

Special Election Issue

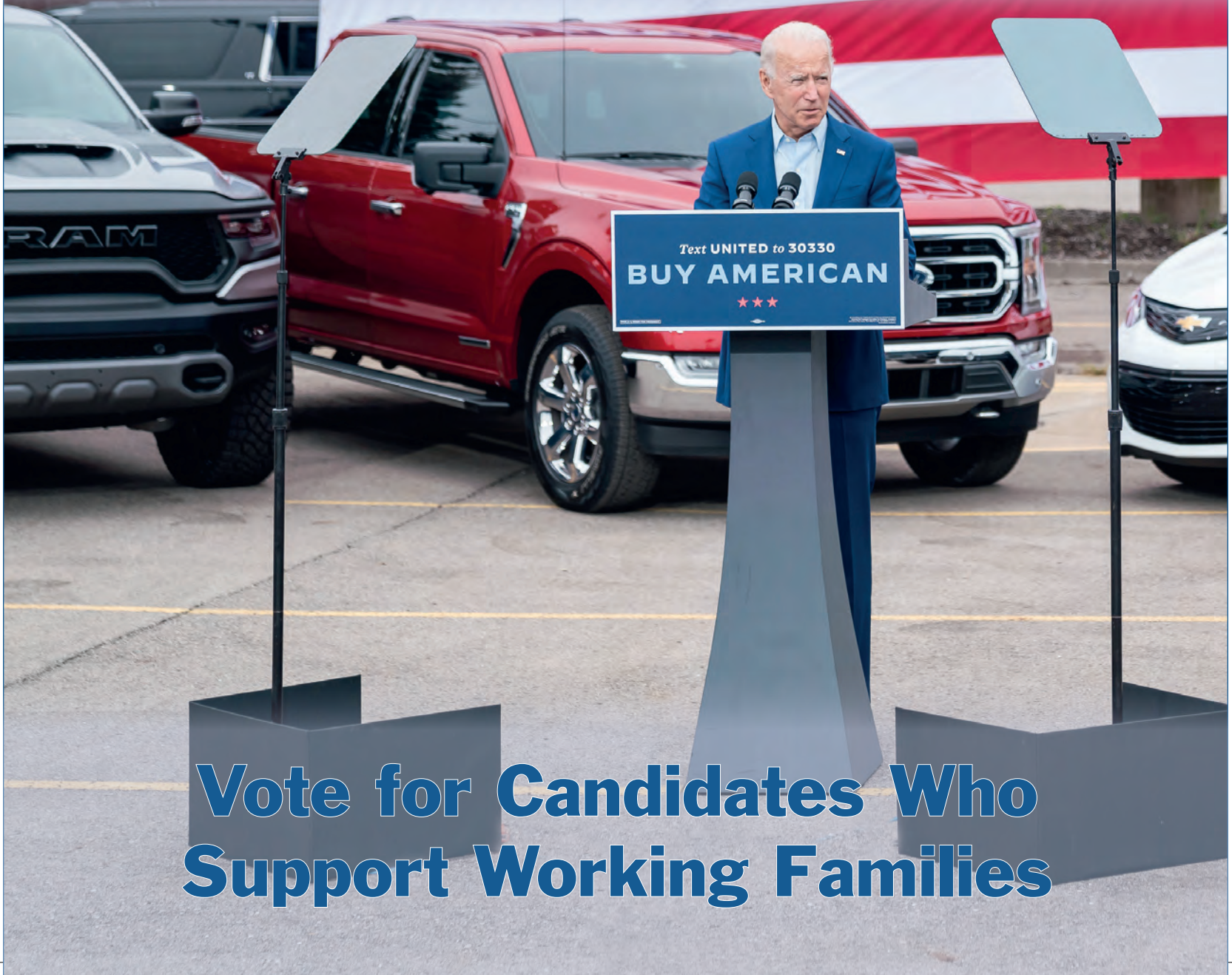
Fall 2020

SOLIDARITY



The Magazine for UAW Members and Their Families

Time to Choose



**Vote for Candidates Who
Support Working Families**

UAW Members' Workplace Rights are on the Ballot This Fall

When Supreme Court Justice Ruth Bader Ginsburg passed away in September, the power of the presidency to impact judicial and regulatory rules in the workplace were on full display.

In the balance on this court is not only the Affordable Care Act (ACA) and how that impacts the costs of health care in our contracts, but potential anti-labor attacks on collective bargaining rights, health and safety standards in the workplace, wage disparities and pension rights. All of these issues have been before our courts in recent years and we expect will continue to be challenged by anti-labor forces.

And it is not just the courts that are impacted by presidential elections.

When the National Labor Relations Board (NLRB) was formed in 1935, following the passage of the National Labor Relations Act (NLRA), the purpose and mission of the new agency was clear: support employees' ability — union or nonunion — to bargain for and engage in meaningful, safe and compensated work at a livable wage.

For many decades that goal was unquestionably accomplished.

The decade following its approval witnessed economic growth for individuals, businesses and the overall economy. The NLRB clearly defined its crucial importance to labor and the ability to organize and keep employers honest, fair and equitable. In the past decade, however, that focused purpose has been eroded and workers are getting the short end of the stick.

Think of the basic concept: the right of employees to form a union; the right to question and challenge employers; the right to request information; the right to bargain; and the right to strike. Employees must be free from punishment or discrimination for engaging in any of these activities. And these protections must apply to all — union or not.

But for an agency that is supposed to be on the side of justice and fair work, the NLRB is failing. This organization that is supposed to protect a workers' right to organize has made a beeline in the opposite direction.

As Lynn Rhinehart, a senior fellow at the Economic Policy Institute, and former general counsel of the AFL-CIO, writes in *The Nation*, "In decision after decision, the NLRB has stripped workers of their protections under the law, restricted their ability to organize at their workplace, slowed down the union election process to give employers more time to campaign against the union, repealed rules holding employers

accountable for their actions, and undermined workers' bargaining rights."

We MUST insist that the NLRB stand up to its original mission — now more than ever.

From health care workers to factory work to the United States Postal Service to huge corporations like Amazon, during this time of COVID-19, the ability to demand safe working conditions is crucial.

Bottom Line: The NLRB is failing in its mission to protect working women and men.

Instead of protecting worker concerns, the NLRB has increasingly made decisions that are anti-worker, anti-union, and pro-corporate management. These decisions have rolled back the positive strides made in the decades after the NLRA was passed and are against the NLRB mission and purpose.

But look at who is running the show. Peter Robb is the NLRB's general counsel. A long-time management-side lawyer, Robb was part of the Reagan administration's legal team that took down the air traffic controllers' union. Two other board members — John Ring and William Emanuel — have made careers defending the employer side in cases such as Marriott International and Uber. The motives and backgrounds go on, but the decisions are decidedly management focused.

But for an agency that is supposed to be on the side of justice and fair work, the NLRB is failing. This organization that is supposed to protect a workers' right to organize has made a beeline in the opposite direction.

And look at just a few of the anti-worker decisions:

- **Attacking the right to strike:** In July 2019, the NLRB ruled that Walmart workers, who staged a strike at Walmart's annual shareholders' meeting were engaged in an "intermittent" strike that was not protected by labor law. No legal action was allowed against Walmart for retaliating against the employees.
- **Undermining the right to speak up:** In July 2020, an NLRB decision made it easier to fire employees who speak up about harassment.
- **COVID:** Just last month, the NLRB released five memos denying workers' rights to bargain with management about temporary closures during the COVID pandemic, access to personal protective equipment and paid sick days.

The list goes on and on.

Ironically, as the NLRB continues to erode the ability of unions to protect workers, the desire to form unions is on the rise. According to a poll conducted by PBS and the National Opinion Research Corporation, public interest in participating in a union is at a four-decade high. This is up 50% from a similar poll 25 years ago.

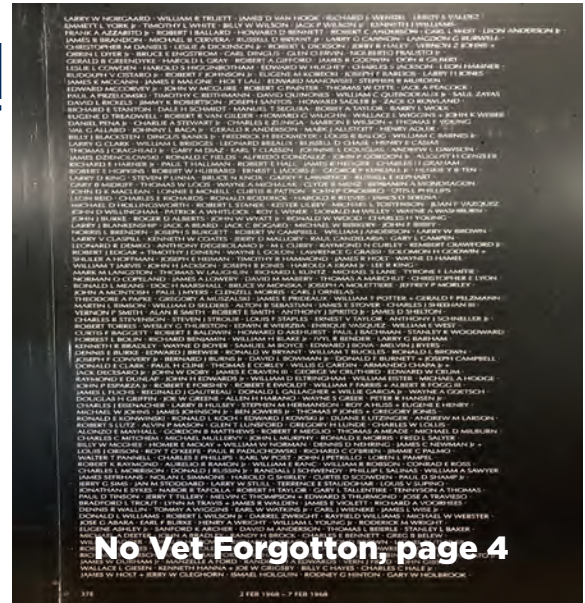
So when we vote this Nov. 3, it's not just the hot-button issues that impact UAW members — it is the bread-and-butter issues that are impacted by these court and NLRB appointments. Workers deserve to have a government that ensures a protective, safe, meaningful day.

We MUST ensure that unions are still able to make this happen. We MUST reverse the trend in court and NLRB decisions that are tying the hands of UAW members in the workplace.



Rory L. Gamble

Rory L. Gamble
President
International Union, UAW



inside

- 5 **New Leadership**
Wayne Blanchard Elected
Region 2B Director
- 5 **Defined Benefit Pension**
James Perham Stanley's
Work Helped Millions
- 6 **Joe Saved UAW Jobs**
Biden's Work During
Auto Crisis Recalled
- 7 **Town Hall with Biden**
Local 5960 Leader
Takes Part in Convention
- 8 **Flip the Senate**
More Than the
Presidency on Ballot
- 11 **Making History**
Kamala Harris Has
Done So as VP Pick
- 14 **COVER STORY**
Why Joe Biden?
He will Put Working People First

PLUS

- 12 2022 UAW Union-Built Vehicle Guide
- 13 Black Lake
- 27 Union Sportsmen of America

Indiana Local Digs Deep to Honor the Fallen

Local 2209 Sends \$100k to Vietnam Wall Project with More to Come

Members of Local 2209 in Fort Wayne, Indiana, consider it part of their job to make sure the public fully appreciates the sacrifices made more than a half century ago in Vietnam.

For Greg Bedford, the chairman of the local's Veterans Committee, it's that and more as Veterans Day 2020 approaches.

"I want to make sure that, in my lifetime, no veteran is ever forgotten," the millwright/welder said.

It's why earlier this year the local announced it would donate \$100,000 to support the Vietnam Wall project of The Veterans National Memorial Shrine & Museum. The project is an 80% replica of the National Vietnam Veterans Memorial in Washington that lists the names of 58,318 Americans who gave their lives in service to their country.

"We are proud and honored to support this important project and are donating a check for \$100,000 for the installation of the wall. This lasting tribute to the fallen heroes of the Vietnam War will bring thousands of new visitors to our community," said Local 2209 President Holli Murphy.



the project and move it closer to its goal of raising \$1.7 million. The museum, located in Fort Wayne, is an all-volunteer nonprofit 501(c) charity. It operates a 40-acre memorial grounds featuring memorials for all wars, a box car from France that was part of the "Merci Train," which was 49 World War I-era boxcars sent to the U.S. from France that were filled with gifts as a thank you to the United States for helping war-torn Europe after World War II, and the museum. According to its website, its objective "is not only to honor the dead and all who served, but also to provide inspiration for the living to search for and work for a better America."

Bedford also is the shrine and museum's commander. He thanked Local 2209 members generosity in the past and for its future commitment.

"We are overwhelmed by the generosity of Local 2209 and their many members. Their support over the years has been critical to the success of our operation and will continue to be for years to come," Bedford said.

They have raised an additional \$200,000 from area companies and the community at large, with donations ranging from \$10 to \$1,000. Local companies are pitching in with services, as well. Among them, Hagerman Construction has agreed to perform construction work on a pay-as-you-can basis, meaning construction won't be delayed because of lack of funds. Another company, Crosby Excavating, is donating its services, he said.

For more information on The Veterans National Memorial Shrine and Museum or to donate, visit its website at honoringforever.com.



Local 2209 President Holli Murphy with Greg Bedford, said the local voted unanimously to support the project.

"Our members of Local 2209 voted unanimously to support this treasured monument," Murphy added. "We will also provide the Veterans Memorial Shrine and Museum with an additional \$50,000 for operating expenses over the next two years."

The donation will allow the museum to break ground on

Wayne Blanchard Elected Director of Region 2B



Elected constitutional convention delegates in UAW Region 2B have tabbed Wayne Blanchard, active in the UAW since age 20, as director of the region covering Ohio and Indiana.

Blanchard, who has served as assistant director of the region since 2017, was elected to serve the remainder of former Regional Director Richard Rankin's term.

"I'm proud and excited to get to work on behalf of Region 2B members and our first job is to make sure we have Joe Biden, a man who understands working people, elected as president," Blanchard said. "We've got a lot of work to do in the region, from getting our members out to vote to helping our locals win good contracts for their members and much more."

Blanchard, who will also sit on the UAW's International Executive Board, was elected to serve until June 2022, when the union will hold its next convention. The special election to fill the opening was conducted remotely with delegates following social distancing guidelines.

Jeff Shrock, a third-generation autoworker from Kokomo, Indiana, who served on the International staff in the president's office as a liaison to Region 2B, is his assistant director.

UAW Region 2B is home to a diverse range of industries including autoworkers at Ford, General Motors and Chrysler and many of the companies that supply parts to the Big 3.

Members of Region 2B are beer brewers, law enforcement personnel, health care professionals, parts suppliers, county employees, and food service workers. They include office and professional workers, musical instrument manufacturers, engineers, warehouse workers, janitorial professionals, and casino employees. In addition, Region 2B members work in aerospace, casting operations, janitorial services, distribution centers and many other industries.

Among many products, Region 2B members manufacture

the Chevy Silverado, Ford vans, Jeep Wrangler, the M1A1 Abrams tank and military vehicles. Members in Region 2B also build transmissions, engines, missiles, and many other products.

Blanchard, a veteran of the U.S. Army, was first elected in 1990 as financial secretary-treasurer of UAW Local 48, the UnitCast Division in Toledo, Ohio. Later, as a member of Local 1435, Blanchard served in many capacities; he sat on several standing committees, worked as a temporary organizer and was elected financial secretary-treasurer, delegate to the 33rd UAW Constitutional Convention, financial secretary-treasurer of the Toledo Area UAW-CAP Council, and ultimately president of UAW Local 1435, which represents workers at FCA USA's Toledo Machining Plant in nearby Perrysburg, Ohio.

Former UAW President Ron Gettelfinger appointed Blanchard as an International staff representative and assigned him to the Region 2B staff headed by then Director Lloyd Mahaffey and subsequently Ken Lortz.

Blanchard has a background in contract negotiations, grievance handling and arbitrations in multiple facilities throughout the region.

A longtime community activist, Blanchard is the board chairperson emeritus for Big Brothers Big Sisters of Northwest Ohio and has served on the executive board for Northwest Ohio March of Dimes, the American Red Cross Community Blood Donation Committee and, closest to his heart, Blanchard was a Big Brother. In 2006, he was elected president of the Toledo Chapter A. Philip Randolph Institute (APRI) and was elected vice president of Ohio State APRI in 2010. Blanchard is also a member of the Coalition of Black Trade Unionists (CBTU), as well as a silver life member, executive committee member, and former treasurer of Toledo Chapter NAACP. He is also a member of Scott High School Alumni association, the Lucas County Democratic Party Executive Board as well as the Greater Northwest Ohio AFL-CIO's United Labor Committee.

Blanchard and his wife, Cereda, are the proud parents of Wayne L. Blanchard II and longtime members of Glenwood Lutheran Church.

James Perham Stanley Helped Design the Modern Defined Benefit Pension

James Perham Stanley's work isn't well known to many UAW members or members of the general public. But millions of UAW members and others across the United States and Canada have had a secure retirement because of his work establishing the UAW's pension system.

Stanley, who died in September at age 94, was the UAW's first actuary, and as such the Canadian helped Walter Reuther negotiate the first modern defined benefit pension plan.

"James Stanley's sharp mind and creativity helped change the lives of UAW members and other workers whose retirements were patterned after what the UAW won in its negotiations," said UAW Secretary-Treasurer Ray Curry. "His legacy is clear for everyone to see when they get their monthly pension payment."

He came to the UAW in 1951 and worked side-by-side with Reuther in negotiating the pension plans that became the foundation of the middle class in the United States. The UAW

had pension plans with Ford and Chrysler before that, but the landmark "Treaty of Detroit" agreement that Reuther made with General Motors' CEO Charlie Wilson in 1950 led to the modern defined benefit plans that Stanley would develop for UAW members at the Big 3 and auto suppliers.

Stanley was 25 years old at the time.

Stanley was born in Trail, British Columbia, on Feb. 7, 1926 and attended a one-room schoolhouse where he mastered two grades at a time, according to his obituary in the Toronto Globe. He completed six grades in three years and graduated from Upper Canada College in 1942 at age 16. He earned his doctorate in Mathematics from the University of Toronto in 1949 and worked on one of the first computers, the Electronic Delay Storage Automatic Calculator (EDSAC).

At the age of 31, in 1957, Stanley left the UAW and joined The Wyatt Company, where he worked for 30 years, retiring in 1987.



Joe Had Our Backs

Biden Stepped in to Save UAW Jobs During Auto Crisis



Buchalski: A thousand jobs came back to Flint and a third shift was added because of Biden's efforts.

The worst economic slump since the Great Depression had devastated the economy. The Great Recession that started in 2007 hollowed out the auto industry, shut the doors of manufacturing plants and plunged workers into an unprecedented jobs and housing crisis. Big Three workers were among those hit hardest.

When other politicians were proclaiming the auto industry should be left to die, President Barack Obama and Vice President Joe Biden stepped in even as the downward spiral showed no signs of abating. The Obama-Biden administration stopped the auto job hemorrhaging by negotiating the Troubled Asset Recovery Program (TARP). The deal compelled General Motors to bring back jobs to GM Flint, home of UAW Local 598, from Mexico.

"Those were dark times between 2007 and 2009," said UAW Vice President Terry Dittes, who directs the union's GM Department. "Thousands of workers were losing their jobs and their homes. The only one stepping in to help was the Obama administration. With Vice President Joe Biden, they created TARP. It saved us, no doubt about it."

Local 598 President Ryan Buchalski says TARP was critical to his members, many on the brink of economic devastation after GM declared bankruptcy. Members faced a future without a job, without a home and nowhere to turn. TARP was a lifeline that saved their jobs and the economy.

"You can't look at those years without talking about the auto rescue and recovery act," said Buchalski.

The UAW and Obama-Biden administration negotiated

TARP conditions that saved jobs and protected taxpayer money, requiring GM to bring jobs back from Mexico. They stipulated that if GM needed to add shifts in Mexico, they had to first recall laid-off GM workers to fill the production gap.

"If you have people layoff you can't have a plant in Mexico working three shifts and a plant in Flint working only two shifts with a thousand people on layoff. Joe Biden had our backs during those negotiations," said Buchalski.

The auto rescue was made more difficult by pressure from anti-union politicians to let the auto industry fail. He shudders to think of what would have happened if President Obama and Vice President Biden were not at the helm of the country pushing for TARP during the country's darkest days in modern history.

"You think about if the election had gone the other way in 2008, where would we be today? We wouldn't be having this conversation right now. Under Biden's leadership at the time, a thousand UAW jobs came back from Mexico and a third shift was added at GM Flint."

In all, the unprecedented work of the UAW, the auto companies and the U.S. government would eventually yield \$15.35 billion in profit. It also saved 1.5 million jobs and preserved \$105.3 billion in personal and social insurance tax collections, according to a 2013 study by the Center for Automotive Research.

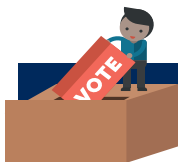
— Joan Silvi

UAW V-CAP: Investing in Our Future

The UAW cannot use union dues to directly support federal candidates and, in an ever-increasing number of states, any candidate for public office. Our only means of monetary support for many labor-friendly candidates is voluntary political contributions from UAW members to UAW V-CAP (our union's political action fund).

Members can contribute to V-CAP in multiple ways. Many of our contracts have "check off" which allows for direct contribution to V-CAP through payroll deduction. Members and retirees can also give to V-CAP directly with a check. Either way, a modest contribution of \$10 a month comes to about 33 cents a day and allows our union to support candidates who support our values. Send to:

UAW National CAP Department
8000 E. Jefferson Ave.
Detroit, MI 48214



A Town Hall with Joe

Local 5960 Leader Chats with Biden About Jobs

It's not every day you get to talk face to face to a presidential candidate. UAW Local 5960 Vice President Gerald Lang of General Motors Lake Orion Assembly did just that in front of the nation in August. Lang participated in a live, Zoom town hall meeting about jobs with Joe Biden at the Democratic National Convention.

Like the rest of the convention, the town hall was virtual. But the impact was still powerful for Lang as he spoke directly to Biden during the former vice president's campaign for the presidency of the United States.

UAW Vice President of General Motors Terry Dittes says that conversation was important. "Working families are counting on Biden to win what could be the most important presidential election in modern history. The future of America and what it stands for is at stake," said Dittes. "Joe Biden has always had the backs of working families and believes in the best of our democracy. We have to stand with him to ensure that continues."

Lang is a 47-year-old father of two who says he knows what a great opportunity it was having access to a presidential contender and represent hundreds of Local 5960 members while the nation's eyes were on him. "That opportunity shows Joe Biden has working class issues on his agenda. Along with other labor organizations, we had a great conversation about the working class and kitchen table issues that affect workers across the country," said Lang.

His goal was to convey to Biden that American workers should produce what's sold in America, providing prosperity for UAW workers and all working families throughout the country. That's not a new concept to Biden, whose platform includes bolstering the number of American auto manufacturing jobs by one million. "The future for autoworkers in America can be as bright as it was back in the late 1940s and '50s,"

Biden said to Lang and the other town hall participants, "for the simple reason that it's an iconic industry and we made it."

Local 5960 President Louis Roche couldn't agree more. "Joe Biden supports the priorities of workers, whether it's getting a seat at the table with management to negotiate fair work practices or job security and wages, or whether it's increasing the number of decent paying jobs throughout the country, Biden has consistently come through for workers," said Roche.

Lang was inspired by Biden's comments and seeing that he understands how important it is for UAW workers to have their voices heard in legislative chambers where decisions are made. "Whether the topic is jobs, wages, health care benefits or safe working conditions, Joe Biden is willing to have that conversation with us. Our families, friends and neighbors need to be part of these conversations for a fair shot at the American Dream. Joe Biden wanted to talk to us directly about that. That's why he gets my support."



Lang: Biden has working-class issues on his agenda.

— Joan Silvi

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Needed: A Senate That Works

A Democratic Majority Could Help Get the Nation Back on Track

The Legislative Graveyard — that's where good bills for working families seem to die.

Issues like workers' rights, voting rights, health care, and many are passed by the House and left to die in the Senate.

While the presidential contest gets most of the attention, control of the Senate impacts the lives and wallets of UAW members and their families everyday.

Never is there a clearer description of the hypocrisy of the anti-labor U.S. Senate leadership than Senate Majority Leader Mitch McConnell's stance on Supreme Court appointments. When then President Barack Obama appointed Judge Merrick Garland during an election year, McConnell would not hold a hearing stating that the appointment should go to the next President. But when Justice Ruth Bader Ginsburg passed some 45 days before Election Day, McConnell hypocritically decided to ram through the appointment.

For a pro-labor majority, Democrats would need a net gain of three seats to gain control of the Senate agenda. The current makeup is 53 Republicans and 45 Democrats, with two independents who caucus with the Democrats. The vice president can break tie votes and would in that scenario be Democrat Kamala Harris, Biden's running mate.

"So much good legislation that would help working families has died in the Senate because Mitch McConnell refuses to bring the bills up for votes," said UAW President Rory Gamble. "The country is at a standstill because of McConnell's actions and we need to have lawmakers debating and working on legislation that will protect workers' rights, grow jobs, provide affordable health care and keep Social Security and Medicare. The danger is having a Senate that doesn't do anything but rubber stamp anti-worker judges and continues to cater to the 1% while doing nothing for the rest of us."

To see how your senators and representatives voted on issues of critical importance to UAW members, go to uaw.org/legislative-scorecards/. Here are some of the key Senate races that will likely decide control of the chamber:

Iowa

Joni Ernst is the Republican incumbent serving her first term. **Theresa Greenfield** is the Democratic candidate. Both have farming backgrounds, but when it came to protecting Iowans from disastrous trade policies that devastated Iowa farmers, Ernst failed to stand up adequately for them. Greenfield, a single mom who lost

her union electrician husband to a workplace accident, has received the UAW's endorsement.

"Theresa Greenfield knows what it's like to try to work, raise kids and keep the bills paid while undergoing many hardships," said Ron McInroy, director of UAW Region 4, which includes Iowa. "She's tough and will fight for all Iowans, including farmers and factory workers whose jobs rely on foreign trade."

North Carolina

North Carolina is a swing state, and maybe the most important state in this election behind Florida. The incumbent is Republican Thom Tillis, who is being challenged by former state legislator **Cal Cunningham**, an Iraq War veteran who has received the UAW's endorsement. In his first debate with Tillis, Cunningham said when Tillis was speaker of the North Carolina House, he helped block the expansion of Medicaid in the state, and then in the Senate, he voted to repeal the Affordable Care Act, which would leave many North Carolinians without medical care during the pandemic.

"Cal Cunningham will fight for good jobs, health care and will protect Social Security and Medicare for North Carolinians," said Mitchell Smith, the director of UAW Region 8, which includes North Carolina.

Maine

Susan Collins has been a senator since 1997 and presents herself as a moderate Republican. But her time in the Senate may be coming to a close as many in Maine are tiring of her "moderate" image while voting with conservative Republicans on issues such as health care, tax cuts for the wealthy, and Senate confirmations of federal judges, including that of Brett Kavanaugh. Her UAW voting score — her votes that support the UAW positions — was 18% in 2018 and 44% in 2019. Her opponent, Democrat **Sara Gideon**, is the speaker of the Maine House of Representatives and is well funded in her run to unseat Collins. She has been endorsed by the UAW.

"Sara is a proven advocate for Maine's working families, as well as businesses large and small," said Beverley Brakeman, director of UAW Region 9A, which includes Maine. "She supports workers having the right to collectively bargain, to be safe at work, and be compensated fairly. I am confident that Sara will fight to win back rights lost by workers in the past four years. We know Sara will be champion for all working people in the U.S. Senate, something that has truly been missing in Maine for many years."

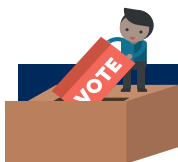


PHOTO: VINCE PISCOPO

Alabama

Democrat **Doug Jones** won an upset victory in 2018 to fill out the remainder of Jeff Sessions' term. Jones, who is endorsed by the UAW, will need another upset to keep his seat as Alabama is considered a solid "Red" state. He's also running against popular former Auburn head football

coach Tommy Tuberville. But Tuberville has some baggage in that he was once a business partner with a scam artist who ran a financial ponzi scheme and went to prison for it.

Arizona

Republican Martha McSally lost the 2018 Senate race to Kristen Sinema.

But she was later appointed by GOP Gov. Doug Ducey to serve the remainder of Sen. Jon Kyl's term following his resignation. An Air Force veteran, McSally is the first U.S. woman to fly in combat and command a fighter squadron. But she's opposed by former Navy pilot, Gulf War veteran and former astronaut **Mark Kelly**, a Democrat. Kelly is the husband of former Congresswoman Gabrielle Giffords, who was shot in the head during an assassination attempt in 2011 and is now an advocate for responsible gun laws. Kelly, endorsed by the UAW, said he is running because Washington is broken.

"Washington isn't addressing these big problems in a way that helps working people in Arizona. Partisanship keeps politicians from finding solutions, and all of the money in our political system keeps politicians from being accountable to the people they're supposed to represent."

There are other races that are just as important as these. The UAW's endorsed Senate candidates include:

Doug Jones, Alabama; **John Hickenlooper**, Colorado; **Jon Ossoff**,

Georgia; **Dick Durbin**, Illinois; **Barbara Bollier**, Kansas; **Amy McGrath**, Kentucky; **Gary Peters**, Michigan; **Tina Smith**, Minnesota; **Steve Bullock**, Montana; **Ben Ray Lujan**, New Mexico; **Abby Broyles**, Oklahoma; **Jeff Merkley**, Oregon; **Jaime Harrison**, South Carolina; **Marquita Bradshaw**, Tennessee; **MJ Hegar**, Texas.



Mitch's Graveyard

House-Passed Legislation McConnell Refuses to Bring Up for a Vote

Health Care

- H.R. 259 — Medicaid Extenders Act of 2019
- H.R. 986 — Protecting Americans with Preexisting Conditions Act of 2019
- H.R. 987 — Strengthening Health Care and Lowering Prescription Drug Costs Act
- H.R. 1520, the Purple Book Continuity Act (bill aimed at lowering the cost of prescription drugs)
- H.R. 1503, the Orange Book Transparency Act of 2019 (bill aimed at lowering the cost of prescription drugs)

Civil Rights

- H.R. 1 — For the People Act of 2019
- H.R. 5 — Equality Act
- H.R. 6 — American Dream and Promise Act
- H.R. 7 — Paycheck Fairness Act
- H.R. 124 — Expressing opposition to banning service in the Armed Forces by openly transgender individuals

Other Major Legislation

- H.R. 1585 — Violence Against Women Reauthorization Act of 2019
- H.R. 987 — Raise the Wage Act
- H.R. 1500 — Consumers First Act
- H.R. 1994 — SECURE Act/Gold Star Family Tax Relief Act
- H.R. 2722 — Securing America's Federal Elections (SAFE) Act
- H.R. 4617 — Stopping Harmful Interference in Elections for a Lasting Democracy (SHIELD) Act
- H.R. 397 — Rehabilitation for Multiemployer Pensions Act (The Butch Lewis Act)
- H.R. 2513 — The Corporate Transparency Act
- H.R. 269 — Pandemic and All-Hazards Preparedness and Advancing Innovation Act of 2019
- H.R. 790 — Federal Civilian Workforce Pay Raise Fairness Act of 2019

Ginsburg a Champion for Women and Workers

Supreme Court Justice Ruth Bader Ginsburg, a champion for women's rights and equality for all, died in September from complications from cancer at age 87.

She spent her lifetime fighting for the rights of women, workers, minorities and others. Nominated by President Bill Clinton in 1993, one of her more notable opinions was her dissent in *Ledbetter v. Goodyear*, which addressed the pay discrepancy between men and women doing the same type of work. The court ruled in favor of Goodyear in a 5-4 decision split along ideological lines. In her dissent, Ginsburg noted that the high court's approval of Goodyear's position "is totally at odds with the robust protection against workplace discrimination Congress intended."

"Once again," she wrote, "The ball is in Congress' court." In response to the court's decision, Congress enacted the Lilly Ledbetter Fair Pay Act of 2009, which was the first piece of legislation signed into law by President Barack Obama.

UAW President Rory L. Gamble saluted Ginsburg's legacy of standing up for the rights of all.

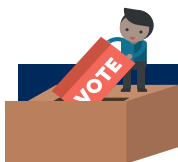
"What a sad day for our nation and for all those who stand up and speak for those who cannot speak for themselves. Ruth Bader Ginsburg blazed a trail for civil rights and women's rights and the sanctity of our constitution in her

27 years as a Supreme Court justice. No words can do real justice to her contributions to the highest court in the land and her contributions to our nation. To this courageous champion of women's rights and worker's rights and equality for all.

"She was a light that shone so brightly on the constitutional rights of women and minorities and those who have no voice. She was a tireless defender for inclusion and compassion and the best version of ourselves and our better angels.

"Just like John Lewis, I suspect she knew all about making 'good trouble' because she made plenty during her long tenure as a jurist and advocate. In this terrible time of divide, we should honor her final wish to bring our nation together and delay filling her seat until after the election."

Senate Majority Leader Mitch McConnell, R-Kentucky — who held up President Obama's nomination of Merrick Garland to the Supreme Court to replace the late Antonin Scalia because it was too close to the 2016 presidential election — has promised a vote before the 2020 election. Garland's nomination was eight months before the 2016 presidential contest. Ginsburg died less than two months before the 2020 presidential election.



Kamala Harris

A 'Bright, Energetic' Choice as Vice President



Kamala Harris lent her support to striking UAW members at General Motors in 2019.

That the UAW would support Sen. Kamala Harris, D-California, to be Joe Biden's running mate isn't surprising, given her support for working people throughout her political career.

Harris, who was introduced as Biden's choice for the No. 2 spot on Aug. 11, would make history as vice president as she would be the first woman to hold the post, as well as the first vice president of African-American descent as well as the first vice president of Indian descent.

She was one of many candidates, including Biden, to lend their support to striking UAW members at General Motors last year.

"Unions have organized, marched, negotiated, and gone on strike — all to ensure dignity and rights for working people," she said in a tweet just before UAW members went on strike. "You don't have to be a member of a union to benefit from the work of organized labor."

After the strike was underway, she posted a video on Twitter that doubled down on that support:

"Across our country, the United Auto Workers are striking for their right to fair wages, to fair benefits, and to the dignity of work, and to the

dignity that always should come with work," Harris said. "Throughout our country, unions have organized, marched, negotiated, and fought for the rights and for the fairness of the working people of America. And I want to thank you, United Auto Workers, for everything you've done. I stand with you in solidarity. I stand in solidarity with all union workers around our country who are fighting for the working people of America and for growing the middle class."

But it's not just that most-welcome support during the strike that makes Harris an exceptional candidate to share the ticket with Joe Biden, UAW President Rory L. Gamble said.

"The UAW knows Senator Kamala Harris to be a bright and active supporter of UAW members and their families. Senator Harris supported GM picket lines when we needed her, and her votes demonstrate support on the issues that matter to UAW members and all working families: fair wages, job security, health and safety in and out of the workplace, and education and training," Gamble said. "There is comfort for UAW members in knowing that Kamala Harris is part of this ticket."

In 2017, Harris was sworn in as a United States senator for California, the second African-American woman and first South Asian-American senator in history. She serves on the Homeland Security and Governmental Affairs Committee, the Select Committee on Intelligence, the Committee on the Judiciary, and the Committee on the Budget.

She grew up in Oakland and had her passion for fighting injustice instilled in her by her mother, Shyamala, an Indian-American immigrant, activist and breast cancer researcher.

After earning an undergraduate degree from Howard University and a

law degree from the University of California, Hastings, she began her career in the Alameda County District Attorney's Office.

In 2003, she became the district attorney for the city and county of San Francisco. Among her achievements, she started a program that gives first-time drug offenders the chance to earn a high school diploma and find employment.

Following two terms in that post, she became the first African-American and first woman to serve as California's attorney general. In this role, she worked to hold corporations accountable and protect the state's most vulnerable people. She won a \$25 billion settlement for California homeowners hit by the foreclosure crisis, defended California's landmark climate change law, protected the Affordable Care Act, helped win marriage equality for all Californians, and prosecuted transnational gangs that trafficked in guns, drugs and human beings.

Since becoming a U.S. senator, she has introduced and cosponsored legislation to raise wages for working people, reform the criminal justice system, make health care a right for all Americans, address the epidemic of substance abuse, support veterans and military families, and expand access to child care for working parents.

"The choice we make this November is going to decide the future of America for a very, very long time," Biden said at their first news conference after he selected Harris. "I have no doubt that I picked the right person to join me as the next vice president of the United States of America."

"Kamala knows how to govern. She knows how to make the hard calls. She is ready to do this job on Day One," Biden said.

2021 UAW Union-Built Vehicle Guide



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UAW CARS

Cadillac CT4
Cadillac CT5
Chevrolet Bolt (electric)
Chevrolet Camaro
Chevrolet Corvette
Chevrolet Malibu
Chevrolet Sonic
Ford Mustang
Lincoln Continental

UAW TRUCKS

Chevrolet Colorado
Chevrolet Medium-Duty Silverado
Navistar (regular and crew cab)
Chevrolet Silverado Light Duty
(crew** and double cab only)
Chevrolet Silverado Heavy Duty
Ford F Series
Ford F-650/750
Ford Ranger
Ford Super Duty Chassis Cab
GMC Canyon
GMC Sierra Light Duty
(crew** and double cab only)
GMC Sierra Heavy Duty
Jeep Gladiator
Ram 1500 (classic model — DS)*
Ram 1500 (new model — DT)*

UAW SUVs/CUVs

Buick Enclave
Cadillac Escalade
Cadillac Escalade ESV
Cadillac Escalade Hybrid
Cadillac XT4
Cadillac XT5
Cadillac XT6
Chevrolet Suburban
Chevrolet Tahoe
Chevrolet Tahoe (police)
Chevrolet Tahoe (special service)
Chevrolet Traverse
Dodge Durango
Ford Escape
Ford Expedition
Ford Explorer
GMC Acadia
GMC Yukon
GMC Yukon Hybrid
GMC Yukon XL
Jeep Cherokee
Jeep Grand Cherokee
Jeep Wrangler
Lincoln Aviator
Lincoln Corsair
Lincoln Navigator

UAW VANS

Chevrolet Express
Chevrolet Express (cut-away)
Ford E-Series (cut-away)
Ford Transit
GMC Savana
GMC Savana (cut-away)

UNIFOR CARS

Chrysler 300
Dodge Challenger
Dodge Charger

UNIFOR SUVs/CUVs

Chevrolet Equinox*
Ford Edge
Lincoln Nautilus

UNIFOR VANS

Chrysler Pacifica
Dodge Grand Caravan

These vehicles are made in the United States or Canada by members of the UAW and Canada's Unifor union, formerly the Canadian Auto Workers (CAW). Because of the integration of vehicle production in both countries, all of the vehicles listed as made in Canada include significant UAW-made content and support the jobs of UAW members.

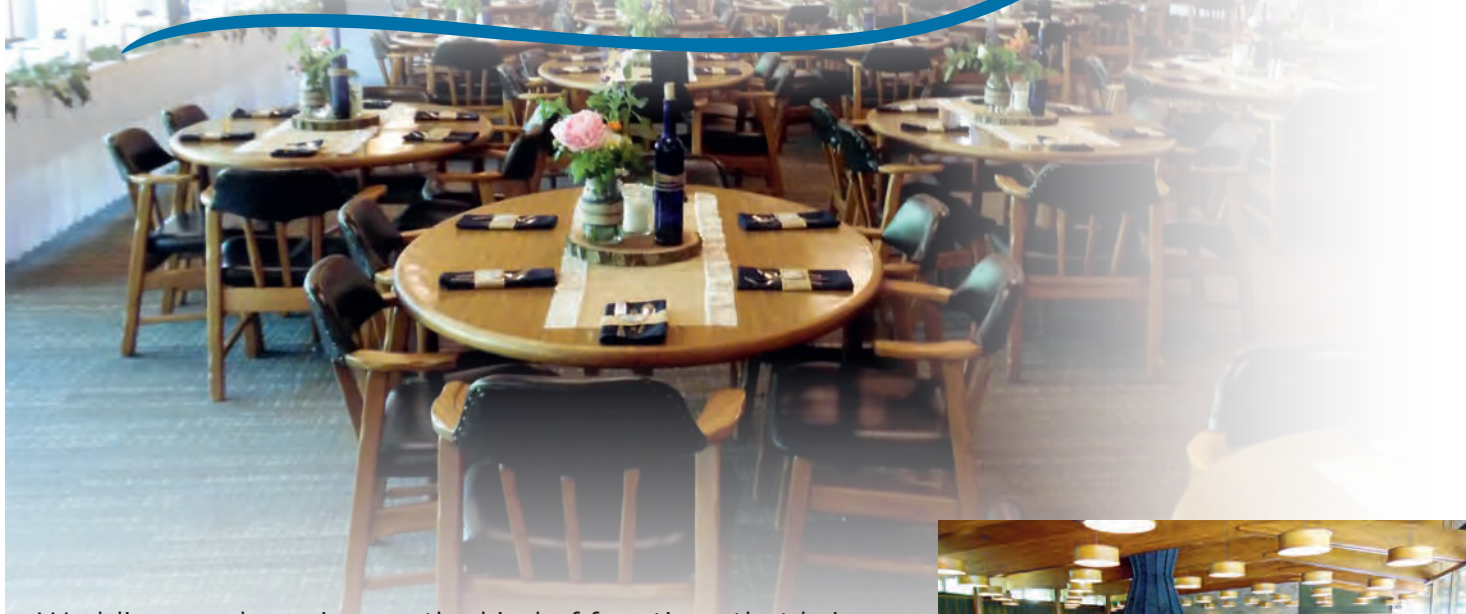
However, vehicles marked with a single asterisk (*) are also produced in Mexico.

All heavy-duty Chevrolet Silverados and GMC Sierras will be built in Flint, Michigan, only. Light-duty Chevrolet Silverado and GMC Sierra regular cabs are produced in Mexico only. Vehicles marked with a double asterisk (**) are the crew cab versions of the Chevrolet Silverado light-duty and GMC Sierra light-duty trucks. Those are assembled by UAW members in Fort Wayne, Indiana, and also in Mexico.

When purchasing a vehicle marked with a single or double asterisk, it's important to check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle; a "2" identifies a Canadian-made vehicle; a "3" identifies a vehicle made in Mexico. Not all vehicles made in the United States or Canada are built by union-represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union made.



A beautiful ceremony in a beautiful location



Weddings and reunions — the kind of functions that bring people together and create lifetime memories. One way to ensure that your function will be remembered is to have it at Black Lake.

The Walter and May Reuther UAW Family Education Center in Onaway, Michigan, is available for private rentals. Many couples have taken advantage of the center's affordable facilities — including full catering and lodging — to begin their lives together. Families and other groups have taken advantage of the amenities at Black Lake to bring their group closer together.

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And make some memories!

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Why Joe Biden?

Joe Biden Will Keep Working People at the Forefront of His Policies

The UAW is often one of the last labor unions to endorse candidates, largely because of the bottom up approach from members toward endorsement. Under the UAW Constitution, Community Action Program (CAP) activists from across the country carefully weigh which candidates will improve the opportunities for working people and their families in all of our employment sectors.

UAW CAP members consider the candidates' positions on workers' rights, health care, job security, retirement security, trade, executive and judicial appointments, worker health and safety — including COVID-19 — and many other issues. Their input goes to the region and filters up to the International Executive Board for a final endorsement.

In this election, the presidential candidate who rank-and-file CAP members found had the interests of working people at heart is Joe Biden.

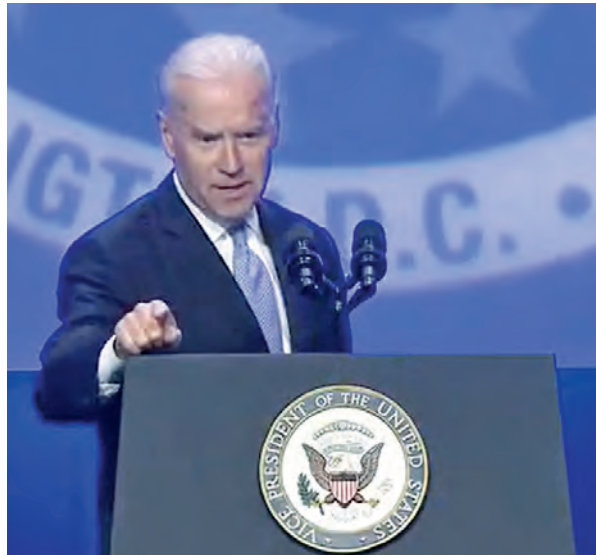
In fact, a July poll of UAW members, retirees and families showed that overwhelmingly UAW members by a 68-25 margin support his candidacy.

Through this issue-based approach, it became clear that UAW members overwhelmingly know that Joe Biden has always been there for working people. They know that Biden's leadership that helped secure loans for the beleaguered auto industry during the Great Recession saved tens of thousands of UAW jobs when others said, "Let Detroit Die."

As vice president during the Obama administration, he laid his bets on UAW workers — and it paid off.

"In these dangerous and difficult times, the country needs a president who will demonstrate clear, stable leadership, less partisan acrimony and more balance to the rights and protections of working Americans," said UAW President Rory Gamble. "UAW members need a federal government that ensures that members have both a good job to go to, and that they come home to their families at night having earned a fair day's wage in a safe and secure place."

As UAW CAP committees and leadership weighed the endorsement for President they focused on how Joe Biden and running mate, Kamala Harris, would tackle the key issues impacting UAW members in the workplace and their families at home.



Labor Rights

Union members are in the unique position of seeing how their contracts depend not just on what happens at the bargaining table, but also on what happens in Washington

D.C., state capitals and in courts across the country. The UAW has long held that it is critical to have policies that invest in American jobs first, bring manufacturing back to the United States, and that labor needs a seat at the table when negotiating every trade deal.

UAW members look to a presidential candidate who will protect their collectively bargained pensions and work to repeal Right-to-Work laws. In our workplaces, we look for checks on the abuse of corporate power over labor and corporate executives should be held personally liable for violations of labor laws.

Instead of having a government that makes it more difficult for unions to join a union, workers look toward a President that encourages and incentivizes them to form their own union.



UAW members want a president who will ensure that workers are treated with dignity and receive the pay, benefits, and workplace protections they deserve.

What's at Stake in This Election

- Appointments to the National Labor Relations Board (NLRB), the independent federal agency vested with the power to safeguard employees' rights to organize and to determine whether to have unions as their bargaining representative.
- Appointments to the Supreme Court that are labor-friendly.
- Federal judge appointees. Over the past three years, dozens of anti-labor judges have been appointed and these are lifetime appointments.
- Retirement security protection.
- Minimum wage laws.
- Overtime laws to protect workers.
- Labor laws that have been in place for decades.

Joe Biden and Labor

Joe Biden knows the importance of strong unions and has been a supporter of working men and women for his entire political career.

"Strong unions built the great American middle class. Everything that defines what it means to live a good life and know you can take care of your family — the 40-hour work week, paid leave, health care protections, a voice in your workplace — is because of workers who organized unions and fought for worker protections." — Joe Biden

As a candidate, Biden's labor policies are on point. Biden is proposing a plan to grow a stronger, more inclusive middle class — the backbone of the American economy — by strengthening public and private sector unions and helping all workers bargain successfully for what they deserve.

Why Joe Biden?

Joe Biden's plan for labor calls for:

- Investing first in American workers and ensuring that labor is at the table to negotiate every trade deal.
- Protecting pensions, starting with passing the Butch Lewis Act, which addresses the pension crisis by creating a new office within the Treasury Department called the Pension Rehabilitation Administration (PRA). The PRA would allow pension plans to borrow money needed to remain solvent and continue providing security for retirees and workers for decades to come.
- Checking the abuse of corporate power over labor and hold corporate executives personally accountable for violations of labor laws.
- Strongly supporting the Protecting the Right to Organize Act's (PRO Act) provisions instituting financial penalties on companies that interfere with workers' organizing efforts, including firing or otherwise retaliating against workers.
- Going beyond the PRO Act by enacting legislation to impose even stiffer penalties on corporations and to hold company executives personally liable when they interfere with organizing efforts, including criminally liable when their interference is intentional.

- Aggressively pursuing employers who violate labor laws, participate in wage theft, or cheat on their taxes by intentionally misclassifying employees as independent contractors.
- Giving the NLRB the necessary power to force any employer found to be bargaining in bad faith back to the negotiating table, as called for in the PRO Act.
- Ensuring federal dollars do not flow to employers who engage in union-busting activities, participate in wage theft, or violate labor law.
- Instituting a multi-year federal debarment for all employers who illegally oppose unions.
- Only awarding contracts to employers who support their workers, including those who pay a \$15 per hour minimum wage and family sustaining benefits.
- Banning employers' mandatory meetings with their employees, including captive audience meetings.
- Reinstating and codifying into law the Obama-Biden Administration's "persuader rule" requiring employers to report not only information communicated to employees, but also the activities of third-party consultants who work behind the scenes to manage employers' anti-union campaigns.

Health Care

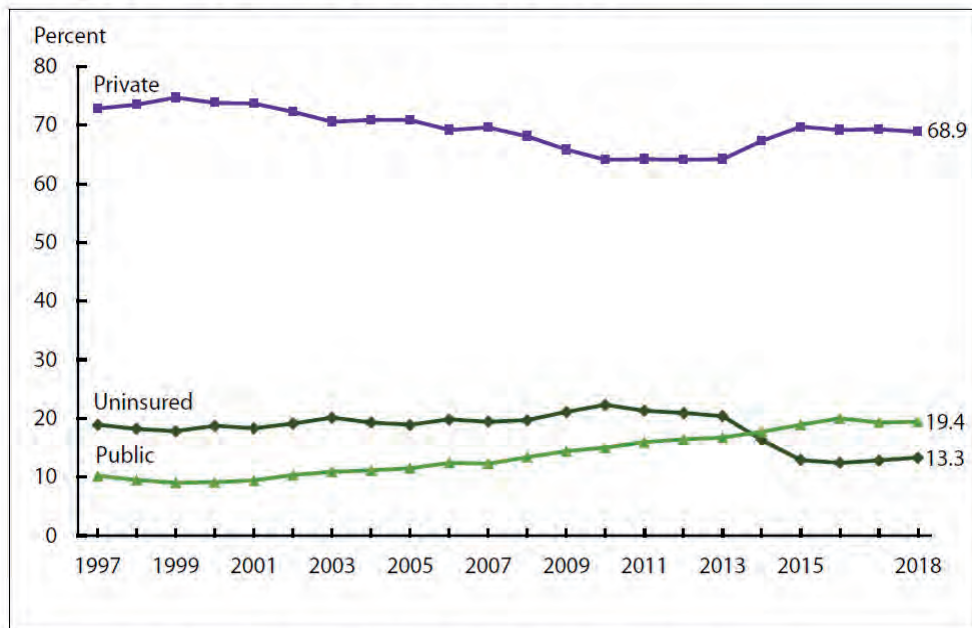
Since its very beginning, the UAW has maintained that health care is a right, not simply a privilege for the wealthy. Early efforts included advocating for the passage of Medicare, Medicaid and the Affordable Care Act (ACA). The UAW continues that work even today by urging Congress to pass bold reforms to drive down the cost of prescription drugs as well as expand access to more affordable, comprehensive, equitable and effective health care for all. In fact, the COVID-19 pandemic has amplified the importance of ensuring that everyone has access to affordable, accessible health care coverage.

The need for affordable, attainable health insurance for all was emphasized with the COVID-19 crisis as many Americans went to their doctors and emergency rooms to get tested and seek treatment for COVID-19. Access to health care during the pandemic would undoubtedly be far worse without the ACA. The ACA has helped by lowering out-of-pocket costs and by requiring many plans to cover essential benefits, including doctors' services and prescription drug costs.

At stake is the entire ACA which could be struck down by the U.S. Supreme Court in a lawsuit known as *Texas v. Azar* which would eliminate health care coverage for millions of Americans, raise premiums, end protections for people with pre-existing conditions, put insurance companies back in charge, and force seniors to pay more for prescription drugs. The case is scheduled to be heard this Fall and its outcome is uncertain after the recent death of Supreme Court Justice Ruth Bader Ginsburg.

(continued on page 16)

Percentage of adults aged 18–64 who were uninsured or had private or public coverage at the time of interview: United States, 1997–2018



NOTE: Data are based on household interviews of a sample of the civilian noninstitutionalized population.
SOURCE: NCHS, National Health Interview Survey, 1997–2018, Family Core component.

The UAW advocates that elected officials work to lower the cost of prescription drugs and hold Big Pharma accountable for price gouging. UAW members also look to elected officials to support policies that prevent insurance companies from charging higher premiums or taking away health care coverage for pre-existing conditions such as cancer, diabetes and asthma.

Finally, the UAW opposes changes to Medicare which could raise costs to seniors or lead to benefit cuts as well as cuts to Medicaid programs helping seniors, low income families, people with disabilities and veterans. UAW members look to elected officials instead to advance a comprehensive plan to respond to and prevent future health care crisis like the unprecedented COVID-19 pandemic.

History

- The UAW supported comprehensive health coverage for all Americans as far back as the 1940s.
- The UAW first proposed comprehensive health coverage for all Americans in the early 1960s.
- In the 1960s, the UAW was instrumental in passing both

Medicaid and Medicare as well as preserving the modern Social Security system.

- In the 1970s, UAW leaders were among the first to propose comprehensive dental coverage for all Americans.
- The UAW, from its earliest days, recognized the importance of health care in America and created standing committees focused on health care and social security.
- In 2007, the UAW agreed to create a trust fund to manage health care benefits for Ford, GM and Chrysler retirees. Currently, the trust provides health care benefits to more than 656,271 retirees.
- The UAW supported the Affordable Care Act (ACA) in 2010 and continues to fight for its maintenance.

What's at Stake in This Election?

- Preserving and strengthening the ACA.
- Fighting the skyrocketing costs of prescription drugs.
- Protecting 135 million people with pre-existing conditions.

- Safeguarding Medicaid and Medicare, protecting the health care of the most vulnerable among us.
- Ensuring that COVID-19 treatments, prescription drugs and vaccines, once developed, are affordable to everyone who needs them.
- Electing leadership that has a national coordinated plan to respond to current and future health care pandemics.

Why Joe Biden?

Joe Biden is committed to protecting the ACA (Obamacare).

- Biden will oppose every effort to dismantle the ACA.
- He has a plan to build on the ACA by giving Americans and UAW families more choice, reducing health care costs, and making the health care system less complex to navigate.
- He has made a commitment to expanding tax credits to help more individuals and families get access to health care coverage and also help lower costs.

Biden is committed to stand up to Big Pharma and will:

- Repeal the existing law barring Medicare from negotiating lower prices with drug corporations.
- Limit launch prices for drugs that face no competition and are gouging UAW members with high prices.
- Limit price increases for generic drugs and tie them to inflation.
- Impose a tax penalty on drug manufacturers that price generic drugs over the general inflation rate.
- Allow UAW members to buy prescription drugs from other countries (approved by the FDA) to create more competition and drive down drug costs.
- Provide health insurance to millions of low-income Americans by giving them access to premium-free public health insurance similar to Medicaid which will also drive down costs.

COVID-19

Our nation is experiencing an unprecedented economic and public health care crisis as a result of the COVID-19 pandemic. It is clear that repercussions from the economic, public health and employment impact of the virus will take years to fully recover. The UAW supported passage of five bi-partisan COVID-19 bills (four of which have become law) to combat the virus and help workers, communities and businesses stay afloat as unemployment increases and the number of COVID-19 cases rises. Much more work remains to be done to get our country back on the road to economic recovery and ensure that workers are healthy and safe.

History

When COVID-19 hit the U.S., it was ill-equipped to respond to the public health crisis. This hasn't always been the case. In the past, when polio and other epidemics threatened our nation, our government and citizens understood that a combination of planning and funding was needed to keep Americans healthy. With leadership from the federal government, scientists, and doctors, federal laws were passed to protect food, air and water from contamination, and national campaigns provided education and health screenings to the masses to combat disease, general health related issues and other threats to public health.



Those protective and proactive systems have been eroded. In 2018, due to the administration's decisions, the CDC was forced to cut 80% of its programs to prevent global disease. Luckily, Congress provided other funding, but the CDC was forced to scale back the work it did in other countries going from working in 49 countries to just 10. Significantly, China was one of the countries cut from the list.

In addition, over the past 2½ years:

- The entire global-health-security unit of the National Security Council was shut down. This unit is primarily charged with combating flu pandemics.
- The U.S. federal government's \$30 million Complex Crises Fund was eliminated. This fund provided much needed aid to prevent and respond to emerging and unforeseen crises.

- This was coupled with a barely recovered system from the 2008 Great Recession, which caused serious budget problems for federal, state and local governments. Federal funding to help state and local governments prepare for a crisis like the coronavirus fell by more than 10% between 2010 and 2019 and state and local health departments lost more than 55,000 jobs – one-fifth of their workforce.
- Across the U.S. there are 55,000 less health care workers available to fight the COVID-19 pandemic.

What's at Stake in This Election?

- Preserving and strengthening the ACA.
- Building a national plan to effectively deal with the current COVID-19 crisis and for emerging global health pandemics.
- Ensuring affordable or free coronavirus testing for all.
- Ensuring that drug companies do not profit off the pandemic.
- Ensuring a strong national public health system that is prepared to respond more effectively to a global health crisis.
- Ensuring workers are protected to the greatest extent possible. OSHA has failed to make employers implement comprehensive plans to guard the safety of their workforce.
- Restoring funding to CDC, WHO, NIH and programs such as the global health unit of the National Security Council, the Complex Crises Fund, and Public Health Emergency Preparedness Cooperative Agreement.
- Supporting the House-passed Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act.
- Supporting greater use of the Defense Production Act.

Why Joe Biden?

During the Obama-Biden administration, the U.S. established a Global Health Security Agenda, which has been neglected. A Biden administration intends to reinvigorate and expand this agenda. Biden has experience fighting epidemics. In 2014, he successfully helped lead the Obama-Biden administration's response to the Ebola crisis, working with governors, Congress and businesses.

Biden has a robust plan to deal with COVID-19, keeping workers safe and effectively dealing with any second wave. Biden supports making sure all frontline workers have personal protection equipment, paid sick leave and COBRA subsidies, and an OSHA temporary standard that truly protects workers. He wants to restore White House National Security Council Directorate for Global Health Security and Biodefense, which was eliminated in 2018, and utilize the Defense Production Act to ensure the country has enough essential supplies and equipment.

Biden will establish and manage a permanent, professional, sufficiently resourced public health and first responder system that protects the American people. The system will:

- Scale up biomedical research.
- Deploy rapid testing capacity.

(continued on page 18)

- Ensure robust nationwide disease surveillance.
- Sustain a first-class public health and first responder workforce.
- Establish a flexible emergency budgeting authority.
- Mobilize the world to ensure greater sustained preparedness for future pandemics.

Additionally, Joe Biden's plan for handling COVID-19 calls for:

- Mounting an effective national emergency response that saves lives, protects frontline workers, and minimizes the spread of COVID-19.
- Eliminating cost barriers for prevention of and care for COVID-19.
- Ensuring that every person who needs a test can get one - and that testing for those who need it is free.
- Establishing at least 10 mobile testing sites and drive-through facilities per state to speed testing and protect health care workers.
- Pursuing decisive economic measures to help hard-hit workers, families, and small businesses and to stabilize the American economy.
- Rallying the world to confront this crisis while laying the foundation for the future.
- Tasking the Centers for Medicare and Medicaid Services to help establish a diagnosis code for COVID-19 on an emergency basis so that surveillance can be done using claims data.
- Ensuring the National Institutes of Health (NIH) and the Biomedical Advanced Research and Development Authority are swiftly accelerating the development of rapid diagnostic tests, therapeutics and medicines, and vaccines.
- Working with businesses to expand production of personal protective equipment, including masks and gloves, and additional products such as bleach and alcohol-based hand sanitizer.
- Tasking the U.S. Department of

Justice with combating price gouging for critical supplies.

- Taking steps in the aftermath of the crisis to produce American-sourced and manufactured pharmaceutical and medical supply products in order to reduce our dependence on foreign sources that are unreliable in times of crisis.
- Providing the resources necessary be allocated according to a formula: 45% to state governments; 45% to local governments; and 10% reserved for special assistance for "hot-spots" of community spread.

Health and Safety

The Occupational Health and Safety Administration (OSHA) was created in 1970 to put a stop to the tens of thousands of workplace fatalities that happened each year. Since then, the agency has saved the lives of more than 590,000 workers. Still, far too many Americans die, get sick or are injured at work. An estimated 95,000 Americans die annually from work-related diseases, such as cancer due to chemical exposures at work. More than 5,000 Americans are killed at work each year by traumatic events such as falls, vehicle crashes, or being caught in machinery. Employers report almost 3.5 million work-related injuries and illnesses each year, and they do not report all that occur. The true number is at least seven million but could be over 10 million.

Worker safety standards have been significantly weakened over the past few years, leaving all Americans more vulnerable to the coronavirus pandemic and work-related injuries. Workplace health and safety could be improved if OSHA issued an Emergency Temporary Standard to protect workers from COVID-19, followed by a



permanent standard covering infectious diseases in the workplace.

The UAW believes that the Defense Production Act and other policy tools should be used to ensure all workers have access to adequate quantities of high quality, appropriate personal protective equipment (PPE) as well as appropriate training on how to use it.

UAW members also need workplace protections to be reinstituted by requiring that OSHA restore the 2016 rule requiring employers to electronically transmit injury and illness data they already collect/ Congress should restore OSHA's ability to issue citations for record keeping violations based on employer records for the past five-and-a-half years.

Policies put in place that weaken the Toxic Substances Control Act should be reversed to restore protections for UAW members at the workplace. And bans should be issued for deadly chemicals such as asbestos, methylene chloride and trichloroethylene. The 2017 Amendments to the Risk Management Plan Standard should be restored to protect workers and surrounding communities from deadly releases of toxic chemicals.

History

Regulations designed to prevent the release of toxic gases that harm workers and communities, including the Detroit wastewater facility where a toxic release could expose one million people to chlorine gas, have been weakened over the past few years. OSHA's ability to keep track of workplace injuries and illnesses, to target enforcement to where it is most needed and to make new needed regulations, has been significantly weakened over the past couple of years.

This assault took its toll on public health preparedness as well: The Global Disease prevention program of the Centers for Disease Control and Prevention (CDC) has been underfunded for several years. Two years prior to the spread of COVID-19, the entire global health security unit of the National Security Council was dismantled, and the \$30 million Complex Crises Fund was eliminated. This fund provided much needed aid to prevent and respond to emerging and unforeseen

crises. It is not a coincidence that we found ourselves massively unprepared for the coronavirus pandemic.

Why Joe Biden?

The Obama-Biden Administration created rules to protect workers from two deadly chemicals: respirable crystalline silica and beryllium.

The Obama-Biden Administration added more than 200 OSHA inspectors. Under Obama-Biden, OSHA issued nearly 1,200 enforcement actions involving serious penalties in its first seven years.

Obama-Biden improved whistleblower protection for workers who suffered retaliation for exercising their health and safety rights. With twice as many successful outcomes as the Bush Administration over a comparable period and triple the amount of money restored to workers (from \$38 million awarded total from 2006-2008, versus \$108 million awarded from 2012-2015).

In 2009, the Obama-Biden Administration responded successfully to the H1N1 flu epidemic. This successful response is one of the reasons that the epidemic is not well-remembered by many people. One of the things the Obama-Biden Administration did was to task the Occupational Safety and Health Administration (OSHA) and the Centers for Disease Control and Prevention (CDC) with issuing detailed guidance for how employers should protect their workers. OSHA enforced the law based on those guidelines.

After H1N1, the Obama-Biden Administration spent years preparing a new, permanent infectious disease standard, which would have required health facilities and certain other high exposure workplaces to permanently implement infection control programs to protect their workers. It was shelved after 2016.

Why Joe Biden?

Biden believes that every worker has the right to return home from work safely. He will:

- Encourage union organizing and defend collective bargaining. He believes that unions, representing the many workers that are exposing themselves to hazards to keep Americans safe, provide a critical voice in handling crises.

Unions can negotiate for better safety and health protections and provide better health and safety training.

- Direct OSHA and other relevant agencies to develop comprehensive strategies for addressing the most dangerous hazards workers encounter in the modern workplace.
- Double the number of OSHA investigators to enforce the law and existing standards and guidelines.

The Biden plan also calls for:

- Directing OSHA to keep frontline workers safe by issuing an Emergency Temporary Standard (ETS) that requires comprehensive infectious disease exposure control plans and gives employers and frontline employees specific, enforceable guidance on what to do to reduce the spread of COVID-19.
- Finalizing a permanent infectious disease standard.
- Working closely with state occupational safety and health agencies and state and local governments, and the unions that represent their employees, to ensure comprehensive protections for frontline workers.
- Ensuring all frontline workers have access to adequate quantities of high quality, appropriate personal protective equipment (PPE) and appropriate training on how to use it.
- Expanding workers' access to effective PPE by fully using the Defense Production Act.
- Fully empowering a Supply Commander to coordinate the production and delivery of PPE.

The Economy

The COVID-19 pandemic has put a spotlight on the deep economic inequality in our country that has persisted for many decades. Many workers have lost paychecks and health care, while others put their lives on the line for meager wages. The UAW believes in a fair and equitable

economy and a labor market that provides family supporting wages to all workers. The least well off among us should have enough for a decent standard of living.

The UAW believes the Heroes Act would provide much needed support to workers in need of workplace protections, those who are unemployed and need assistance with food, rent and making ends meet. HEROS also provides help for states that have been on the front lines of this pandemic and are facing tremendous financial pressures.

UAW members also believe Congress needs to raise the federal minimum wage, which has not kept pace with inflation, leaving many full-time workers struggling to make ends meet.

Fairness must be restored to the tax system for UAW members and their families. A plan must be developed for manufacturing. Policies that help grow and support domestic manufacturing across the country, with good wages, benefits and training can protect and grow UAW jobs.

The UAW believes that passing the PRO Act would go a long way toward restoring the power workers have lost in their relationship with their employers with the devastating effect of stagnant wages, lost benefits and less secure employment. Workers need to be free to organize and regain power.

What's at Stake in This Election?

- Raising wages for workers. Manufacturing policies to create good, union jobs including support for electric vehicles.
- Tax policies that punish offshoring instead of rewarding it.
- Investment in infrastructure that creates value for our communities and good paying jobs where workers can join unions.
- Shrinking inequality so that working people take a bigger share of national income.

Why Joe Biden?

- Biden knows there cannot be a strong economy without first

(continued on page 20)

dealing with the COVID-19 pandemic, and he has a plan to address the urgent needs for national leadership, coordination and provision of testing, contact tracing and PPE.

- Biden supports passage of the HEROES Act.
- Biden will rebalance power between workers and employers by holding corporate executives personally accountable for violations of labor laws. He will encourage and incentivize unionization and collective bargaining and ensure that workers are treated with dignity and receive the pay, benefits, and workplace protections they deserve.
- Biden supports the PRO Act to protect the right for workers to organize.
- Biden supports raising the minimum wage to \$15, eliminating the tipped minimum wage and indexing the minimum wage to inflation to protect workers' purchasing power.
- Biden wants to improve the safety net for workers by expanding access to work sharing with funding from the federal government so that workers stay employed during down times. It would turn the unemployment system into an employment system which is important

considering that most people get their health insurance through their employer.

- Biden will spend \$1.3 trillion on our nation's infrastructure and wants the investment to create good jobs where workers are free to join unions.
- His plan reinstates the EV tax credit to help Americans buy energy efficient cars and he will enact policies to promote the domestic manufacturing of EVs.
- He will build an EV charging network.
- He will address the nation's needs in the areas of transportation, clean energy and clean water.
- He will invest in broadband to end the digital divide that has been so challenging during the pandemic.
- He will modernize the nation's schools.
- He will support manufacturing in every state.
- Biden will pay for the \$1.3 trillion investment in our nation's infrastructure by making sure the super-wealthy and corporations pay their fair share. Specifically, he will reverse the excesses of the Trump tax cuts for corporations and reduce incentives for tax havens, evasion, and outsourcing. Biden will make sure corporations pay their fair share.

Trade

International trade is a fact of life in the global economy. The question is under what rules trade will occur. For decades, U.S. trade agreements have promoted the economic interests of multinational corporations over those of working people as U.S. companies invest more in foreign countries where workers are poorly paid and labor rights are repressed. In turn, global trade often puts downward pressure on wages and has led to massive losses in U.S. manufacturing jobs. UAW members need trade policies that raise the wages for workers and prevent multinational companies from outsourcing U.S. jobs. International trade can be of some benefit to workers if trade agreements are negotiated to benefit the broader public interest. But this can only happen if our trade agreement model is fundamentally changed. Furthermore, trade does not exist in a vacuum. We also need to reform our tax policies as we must no longer give companies tax breaks for moving jobs overseas.

The UAW believes that Workers' rights have to be part of any trade deal. For trade to work for workers and our communities, workers' rights must be incorporated into the agreement, with strong, swift enforcement mechanisms.

The coronavirus confirms manufacturing is essential: The continuous shortage of personal protective equipment (PPE), respirators, and ventilators during the pandemic drives home the point that manufacturing production, engineering and R&D is essential to America's national security. Going forward, U.S. trade policy must ensure America maintains and re-establishes core manufacturing industries.

Trade policy is only one tool in America's industrial policy. Trade policy doesn't occur in a vacuum, and to realize the best results from any trade agreement or tariff, it is imperative that other parts of our industrial

Who would benefit if the federal minimum wage is raised to \$15 by 2024?

A total of **39.7 million** workers would benefit, including:

- 38.6 million adults ages 18 and older
- 23.8 million full-time workers
- 23.0 million women
- 11.2 million parents
- 5.4 million single parents
- The parents of 14.4 million children

Source: Economic Policy Institute

policy, like tax, labor laws, and R&D spending, point in the same direction. This in part explains why recent steel and aluminum tariffs have not stopped the continued shuttering of America's steel mills.

Trade deficits: UAW members who work in the agricultural implement industry have been hit hard by trade decisions in recent years that have contributed to drops in sales. While it may be encouraging to see new and different action taken on our trade policy, the approach has often allowed corporate special interests to game negotiations, and worse still, it hasn't reduced the U.S. trade deficit with the world. In 2019, the U.S. overall goods and service trade deficit was 14% higher than it was in 2016.

Mexico: The recently renegotiated NAFTA, renamed the USMCA, will not bring back the hundred of thousands of good U.S. manufacturing jobs that have been lost according to UAW analysts. At best, it will only stem the tide of outsourcing. Throughout negotiations, the UAW and pro-labor House and Senate Democrats fought for real labor reform and enforcement in Mexico. Now that the agreement has gone into force, the real work protecting American jobs starts. The UAW believes the U.S. must use the enforcement mechanisms in the USMCA to ensure Mexico implements its labor reforms, breaking up phony unions and their corporate protection contracts, allowing workers' rights and independent unions to flourish.

China: After years of escalating tariffs, the U.S. and China reached a modest agreement in which China agreed to purchase more U.S. agricultural goods and reform some of its unfair trade practices. Workers' rights were not even part of the negotiations. China continues to deploy unfair trade practices. To date, China has not been meeting their agricultural purchases, and has done little in terms of reform.

Japan: A "Stage One" agreement with Japan has been implemented that includes U.S. tariff cuts on machine tools, fasteners, steam turbines, bicycles and parts, and musical instruments. The agreement did nothing to crack down on Japan's unfair trade practices. The UAW remains concerned that such trade policies come at expense of U.S. workers and manufacturing which could ultimately increase the U.S. auto trade deficit and hurt the U.S. domestic auto industry.

History

For decades, the UAW has fought against poorly designed trade rules. Of particular importance was NAFTA. For nearly two and a half decades, NAFTA devastated American workers and their communities. Economists estimated between 1993-2013 over 850,000 U.S. jobs were lost due to outsourcing to Mexico. Between 1993-2016, the U.S.-Mexico auto trade deficit grew 1,288% and the auto parts deficit exploded by 23,700%. Over the same period, the U.S. lost 10 final assembly plants, while Mexico gained eight.

While the renegotiated USMCA, is an improvement over NAFTA, there is no evidence that indicates it will bring back hundreds of thousands manufacturing jobs. USMCA is also



unlikely to resolve longstanding U.S.-Mexico trade issues. America's trade deficit with Mexico increased by more than 29% in 2019 alone. And GM has been closing assembly plants in Ohio, Michigan, and Maryland while increasing its reliance on imports from Mexico. Offshoring to Mexico is also taking place in aerospace and other sectors, with aerospace exports from Mexico increasing 10% in 2019. While the USMCA significantly improves labor protections compared to NAFTA agreement, its overall provisions are inadequate to do anything more than slow down these offshoring trends.

Trade with China has also hurt communities throughout the country. Between 2001 and 2018, the U.S. lost 3.7 million jobs due to trade with China, of which 2.8 million were manufacturing jobs. In fact, the U.S. lost 700,000 jobs to China.

The U.S.-Japan trade agreement could further deepen our trade deficit with Japan while providing very little, if any, benefits to American workers. While Japan maintains zero tariffs on auto imports, it uses significant non-tariff barriers, like onerous and costly vehicle certification procedures for imported automobiles, and a complex and changing set of safety, noise, and pollution standards to keep its market virtually closed. A trade agreement will probably not change this. And in the case that it does, the non-tariff barriers will be eliminated for all imports into Japan, not just American. Meaning European, Chinese, and South Korean automakers would be able to equally capitalize on an agreement, while not bearing the cost to their domestic workforce.

What's at Stake in This Election?

Putting workers' rights into trade deals: The labor rights protections incorporated into the USMCA should be the floor for all new trade agreements. Trade agreements should strengthen workers' wages and defend independent unions with strong language and swift enforcement mechanisms.

Enforcing trade deals: Enforcement mechanisms within trade deals must be utilized, especially labor protections.

(continued on page 22)

China: Additional negotiations will occur with China in the coming years. While the stealing of intellectual property, currency manipulation, use of state owned enterprises and other unfair trade practices must be addressed, workers' rights must be incorporated into any final agreement.

Mexico: A great deal of work remains concerning Mexico. Mexico needs to implement real labor reforms by eliminating phony unions that are aligned with employers, and instead strengthen the rights of Mexican workers to freely negotiate contracts with better wages and benefits. Until this issue is addressed, Mexican workers will continue to make a fraction of what U.S. union jobs pay, luring companies like GM to locate operations south of the border.

Japan: A "Stage One" agreement has been implemented with Japan that includes U.S. tariff cuts on machine tools, fasteners, steam turbines, bicycles and parts and musical instruments. U.S. auto tariffs were not included. Stage One was not a good deal for U.S. manufacturing workers and the UAW is deeply concerned that a larger agreement with Japan could further widen the enormous auto trade deficit there. In 2017, the U.S. had a \$68.9 billion trade deficit with Japan, 75% of the deficit came from motor vehicles and parts. Japan maintains one of the most closed auto markets in the world, using nontariff trade rules, including currency manipulation, to maintain its competitive edge. The UAW believes trade agreements must prohibit countries from unfairly lowering the cost of exports through currency manipulation.

Why Joe Biden?

Biden has said he:

- Will enforce existing labor provisions in trade agreements and aggressively push for strong and enforceable labor provisions in any trade deal his administration negotiates — and not sign a deal unless it has those provisions.
- Take aggressive trade enforcement actions against unfair practices, including currency manipulation, anti-competitive dumping, state-

owned company abuses or unfair subsidies.

- Establish "claw-back" provisions to force a company to return public investments and tax benefits when they eliminate jobs here and send them overseas.
- Work with allies to address China's trade abuses.
- Put a down payment on American manufacturing by introducing a \$400 billion "Buy American" clean energy and infrastructure bill.
- Provide capital and tax credits for small to medium U.S. manufacturers to modernize, retool and compete.
- Bring back critical supply chains to America, utilizing federal procurement and the Defense Production Act if necessary.

the creation and retention of manufacturing jobs in the United States. In the U.S., 2 million jobs were lost between 1980 and 2000 and 5.5 million jobs were lost between 2000 and 2017. When manufacturing stays in the U.S., autoworkers aren't the only ones who stand to benefit. The tens of thousands of UAW members employed in the agricultural implement sector who manufacture combines, tractors, and products needed by the emerging biofuel industry will benefit as well. Even before the pandemic hit, it was clear that policies were needed to reinvest in the U.S. worker and incentive companies to maintain and create good manufacturing jobs in the U.S.

Policymakers need to expand "Buy American" efforts by creating incentives to use taxpayer monies to support American products and jobs. These policies need to include labor and U.S. build and content requirements in all programs that provide subsidies for companies.

Job Security



Nothing is more prevalent in the American mind right now than job security. At a time when many UAW members and families are reeling from the COVID-19 shutdown, returning to work and rebuilding financially, choosing a leader dedicated to boosting the incomes and financial security of hardworking Americans is essential. At the same time, the UAW believes policies are needed to strengthen unemployment insurance (UI), COBRA subsidies to help workers who have been laid off or lost their jobs as well as assistance needed to help families facing economic hardship as a result of the pandemic.

UAW members look to a President that will enact policies that promote

Taxpayer dollars should be used to promote good jobs in the United States.

Trade and tax policies should strengthen middle-class manufacturing jobs and hold companies that turn their backs on U.S. workers accountable. The 2017 "Tax Cut and Jobs Act" (TCJA) lets companies pay lower U.S. taxes on profits earned offshore than on products made in the United States. It is estimated that about 300,000 jobs are outsourced each year.

Again, supporting the Protecting the Right to Organize Act's (PRO Act) would help by amending some of the country's decades-old labor laws to strengthen workers' right to collectively bargain for better wages, a secure retirement, and health and safety on the job.

History

Manufacturing contributes 11.4% to the overall GDP and the domestic auto market is a critical component. In 2018, 17.2 million light vehicles were sold and nearly 900,000 people worked in auto and auto parts manufacturing alone. In 2019, the news was not good as manufacturing turned south and entered what Federal Reserve data shows is a recession, or six-month slump. This slump is far from the only problem in the manufacturing sector.

The manufacturing base in this country has been weakened over the last several decades by misguided policies and changes in our economy, and labor's strength has been eroded by anti-labor policies and legislation. Companies are increasingly shifting good manufacturing jobs overseas and continue to be rewarded for doing so because of loopholes in our tax code.

Many of the jobs being created are in fields like retail, food service, and temporary staffing, where hourly wages are often low, benefits few and far between, and a union voice is usually absent. Policies must be enacted to hold employers accountable for using temporary workers instead of full-time workers on a large scale.

The TCJA, passed in late 2017, has been a dream bill for companies intent on offshoring jobs as it encourages corporations to ship jobs overseas. The federal corporate tax rate was cut from 35% to 21%, and U.S. company profits from manufacturing in foreign countries are taxed at only half that rate, and sometimes not taxed at all. The more physical assets (like manufacturing plants) a company moves to a foreign country, the less in U.S. corporate taxes they pay. That is a large incentive to offshore plants, and our jobs that go with them. The nonpartisan Congressional Budget Office admitted this fact, warning that the TCJA "may increase corporations' incentive to locate tangible assets abroad."

The long-term economic effects of the pandemic remain to be seen, but its initial impact has been felt in record job losses. Between February and April 2020, more than 25.3 million Americans filed for unemployment. During the first nine months of this year, the number of factory jobs rose 0.2%, while total employment rose four times as fast.

What's at Stake in This Election?

- Budget and tax policies that promote the creation and retention of manufacturing jobs in the United States.
- The expansion of "Buy American" requirements so taxpayer monies are used to support American products and jobs.
- Enacting trade policies that strengthen middle-class manufacturing jobs, prevent the outsourcing of U.S. jobs overseas and benefit workers.
- The ability of workers to unionize and protect wages and benefits.
- Protection of retirement security.

Why Joe Biden?

Biden is proposing a plan to grow a stronger, more inclusive middle class — the backbone of the American economy — by strengthening public and private sector unions and helping all workers bargain successfully for what they deserve.

"States have decimated the rights of public sector workers who, unlike private sector workers, do not have federal protections ensuring their freedom to organize and collectively bargain. In the private sector, corporations are using profits to buy back their own shares and increase CEOs' compensation instead of investing in their workers and creating more good-quality jobs. The results have been predictable: rising income inequality, stagnant real wages, the loss of pensions, exploitation of workers, and a weakening of workers' voices in our society." — Joe Biden

Biden released a series of plans to ensure that the future is "made in all of America" by all of America's workers and create jobs for U.S. workers. The heart of his plan will help rebuild manufacturing, the auto industry, new technology and a cleaner environment in the United States. His plan will:

- Check the abuse of corporate power over labor and hold corporate executives personally accountable for violations of labor laws.
- Strongly support the Protecting the Right to Organize Act (PRO Act).
- Encourage and incentivize unionization and collective bargaining.
- Ensure that workers are treated with dignity and receive the pay, benefits and workplace protections they deserve.
- Aggressively pursue employers who violate labor laws, participate in wage theft or cheat on their taxes by intentionally misclassifying employees as independent contractors.
- Ensure federal dollars do not flow to employers who engage in union-busting activities, participate in wage theft or violate labor law.
- Penalize companies that bargain in bad faith.
- Make it easier for workers who choose to unionize to do so.
- Provide a federal guarantee for public sector employees to bargain for better pay and benefits and the working conditions they deserve.
- Create a cabinet-level working group that will solely focus on promoting union organizing and collective bargaining in the public and private sectors.
- Empower the National Labor Relations Board (NLRB) to fulfill its intended purpose of protecting workers.
- Reinstate and expand protections for federal employees.
- Expand long overdue rights to farmworkers and domestic workers.
- Extend the right to organize and bargain collectively to independent contractors.

Retirement Security

The UAW has long advocated for retirement security for all working Americans, both at the bargaining table and in the

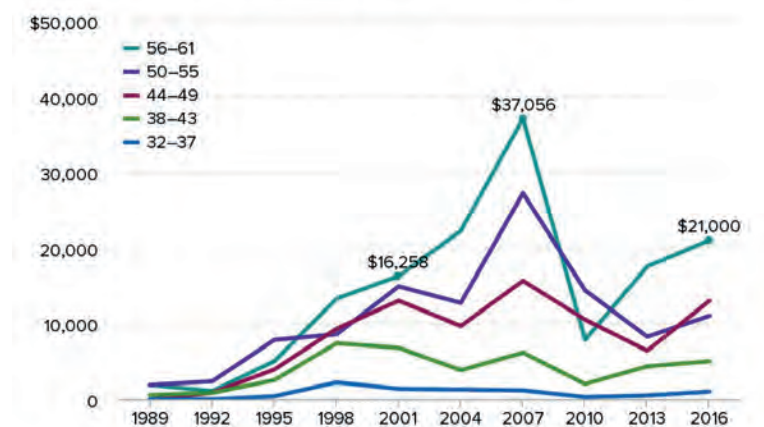
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halls of Congress. The UAW firmly believes that all Americans deserve a dignified and secure retirement supported by an employer-provided defined benefit retirement plan, personal savings and Social Security.

UAW members have played an historically important role in creating defined benefit pension plans, strengthened defined contribution plans and have championed the Social Security program. Social Security benefits have proven to be an important lifeline for tens of millions of American seniors. However, opponents of workers have repeatedly tried to weaken the benefits by claiming the program is facing a crisis.

Most families — even those approaching retirement — have little or no retirement savings

Median retirement account savings of families by age, 1989–2016 (2016 dollars)



Note: Scale changed for visibility. Retirement account savings include funds in 401(k)-style defined contribution plans and in IRAs.

Source: EPI analysis of Survey of Consumer Finance data, 2016.

Almost all workers participate in Social Security by making payroll tax contributions, and almost all elderly Americans receive Social Security benefits. In fact, 97% of the elderly (aged 60 to 89) either receive Social Security or will receive it. Without Social Security benefits, about 4 in 10 Americans aged 65 and older would have incomes below the poverty line, all else being equal, according to official estimates based on the 2018 Current Population Survey. Social Security benefits lift more than 15 million elderly Americans out of poverty.

Medicare plays a key role in providing health and financial security to 60 million older people. Like Social Security, Medicare is a social safety net program that Americans pay into during their working years through taxes. The program helps to pay for many medical services, including hospitalizations, physician visits, prescription drugs and preventive services.

Medicaid provides health care coverage to 7.2 million seniors. Medicaid is the principal source of long-term care coverage for seniors covering nursing home care and other long-term services and supports, as well as other medical

care and supportive services that Medicare doesn't cover. It also covers premiums, deductibles and cost-sharing for Medicare beneficiaries.

Another avenue for retirement security is defined benefit plans. Several of these plans were first established by UAW members. Unfortunately, in recent decades many employers have stopped offering defined benefits, consequently workers have had to face uncertainty over whether their benefits could be cut after decades of contributing their hard-earned investments. The House passed the Butch Lewis Act (H.R. 397) to strengthen multi-employer pension plans, which cover millions of union retirees. The UAW endorsed the Butch Lewis Act aimed at helping multi-employer plans that are in danger of going insolvent by establishing a federal loan program to protect the retirement income security of over 1 million workers, retirees and pension beneficiaries across the country. However, the Senate must vote on it before it can be signed into law.

According to a recent survey, one in five adults have nothing saved for retirement or emergencies. The COVID-19 downturn threatens to further undermine American's vulnerable retirement systems. According to the Center for Retirement Research at Boston College, half of all working adults were not saving enough for retirement even when unemployment was low.

Now that unemployment is so widespread, that number is closer to 55%.

What's at Stake in This Election?

- Retiring with dignity and protecting the benefits workers have rightfully earned.
- Social Security.
- Pension plans.
- Medicare and Medicaid programs.

Why Joe Biden?

Biden plans to strengthen Social Security by:

- Giving it long-term solvency by raising or removing the cap on high wage earners so that people with especially high wages would pay the same taxes on those earnings that middle-class families pay.
- Increasing payments to older Americans who have been receiving Social Security for at least 20 years.
- Implementing a new minimum benefit of 125% of the poverty level for Americans who spend 30 years working.
- Increasing benefits for surviving spouses.
- Biden plans to lower the cost of prescription drugs for seniors. He supports repealing the exception allowing drug corporations to avoid negotiating with Medicare over high cost drugs, such as insulin. Since Medicare covers so many Americans, if allowed, it could use its significant leverage to lower drug prices.
- Biden supports keeping Medicare as a distinct and separate program and wants to ensure that there is no disruption to the current Medicare system.

- Biden is against privatization of Social Security and means testing.
- Biden supports the Butch Lewis Act, which aims to save multiemployer pension plans covering millions of union retirees. It was passed in the House but has not been passed by the Senate.
- Biden would help older Americans who want to keep working by making the Earned Income Tax Credit available to those over 65.
- Biden supports protecting Medicaid and ensuring that seniors can access home and community based long-term care services. Medicaid pays for more long-term care than any other insurer in the country. In fact, roughly, 6 in 10 individuals residing in nursing homes are enrolled in Medicaid, including many older Americans.

The Courts and Executive Appointments

With the death of Supreme Court Justice Ruth Bader Ginsburg, never has the importance of our Federal Courts been more prominent in our history. Federal courts decide cases involving the U.S. Constitution and laws passed by Congress. Federal judges make decisions that affect every facet of our lives, from health care, to retirement, to the right to organize. The decisions the President and Senate make regarding judges create lifetime appointments, meaning that their rulings will certainly impact generations to come.

Front and center is the issue of Court packing before the next President is sworn in. As President Gamble pointed out after he Justice Ginsburg's death, "Just like John Lewis, I suspect she knew all about making 'good trouble' because she made plenty during her long tenure as a jurist and advocate. In this terrible time of divide, we should honor her final wish to bring our nation together and delay filling her seat until after the election."

Judicial seats across the federal courts — the Supreme Court, the District Courts and the Court of Appeals, are nominated by the President and confirmed by the U.S. Senate. The last three years have been disastrous for UAW members and their families as anti-labor legal decisions increase. During this time, approximately 200 federal judges have been installed, more than one in four circuit judges. A vast number of these justices are extremely hostile to labor rights.

The UAW firmly believes that the selection of judicial nominations should be treated with the utmost scrutiny and concern. Critical civil and human rights issues hang in the balance, including access to health care for millions of Americans, labor rights, civil rights, economic security, voting rights and the rights of immigrants.

UAW members are alarmed that

federal judges, many of whom are hostile to labor, are being confirmed at a breakneck speed as long-standing traditions and rules have been brushed aside. In 2019, 75% of the Senate's votes were on nominees for federal courts and executive branch changes.

By stacking the federal courts with anti-worker and anti-civil rights judges, our court system and all Americans will be impacted for decades.

To date, the Senate has confirmed 200 judges (2 Supreme Court, 53 Circuit Courts, 143 District Courts, and U.S. Court of International Trade.) The lack of diversity among recently appointed federal judges is significant. Of the 200 confirmations, 152 (76%) were men, 171 (85.5%) were white, and 131 (65.5%) were white men. While the fight over Justice Ginsburg's successor continues.

The fate of the Affordable Care Act (ACA) is pending before the Supreme Court. The entire ACA could be struck down by the U.S. Supreme Court in a lawsuit known as *California v. Texas* (formerly *Texas v. Azar*) which would eliminate health care coverage for millions of Americans, raise premiums, end protections for people with pre-existing conditions, put insurance companies back in charge, and force seniors to pay more for prescription drugs.

The Supreme Court hears approximately 2% of the cases it is asked to review each year. This means that the vast majority of cases filed in federal courts are ultimately decided by judges sitting on the district or circuit courts.

What's at Stake in This Election?

- The Supreme Court.
- Federal judge appointees.
- National Labor Relations Board (NLRB) appointees.
- Rights enshrined in the U.S. Constitution.
- Laws passed by Congress on a range of issues: labor, health care, voting rights, and health and safety standards.
- Reshaping the federal judiciary with extremist judges.

Why Joe Biden?

Biden has said he will appoint U.S. Supreme Court Justices and federal judges who look like America, are committed to

the rule of law, understand the importance of individual civil rights and civil liberties in a democratic society, and respect foundational precedents like *Brown vs. Board of Education*.

The group of more than 300 Obama-Biden nominated judges is one of the most diverse groups in U.S. history in terms of gender, ethnicity and nationality.

Elena Kagan and Sonia Sotomayer were nominated to



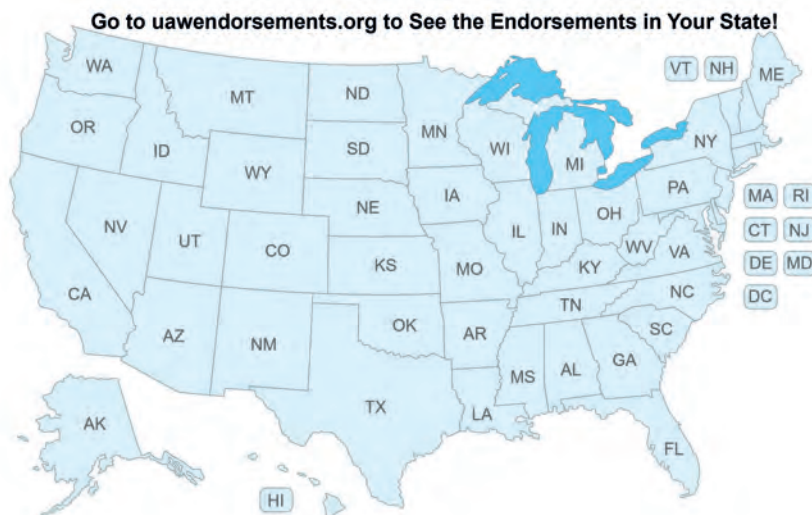
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the U.S. Supreme Court under the Obama-Biden administration. Kagan is the fourth woman in history to be nominated to the Supreme Court and Sotomayer is the first Hispanic female Supreme Court Justice.

Voting Rights

Since the days of Walter Reuther the UAW has been a leader in the struggle to secure economic and social justice for all people and has been actively involved in every major civil rights legislative battle since the 1950s, including the Voting Rights Act of 1965.

The Voting Rights Act (VRA) banned racial discrimination by the federal, state and local governments after a century of deliberate and violent attempts to deny voting rights to African Americans, Latinos, and any group deemed as “non-white” by those in power. The VRA is often held up as the most effective civil rights law ever enacted and is widely regarded as giving millions of U.S. citizens a voice in democracy and diversifying legislative bodies at all levels of U.S. government.



In 2013, the United States Supreme Court, led by Chief Justice Roberts, ruled by a 5-4 decision in *Shelby County v. Holder*, that crucial parts of the Voting Rights Act were no longer valid. Voter suppression efforts by anti-worker politicians at the federal, state and local levels have been emboldened by that ruling, which gutted the Voting Rights Act of 1965 that required federal oversight of election laws in certain Southern states.

In recent years, our country has witnessed some of the most extreme voter suppression attempts in decades. Twenty-five U.S. states have enacted voting restrictions, including strict photo ID requirements, early voting cutbacks and registration restrictions. Registered voters have been intentionally purged from voter rolls and hundreds of polling stations have been closed, many in predominantly African American communities.

Politicians at all levels of government have repeatedly, and falsely, claimed the 2016 and 2018 elections were marred by millions of people voting illegally. However, extensive research reveals that fraud is very rare, voter impersonation

is virtually nonexistent, and many instances of alleged fraud are, in fact, mistakes by voters or administrators. The same is true for mailed ballots, which are secure and essential to holding a safe election amid the coronavirus pandemic.

Anti-union forces have also used similar voter suppression tactics to dampen turnout by union members in elections.

Gerrymandering has already expanded in several states, by manipulating voting districts through redrawing lines that weaken the voting power of certain groups. Gerrymandering in many states is used to further political agendas rather than to ensure fair representation of the citizens they represent.

The COVID-19 pandemic underscores the importance of expanding voting options including online or vote by mail (no-excuse absentee), providing online and same day voter registration, and additional protections for in-person voting. Voters should not risk their health and safety to exercise their fundamental right to vote in the upcoming election. Long lines, confusion at the polls, voters not getting their ballots on time are just some of the reasons that Congress should direct funding to states to expand safe access to the ballot.

The House passed several UAW-endorsed bills to expand voting rights and reverse the *Shelby County v. Holder* case.

However, these bills have not advanced through the Senate. Among those measures are:

- The For the People Act (H.R. 1) which would make Election Day a holiday, limit efforts to purge voting rolls, expand same day voter registration and promote online voter registration.
- The Voting Rights Advancement Act (H.R. 4) reverses the misguided *Shelby v. Holder* decision by the Supreme Court in 2013 that gutted voter protections established in the 1965 Voting Rights Act. The UAW supported this bill because it empowers Americans to vote and ensures that everyone has equal access to participate in the voting process, a core value of our democracy.

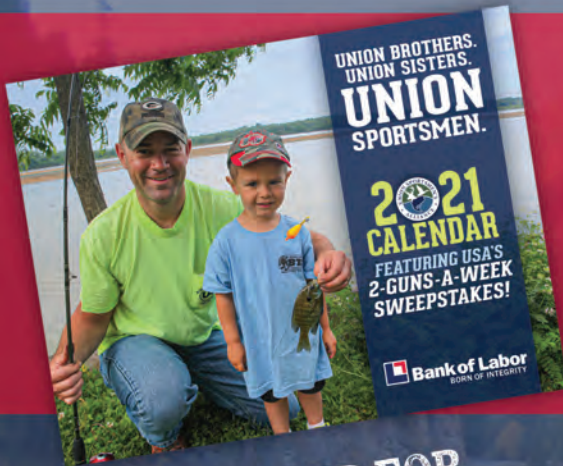
What's at Stake in This Election?

- Our democracy and the future of our country,
- A voice in our democracy.
- Voter participation.
- Fair, safe and secure elections.

Why Joe Biden?

“We’ve got to make sure our democracy includes everyone. Our politics is broken and excludes too many Americans. Until we fix campaign finance, voting rights and gerrymandering, it will continue to get more polarized, more ugly and more mean.” — Joe Biden.

Biden has pledged to restore the Voting Rights Act and then ensure the Justice Department challenges state laws suppressing the right to vote. He will support automatic voter registration, same-day voter registration, and other steps to make exercising one’s right to vote easier. He will also support an end to gerrymandering and will protect our voting booths and voter rolls from foreign powers that seek to undermine our democracy and interfere in our elections.



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