

JAN/FEB/MAR 2022

SOLIDARITY



The magazine for UAW members and their families



1936-37 SITDOWN STRIKE



CAP
Creating
a Path
Forward
PAGE 12

LANA SCOTT
"The Voice"
PAGE 14

**Women's
History
Month**
PAGE 8

SOLIDARITY

Winter 2022 | Vol. 65, No. 1

International Union, UAW

President

RAY CURRY

Secretary-Treasurer

FRANK STUGLIN

Vice Presidents

CINDY ESTRADA

TERRY DITTES

CHUCK BROWNING

Regional Directors

JAMES HARRIS, 1

LAURA DICKERSON, 1A

STEVE DAWES, 1D

WAYNE BLANCHARD, 2B

RON MCINROY, 4

MITCHELL SMITH, 8

JEFF BINZ, 9

BEVERLEY BRAKEMAN, 9A

Communications Department Staff

SANDRA ENGLE

RAENELL GLENN

SUSANNE MEREDITH

BRIAN ROTHENBERG

*CHRIS SKELLY

*DENN PIETRO

*FRANK GATES

*ROY ESCANDON

*YONETTA KENDALL

*Members of CWA

The Newspaper Guild Local 34022

Clerical Staff

SHELLY RESTIVO

ANTOINETTE TROUP

Members of OPEIU Local 494



Solidarity (USPS 0740610) is published quarterly by International Union, UAW
8000 E. Jefferson Ave.
Detroit, MI 48214
(313) 926-5000
uaw.org. ISSN 0164 856X

Periodical postage paid at Detroit, MI and at additional mailing offices.

ADDRESS CHANGES

Requests for address changes and/or deletion from the Solidarity magazine mailing list must first go through the member's local union. The local union updates the address and sends it to the International.

Printed in USA

Circulation this issue: 512,532



Inside

3 FROM THE PRESIDENT

4 DID YOU KNOW? UAW-CIO Helps with WWII Housing Crisis

5 WISCONSIN AUTOWORKER IN THE SPOTLIGHT

6 BLACK HISTORY MONTH Celebrating African-Americans in the Labor Movement

7 A FIGHT WORTH HAVING

ENVIRONMENTALISTS
AND BEYOND

NEW WESTERN REGION

8 WOMEN'S HISTORY MONTH

11 COVER STORY FLINT SIT-DOWN STRIKE 85th Anniversary

12 NATIONAL CAP Creating a Path Forward

14 COUNTRY MUSIC STAR Lana Scott on "The Voice"

16 LEGISLATIVE UPDATE Voting Rights UAW RETIRED WORKERS INTERNATIONAL COUNCILS

17 2020 FINANCIAL REPORT

Plus

25 LOCAL 160 WHITE SHIRT DAY

26 UNION SPORTSMEN



These are times of great opportunity in Congress for UAW members and working families.

With a President in Joe Biden who understands the roles of unions in driving the American economy and a Congress led by union friendly majorities, there is great opportunity both now, and if we do our grassroots work hard enough, long into the future.

Yes, some of our priorities are currently stalled in Congress, but beyond the headlines UAW members and our families are seeing movement on bills that quietly bring strong value and benefit to our working future.

Two key pieces of legislation, one to fix our supply chain and one to prevent companies from using health insurance as a weapon to hold back striking workers, have promising legs this Congressional session.

Fixing the Semiconductor Shortage and Creating Jobs

For UAW members and manufacturing workers, semiconductor chips were just a piece of the puzzle in building and assembling the vehicles of the auto, heavy truck and agriculture implement sectors. But the subsequent pandemic and semiconductor chip shortage of 2021 made clear how fragile the U.S. parts supply industry has been.

The fact is a combination of bad trade policies and a risky corporate bean-counter practice of just-in-time parts orders collapsed on manufacturers as the pandemic caused supplier shutdowns,

eliminated just-in-time orders and forced drastic shortages as manufacturing resumed.

In many ways, the fact that the United States produced only 12% of the world's semi-conductor chips left U.S. manufacturers with limited options when it came to resolving the parts crisis. And the ripple effect along with the pandemic are part of the origin of the inflation we experience today.

IHS Markit Automotive reported that last year alone, 1.5 million vehicles (14%) were not built due to the semiconductor shortage and other supply-chain problems. The shortage has caused layoffs, reduced hours for UAW members, manufacturing workers as well as their families and communities that rely on these industries for their economic livelihood. It is a nationwide problem. For example, Kentucky lost 20% of its vehicle production last year due to the chip shortage.

And that is a wakeup call for all Americans. Our Congress has the opportunity to rebuild manufacturing competitiveness through the COMPETES Act of 2022.

The COMPETES Act is a good bill for workers as it would improve U.S. manufacturing competitiveness, help ensure we do not have future shortages of auto-grade chips, strengthen our supply chains and protect American workers from unfair trade practices that have cost jobs throughout the country and put thousands more in jeopardy.

Investments contained in the COMPETES Act could bolster U.S. production of auto-grade chips that are needed to prevent future chip shortages that affect the manufacturing of cars, trucks and agricultural equipment. The COMPETES Act includes \$52 billion for domestic semiconductor production. Importantly \$2 billion would be dedicated to the production of mature semiconductor technologies in the United States that are needed to manufacture products built by UAW members.

The House Ways and Means Committee wisely added provisions that would assist displaced workers and will challenge China's concerted efforts to dominate heavy equipment and vehicle manufacturing. These provisions renew and improve the Trade Adjustment Assistance. The bill will

also provide additional tools to guard against unfair trade practices; and would halt China's exploitation of U.S. trade policy.

Within the legislation are provisions to ensure that manufacturing workers will have a seat at the table when policies and programs designed to promote research and innovation are crafted. Finally, the bill includes bipartisan provisions to create resilient supply chains that will reduce our dependence on foreign nations for supply chains essential to electric vehicle manufacturing.

Passage of this bill is critical for UAW members, manufacturing workers and their families. By making America competitive in our global economy, supporting workers whose jobs are lost due to trade, and curbing China's aggressive trade distortions, Congress can increase U.S. production by incentivizing the onshoring of jobs.

Congress passing the COMPETES Act is a common sense approach to increasing manufacturing output as soon as 2022 and it heavily redirects U.S. manufacturing policy to create jobs in the United States and resolve key issues that have led to the 2021 semiconductor shortage.

Preventing Companies from Canceling Health Insurance for Striking Workers

For many UAW families, our negotiated health insurance is a lifeline for loved ones who suffer dangerous or chronic illness.

In recent years, increasingly during strikes and lockouts, companies have threatened and, in some cases, canceled health insurance for striking workers.

Working families who already feel strong enough about their working conditions to strike are faced with life and death decisions and some companies choose that to use as leverage on working families.

No working family should be forced to choose between their right to advocate for better pay and benefits, and their need for medical care for their families.

That is why the UAW is working with U.S. Rep. Cindy Axne in support of her bill that protects working families from corporations that would seek to use the health care of members as a pressure point in a worker's voice to advocate for better working conditions. This one simple bill by Rep. Axne protects the dignity of all working families

Continued on page 4

FROM THE PRESIDENT

Continued from page 3

and we encourage Congress to take action and pass this common sense bill.

Public opinion overwhelmingly distains the practice of companies using health insurance as a bargaining chip. In fact, in 2018 General Motors after initially threatening to pull health insurance, reversed itself amid public backlash on this fundamentally unfair corporate policy.

Rep. Axne's bill with your advocacy help can end the practice of canceling striking workers' health insurance once and for all.

JOIN YOUR LOCAL CAP AND HELP KEEP PRO-WORKING FAMILY LEGISLATION MOVING IN D.C.

There is good policy for working families quietly working its way through the halls of our nation's capital.

That is why hundreds of UAW CAP delegates will join together in May to plot a course to maintain and build on the Biden Administration and pro-worker Congress we now have. We can make calls, text Congress, and knock on doors together for working families.

So look beyond the gridlock at the great opportunity working families have in Congress. And participate in your CAP Councils and Local Union CAP committee actions to make sure that issues like the COMPETES Act to create manufacturing jobs, and Rep. Axne's bill to ban eliminating health insurance for striking workers, is just a start in restoring fairness for working families.

For more information on CAP visit <https://uaw.org/standing-committees/citizenship-and-legislative-cap-committee/>



Ray Curry
President, International Union UAW

DID YOU KNOW:

The UAW-CIO Helped with Housing Crisis after WWII

Social and economic justice have been foundational principles within the UAW organization. That is why it is not strange to find out that the UAW was involved in creating improved housing after the World War II.

The UAW-CIO had a Housing Department in the post-World War II years led by Director William G. Nicholas, which provided research and expertise along with facilitation of community housing projects with the U.S. government. They came up with a plan that would make the industrial manufacturing of homes possible, alleviating the critical shortage of housing.

The plan was called "Homes for workers in planned communities thru collective action" where the UAW-CIO would be involved in helping to create planned communities to be built outside the city of Detroit. The housing shortage affected the middle-class UAW-CIO members, as well as low-income individuals.

There was a 15,000,000-home deficit and 1,500,000 homes needed to be built a year to bridge the supply gap. In order to accommodate that mass production, an industry needed to be equipped with an assembly line process, skilled workers, and tooled machines. The factories could do it. Since the factories were able to change over from manufacturing automobiles to bomber plants, why couldn't they switch over to mass production of prefab homes in bomber and tank plants? The UAW-CIO mapped out plants with space or that were not being used. They recommended that a National Housing Committee be appointed by President Truman comprised of organized labor, building trades and government agencies.

Workers from local unions would form co-operatives to buy land and build houses together. The idea was for families to arrange financing, acquire the land, and arrange the design. UAW-CIO believed these planned communities would help eliminate slums by workers moving out of the slum and into the new communities.

Local 174 was a part of a project slated for Lincoln Park. The plan originally was designed to hold 708 lots and sell for \$1,400. The lots did not have recreational areas. They were narrow with alleys, were noisy



and congested. The same plan was redesigned with 312 lots, generous space for community activities, large lots without alleys, easy access to parks and playgrounds and significantly lower lot costs at \$164 instead of the proposed \$1,400.

Unfortunately, many of the prefab home manufacturers went out of business. Reports at the time indicated that the National Housing Agency did a poor job of preparing the plan due to a large portion of the administrative staff's inability to do research. Half of the people that needed homes could not afford the down payment. The Federal Housing Administration discouraged the prefab homes and their regulations reflected that position. Mortgage companies also opposed the homes because they would not be able to make money off of them. The homes would have to be priced at the actual cost of the manufacturer.

According to UAW archivist Gavin Strassel at the Wayne State University Library, "I'm not sure if workers and the UAW ever materialized one of these neighborhood co-ops, but the bold plan showed the union's creativity and willingness in addressing vital issues beyond the workplace".

For more information about the UAW and the housing crisis, visit the James Lindahl Papers in the Reuther Library at <https://reuther.wayne.edu/>.



Wisconsin Autoworker Experiences Missouri's Premier Waterfowl Hunting on Brotherhood Outdoors TV

Article and photo courtesy of Union Sportsmen's Alliance USA

Spring Hill, Tenn. — Aaron Burns, a second-generation union autoworker from Footville, Wisconsin, headed to the heart of the Mississippi Flyway for epic waterfowl action when the Union Sportsmen's Alliance's Brotherhood Outdoors aired on the Sportsman Channel.

Mallards and teal are the main menu items when Burns, a member of United Auto Workers UAW Local 1268 and Team Leader at the Stellantis Belvidere Auto Assembly Plant, hunts the marshes and flooded brush managed by Habitat Flats Waterfowl Lodge in Missouri's prime duck country.

Warm weather means a slow start for the hunter, but when the temperature falls on the second day, birds pile into the decoys and feathers fly.

"This is by far the best duck hunting I've ever experienced," Burns said. "I mean, I saw more ducks on this hunt than any other time I've been hunting them."

Burns is chairman of his local union's Sportsmen's Committee and organizes events and fundraisers for his fellow union members. Back home in Wisconsin, the Brotherhood Outdoors camera crew caught up with him and his union brothers during a

charity pheasant hunt at a local hunt club where they raised money for the Rock County Cancer Coalition.

"As a committee, we bring our union brothers and sisters and their families together in the outdoors," he said, "and every year, this hunt gets bigger, which means that every year we can help a couple more people."

For a complete list of upcoming episodes, visit www.brotherhoodoutdoors.tv.

To watch episodes from past seasons, visit www.myoutdoortv.com.

BLACK | HISTORY MONTH

CELEBRATING THE CONTRIBUTIONS OF AFRICAN-AMERICANS IN THE LABOR MOVEMENT AND THEIR COMMITMENT TO CIVIL AND HUMAN RIGHTS

RORY L. GAMBLE

Rory L. Gamble has held several positions during his career within the UAW. His career began at UAW Local 600 where he served in multiple capacities. He was elected to other roles in the organization including Regional Director and Vice President. **In 2019 Rory L. Gamble made history by becoming the first African-American President of the UAW.**

RUBEN BURKS

In 1998, he became the first African-American International UAW Secretary-Treasurer, a post he held until 2002. He also became the first labor leader to chair the Board of Trustees of the United Way of Genesee and Lapeer counties in 1991. Brother Burks was one of the first African-American officers elected to the Alliance for Retired Americans (ARA).

ELIZABETH “LIZ” JACKSON

In 1966, she was appointed as one of the first African-American women to serve as an International Representative and was appointed by UAW President Walter P. Reuther to work in the National Ford Department. In 1967, she made history when she became the first woman to sit in the national negotiations between the UAW and Ford Motor Company.

BEN GROSS

He became a UAW member in 1949 when he joined UAW Local 560 which began a 62-year long affiliation with the UAW that included a string of groundbreaking positions. In 1950, he became the first African-American elected to the local's bargaining committee. In 1961, Gross was elected to the Milpitas City Council in California and later elected as mayor, a first for an African-American.

ERNEST “ERNIE” DILLARD

He hired in as an arc welder at the General Motors' Fisher Body Fleetwood plant in Detroit. He joined UAW Local 15 because he recognized the importance of the labor movement, particularly for African-Americans. It was there that his labor activism flourished, and he held numerous positions in Local 15 between 1942 and 1964. He was the first African-American to hold leadership posts at the local.

WILLIAM OLIVER

In 1941, Oliver became the first African-American to serve on the executive board of UAW Ford Local 400. He became a staff member of the International in 1945 and five years later he was co-director, with Walter Reuther, of the UAW Fair Practices and Anti-Discrimination Department, of which he became sole director after Reuther's death in 1970.

LILLIAN HATCHER

After winning her election to UAW local 742's executive board, she was later appointed as an International Representative with the UAW's newly formed Women's Bureau. She was the first African-American woman appointed as an International Representative.



NEW REGION TO BE FORMED IN FAST GROWING WESTERN STATES

The UAW International Executive Board voted to change how the regions are allocated. The reorganization of Region 4 and Region 8 will allow for a new Region 6, which will be comprised of Washington, Oregon, California, Nevada, Idaho, Utah, Arizona, Hawaii, and Alaska.

“Just in the past few years the UAW has been growing in the west including 17,000 new graduate student researchers at the University of California, with gaming industry dealers, and new opportunities in vehicle production, parts and suppliers,” said Ray Curry, UAW International President.

Nominations for the regional director of the new Region 6 will be held at the July 2022 Constitutional Convention. The election for the new position will be held with all of the other IEB positions. Once the election takes place and the officers have been sworn in, the new region will stand on its own. Until that time, the states that will make up the new Region 6 will continue to be serviced in Region 4 and Region 8.

“The new Region 6 will comprise over 40,000 UAW members in an area where our union density and growth is high, and we believe will continue with strong organizing growth in the future,” said Curry.



A Fight Worth Having

When UAW Local 578 members who work for Oshkosh Defense learned that their company was awarded a \$3 billion contract with the U.S. Postal Service to build up to 165,000 electric and traditional postal vehicles, they were excited. They knew that their long history of quality work and experience contributed to Oshkosh's selection for the coveted contract. But soon after the announcement, the members found out that the work would not be coming to Wisconsin but would be going to a new manufacturing facility in South Carolina. Despite capacity in their facility and the state, Oshkosh Defense stated that it could not find a facility large enough to employ the 1,500 workers to make the EV mail truck.

Despite the devastating news, members of Local 578 did not give up. They decided to fight to win the work for their hometown. At a rally held in February, they argued that federal dollars should support union jobs and contribute to a cleaner fleet of vehicles. These are key components of President Biden's Build Back Better agenda. Since that event, more voices have joined in questioning the decision to build the product in South Carolina. Both Oshkosh Defense and the U.S. Postal Service are being challenged by the local, environmental groups as well as the House Oversight Committee which

recently held a hearing about the matter.

“Many times, we're told that good jobs are worth fighting for,” said Bob Lynk, president of the UAW Local 578. “Well, that fight is now. We need to fight to secure our future.”

The actions of Oshkosh Defense have become a rallying cry for local 578 members. They rolled up their sleeves and started a petition campaign and took their message on the road, recently delivering tens of thousands of signatures to Washington, D.C.

“These are jobs worth fighting for,” said Ron McInroy, Director of UAW Region 4. “Local 578 members knew that their craftsmanship and experience gave Oshkosh the platform to win that contract and I commend the membership for taking a stand.”

And Local 578 members do not stand alone. Environmental groups have lent their support, arguing that green jobs should not happen at the expense of labor rights. Unfortunately, not all elected leadership feels the same way. Senator Ron Johnson (R) announced in February that he would not fight to keep jobs in his state because, “It's not like we don't have enough jobs here in Wisconsin.” Another example of how the ballot box is connected to the breadbox.

UAW-Represented Workplaces That You May Not Have Known About

UAW members do a variety of diverse jobs in many different sectors.

UAW Member/Environmentalists at the Ecology Center, Ann Arbor, Michigan, Local 38, Unit 47 have a very important job. This non-profit organization looks at issues of chemicals in our society, consumer products and the impact they have. They make recommendations to advocate for safe and responsible selection of goods, such as ensuring the toys donated in toy drives, such as Toys for Tots are safe and free of dangerous chemicals. For more information about the Ecology Center, visit www.ecocenter.org.

Tantalizing the tastebuds of people at over 2,200 locations throughout Canada, workers at Compass Group serve quality cuisine at cafes, schools, universities, seniors' residences, hospitals, as well as remote camps, and even offshore oil rigs.

The members of Region 1, Local 251, Unit 81, Ontario, Canada make sure hungry Canadians are delivered industry-leading food service. See what members are dishing up at www.compass-canada.com.

Since the COVID-19 pandemic began, medical supplies and necessities such as hospital beds have been in high demand. Members at Bennett Manufacturing Company, Albany, NY, Region 9, Local 55, Unit 8 are working hard everyday, to meet the demand in this growing industry and manufacture quality union-made hospital beds. Read more about Bennett Manufacturing at www.bennettmfg.com.

Do you have an interesting workplace that you'd like featured? Email workplaces@uaw.org and tell us about it!



Women's History Month

AS WE CELEBRATE WOMEN'S HISTORY MONTH, WE RECOGNIZE TWO UAW WOMEN WHO HAVE MADE A LASTING IMPACT FOR WOMEN IN THE UNION MOVEMENT

Dottie Jones

UAW leader Dottie Jones made history as the first African-American Administrative Assistant in the UAW. Jones started her advocacy for the rights of workers in 1966 when she joined UAW Local 630. There she served as a member of the executive board, an Employee Assistance Program Coordinator, Chairperson of the Community Service standing committee, and Chief Steward of the local.

In 1985 she was named one of 25 Outstanding Black Women in Michigan and was given the Feminist Achievement Award and the Walter Reuther Distinguished Service Award. She also served as Assistant Director of the UAW Women's Department and as Assistant Director of the Retired and Older Workers' Department.

In 1996, she was appointed by President Stephen Yokich as the first African-American woman to serve as an Administrative Assistant in the President's office, a position she also held during the presidency of Ron Gettelfinger.

Sister Jones was a true trade union activist that advocated for women and workers' rights. She was no stranger to politics, collaborating with governors, members of congress and President Bill Clinton. In 1992, Sister Jones testified before the House Subcommittee on Employment Opportunities at a hearing on sexual harassment in nontraditional occupations. She attended a White House briefing during President Bill Clinton's administration regarding the proposal for cuts in Medicare in 1996.

Women exercising their right to vote was an important issue for Jones. She said, "When you start fighting for an equal share of the power, this shakes the whole male power structure, and they get antsy. But this isn't about taking over, it's about equality." "The only way to change this is to elect people that look like you, who think like you," she said.

Jones received many awards and held several positions including state representative for the Michigan Minority Women's Network, the Michigan Task Force on Sexual Harassment, UAW Region 1A Women's Council, the Taskforce on Elderly Abuse and Secretary of Labor Participation Committee and many more.

Geraldine "Geri" Ochocinska

Geri Ochocinska broke the glass ceiling at the UAW becoming the first woman Assistant Director and Regional Director serving on the International Executive Board. Director Ochocinska became a UAW member in 1965 after helping organize her co-workers at Rich Ice Cream Co. in Buffalo, N.Y., as a technical, office, and professional unit of UAW Amalgamated Local 55.

She was elected unit chair and served until 1969, when she became the local's office manager and assistant administrator of its Retirement Income and Welfare Funds Department. In 1971, Ochocinska was promoted to business representative of the local with responsibilities including contract negotiation, grievance, and arbitration handling for many of the Local 63 units. She was elected vice president and financial secretary-treasurer before being appointed as a Region 9 International Representative in 1976 to service more than sixty companies in western New York. Geri also developed and taught educational programs for union leaders and assisted in organizing new members.

In 1994, Ochocinska became the first woman to be appointed Assistant Director of Region 9 by Director Tom Fricano, approved by UAW President Owen Bieber. Sister Ochocinska was the first woman elected as a regional director serving two terms from 1998 until her retirement in 2006.



Ochocinska's impact went beyond just her Region. She served as a board of directors' member on a number of organizations, including the Coalition of Labor Union Women (CLUW), the Statewide Labor Advisory Committee for Cornell University's School of Industrial and Labor Relations, Union Occupational Health Center, Coalition of Economic Justice, Northeast-Midwest Alliance of Management and Labor, the Public Broadcasting Association of Western New York, and the International Foundation of Employee Benefit Plans. She was also a president of the Industrial Relations Research Association of Western New York.

"Geri was a pioneering trade unionist who broke the glass ceiling when she was elected Regional Director of Region 9," said UAW President Ray Curry. "She organized the Rich Ice Cream Company in 1965, rising in her local to become Vice President and Financial Secretary during a time when female elected leaders were rare. Once appointed to the UAW International Staff in 1976, Ochocinska was a strong labor representative with over sixty companies in western New York."

"We honor Geri Ochocinska today for her lifetime of service, advocacy for working families and most of all for being a pioneer leader of women who paved the way for so many influential UAW women in leadership."

Celebrating Women in History



Cindy Estrada

Cindy Estrada is serving her third four-year term as a UAW Vice President and currently heads the Stellantis (formerly Fiat Chrysler Automobiles) and Women's Departments.

She was first elected UAW Vice President in 2010 and assigned to direct the unions UAW Independents, Parts and Supplier/Competitive Shop Department; Public Sector and Health care servicing department and the UAW Women's Department. While in that role she was the lead negotiator for over 17,000 UAW workers in the State of Michigan.

Estrada also led negotiations for the Michigan Coalition of State Employee Unions, providing historic agreements protecting health care and establishing vital programs addressing privatization and workplace democracy for over 35,000 state employees.

The long-time organizer and activist is involved with many labor and community organizations. Estrada is a proud member of UAW Local 174, having worked at Impressions in Taylor, MI.



Beverley Brakeman

Beverley Brakeman was elected director of UAW Region 9A at the 37th Constitutional Convention in June 2018. Previously she was the Region 9A Assistant Director.

Brakeman, a member of UAW Local 376 in Connecticut, began her work with UAW under the direction of then-UAW Region 9A Director Phil Wheeler. She was hired to run Citizens for Economic Opportunity (CEO), a coalition started by the UAW comprised of community, labor, faith-based and other allied groups with an interest in challenging corporate power and accountability.

Under Brakeman's leadership, CEO fought for universal healthcare and corporate transparency and accountability. In the early 2000s when states were fighting for better laws and policies to increase health care coverage for all, Brakeman started and led Labor for Universal Healthcare. This group fought in the legislature, in corporate boardrooms, on the streets and even in police vans against insurance company excessive CEO pay and profits.



Laura Dickerson

Laura Dickerson was elected UAW Region 1A Director at a special convention on Aug. 27, 2021. She fills the remaining term of former Region 1A Director Chuck Browning, who was unanimously elected by the UAW International Executive Board to the position of Vice President and Director of the UAW Ford Department.

Dickerson is the first African-American woman in the history of the UAW to be elected as Regional Director and to be promoted to Assistant Director of a Regional UAW Office. She was appointed Assistant Director of Region 1A in 2020. Region 1A covers most of Wayne (including part of Detroit), Monroe and Washtenaw counties, and extends to the Ohio border.



Flint Sitdown Strike

85TH ANNIVERSARY

On February 11th, White Shirt Day, UAW members came together to honor the 85th anniversary of the Flint Sitdown Strike against General Motors. The 44-day strike began on December 30, 1936, when workers from all different races and backgrounds decided to sit down at the Fisher Body Plant 1.

White Shirt Day is an annual day of remembrance when members of the UAW, regardless of sector, are asked to wear white shirts and to eat bean soup, an apple, and bread, which is the food the strikers ate, honoring the courageous men and women of Flint, Michigan who stood up against anti-union sentiment, brutal working conditions, and low wages.

Flint workers were asking for a national General Motors agreement, day rates, the abolition of the piece work system, seniority rights, recognition of the union, control of the speed up, grievance procedures, the reinstatement of all men who had been fired for union activity, and for a 30-hour week. General Motors denied those demands.

While the men were in the plant, the Flint Women's Auxiliary collected money for families and visited the strike windows to

help improve their morale. When the strike became violent, the Flint Women's Emergency Brigade was formed to protect the sitdown strikers who were their husbands, brothers, and sons. Wielding mops, brooms, rolling pins, and pans, they surrounded the men in the plants and formed human shields against the police. When tear gas was hurled into the buildings to break the strike, the women smashed the windows so it would escape.

The clash with police, also known as the Battle of Bulls Run, prompted Michigan Governor Frank Murphy to take action. Murphy, to General Motors dismay, sent in the National Guard to keep the peace, rather than remove the workers from the plant.

"We didn't know what was going to happen, and then of course when the National Guard was called out we were scared to death that maybe they were going to shoot the strikers, but they didn't because



we had a good governor," recalled Geraldine Blankenship decades later. Blankenship attended the annual observance every year, until her death.

A major turning point in the strike occurred on February 1st when strikers took over Chevrolet Plant No. 4, which was key to the production of most General Motors vehicles. This brought one of the most powerful corporations in the world at the time to its knees and to the bargaining table.

The strike ended that historic day on February 11, 1937, in a one-page agreement recognizing the UAW as the exclusive bargaining agent for all the workers.

CAP - CREATING A PATH FORWARD

As UAW Community Action Program leaders convene this May in National Harbor, MD, delegates will implore state leaders to improve opportunities for working families in our workplaces and our communities.

"We are at a period where we have great changes in our workplaces and our communities, but we have great opportunities too, that can make sure that future generations of UAW members have good union jobs, benefits and a place at the table through collective bargaining," said UAW President Ray Curry. "We have a President who is unabashedly supportive of union members, the UAW in particular, and working families, so this is an opportunity to create a path forward."

PROTECTING THE RIGHT TO JOIN A UNION

Almost 70% of Americans support the rights of unions to organize. We know a worker with a union contract earns 10% more in hourly wages than a non-union worker with the same job, nevertheless union membership has declined.

One of the key legislative initiatives in Congress is called the "Protecting the Right to Organize Act" (PRO Act), which would strengthen penalties against corporations that violate workers' rights, provide for mediation and arbitration of first contracts, eliminate right to work, prohibit captive audience meetings, and support workers' right to strike for basic workplace improvements. The legislation has passed the House and has 47 co-sponsors in the United States Senate (plus the tie-breaking vote of Vice President Kamala Harris.)

"The PRO Act remains a priority for our CAP members," said Curry. "We can reverse the decline in union members nationwide by simply leveling the playing field for workers who want a union and give workers a fighting chance of organizing without retribution."

CIVIL RIGHTS AND VOTING RIGHTS

UAW members have been at the forefront of Civil Rights and Voting Rights since Walter Reuther stood behind then President Lyndon Johnson as he signed the 1965 Voting Rights Act.

For Reuther voting rights was an extension of his vision for CAP connecting the "ballot box with the bread box."

In 2021 voter suppression laws dramatically increased. False claims that President Biden unfairly won the 2020 election have likely contributed to the spike in activity. According to the

Brennan Center, in just this year alone, 19 states have enacted 33 new laws that restrict access to vote. Several states are likely to pass laws this year that make it harder for people to vote.

Gerrymandering has also effectively disenfranchised millions of voters across the country as state lawmakers and governors across the country have created districts that benefit their political party. UAW CAP members continue to push for the United States to pass meaningful legislation to curtail states from enforcing voter suppression laws, but the effort has stalled in the United States Senate due to unified Republican opposition.

"UAW CAP members continue to press state governments against voter suppression measures," said President Curry. "But we are equally committed despite these obstacles to getting out the vote. In CAP our mission is not just to fight in the halls of the legislature, but we must also turn our attention to making sure that these barriers do not succeed. And that means knocking on more doors, making more phone calls and reaching more members and neighbors."

STRENGTHENING THE MIDDLE CLASS AND U.S. MANUFACTURING

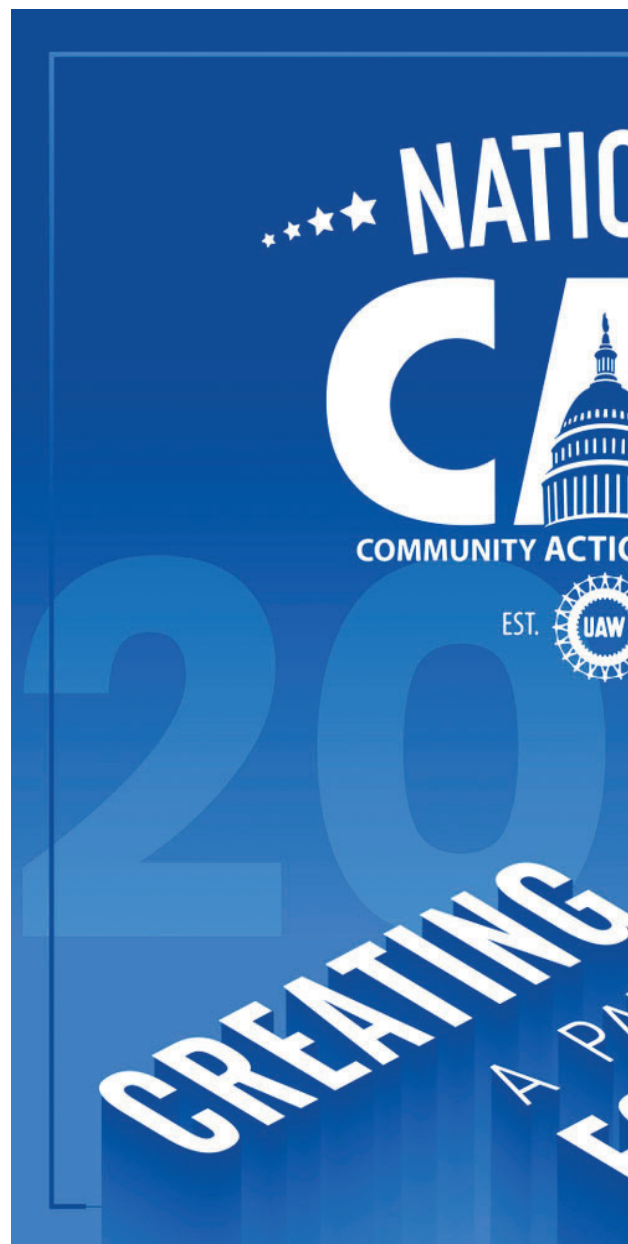
Many of UAW manufacturing sectors are in the midst of a great opportunity for jobs of the future as the nation begins to phase in a reduced carbon footprint.

"Technology changes are both a challenge and an opportunity," said Curry. "If we do this right and we protect good paying union jobs as they transition to Electric Vehicle technologies, we can actually grow jobs in the future. But that requires government policies that incentivize keeping good paying union jobs in the United States."

CAP members are busy advocating for passage at the state and federal levels for legislation that ties investment in new technology to good-paying union jobs in the United States. Many UAW friendly legislators have signed on to a provision proposed by Sen. Debbie Stabenow and Congressman Dan Kildee to tie subsidies to U.S. jobs and add an extra \$4,500 tax credit for union-built vehicles. While debate continues in the U.S. Senate, the focus remains on incentivizing opportunity for American manufacturing workers.

FROM THE PANDEMIC, FUEL STANDARDS, TRADE AND RETIREMENT SECURITY, CAP HAS A FULL PLATE

"Unlike many unions, the UAW CAP Standing Committees are what really drives our efforts to impact our



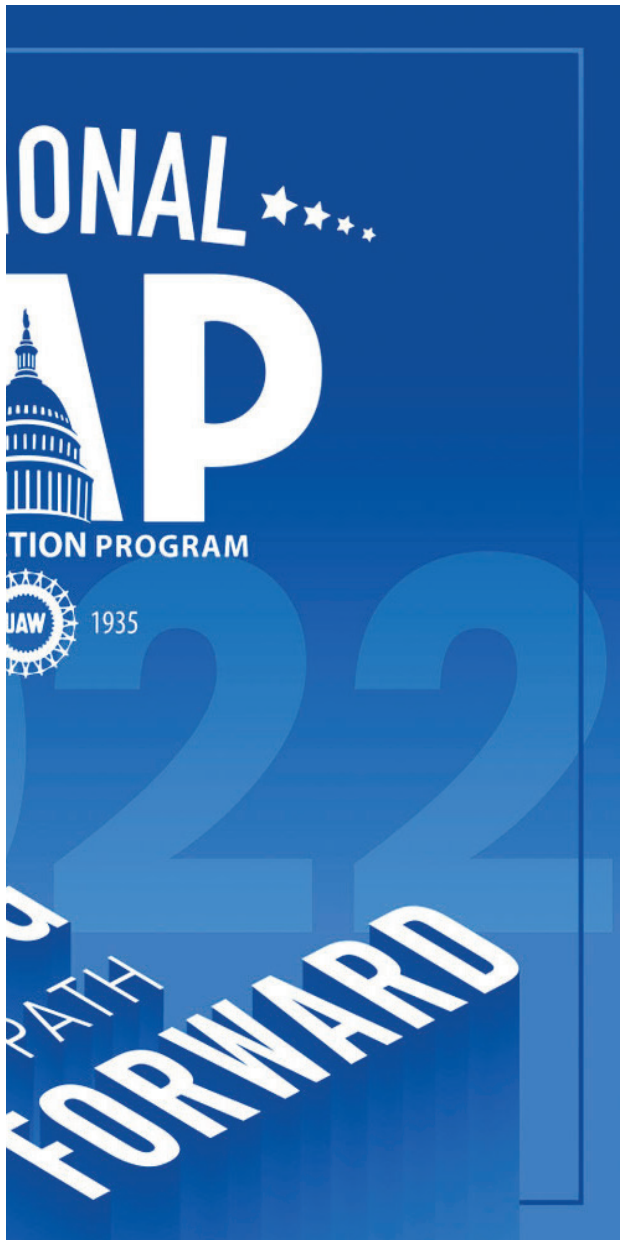
communities, our families and our work opportunities," said Curry. "When you join with your local CAP Committee you become the voice of your future on many issues including candidate endorsements. And in 2022, our CAP members have a great opportunity to impact a great deal of policies that impact our lives."

ENERGY AND THE ENVIRONMENT

In addition to Electric Vehicle implementation and subsidies, CAP members are busy advocating for new fuel efficiency standards that will ease the transition to electric vehicles including heavy trucks. The goal is to reduce emissions while also protecting UAW members in the transition. UAW members have advocated for standards that promotes investment, establishes certainty and creates new union jobs in vehicle production and advanced technology.

BUDGET, TAXES, HEALTH CARE and COVID-19

UAW CAP members are hard at work promoting legislation at the federal and state levels that refocus



tax policies on creating and sustaining jobs, stimulating the economy, ensuring the super wealthy pay their fair share, and discouraging the off-shoring of American jobs. CAP members also have opposed budget cuts for programs that are important to working families and improve retirement security and affordable health care. CAP members have been instrumental in advocating as well for COVID-19 relief to keep workers and their families solvent and protect their jobs through the pandemic.

INTERNATIONAL TRADE

Fortunately, President Biden has appointed Katherine Tai to the position of U.S. Trade Representative (USTR), where she is embracing a worker-centric trade enforcement model. UAW CAP members have been fighting for legislation to combat unfair trade practices; and to protect UAW members who are the only producers of electrical steel left in our country.

JUDICIAL NOMINATIONS

UAW CAP members are active in supporting the

nomination and confirmation of judges who prioritize the interests of working people. Over a third of judges can retire and U.S. Supreme Court Stephen Breyer has announced his retirement. In recent years more anti-worker judges have joined the court. Unsurprisingly, a litany of anti-labor decisions have made it more difficult for workers to organize; protect union pensions; and advocate for health and safety in the workplace.

CAP Members have been active in supporting President Biden's nomination of judges who will support worker rights, protect voting rights, and strengthen access to affordable health care.

RETIREMENT SECURITY

Whether protecting social security, the retirement benefits of public sector employees and protecting private sector retirement plans from cuts, UAW CAP members are actively advocating at the state and federal level for retirement protections.

"The fact is our CAP Committees have never had a fuller plate, and UAW members have never relied on their efforts more," said Curry.

Other state and federal issues impacting UAW members and their families include Immigration; Education and Job Training; Health and Safety at Work; Veterans' issues and protections for our members in Puerto Rico and their families.

ENDORSEMENTS SET THE TONE

For UAW President Curry, the tone of CAP work is set through the hard work of CAP Committees during the endorsement process.

"UAW members sit in on endorsement interviews and participate in the actual endorsement process," said Curry. "It sets a strong tone for elected officials that our members are the focus of our CAP program. And it is important that local union members participate in CAP. Our influence as a union starts with that door knock or that phone call."

For the UAW, clearly, 2022 will be a critical year for the American worker. But the midterm Fall 2022 elections will help determine the fate of many of the issues CAP members are working on. "Electing and reelecting those that support UAW members and their families is the strength of UAW CAP work. As activists, we have a big job ahead of us," said Curry. "But we also have a great opportunity as well to really make a lasting change and create thousands of jobs of the future if we elect the right people and pass the right legislation. But it is hard work, and I am confident UAW members are up to the task."

2022 National CAP Conference in our Nation's Capital May 15-18

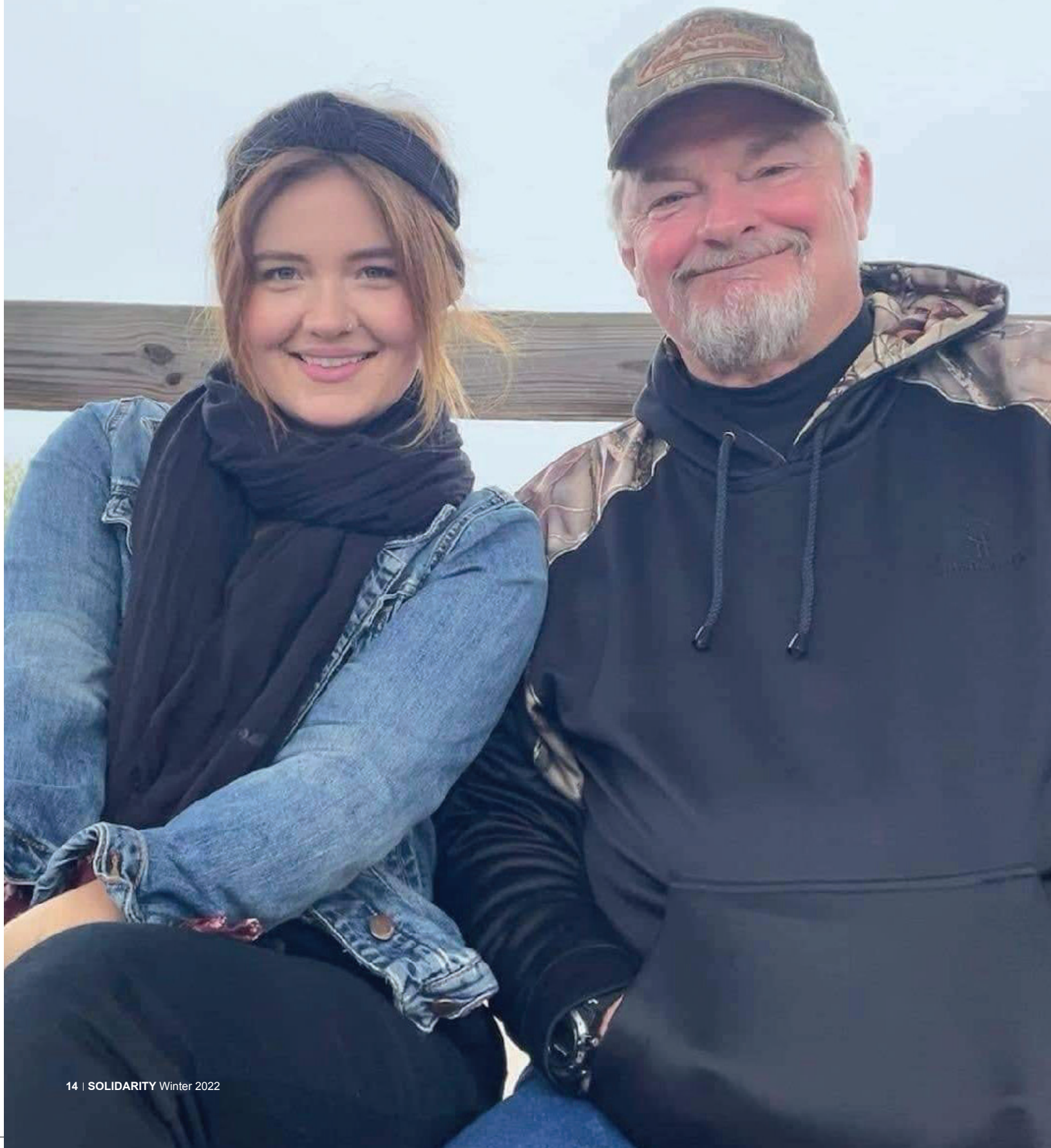
UAW CAP councils, CAP committees, and local union leaders from across the country will convene May 15-18 at the Gaylord National Harbor Conference Center in our nation's capital to organize for the 2022 policy agenda and midterm elections.

"The UAW is unique in that our local unions, through their CAP councils directly participate in passing pro-labor legislation as well as endorsing pro-labor elected officials," said UAW President Ray Curry. "Our members are gathering to share best practices, learn about the latest campaign techniques, and focus on UAW's legislative and political agendas."

While in Washington, D.C. members will hear from national and Congressional leaders and meet with their elected officials in a jam-packed three-day conference.

"We are proud that our political action begins at the worksite," said Curry. "We encourage our members to contact their local unions and get involved in passing pro-labor laws to create an environment for our families to thrive. "It all starts with members participating in CAP to endorse and elect pro-labor candidates and pass laws that benefit working families."

LANA SCOTT
“The Voice”





Lana Scott's Passion for Country Music lands her on "The Voice"

For Lana Scott, daughter of a UAW member, her relentless passion for Country Music landed her on national television with an entire UAW Local cheering her on as she appeared on NBC's four-time Emmy Award-winning musical competition series "The Voice".

Four celebrity judges pick aspiring vocalists from across the country for their "teams" to compete.

The celebrity judges comprised for Season 21; multi-platinum global recording artist, Grammy Award winner and actress Ariana Grande; country/pop music star and tv host Kelly Clarkson; singer, songwriter, and producer, John Legend; and country music star and television personality Blake Shelton.

The show's format features four stages of competition: Blind Auditions, Battle Rounds, Knockouts and Live Performance Shows. In Season 21, we were pleased to watch as well as help support one of our own, 28-year-old Lana Scott who is the daughter of Rob Scott a Millwright at Ford Motor Company's Louisville Assembly Plant, UAW Local 862.

Scott, said she has enjoyed music her entire life, whether singing at church or performing in musical theater. Always encouraged by her family, especially her grandmother, Scott pursued her love of music. After graduation from high school, Lana briefly attending the Berkley College of Music, before landing a job performing on a cruise ship. Spending the next three years singing and visiting exotic locations, Lana focused in on her passion for country music by honing-in on her vocal and songwriting skills.

In this season's Blind Auditions on "The

Voice" Scott sang a rendition of Kelsea Ballerini's, "Hole in the Bottle." In this audition, judges' chairs are facing away from the performer, and only turn when the judges activate a button to see who is performing and must decide to turn their chair prior to the artist finishing their song. This allows the judges to base their decision on the vocal talents and not the appearance of the performer. Afterwards the performer must decide which judge's "team" to join.

After Scott finished her song, both Blake Shelton and Kelly Clarkson turned their chairs for her. Afterwards Clarkson stated, "I love your sound. It kind of reminded me of Natalie Maines meets Pam Tillis. Like you have that real cool stylized country sound which I love." Blake Shelton after giving her a standing ovation claimed, "That is country. I mean that's not like I'm going to try to do country. That is country." The 28-year-old ended up choosing Shelton as her coach. Prior to her Blind Audition, Scott shared that her father is a huge Blake Shelton fan, she also said she would be thrilled to have Kelly Clarkson turn her chair for her.

For Scott, her drive led her to the show. This was her sixth time auditioning adding that, "Perseverance pays off," she said. "Sixth times the charm is my new motto," she said. "I've been almost there a few times, and to finally be on that stage... I think because I've visualized and wanted and worked for that specifically for so long than when I'm on it I can't not appreciate it."

For proud UAW dad Robert Scott, he said her success comes from the person she is. "She is an amazing person. I believe that is why she sings so good because it is really coming from the heart. She has always cared

about other people and their feelings, and she is someone to be proud of."

He stated in an interview, "I am so humbled by all the wonderful people that gathered together to support my daughter, it's just phenomenal and I am grateful ...the UAW means the world to me, and the support from Ford and the UAW, plus locally here in Corydon, Indiana, ...especially the UAW is mind boggling and it's just awesome and wonderful."

"I want to say, thank you so much," Lana Scott said about the UAW supporting her journey on "The Voice". "I could feel your support, even if I haven't met you I heard about it and felt that support, and I really feel that the UAW and Ford were a huge part of my success on the show and all those votes really counted, and I believe they helped my get as far as I did. It's such a big family that you are all a part of. For you all to support me like that is so humbling and it's also very motivating because I feel we are all this family now. I feel I am part of that family now."

Scott was able to make it to the semi-finals on "The Voice" but unfortunately was eliminated with two other contestants on votes from viewers. After several great performances, her time was up on the show.

But for her UAW family her perseverance and talent brought solidarity from UAW members in Local 862 that will long be remembered.

Lana Scott is not the only person with ties to the UAW to be featured on the "The Voice". Rio Souma, a UAW member from Stellantis, was featured during Season 19. He was on John Legend's team and lost in the battle rounds to singer Casme' ending his time on the show.

Freedom to Vote: John R. Lewis Act



- Ensures every state offers same-day voter registration, online registration, and automatic voter registration
- Sets minimum requirements for early in-person voting and makes absentee voting available to all voters

Expands Voter Opportunity

- Bans partisan gerrymandering
- Makes Election Day a public holiday

Redistricting & Holiday Reform

- Curbs "dark money" from undisclosed sources in federal elections by requiring any entity spending more than \$10k in an election to disclose all major donors

Campaign Finance Reform

- Restores the preclearance clause of the Voting Rights Act
- Requires states to conduct transparent post-election audits that adhere to clearly defined rules and procedures

Thwarts Voter Suppression

Voting Rights

Our union has long fought for voting rights of all Americans because it is the foundation of our democracy. Unfortunately, last year, state legislatures nationwide enacted countless restrictive voting laws. Nineteen states passed thirty-four laws making it harder for citizens to vote, even criminalizing offering bottled water to someone in line to vote. Several of the laws make it harder to vote by mail and reduce the number of ballots drop boxes -- both which dis-proportionately impact marginalized communities of color. Many also loosen the rules for those in power to purge voters from voter rolls.

Such efforts aren't slowing down. As the 2022 legislative session begins, four states (AZ, MO, NH, SC) already introduced thirteen restrictive voting bills. The last time there was a large-scale push to curb voting access was during Reconstruction, more than a century ago. Now, voters in nearly half the country will again find it harder to cast a ballot in November.

Why are states passing such laws? How are the lives of UAW members, their families and retirees impacted because of it?

False claims that President Biden unfairly won the 2020 election have been a driving motivation. These laws continue to pass despite extensive credible research showing that voter

fraud is extremely rare, and voter impersonation is virtually nonexistent.

Worse, the anti-worker majority on the Supreme Court failed to stop state anti-voter laws. Instead, they chipped away at critical legislation like the Voting Rights Act. Now, there is a danger that millions of lawful citizens will be denied their right to vote in 2022. UAW members are no exception.

Under President Curry's leadership, we advocated legislation that protects voting rights for all Americans. Regrettably, in early January, Senate Minority Leader McConnell filibustered to advance the combined pair of voting bills known as the Freedom to Vote: John R. Lewis Act (H.R. 5746). Efforts to change the Senate's archaic rules didn't receive a majority of votes either. Bipartisan discussions are now geared to reform the Electoral Count Act, making it harder for the Vice-President to overturn the results of Presidential elections.

UAW's history is rooted in fighting for civil and human rights. Without these reforms, voters from every walk of life could face barriers at the ballot box. Your vote determines who sets the policy agenda in the White House and Congress. You can turn the tide on voting rights by urging your Senators to vote yes on H.R. 5746. Call the U.S. Capitol Switchboard at 202-224-3121 to be connected to your Senators.

UAW Retired Workers International Area Councils (IAC's)

The Retired Workers International Area Councils (IAC's) were established in 1966 as part of Article 55 of the UAW Constitution. Their purpose is to assist the retirees, and their spouses, that live in these geographical areas. The areas were selected because we had large numbers of our membership retiree to these areas and there were no local union offices available to assist them. They were also established to be our political

presence in these communities.

Many IAC's have drop-in centers, where a member or spouse can seek advice and information on their benefits, and the Councils hold monthly meetings to share information on important benefit updates, the UAW political agenda, community activities that the group can participate in, and to advocate for improvement of retiree benefits at the state and federal levels.

We currently have 530,536 retirees in all sectors of the UAW spread out across the United States. There are currently 34 International Area Councils, with 19 of these offering drop-in center services. A listing of these locations and contact people can be

found on the uaw.org website, under the retirees tab.

The Council members have led the way during their working years, by fighting for the wages and benefits most of our membership enjoys today, and they continue to do so by being part of the Alliance for Retired Americans and other advocacy groups to continue the battle. Many of our retirees are officers of this group at the state and national level.

These Councils also provide a place for the retirees to socialize, they participate in car shows, go on bus trips, volunteer in their communities, host luncheons as well as holiday get togethers.

Report to Members on the Union's Finances

This report is a summary of the Union's financial position for 2020. It comes at a challenging time when our union was faced with a global pandemic, supply chain issues, and a shortage of semiconductor parts that has impacted many of our sectors.

Through investment and budgeting the union has been able to act as good stewards of dues money, stabilizing our funding and following the stringent auditing practices put in place with our extensive ethics reforms on fiscal management.

Our union, despite challenging times, has great opportunities on the horizon. Many sectors anticipate significant growth including auto, agriculture implement, heavy truck, TOP, and higher education.

Changes in technology give UAW members the opportunity to grow into new jobs with union protections and benefits through collective bargaining as EVs and battery technologies come online.

And UAW members have achieved significant gains in contracts over many sectors despite the challenges during the pandemic and parts shortage as UAW members share in record profits.

The UAW Strike Fund despite some notable strikes, like the 2019 General Motors strike, continues its growth at a steady clip.

And with a union champion as President, the Biden Administration continues to advocate for working Americans and push for good paying union jobs in the United States and stronger labor laws that make it easier for Americans to join a union.

Yes, there have been challenges in recent years, but the state of our union finances remains strong and growing stronger despite those headwinds.



A handwritten signature in black ink that reads "Frank Stuglin". The signature is fluid and cursive.

Frank Stuglin
Secretary-Treasurer

2020 Financial Report

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

- The Union's Operating Funds reported a net income of \$12,699,630.00 for 2020. 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 \$55.5 million in 2020 from the ½ hour dues increase approved by the delegates to the 36th Constitutional Convention.
- The Strike and Defense Fund paid out \$5.5 million in strike benefits in 2020.
- Overall active and retired membership stood at 1,051,328.

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

UAW FINANCES AT A GLANCE

OPERATING FUNDS INCOME AND EXPENDITURES FOR 2020:

Income	\$ 183,309,242.27
Expenditures	170,609,612.37
Net Income	<u>\$ 12,699,629.90</u>

TOTAL ASSETS AS OF DECEMBER 31, 2020:

Cash on Hand and in Banks	\$ 5,353,699.00
Investments - At Cost	953,640,439.00
Accounts Receivable	9,684,933.00
Mortgages Receivable	410,949.00
Notes Receivable	2,517,582.00
Supplies for Resale	310,887.00
Furniture, Equipment & Vehicles	3,338,073.00
Union Building Corporation	<u>81,155,822.00</u>
TOTAL ASSETS	<u>\$1,056,412,384.00</u>

TOTAL LIABILITIES AS OF DECEMBER 31, 2020:

Accounts Payable to Affiliated Organizations	\$ 4,219,440.00
Accounts Payable - Troubled Workers	597,819.00
Local Union Rebates	2,541,773.00
Note Payable to VEBA	93,648,218.00
Payroll Taxes Payable	<u>88,463.00</u>
TOTAL LIABILITIES	<u>\$ 101,095,713.00</u>

TOTAL FUND BALANCES AS OF DECEMBER 31, 2020

\$ 955,316,671.00

REPORT OF SECRETARY-TREASURER FRANK STUGLIN FOR THE YEAR ENDED DECEMBER 31, 2020

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, 2020.

The following report reflects the changes in the financial position of the International Union, UAW as of December 31, 2020 in comparison to our Union's financial position as of December 31, 2019.

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 \$1,056,412,384.00 as of December 31, 2020, an increase of \$23,377,183.00 from the Total Assets of \$1,033,035,201.00 as of December 31, 2019. 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 \$101,095,713.00 as of December 31, 2020, a decrease of \$9,856,346.00 from Total Liabilities of \$110,952,059.00 as of December 31, 2019.

TOTAL FUND BALANCE

The Total Fund Balance of the International Union, represented by Total Assets less Total Liabilities, was \$955,316,671.00 as of December 31, 2020. This is an increase of \$33,233,529.00 from the Union's Fund Balance of \$922,083,142.00 as of December 31, 2019.

2020 Financial Report

GENERAL FUND ASSETS

General Fund Assets totaled \$185,775,252.00 as of December 31, 2020.

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 \$98,553,940.00 as of December 31, 2020. These liabilities consist of a note payable to the UAW Retirees Health Care totaling \$93,648,218.00, Payroll Taxes to be forwarded in the amount of \$88,463.00, Accounts Payable to Troubled Workers totaling \$597,819.00, and Accounts Payable to Affiliated Organizations at \$4,219,440.00.

GENERAL FUND BALANCE

The General Fund Balance, which is represented by General Fund Assets less General Fund Liabilities, amounted to \$87,221,312.00 as of December 31, 2020. Of this amount, \$85,775,315.00 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 \$12,466,265.00 from December 31, 2020.

The remaining balance of the General Fund, \$1,445,999.00 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 2020, \$12,086,921.00 was spent on the acquisition, development and capital improvement of UAW-owned properties. UBC disposed of property with a book value of \$575,000.00 during 2020.

COMPARISON OF RESOURCES, LIABILITIES AND FUND BALANCE YEAR ENDED DECEMBER 31

	2020	2019	Increase (Decrease):
Cash on Hand and in Banks	\$ 5,353,699.00	\$ 3,625,453.00	\$ 1,728,246.00
Investments - At Cost	953,640,439.00	888,232,599.00	65,407,880.00
Accounts Receivable	9,684,933.00	11,893,077.00	(2,208,144.00)
Mortgages Receivable	410,949.00	548,731.00	(137,782.00)
Notes Receivable	2,517,582.00	2,484,428.00	33,154.00
Supplies for Resale	310,887.00	146,822.00	164,065.00
Furniture, Equipment & Vehicles	3,338,073.00	2,925,909.00	412,164.00
Union Building Corporation	81,155,822.00	123,178,222.00	(42,022,400.00)
TOTAL ASSETS	\$ 1,056,412,384.00	\$ 1,033,035,201.00	\$ 23,377,183.00
Liabilities	101,095,713.00	110,952,059.00	(9,856,346.00)
FUND BALANCE	\$ 955,316,671.00	\$ 922,083,142.00	\$ 33,233,529.00

COMPARISON OF LIQUID FUND BALANCE BY FUND YEAR ENDED DECEMBER 31

	2020	2019	Increase (Decrease):
General Fund	\$ 85,775,315.00	73,309,050.00	12,466,265.00
Emergency Operations Fund	40,166,994.00	37,238,502.00	2,928,492.00
Strike & Defense Fund	683,517,715.00	674,694,585.00	8,823,130.00
Citizenship Fund	14,137.00	17,346.00	(3,209.00)
Education Fund	16,012.00	23,574.00	(7,562.00)
Civil & Human Rights Fund	12,328.00	7,491.00	4,837.00
Recreation Fund	986,906.00	947,692.00	39,214.00
Family Education Center	3,491,743.00	3,296,061.00	195,682.00
Retired Workers Fund	24,227,852.00	20,700,384.00	3,527,468.00
Regional Activities Fund	4,935,958.00	5,157,945.00	(221,987.00)
Councils Fund	4,568,492.00	3,952,787.00	615,705.00
TOTALS	\$ 847,713,452.00	\$ 819,345,417.00	\$ 28,368,035.00

ORGANIZING EXPENDITURES

Organizing expenses amounted to \$10,043,391.00 during 2020. Of that amount, \$3,888,050.00 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 2020, \$7,150,000.00 was transferred from the General Fund to the Citizenship Fund. The General Fund also transferred \$2,775,000.00 to the Education Fund, \$575,000.00 to the Civil and Human Rights Fund, \$441,206.00 to the Councils Fund and \$29,025.00 to the Regional Activities Fund.

2020 Financial Report

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:

PRIVATE SECTOR DUES ALLOCATION

The allocation of the first two hours (or 1.15%) will be allocated as set forth in the following table:

	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.

PRIVATE AND PUBLIC SECTOR:

A portion of each member's monthly dues allocated to the General Fund is distributed among several other activities/funds on a monthly basis. Each amount is expended only for the designated programs or activities. The allocation is as follows:

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".

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 AND DEFENSE FUND

Strike and Defense Fund Total Resources amounted to \$789,674,937.00 as of December 31, 2020.

Income to the Strike and Defense Fund amounted to \$66,798,387.00 during 2020. A breakdown of income by sources follows:

Per Capita Taxes	\$ 66,798,387.00
TOTAL	\$ 66,798,387.00

Expenditures of the Strike and Defense Fund for 2020 amounted to \$16,356,601.00 for Strike expenses. A breakdown of these expenditures by Region is contained in this report. During 2020, strike assistance was provided to 561 members of our Union.

The following is a comparison of the Strike and Defense Fund Net Resources as of December 31, 2020 and the preceding year-end.

EMERGENCY OPERATIONS FUND

This fund had a balance of \$40,166,994.00 as of December 31, 2020.

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 \$24,227,852.00 (which includes the Regions' 25% share of each retiree's dues dollar) as of December 31, 2020. Local Unions received \$2,794,969.00 for their retiree chapters. There were approximately 654,255 retired members as of December 31, 2020.

2020 Financial Report

2020 STRIKE AND DEFENSE FUND EXPENDITURES BY REGION

Region	Location	Amount
All	GM Strike - All Regions	\$ 1,305,705.83
2B	Ohio and Indiana	12,114.91
8	West/Southwest United States	6,920.23
8	Southeastern United States	929,028.29
9	New Jersey, New York and Pennsylvania	3,432,136.80
9A	New England States, Long Island and Puerto Rico	(317,443.64)
	Other Expenditures	10,988,138.58
	GRAND TOTAL	\$ 16,356,601.00

UAW V-CAP

BALANCE - DECEMBER 31, 2019	\$ 17,308,625.47
INCOME - 2020	4,464,544.20
	\$ 21,773,169.67
DISBURSEMENT - 2020	15,517,149.55
BALANCE - DECEMBER 31, 2020	\$ 6,256,020.12

COMPARISON OF STRIKE AND DEFENSE FUND NET RESOURCES YEAR ENDED DECEMBER 31

	2020	2019	Increase (Decrease):
Cash and Investments	\$ 683,517,717.00	\$ 674,694,585.00	\$ 8,823,132.00
Mortgages Receivable	0.00	12,351.00	(12,351.00)
Other Investments	110,953,004.00	72,187,954.00	38,765,050.00
Gross Resources	\$ 794,470,721.00	\$ 746,894,890.00	\$ 47,575,831.00
Liabilities	4,795,784.00	7,661,740.00	(2,865,956.00)
Net Resources	\$ 789,674,937.00	\$ 739,233,150.00	\$ 50,441,787.00

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

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, 2020, the Family Education Center Fund had a balance of \$3,491,743.00.

DUES

The dues structure has resulted in average monthly dues of \$58.07 for 2020, compared with \$57.53 for 2019.

MEMBERSHIP

The average dues-paying membership for calendar year 2020 was 397,073 compared to 398,829 in 2019, a decrease of 42,717 members.

Initiation fees were received on 40,174 members during 2020 compared to 44,204 in 2019, a decrease of 4,030.

We had 654,255 retired members as of December 31, 2020.

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



Frank Stuglin
International Secretary-Treasurer

Independent Auditor's Report

June 15, 2021

U.A.W. Board of Trustees:

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, 2020, and the related statement of receipts, disbursements and changes in fund balances (modified cash basis) for the six months ended June 30, 2020 and December 31, 2020, and the related notes to the financial statements.

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; this includes 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

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Union's preparation and fair presentation of the financial statements 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 Union's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

BASIS FOR QUALIFIED OPINION

The Union's financial statements do not represent disbursements by functional and natural classification in one location. In our opinion, this is required in the presentation of financial statements in accordance with the modified cash basis of accounting. The effects of this departure from the modified cash basis of accounting on the accompanying financial statements is not reasonably determined.

QUALIFIED OPINION

In our opinion, except for the effects of not presenting disbursements by functional and natural classification in one location, 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, 2020, and its cash receipts, disbursements and the changes in fund balances for the six months ended June 30, 2020 and December 31, 2020 and the year ended December 31, 2020 in accordance with the modified cash basis of accounting described in Note 2.

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.

RECONCILIATION OF CASH YEAR ENDED DEC. 31, 2020

CASH BALANCE - December 31, 2019	\$	3,625,453.00
ADD-RECEIPTS:		
General Fund	\$	173,769,439.00
Emergency Operation Fund		2,928,492.00
Strike and Defense Fund		66,798,387.00
Citizenship Fund		456,684.00
Education Fund		125,391.00
Civil Rights Fund		41,797.00
Recreation Fund		41,797.00
Retired Workers' Fund		9,674,019.00
Family Education Center Fund		4,670,796.00
Regional Activities Fund		835,850.00
Councils Fund		1,562,441.00
Sub Total, Funds Receipts	\$	260,905,093.00
Total Receipts	\$	260,905,093.00
Together	\$	264,530,546.00
LESS - DISBURSEMENTS:		
General Fund	\$	133,531,408.00
Strike and Defense Fund		16,356,601.00
Citizenship Fund		7,609,893.00
Education Fund		2,907,953.00
Civil Rights Fund		611,960.00
Recreation Fund		2,583.00
Retired Workers' Fund		6,146,551.00
Family Education Center Fund		4,475,114.00
Regional Activities Fund		1,086,862.00
Councils Fund		948,097.00
Sub Total, Funds Disbursements	\$	173,677,022.00
Excess of Purchases Over Sales from Asset Disbursements	\$	16,696,300.00
Excess of Purchases Over Sales of Investment Securities	\$	68,803,525.00
Total Disbursements	\$	259,176,847.00
CASH BALANCE - December 31, 2020	\$	5,353,699.00

Independent Auditor's Report

RESTATEMENT - DECEMBER 31, 2019

As part of our audits of the June 30 and December 31, 2020 financial statements, we also audited the adjustments described in Note 14 that were applied to restate the January 1, 2020 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 taken as a whole. The supplemental information on pages 25 through 73 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.

CaliberCPAGroup, PLLC

CERTIFIED PUBLIC ACCOUNTANTS

ASSETS

ASSETS:	
Cash and Cash Equivalents	\$ 5,353,699.00
Investment Securities	<u>842,359,753.00</u>
OTHER ASSETS:	
ACCOUNTS RECEIVABLE:	
Miscellaneous Advances	\$ 9,534,933.00
Rotating Funds	<u>150,000.00</u>
	\$ 9,684,933.00
MORTGAGES RECEIVABLE:	
Other	\$ <u>410,949.00</u>
	410,949.00
NOTES RECEIVABLE	2,517,582.00
INVENTORIES:	
Supplies for Resale	310,887.00
OTHER INVESTMENTS:	
(general and strike and defense funds only)	
Alternative Investments	\$ 110,953,004.00
Stocks	<u>327,682.00</u>
	111,280,686.00
TOTAL OTHER ASSETS	124,205,037.00
FIXED ASSETS:	
Furniture and Equipment	\$ 46,356,617.00
Vehicles and Equipment	<u>1,818,749.00</u>
	\$ 48,175,366.00
Less-Reserve for Depreciation	<u>(44,837,293.00)</u>
	\$ 3,338,073.00
PROPERTIES:	
Union Building Corporation	\$ 126,584,302.00
Less-Reserve for Depreciation	<u>(45,428,480.00)</u>
	81,155,822.00
TOTAL FIXED ASSETS	84,493,895.00
TOTAL ASSETS	\$1,056,412,384.00

LIABILITIES AND FUND BALANCES

LIABILITIES:	
Accounts Payable:	
Affiliated Organizations	\$ 4,219,440.00
Due to VEBA	93,648,218.00
Troubled Workers	597,819.00
Local Union Rebates	2,541,773.00
Payroll Taxes Payable	<u>88,463.00</u>
TOTAL LIABILITIES	\$ 101,095,713.00
FUND BALANCES:	
Allocated to cash and cash equivalents and investment securities	
General Fund	\$ 85,775,315.00
Emergency Operations Fund	40,166,994.00
Strike and Defense Fund	683,517,715.00
Citizenship Fund	14,137.00
Education Fund	16,012.00
Civil and Human Rights Fund	12,328.00
Recreation Fund	986,906.00
Retired Workers' Fund	24,227,852.00
Family Education Center	3,491,743.00
Regional Activities Fund	4,935,958.00
Councils Fund	<u>4,568,492.00</u>
TOTAL	\$ 847,713,452.00
Allocated to Other Assets and Liabilities:	
General Fund	\$ 1,445,997.00
Strike and Defense Fund	<u>106,157,222.00</u>
	107,693,219.00
TOTAL FUND BALANCES	955,316,671.00
TOTAL LIABILITIES AND FUND BALANCES	\$1,056,412,384.00

Independent Auditor's Report

SUMMARY OF FUND BALANCES FOR YEAR ENDED DECEMBER 31, 2020

GENERAL FUND:

Balance-Beginning	\$ 73,309,050.00
Add-Receipts	173,769,439.00
-Transfer of Funds from Councils Fund	<u>439,845.00</u>
	\$247,518,334.00
Less-Disbursements	133,531,408.00
-Asset Disbursements	17,241,380.00
-Transfer of Funds to Citizenship Fund	7,150,000.00
Education Fund	2,775,000.00
Civil Rights Fund	575,000.00
Councils Fund	441,206.00
Regional Activities Fund	<u>29,025.00</u>
Balance-Ending	<u>\$ 85,775,315.00</u>

EMERGENCY OPERATIONS FUND:

Balance-Beginning	\$ 37,238,502.00
Add-Receipts	<u>2,928,492.00</u>
Balance-Ending	<u>\$ 40,166,994.00</u>

STRIKE AND DEFENSE FUND:

Balance-Beginning	\$674,694,585.00
Add-Receipts	66,798,387.00
-Asset-Receipts	<u>-</u>
	\$741,492,972.00
Less-Disbursements	16,356,601.00
-Transfer of Funds to Asset Disbursements	<u>41,618,656.00</u>
Balance-Ending	<u>\$683,517,715.00</u>

CITIZENSHIP FUND:

Balance-Beginning	\$ 17,346.00
Add-Receipts	456,684.00
-Transfer of Funds from General Fund	<u>7,150,000.00</u>
	\$ 7,624,030.00
Less-Disbursements	<u>7,609,893.00</u>
Balance-Ending	<u>\$ 14,137.00</u>

EDUCATION FUND:

Balance-Beginning	\$ 23,574.00
Add-Receipts	125,391.00
-Transfer of Funds from General Fund	<u>2,775,000.00</u>
	\$ 2,923,965.00
Less-Disbursements	<u>2,907,953.00</u>
Balance-Ending	<u>\$ 16,012.00</u>

CIVIL AND HUMAN RIGHTS FUND:

Balance-Beginning	\$ 7,491.00
Add-Receipts	41,797.00
-Transfer of Funds from General Fund	<u>575,000.00</u>
	\$ 624,288.00
Less-Disbursements	<u>611,960.00</u>
Balance-Ending	<u>\$ 12,328.00</u>

RECREATION FUND:

Balance-Beginning	\$ 947,692.00
Add-Receipts	<u>41,797.00</u>
	\$ 989,489.00
Less-Disbursements	<u>2,583.00</u>
Balance-Ending	<u>\$ 986,906.00</u>

RETIRED WORKERS' FUND:

Balance-Beginning	\$ 20,700,384.00
Add-Receipts	<u>9,674,019.00</u>
	\$ 30,374,403.00
Less-Disbursements	<u>6,146,551.00</u>
Balance-Ending	<u>\$ 24,227,852.00</u>

FAMILY EDUCATION CENTER FUND:

Balance-Beginning	\$ 3,296,061.00
Add-Receipts	<u>4,670,796.00</u>
	<u>7,966,857.00</u>

Less-Disbursements	\$ 4,475,114.00
Transfer of Funds to General Fund	<u>-</u>
Balance-Ending	<u>\$ 3,491,743.00</u>

REGIONAL ACTIVITIES FUND:

Balance-Beginning	\$ 5,157,945.00
Add-Receipts	835,850.00
-Transfer of Funds from General Fund	<u>29,025.00</u>
	\$ 6,022,820.00
Less-Disbursements	<u>1,086,862.00</u>
Balance-Ending	<u>\$ 4,935,958.00</u>

COUNCILS FUND:

Balance-Beginning	\$ 3,952,787.00
Add-Receipts	1,562,441.00
-Transfer of Funds to General Fund	<u>441,206.00</u>
	\$ 5,956,434.00
Less-Disbursements	948,097.00
-Transfer of Funds to General Fund	<u>439,845.00</u>
Balance-Ending	<u>\$ 4,568,492.00</u>

GRAND TOTAL FUND
BALANCES

Allocated to Cash and Cash Equivalents and Investment Securities	<u>\$847,713,452.00</u>
--	-------------------------

LOCAL 160 MEMBERS SERVING BEAN SOUP AND CORNBREAD

PHOTOS TAKEN BY JESSICA KELLY



LOCAL 22 MEMBERS CELEBRATING WHITE SHIRT DAY

PHOTOS TAKEN BY YOLANDA PASSEMENT



BROTHERHOOD OUTDOORS OPEN SEASON IN 2022



NEW STORIES. NEW PLATFORM. SAME GREAT CONTENT.
WATCH ON  **YouTube** **ALL YEAR LONG**

NO CABLE? NO PROBLEM.

Brotherhood Outdoors kicked off its 14th season of showcasing everyday union sportsmen and sportswomen on extraordinary adventures – *exclusively on YouTube*.

Now you can watch anywhere, anytime.

PLUS, the new format gives you a more intimate experience with:

- ✓ behind-the-scenes content
- ✓ how-to segments
- ✓ heart-wrenching misses & incredible harvests
- ✓ meat processing and recipes
- ✓ raw, unfiltered emotion

Not a USA Member?

Activate your No-Cost membership & apply to be our next *Brotherhood Outdoor's* guest at **UnionSportsmen.org**.



**Subscribe
Today**
to be notified
when we post
new episodes.



 **YouTube**
/UNIONSPORTSMEN

Regional Inserts



Union Plus Mortgages

Mortgages for
union families

