTIONS COMMITTEE

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you again, Vice President Estrada. I would like to now call brother Paul Lafave to read the next section of the Proposed Resolution.
(*Applause*)

RESOLUTIONS COMMITTEE MEMBER PAUL LaFAVE: Thank you, sister Rice. Good afternoon, brothers and sisters and sisters. My name is Paul Lafave. I'm out of Local 2280, president. I'm under leadership of Director Frank Stuglin and Assistant Director James Harris of Region 1. (*Applause*)

RESOLUTIONS COMMITTEE MEMBER PAUL LaFAVE: I'll be reading Opioid Crisis and Addiction in the Workplace found on Page 38 of the Proposed Resolutions.

Opioid Crisis and Addiction in the Workplace: Opioid addiction is a shockingly common problem and it can affect anyone, including highly functional, functioning and successful workers. Addiction takes a

Day 2

mass toll on workers, their families, communities, and our society.

Chemical dependence can impact an employee's job performance and threaten the safety and well-being of both the employee and their coworkers.

Supporting workers to get treatment is not only right for them, it is also right for the company and saves money in the long-term.

Regrettably, many employers do not recognize addiction as a common illness that affects a wide array of people. It is often treated with judgment and bias.

However, addiction is a disease like any other and should be treated as such. Opioid abuse— abuses both, prescription and illicit were involved in more than 35,000 deaths in 2015 and increased to nearly 64,000 deaths in 2016. There are now more deaths from drugs, two-thirds of which are opioid related, than from car accidents and gun violence in the U.S., annually.

Clearly, opioid addiction is a societal crisis. The estimated cost to the economy of this crisis is \$400 billion per year. Most of all, that is in the workplace.

In the past 15 years, sales of prescription opioids have nearly quadrupled with approximately one in three Americans having a prescription for an opioid.

A National Survey on Drug Use and Health found that 4.3 million Americans engage in nonmedical use of an opioid each month.

In industries where workers have physically demanding jobs, perform repetitive motions, or spend long stretches of time on their feet, opioid abuse rates are even higher.

Contractual language is needed to address ongoing opioid abuse. Therefore, we will seek:

The creation of optimal care plans through the expansions of employer-funded, union administered Employee Assistant Programs, (EAP's), for the prevention of dependency and addiction caused by chronic use of opioids or other potentially addicting chemicals.

Increased education and awareness related to complexities of opioid and other substance abuse addictions for workers and their families.

Enhanced and expanded treatment programs.

Treatment rather than punishment for workers with addictions.

Continually updated training for entire worksite populations, including supervisors training.

The inclusion of appropriate UAW representatives in developing

Day 2

objective written workplace policies related to addressing, treating, or testing formats that are confidential medical information.

Written policies, where necessary, that are non-punitive and administered in a manner consistent with labor contracts and both state and federal law. Thank you. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: OK. Now, we'll open up the floor for debate. We'll take one for and one against, and we'll start in Region 8. If you could, just give your name and your local.

Is there anyone in favor of the resolution in Region 8? Orange shirt, mic 1.

DELEGATE TODD DUNN, Local 862: Thank you, madam chairman. Todd Dunn, President Local 862, Louisville, Kentucky, on behalf Director Mitchell Smith and Assistant Director, Tim Smith, Region 8, Vice President Rory Gamble, UAW National Ford Department. Representing Local 862 membership with passion and commitment by being 100% all in. We are in and are supporting those families affected by the opioid crisis we are challenged with today.

I rise in support of addressing the opioid crisis and addiction in the workplace. No demographic, no class, no race, no limitations of who this disease affects. Just as I spoke earlier, I wake every day to shoot, move and communicate, as I did in my military past and I'll do the same, is to focus the same way in working to address and continue to focus towards eliminating the crisis in any way possible, that the good Lord allows me to do.

Our commitment to our Veterans has brought us a solution. A new tool in the tool belt, a fight against addiction and recidivism. They're walking with the National Veteran's Training Foundation's due cause and PH3 and other organizations in leadership.

And most of all, for Rory Gamble, and I mean this from my heart, believing in our mission at Local 862, and the mission at hand. Thank you, Rory, because you was with me. (*Applause*)

DELEGATE TODD DUNN: Our small dynamic team has worked over the last 15 months, worked towards a solution for this cause and crisis.

I have worked with VA in Alabama, Claude Allen. He was the Commonwealth of Virginia Secretary Health and Human Services. After that, he was Deputy Secretary of Health and Human Services under Bush, 43.

Now, he and us have convinced the government in D.C. to bring the solution that we have brought to UAW Ford, to tryout in one of the VA locations to help our Veterans.

Day 2

We worked as a team in the plants and spoke with our members on the line, and no one was immune from being touched by opioid problems.

Our goal was, is don't use Pharma to treat those who are in opioid crisis. What can we do to do something other than use Big Pharma?

Our ESSP reps., our National Ford Department leadership, UAW through our past, present, our current International President, Gary Jones' office, and Ford Motor Company over to build Dirksen. Everyone has been all in.

I must recognize one champion, Bill Eaddy. I know he's probably not in here today, but I want to make sure. He has helped champion this cause through and through.

In November, there was a device approved through FDA. It was designed 10 years ago for pediatric abdominal surgeries. This device is called a Lenis device. At the time, it was called a P-STIM.

Now, here's how it save lives. So what you have is every person, every human has a vagus nerve. It's called the vagi nerve. You have an out branch. The out branch is on the ear lobe. That out branch is almost identical in every single human, with the movement of a small placement of three micro subdermal needles, with a processor that fits on the ear.

We have actually worked with all of these teams in a small dynamic group and created something, not me, I just like putting people together and I love everybody. But we were able to do this and create this device through the workings with the doctors, the scientists, the developers, Ray Atsinger, all the folks that are actually building this device currently. They've been able to put together a protocol for this device to be placed on the ear when you're going in for opioid treatment.

When you go in for opioid treatment and you're under a crisis, they have a cal score. You're measured 0 to 30. A 24, you might be totally dependent upon heroin for a year, six months. You're in 48 hours of a crisis. You're coming out, you're going through detox. It's very painful. You don't focus on anybody, anxiety, sweating, pain and everything else.

This device, within 10 minutes, eliminates almost 95%, in all cases it's been tried since November of last year. In 20 minutes, they're actually smiling and engaging in conversation with the clinician.

In one case, the young lady went from a 26 cal score, which was almost a full on 30, to a one. In 30 minutes, she continued to engage conversation on her own with the clinician, and since then, has moved forward and become successful.

Day 2

Why is this important? Because when you go in for triage, you treat drugs with other drugs and sometimes you want to get back out because you hurt so bad. In this case, this device stops that. It stops the taste. It stops the want. It stops the pain. It lasts for five to seven days.

Recidivism, with heroin, you got seven to nine times. We look at the money that goes to the company, the cost to them. We look at the money we could save, and utilize the for collective bargaining reasons later, to grow the pie.

But most importantly, what we're going to do?

We're going to save lives. This device will do that. It's also coupled with the Adams device. The Adams device is a biometric scanner that fits on the chest, and it actually takes your biometrics— breathing, pulse, temperature. And it's also coupled with a Teladoc. The Teladoc will look at. If you're in the program, you'll wear that device for an entire month, not the seven days with the P-STIM.

That device will then talk to your phone. If you take it off, they know you took it off. If your biometric data comes back, they can see it. They can call you and say look, you got anything going on, come on in, we want to help you out.

We've been able to put this together. And what I'm so happy about through Local 862, and everyone, and Rory's being on, and Gary Jones, and my director all the way up. And I want to give Bill Dirks some credit. I want to thank Bill, publicly, today.

But with this, we're going to be the first organization and union or company to do this in the world. No one has done this before. And we've also, already by our commitment, like I said, the government has bought into one— one VA location. And right now, Buddy for Clinic is looking at the devices in the triage.

I want to thank everybody. This is important. We must commit to save lives. It does not touch anyone. And what we're doing, it's going to be so spectacular, you're going to be proud to stand up and be a UAW member and changing the world.

VICE PRESIDENT CINDY ESTRADA: Thank you, brother, that's a great story. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Thank you. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Amazing work. Congratulations. Do we have anyone to speak against the resolution in Region 8?

Moving on to Region 1D. Anyone in favor of the Resolution? Black shirt, woman waving placard.

Day 2

SPECIAL DELEGATE SHAUNA BAGIN, Local 2145: Good afternoon.

VICE PRESIDENT CINDY ESTRADA: Good afternoon.

SPECIAL DELEGATE SHAUNA BAGIN: My name is Shauna Bagin, and I am the regional chairperson for amalgamated Local 2145, Blue Care Network in Grand Rapids, Michigan, under Regional 1D Director Gerald Kariem and Assistant Director Steve Dawes. I speak—*(Applause)*

SPECIAL DELEGATE SHAUNA BAGIN: I speak today in support of the resolution for the Opioid Crisis and Addiction in our workplaces. As a health care insurance worker, I see health insurance providers implement pain management practices such as prior authorization requirements and quantity limits to minimize opioid access and misuse.

In Michigan, there's participation in things such as the Michigan Quality Control Consortium which is prescription guidelines for providers being created, and non-opioid alternative education is given.

Those of us given the honor of representing our membership at the bargaining table must remain diligent to prevent employers from shifting costs to workers or retirees and eroding our health care benefits.

We must partner with employers to create solutions that ensure employees receive high-quality care and treatment rather than punishment. Contract language can explore and add non-opioid alternatives such as increased physical therapy benefits for members with addiction diagnosis, lifestyle modification programs, and alternative drug combinations into our benefit and pharmacy plans.

Benefits must include integrated care, removal of barriers to addiction treatment, and pharmacy programs that work with behavioral health providers to engage our members after an overdose and include little or no cost to our membership.

Bargaining should create care plans through employee assistance programs that allow any member currently struggling with addiction, access to successful programs such as Climb, that use components of care, such as family involvement, medically assisted treatment, education about the disease process, and coordination of care with all of the members' treating providers.

Using our focus, We Are One, we can contractually attempt to decrease the availability of excess opioids and increase protections for our members.

For these reasons, I support the resolution. Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you, sister.
(Applause)

Day 2

VICE PRESIDENT CINDY ESTRADA: Anyone to speak against the resolution in Region 1D? OK. Moving on to Region 2B, in favor of the resolution. Waving the card way in the back, mic 5.

DELEGATE LATONYA McDONALD, Local 2213: Good afternoon. My name is Latonya McDonald Greenly and I'm the vice chairperson of Local 2213, the Professional Registered Nurses out of Toledo, Ohio, in Region 2B, where the president is Sue Pratt, our director is Rich Rankin and our assistant director is Wayne Blanchard. *(Applause)*

DELEGATE LATONYA McDONALD: I rise in support of the opioid crisis and addiction. As a health care professional and as a family member, a coworker, I want to say the opioid crisis is an epidemic. It's in epidemic proportions. It is killing our family members, our friends, and our coworkers. It is destroying our communities and our workplaces, and it's placing all of us in harm's way.

Opioids and other forms of addiction should be treated as a disease and an illness. But it is often associated with stigma and stereotype. We need to stop this. We need to educate ourselves, our families, and our friends.

We are thankful for the use of the drug Narcan, that is being used. It's been given to all of our first responders; police, firefighters, paramedics, emergency rooms, and as of recent, they've been given to bus drivers.

Narcan is a drug that can neutralize the effects of opioids. Even though we have this and it's saving many lives, we need to go a little further. We need to educate.

As you guys said before, we need to go into our workplaces. We need EAP programs. We need more treatment programs. We need it in our facilities and in our communities.

The epidemic has also caused our family members, people that's not on drugs, people that go to surgery, they're now having to really request the things that they need, to be taken care of properly, because they look at everybody in our society now, as drug seekers, and that's not so.

So, in keeping with our theme, We Are One, I challenge you guys; we are our brother's keeper. Thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone to speak against the resolution in Region 2B? Seeing none, we'll move to Region 1, in favor. Green folder, mic 8.

SPECIAL DELEGATE CASEY FIDDLER, Local 51: Good afternoon, brother and sisters. I am Casey Fiddler, president of UAW Local

Day 2

51 in Region 1, underneath the strong leadership of Frank Stuglin and assistant director James Harris. *(Applause)*

SPECIAL DELEGATE CASEY FIDDLER: We need to negotiate strong contract or policies that protect our members, to keep health insurance companies out of the way of how doctors treat us. Also, there are bad doctors that are being persuaded by pharmaceutical companies, in prescribing addictive medicines that can possibly lead to illicit drug use.

Union reps. and management need extensive training on opioid awareness and the side effects that will protect our members.

We are in support of this resolution. Thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone against in Region 1? OK. Moving on to Region 4, in support. White jacket, mic 4.

ALTERNATE 2 DELEGATE TERRI HOULDIESON, Local 551: Good afternoon. My name is Terry Houldieson. I'm with Local 551, under the great leadership of Director Ron McInroy and Assistant Director Brad Dutcher. *(Applause)*

ALTERNATE 2 DELEGATE TERRI HOULDIESON: I just wanted to say that this is a great resolution. It's definitely something we need. But I also want to bring awareness to the fact that the hours that we work forces a lot of our members to turn to opioids and other means of relieving pain. And that's been a big— sorry.

That's a big part of this opioid addiction, is from the hours that we work. So, with that being said, instead of forcing overtime and forcing us to work all these hours, why can't we fight for the eight-hour work-day back? That would reduce a lot of this. Thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Thank you. Against the resolution in Region 4?

OK. Moving on to Region 1A. Anyone in favor of the resolution? I don't know if it's the lights. There we go. I think glasses, bald head. My AA's bald. Some of you are, too. Hey, Bobby.

DELEGATE ROBERT A. RAMIREZ, Local 600: Bobby Ramirez—

VICE PRESIDENT CINDY ESTRADA: Oh, hey Bobby.

DELEGATE ROBERT A. RAMIREZ: Bobby Ramirez, Local 600 on behalf of Rory Gamble, our Vice President, Ford Department, Region 1A Director Chuck Browning, big Al Wilson, assistant director. *(Applause)*

DELEGATE ROBERT A. RAMIREZ: And I also want to give a shout out to Bernie Ricke, my Local 600 president. *(Applause)*

Day 2

DELEGATE ROBERT A. RAMIREZ: Under bargaining and— I really am in rising in support of this. I really wasn't expecting to talk, but I'm going to speak from the heart. This is for our union brothers and sisters.

As an example, I've got 28 years clean and sober. (*Applause*)

DELEGATE ROBERT A. RAMIREZ: And because of the UAW, I got help 28 years ago. We negotiated for me to get help, the treatment, and still involved every day, our workers, our coworkers. I rise in support of this resolution because it's not just about saving our jobs, but it's about saving our lives, saving our families, saving our friends. Because again, those who do have a disease, an addiction, we're not bad trying to get good, we're just sick trying to get better.

And those who come back to work, please don't look down on them. We don't shoot the wounded. It's a disease, an addiction. It's an opioid crisis. It's bigger more now than it was 28 years ago.

So, I can't thank enough, UAW, for negotiating this. That's why I rise in support, this crisis of addiction. (*Applause*)

DELEGATE ROBERT A. RAMIREZ: I can't thank you enough, the UAW, Ford, GM, Chrysler. Again, it is also about educating management because this is where we're vulnerable and they want to take advantage of us. Let's be corrective and not punitive and let's help one another.

God bless, thank you. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Thank you, Bobby. Congratulations. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: I didn't want to pick the bald guy because I know he was going to make me cry. So now, anyone against the resolution, Region 1A? OK. Moving on to Region 5. Red folder, mic 3.

DELEGATE MARK SCHULZE, Local 129: I'm Mark Schulze, serving as a trustee, a chaplain, and a delegate from Local 129, and the award-winning, Region 5. (*Applause*)

DELEGATE MARK SCHULZE: I thank the leadership and the convention for showing— I'm sorry, for addressing the issue of the opioid crisis.

Texans spend up to \$800 million helping to stop the flow of opioid and other substances into America. In my neighborhood, and my neighbors who are going to lose their house because of four generations of opioid addiction.

Day 2

I have seen that punishment alone does not solve the problem. I have also seen that treatment and education has helped this family and some of the members recovered. It's about changing hearts as well as the UAW taking the lead, to implement this resolution. Hopefully, other families will be saved. Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Anyone to speak against the Resolution in Region 5? OK.

Moving on to Region 9, speaking in favor. Hat, mic 7.

SPECIAL DELEGATE DONALD YACAVONE, Local 1326: Hi, my name is Don Yacavone, and I'm the president of Local 1326 in Cortland, New York, Region 9 under the leadership of Jeff Binz and Tom Ashton. (*Applause*)

SPECIAL DELEGATE DONALD YACAVONE: I'd also like to give a shot out to our servicing rep, Jim Lakeman. (*Applause*)

SPECIAL DELEGATE DONALD YACAVONE: In the past two years at our facility, I've personally had a handful of instances that involve the opioid crisis. I have firsthand seen how this crisis not only affects the individual, I've witnessed how it affects families of the individual. I truly believe that it's important to give the right avenues for help, with a path of recovery.

The opioid crisis absolutely destroys people, and sometimes resulting in death. With that, I'm in full support of this resolution. Thank you. (*Applause*)

VICE PRESIDENT CINDY ESTRADA: Thank you. Anyone opposed? Moving to Region 9A, in favor of the resolution. Right at the end by mic 6.

DELEGATE PAUL VAKOS, Local 2377: Good afternoon. My name is Paul Vakos, president UAW Local 2377 in Stanford, Connecticut, representing public sector workers under the leadership of Region 9A Director Bev Brakeman and Assistant Director Gordon Deane. (*Applause*)

DELEGATE PAUL VAKOS: I speak in support of the resolution. The opioid crisis is a national public health emergency. Opioid related overdoses are now the leading cause of death of Americans under the age of 50. Not surprisingly, this has had a significant impact on the workforce and the economy as a whole.

The Center for Disease Control and Prevention estimates the total economic burden of prescription opioid misuse alone in the United States is \$78.5 billion a year, including health care cost, loss productivity, addiction treatment and criminal justice involvement.

Day 2

There are many of us whose lives have been touched by the opioid epidemic. In some areas, it has devastated whole communities. And there's a lot of stigma attached to addiction, mainly the misconception that it's a moral weakness or a choice.

Addiction to opioids is a disease and ought to be treated like one, in the same way we would treat someone with cancer or heart failure. We can lead efforts in our local unions to raise awareness about addiction and provide support to our Brothers and Sisters and their families who are struggling with addiction. It is our moral obligation. Thank you.

VICE PRESIDENT CINDY ESTRADA: Thank you. *(Applause)*

VICE PRESIDENT CINDY ESTRADA: Anyone to speak against in Region 9A?

OK. So, we've moved through all the regions. Is there a motion to close debate?

...A motion was made by several unidentified delegates.

VICE PRESIDENT CINDY ESTRADA: Seconded.

...A motion was seconded by several unidentified delegates.

VICE PRESIDENT CINDY ESTRADA: Discussion? All those in favor? All those opposed? The ayes have it.

Thank you. And right now, we're going to go to a video about Martin Luther King.

...A video was presented to the delegation. *(Applause)*

VICE PRESIDENT TERRY DITTES: I now call on Resolutions Committee Chair Tiffany Rice for the purpose of reading our next Resolution.

RESOLUTIONS COMMITTEE

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Thank you, Vice President Dittes, I would now like to call brother Stanley Stevenson to read the next section of the Proposed Resolution. *(Applause)*

RESOLUTIONS COMMITTEE MEMBER STANLEY STEVENSON: Thank you, madam chairman. My name is Stan Stevenson, I'm from Local 2250, vice president and delegate today. *(Applause)*

RESOLUTIONS COMMITTEE MEMBER STANLEY STEVENSON: Under the strong leadership of Van Pearson, our director and our Assistant Director Darrell Coulter. And the home of President Gary Jones. *(Applause)*

Day 2

RESOLUTIONS COMMITTEE MEMBER STANLEY

STEVENSON: I'm here today to speak on Temporary Work.

I know it's been a hot topic today. You can find it on Page 25 in your Proposed Resolution book.

Temporary work.

There were nearly six million temporary and contingent workers in the U.S. in 2017. Although some jobs are temporary by nature, the increased amount of contingent employment in our country is due to

employers using long-term temporary employed workers in place of permanent direct hires. They do this to avoid cost of unemployment insurance, workers' compensation and other paid benefits.

It also provides the employer complete operating flexibility. But this flexibility places all the risks of the ups and downs on the poorly paid workers and their families.

We must differentiate between truly temporary assignments and long-term temporaries working, filling permanent openings. Blurred lines between these two roles could put decades of bargaining gains at risk.

Our contracts need to find a clear limit on the use of temporary workers. In cases where temporary workers are employed, they deserve union representation.

Brothers and sisters, we also have a duty to stand by these workers in the fight for secure employment and define an approach and obtain it.

Our bargaining goals include:

Restricting the use of temporary workers. In our agreements, specific language should be negotiated to define when temporary workers can be used. This language should include the number of temporary workers, the duration of their employment, and by whom they are employed.

Increased security and benefits for temporary workers. Our agreements should provide temporary workers with greater job security and stability.

Provide a path to permanent employment. Our agreements need to define a clear path from temporary employment to permanent positions. Temporary workers' employment should not go through a temporary agency.

Our agreements should mandate that the temporary worker be employed directly by the employer in which we collectively bargain.

Day 2

Temporary workers should be covered by our Collective Bargaining agreements. Temporary workers should receive the same pay as other newly hired workers and have access to employer paid union orientation and union representation. Thank you. (*Applause*)

VICE PRESIDENT TERRY DITTES: We will now open up the floor to debate on the latest resolution.

We will take two speakers for and two speakers against, for each region. Please state your name, your local union number.

And we will start the debate in Region 1D. Anyone for the Resolution? Anyone in 1D? I got, waving the white paper there, looks like mic 6. Thank you.

DELEGATE ROBIN McCLARY, Local 632: Good afternoon, my name is Robin McClary, Region 1D under the wonderful direction of Director Gerald Kariem, Assistant Director Steven Dawes. (*Applause*)

DELEGATE ROBIN MCCLARY: My own leadership, Local 652, President Randy Freeman, Shop Chairman, Chief Negotiator Ted Krumm, and a great Recording Secretary Scott Lounds. (*Applause*)

DELEGATE ROBIN MCCLARY: Our contracts need to be clear on temporary workers. They deserve union representation. They deserve benefits. It's really hard, and I've done this, to work across the line from someone that's doing the same thing that I'm doing, some days, working harder than I'm working and we don't get the same pay. We don't have the same benefits. That's not fair. You think about that. Just give that a thought for a minute.

This, if we can— if the language in the contract, something can be done about that, to bring them on, either we bring them on so that we can be one, this will promote unity and solidarity.

Just think how they feel when they don't get the same things that we get. And if we do that, we can promote unity and solitary, therefore— solidarity. Therefore, I support this resolution. Thank you. (*Applause*)

VICE PRESIDENT TERRY DITTES: Thank you, sister.

Is there anyone else in Region 1D who would like to speak in favor of the resolution? Seeing no hands in Region 1D, speak in favor. Is there anyone in Region 1D who would like to speak against the resolution? Seeing through those lights and no hands, we are going to move to Region 2B. Looking for someone to speak for. I see the red folder. Please head to mic number 5.

DELEGATE MARK PAYNE, Local 1250: Good afternoon, everybody. My name is Mark Payne, president of Local 1250 out of Cleveland, Ohio. (*Applause*)

Day 2

DELEGATE MARK PAYNE: And first, I want to acknowledge the wonderful Director Rich Rankin and Assistant Director Wayne Blanchard. *(Applause)*

DELEGATE MARK PAYNE: And I would be remiss if I didn't also acknowledge the retirees that were here today. We're hoping that with the art of the possible during the bargaining, that we can see an improvement to their life income benefits, their monthly pension.

But I want to speak today on the TPTs. You know, when I hired in, just to show you my age, it was 90 days and you were full time.

UAW has a long history of standing up for the working men and women, preaching equality for all.

Yet, with temporary employees, the company has eliminated wage equality. Temporary employees is the company's way to establish a new tier. The company wants to create a new in-progression. The company wants to divide us with different wage classes. But we are the UAW and we're better than that.

The company is using temporary employees for jobs that once belonged to full-time employees.

Full-time employees once covered for absences.

Temporary part times provide profitability for the company, yet they do not share in living wages, profit sharing, health care, or representation that a full-time employee does.

And if we're truly one, and we preach equality, we cannot have temporary employees continue to work in our plants in place of full-time employees. Thank you, very much. *(Applause)*

VICE PRESIDENT TERRY DITTES: Thank you, brother.

Is there anyone else in Region 2B who would like to speak on behalf of the resolution? Seeing no hands, is there anyone in Region 2B to speak against the resolution?

Seeing no hands in Region 2B, we're going to move to Region 1. Seeing anyone to speak on behalf? Waving the white page, it's several of you, mic 8.

Yes, brother, you, standing up heading towards the aisle. Wrong one. OK. We'll get back to you. In the back, yeah. The one furthest in the back. I ain't there.

All right. Let them get in line.

DELEGATE MICHAEL SMITH, Local 1700: Good afternoon, brothers and sisters. My name is Michael Smith, delegate from Local 1700 Region 1, under the leadership of Frank Stuglin and Assistant

Day 2

Director James Harris. (*Applause*)

DELEGATE MICHAEL SMITH: I stand in support of this resolution. Because of this, the essence of what our union was built on in the first place, equal and fair pay for equal work. When my sister or brother across from me or next to me is doing the same work, but makes less, we are not one.

When my sister or brother is paying the same dues I am, but have none of the benefits and protections I have, then we are not one.

And when I hear a traditional worker say that it's justifiable for a temp. to get mistreated and abused because they once were, we are not one.

The purpose of us being here today is not to help better just the contracts of seniority employees, but it is our responsibility to make the lives of all our brothers and sisters better.

We cannot allow businesses to perpendicular perpetuate unfair practices. But instead, we must continue to fight for what's right. And we must continue to fight to truly be one. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother.
(*Applause*)

VICE PRESIDENT TERRY DITTES: We will now hear from the brother who gave up the mic to him. Thank you.

DELEGATE RICHARD CARNEY, Local 771: Hello, my name is Richard Carney, president of Local 771 out of Region 1, under the leadership of the dynamic duo, Director Frank Stuglin and Assistant Director James Harris. (*Applause*)

DELEGATE RICHARD CARNEY: I stand here today in support of the Proposed Resolution pertaining to temporary workers. It seems like employers have found another way to eliminate our good-paying jobs by hiring temporary workers that in many cases, remain temporary employees for years.

The temporary worker has no, or limited benefits. They have no union representation. They have no clear path in becoming employees.

We need to negotiate restrictions pertaining to the use of temporary employees in our workplace. We need to define and limit the length of time a temporary employee can be in the workplace before the employer is forced to hire them as a permanent full-time employee.

We need to negotiate benefits for temporary employees, so that the employer isn't getting a temporary employee cheaper than a permanent new hire.

We need to assume— we need to ensure a temporary employee

Day 2

receives the same pay as a new-hired employee. We need to ensure all temporary employees have a clear and defined path to becoming permanent union workers.

We need to make sure employers be mandated, that all employees are hired directly by the employee and not through a temporary agency. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother.
(*Applause*)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 1 who would like to speak against the proposal?

Seeing no hands, we're going to move to Region 4. Anyone want to speak on behalf of the proposal? Blue folder over here, mic 4.

DELEGATE JOSEPH ORTH, Local 469: Good afternoon, my name is Joe Orth, I currently serve as vice president of Local 469, Milwaukee, Wisconsin, going to be the home of the Democratic National Convention in 2020. So, I hope you can join us there and support our leaders and stay for a couple of UAW Miller brewed beers afterwards. (*Applause*)

DELEGATE JOSEPH ORTH: We are the little union that does big things. I'm here—I'm led by leadership of Ron McInroy and DA, Brad Dutcher. I thank the board. I thank you all for putting this together. Wonderful event.

I stand in front of you to rise in favor of the Resolution. I've worked alongside people and I've watched this revolving door of temp workers going in and going out. The work stays, the people change. Their families never get better. They never have the opportunities like we have, at all.

As a union, we have to stop this revolving door that disrespects the wages, job security, benefits, and union representation. We need strong collective bargaining language and a firm stance to manage temporary work. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother.
(*Applause*)

VICE PRESIDENT TERRY DITTES: Is there anyone else in Region 4 speaking for? Blue folder, looks like mic 4 would be your best spot.

DELEGATE ROBERT HOLT, Local 1268: How is everybody doing this evening? All right. My name is Robert Holt, I'm from Local 1268 under the direction of Director Ron McInroy, Assistant Director Brad Dutcher. And I would like to give an honorable mention shout out to my international servicing rep, the big homie, Brandon Campbell.

Day 2

(Applause)

DELEGATE ROBERT HOLT: As a bargaining committee member for IPS for SCA in Belvedere, I speak in favor of this resolution.

During our last contract negotiation, we refined, streamlined and added decisive language that gives temporary employees a clear path to employment. The ability to educate the temps within a union orientation and making those temps fully aware that from day one, that they have the right to union representation.

And this does and has and will always lead to a stronger union membership. Brothers and sisters, remember that when you're in negotiations, if you don't ask for it, you're not going to get it and they're not going to give it to you. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother. *(Applause)*

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 4 who would like to speak against the proposal? Holding up the white book.

DELEGATE SCOTT HOULDIESON, Local 551: Good afternoon, brothers and sisters. My name is Scott Houldieson from UAW Local 551, Region 4, under the directorship of Ron McInroy and Assistant Director Brad Dutcher.

I rise to speak against this resolution, not because I don't want to see temporary workers' lives improved. In fact, much to the contrary, I want to see vast improvements in the lives of temporary workers.

In fact, I think that's a term in the auto industry that ought to disappear.

Our Ford contract has two different types of temporary workers. We have short-term supplementals. Now, by short-term, we mean a year. After a year, you would automatically be put into the seniority category.

We also have temporary part time, and which means you can work almost full time, but you don't have the same wages or benefits. None of the temporary workers, and we have hundreds of them, none of the temporary workers get the bonuses, the profit-sharing bonuses, yet they are a huge part of the profits that these companies make. So, we need to, if we're going to continue having temporary workers, we need to get them profit sharing and other bonuses that other workers get because they contribute just as much to the profits of these companies as we do. Another problem with the temporary classification is that it's precarious. The just-cause clause in our contract doesn't fully apply to temporary workers. The discrimination part of it does, but they are considered as probationary employees for an extended period.

Now, the long— or the temporary part-time workers have a four-year

Day 2

wage progression in our contract, currently. Now, I personally find that absolutely absurd that you would classify somebody as temporary if they're working for you for four years.

We need to get rid of the temporary language entirely, if at all possible. But we need to make vast improvements if we can't eliminate it.

So, with that, I'm going to say that I stand against this resolution because it doesn't go far enough. And when it comes time to vote on this omnibus resolution, I'm going to recommend that we vote it down and make improvements because we can't make amendments from the floor. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother.
(Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone else in Region 4 to speak against the resolution? Seeing no hands, we're going to move to Region 1A. We have a folder right there in the corner, orange folder it looks like.

DELEGATE CATHERINE SMITH, Local 372: Close enough, it's pink.

VICE PRESIDENT TERRY DITTES: OK.

DELEGATE CATHERINE SMITH: It matches my Harley. My name is Cathy Smith. I am the vice president at Local 372, under Region A, under the leadership of the humble, hardworking Chuck Browning. (Applause)

DELEGATE CATHERINE SMITH: Affectionately known to me as Mr. 3000. The assistant director, the charismatic, Al Wilson.
(Applause)

DELEGATE CATHERINE SMITH: I stand in support of this resolution because it's inhumane the way we treat our temps. I would ask anybody in this hall today, that can go two or three years without an absence. Now, our temps are allowed three occurrences, that either be absences or tardies. They have no vacation days. They have no personal days. We work in between two train tracks that hinder our opportunity to get to work on time unless you're 30 minutes early.

Is there anybody here, please stand if you think you could accomplish that task?

They're forced to work six days a week, 10 hours a day. They pay dues just like you and I, but they do not have the representation that we have. This is almost, in my opinion, worse than an at-will employment. At least, if you're at-will, you know, where management's coming from. Here, we pay dues and can still be walked out at any time. They are fearful for their jobs. Excuse me.

Day 2

I've been a tradesman for over 30 years; 30 years ago, it was acceptable to be sexually harassed. It was part of the price women paid to be in the trades. I see young women in my worksite being sexually harassed on an everyday occurrence. It sickens me. They're afraid to call their union steward. They're afraid to go to labor because, essentially, they are an at-will employee. At any time, they can be walked out.

Now, they put in more hours than a lot of the tier ones and tier twos do because they're forced to work six days with no vacation and no personal time to take. But yet, when we got our \$5500 bonus, which I am grateful for, they got nothing.

There is no 401 match like the tier twos get. They have no prescription coverage on their medical and these people are working years and years at the corporation.

We need a clear path if we're going to keep this temporary situation. They need a clear path of when they will be rolled over to a full-time employee.

So, with that, I stand in support of this resolution. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, sister. *(Applause)*

VICE PRESIDENT TERRY DITTES: Is there anyone else in Region 1A to speak on behalf? White folder, right behind. Yes, mic 7, please.

DELEGATE KANE MAKs, Local 600: Hello, name is Kane Maks, I'm out of Local 600 Dearborn Truck Plant. I'm a team leader in the truck plant. And on my team, we have five temporaries. They were really excited about two weeks ago. They celebrated their third year in the building. We don't consider three years temporary, or at least I don't. When I hired in three years, I was at full pay.

I have one gentleman, he works, or he lives in Flint. He's afraid to relocate because he doesn't know if he'll have permanent employment. If you don't know, that's an-hour-and-a-half drive for him. I have another gentleman who had just had a baby. They just had a child. The very next day, he was put on 30 hours. It's appalling to see what's going on. This week, as we collect our profit-sharing checks, which I'm very grateful for, these folks won't get one.

I'm in support of the resolution and I just hope that we can make these folks proud and get them hired in full time. 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, we're going to move to in favor of the resolution, to Region 5. Anyone in

Day 2

Region 5? The red folder right here, mic 3.

DELEGATE ALAN CHAMBLISS, Local 2250: Good afternoon, sisters and brothers. I am shop chairman Alan Chambliss, Local 2250, Wentzville, Missouri.

Although he's not here, I would be remiss if I did not thank Dana Rouse for being, not only, an outstanding servicing rep, but a good friend and a mentor. We at 2250 wish him a happy and a well-deserved retirement. *(Applause)*

DELEGATE ALAN CHAMBLISS: Dana Rouse. That being said, I'm looking forward to working with Barry Chapple. I've known him for several years. He's a solid man and I'm happy to have him as my servicing rep. 2250 is very thankful to have such a great Region 5 team, working from the bottom up, starting with Larry Mosby as my servicing rep, Assistant Director Darrell Coulter and Director Vance Pearson. Three solid guys. *(Applause)*

DELEGATE ALAN CHAMBLISS: Those three, along with Vice-President Terry Dittes, and former director of—I'm sorry, Gary Jones. These five guys are the Dream Team. Did I say something wrong? I missed it.

VICE PRESIDENT TERRY DITTES: We got you.

DELEGATE ALAN CHAMBLISS: All right. I apologize.

I'm looking forward to working with Terry Dittes and the entire bargaining team to right their wrongs in the company that's imposed on the worker and our union. At best, this injustice is divisive. At worst, it's destructive.

What I see in my plant on Facebook, it is tearing down our union. We have to correct this. We'll do this at the bargaining table.

For this reason and much more, I stand in support of this resolution, not only for the UAW, but every working woman and man in the world as the UAW sets the standard. Thank you all for your time.

Two-two-

UNIDENTIFIED DELEGATES: Five-oh.

VICE PRESIDENT TERRY DITTES: Thank you. Thank you, brother. *(Applause)*

VICE PRESIDENT TERRY DITTES: Is there anybody else in Region 5 who would to speak for the resolution? Seeing no hands, is there anyone in Region 5 to speak against the resolution?

Seeing no hands, we will move to Region 9, looking for someone to speak on behalf of the resolution. Folder—can't tell the color. Purple,

Day 2

maybe, mic 6.

DELEGATE CLEVELAND JONES, JR., Local 774: Good afternoon, brothers and sisters. My name is Cleveland Jones Jr., and I am the first— a first-time elected delegate and financial secretary-treasurer from local 774, GM Power Train, Tonawanda Engine Plant in Buffalo, New York. (*Applause*)

DELEGATE CLEVELAND JONES JR.: Region 9 is the home of Vice President Terry Dittes. I also represent the home local of Director Jeff Binz— (*Applause*)

DELEGATE CLEVELAND JONES JR.: — supported by Assistant Director Tom Ashton, servicing rep. Jimmie Lakeman, our president, J.R. Baker, and GM top negotiator, shop chairman, Chuck Herr. (*Applause*)

DELEGATE CLEVELAND JONES, JR.: This afternoon, I bring greetings from the membership back home, and stories of disparity from our temporary workforce.

The full-time temporary employee who clocks in on time and does everything she has to do day after day, yet has just been informed that she's been reduced to part-time and no longer entitled to a 40-hour work week.

The temporary worker who called me during summer shut down in tears because he was losing his health care coverage at a time when his newborn baby girl was in the NICU.

The temporary workers, who, last month, watched as their coworkers enjoyed large profit-sharing checks, meanwhile, they received nothing for performing the same work.

The temporary workers who watch their coworkers enjoy weeks of paid time off while they are entitled to just three paid vacation days and zero call-in days. These are just a few examples.

I rise in support of this Resolution that moves to restrict the use of and increase security benefits for temporary workers. We must provide a defined path that allows permanent employment to become a reality and ensure that our collective bargaining agreements fully and equally cover our temporary workers. Inclusion and equal opportunity in the workplace is critical to achieving true solidarity in our plants.

A 28-year-old millennial. In 2013, I was hired by GM as a temp and fortunate to have permanent status after only a month. In 2017, I became the youngest member of our local union leadership elected the youngest financial-secretary in my local's history and in 2018, elected the youngest delegate in my local's history.

I highlight those facts, not only to inspire the young people that we

Day 2

have here, but to remind the rest of you that courage will not skip our generation. (*Applause*)

DELEGATE CLEVELAND JONES JR.: An injustice against one of us is an injustice against all of us and it is our duty to stand by workers in the fight for secure employment.

Power concedes nothing without a demand. And to assist and achieving fair equitable workplaces for all members, we must get all of our temporary workers hired and in the practice of using long-term temps. We must eliminate the multi-tier system and truly make those members equal to their traditional brothers and sisters in pay and benefits.

You know, every morning, I read a message that is actually tattooed on my left arm, and it says guts over fear. As I make decisions throughout the day, I ask myself, what do I have to lose.

President Jones, Vice President Dittes, delegates, we have lost great members who could no longer bear the conditions of temporary work.

The 61 full-time and 56 part-time temporary workers back home want me to let you know that they are overdue for permanent employment. And for many of them, six years has been long enough.

Solidarity forever! Thank you.

VICE PRESIDENT TERRY DITTES: Thank you. Thank you. (*Applause*)

VICE PRESIDENT TERRY DITTES: Is there anyone else in Region 9 who would like to speak on behalf of the resolution? White folder, here. Region 9, White folder, yep, mic 6. Go to your left.

DELEGATE STEVEN SHARTS, Local 686: Good afternoon, brothers and sisters. My name is Steve Sharts from Local 686 in Region 9 under the leadership of Director Binz and Assistant Director Tom Ashton.

I rise— (*Applause*)

DELEGATE STEVEN SHARTS: I rise and support this resolution. We need to take a stand against the use of temporary workers to fill long-term openings.

Companies have for far too long abused the use of temporary workers to avoid higher pay and benefits. No person in a union shop should be waiting years to become permanent, and missing out on the same pay and benefits, including profit sharing that permanent workers receive.

We, the UAW, are better and stronger than that. These upcoming contracts need strong language to make sure that there is a sunset date

Day 2

and creates a path to permanent status for all. Let's ban together and end the use of permanent temps. Equal use and equal pay. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother.
(*Applause*)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 9 that would like to speak against the resolution? Seeing no hands, we're going to move to Region 9A, looking for a delegate to speak in favor. There's a folder there. Yellow folder, mic 6, please.

DELEGATE JULIA NORIEGA, Local 4004: Good afternoon, my name is Julia Noriega, I'm president from the Local 4004 under the direction of Beverley Brakeman. (*Applause*)

DELEGATE JULIA NORIEGA: I support the Resolution. Temporary Work. The agencies have decided to use temporary workers for (indiscernible) our contracts. Our union, this is the practice that we need to solve. This is why I support restricting the use of temporary workers, increase security and benefits for temporary workers, provide a path to permanent employment, temporary workers' employment should not go through a temporary agency. Temporary workers should be covered by our collective bargaining agreements.

This is why I support this resolution. Thank you, sisters. (*Applause*)

VICE PRESIDENT TERRY DITTES: Thank you.

VICE PRESIDENT TERRY DITTES: Is there anyone else in Region 9A who would like to speak on behalf of the resolution? Seeing no hands, is there anyone in Region 9A who wants to speak against the resolution?

Seeing no hands, we're going to move to

Region 8, looking for someone to speak on behalf of red folder, second row, mic 2.

DELEGATE FRED WILLARD, Local 862: Good afternoon, brothers and sisters. Under the direction of Rory Gamble; Assistant Administrator Tim Smith; President Todd Dunn.

First of all, I would kind of like to thank you guys for all being here. If you're here today, that means you care for the people. You all ran for these jobs, you came, you're a voice for the people. I one, want to say I respect that and appreciate it.

So, let's talk about TPT's. Since the induction of TPT's to the floor, the company has done nothing but humiliate, bully, intimidate the committee on the floor actually working twice as hard trying to recognize TPT's fairness of life.

The company has, over and over, whipsawed the legacy employees

Day 2

against the TPT's, telling the legacy employee, I've got a TPT right here who can do this job. This has to stop. We can't— can't keep living like this.

So, what I'm saying is this, in a nutshell, they deserve the same things we have. They shouldn't have to come to work every day in fear of losing a job just because they're an at-will employee. It's time we treat these TPT's like they're our own family and show them we are actually one and we stand as one, and we support them as one.

I support this resolution. Have a great day.

VICE PRESIDENT TERRY DITTES: Thank you, brother.
(*Applause*)

VICE PRESIDENT TERRY DITTES: Is there anyone else in region 8? Red folder, in the back, mic 2 again.

DELEGATE COREY HILL, Local 3520: Corey Hill, Region 8, president of the UAW Local 3520 out of Cleveland, North Carolina, home state of our great financial secretary, Ray Curry who misses our weather and our barbecue. Also, underneath the direction of the Smith duo, Mitch Smith and Assistant Director Tim Smith.

I stand in support of this resolution.

At Daimler Truck, we do not have temporary workers in our workforce. (*Applause*)

DELEGATE COREY HILL: So, you may ask, why are you standing before us talking about this issue. If you asked that question, then you missed the whole point. It says, We Are One. (*Applause*)

DELEGATE COREY HILL: We don't have temporary bills. We don't live temporary lives. We don't have temporary families. We should not have temporary representation, nor benefits when we go to work.

There is nothing about temporary and labor that should go together. I don't know why we come to the concept in the '90s, that temporary and workers are said in the same sentence. It is not right.

It goes back to, they are citizens. It's almost like treating them like second-class citizens. It's comparison to the Jim Crow laws that we had back in the 60's. Let's put it where it's said. (*Applause*)

DELEGATE COREY HILL: We Are One.

As we continue to go and we negotiate contracts, every corporation looks and wants to pick what language that can benefit them as well.

Why am I standing here? Because I am with y'all in y'all's negotiations. We need to move on this language of temporary workforce

Day 2

until we completely eliminate it, til they turn into full-time permanent employees, because We Are One. *(Applause)*

DELEGATE COREY HILL: We need to start acting as one, fighting as one.

Next negotiations, I don't want my corporation looking there and saying that looks like good language out of the UAW contract that we want to put to the table whenever we talk about it. OK? So, we have to stand together.

As we come in here, We Are One. As we leave, We Are One. As you go into y'all's negotiations, we are in full support of y'all, even though we are not part of the Big Three, because We Are One.

We have to move on this, and I stand in support of this resolution.

VICE PRESIDENT TERRY DITTES: Thank you, brother.
(Applause)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 8 to speak against the resolution? Seeing no hands, we've now heard from all the regions. Is there a motion to end debate?

...A motion was made by several unidentified delegates.

VICE PRESIDENT TERRY DITTES: Support. Any discussion? All those in favor of ending debate, signify by saying aye. The nays, signify by saying nay. The ayes have it.

...A motion was supported by several unidentified delegates.

VICE PRESIDENT TERRY DITTES: We are going to do a couple videos before our President, Gary Jones, comes out to have some final words for all of you today. Thank you. *(Applause)*

...A video is being presented to the delegation. *(Applause)*

PRESIDENT GARY JONES: I want to thank everyone for the spirited debate we've had today. I especially want to thank Todd Dunn of Local 862 for the debate on the Opioid Crisis. Thank you for the wisdom on everything there, brother.

I want to thank everyone for the debate on the Temporary Workers. I know everyone in this building heard it. I know the press out in the back heard it. And I know sure as hell, the corporation heard it.

So, with that being said, we'll recess today. We'll see you at 9:00 tomorrow morning. Thank you all.

(At 3:23 p.m. Tuesday, March 12, 2019, the Convention was recessed, to reconvene at 9:00 a.m., Wednesday, March 13, 2019.)

Day 3

Day 3

Wednesday, March 13, 2019

The 2019 Special Convention on Collective Bargaining was called to order at 9:15 a.m., Wednesday, March 13, 2019, in Cobo Hall, Detroit, Michigan, Region 1A Secretary-Treasurer Ray Curry presiding as chairperson.

SECRETARY-TREASURER RAY CURRY: Good morning. May we come to order, please? Could we all stand and join me in the Pledge of Allegiance.

...Pledge of Allegiance recited.

SECRETARY-TREASURER RAY CURRY: I would like to welcome back sister Angela Turner from Region 2B for our invocation. *(Applause)*

CHAPLAINCY COMMITTEE MEMBER ANGELA K. TURNER: Good morning.

DELEGATION: Good morning.

CHAPLAINCY COMMITTEE MEMBER: Whoo, don't you look good!

I love the color red, reminds me of the blood that was shed on Calvary's cross. Amen. Amen.

Let us pray. Heavenly Father, we come to you today to honor you and to praise your holy name. Help us to draw near to you, your heart, trusting in all things, Lord God. No matter what we see, Lord God, we trust you for what you've said you are going to handle tomorrow. So, we are not worried about it. We know that you also have already handled yesterday.

So, God, guide us. Give us your protection, your provision. Your promise is still yes and Amen for our lives. Father God, I ask that you would be with us, that you would order this meeting, that everything be done decently and in order, according to your will, your purpose, and your plan. God, you are the final authority. Take charge.

Lord God, we ask that you would just be with us. Your word, Father, says call to me and I will answer you and show you great and mighty

Day 3

things which you do not know. I am the Lord God of all flesh. Is there anything too hard for me? Do not be afraid of them; GM, Ford, Chrysler, or any employer who treats our workers unfairly.

Remember the Lord, great and awesome, and fight for your brothers, fight for your sons, fight for your daughters and your wives and houses. Fair and equal wages, pension increases, benefits for profit sharing, for those who get equal pay to do the equal work, whatever we put before you today, Lord God, we trust that it is done.

Lord God, every health care benefit, everything that we need is in your care and in your hands and we trust that it is done.

Lord God, so we pray now for favor. Lord, we pray for our leaders, that you would give them wisdom, that you would give them favor and new strategies and insight and ideas. But most of all, God, we ask that you give our leaders you. That everything that they try to do, they don't do it separated from you, but trust in you and being— knowing that you are the highest authority; that they put their leadership under your authority, Father. Lord God just be with our leaders. Guide them. Help them along in each and every way. Father God, your ways are not like our ways. Your thoughts are not like our thoughts. They are as high as the heaven is from the earth. Our hope is in you, Father, and you alone.

Father, you are our refuge and you are our fortress. We ask for safe traveling mercy for today, for all the UAW as we go along our way, today. We ask that no evil shall be fall us. No accident shall overtake us, nor any calamity on the highways or byways, or the airways. Lord, you give your angels special charge over the UAW. Cover us, God, as only you can, that you may defend and preserve us all.

Now, unto him that is able, to do exceedingly, abundantly, above all that we can think, ask, or even imagine, to the power that work within us, may the grace of God, may the peace of God, and may the sweet communion of his Holy Spirit rest, rule, and abide with you until forever more.

Until we see each other again, it is by our faith that we pray. It is in the name of Jesus that I pray.

God bless you all. Amen.

DELEGATION: Amen. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, Sister Turner. You may be seated.

I would like to announce the timekeepers today at this time, from Region 1, Mechelle Davis and Celso Duque. (*Applause*)

SECRETARY-TREASURER RAY CURRY: And at this time, we

Day 3

welcome back the Resolutions Committee and President Gary Jones.
(*Applause*)

PRESIDENT GARY JONES: Thank you. Good morning everybody.

DELEGATION: Good morning.

PRESIDENT GARY JONES: I'm now going to call on the director of research, Jennifer Kelly to do a presentation. She's got a video in the middle of her presentation and after that, Vice President Dittes will be presiding. (*Applause*)

DIRECTOR OF RESEARCH JENNIFER KELLY: Good morning, everyone. Thank you, Gary.

So, my name is Jennifer Kelly, I'm director of research. One of the things we do in the research department is we follow trends and issues that are important for all of the membership. And not just today, not just for the next four years, which is what we're talking about here in this Special Bargaining Convention, but over even the next 10 years and 20 years.

So, when I talk to you today, I often get accused of being kind of depressing. And so, you've heard lots of great talks and uplifting presentations. So, I'm going to be the bummer who talks a little bit about job loss and the potential for job loss, but I'm going to give away the ending. And I am going to have a hopeful message and talk about how we, as a group, can come out strong on the other side of technology and automation.

So, there are two things that I'm going to talk about today. I see technology and automation as kind of impacting us in two different buckets. There are the products that we make, or the services that we provide, and there are the ways that we work, the process, what happens in our workforce and how we do our jobs. And to me, those are two distinct ways that technology and automation will be impacting our work lives.

So, I'm going to start with the process. Massive job losses. So, these are some of the headlines that we see, news reports, newspapers, that talk about the devastating effects that automation is going to have in the coming years. You may have seen headlines like these, half of all jobs today can be automated, and within 50 years, all of them can be automated.

Or from a former Google exec who says artificial intelligence will replace 40% of our jobs in 15 years. These are startling headlines, right?

And then, we have experts in the big consulting groups that put out their own studies. McKinsey is one that's done a lot of work in manu-

Day 3

facturing. They say 50% of tasks are already automatable.

PricewaterhouseCoopers, 38% of U.S. jobs at high risk of automation in the next 15 years.

And the Organization of Economic Cooperation and Development saying 9% of U.S. jobs at risk from automation.

So, this is what we're hearing all around us.

Within the UAW, we've already seen the impacts of technology, and in some cases, seen it for years.

In higher ed, we see online courses or automated grading. We have virtual dealers and online gaming that affect our gaming industry.

Manufacturing has seen robots for years. And in medicine, telemedicine or in health care, telemedicine is just one form of the automation that we see.

We think of State of Michigan workers and Secretary of State, for example, when you want to renew your car registration, there are automated kiosks or things you can do online. And we've all been in these phone trees where you listen to, you know, automated voices telling you, you know, you can choose one or two and you talk to them and you tell them what to do.

This is automation that we've already seen, technology that's already impacted the way we work.

And also, just how we get through the things we have to do as regular people.

So, despite all of the predictions, really, the future is uncertain. We do know that change is coming. I think we can be sure of that. The problem is, we don't know when, we don't know what form. But as we're gathered here today in this convention, what we should all be very cognizant of, is that we have the power of our contract to help us address and prepare for this uncertainty and this change, right?

We can negotiate to have a voice over the development and the deployment of new technology. We can negotiate access to training. And we've talked a lot about training already over these couple of days. We can negotiate job security. We have a lot of ways that we can address what's going to happen in the future and make sure that the changes that happen, benefit us and work for us.

Because this union is so diverse, the way technology's going to impact any given unit is going to be different. And there's a vast amount of knowledge in this audience alone, in experience with technology already.

So, I want to talk just, sort of, about a framework, a background on

Day 3

how we can think about how automation and technology is going to impact us and what it really means. So, as I've said, we've all seen computers. We've seen robots. We've seen automation in our workplaces. And some people describe when that stuff came into work, As 'Industry 3.0', or the Third Industrial Revolution.

And today, we're talking about the Fourth Industrial Revolution. And really, the takeaway there is that it's the ability to advance the capabilities of what we already have in our workplaces. Basically, computing has gotten a lot cheaper and a lot faster.

And so, that means that that existing infrastructure of robots, machines, computers has gotten more powerful. And it means it can do more.

And, people may have heard about the coming 5G network. I know I think about it more because I know my phone will work better, right? And you can download movies faster, so that'll be fun. But really, if we think about it in the workplace, it's going to be a much more powerful development. It's going to mean that machines are talking to each other at a faster rate.

So really, the proliferation into industry and into the workplace is going to be much more meaningful than what we get to experience, you know, with our cellphones. And one of the things that I think helps to think about what this means is if you think about teaching a computer how to recognize a dog, for example, it used to be, you would have to write code and you could imagine, well, I'm going to tell the computer that a dog is an animal and it has four legs and it has a tail. And after that, it starts getting kind of complicated, right? The ways you would tell a computer how to differentiate a dog from a cat from a wolf, from a fox, right? They're all furry and a lot of things in common.

But now, because computing is so much more powerful and there's more memory, what they do is they feed millions and millions of pictures into a computer showing dogs in different places, different kinds of dogs, sizes. And through that, the computer learns how to identify a dog. So that's just sort of an example of just really sort of strong-arming a process so that computers are learning in a way that wasn't possible when this technology wasn't so cheap and wasn't able to handle such massive amounts of data.

So, in terms of having a few more buckets of how to understand these things, when we think about automation, we've already seen where robots, for example, actually replace humans, replace workers and the jobs they do. In some cases, technology is going to be a supplement, or it's going to aid collaborative robots, something we see on the horizon. And some of the automakers and part suppliers have started experimenting a little bit with it, but it hasn't spread widely. But that

Day 3

would be a case where the robot is helping the worker, not replacing the worker.

And then, we have another category in which things that just weren't possible before are now possible with new forms of technology and automation. In 3D printing or additive manufacturing is an example of that. This has been around for a long time, but the abilities of this technology and the capabilities have been advancing.

So, it used to be that you would see in manufacturing auto, certainly it was used for prototyping. As the technologies advanced, it started being used for tooling.

General Motors has been quite public in saying they want to have a 3D printer in each of their plants. The other automakers are using it, too.

For parts production, it's been used at low volumes. There's an interesting example of Bugatti making a brake caliper out of titanium, which hadn't been done before because it's too difficult to work with, with traditional manufacturing methods. And so, aluminum would be used. But titanium is stronger and lighter than aluminum. And using 3D printing, they're able to use titanium and print a brake caliper to be used.

There are lots of amazing examples of what's being done with this technology. It reduces weight. It's just as strong. You can print with various metals. You can print with plastic. And, in the health care field, this is being used. It's being used for pharmaceuticals. You can print medicines that are tailored to an individual so that a dosage is right, and the formulation is correct.

They're using it with human tissue. It's amazing. I read about this just to talk to you guys. Because I thought, I think I've heard that they're using it in this way. But human tissue, it's called Bio Inc., heart valves, veins, hip replacement, the actual hip that they put inside you.

So, here's a technology that's doing things that just haven't been done before. So, when we think about how our work will change, we can see that it's going to occur in a variety of ways. And in each of our worksites, it's going to happen in different ways.

With 3D printing, getting thinking about the auto industry, if we look today, there are about 18 parts that have been 3D printed. By 2025, because the pace at which the 3D printers work, should improve three-fold, we could expect to see, maybe 200 parts being produced. But what's hidden within that is a component is often made up of many other components that get assembled together.

3D printing in many cases, eliminates that. It prints it in one part.

Day 3

So instead of having many parts come together as one, it prints it all at one time. So, this is something that we need to be aware of. Like I said, it's already in some of our worksites. And we want to make sure that we're doing this work, that it's in our worksites, it's our members, and that we're a part of this new technology. Not to suggest we're afraid of it, but that we have to make sure we understand it, we're capable of doing it, and that we demand in our contracts and our negotiations, that we do it.

Okay. So that was how our worksites are— how what we do is impacted, again, from a 10,000-foot level, because each of you know best, exactly how automation is going to be impacting you.

The next thing I'm going to look at is product. And here, I'm going to focus on the auto industry. And this is both auto manufacturing and auto parts. So, this impacts, you know, over half of our membership. It impacts State of Michigan where there's revenue implications if the industry changes. So, it's a big concern for us.

Now, I've talked to members enough that I know that there are a good chunk of you out there saying we don't need to worry about this. We drive big trucks in this country. We're not going to go to EV's. Autonomous is like science fiction, there are too many hurdles. You know, why are we worrying about this today? And we don't sell any, it's like a percent or less.

What I think is we're here talking about representing our members, and our employers and the industry is investing billions of dollars in these technologies. This is where the work is moving. So whether we think consumers are going to buy in or not, what's important to understand is that our companies have bought in. And so, when we bargain, that's what we need to be cognizant of.

\$300 billion announced from automakers, from cognizant electric vehicles globally. If you look at Ford and FCA who have made sort of public announcements about what they're investing, around \$11 billion. GM is also investing, significantly.

Then there are more— there's more money being spent on autonomous vehicles and mobility services. Then, there's the money from the part suppliers. So, there is a lot of money going into this industry. The companies are focusing their investment dollars. So, as we bargain, we need to realize that investments are being made today that are going to impact us in five years and ten years and beyond. So, we really want to have a say in where that investment is happening and how it impacts us.

So again, these are just some of the headlines. We see General Motors has its own subsidiary that's focused on mobility and autonomous

Day 3

vehicles, working with Honda on this. Also working with Honda on fuel cells. Ford and VW are now working together on autonomous under the Argo AI subsidiary.

FCA is working with Waymo, which is another subsidiary that's focused on autonomous. And they're working with other auto makers as well.

And into the mix, the newcomers to the industry. Tesla is obviously there, and its products are well received.

There's a new truck maker. So, getting back to that, well, we drive big vehicles, why worry. There's going to be an electric pickup truck on the market from a company called Rivian, headquartered right here in Michigan and producing in Illinois at a plant that used to be occupied by Mitsubishi and UAW members. This truck has been well-received. They've received a \$700 million investment from Amazon. And General Motors has, at least been covered in the process, thinking about investing in this company.

So, there is a lot going on. This is just sort of some of the big headlines. We know Mercedes and BMW are working together. All of the automakers are partnering up to deal with electrification, to deal with autonomous, and to deal with mobility services.

So, as I said, in the United States, demand for electric vehicles is very low. It's higher in Europe, higher in China because they've got policies that are really geared toward both, supporting the production of vehicles, but also the purchases of vehicles.

So, we have to overcome a few hurdles before we can really get into EV adoption. There's price. They're expensive. They're more expensive than a regular internal engine combustion vehicle.

There has to be comfort that we can charge these things, right? So that we don't end up on the side of the road with no power and no place to get any. And they have to be vehicles we want to buy.

So, price first. One of the forecasts that the industry looks at is from Bloomberg New Energy Finance. And they say that the price of an EV will be equal to the price of a new vehicle, internal combustion engine in seven years. So that's 2026.

Now, do I think it's going to be precisely 2026? No. But the take-away is, it's soon. It's very soon.

And what's driving this are the lithium-ion batteries. That's the biggest cost in an electric vehicle. And the prices of these batteries have been falling dramatically and faster than had been anticipated, even a few years ago. So that's price.

Here's charging. This is a map from a Department of Energy web-

Day 3

site, the government website that provides information on the charging infrastructure. I actually looked this map up just for you guys. I thought well, let me see what's out there. And I was amazed at the number of green dots. I knew that it was growing, I didn't expect to see that many green dots. Does it mean the country's covered? No, of course not. But there is a significant infrastructure that already exist.

Some estimates say we're about 60 percent of the way to where we need to be by 2025, to really support significant electric vehicles on the road. But the automakers are spending money on this, the federal government's spending money on this, third-party charging companies are spending money on this.

I mean, VW alone was required in settlement to its diesel-gate scandal, if anybody followed the cheating scandal VW was involved in, \$2 billion in the U.S. spent by VW alone, strictly on charging infrastructure.

With an electric vehicle, some people will charge at home. If you don't live in the city, you can have charging at home. Maybe you can charge at work. That's different than what we have now, right? None of us fuel up our cars at home. So, some of the charging needs will be addressed outside of these public stations. Maybe you charge at the grocery store or maybe at the mall, someplace you're going leave your car for a while. So, it's going to be a different model. So, if you're driving around and say I don't see electric charging stations, I don't have anything to worry about. It's not really going to be an apples to apples comparison and this infrastructure is growing.

Lastly, that there be vehicles to buy.

Today, there are about 13 models in the U.S. that we can buy. By about 2022, just the next few years, based on automaker announcements, we should see about 91 different EV models offered in the U.S. market. We already know that there's a truck coming from Rivian. Ford is bringing out a CUV with Mustang styling. They said they'll electrify the F-150. So, we're going to be moving away from the small Sedan segment into these segments that are more popular in the U.S., which is also going to aid adoption of electric vehicles.

So those are the three big obstacles: Price, charging, vehicles. And there's a lot of work underway to get us over those hurdles.

What I think is important about autonomous vehicles is that they'll be electric. Electric, to me, is where the real risk is for our membership.

Autonomous vehicles, there are additional hurdles there. There are regulatory hurdles. Infrastructure is really important for autonomous vehicles. And for anybody who spent time driving around Detroit's

Day 3

roads in the last few days can imagine that an autonomous vehicle isn't going to be able to navigate these roads anytime soon. And this is true around the country, right? The vehicle has to be able to see the lines on the road. It has to be able to communicate with other cars. It has to be able to communicate with the infrastructure.

But again, Ford Motor Company, for example, has announced that all of its vehicles will be capable of communicating with other vehicles by 2020. And so, that's one of the enablers to an autonomous vehicle functioning. And that's where 5G also comes in. The speed of that communication will be enabled by 5G so that your car is talking to the street light. It's talking to the car in front of it and behind it. It's talking to pedestrians who have cellphones in their pocket, probably.

So, there is work going on here. And in terms of our members, electric vehicles will be the basis of the autonomous vehicles. And, you know, this isn't really, this isn't just about passenger cars. This is going to be relevant for our members in heavy truck. They're electrifying heavy trucks, mining trucks, construction equipment, agricultural equipment. Autonomy and electrification are relevant in all of those areas as well.

So just to kind of encapsulate, volumes of EVs and components are currently low. We know that. This isn't a big deal right now. But what I want to make clear is the changes for us and for the industry are, potentially, very big, and they're starting to happen now. Which means these issues are relevant now for our collective bargaining discussions.

So, in the parts and components sectors, there are components that only exist on an internal engine combustion vehicle, they won't be on an electric vehicle, top four: Engines, transmission, exhaust, the fuel system. They won't be there at all.

So, when we look at these, 35,000 or more UAW members are at risk if these components aren't being produced anymore. Now, the bright side is, there are other components that become more important in an electric vehicle: The batteries, motors, electronics, thermal systems, brakes, semiconductors and there are more. So, there's a trade off there. But in terms of our existing members, we have significant risks.

The other risk is that with this new supply chain, it's not at all guaranteed that that will be in this country. Batteries, as I mentioned, is the most valuable piece of an electric vehicle. And currently 88% of lithium-ion batteries come from China, Japan, and Korea. And China has a very strong industrial policy to make sure they continue to capture the electric vehicle industry and the components that go with it. They want to be the source for lithium-ion batteries.

Europe's paying attention to where these lithium-ion batteries are

Day 3

produced. We need to pay attention and have policies that capture lithium-ion batteries for vehicles produced here.

We do know Tesla is building a giga factory, which is for batteries. Other manufacturers are locating battery production here. But still, it's very lopsided and that needs to change.

Motors are another thing. They're smaller and simpler than engines, easy to commoditize and outsource. Electronics are already, mostly outsourced. And we can see this come together in the Chevy Volt, which is built right here in Michigan. But over half of that content is coming from LG Chem in Korea.

So simply capturing the assembly of the electric vehicle will not guarantee that the associated component parts are also coming from the United States because there's a real advantage right now, for some of the Asian competitors who are farther ahead. So, it's something that we have to take action on.

All right. So, if I haven't bummed you out enough, I'm going to go a little bit deeper here. So, we have the parts that are at risk. We have the fact that the new parts won't necessarily be made here. And let's add to it, that the assembly process is much easier. Eighty percent fewer moving parts in an EV. So, less labor to manufacture.

I'm going to share some numbers that Ford Motor Company put out. These aren't my numbers these are Ford's numbers and what they anticipate happening in their assembly plants when they transition to electric vehicles. A 50% reduction in the footprint, 50% reduction in capital investment and 30% reduction in hours per unit. So, these are pretty startling numbers.

In addition to this, so we have the companies looking at producing a new type of vehicle, but they're also chasing after a different view of what the auto industry is. They're sort of redefining the auto industry from being strictly a manufacturing industry to also being a service industry. And they want a piece of both of those things.

So, what is mobility? I'm sure you guys have heard this term. I know the companies are using it a lot. Really, it's just the way people get around, right? It's that simple. Some examples are ride hailing. We call it ride hailing now, we used to just call it a taxi, but that's Uber and Lyft. Ride sharing. General Motors has a company called Maven that enables drive sharing. So, part of it is the traditional, I'm going to rent a car, right?

It's like Hertz.

But the other piece of it is, you can rent out your car. So, this is sort of the Airbnb model for autos. Like you can rent out your house

Day 3

when you're not in it to make some money, well you can rent out your car instead of having it sit in your driveway or in a parking lot somewhere and make money. So more generally, this is new ideas about car ownership, right? There's a thinking that people are going to approach owning a car differently. They're not going to want to own a car when it sits idle 90% of the time.

It also captures autonomous vehicles and autonomous shuttles, and the idea that people want to just get in a car, be driven someplace and get out. It's how vehicles communicate with each other, right? I mentioned vehicle-to-vehicle communication or communicating with the infrastructure. And it even covers bikes and scooters.

I'm sure people have seen these rental bikes just sitting on the sides of streets and those electric scooters that are just there to rent on demand. Well, the auto companies want a piece of that, too, right? Because they see that transportation is the business they want to be in. They want to move people from point A to point B. So, whether that means you get in an autonomous shuttle and then you get out and you hop on a bike for the last mile, they're trying to capture all of this. Because nobody really knows where this is going, and nobody wants to miss out on potential future profits.

So currently, automakers, they make money making cars, right? They design them, they try and make them unique, they sell them, and they want to maximize their unit sells. And that's where we are. We're in the manufacturing operation. We make the cars.

Where they're aiming is a future where they make money off of services, where they're providing the ride share service through an app or a car-sharing service through an app. They're facilitating deliveries. And they're making money off of the data that's getting collected through the vehicles.

Currently, we are not a part of that business. And these businesses do exist, and they're hiring, mostly engineers and that sort of thing.

Where it's an issue for us is if the profits migrate to the service part of the business and our contract is with the manufacturing part of the business, it becomes harder for us to bargain good wages. Our profit sharing becomes less lucrative and we become more of a commodity compared to the service.

Now, again, this is all uncertain. This could all fall apart. But these are the structures that the automakers are putting in place. And not just GM and Ford, but European automakers are doing the same thing. They're trying to capture the service part of this industry that's evolving.

So, within mobility, the goal is to make it cheap. And we'll start with

Day 3

a personal vehicle. That's the model we all understand. So, if you drive your vehicle, sort of a typical 12,000 to 15,000 miles a year, then your transportation is going to cost you under a dollar per mile. If you take a taxi or an Uber or a Lyft, it's much more expensive, \$2.50 or \$3 a mile, but you're not using it for all your transportation. A subway in a city, it's going to be about 16 cents a mile. And that's the goal for autonomous vehicles, is to get the cost of transportation down to where it matches good public transportation.

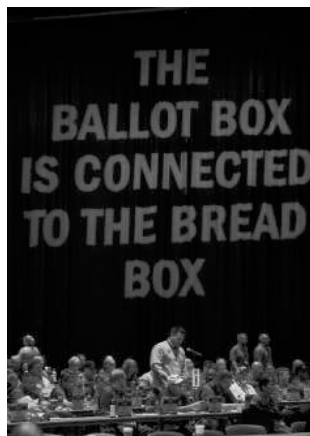
And how do you do that? Really, you take an Uber, or a Lyft and you strip out the driver, right? That's the cost of the ride share currently, is the driver. So, if you can take that driver out and you take that cost per mile down, it's cheaper than owning a car. And that's the future the automakers are trying to prepare for. When it becomes more expensive to own a car, and so you decide you're just going to purchase transportation services and not own a transportation asset.

Okay. So, there's an example of how all this comes together, both the process, the changes because of automation in terms of how we do our work, as well as the electric vehicles and the idea of mobility and autonomous vehicles and having these connected resources.

So, this vehicle is called Olli and it was produced by a company called Local Motors. What they did is they crowdsourced the design. What does that mean? So, they put out a request for somebody to design an autonomous 3D printed vehicle. They got submissions from around the world, from engineers, and they picked one. A guy from Argentina won that competition. So, he's not employed by Local Motors, but he's responsible for the design. He got paid for the design of this vehicle. It came to fruition in about three months' time, was printed in what they call a micro factory because they have this idea that you can have factories around the country, where you need them, where the vehicles are going to be deployed and designed.

Most of this vehicle was 3D printed. I believe 90% of the vehicle was 3D printed, and it's autonomous. When you get in, you can ask Olli for recommendations for dinner or whatever and you'll get an answer back.

So, this is sort of everything we're talking about in one package. There's a great video on the Local Motors website with James Corden,



Day 3

for those of you who are familiar with him. It's very funny. It's only five minutes. I'm only able to show you a small snippet of that and we'll watch that. But I encourage you if you're at all interested, to just Google Local Motors and James Corden, and watch the five-minute video. But let's watch the segment now.

...A video was presented to the delegation.

DIRECTOR OF RESEARCH JENNIFER KELLY: So, you can see the 3D printing, it's a big, big booth. I know in my mind, I pictured the thing I saw at Barnes and Noble that you can buy for home to print cones and stuff, but these are big, big machines. And so, this is some of what is being contemplated as the future of the auto industry. Again, we don't know exactly where it's going, how fast it's going to come, but without a doubt, change in some form is coming, eventually. And because we have the ability to bargain over training, over job security, over job paths, we have an opportunity to make sure at the early stages of these investments that our companies are making, that we have a relevant place in that, so that 10 years from now, we are still part of the auto industry.

So, after the doom and gloom, I'm going to end on what I think is a positive note. We have tools at our disposal to get through this Fourth Industrial Revolution as we have the prior ones. And we have. We've dealt with technology. We've dealt with automation. We've taken care of our members and we emerged strong. And that's what we can do if we're proactive, if we're informed, and we keep ourselves educated.

So, bargaining, and that's what we're here to talk about today. We have the ability to bargain over this. Organizing, we heard from Tracy, there's a lot of great work going on in organizing. There are lots of companies in this field where we can target for EV and AV and mobility organizing.

And then, there's politics. And we've had ongoing discussions in politics already. But that's something we're going to have to keep the pressure on so that our trade policies do right by us with electric vehicles. So that if there are dislocations from automation, that workers and communities are well taken care of, and not like we've attempted to take care of them in the past, or else, we'll end up suffering like we did from trade. We need really good policies for communities and people if there is dislocation. And we need to keep an eye on what the politicians can be doing for us, to protect our jobs, make sure we have training, and make sure that any new automation works for us.

So hopefully, I am not leaving you demoralized, but motivated to tackle this challenge and opportunity. Thank you. (*Applause*)

VICE PRESIDENT TERRY DITTES: We now call on Resolutions

Day 3

Committee Chair, Tiffany Rice for the purpose of reading our next resolution.

RESOLUTIONS COMMITTEE

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: Good morning, delegates.

DELEGATION: Good morning.

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I would now like to call Brother Gerry Logan to read the next section of the Proposed Resolution. *(Applause)*

RESOLUTIONS COMMITTEE MEMBER GERRY LOGAN: Thank you, Madam Chair. Good morning, brothers and sisters.

DELEGATION: Good morning.

RESOLUTIONS COMMITTEE MEMBER GERRY LOGAN: My name is Gerry Logan. I'm retired recording secretary from Local 647, under the dynamic leadership of Rich Rankin, director of Region 2B, and assistant director, Wayne Blanchard. *(Applause)*

RESOLUTIONS COMMITTEE MEMBER GERRY LOGAN: That was some startling facts she read. I will be reading New Technology and New Jobs found on Page 54 in the Proposed Resolution book.

New Technologies and New Jobs.

Disruptive technology in the workplace is not a new challenge, but it is one that requires a strategy. Throughout our history, UAW members have shown that we step up when called on to implement new processes, use new equipment, and problem solve to improve quality and increase productivity.

As we prepare for bargaining in 2019 and beyond, we find ourselves in what is being called the Fourth Industrial Revolution. We are already experiencing this revolution in our personal lives.

Our mobile devices allow us to view our homes through security system apps, turn appliances on and off, and change thermostat settings. We can also start, stop, lock and unlock our vehicles. We utilize cloud technology for our music, changing emails, checking emails and saving family photos.

We are also experiencing this revolution in our workplaces with the use of collaborative robots, artificial intelligence, the internet of Things, and additive manufacturing or 3D printing technology. We have seen 3D printing move from our prototype labs to the shop floor.

Day 3

And it will be used continually to grow.

In short, digital information is beginning to touch every aspect of our work lives. Studies have shown that for every 10 manufacturing jobs, we will have in the future, seven are not yet developed.

Another way of looking at this is that 65% of children that are currently in grade school, will work in jobs that don't exist at this time. By 2022, we can expect to lose 75 million jobs. But there will be a gain of 133 million jobs due to the introduction of new technologies.

Technology is advancing exponentially.

Therefore, we must embrace this change and be at the forefront as it advances further. We must bargain for language that protects the jobs of our members by ensuring that future work remains within our respective bargaining units.

To achieve this, our bargaining agenda focuses on:

Number one: Workforce Training. With the advancement of technology, it is critical that our union leadership and companies take an active role in supporting the current workforce through training and upskilling. Nobody knows the process and product better than people with hands-on experience.

Our employers must commit to developing a strategy that recognizes our membership as an asset, and that utilizes an approach that empowers our membership to take advantage of new and existing technologies.

Training should also be a pathway for our members to advance into new careers. Technology is making the uniquely human skills of problem solving, collaboration, and teamwork even more valuable.

Our future training plan needs to incorporate and enhance focus on Life Skills Training, so our members have the skills to effectively deal with the issues that arise in our workplaces.

This training should cover topics such as diversity, conflict resolution, working in teams or groups, and effective communication.

Number two: Apprenticeships. We need to demand and increase apprenticeship opportunities for our members, to address the current shortages of skilled workers, while also looking to create job opportunities in future fields and areas that are just now being developed.

Number three: New Jobs. As advanced technologies are implemented, it is crucial that new jobs and new work are secured by our bargaining units. Technological shifts have the potential to create new high-quality jobs for our current and future union membership.

We will demand that our employers acknowledge the talents and pri-

Day 3

oritize the security of our existing workforce to ensure that technology leads to the future of good work, good jobs, and an enhanced quality of life.

Number four: Advanced Notice of Technology Investment. We should be involved with decisions about technology investment from its concept to execution, to determine the impact to the membership and jobs.

This will allow for preparation and development of the membership for meaningful work without disruption.

And Number five: Benefitting from Productivity Improvements. Our unit membership should benefit from productivity improvements due to the process improvements and new technologies implementation. The benefit can be in the form of enhanced compensation, for paid time off, or job security through insourcing new work.

Thank you. (*Applause*)

VICE PRESIDENT TERRY DITTES: We will now open up the floor to debate this issue. We'll take one speaker for and one speaker against from each region. Please, when you come to the mic, your name and your local.

And we will start debate in Region 2B, looking for someone to speak on behalf. Yellow folder, mic number 1.

DELEGATE ERIC GADD, Local 863: Good morning. My name is Eric Gadd, I'm the building chairman for Local 863 out of Cincinnati, Ohio, representing the men and women of the Ford Sharonville Transmission Plant, under the leadership of Rich Rankin and the Assistant Director Wayne Blanchard. (*Applause*)

DELEGATE ERIC GADD: I stand before you today in support of this resolution. Jennifer Kelly, that was a great presentation, and I believe that we have to embrace these changes. When you read our Proposed Resolutions and it says that in the future, for every 10 jobs, seven of them haven't even been created yet, and then in four years, we're going to lose 75 million jobs to the change in technology, but there's going to be nearly 133 million that's going to be added.

So as our negotiators go to the table, we have to demand to continuous improvement and upskilling of our members and also, the job security and securing these new jobs and new work based off this new technology.

Brothers and sisters, my name's Eric Gadd, and I stand up and I ask you to stand up in support of this resolution with me. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother. (*Applause*)

Day 3

VICE PRESIDENT TERRY DITTES: Is there anyone in 2B to speak against the resolution? Seeing no hands, we are going to move to Region 1, looking for someone to speak on behalf. I don't see any — green folder., mic 8.

DELEGATE STACIA ENGLISH, Local 7: Good morning, I am Stacia English, trustee at Local 7, out of Jefferson North Assembly Plant, home of the prestigious Jeep Grand Cherokee and the Dodge Durango, under the most diligent leadership of Director Frank Stuglin and Assistant Director James Harris. (*Applause*)

DELEGATE STACIA ENGLISH: New technology and new jobs. In these times, and the years to come, technology will create new jobs. With this being said, we must be prepared for the changing times. We must educate and train all of our union brothers and sisters in all technological fields.

We must make sure that our members are as advanced as the new technologies that are going to be used. We must ensure our employers keep us abreast of the changes in advance, and to ensure they help in the training process of our members.

Before anything new is implemented, our members should know about it and are trained for it. We must ensure that our jobs now, and our future jobs are secure. And this is why I rise in favor of this resolution. We Are One. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, sister. (*Applause*)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 1 to speak against? I see somebody waving their hand.

DELEGATE MARTHA GREVATT, Local 89: Good morning, union family. Martha Grevatt, Delegate from local 869 in Region 1 with the Director Frank Stuglin, Assistant Director James Harris. (*Applause*)

DELEGATE MARTHA GREVATT: I rise, not in opposition to the thrust of this resolution, but out of concern again, that the language is too weak, specifically, the section—

Benefiting from Productivity Improvements.

Nowhere in this resolution do I see the simple, but necessary and timely phrase, shorter work week with no cut in pay. This nearly became law, not five or 10 years ago, but in 1933, a bill to establish the 30-hour work week was passed by the Senate, but narrowly failed the House. The demand, 30 for 40 was the one demand of the Flint sit-down that we still have yet to achieve. It has been relevant for decades, even in the days when simple mechanical automation began to do the jobs done by people.

Day 3

But now, today, the technology has grown as you said, exponentially, beyond what any of us could have imagined, even a few years ago. And in the hands of profit-hungry corporations, it serves one and only one purpose and that is to slash the workforce in order to maximize profits.

Therefore, we need to demand, not just another paid holiday or two, but we need to demand a shorter workweek with no cut in pay and we need to get rid of alternative work schedules in the process.

Thank you.

VICE PRESIDENT TERRY DITTES: Thank you. (*Applause*)

VICE PRESIDENT TERRY DITTES: We will move to Region 4, looking for someone to speak on behalf of the resolution. Anyone from Region 4? We've got a blue folder. If you could, head to mic 4.

DELEGATE RORY DOLAN JR., Local 838: Good morning brothers and sisters. My name is Rory Dolan. I'm from Local 838, Waterloo, Iowa. It's the home of our Director from Region 4, Ron McInroy, and the assistant director of Region 4 is Brad Dutcher. (*Applause*)

DELEGATE RORY DOLAN JR.: I rise in support of this resolution. We need to embrace these changes as they come forward to us and we need to be forward thinking. The presentation this morning was wonderful.

We need to make sure that we're protecting ourselves, the longer the agreements we continue to negotiate. The Deere agreement is a six-year agreement. And technology changes so much in six years.

We need to make sure that we're protecting the members that haven't even started in our plants yet, and we develop classifications that protect us and secure that work for the 3D printing and so forth.

So, thank you, brother. (*Applause*)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 4 that would like to speak against the resolution? Right here, holding up the booklet, the constitution.

DELEGATE SCOTT HOULDIESON, Local 551: Good morning, brothers and sisters. My name is Scott Houldieson. I'm a delegate from UAW Local 551, Region 4, Director Ron McInroy and Assistant Director Brad Dutcher. (*Applause*)

DELEGATE SCOTT HOULDIESON: Yeah, give them a hand.

First of all, I would like to thank Jennifer Kelly for her awesome presentation. It's very sobering, and it's something that we need to consider deeply. And I want to thank the Resolutions Committee for putting this to the forefront and making this a prominent issue in our debate.

Day 3

Our future is bleak if we don't roll with some changes here. I believe that our sister, Martha Grevatt, that spoke just a couple of speakers ago, she has a point that needs to be drilled home. And that is that, with the new technology, with the improvements in the technology and in production, we need to be reducing our workweek without reductions in pay, because eventually, this technology is going to take over our jobs and our lives and the livelihoods for our families.

So, we need to have a comprehensive approach to reducing the workweek so that we can get more people employed through that process. And I'd be remiss if I don't mention that the reason I stand— one of the reasons I stand against this resolution rather than for it is because we need to send it back to committee to be strengthened.

There are a lot of good things in this resolution, and I stand in support of most of them, but I think we need to strengthen it. We need to include COLA. We need to include profit sharing for temps. We need to include just cause for temporary workers, so they can't be fired on a whim. We need to include overtime after eight hours, pension improvements and restoration, improved vacation, and yes, a shorter workweek.

So, with that being said, I would like to ask the delegates, when this comes up for a vote, to vote against this resolution, not because it's a bad resolution, but because it needs to be strengthened.

And I implore the committee to go back and bring back these things that I've just listed on the resolution. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother.
(*Applause*)

VICE PRESIDENT TERRY DITTES: We will now move to Region 1A, looking for someone to speak on behalf of the resolution. There's a folder, can't tell the color, looks blue. Mic 8, please.

DELEGATE JEFFREY MORRIS, Local 723: Thank you, Vice President Dittes. I am Jeff Morris, president Local 723, in Monroe, Michigan, from Region 1A under the leadership of Director Chuck Browning and Assistant Director Al Wilson. (*Applause*)

DELEGATE JEFFREY MORRIS: Come on, let's hear it. Let's hear it. Yeah!

I stand in support of this resolution on new technology and new jobs. As president of an amalgamated local, I cannot stress how important it is for our membership to be involved with all forms of new technology. Leadership must embrace and understand new technology where it is communicating effectively on social media or understanding how to use technology to negotiate and retain jobs.

Day 3

I personally can attest to how technology has changed the way our members not only perform their jobs, but how they communicate and interact in their personal lives as well.

I believe that the UAW should be involved in all forms of new technology from inspiration all the way to implementation on the shop floor. I also believe that it is in the union's best interest to discuss when possible—and when possible, negotiate the effects and benefits of any new technology for the good of the membership.

Once again, 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 1A to speak against? Standing with the booklet, mic 8.

DELEGATE GARY F. WALKOWICZ: Good morning. Brothers and sisters. My name's Gary Walkowicz bargaining committeeman, Dearborn Truck Plant, Local 600, Region 1A.

I rise hear to speak against, not per se, this current resolution, but against the whole set of resolutions we presented. Not that there aren't many good resolutions presented here, because there are. But I think there's something, a few things, essentially missing from the whole set of resolutions that we received at this convention.

Certainly, there are a few issues that we have not had a chance to discuss here today, and in the last three days. Issues like pensions for all, cost of living and working conditions in the plant and in the workplaces. Our locals sent a resolution to this convention dealing with the issue of speed up and job elimination in all our factories and workplaces. We haven't had a chance to talk about that.

But the main thing that's missing from the resolutions that we presented here today, and for this convention is a discussion on how—how we're going to organize and prepare our members for the fight ahead; a fight for a better contract.

You know, as we discussed the issues for the last few days, it's clear there are many delegates here feel the same way on many of the key issues. We've heard many delegates speak, whether they spoke for or against a particular resolution, they spoke to say that we have to end tiers. That if we're going to be one, We Are One, we have to have a one-tier workplace everywhere.

We've heard delegates speak to say that we have to get rid of temporary workers, we need full-time jobs for all. And it's clear, I think the delegates are speaking for what their members back home want them to speak on, what they want them to say in this convention.

Day 3

But the question is, how are we going to achieve these things? That, we should be discussing.

We know it won't be easy. We know it may take a strike. And if we're going to win, we're going to have to use all our power. And the strength and power of any union is with the members.

Our members must be engaged and ready for a strike. It's been many years since this union has fought a real serious strike. Most of the members, if not all of us have not been through that. And I believe it's up to us as leaders, to prepare our members for a possible strike.

So, we must be discussing the issues of the contract and why we're fighting for these things with our members every day, in the plant, from now until September 15th.

We must be organizing committees in our plant, of our members, to engage them to prepare for a strike. That's what it took in the past when UAW members fought for a better life. And that's the only way we can win.

Thank you. (*Applause*)

VICE PRESIDENT TERRY DITTES: Thank you, brother. We are now going to move on to Region 5, looking for someone to speak on behalf. Red folder, mic 2.

DELEGATE JASON STARR: Thank you, Vice President Dittes. Good morning brothers and sisters, my name is Jason Starr, president of UAW Local 249 at the Kansas City Ford Assembly Plant, home to over 7,000 powerful UAW members. We are out of Region 5, under the innovative leadership of our Director Vance Pearson and Assistant Director Darryl Coulter. (*Applause*)

DELEGATE JASON STARR: Today, I rise in support of this resolution presented by the Resolutions Committee, of new technology and new jobs.

The UAW has a long proud history of working to secure new jobs and to bring good pay and dignity to the job and their membership. As advanced technologies are introduced, it is critical that we work together to secure, increase apprenticeship opportunities and workforce training to upskill our members to ensure that we benefit from the advancements in our facilities.

Through the collective bargaining process, we can secure new jobs and a future that rewards the productivity and ingenuity of the most advanced workforce in the world.

Again, brothers and sisters, I stand in support of this resolution for new technology and new jobs.

Day 3

VICE PRESIDENT TERRY DITTES: Thank you.

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 5 who would like to speak against the resolution? Seeing no hands, we'll move to Region 9, someone to speak on behalf. Folder color, blue, purple. Right here in the back, mic 7. Thank you.

DELEGATE DANIEL MALONEY, Local 1097: Good morning, sisters and brothers. Dan Maloney, president UAW Local 1097, out of Region 9, with the friendship, brotherhood and support of Director Jeff Binz and Assistant Director Tom Ashton. *(Applause)*

DELEGATE DANIEL MALONEY: Region 9 is also the home of our vice president, Terry Dittes, brother Terry. *(Applause)*

DELEGATE DANIEL MALONEY: In Rochester, New York, we make the finest fuel systems and emission control products on the face of the earth. We invented fuel injection in the 1950s. Any car buff will tell you we had a mechanical fuel injection on a system in the '57, '58 Corvettes. They didn't sell really well. General Motors management, typical bad management fashion, sold off the technology. A few years later, in the early 70s, oil crisis hit.

Japan and Germany ate our lunch with this new fuel injection, that we invented 15 years earlier. I'd hate to see that bad movie again.

So, Rochester, we embrace new technology. The UAW as a whole, we embrace new technology. We are given the task to make the hydrogen fuel cell viable. And I didn't want to disappoint my director and not speak about fuel cells.

So, when that first came out in the 60s, it was the size of the mystery machine from Scooby Doo, they gave it to us. Over the last couple decades, we made it the size of a small microwave oven that will move the cars up and down the highways. With clean hydrogen and technology, no need for battery dependence in China or oil dependence Saudi Arabia.

So General Motors has announced— thank you.

Thank you. *(Applause)*

DELEGATE DANIEL MALONEY: The one brother knows hydrogen fuel cell. General Motors announced they're moving into EVs and autonomous vehicles over the course of the next five years.

The UAW and the American taxpayer bailed out General Motors for their failed management. We gave them a second chance at life, we deserve and have earned the right to produce those EVs and autonomous vehicles right here in UAW shops in the United States of America. We've earned it. *(Applause)*

Day 3

DELEGATE DANIEL MALONEY: So, our good brother, Derrick Johnson, the NAACP president quoted, "You get what you can take. You keep what you can hold." So, let's take and hold the new technology for the good of our UAW members and our families.

So, I do rise in support of 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 will move to Region 9A, someone to speak on behalf. Blue folder, mic 6. Thank you.

DELEGATE MICHAEL HOLMES, Local 376: Good morning, brothers and sisters of the UAW. My name is Mike Holmes, and I'm the shop chairman having the privilege and honor of representing the hardworking union members at the Colt firearms plant in West Harvard, Connecticut, Local 376, under the strong direction of our Director Beverly Brakeman and her Assistant, Gordon Deane. Today... (*Applause*)

DELEGATE MICHAEL HOLMES: — I rise in support of this resolution.

About 30 years ago, our members at Colt were faced with the introduction of new computer numerical controlled machines. These CNC machines threatened the loss of numerous jobs at our plant. Although, many rejected the idea, we were forced to deal with it, one way or another.

As we were able to negotiate the terms and conditions of these new jobs, we were able to embrace the idea by negotiating new training programs and strong job security language as we made the transition.

Today, we're forced to deal with it as we're faced with the next generation of technology consisting of 3D printing and robotics. We're not always happy about it, but we have to be willing to face it head on. We have to negotiate new training programs and we have to always maintain the strong job security provisions that will carry us into the next generation. Thank you.

VICE PRESIDENT TERRY DITTES: Thank you, brother.
(*Applause*)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 9A to speak against the resolution? Seeing no hands, we will move to Region 8, someone to speak on behalf of the resolution. Red folder, second row, mic 2.

Day 3

DELEGATE BRANDON REISINGER, Local 862: Good morning brothers and sisters, my name is Brandon Reisinger. I'm out of Local 862, Region 8, under the direction of Mitchell Smith and Assistant Director Tim Smith.

I came up here to speak on new technology and new jobs today. Disruptive technology is not something that's new to us. It's something we've seen before. You know, things change, jobs change, it affects the way we work, the way we live, the way we interact with each other.

The disruptive technology in the UAW means moved forward, making sure that we're getting trained on these new jobs, making sure that we're able to do these new jobs, so that we are still needed by the companies. We've just got to get in there and make sure that they need us.

We've got to make sure that we're able to do these jobs. And by negotiating new language that will put us in that place, we can secure these jobs going forward. You know, we're going to lose—a lot of the jobs we've got out here now aren't going to be here tomorrow. Jobs that we had 10 years ago aren't here today. We all know this.

But we've got to make sure we secure training and abilities to do these new jobs and language that secures it for us.

I stand in support of this resolution, brother. (*Applause*)

VICE PRESIDENT TERRY DITTES: Is there anyone in Region 8 to speak against the resolution? Seeing no hands, we are going to move to Region 1D, someone to speak on behalf of the resolution. Blue folder, mic 2, please.

DELEGATE ERIC WELTER, Local 598: Thank you, vice president. My name is Eric Welter. I'm the shop chairman of Local 598, which represents the workers of Flint Assembly from Flint, Michigan, the home and birthplace of the UAW. I work under the strong, powerful leadership of my friend and director, Gerald Kariem, and the hardest working assistant director in the country, Stevie Dawes. (*Applause*)

DELEGATE ERIC WELTER: I am speaking on behalf of this resolution because it's become incredibly important this time in history. We've always suffered from technology changes in the workforce, whether it's the massive carburetor lines in Bay City that went away because of fuel injection or the robots that started to weld sheet metal together instead of workers.

The reason the resolution at this point in time is so important; the pace is unbelievably fast.

We cannot do what we've always done with technology.

We have to find a meaningful way for production workers to be involved in technology and for our skilled trades to be trained so they're

Day 3

on the forefront of this and not replaced by engineers.

This— in my plant, specifically, just in the course of the last few months, we've put in 1100 robots in the body shop. That's three times what I had in the Kurt Body Shop. We put ATUs in, which deliver material in that body shop that's eliminating about 20 drivers a shift. We've got a fully automated robot cell in our body marriage. That eliminates five people a shift, or 15, total. The numbers are staggering on what manufacturing technology can do to the autoworker.

We know we're losing on the product side with the upcoming technologies and electrification. You know that's 30%. And then, if you take what they're able to do with technology and manufacturing, we are taking a huge hit as a union, unless we can do what this resolution supports and get our people involved in meaningful ways and technology.

So, I urge this delegation to support this resolution. It is very important to our future.

Thank you, Mr. Vice President, brother. (*Applause*)

VICE PRESIDENT TERRY DITTES: Is there anyone to speak against the resolution in Region 1D? Seeing no hands, we've heard from all our regions now, is there a motion to end debate.

...A motion made by several unidentified delegates.

VICE PRESIDENT TERRY DITTES: Support? There's support.

...A motion was supported by several unidentified delegates.

VICE PRESIDENT TERRY DITTES: Any discussion? All in favor, signify by saying aye. Ayes have it. Thank you. We'll now bring up to preside, UAW Vice President Rory Gamble.

VICE PRESIDENT RORY GAMBLE: Thank you. Thank you, very much. (*Applause*)

VICE PRESIDENT RORY GAMBLE: You got to keep playing that Frankie Beverly. Let's hear a little more. A little more. There we go. Now that's real music right there. All right. Thank you. Thank you. Good morning, everybody.

DELEGATION: Good morning.

VICE PRESIDENT RORY GAMBLE: It's a pleasure to be with you today and look out at your beautiful, wonderful, socially conscious faces. I will be doing the Ford sector report. And as you know at Ford, we've been experiencing about nine years of good times. So, we're anticipating and planning as we should do, for any economic upsets that could face us. But however, we are holding them to nine years of good economic times for our members. (*Applause*)

Day 3

VICE PRESIDENT RORY GAMBLE: We've had some great, great accomplishments in our facilities. We've got a lot of new launches coming on right now. And I'll read out some of them because we're very proud of them. The F-150, of course, is still the best-selling truck at Dearborn and at Kansas City. The Ranger is proving that there is a market for small trucks. And our members over at Local 900 are building a product that America cannot get enough of. So please give them a great round of applause. (*Applause*)

VICE PRESIDENT RORY GAMBLE: One problem I have with the Ranger, though, is it don't fit me. You know, it's kind of the byproduct of being a breastfed baby and achieving your full physical stature.

So, I have to stick with my F-150s. But that's a beautiful truck and I'm so proud of the workers over there.

We have a brand-new Aviator and a redesigned Explorer coming out of Chicago. Our Chicago brothers and sisters here? (*Applause*)

VICE PRESIDENT RORY GAMBLE: The Escape and the Lincoln MKC are coming out of— I'm sorry, Louisville. Excuse me Louisville.

Thanks you guys, for— I'm looking at my top AA's writing, and I love him, but he writes like a pharmacist. But we gone get through it.

So, we are proud of those accomplishments. We also had— we lost two shifts. We lost one over at FRAP, and we lost one down in Louisville. But because of the great products we have, we don't anticipate anybody hitting the street.

We normally would have been in hiring mode for that, but hey, God bless this great contract we have. We expect everyone to be gainfully employed. (*Applause*)

VICE PRESIDENT RORY GAMBLE: We've been running an education initiative throughout all the facilities. We found some money in the agreement that allows us to bring the members out and pull them into what I call a clutch. We have them for a full day.

They get paid. They learn about the union. They learn about the company they work for. But it gives us an opportunity to sit down in a personal setting with our members, myself, our team at UAW Ford, all the regional directors, and when we're in their locations, participate, and that local leadership which is all important. And nothing's off the table.

One thing I ask for is clarity and transparency. And they can ask me about anything, including my marital status which seems to come up from time to time. So those are going well.

I would like the facilities who have experienced that so far, just please stand for a second just to show, you the great work we've done

Day 3

in about six months. So, we've got folks from Kansas City, Louisville, Chicago, Ohio. Just stand up and be recognized if you've participated in that. (*Applause*)

VICE PRESIDENT RORY GAMBLE: I think it's important we do that. It's important we visit facilities. And I've never been a big fan of running through a facility and, you know, waving your hand and, you know, folks, they'll smile at you and greet you, and then when you leave, they think, what the hell was that all about. I've always been a fan of being more hands on and talking to our members. And I think that's important.

So, I'm so proud of that education initiative and what it's been doing so far, and really increasing the morale of our members. And we're going to continue to do that.

So, I talked about the shift reductions. So, since 2015, we had 3,451 temporary employees who have converted to fulltime. Our skilled trades apprenticeship program is running full. (*Applause*)

VICE PRESIDENT RORY GAMBLE: We've added 1,182 new apprentices have been put on the program in the last 3½ years. (*Applause*)

VICE PRESIDENT RORY GAMBLE: And we're getting calls from throughout the industries talking and asking us about our apprenticeship program. You can get on apprenticeship list now regardless of seniority, race, sex or age. That really biased test that they were doing, that's out the window. You go pick up three classes, you get on the list. And I think it's wonderful. (*Applause*)

VICE PRESIDENT RORY GAMBLE: Now, our social media department, they're working overtime to make sure we get information out to the members very accurately. And I've got to tell you guys, I'm on Facebook and I see the stuff y'all be doing. You know, I see people's faces going down toilet bowls and somebody's face coming out of the donkey's ass. You know, I see all that stuff. And so, I'm very conscious of that and to make sure we minimize that with good, accurate information. So, we're paying close attention to social media.

Negotiations are going to be tough. And we are preparing our members. You know, my good friend Gary Walkowicz who I've worked with for many years, he made some great points about preparedness. And of course, because of legalities, there's some things that I can't say about preparedness, but our members need to be prepared for the fight ahead. And we need to be preparing them, all of us. It's all of our responsibilities to impart to them, the importance of unity, standing together, and defending this organization.

Now, I'm talking about the organization. I'm not talking about

Day 3

personalities. I'm talking about putting this organization first. Despite our political differences, despite of all our opinions, there's one component that we all know and love and that's this organization. (*Applause*)

VICE PRESIDENT RORY GAMBLE: We have faced some difficult challenges, challenges from within, from people who, quite frankly, have just really betrayed the trust— the trust of you, the trust of all of us up here. That is a problem with the personality. But our leadership, our staff needs to recognize that the organization comes first.

Regardless of what I tell somebody on my team to do, they've got to love this organization first. And if I'm telling them something that's wrong, I expect them to go see Gary Jones, because I'm not the focus. The focus is protecting this great organization that means so much to all of us and all of our members and they families.

So, I would like for all of you to join with me in reaffirming our love and commitment, not to self, not to idolize anyone, but to idolize this organization first.

...Standing ovation.

VICE PRESIDENT RORY GAMBLE: You know, I had a nice time over at 1A last night, at their reception. And I really missed being with my brothers and sisters over there. I was the director over there

Vice President Rory Gamble presents his report for the UAW Ford Department.



for 12 years. And you know, everybody, men do this, you know, we get a little cute when we go somewhere. You know, I had bought me a fresh new pair of designer jeans that were on sale for 60% off, and I'm sitting there with the brothers and sisters and one brother just knocked two drinks in my lap. I'll be honest with you guys, I looked like I had messed myself.

Now, I know how Facebook works and I can just imagine me going back to my room and seeing on Facebook the next day, Gamble peed himself last night. So, if Aaron, if he's here, he's out of Local 900— he's from 600? Well, wherever he's from.

Day 3

Now, you want a real laugh? I called my office this morning and they got an appointment letter on my desk with his name on it. Aaron, I got to tell you, I've had the whole Ford department looking and we cannot find a single ink pen in the State of Michigan.

So, thank you, guys. With that, I'm going to bring up a guy whom I've loved and worked with for over 30 years. And he can tell you some, some blood curdling stories about me, but he don't have that kind of time today. So, I'm going to bring up the very highly esteemed and loved, chairman and local president, Bernie Ricke, Local 600.

DELEGATE BERNARD J. RICKE, Local 600: On a personal note, I am really looking forward to the negotiations. Rory and I were on the committee in 2003 together, and we kind of grew up in Local 600 together. We go back about 35 years. And I always remind him very often, he is two months older than me, but I have got more seniority.

It is my honor and privilege to introduce the Ford Negotiating Committee, National Negotiation. I will start out with our Secretary, Dwayne Walker, from Local 900. And I am going to do it in Sub-Council order.

So Sub-Council 1, Tony Richard, Local 600, Rouge Complex.
(*Applause*)

DELEGATE BERNARD J. RICKE: From Sub-Council 2, we have Larry Stewart, Local 3000, Flat Rock Assembly. (*Applause*)

DELEGATE BERNARD J. RICKE: Also, from Sub-2, Tommy Kottalis, from Chicago Assembly, Local 551. (*Applause*)

DELEGATE BERNARD J. RICKE: Also, from Sub-2, Jon Jagger, is from Kentucky Truck, Local 862. (*Applause*)

DELEGATE BERNARD J. RICKE: And, also from Sub-2, Mike Donovan, Local 2000, Ohio Assembly, Michael Donovan. (*Applause*)

DELEGATE BERNARD J. RICKE: From Sub-Council 3, we have Greg Tyler, Rouge Complex. (*Applause*)

DELEGATE BERNARD J. RICKE: Sub-3, Mike Beydoun, Local 900, Michigan Assembly. (*Applause*)

DELEGATE BERNARD J. RICKE: Sub-Council 4, we have Dale Rogers, Local 897, Buffalo Stamping. (*Applause*)

DELEGATE BERNARD J. RICKE: Also, from Sub-4, Roger Maag, from Lima Engine, Local 1219. (*Applause*)

DELEGATE BERNARD J. RICKE: Sub-Council 5, Frank Murray, from Local 898, Rawsonville. (*Applause*)

DELEGATE BERNARD J. RICKE: And, also from Sub-5, Paul

Day 3

Lafave, Local 2280, Van Dyke Transmission. *(Applause)*

DELEGATE BERNARD J. RICKE: And from Sub-Council 7, we have Andy Weakland, who is from Local 186, Denver HVC. *(Applause)*

DELEGATE BERNARD J. RICKE: And from Sub-Council 8, we have our salaried negotiators. The first one to introduce, the chairman of the salary group, that's Tim Kinney from Local 1970 in Dearborn. *(Applause)*

DELEGATE BERNARD J. RICKE: We have Pam Wilson from Local 863, Sharonville. *(Applause)*

DELEGATE BERNARD J. RICKE: Valerie Rogers, Local 1250, Cleveland Engine. *(Applause)*

DELEGATE BERNARD J. RICKE: Tom Lane, also from Local 1970 in Dearborn. *(Applause)*

DELEGATE BERNARD J. RICKE: And Jason Germonprez from Local 400. *(Applause)*

DELEGATE BERNARD J. RICKE: So that's your 2019 UAW Negotiating Committee at Ford. Thank you for all your support. Thank you. *(Cheers and applause)*

VICE PRESIDENT RORY GAMBLE: Let's give them a rousing round of applause. *(Applause)*

VICE PRESIDENT RORY GAMBLE: Okay, guys. See, I got them trained already, you see that. We have been working hard already. They went off-site recently down in Region 4 to the Ottawa Pat Great-house Center in Region 4, a great facility. *(Applause)*

VICE PRESIDENT RORY GAMBLE: And I thought that taking them somewhere like that, you know, put them in the woods where they can just concentrate on work will be good for them, and we can stay focused and get ready for the fight ahead. And it was a great session. I want to thank Ron McNroy for his great hospitality.

So, they have been getting ready for the fight ahead. Now all we need you to do is prepare yourselves to support us in this fight. This is a fight that we are all engaged in, and we need everyone focused on three things: Solidarity, membership, and organization.

God bless you all. And thank you. *(Applause)*

VICE PRESIDENT RORY GAMBLE: It is now my great responsibility and duty to bring up our very frugal and conscious Secretary-Treasurer Ray Curry. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you again, Vice President Gamble. It is now my high honor and distinct privilege to

Day 3

bring to the podium the president of the UAW, Gary Jones. (*Cheers and applause*)

PRESIDENT GARY JONES: Thank you, Secretary-Treasurer Curry. Good morning, UAW sisters and brothers.

DELEGATION: Good morning.

PRESIDENT GARY JONES: Why are we here today? What is the theme of this convention? We Are One. And that is what collective bargaining is all about. It is about knowing that a single person, a single worker, can be ignored, can be pushed around and pushed aside. But you know what can't be ignored? What can't be pushed around or aside? Over 400,000 active UAW members. (*Cheers and applause*)

PRESIDENT GARY JONES: Standing in solidarity, collective bargaining works. We know it does because we have seen it work.

Collective bargaining brings democracy to the workforce. It ensures everyone has an equal voice, has equal protections, has equal opportunity to succeed. It works in all industries, on large and small contracts, with large and small groups. What about us? What about our UAW? We make cars and car parts. We work in aerospace and national defense. In heavy trucks and farm equipment industries. We make bathroom fixtures, furnaces and water heaters. We make garden equipment, tools, firearms, boats, and toys. We make food, pharmaceuticals, musical instruments and machinery. Our brothers and sisters are in state and local governments and universities, casinos, hospitals. We are in libraries, museums, and zoos. We work for over 1,000 employers, and we have over 1,600 contracts. Heck, we even make beer. We built America, we are America, We Are One. (*Applause*)

DELEGATION: We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. (*Applause*)

PRESIDENT GARY JONES: Thank you. And we don't stop there. We are actively organizing. In fact, later this week, there will be four elections potentially adding over 2,500 new members to our union, from several casinos in Las Vegas. (*Applause*)

PRESIDENT GARY JONES: There are new contracts and industries on board with us already, since our last negotiations. But our diversity is our strength. You can't outrun us, you can't outmatch us, and you can't outwork us, and you can't go around us, because we are everywhere.

You have told us through the resolution process what we need: Health care, job security, better wages, better working conditions, a retirement that you can live on, pensions that you can count on, and

Day 3

some new things, as well, a Temporary Workers Resolution, which will address not hiring temporary workers where permanent employees should be hired. (*Applause*)

PRESIDENT GARY JONES: But also bargaining on behalf of the temporary workers when they have already been hired. Because we leave no worker behind. (*Applause*)

PRESIDENT GARY JONES: What else do we want?

We want new investment in technology and products to help keep us on the cutting edge, training to make sure our workers are competitive, because this is how we protect our jobs for the coming generations.

But it isn't just about the jobs. It is about the quality of our working lives. This country is struggling with the problem of opioid addictions. It has become an epidemic, and it affects our entire membership. Whether it is a brother or sister struggling with the addiction, or watching while a family member struggles, this is a tough issue. This is a life and death issue, which is why we will make this issue part of our national negotiations. (*Applause*)

PRESIDENT GARY JONES: We will also address another life and death issue, workplace violence. Folks, we have over 200 million people each year in this country reporting that they are the victims of workplace violence. Those are just the people who are reporting it.

We can do better, we must do better, and we must demand that management and companies do better. (*Applause*)

PRESIDENT GARY JONES: The 40 resolutions that you created will do just that. People are depending on us. Families are depending on us. And you are depending on our leadership. We need to be strong and we need to make this union stronger, which is why my administration has engaged in a series of reforms. And there are still more to come. Because we need to strengthen your trust in us, strengthen your trust in your leadership. You will be hearing more about the details and reforms in the weeks and months ahead. Reform isn't easy, but we are going to work through it.

The thing is, collective bargaining isn't easy. Democracy isn't easy. It has never been easy. It requires work from all of us, hard work.

The midterm elections show what happens when we do the work. Pro-labor, UAW-endorsed candidates now control the U.S. House. We took control over the governor's mansion in several states, including right here in Michigan. (*Applause*)

PRESIDENT GARY JONES: We have victories in state houses across the country. But what does that mean? Let's look at Missouri.

Day 3

Voters showed right-to-work the door. (*Applause*)

PRESIDENT GARY JONES: We made a major dent in the anti-worker, anti-labor agenda. We should all be proud.

But we have to be ready. Ready for the hard work that democracy demands of us. We have some tough fights, coming over some hard terrain. We built the middle class, and now we must rebuild it. (*Applause*)

PRESIDENT GARY JONES: The 2016 Congress tore at the safety nets, nets like Social Security, Medicare and Medicaid. They took away pensions and retirement safety to give more tax breaks to the wealthy. They are, little by little, taking the things that we fought for away from us. And it is time for us to take them back. (*Cheers and applause*)

PRESIDENT GARY JONES: Thank you. Thank you. Thank you. Yeah. Thank you.

We can't rely on our courts, packed with anti-labor federal judges, being appointed faster than we can learn their names. We can't rely on the Supreme Court with two anti-labor justices appointed in the last two years. And we can't rely on the National Labor Relations Board stacked with anti-union appointees. And we won't rely on businesses, concerned only with their profit margins and their CEO pay.

We can only rely on each other. That's why earlier this week, I told you about the increase in our strike fund. This year, every member will get \$250 per week, plus health and life insurance benefits, to help weather a strike should the auto companies force us to that extreme. Because we are gearing up. (*Applause*)

PRESIDENT GARY JONES: We are preparing for a conflict, and we are choosing to rely upon ourselves rather than rely on the goodwill of others.

That battle may not come, if others see how serious we are and how ready we are. Because We Are One. (*Applause*)

DELEGATION: We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. We Are One.

PRESIDENT GARY JONES: Thank you. Thank you. Thank you. Let's talk about the GM plant closures. Four plants, sisters and brothers, thousands of jobs sent to Mexico. And yep, I said four. I know we have got some good news for our folks at Hamtramck Assembly, but it is temporary good news. It is a stay of less than a year. What happens after that?

Here is an interesting question. Why did this day happen at all? Do you think GM searched their souls and left Hamtramck alone out of

Day 3

the goodness of their hearts? I don't think so. No, brothers and sisters, it is because we fought for it. *(Applause)*

PRESIDENT GARY JONES: And the workers of Hamtramck were not alone. They were not a solitary voice. They were a voice of public outcry all across this country. There was a voice of a well-orchestrated campaign that stretched from coast to coast, from state to state. Our members wrote thousands of letters. You all held prayer vigils, and even had marches. We engaged millions through social media. Thousands of working men and women across this country sick of seeing our jobs and our products shipped over the border stood up and demanded action together. *(Applause)*

PRESIDENT GARY JONES: We even had bumper stickers. And what did the bumper stickers say? GM, we saved you. Now save our jobs. *(Applause)*

PRESIDENT GARY JONES: Because we did save them, and they know it. *(Applause)*

PRESIDENT GARY JONES: And now they know there will be no more quiet closing of plants, no more shipping jobs to Mexico and abroad without a sound. They are on notice. *(Cheers and applause)*

PRESIDENT GARY JONES: Thank you. We are a force to be reckoned with because We Are One.

DELEGATION: We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. We Are One. We Are One.

PRESIDENT GARY JONES: And we are not done. Lordstown, Warren, Baltimore, we have your backs. *(Applause)*

PRESIDENT GARY JONES: Brothers and sisters, a nation is watching. Watching to see what we will do. Watching to see what we will accomplish. Because what we fight for, what we achieve, becomes what is possible for others.

We set the pace. We are the change. We have done it since 1935. And there's no stopping us now. *(Applause)*

PRESIDENT GARY JONES: The president of this great union does not do it alone.

I pull from the years of experience, wisdom and counsel from my predecessors. We are nothing without our history. And these great men, one sitting back there, Owen Bieber, Ron Gettelfinger, Bob King, and Dennis Williams have helped bring us to where we are today. *(Applause)*

PRESIDENT GARY JONES: Eighty-three years ago, our union brothers and sisters shut down a plant in Flint, Michigan. They locked

Day 3

themselves in, and they closed the doors. And they sat down. One man shouted, "She's ours." They stayed for 44 days. They wanted good wages, a grievance system, safe workplaces. They wanted GM to stop sending work to nonunion plants.

I will repeat that part. They wanted GM to stop sending work to nonunion plants. *(Applause)*

PRESIDENT GARY JONES: This is our history. This is our legacy. I'm proud to be part of this union. And I'm proud of the work that our brothers and sisters have done.

But there is much, much more to do, because "She's ours." *(Applause)*

PRESIDENT GARY JONES: So, let's get this done. Thank you. May God bless this great union, and may God bless the UAW. Thank you. We Are One. *(Applause)*

DELEGATION: We Are One. We Are One. We Are One. We Are One. We Are One. We Are One.

PRESIDENT GARY JONES: Thank you, brothers and sisters. We are now going to have a short video. And then Secretary-Treasurer Ray Curry will preside. Thank you.

...A video was presented to the delegation.

SECRETARY-TREASURER RAY CURRY: I now call on Resolutions Committee Chair Tiffany Rice for reading of a resolution.

RESOLUTIONS COMMITTEE

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I would now like to call Brother Stanley Stevenson to come read the next section of the Proposed Resolution. *(Applause)*

RESOLUTIONS COMMITTEE MEMBER STANLEY STEVENSON: Thank you, sister chair.

Good morning, brothers and sisters. My name is Stan Stevenson. I am vice president and delegate out of Local 2250, under the strong leadership of Vance Pearson and his Assistant Director Darrell Coulter. *(Applause)*

RESOLUTIONS COMMITTEE MEMBER STANLEY STEVENSON: I will be reading Labor and Community. You can find it on Page 64 in your Proposed Resolution book.

Labor and Community: The UAW Constitution calls on UAW members to work to improve the general economic and social conditions of

Day 3

the United States of America, Canada, the Commonwealth of Puerto Rico and generally the nations of the world. Our movement isn't only about improving working conditions in our workplace but improving the communities as well.

Our members are at the heart of our union and our communities. Our standing committees volunteer in local neighborhoods. We participate in our churches and schools. And when disaster strikes, UAW doesn't hesitate to volunteer and give generously to help others. The relationship we forge with our community involvement helps us build community support for issues and engage, mobilize and empower the community into action.

Most of our members' community-building work is done during nonworking time. These activities of community and civic engagement are so important to us as individuals, to our communities and to the labor movement that our collective bargaining program seeks to remove barriers to our members' full engagement with their communities. We seek:

- * An Election Day holiday, to allow all workers an opportunity to participate fully in the democratic process. When it is not possible to negotiate a holiday, we will seek paid voting leave, allowing workers time to vote before or after their workday.
- * Community service leave, to allow workers paid time away from work to participate in volunteer activities in the community.
- * School participation leave, to allow workers to take part in field trips, classroom programs, parent-teacher conferences and similar activities—or just to volunteer and take time to work with school-children in the community.
- * Civil service leave, to allow a member to run for office and serve in an elected or appointed position in your government without losing seniority or accrued service credits.

We strongly encourage all our members to give back to their communities. By working together, we can create a better and more just society.

Thank you. (*Applause*)

SECRETARY-TREASURER RAY CURRY: We will now open the floor for debate. We will take one speaker from each region in support of the section that we are discussing and one against. Please state your name and local number. And we will begin the debate in Region 1.

Yellow folder, please go to mic 8.

DELEGATE DENISE CALDWELL, Local 7: My name is Denise Caldwell, Local 7, Region 1, with the fabulous Frank Stuglin, director,

Day 3

and assistant director, the joyful James Harris. (*Applause*)

DELEGATE DENISE CALDWELL: I stand in support of the Labor and Community resolution. The late Grace Lee Boggs once said, "You cannot change any society unless you take responsibility for it, unless you see yourself belonging to it and responsible for changing it." We



Convention delegates debate resolutions.

are labor. We are the community. And everything we need is in the room. We have to be more engaged and visible in our schools for our students and teachers. Be engaged and active in keeping our neighborhoods vibrant and well kept. Continue to have boots on the ground for the political action by signing up to be a precinct delegate. And keeping our elected politicians accountable. Be a shero like retired Region 1 -- I mean, sorry, Region 9A Director Julie Kushner, who is now a State Senator in Connecticut. Teach our youth how important our community is by challenging them to join us in our community efforts and having them invite their friends and bring them.

Our UAW and our members have built homes, baseball fields, renovated schools, swimming pools, provided classes and mentorships, filled the classrooms with food for students that didn't have it. Sent the needy items to the emergency areas due to floods, earthquakes and other disasters. It is a blessing to be a blessing to others. We will continue to be kind and active.

Remember, if we are not at the table, we are on the menu. Thank you. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, sister.

Anyone in Region 1 against the resolution? Red folder, please go to mic 8.

DELEGATE ROBERT BETHEA, Local 160: Good morning, broth-

Day 3

ers and sisters. My name is Robert Bethea. I am from Local 160, on the Warren Tech Center in Warren, Michigan, under the great leadership of Frank Stuglin. *(Applause)*

DELEGATE ROBERT BETHEA: And his great assistant, Mr. James Harris. I stand up today not as an opposition to this resolution. I just believe this resolution needs to be strengthened a little bit.

We as a UAW member have been strong supportive of the UAW leadership, but I think we also forget that the membership who have retired and our retiree brothers and sisters need to be recognized. And we need to honor them, as well as call on them to help support this We Are One membership.

As a member retired from GM or Ford or Chrysler, I leave that company, but my heart stays with the UAW. And I believe— *(Applause)*

DELEGATE ROBERT BETHEA: — if we include those members, the retirees, in this order of business, we will get more strength in our communities.

And I would like to say also that this is Women's History Month, March, and I think we all need to recognize the women for their great work and honor. *(Applause)*

DELEGATE ROBERT BETHEA: So, I do not oppose this resolution. I have history. My father moved from Florida as a migrant worker in 1968. He got a job, bless him, to bring his family to Michigan as a GM employee.

But as a retiree at 84 years old, living in Florida, he still supports this UAW, and we support him as much as we can.

And I would like to say, again, I do not oppose, I support this leadership. Thank you. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you, brother. We will now move to Region 4. Anyone in support? Blue folder, please come to mic 4.

DELEGATE THOMAS RALSTON, Local 838: Hello. My name is Tom Ralston. I am from Local 838, Waterloo, Iowa, Region 4, under the direction of Ron McInroy and Assistant Brad Dutcher. *(Applause)*

DELEGATE THOMAS RALSTON: I rise in support of this resolution because locals and their members are often the pillars of their community through their charitable donations and volunteering. I know that Waterloo wouldn't be the town it was or is without the UAW members living there.

We need to make sure we get or strive to have Election Day as a holiday, so we can make sure that our voices are heard. And that is why I

Day 3

support this resolution. Thank you. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, brother. Anyone in Region 4 against the resolution? Blue folder, mic 4.

DELEGATE SCOTT HOULDIESON, Local 551: Thank you, Brother Curry. My name is Scott Houldieson. I am a member of UAW Local 551 in Region 4, under Director Ron McInroy, Assistant Director Brad Dutcher. (*Applause*)

DELEGATE SCOTT HOULDIESON: So, I strongly support this portion of the resolution.

So, at Local 551 in Chicago, we do a lot of community outreach. We have a ramp team that was originated in Local 862. And I want to give them a shout-out for the work that they have been doing down there. And that has been propagated throughout the Ford system through Vice President Jimmy Settles and now through Vice President Rory Gamble. And thank you for supporting that effort. (*Applause*)

DELEGATE SCOTT HOULDIESON: We also deliver holiday meals, sometimes through our own treasury and sometimes with the help of the National Ford Department. And thank you again for that support.

We also collect blankets, clothes, toiletries for the homeless and battered women's shelters. But beyond charity, there is more that we need to do. We need to attend town hall meetings and town council meetings and hold our elected local elected leadership accountable.

We host a Walk for the Cure at our union hall a couple times a year. We donate the use of the union hall for that.

But we also support union organizing. That's part of community action. We support union organizing by participating with the Fight for 15 in Chicago. We participated with an organizing drive by IBEW, trying to organize Comcast workers.

We also stand on the picket line with workers that are organized, fighting for a better life. We have stood on the picket line with UAW Local 9 in South Bend. We have stood on the picket line with UAW Local 833 in Kohler. We have stood on the picket line with the Chicago teachers' unions and the Steelworkers in northwest Indiana, whether they were on strike against BP or whether they were planning their contract negotiations with ArcelorMittal U.S. Steel.

So those are all part of community service.

And those need to be recognized as such, too.

We are soon to be voting on this omnibus resolution. And there are some very, very good parts to this omnibus resolution.

Day 3

But once again, I would remind the delegates that we need to set the bar higher. We need to set the bar high this time. We have got— from what we saw in the technology portion, we have coming some rough waters. So, we need to get what we can now. So now we need to vote this resolution down, send it back to the committee, so the committee can add to it, COLA, for not only active workers, but for retired workers.

Profit sharing for temps. If we are going to have temps in our contract, they need to enjoy the benefits that we do.

Just cause clauses for temporary workers so they don't have that precarious situation.

Overtime after eight hours.

Pension improvement and pension restoration for the new workers.

Improved vacation time, and 30 hours for 40 hours pay, so that we can be ready for this technology and still employ a good number of union workers.

So, with that, I would like to request that the delegates, when it comes up for a vote, vote this down, send it back to the committee, so that we can get a better bargaining resolution to bring back for our bargaining committees. Brother. Thank you very much.

SECRETARY-TREASURER RAY CURRY: Thank you. We will now move the debate to Region 1A. Anyone in Region 1A in support? Red folder, mic 8.

DELEGATE F. VERONICA BONNER, Local 6000: Good morning. My name is Veronica Bonner, and I serve on the executive board out of Local 6000, under the leadership of Director Chuck Browning and Assistant Director Al Wilson, and President Ed Mitchell. Giving back is near and dear to my heart. I believe in service, and UAW is big on service. As attendant and being a part of many events in which we have gave back to the community, from giving out blankets on MLK Day to the homeless, to Adopt a Child, the Delores Bennett program down at Cobo Hall every winter, adopting families through Volunteers of America, there are many things that UAW does to give back to their community. I, for one, give service by being a part of my community block club and attending city council meetings. And I am always in my union shirt to let them know we are always ever-present. *(Applause)*

DELEGATE F. VERONICA BONNER: There is a saying that says it takes a village to raise a child.

Well, UAW nurtures that village. It was our UAW brothers and sisters who assisted in Wisconsin with the Kohler members who were

Day 3

on a month long strike by giving food and donations. It was our brothers and sisters who in New York donated 350 used cellphones so that injured soldiers and veterans could call home for free.

Walter Reuther said, "There is no greater calling than to serve your fellow man. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well." I stand in support of this resolution. *(Applause)*

SECRETARY-TREASURER RAY CURRY: Thank you, sister.

Anyone in Region 1A against the resolution? Seeing none we will move the debate now to Region 5. Region 5 in support of the resolution, red folder, mic 3.

DELEGATE MICHAEL CARTWRIGHT, Local 276: Good morning, brothers and sisters. My name is Mike Cartwright. I'm an elected delegate from Local 276, home of the No. 1 selling full size SUVs in the world, under the great leadership of our Director Vance Pearson. *(Applause)*

DELEGATE MICHAEL CARTWRIGHT: Assistant Director Darrell Coulter. *(Applause)*

DELEGATE MICHAEL CARTWRIGHT: And the No. 1 staff in the region of UAW, Region 5 staff. *(Applause)*

DELEGATE MICHAEL CARTWRIGHT: Like I stand in support of this resolution because in order to gain support of the community, you know, we have to already be part of the community in which we live and where we work. And we have to make it commonplace to see our UAW members doing good deeds. Like the sister said earlier, when we go out, you know, we wear our colors.

In my UAW, we involved in our labor councils that keeps us relevant and informed on what's going on in other unions where we have common interests. You know, we have to make sure that we are there, not only part of these organizations, but we have to be leaders within these organizations.

In my UAW, we are involved in the politics at every level. When candidates are looking for support, they seek out the UAW because they know we are active, visible and educated on issues, and we can mobilize our members. And when they call upon us, when they see our face, they know who we are because we are always there, we are always involved. And we hold them accountable for the things that they tell us they are going to do.

In my UAW, we are part of many contingency groups, CBTU, LAC-LA, CLU, and all the other organizations that we have been a part of. And we also start these organizations if we don't have them. So, we

Day 3

make sure that, you know, we are out there and active.

In our community, we are generous with our time, our money. And we have to be more visible by wearing our UAW wheels proudly, so that everyone sees us for what we are, members of our community.

I stand in support of this resolution. (*Applause*)

SECRETARY-TREASURER RAY CURRY: Thank you, brother.

Anyone in Region 5 against the resolution? Seeing none, we will now move to Region 9.

Nine in support of the resolution. Brother waving the folder, please go to mic 7.

DELEGATE DANIEL MALONEY, Local 1097: Good morning again, brothers and sisters. Dan Maloney out of 1097, Region 9, Director Jeff Binz, Assistant Director Tommy Ashton.

I rise to call the question.

...A motion was made by delegate Daniel Maloney.

...The motion was seconded by an unidentified delegate.

SECRETARY-TREASURER RAY CURRY: The question has been called. Is there support?

...The motion was seconded by several unidentified delegates.

SECRETARY-TREASURER RAY CURRY: There is a motion now made to end debate.

All in favor, signify by saying aye. Those opposed, signify by saying nay. The ayes have it and debate has ended. (*Applause*)

SECRETARY-TREASURER RAY CURRY: I would now like to return the gavel to President Gary Jones. (*Applause*)

PRESIDENT GARY JONES: At this point, I would like to call 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.

Chairman Tiffany. (*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I would now like to call Sister Ernestine Dawkins for the conclusion. (*Applause*)

RESOLUTIONS COMMITTEE MEMBER ERNESTINE DAWKINS: Good morning, brothers and sisters. My name is Ernestine Dawkins, president of Local 8888, under the leadership of Jeff Binz, Region 9 Assistant Director Tom Ashton. (*Applause*)

RESOLUTIONS COMMITTEE MEMBER ERNESTINE

Day 3

DAWKINS: I will be reading Conclusions, We Are One.

You can find this on Page 66 of the Proposed Resolution book.

This resolution sets out a comprehensive bargaining agenda to guide us in our negotiations. But more than that, this document spells out what we stand for as a union. If you read between the lines, specific demands, you will see our drive for dignity, equality on the job, fair wages and benefits, and a safe workplace. This resolution is presented to the Special Collective Bargaining Convention for discussion, debated and voted on by delegates to the convention. It is a bargaining agenda built by UAW members, for UAW members.

The landscape for workers is ever-changing. We have experienced change in four short years since we last convened a Special Collective Bargaining Convention. Workers are fighting even harder than ever for fairness and a voice on the job thanks to anti-worker legislation and regulations at the state and federal levels and appointments of hostile overseers at the National Labor Relations Board. But the contracts we negotiate together, as one, are powerful tools for the many thousands of workers and their families who count on them.

At the conclusion of this conference, we will begin a new four short cycles of bargaining. This is a time for us to defend the industry standards we helped create and build on those standards to deliver job security and improved standards of living and a better workplace environment.

To fully realize our strength and achieve our goals, we must stand together as one in solidarity.

The journey will be difficult but that has never prevented us from delivering the best contract possible for our members, and it never will. When "We Are One!" No goal is impossible.

Solidarity forever! (*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: At this time, I would like to thank my Regional Director Frank Stuglin—(*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: — for entrusting me with the honor and the opportunity to serve on the Resolutions Committee.

My hope is that I have served the committee and UAW Region 1 well. (*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: I would also like to thank the Resolutions Committee for the honor and privilege to serve as your chairperson, and for the forever bond that we have created. (*Applause*)

Day 3

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: There are friends and there is family, and there are then friends from this committee that has become my family. I love you guys. (*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: So, my mentors, Mark Liburdi, Jennifer Kelly, and Sarah Laws. The Resolution Committee would like to thank you for your leadership and your patience. (*Applause*)

RESOLUTIONS COMMITTEE CHAIR TIFFANY RICE: At this time, I move for the adoption of the 2019 Collective Bargaining Resolution.

...A motion was made by Resolutions Committee Chair Tiffany Rice.

PRESIDENT GARY JONES: I have heard a motion. I have heard a few seconds.

...The motion was seconded by several unidentified delegates.

PRESIDENT GARY JONES: All those in favor of this resolution, please say aye.

All opposed.

The ayes have it. So ordered. (*Applause*)

PRESIDENT GARY JONES: Thank you, Tiffany. That concludes the business of the 2019 Special Convention on Collective Bargaining and our Resolutions Committee's work. I would like to thank the staff, the clerical, the staff in the president's office, the clerical in the president's office. And I would also like to thank the Resolutions Committee. You are dismissed. (*Applause*)

PRESIDENT GARY JONES: Brothers and sisters, do I have a motion for the adjournment of the 2019 Special Convention on Collective Bargaining?

...A motion was made and supported by several unidentified delegates.

PRESIDENT GARY JONES: It has been moved and supported.

All those in favor, say aye. All opposed, nay.

The ayes have it. So ordered. We are adjourned.

Please join us in singing Solidarity Forever.

...Solidarity Forever was sung by the delegation.

(At 11:42 a.m., Wednesday, March 13, 2019, the Special Convention on Collective Bargaining was concluded)

Official Roll Call

Official Roll Call

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