



# SOLIDARITY

THE MAGAZINE FOR UAW MEMBERS & OUR FAMILIES



STAND UP  
STRIKE  
ISSUE



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# STAND UP STRIKE ISSUE



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The Fight to End Tiers



Fighting for Our Communities



Frontline of the Fight for Good EV Jobs

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UAW Family,

After almost seven weeks on strike, UAW members reached record-breaking agreements at each of the Big Three automakers. At all three, we won wage increases that compounded and with COLA restored will raise every member's pay at least 33% over the life of the contract.

We were able to end wage tiers at the Big Three that have divided us for years. We even saved the Stellantis Belvidere Assembly Plant that the company shut down earlier this year. Now that we've ratified these agreements, all members will get a big boost and workers at the lowest end of the wage scale will see life-changing raises overnight.

In so many ways, these deals are truly groundbreaking. And not just for our lowest wage workers. For long-time workers, we won the first increase in the pension multiplier in over 15 years. We won back annual bonuses for current retirees. Although we didn't win back pensions for in-progression workers this time around, we did massively boost the companies' 401(k) contributions to 10 percent. That will more than double many members' annual contributions over the life of the contract.

For months, analysts and pundits cried that our union was demanding too much. One former auto executive was so disgusted by the success of our strike strategy that he called it a "gun to the head" of the Big Three. That's what they think of autoworkers getting our fair share.

We didn't listen to them, and we never let up. We were relentless in our fight to win a record contract and that is exactly what we accomplished. Through the power of our picket lines — and the credible threat of even more strikes to come — we wrenched back much of what these companies stole from us over the past few decades.

We won back billions in concessions. We won back our dignity as autoworkers. We won back our pride in being UAW. The American public isn't

going to be shedding any tears over the Detroit Three having to share their record profits. They overwhelmingly supported our demands and strike because the working class in this country has been relentlessly attacked over the past forty years.

Workers everywhere are fed up with Wall Street and the billionaire class making a killing while the working class gets left behind.

At the UAW, we know our fight for a record contract was more than just a fight against the automakers. It was a bare-knuckle match between the working class and corporate greed. But if we want to win the next fight, the labor movement must get back into fighting shape.

The Detroit Three aren't the only auto companies making record profits. Auto workers at Toyota, Honda, Volkswagen, Hyundai and Tesla deserve record contracts too — and we're going to do everything we can to help them win what they deserve.

When I think about where this fight began, one thing is abundantly clear: The automakers underestimated us. They underestimated our members. These corporations had no idea what was coming for them. And they have no idea what's next.

We have a very proud history in our union. We called our campaign the "Stand Up Strike" to honor the rich legacy of the sit-down strike that built our movement. This strike is the first page in a new chapter of our story. We have won record agreements at the Big Three. We have united our membership like never before. We have shown the companies, the American public and the whole world that the working class is not done fighting.

In fact, we're just getting started.

A handwritten signature in black ink that reads "Shawn P. Fain".

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

# ***THE STAND UP STRIKE***

## **OUR GENERATION'S DEFINING MOMENT**



The UAW was born out of collective action. In the 1930s, the Sit Down Strikes taught our union how to organize, how to grow, and how to fight corporate greed. More than eight decades later, we're returning to our roots with the Stand Up Strike movement.

This special section of Solidarity Magazine focuses on our fight for strong contracts at Ford, General Motors and Stellantis. But it's not just about the Big Three. It's about rediscovering our fighting spirit, building back our strike muscle, and redefining what it means to be UAW.

We won record-setting, life-changing agreements at the Big Three. And it wasn't the work of one person, or one committee, one local, or one region. It was all of us. From the Vice Presidents to the national negotiators, down to every member who held a picket sign or attended a rally.

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

We just proved that. To the Big Three, to corporate America, and to the whole world.

We didn't win everything. But we fought like hell, and got farther than we have in decades. We mounted a historic campaign because we have historic demands:

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

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

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

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

We also focus on three retirees who, like all our retirees, have been neglected for far too long by the Big Three. They built the engine that's been driving the Big Three's massive profits, but they've been denied their fair share time and time again. That's another thing that changed in this round of bargaining. Nobody was left behind.

UAW autoworkers have sacrificed long enough. We knew 2023 was the year to Stand Up, and we weren't going to back down from a fight.

The lessons we've learned, and the strike muscle we've built, will guide us for the coming years. And whatever the UAW wins next, we'll win together. As a united UAW.

## THE MEMBER'S HANDSHAKE:

When negotiations with the Big Three automakers kicked off in mid-July, UAW leaders ditched the customary handshakes with CEOs and instead shook hands with the members at three Big Three worksites. Leaders spoke with the members, listened to their concerns and answered their questions about bargaining.



## RECORD PROFITS MEAN RECORD CONTRACTS

*Our contract demands were historic and so are the contracts we just won.*

**4X** The value of the 2023 Big Three contracts is four times that of the 2019 agreements.

**67% Strikes Work:** From the beginning to the end of the Stand Up Strike, the Big Three improved their offers by an average of 67%.

**\$23 BILLION.** The total combined monetary gains members won from the Big Three over the life of these contracts.

# COLA: PROTECTING OUR WAGES

***Winning back our Cost-of-Living Adjustment means UAW families like Mike Hall's are protected against the pain of inflation.***

Like most Americans, UAW Local 2177 member Mike Hall and his wife Sandra have been feeling the pain of inflation. So much so that they decided to calculate how much more they are paying for groceries today than before the pandemic. "I think we figured that we spend about \$90 more per week on groceries now than before COVID," Hall says. "That's \$360 more a month than just a few years ago. It's crazy. It keeps getting harder to keep up."

Addressing inflation was front and center for our UAW negotiators as they bargained with the Big Three. With the power of the Stand Up Strike behind them, our negotiators were able to win back cost-of-living-adjustments (COLA) that were taken away during the Great Recession.

That's going to make a huge difference for Hall and every Big Three worker. And COLA isn't all we won.

Hall works at the General Motors Philadelphia Parts Distribution Center (PDC) in Lang Horne, Pa. GM has 18 PDCs across the country, and they're all part of the company's Customer Care and Aftersales (CCA) division.

For years, CCA workers – like workers at GMCH and GM Subsystems – were stuck on a lower wage scale than GM's production workers. Ending those wage tiers was another major goal of our Stand Up Strike. It's one of the many goals we achieved thanks to Hall and his fellow PDC members. They led the second wave of the Stand Up Strike on Sept. 22, when members walked out at 38 GM and Stellantis PDCs in every corner of America.

Hall has worked at the Philadelphia PDC since 2012. Being on the lower wage tier meant he often picked up overtime hours – even in addition to mandatory overtime – so he could make enough to provide for his three children. Hall says the long work weeks often left him exhausted when he got home.

"There have been times when I'll be watching TV with my wife on the couch after work and I just pass out from exhaustion," Hall says. "At some point in time, with all the



hours you are forced to work, it can take a toll on your family life at home. It can be a struggle.” The long hours at the PDC took their toll on everyone at the facility. “A lot of workers are just beaten down at this point,” he says. “It’s an everyday grind. You feel the lack of sleep, but you force yourself to keep going because you have to, for your family.”

**HALL WAS WILLING TO STRIKE FOR AS LONG AS IT TOOK TO WIN A STRONG CONTRACT FOR HIMSELF AND HIS UNION FAMILY.**

Hall believes that the CCA wage increases, and the reinstatement of COLA won in the new GM contract will be life changing for him and his family. “Just knowing that my wages are going to be protected,” he says, “That will be incredible. I have three children that I want to be able to take care of. I want to be able to provide for my kids in a way that I wasn’t able to receive growing up.

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



## HONORING OUR LEGACY

### WENCE VALENTIN JR. RETIRED | LOCAL 774

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

He says the only reason he’s been able to get by in recent years is because of the money he was able to save during his time working at GM. But he realizes not everyone was in the financial position to do the same. Before this year’s negotiations, the Big Three hadn’t made any improvements to our retirees’ income in years.

“Our retirees have seen their benefits wither under inflation, and we didn’t forget them in these negotiations,” said UAW President Shawn Fain.

We won back annual bonuses for retirees in all of our new Big Three contracts. It has been more than 15 years since our retirees received the bonuses.

Valentin’s message to the Big Three is clear. “Honor your legacy,” he says. “Honor the workers who made your company great through the years.”

“Retirees really are the backbone to GM’s history, to the Big Three’s history,” he says. “Without retirees, we wouldn’t have what we have. The auto companies are making billions. President Biden is giving them billions to transition to EVs. We need to make sure it’s all done right and that we don’t leave anyone behind.”

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

# THE FIGHT TO END TIERS

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

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

Because of her classification as a “temp,” Chambers wasn’t eligible to receive relocation benefits when she made the move to Kentucky.

She had to cover all of her own moving costs and ended up living in a loft above a Louisville home. Chambers was finally able to get a Ford job back in Michigan in 2017, though she didn’t get back to the standard of living that the Ford workers in her own family once enjoyed. Chambers is a fourth generation Ford employee with two children of her own, but she was the first in her family to see her benefits cut and her future threatened.

We knew we needed to regain the ground our union lost in this year’s negotiations. The gains we made are clear when you see the better path forward for Chambers and all UAW members going forward.

Like the majority of today’s Big Three members, Chambers is an “in-progression” worker. For workers officially hired after 2007, it took eight years under our 2019 contract to reach top pay instead of the three years it had been before. But our Stand Up Strike turned back the clock so it’s again just a three-year progression to the top rate.

For decades, assembly line jobs at the Big Three had been some of the best in the manufacturing sector, with premium wages and solid health and retirement benefits. That all changed during the Great Recession when UAW members made enormous sacrifices to save the auto industry. The automakers took advantage of the crisis and forced the union to give up pensions and post-retirement healthcare for future workers.





Although we didn't win back defined benefit pensions or retiree health care for post-2007 workers, we did make important progress. We upped the employer's 401(k) contribution for all Big Three workers to 10%, which will more than double the annual contribution for many members over the life of the contract. The companies will also have to make a 401(k) contribution of \$1 an hour for each hour we work to help offset the cost of our retiree health care.

"I believe it's time to change the mindset we've had in our union for a long time," says Chambers, a proud Local 182 member at Livonia Transmission. "We are worth more. And we should have been given more by the companies throughout the years, and we weren't. Every day, every employee that works on that line is the reason that these companies are making huge profits."



# WHAT EVERY GENERATION DESERVES

**CLETUS KRUSE**  
RETIRED | LOCAL 862

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

After retiring, Kruse helped his grandsons start a lawn service, and bolstered his income with revenue from an apartment building he was able to buy while working at Ford.

Kruse says, "The number one thing for me is the health benefits." In 2014, he had a heart attack that landed him in the hospital. Although he fully recovered, Kruse says it would have been a financial disaster without his UAW-won retiree health care. "You don't realize how much you need it until you get older," says Kruse.

We didn't win back health care for future retirees in these negotiations, but we did win an important concession from the companies. The Big Three will now pay \$1 an hour for each hour we work to help offset the retirement health expenses of members hired after 2007. It's a recognition that the Big Three need to better, and sets a precedent to ask for more in 2028.

*Photo: Cletus Kruse and his wife Debbie.*

# FIGHTING FOR OUR COMMUNITIES

In late 2022, Stellantis decided to “indefinitely idle” the Belvidere Assembly Plant. The move devastated the small-town working-class community 90 miles west of Chicago.

Like so many Local 1268 members at Belvidere, Dawn Simms saw her life upended. Simms is a mother of two, and the company’s move forced her into a nearly impossible choice: transfer to another facility and move away from her two teenage children or stay in Belvidere and face the possibility of ending her career five years short of collecting her retirement benefits.

Simms, a 25-year employee at the plant, chose to stay. “I don’t want to move away from my kids,” Simms says. “My number one job is to be a good mother.” But that decision put her financial future in jeopardy. Only if Stellantis reopened the plant – a nearly unheard of move by the Big Three – would Simms be able to return to work and make it the final five years to retirement.

When our UAW Stellantis bargaining team started negotiations this year, they were committed to saving Belvidere and giving members like Simms a real future in their hometown. They knew how hard the fight would be.

The Belvidere shutdown was just the latest in a long line of Big Three plants

that have been shuttered over the past two decades. Combined, the Detroit automakers closed or spun off 65 plants during that time. That’s 65 UAW communities that devastated by corporate greed.

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

For Simms, Stellantis’ decision was hard to understand. “We always built quality vehicles here,” she says. “We won numerous awards, reached our daily target goals. We overcame every obstacle the company threw at us.”

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





We know our members deserve better from the Big Three. And in this year's Stand Up Strike we fought like hell to win it. We knew we needed that leverage to bring a vehicle back to Belvidere. What we didn't know was how much more we would win.

Not only are the Belvidere Assembly jobs being brought back. But Stellantis is also investing \$3.2 billion to build a new battery plant that will employ more than a thousand workers. It's also investing \$100 million to build a new MOPAR mega hub in Belvidere and a stamping operation to supply it with parts.

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

Members who were forced to relocate from Belvidere when it was idled will have flowback rights. Members like Simms who remained in Belvidere will be put on Temporary Layoff, which will restore their access to SUB and applicable healthcare until they have a job available in Belvidere. Our Belvidere members who left are coming home. Families will reunite. The community will breathe a sigh of relief.

That's what we mean by Saving the American Dream.

# IT'S ABOUT ALL OF US

**CHUCK BRODELL**  
RETIRED | LOCAL 110

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

Like most UAW retirees, Brodell would like to see cost-of-living adjustments restored to our pensions. Though we didn't get back COLA this time around, we did win back the annual bonuses that haven't been paid out in more than 15 years.

But even more important than those gains for retirees, Brodell believed that the union had to find a way in these talks to end the divisive tier system in the auto plants.

“Of course, I would love COLA on retiree pensions,” Brodell says. “I'd love to see an increase to our monthly payWments. But I look at the generation of workers that have come in since the bankruptcy and they're making poverty wages. And it takes years for them to reach top pay.”

Thanks to the strength of our Stand Up Strikers — and the support of retirees like Brodell — we ended wage tiers at all of the automakers.

“It's criminal what the Big Three did,” he says. “The government and U.S. taxpayers bailed these companies out, and they turned their backs on the people that kept them alive.”

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



# FRONTLINE OF THE FIGHT FOR GOOD EV JOBS

These contract negotiations were a fight for the future of the auto industry. With the transition to electric vehicles (EVs) well underway, we wanted to ensure that EV jobs would provide the same pay and benefits as traditional assembly line jobs. We especially wanted to set that standard at Ultium Cells Lordstown, GM's first — and the Big Three's first — joint venture battery cell plant.

Even though Ultium builds the battery cells for GM's growing EV fleet, the company told our bargaining team that a joint venture couldn't come under our Master Agreement. Our team didn't take no for an answer. By the time we settled our contract, the Ultium workers had won the right to join the Master Agreement. Here's how UAW members made it happen.

Ultium was built in the shadow of GM's old Lordstown Assembly plant, which the company closed in 2019. It was a devastating blow to the small northeast Ohio town, so when GM announced that it was building the new plant, the community hoped the good-paying jobs of Lordstown Assembly would return with it.

Unfortunately, they were nowhere to be found. New hires at Ultium started at just \$16.50 an hour and workers were told it would take seven years to reach top pay of just \$20 an hour. Then, after starting operations in the spring of 2022, Ultium was cited multiple times for serious safety violations. In response, the Ultium workers, many of them former Lordstown UAW members, quickly got together and organized. In December 2022, they voted 710 to 16 in favor of joining the UAW.

Having the strength of their union, the workers spoke out about the problems at the plant. In early July, the UAW released "High Risk & Low Pay," a

case study that exposed hazardous conditions at Ultium. The report garnered national attention and put serious pressure on the company. By late July, 28 U.S. senators signed on to letter calling on GM and Ultium to apply the same strong standards in the GM national agreement to the Ultium workforce.

Even before the Stand Up Strike, Ultium workers had already won several major victories. In the spring, they won four full-time health and safety positions in the plant, and in August they won an interim wage agreement that raised pay \$3 to \$4 an hour and provided thousands of dollars in backpay to hundreds of workers.

***WE PROVED  
AT ULTIUM THAT  
THERE'S NO REASON  
WE HAVE TO CHOOSE  
BETWEEN GOOD JOBS  
AND GREEN JOBS.***

Then, in the final weeks of the strike, the Ultium workers won the biggest victory of all. GM agreed to bring the Ultium workers under the Master Agreement. And it's not just GM where we managed to bring EV and battery jobs under our national agreements.

At Ford, we won transfer rights and pathways to bring thousands of jobs under our national agreement at the Marshall battery plant and the Tennessee Electric Vehicle Center. At Stellantis, we brought over a thousand battery jobs in Belvidere under our national agreement under an employee leasing model.

That means existing Big Three members can transfer in, and new hires into these plants will be covered by most of the provisions of our national agreement.

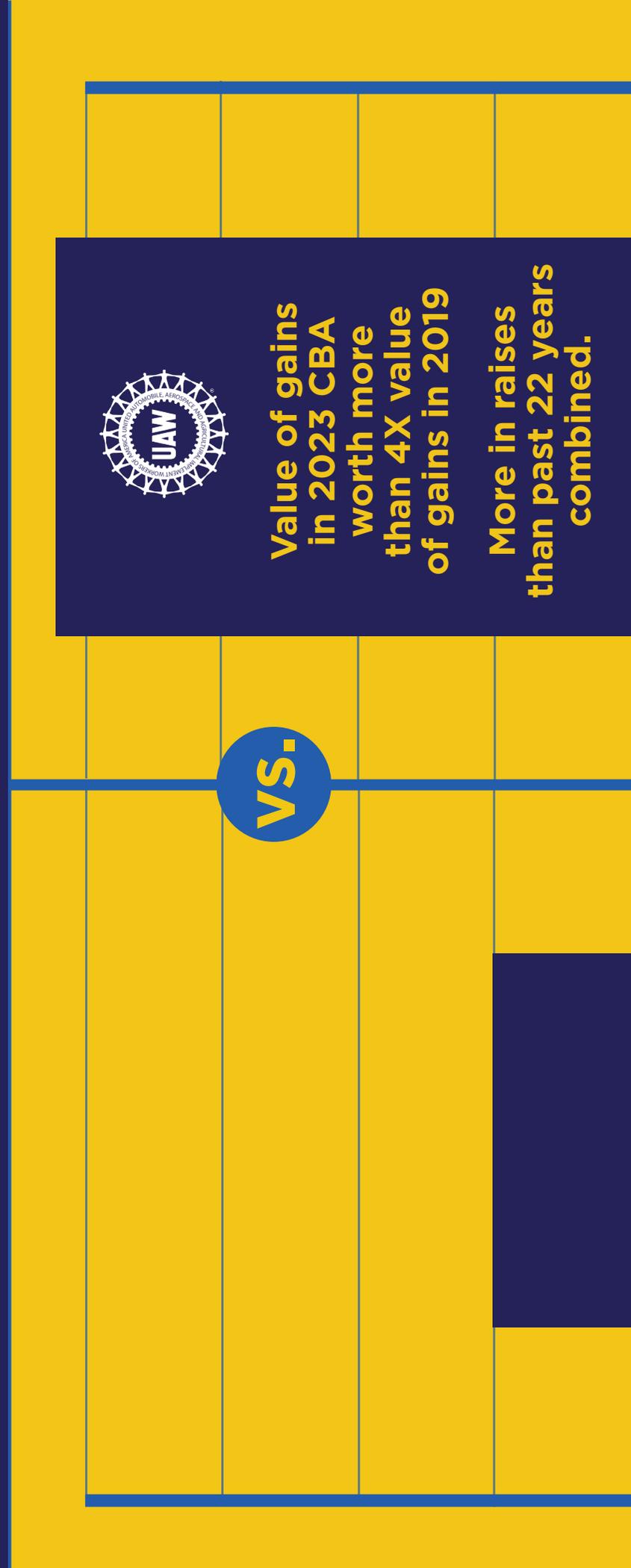
This contract is the first big step to a just EV transition. We proved at Ultium that there's no reason we have to choose between good jobs and green jobs.

# RECORD PROFITS

*EQUAL*

# RECORD CONTRACTS

## VALUE OF GAINS IN CONTRACT



Value of gains in 2023 CBA worth more than 4X value of gains in 2019

More in raises than past 22 years combined.

### 2019 CBA

### 2023 CBA

# Big Three Workers Fighting Back

## 2007 CBA

**\$19.60**  
\$28.68 in  
2023 dollars

**Starting  
Rate:**

**3 yrs**  
to \$28

**Progression  
to Top Rate:**

**COLA**  
Since 1948

**Inflation  
Protection:**

**Pension**  
Healthcare  
Plan for All

**Retirement  
Security:**

## 2019 CBA

**\$18.04**

*Starting rate reduced*

**8 yrs**  
to \$32

*Slower to Top Rate*

**NO  
COLA**

*COLA suspended in '09*

**2<sup>nd</sup> Tier**  
No Retiree  
Pension or  
HC Plan

**1<sup>st</sup> Tier**  
No Pension  
increase  
since '03

**Retiree**  
No Annual  
Bonuses

*Pension replaced  
by 401(k)  
& tiny contribution  
to healthcare*

## 2023 CBA End

**\$28+**

*STARTING RATE RAISED*

**3 yrs**  
to \$40+

*FASTER TO TOP RATE*

**COLA**  
RESTORED

*2007 COLA RESTORED*

**2<sup>nd</sup> Tier**  
401(k) to 10%  
+ \$1/hr for  
Retiree HC

**1<sup>st</sup> Tier**  
\$5 increase  
to Pension  
Multiplier

**Retiree**  
Annual  
Bonuses  
Restored

*IMPROVEMENT  
IMPROVEMENT*

# GETTING BACK TO OUR CIVIL RIGHTS ROOTS

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

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

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

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

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

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

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

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

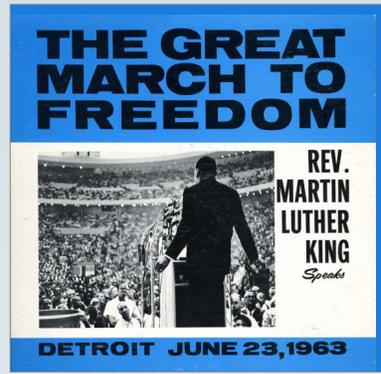




Washington for Jobs and Freedom in Washington D.C. “I am here today,” Reuther told an estimated crowd of 250,000 at the March on Washington, “because the struggle for civil rights and the struggle for equal opportunity is not the struggle of Negro Americans but the struggle for every American to join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

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

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



# REPORT TO MEMBERS ON THE UNION'S FINANCES

The following report is a summary of the UAW's financial position for 2021. The full report is available for examination at all local unions.

2021 was a year when Americans and most businesses were still feeling the physical and financial tolls of the COVID-19 pandemic. The UAW was no different. In the manufacturing sector, supply chain issues and parts shortages were still causing major disruptions for many employers. Thousands of our members were forced on extended layoffs during that time.

Despite these challenges, the overall health of our union's finances remained strong. Although the Union's Operating Funds did report a net loss of \$7,141,431 for 2021, the total fund balance increased by over \$61 million compared to the previous year. Our Strike and Defense Fund remained robust as well, totaling \$815,276,860 at the end of 2021.

While 2021 had its challenges, it also had victories. 2021 was the year of the John Deere strike. 10,000 UAW members walked off the job that October and held the line for over a month, winning major gains in their new agreement.

Just recently we won record contracts at the Big Three and are now embarking on an ambitious organizing drive at several non-union automakers across the country. "We haven't seen such unionizing ambition since the 1930s," one labor historian said when we announced our latest organizing campaign.

From auto manufacturing to TOP, higher education to IPS, members from all sectors in our union are striking and winning their fair share of employer profits.

At the same time, more and more unorganized workers are standing up and declaring their desire to join the UAW.

We have an incredible opportunity to continue growing our movement and I'm looking forward to playing a key role in making it happen. It is an honor to continue serving you as a fastidious caretaker of our union's treasury.



Margaret Mock  
**International Secretary-Treasurer**

# 2021 FINANCIAL REPORT



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

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

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

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

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

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

### OVERVIEW OF UAW FINANCIAL STRUCTURE

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

The Union has a total of 11 separate funds. The combined resources of these 11 funds are set forth in the figures below.

A summary of several of the Union's larger funds is also included in this report.

### TOTAL ASSETS

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

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

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

### TOTAL LIABILITIES

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

### TOTAL FUND BALANCE

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

## GENERAL FUND ASSETS

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

## GENERAL FUND LIABILITIES

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

## GENERAL FUND BALANCE

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

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

## UNION BUILDING CORPORATION

The Union Building Corporation is the holding corporation for all properties owned by the International Union, UAW. During

## COMPARISON OF RESOURCES, LIABILITIES, & FUND BALANCE

### YEAR ENDED DECEMBER 31

	2021	2020	Increase (Decrease)
Cash on Hand and in Banks	\$3,004,388	\$5,353,699	(\$2,349,311)
Investments - At cost	\$980,679,791	\$953,640,439	\$27,039,352
Accounts Receivable	\$16,066,675	\$9,684,933	\$6,381,742
Mortgages Receivable	\$276,756	\$410,949	(\$134,193)
Notes Receivable	\$2,155,445	\$2,517,582	(\$362,137)
Supplies for Resale	\$287,550	\$310,887	(\$23,337)
Furniture, Equipment, & Vehicles	\$2,731,878	\$3,338,073	(\$606,195)
Union Building Corporation	\$102,140,233	\$81,155,822	\$20,984,411
<b>TOTAL ASSETS</b>	<b>\$1,107,342,716</b>	<b>\$1,056,412,384</b>	<b>\$50,930,332</b>
Liabilities	\$90,827,680	\$101,095,713	(\$10,268,033)
<b>FUND BALANCE</b>	<b>\$1,016,515,036</b>	<b>\$955,316,671</b>	<b>\$61,198,365</b>

## COMPARISON OF LIQUID FUND BALANCE BY FUND

### YEAR ENDED DECEMBER 31

	2021	2020	Increase (Decrease)
General Fund	\$80,175,556	\$85,775,315	(\$5,599,759)
Emergency Operations Fund	\$43,618,261	\$40,166,994	\$3,451,267
Strike & Defense Fund	\$672,849,490	\$683,517,715	(\$10,668,225)
Citizenship Fund	\$5,250	\$14,137	(\$8,887)
Education Fund	\$3,710	\$16,012	(\$12,302)
Civil & Human Rights Fund	\$14,874	\$12,328	\$2,546
Recreation Fund	\$1,028,112	\$986,906	\$41,206
Family Education Center	\$2,141,486	\$3,491,743	(\$1,350,257)
Retired Workers Fund	\$28,567,896	\$24,227,852	\$4,340,044
Regional Activities Fund	\$5,216,265	\$4,935,958	\$280,307
Councils Fund	\$5,231,185	\$4,568,492	\$662,693
<b>TOTALS</b>	<b>\$838,852,085</b>	<b>\$847,713,452</b>	<b>(\$8,861,367)</b>

2021, \$43,529,580 was spent on the acquisition, development and capital improvement of UAW-owned properties. UBC disposed of property with a book value of \$17,061,725 during 2021, and a closed local building reverted to the UAW of \$80,000.

## ORGANIZING EXPENDITURES

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

## FUND TRANSFERS

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

**REALLOCATION OF PER CAPITA DUES**

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

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

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

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

**PUBLIC SECTOR**

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

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

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

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

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

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

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

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

**STRIKE & DEFENSE FUND**

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

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

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

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

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

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

**EMERGENCY OPERATIONS FUND**

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

**RETIRED WORKERS FUND**

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

### FAMILY EDUCATION CENTER (FEC) FUND

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

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

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

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

### DUES

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

### MEMBERSHIP

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

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

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

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

Respectfully submitted,



Margaret Mock, International Secretary-Treasurer

### UAW V-CAP

Balance - December 31, 2020.	\$6,256,020
Income - 2021	\$8,013,779
	\$14,269,799
Disbursements - 2021	2,190,159
<b>Balance - December 31, 2021.</b>	<b>12,079,640</b>

### UAW FINANCES AT A GLANCE

Income	\$188,923,786
Expenditures	\$196,065,217
<b>Net Income</b>	<b>(\$7,141,431)</b>
Cash on Hand and in Banks	\$3,004,388
Investments- At Cost	\$980,679,791
Accounts Receivable	\$16,066,675
Mortgage Receivable	\$276,756
Notes Receivable	\$2,155,445
Supplies for Resale	\$287,550
Furniture, Equipment & Vehicles	\$2,731,878
Union Building Corporation	\$102,140,233
<b>TOTAL ASSETS</b>	<b>\$1,107,342,716</b>
Accounts Payable to Affiliated Organizations	\$2,607,495
Accounts Payable - Troubled Workers	\$674,727
Local Union Rebates	\$1,097,023
Note Payable to VEBA	\$83,367,076
Payroll Taxes Payable	\$81,359
<b>TOTAL LIABILITIES</b>	<b>\$90,827,680</b>

### 2021 STRIKE AND DEFENSE FUND EXPENDITURES BY REGION

Strike #	Location	Amount
387	Local Union 9999, Region 8	\$18,953
390	Local Union 2213, Region 2B	\$80,020
392	Local Union 1311, Region 9	\$2,061,122
394	Nationwide - General Motors	\$34,619
400	Nationwide - Leadec	\$1,034
402	Nationwide - MPS	\$72
410	Nationwide - Mack Truck	\$5,443
416	Local Union 1872, Region 8	\$125,625
418	Local Union 2110, Region 9A	\$488,125
419	Local Union 9999, Region 8	\$24,284
420	Local Union 3057, Region 8	\$1,124,455
421	Local Union 3000, Region 1A	\$748
422	Local Union 2069, Region 8	\$11,295,262
423	Local Union 2110, Region 9A	\$193,990
424	Local Union 961, Region 1	\$76,952
425	Local Union 509, Region 8	\$250,792
426	Nationwide - John Deere	\$16,705,590
427	Local Union 2110, Region 9A	\$1,023,440
	<b>Other Expenditures</b>	<b>\$8,481,894</b>
<b>GRAND TOTAL</b>		<b>\$41,992,420</b>

## REPORT OF INDEPENDENT AUDITORS

To the Board of Trustees of International Union, United Automobile, Aerospace & Agricultural Implement Workers of America, - U.A.W.

### Opinion

We have audited the accompanying financial statements of the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America - U.A.W. (the Union), which comprise the statement of assets, liabilities and fund balances (modified cash basis) as of December 31, 2021, and the related statement of receipts, disbursements and changes in fund balances (modified cash basis) for the six months ended June 30, 2021 and December 31, 2021, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and fund balances of the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America - U.A.W as of December 31, 2021, and its cash receipts, disbursements, and the changes in fund balances for the next six months ended June 30, 2021 in accordance with the modified cash basis accounting described in Note 2.

### Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Union and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Basis of Accounting

We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting as described in Note 2, and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement,

whether due to fraud or error.

### Auditors' Responsibility for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Union's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

### Restatement - December 31, 2020

As part of our audits of the June 30, 2021 financial statements, we also audited the adjustments described in Note 14 that were applied to restate the January 1, 2021 fund balances. In our opinion,

such adjustments are appropriate and have been properly applied.

### Supplemental Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental information on pages 28 through 78 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

*CalibreCPAGroup, PLLC*

### RECONCILIATION OF CASH

	YEAR ENDED DEC. 31, 2021
<b>CASH BALANCE - December 31, 2020</b>	\$5,353,699
ADD-RECEIPTS:	
General Fund	\$172,772,092
Emergency Operation Fund	\$3,451,267
Strike and Defense Fund	\$67,594,342
Citizenship Fund	\$225,126
Education Fund	\$136,337
Civil Rights Fund	\$44,956
Recreation Fund	\$44,956
Retired Workers' Fund	\$9,860,139
Family Education Center Fund	\$4,402,836
Regional Activities Fund	\$1,589,957
Councils Fund	\$1,754,069
Sub Total, Funds Receipts	\$261,876,077
Total Receipts	\$261,876,077
<b>Together</b>	<b>\$267,229,776</b>
LESS - DISBURSEMENTS:	
General Fund	\$123,099,574
Strike and Defense Fund	\$41,992,419
Citizenship Fund	\$5,508,466
Education Fund	\$2,886,149
Civil Rights Fund	\$667,410
Recreation Fund	\$3,750
Retired Workers' Fund	\$5,408,132
Family Education Center Fund	\$5,753,093
Regional Activities Fund	\$1,409,779
Councils Fund	\$881,947
Sub Total, Funds Disbursements	\$187,610,719
Excess of Purchases Over Sales from Asset Disbursements	\$92,270,270
Excess of Purchases over Sales of Investment Securities	(\$15,655,601)
<b>Total Disbursements</b>	<b>\$264,225,388</b>
<b>CASH BALANCE - December 31, 2021</b>	<b>\$3,004,388</b>

**INTERNATIONAL UNION  
UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS  
OF AMERICA - U.A.W. AND SUBSIDIARIES  
STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCES**

**ASSETS**

<b>ASSETS</b>			
Cash and cash equivalents		\$3,004,388	
Investment Securities		\$835,847,697	
<b>OTHER ASSETS:</b>			
<b>ACCOUNTS RECEIVABLE:</b>			
Miscellaneous Advances	\$15,916,675		
Rotating Funds	\$150,00		
Total Accounts Receivable		\$16,066,675	
<b>MORTGAGES RECEIVABLE:</b>			
Other	\$276,756		
		\$276,756	
<b>NOTES RECEIVABLE</b>		\$2,155,445	
<b>INVENTORIES:</b>			
Supplies for Resale		\$287,550	
<b>OTHER INVESTMENTS: (general and strike and defense funds only)</b>			
Alternative Investments	\$144,497,133		
Stocks	\$334,961		
		\$144,832,094	
<b>TOTAL OTHER ASSETS</b>			\$163,618,520
<b>FIXED ASSETS:</b>			
<b>Furniture and Equipment</b>	\$46,577,035		
<b>Vehicles and Equipment</b>	\$1,898,012		
	\$48,475,047		
<b>Less-Reserve for Depreciation</b>	(\$45,743,169)		
		\$2,731,878	
<b>PROPERTIES:</b>			
<b>Union Building Corporation</b>	\$153,132,157		
<b>Less-Reserve for Depreciation</b>	(\$50,991,924)		
		\$102,140,233	
<b>TOTAL FIXED ASSETS</b>			\$104,872,111
<b>TOTAL ASSETS</b>			\$1,107,342,716

**LIABILITIES AND FUND BALANCES**

<b>LIABILITIES:</b>			
<b>Accounts Payable:</b>			
Affiliated Organizations		\$2,607,495	
Due to VEBA		\$86,367,076	
Troubled Workers		\$674,727	
Local Union Rebates		\$1,097,023	
Payroll Taxes Payable		\$81,359	
<b>TOTAL LIABILITIES</b>			<b>\$90,827,680</b>
<b>FUND BALANCES:</b>			
Allocated to cash and cash equivalents and investment securities			
General Fund	\$80,175,556		
Emergency Operations Fund	\$43,618,261		
Strike and Defense Fund	\$672,849,490		
Citizenship Fund	\$5,250		
Education Fund	\$3,710		
Civil and Human Rights Fund	\$14,874		
Recreation Fund	\$1,028,112		
Retired Workers' Fund	\$28,567,896		
Family Education Center	\$2,141,486		
Regional Activities Fund	\$5,216,265		
Councils Fund	\$5,231,185		
<b>TOTAL</b>			<b>\$838,852,085</b>
Allocated to Other Assets and Liabilities			
General Fund	\$35,235,581		
Strike and Defense Fund	\$142,427,370		
		\$177,662,951	
<b>TOTAL FUND BALANCES</b>			<b>\$1,016,515,036</b>
<b>TOTAL LIABILITIES AND FUND BALANCES</b>			<b>\$1,107,342,716</b>

**INTERNATIONAL UNION  
UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS  
OF AMERICA - U.A.W. AND SUBSIDIARIES  
STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCES**

	<b>YEAR ENDED DEC. 31, 2021</b>
<b>GENERAL FUND:</b>	
Balance-Beginning	\$85,775,315
Add-Receipts	\$172,772,092
Transfer of Funds from Councils Fund	\$555,084
	\$259,102,491
Less-Disbursements	\$123,099,574
-Asset Disbursements	\$46,856,577
-Transfer of Funds to	
Citizenship Fund	\$5,175,000
Education Fund	\$2,725,000
Civil Rights Fund	\$625,000
Councils Fund	\$345,655
Regional Activities Fund	\$100,129
<b>Balance-Ending</b>	<b>\$80,175,556</b>

<b>EMERGENCY OPERATIONS FUND</b>	
Balance-Beginning	\$40,166,994
Add-Receipts	\$3,451,267
<b>Balance-Ending</b>	<b>\$43,618,261</b>

<b>STRIKE AND DEFENSE FUND</b>	
Balance-Beginning	\$683,517,715
Add-Receipts	\$67,594,342
	\$751,112,057
Less-Disbursements	\$41,992,419
Asset Disbursements	\$36,270,148
<b>Balance-Ending</b>	

<b>CITIZENSHIP FUND</b>	
Balance-Beginning	\$14,137
Add-Receipts	\$225,126
-Transfer of Funds from General Fund	\$5,175,000
-Transfer of Funds from Retired Workers Fund	\$99,453
	\$5,513,716
Less-Disbursements	\$5,508,466
<b>Balance-Ending</b>	<b>\$5,250</b>

<b>EDUCATION FUND</b>	
Balance-Beginning	\$16,012
Add-Receipts	\$136,337
-Transfer of Funds from General Fund	\$2,725,000
-Transfer of Funds from Retired Workers Fund	\$12,510
	\$2,889,859
Less-Disbursements	\$2,886,149
<b>Balance-Ending</b>	<b>\$3,710</b>

<b>CIVIL AND HUMAN RIGHTS FUND</b>	
Balance-Beginning	\$12,328
Add-Receipts	\$44,956
-Transfer of Funds from General Fund	\$625,000
	\$682,284
Less-Disbursements	\$667,410
<b>Balance-Ending</b>	<b>\$14,874</b>

<b>RECREATION FUND</b>	
Balance-Beginning	\$986,906
Add-Receipts	\$44,956
	\$1,031,862
Less-Disbursements	\$3,750
<b>Balance-Ending</b>	<b>\$1,028,112</b>

<b>RETIRED WORKERS' FUND</b>	
Balance-Beginning	\$24,227,852
Add-Receipts	\$9,860,139
	\$34,087,991
Less-Disbursements	\$5,408,132
-Transfer of Funds to Citizenship Fund	\$99,453
-Transfer of Funds to Citizenship Fund	\$12,510
<b>Balance-Ending</b>	<b>\$28,567,896</b>

<b>FAMILY EDUCATION CENTER FUND</b>	
Balance-Beginning	\$3,491,743
Add-Receipts	\$4,402,836
	\$7,894,579
Less-Disbursements	\$5,753,093
<b>Balance-Ending</b>	<b>\$2,141,486</b>

<b>REGIONAL ACTIVITIES FUND</b>	
Balance-Beginning	\$4,935,958
Add-Receipts	\$1,589,957
-Transfer of Funds from General Fund	\$100,129
	\$6,626,044
Less-Disbursements	\$1,409,779
<b>Balance-Ending</b>	<b>\$5,216,265</b>

<b>COUNCILS FUND</b>	
Balance-Beginning	\$4,568,492
Add-Receipts	\$1,754,069
-Transfer of Funds from General Fund	\$345,655
	\$6,668,216
Less-Disbursements	\$881,947
-Transfer of Funds from General Fund	\$555,084
<b>Balance-Ending</b>	<b>\$5,231,185</b>

<b>GRAND TOTAL FUND BALANCES</b>	
Allocated to Cash and Cash Equivalents and Investment Securities	<b>\$838,852,085</b>

# UNION SECURITY AGREEMENTS

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

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

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

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

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

The Report arrives at this amount by an analysis of the UAW's 2022 expenditures which provides a detailed allocation of those expenditures between the 82.29 percent of such expenditures which are related to the UAW's representational activities, and from which the amount charged Objectors is derived, and the 17.71 percent of such expenditures which are not or may not be so related.

Any challenge by an Objector to the calculations in the Report or any challenge by an objector claiming the Report does not properly determine what portion of the UAW's expenditures were expended on matters unrelated to representational matters will be referred to an impartial decision maker appointed by the American Arbitration Association under its Rules for Impartial Determination of Union Fees. Such challenges by Objectors to the Report must be made in writing, and must be addressed to Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214. For arbitration this year, such challenges to the FY 2022 Report must be received by the UAW on or before October 6, 2023, except for challenges by Objectors who have already received a FY 2022 report, who have been notified of the deadline applicable to them.

# YOUR RIGHTS ARE PROTECTED



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

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

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

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

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

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

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

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

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





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