

SPRING 2021

# SOLIDARITY



The magazine for UAW members and their families

## The Demolition Crew

Ohio Local Helps Vets With Housing

## From Darkness to Light We Came Through This Journey Together

Brothers and Sisters,

As a member of the UAW, you know the strength that runs through this union. The power of unity that keeps us striving forward through good times and bad, prosperity and adversity.

That is why this letter, my final one as your UAW President, is so bittersweet for me. It has been my honor and my privilege to serve this great union of ours for more than 40 years. As I retire on June 30, 2021, I take with me outstanding memories, incredible enduring friendships, and the reward of having worked side-by-side with many of you, and always on behalf of all of you.

I have always been proud of the UAW. Not because I knew that we were each perfect, and never did wrong, but because I knew that if wrong turns were made it would be a challenge to overcome, but not a crack in the foundation of what we've built as the UAW.

When I came to serve as your president, it was at a very dark time. Dirty dealings had been made. Corruption was eating at our roots and our foundation. At the time I said I would not leave until I was turning over a clean, solid union again. Until I secured that foundation.

Because this union means the world to me.

The UAW has been with me since childhood. It is at the core of who I am. My father was a union leader and a representative from Local 600, and he taught me what an honor — and responsibility — it is to serve the UAW and our UAW family. He taught me the meaning of Solidarity and how being a union member meant that you help those less fortunate and that we all have a duty to give back to our communities.

I first learned about the UAW when I was a young kid from southwest Detroit. When I was just five years old, my dad took me to union meetings and while there my young eyes witnessed the power and strength of uniting for a cause; for standing together and working as one. I saw those sisters and brothers encouraged and inspired by each other to build a better world. One of my most memorable experiences was listening to a local union leader — who just happened to be a very small, petite woman — addressing men with confidence and authority. It was then that I truly understood what unions are about: making the work world a place of equality, of voices being heard, of making a difference.

I learned the importance of putting brother and sister first. Of working hard. And of giving back to the

community. That's why I spent my off time working on behalf of the Michigan Humane Society and have been a life member of the NAACP. I have served on the board of Bridging Communities, a grassroots collaborative of Southwest Detroit businesses, labor organizations, churches and residents. And I believe in giving to charities, like school projects, youth hockey, softball and soccer groups. I support the Muscular Dystrophy Association and the Young Explorers worldwide development program for young scientists focusing on the environment as well as the United Negro College Fund and the March of Dimes.

Not because of what it gives back to me, but because I believe in sharing my good fortune forward. I believe in building the next generation with strength and opportunity. Like I had.

Like so many of you, I worked my way up through this union and was supported every step of the way by my brothers and sisters. Starting as a welder fixture repairman, I joined UAW Local 600 in 1974 when I was hired by Ford. Fast forward through my career, I served as a plant trustee, a local union health and safety coordinator, an employee support services program, education director, and civil rights coordinator until becoming director of Local 600 to UAW-Ford National Negotiating Team, and the vice president of Local 600 in 2002.

For 12 years I served proudly for my great brothers and sisters at the Rouge Plant, working alongside you to recover from the Great Recession. It was one of my most memorable times because of the strength and fortitude, and compassion, you all offered to each other.

Through it all, I never expected to be president of the UAW. I was proud of what I'd accomplished and proud of those I'd worked with. But when this dark time came, and then the pandemic hit, I knew it was something I had to do.

The union was in trouble because of our leadership's corruption, and I took on the responsibility to guide us to making it right. And then the global pandemic hit. It was a storm that we could never have predicted. We forged through with so many uncertainties ahead. Both wondering what would happen to us as a union, but also what would happen to our friends, our families and our communities because of the pandemic.

Yet, as many of us have lost loved ones and watched our communities suffer, I saw this union take but a brief breath, then pick itself up and immediately offer to help one another and our nation. You, my UAW brothers and

sisters, were among the first to volunteer to make life-saving Personal Protection Equipment and ventilators, coordinate food banks, spend weeks making masks and accomplish so many other good works.

You are amazing people to know and work alongside.

So today, as I begin the next step in my life's journey, I look back on this dark time we have come through and know we never could have accomplished moving this union forward without the support of the IEB and all of you – my brothers and sisters. It is truly the strength of our Solidarity that I have witnessed throughout my career that brought us into the future stronger and more committed.

There's much ahead for you, and the UAW. The auto industry is changing and evolving, but there is also a lot of opportunity available to you to grow, and for the UAW to become even stronger during this evolution. But we've set a precedent of a solid, strong, transparent and unified presence that protects our members in the coming years.

I will miss all of you, my friends and members of the UAW. But I will remember and cherish all that we accomplished together. I will remember that we achieved our goals and will feel proud that I can walk away, knowing I am leaving you a clean union with a bright future.



A handwritten signature in black ink, appearing to read 'Rory L. Gamble'.

Rory L. Gamble  
President  
International Union, UAW



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LOCAL 2000

# On Solid Ground

## Among the key figures in the LM-2 report for the year 2020:

### Net Income:

Up \$1.2 million. Modest declines in revenue were offset by strong investment earnings throughout the year.

### Strike and Defense Fund Balance:

Replenished to \$790 million following the 2019 General Motors strike. Dues and investment earnings accounted for an increase of \$51 million.

### Travel and Meeting Expenses:

Down by \$3 million and \$1.5 million, respectively.

### Average Membership:

Virtually unchanged at 397,073 for 2020, compared to 398,829 in 2019.

## Steady in Many Ways

### UAW Membership, Financial Health Remains Stable Despite Pandemic

In addition to the terrible human toll that the Covid-19 pandemic has taken, it has also wrecked the finances of many individuals and businesses and caused a drop in membership in many organizations.

Despite the horrible effects of the pandemic, UAW membership remains stable and the union's financial condition is on solid footing, UAW Secretary-Treasurer Ray Curry said as the union reported its annual LM-2 statement to the U.S. Department of Labor earlier in the spring.

Average membership was virtually unchanged and net income actually grew in 2020 as did the UAW strike fund.

"In a very challenging year, we were able to be creative in saving on costs, including travel and meetings,

by utilizing technology and took advantage of solid investments that performed exceedingly well," Curry said. "The bottom line is that the UAW ended the year balanced with modest growth and the strike fund continued to grow at a healthy pace.

"In addition," Curry said, "with our new stringent internal and external auditing, members can be assured that these financial results reflect the solid way in which the union has handled such a challenging year."

"The UAW managed a very difficult pandemic year reporting steady membership numbers and weathering pandemic shutdowns," said UAW President Rory L. Gamble. "The membership reported on the LM-2 is literally a snapshot of the number of members for whom the UAW received dues during the month of December.

We believe actual membership is higher when you account for members who were still sidelined during the pandemic in December and the timing of payroll and dues remitted by our local unions around the holiday shutdown."

Gamble added that there are some one-time expenditures related to legal costs over the DOJ settlement process as well as expenses related to the renovation of Solidarity House involving modern building code upgrades. While insurance is paying for the majority of renovation caused by the devastating July 2019 fire, costs required to bring the facility up to modern building and handicap accessibility codes are borne by the UAW.

# Local 600 Member Introduces President Biden in Michigan

He is 'Cool, Calm, Collected and Down to Earth'



Angela Powell says the thank you she received from the White House was the 'icing on the cake' of a memorable event. WHITE HOUSE PHOTO

Angela Powell wasn't nervous about introducing President Biden when he visited Ford Motor Co.'s Rouge

Truck Assembly plant in Dearborn, Michigan, in May. The Local 600 member was more worried about the possibility of tripping on the stairs as she bounded up the steps to the podium.

Powell, a forklift operator, introduced the President to her fellow co-workers the day before Ford unveiled the F-150 Lightning electric pickup truck.

"President Biden is a very cool, calm, collected and down to earth individual. During our conversation, we discovered our common love for cars. He's a Corvette lover but I told him we were slowly going to convert him over to Ford. We both chuckled."

Powell, a mother of three and a trustee at Local 600, got a lot of positive feedback from members and others who told her she represented the union and the company well.

"I've received an overwhelming amount of love and support from my family, friends, co-workers, and even complete strangers. I'm still receiving emails both at work and home, text messages, phone calls, Facebook posts, etc. The thank you letter that came to my home from the White House was the icing on the cake."

## Consumer Choice Coming as Detroit 3 Unveil EV Assembly Plants

Automakers headquartered in the Detroit area unveiled three plants aimed at giving consumers choices as the EV industry begins to expand.

At Ford Motor Co., President Biden was on hand in May to preview the unveiling of the F-150 Lightning, the company's new electric pickup, which will be built at the Ford Rouge Electric Vehicle Center in Dearborn, Michigan. The Van Dyke Transmission plant has been renamed the Van Dyke Electric Powertrain Center where EV engines and transaxles will be made.

General Motors announced in May that its once-shuttered Hamtramck facility in Detroit has transformed into "Factory Zero," which will build the Chevrolet Silverado Electric Pickup and the GMC Hummer SUV.

Stellantis, formerly FCA USA, had also moved toward consumer choice with its electrification plans. UAW

members build the Jeep Wrangler 4xe plug-in hybrid SUV in Toledo, Ohio, and an electrified version of the Jeep Grand Cherokee SUV is coming later this year from the company's new Detroit Mack Assembly plant built on the former Mack Avenue site.

UAW President Rory L. Gamble has said that it is important that as we transition there not be a one-size-fits-all solution as consumers decide whether to move toward EVs, hybrid engines or traditional gas-powered engines. "If we do this right and create good-paying union jobs here in the U.S., it works for all of us. If we get this wrong, we all know it is workers that will suffer. We need to do this the right way."

Stellantis will also build a Ram 1500 electric pickup and will offer a deeper look at its plans during Stellantis Electrification Day, currently scheduled for July 8.

## Reinstated by NLRB

### Fired Tesla Worker Supports the Right to Organize



Former UAW member Richard Ortiz was fired for trying to organize workers at the Tesla assembly plant in Fremont, California. The National Labor Relations Board has ordered Tesla to reinstate Ortiz, an order the company is contesting.

PHOTO COURTESY OF RICHARD ORTIZ

Tesla may be a symbol of the electric vehicle future, but a fired Tesla worker who was recently ordered reinstated by the National Labor Relations Board says the company wants to drag us back to a robber baron past.

That is what Richard Ortiz, a former UAW member, wrote in an opinion piece that appeared recently in Fortune magazine. Ortiz, who was once a UAW member back when the Fremont, California, facility was a successful venture between General Motors and Toyota, would like the union to represent workers at Tesla. But when he tried to organize workers, Tesla fired him in 2017. Earlier this year, the National Labor Relations Board found that Tesla violated U.S. labor law and ordered Ortiz

reinstated with full backpay, a decision that Tesla is contesting.

“Companies that take workers for granted or get in the way of worker organizing risk long-term pain in exchange for short-term gain. Some carmakers say that to be competitive they can’t pay union wages or work with a union on health and safety issues.” Ortiz wrote.

“Some of these new CEOs think there’s nothing to learn from Detroit and the companies that created the auto industry. But Henry Ford was onto something when he recognized that he could sell more cars if his workers were paid well. It’s also clear companies can save money and time in turnover when workers earn good wages and benefits and feel safe on the job.”

As for a more sustainable future, Ortiz wrote that the nation will only be able to secure a more sustainable future if workers have a seat at the table as it transitions from internal combustion engines, oil, and gasoline to batteries, charging stations and zero-emission vehicles.

Ortiz said the Protecting the Right to Organize — or PRO Act — which has passed the U.S. House of Representatives and is now before the Senate, seeks to add fairness to the U.S. economy by protecting the right to organize. The act would:

- Introduce meaningful, enforceable penalties for companies and executives that violate workers’ rights.
- Expand workers’ collective bargaining rights and close loopholes that corporations use to exploit workers.
- Strengthen workers’ access to fair union elections and require corporations to respect the results.

**The PRO Act would stop ‘captive audience’ meetings where employers typically use anti-union propaganda to thwart union drives.**

The act would also protect workers from the actions of companies like

Tesla by preventing employer interference in union elections, stop “captive audience” meetings where the company holds attendance mandatory sessions in which it typically uses anti-union propaganda and other tactics to thwart organizing drives.

## UAW Region 8 Locals Help Deliver the Goods

### Western Members Distribute Food During Covid-19



Covid-19 has increased unemployment, resulting in an unprecedented increase in the numbers of families who need food

Food drives were held sometimes three times a week and scheduled via labor volunteers that were provided personal protective equipment as well as initial training on Covid-19 safety, spread prevention and distancing guidelines. Food drives were promoted by unions, cities and counties with advanced planning for transit and public safety measures with help of local police departments and city officials.

assistance. The UAW, in partnership with other unions and several AFL-CIO Central Labor Councils in the western states, continues to help communities with essential food distribution.

In 2020, the UAW joined with Labor Community Services of the AFL-CIO in Los Angeles County and the Riverside and San Bernardino county food banks to distribute food to over 120,000 households covering over 330,000 families.



Region 8 locals 230, 509, 887, 2865, 4123, and 5810 sponsored a food drive near the regional sub-office in Pico Rivera. It

was the first food drive of 2021 and helped over 3,000 households that day.

Members set up stations, loaded boxes, directed traffic flow and by their deeds let people know that unions make the community stronger.

## UAW Forms LGBTQ Caucus

### Caucus to be Part of the Permanent Civil and Human Rights Standing Committees

In a move UAW President Rory L. Gamble said was long overdue, the UAW announced as part of Pride Month the formation of a UAW LGBTQ Caucus that will operate under the UAW Constitution's standing committees on Civil and Human Rights.

"The UAW has a unique and proud history of early advocacy of LGBTQ issues in its history," said Gamble. "From contract negotiations that included non-discrimination and insurance protections prior to the legalization of gay marriage, to local union leadership and support for LGBTQ civil rights advocacy, UAW members in many ways have pioneered efforts for the LGBTQ community. We are so proud to make this announcement during LGBTQ Pride Month."

Gamble said the member driven caucus will focus on LGBTQ workplace issues and human rights including protection of members from discrimination. Caucus members will create recommended best practice workplace standards, training and programming as well as advise officers and the IEB on key LGBTQ issues.

The UAW Constitution provides for standing committees at the international union, regional union and local union levels including the Civil and Human Rights Committee. LGBTQ local representatives will participate through the standing committees.

"The UAW has been integral in the modern history of civil and human rights whether standing with Dr. Martin Luther King or Nelson Mandela, or passing some of the first LGBTQ workplace protections in our contracts," said Gamble. "We are all proud to have a permanent structure for our LGBTQ brothers and sisters."

The UAW caucus will participate in the AFL-CIO's Pride at Work program. Other labor unions with LGBTQ caucuses include:

- American Federation of State, County, and Municipal Employees (AFSCME) Pride
- American Federation of Teachers (AFT) LGBT Caucus
- California Faculty Association (CFA) LGBT Caucus
- CWA (Communications Workers of America) Power
- National Education Association (NEA) LGBT Caucus
- SEIU Lavender Caucus
- Teamsters LGBT Caucus
- UFCW OUTreach

## Richard Shoemaker, 1939-2021

# Dick Shoemaker Always Fought the Good Fight



Richard 'Dick' Shoemaker was the youngest president of UAW Local 685. He served as assistant director of UAW Region 4 before he became a vice president.

Those who knew Richard "Dick" Shoemaker also knew that his success was a result of extensive preparation and knowing what UAW members and their families needed.

Shoemaker died March 12 at age 81, leaving behind a legacy as one of the most skilled negotiators in the union's history.

"In many ways Dick Shoemaker's skills at the bargaining table are a pattern still followed today. Dick never went to the table without thorough preparation on the management team across the bargaining table, and he was always clear in the goals and outcomes he knew his members and their families needed," said UAW President Rory L. Gamble.

Shoemaker, born on Oct. 6, 1939, joined the UAW in 1957 right out of high school when he began working at Deere & Co. Harvester Works in East Moline, Illinois, where his father worked.

"In those days, you really had a choice whether you wanted to go to school or whether you wanted to spend a career in the plant," Shoemaker told the Associated Press in 2005. "You were pretty secure in those days if you hired in at one of the major manufacturing plants."

As a member of Local 865 at Deere, he soon was elected to leadership positions within the local and, at age 27, became its youngest president. In 1969 UAW President Walter Reuther appointed Shoemaker as an International Representative. In 1980, he was named assistant director of UAW Region 4. Two years later he was appointed to be an administrative assistant to UAW Vice President Stephen P. Yokich and in 1984 UAW President Owen Bieber appointed him to be his top administrative assistant. Five years later he became President Bieber's executive administrative assistant and, in 1995, 1998 and 2002, Shoemaker was elected vice president of the UAW.

In 2003, under Shoemaker's leadership, the UAW won a contract with GM that maintained full employer-paid health care for active and retired members; delivered solid economic gains for active and retired members and added new health and safety protections in UAW-GM workplaces. The union also won investment and new

business commitments to enhance job and income security for UAW members at Delphi.

Shoemaker directed the union's Agricultural Implement Department from 1995 through 2002. He also led the UAW's bargaining team in negotiating a new agreement that successfully ended the union's historic 6½ year struggle with Caterpillar.

In addition, Vice President Shoemaker directed the UAW Michigan Community Action Program (CAP), which coordinates political and social action campaigns for active and retired UAW members in the state of Michigan.

**'In many ways Dick Shoemaker's skills at the bargaining table are a pattern still followed today. Dick never went to the table without thorough preparation on the management team across the bargaining table, and he was always clear in the goals and the outcomes he knew his members and their families needed.'**

**— UAW President Rory L. Gamble**

# Bold Moves Required on Infrastructure, Other Needs

We are at a crossroads. The richest Americans continue to accumulate more and more wealth. At the same time, attacks on workers' rights have taken a toll on our ability to provide for our families and retire with dignity. America's 719 billionaires held over four times more wealth (\$4.56 trillion) than roughly 165 million citizens. Simultaneously, we face the ongoing Covid-19 pandemic and its devastating impacts, climate change, systemic racism, and deep political divisions that threaten our ability to get things done as a country. Over the past year, the CDC estimates that 35% of the population has been infected by Covid-19 (114.7 million estimated total cases), and over 609,000 Americans have died as of late June. Covid-19 has caused a great deal of economic hardship. From the start of the pandemic through February 2021, 115 million people lost employment income, and from February to June 2020, 15 million people (twice the population of New Jersey) lost employment-based health care coverage.

For many years, the UAW has called on our elected leaders to take bold steps to move our country forward. President Biden and our elected leaders in Washington have risen to the occasion by signing the American Rescue Plan Act (ARPA) into law. ARPA delivers for UAW working families, retirees and provides more of the tools needed to combat this devastating pandemic. This historic \$1.9 trillion law was signed into law by President Biden, after the House and Senate passed it. It was passed along party lines despite overwhelming, bipartisan public support. ARPA not only builds on previous Covid-19 relief packages, but also takes important actions to address long-standing national problems. The Urban Institute estimates that ARPA would lift 16 million Americans out of poverty and drastically reduce child poverty. The UAW fought hard for the inclusion of these measures and more, including full COBRA subsidies and pension relief for hundreds of thousands of retirees, including thousands of UAW members and retirees.

UAW members and their families need Congress and the Biden Administration to build on this success by passing traditional and social infrastructure investment packages. The traditional infrastructure investments are included in President Biden's American Jobs Plan (AJP). The \$2 trillion plan proposed by the administration aims to fix the nation's roads, bridges, ports, and rail systems; rebuild clean drinking water infrastructure; renew the electric grid; supply high-speed broadband to all Americans; modernize homes, commercial buildings, and schools; revitalize manufacturing, and ensure

these products are made in America to create good-paying union jobs. AJP closes corporate tax loopholes that cost U.S. jobs and ensures billionaires pay their fair share of taxes. At the time of this writing, a bi-partisan deal was struck between moderate Republican and Democratic Senators and the White House on a scaled down \$1.2 trillion infrastructure package. It remains to be seen if this deal will have enough support to pass both chambers. Regardless of what happens, there will continue to be a need to invest in auto manufacturing and close corporate tax loopholes that create incentives to shift jobs overseas. We also need to make human infrastructure investments such as assistance for childcare, expanding pre-kindergarten access, and providing paid family and medical leave. The American Families Plan (AFP) contains provisions related to college affordability, Affordable Care Act expansions, poverty-reducing tax credits, and taxes on the wealthy. In order to help more UAW members and their families, working families, the UAW supports efforts to reign in the skyrocketing cost of prescription drugs and major reform of our labor laws through the Protecting the Right to Organize (PRO) Act. The PRO Act has already passed the House but has stalled in the Senate.

UAW CAP and our members are pushing to ensure that the next relief packages are worker-focused and help American workers and their families and communities.

We are asking that you call your members of Congress today and urge them to pass the PRO Act and the American Jobs Plan and American Families Plan. It is critical that members of Congressional leaders hear from you about our priorities. You can reach your Senators or Representative by calling the Capitol switchboard at (202) 224-3121 and ask for your specific member of Congress.

*UAW Legislative Department*

## American Rescue Plan

Unemployment Insurance	\$300 per week through Sept. 6 and tax relief first \$10,200 of UI for incomes below \$150 K
State, Local Aid & Territories	\$350 billion
Direct Stimulus Checks	\$1400 per person payments
Education (K-12 & colleges)	\$170 billion
Pension Relief	Yes, at no cost to retirees. Provides relief to single and multi-employer pension plans
Transportation	\$45 billion
COBRA	Yes (100%)
ACA and Medicaid	Subsidies increased to purchase health care in Marketplaces and boost in Medicaid federal match by 5 %
COVID vaccine and testing	\$160 B
Reduces child poverty	Expanded Child Tax Credit up to \$3,600/child, <i>cuts child poverty in half</i>
Eviction and Foreclosures	\$21.6 billion for emergency rental assistance to prevent evictions and \$10 billion to help homeowners avoid foreclosure
Small business help	\$25 billion for restaurants, \$1.25 billion for venue operators, \$15 billion for disaster loans. \$7.25 billion in PPP

## **Workers Memorial Day 2021**

### **Every Worker Has a Right to Leave Work as Healthy as When They Arrived**

A little over a year ago with Covid-19 wreaking havoc throughout the world, a new, daunting health and safety challenge was presented to UAW members. UAW President Rory L. Gamble quickly convened an unprecedented national task force of leaders of the Detroit-3 to work out health and safety protocols in the workplace.

The Covid-19 pandemic has killed more than 500,000 people in this country so far, devastating working families.

In March 2020, the UAW immediately took action as a fierce advocate for tough, science-based safeguards and measures. UAW health and safety teams implemented precautions and worked with employers to educate workers and insisted on following the Centers for Disease Control and Prevention and World Health Organization recommendations on social distancing and required health and safety standards in the workplace.

Unions, Gamble said, once again, made a difference and illustrated that unionized workplaces are safer workplaces.

At the Big 3 and elsewhere, UAW contracts and constant work by the UAW Health and Safety Department and local union leadership and committees made sure the workers' well-being was given priority in plants throughout the

pandemic. And some UAW members volunteered to make critical Personal Protective Equipment like air respirators and face coverings to help plants safely reopen and support workers in other industries to meet their emergency PPE needs.

"We thank the thousands of UAW members who have stepped up in variety of ways to help the nation deal with this deadly pandemic," said Gamble. "Their sacrifices have made a huge difference. Still, we mourn for the many members who have died and those who have lost close family and dear friends to Covid-19. Many are still recovering. We must continue the proven practices of social distancing and frequent hand-washing to continue to reduce the risk."

The pandemic added to the dangers workers face on the job in 2020-2021. According to the AFL-CIO's 2020 Death on the Job report, 275 U.S. workers die each day from hazardous working conditions. The report noted that 3,250 U.S. workers died on the job in 2018 and another 95,000 died from occupational diseases such as cancers, occupational asthma, silicosis, and others.

In 2018, the Death on the Job report says, nearly 3.5



million workers across all industries, including state and local government, had work-related injuries and illnesses that were reported by employers, with 2.8 million injuries and illnesses reported in private industry.

But due to limitations in the current injury reporting system and widespread underreporting of workplace injuries, the AFL-CIO estimates the number is two to three times greater — or 7 million to 10.5 million injuries and illnesses a year. In 2018, state and local public sector employers reported an injury rate of 4.8 per 100 workers, significantly higher than the reported rate of 2.8 per 100 among private-sector workers.

The cost of these injuries and illnesses is enormous — estimated by the AFL-CIO at \$250 billion to \$330 billion a year.

On April 28, the UAW joined with unions of the AFL-CIO to

observe Workers Memorial Day to remember those who have died and those who have been injured on the job. While the event is to mourn for the dead, it is also a reminder to “fight like hell” for the living. Gamble said, the UAW, through its development of health and safety practices and protocols, investigation of workplace incidents, thoughtful collective bargaining and hard-nosed advocacy in state capitols and Washington, continues the fight for the right of every worker to have a safe and healthy work environment.

Three UAW members have died on the job since Workers Memorial Day 2020 — three members who will never come home to loving families. Gamble said that all workplace incidents resulting in injury or death are avoidable. For him, Workers Memorial Day is a reminder that much needs to be done to reach the goal of workers always returning home in the same condition as when they reported for work.

## Fatal Incidents at UAW-Represented Facilities

**Three UAW members lost their lives in workplace incidents since Workers Memorial Day 2020:**

**June 17, 2020**

**Michael Curcio**

**Age: 58**

**Local 3063, Region 8**

**Maintenance Technician**

**Metalsa**

**Hopkinsville, Kentucky**

Brother Curcio was killed while performing a service and maintenance task on an automated welding line used to construct van frames. He was replacing a proximity switch for a hydraulic cylinder powering a rail transfer shuttle. After releasing hydraulic pressure and removing a bolt on the cylinder, the transfer table dropped, crushing Brother Curcio to death. The equipment was not equipped with adequate blocks to prevent motion. Kentucky OSHA issued initial citations for improper lockout procedures, failure to perform periodic inspections of equipment to ensure adequate energy control lock-out procedures, failure to retrain employees after changes were made to energy control procedures.

**Dec. 30, 2020**

**Mark Anthony McKnight**

**Age: 57**

**Local 977, Region 2B**

**Electrician**

**Caravan FM**

**Marion, Indiana**

Brother McKnight, a contract electrician for Caravan FM inside the General Motors' Marion Stamping facility, was killed when an 18-foot-by-11½-foot partition wall made of tubular steel weighing approximately 4,500 pounds (2,050 Kg) fell on him while he was working on attaching conduit to a guard rail. The wall was being prepared for final placement after having been moved the day before by a group of contract mechanical trades. The plan was to remove chains that were temporarily holding the wall in place at its new location and then secure the wall with a fork truck while additional repairs were made. Upon removal of the chains, a contract mechanical tradesperson attempted to position a fork truck to support the wall when he made contact at an elevated point of the structure causing it to fall forward and onto Brother McKnight, who was working in close proximity. Attempts made by in-plant emergency personnel to revive the electrician were unsuccessful.

**April 21, 2021**

**Terrance Garr**

**Age: 57**

**Local 1264, Region 1**

**Crane Operator**

**Stellantis, Sterling Stamping**

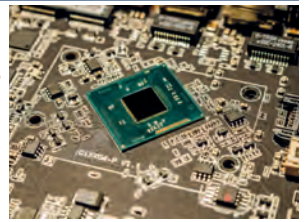
**Sterling Heights, Michigan**

Initial reports indicate that Brother Garr was trying to align a die to the press locating pins using an overhead crane when the die dislodged and swung west. He was crushed between the die and the press bolster door. Michigan OSHA has not yet issued any citations and the coroner's office report is forthcoming.



# Semiconductor Shortage Demonstrates Need for Better Trade Policies

## Reliance on Foreign Supply Chain Hurts Auto Industry



The pandemic has exposed a reality that is crippling American manufacturing. With more people working from home and increased electronics usage, a semiconductor shortage has idled U.S. plants, including some of the domestic automakers.

It's a crisis that should have been averted through trade and public policies reflecting the need to build in the United States. Just 14% of all semiconductors are made in the U.S. That means U.S. industry is reliant on foreign sources in South Korea, Taiwan and China for these critical components and has been for three decades, despite warnings from labor organizations and others.

Demand for vehicles is high but the semiconductor shortage is expected to cost the auto industry \$110 billion in revenue in 2021, according to consulting firm AlixPartners.

Bill Sample, president of Local 2000, which builds heavy duty trucks at Ford Motor Co.'s Avon Lake Assembly Plant in northern Ohio, is dealing with mass layoffs because of the lack of domestic production of semiconductors in the U.S.

"We're in a mess right now. It's bad," Sample said of the off-shoring of this critical component. "In my opinion, we are paying the price right now. I can tell you that."

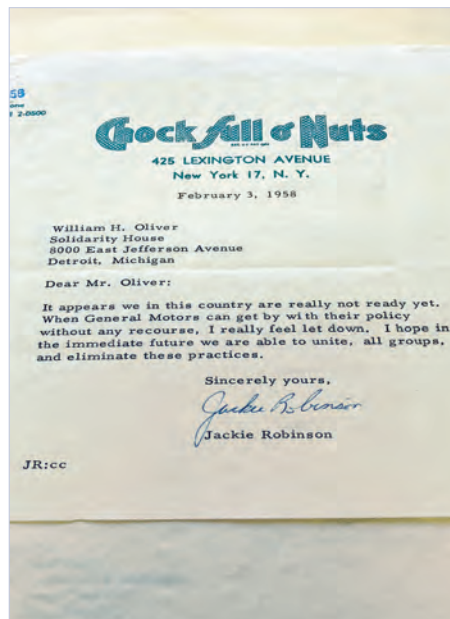
Bargaining committees at the domestic automakers address the fallout from parts shortages through contract language that protects members with supplemental pay and unemployment that pays almost 80% of salary and continued benefits. However, the UAW is working with employers to minimize the impact on auto manufacturing production as much as possible.

"UAW leaders are working with major employers, the Biden Administration, Congress and suppliers to address a major shortage of semiconductors needed for use in the auto industry," UAW President Rory L. Gamble said.

But bringing back manufacturing of critical components such as semiconductors is key to protecting U.S. manufacturing, Gamble said. The UAW has called for the Biden Administration and Congress to develop trade and policy solutions that ensure that advanced technology that has been offshored is brought back and produced by UAW workers here in the U.S. President Biden has already ordered a 100-day review of U.S. supply chains. About \$50 billion of his proposed \$2 trillion infrastructure plan is dedicated to the American semiconductor industry.

## UAW History: Reuther, Robinson Corresponded on Discrimination

During the 1950s, the UAW fought against labor busting while fighting for jobs, justice and equality. As racial injustice continued around the country, Jackie Robinson, the first African American to play in Major League Baseball, wrote a letter to Walter Reuther asking for the UAW's help with discrimination in Midwest and southern auto plants. Letters were written back and forth between Reuther, Robinson and William Oliver, co-director of the UAW Fair Practices and Anti-discrimination Department. Reuther wanted more information on cases of discrimination and directed Oliver to write a report about it. For more information on this and to find out about more UAW history, visit the Walter P. Reuther Labor Archives at Wayne State University.



# Detroit Diesel Members Get the Word Out on Vaccinations

## No Wasted Shots

*‘The precepts of democracy require that workers through their Union participate meaningfully in making decisions affecting their welfare and that of the communities in which they live.’*

This familiar passage from the first page of the preamble to the UAW Constitution holds considerably more poignancy during the times of extreme crisis, such as the current Covid-19 pandemic. UAW Local 163 at Detroit Diesel Corporation in Detroit, in conjunction with the City of Detroit, and the CareHere Medical facility on the Detroit Diesel campus, honored these prescient words from the Constitution by offering vaccinations to actively employed workers, their spouses and their retirees on March 15-16.

Detroit Diesel, like many manufacturing facilities worldwide, has been attempting to keep up with production demands during the ongoing pandemic. Attention to social distancing, an emphasis on personal protection equipment, and constant disinfecting of their work environment have been the touchstone for Local 163 members as they strive to make up for a two-month shutdown in early 2020 during the height of the pandemic crisis. Now, nearly 10 months after returning to a regular production schedule without any major Covid-19 outbreaks in the plant, the UAW leadership at Detroit Diesel started earnest discussions about what further measures they could undertake to combat this insidious virus outbreak.

In a whirlwind of conversations, planning and the crazy logistics issues between the CareHere Medical Clinic, the City of Detroit, UAW Local 163, and Detroit Diesel, it was determined that first doses of the Moderna vaccine would be available to the active workforce on the Detroit Diesel campus for two days. While the schedule for the vaccination was “first come, first served”, beginning at 8 a.m. each day, it became apparent almost immediately



Three generations of Local 163 get vaccinated: Jake Gibson, left, an apprentice electrician; retiree Jim Gibson; and Mark ‘Gibby’ Gibson, Local 163’s president, received their shots.

to the medical professionals from CareHere, and the volunteers from Local 163, that they were going to have considerably more doses available than would be necessary to vaccinate the active workforce. This is probably due to the outstanding work by the City of Detroit, which quickly provided both the Moderna vaccine and the Pfizer vaccine to all essential workers employed in the city. This program, at both the TCF Center in downtown Detroit and at Ford Field, the home of the Detroit Lions, has been widely utilized by Local 163 members, many of whom have already received both doses of the vaccine.

Ryan Martin, the local’s communications coordinator and a volunteer at the event, and CareHere Director of Clinical Services Maya Clark saw the line for vaccinations for active workers dwindle and soon

announced that vaccinations would now be available to the spouses of active employees and all retirees. By initiating the UAW Text Blast system, numerous emails to the UAW leadership, and the Local 163 Facebook page to get the message out, the team of volunteers were ultimately able to administer 1,760 initial doses of the Moderna vaccine. Further, the coordinators of the vaccination event received a promise from the City of Detroit to return in three to four weeks to administer the second dose of the vaccine.

“It is gratifying to be able to give back to the Detroit Diesel and UAW Local 163 family, as this is an exceptional place to work,” Martin said following the vaccination event.

*Ray Herrick*  
UAW Local 163



# Transparency + Ethics = A Strong UAW

Nearly 800,000 people count on the UAW. There are more than 400,000 active members, and 500,000 retirees from industries across the board – auto, heavy truck, agricultural implement, aerospace, casinos, health care, higher education among many other vocations. Working people throughout North America trust the UAW to help them experience a good life with a decent job, wages, safety, education and training, benefits and time to take vacations and manage their health.

But over the past several years, that trust was broken by misuse of union dues for personal gain by certain now former leadership and their cover ups instead of working in an atmosphere of transparency for a united mission of bettering the lives of hardworking men and women.

When Rory L. Gamble took over as Interim President of the UAW in November 2019, he told UAW members he had his work cut out for him. At that time, a number of individuals including former UAW officials and the onetime lead labor negotiator for Fiat Chrysler Automobiles, were convicted in the probe that showcased that millions of dollars meant for training and worker initiatives at the joint program centers was misspent.

The UAW was close to losing control of its operation, an operation that was initially founded as part of the organizing activities of the Congress of Industrial Organizations (CIO) in the 1930s and grew rapidly as an independent labor organization from 1936 to the 1950s. Playing a major role in workplace improvements and enhancement – under the leadership of Walter Reuther (1946-1970) – the once revered and respected UAW was at a crossroads.

Gamble has said that he knew there was only one path for the UAW: Build and commit to a new era of transparency and integrity for the union's members. He immediately began the hard work to make that happen.

Since then, Gamble – a 40-year veteran of the UAW – says, “We have acknowledged that our past financial controls were inadequate to deter this misconduct. And we have had to come to grips with the fact that several former union officials engaged in criminal conduct. This has been an extremely difficult and painful process for the vast majority of our leaders who have dedicated their lives and careers toward bettering the lives of working men and women.”

First order of business: Transparency.

The UAW International Executive Board (IEB) and the U.S. Attorney for the Eastern District of Michigan at the time, Matthew Schneider, engaged in a collaborative effort to achieve our joint goals: To ensure that our union is clean — free from misconduct; conducted with integrity and always for the benefit of its members — and to restore the full faith and confidence of our membership in their union.

In an April 2021 Detroit Free Press article, Schneider, who had led the years-long corruption prosecution said, “I gave him the benefit of the doubt and that ended up working well. ... We could’ve gone in and taken over the union for 25 years like the Teamsters case, but that wasn’t needed. It would’ve branded all the union members, the workers themselves, as corrupt. But the workers were not corrupt.”

So the two worked together to come to a solution that supported the workers, eventually agreeing to a settlement that includes oversight by an independent monitor for six years and allowing members to decide whether to alter the union constitution and allow for direct election of IEB members rather than through the longtime delegate process.

He said in a Detroit Free Press article his meetings with the U.S. Attorney came “on the heels of a lot of broken promises” from predecessors, Gamble said. “I understood the skepticism. I could not go into the meetings empty-handed. I put in his hands four pages of reforms up in place and running. We took time to go through each and every thing. I really appreciated that. It could have gone in a very bad way.”

Since November of 2019, Gamble, the first Black president of the UAW, has taken significant steps forward in moving past this dark chapter in our history and rebuilding trust with UAW members.

“I have said from my first days in this office that I would be transparent and share all that we are doing on behalf of this great union of ours to move our union forward,” Gamble stated.

Since taking office, Gamble along with the IEB, have taken numerous steps to reform and recovery for the Union, including:

- Forming a new Member Advisory Committee on Ethics. This newly established committee that President Gamble announced earlier this year is part of the continuing reforms announced and

implemented by the IEB. The Committee will include participation by rank-and-file members of the UAW, UAW Ethics Officer Wilma Liebman and UAW Public Review Board Co-Chairs Professor Jim Brudney and Professor Janice Bellace.

- Since 2019, the UAW has proactively weeded out individuals who put their personal interests above members’ interests and who abused their positions of trust to defraud the union and the membership, with those individuals being investigated and charged internally by the UAW, permanently expelled from the union and, in several cases, criminally prosecuted.
- Engaged nationally recognized financial and compliance experts to assist in a top-to-bottom review of our financial, accounting and ethical policies and controls.
- Implemented deep changes to strengthen those systems at every level.

**The UAW established an Ethics Hotline, (866) 830-0006, to provide a confidential system for members to submit any concerns they have about misconduct. An independent Ethics Officer and a third-party compliance firm dedicated to investigating allegations of financial or ethical misconduct were also hired.**

In addition, the UAW established an Ethics Hotline, (866) 830-0006, to provide a confidential system for members to submit any concerns they have about misconduct. An independent Ethics Officer and a third-party compliance firm dedicated to investigating allegations of financial or ethical misconduct were also hired.

The UAW also entered into a consent decree with the U.S. Attorney’s Office in December 2020 to appoint an Independent Monitor to provide an extra and independent set of eyes on the

union’s financial and disciplinary processes. In May 2021, a federal court appointed Neil Barofsky as the independent monitor for the UAW.

Gamble said these actions refocused the UAW to its original mission.

“When the United Auto Workers union was created more than 84 years ago, it was built on the idea that the whole is greater than the sum of its parts; that together we are stronger than any one person alone. And this is still true today,” he said. “As the President, the International Executive Board and I have focused on putting in place the right mechanisms to safeguard our union, regain the trust of our members, and ensure the misconduct that has recently come to light will never happen again.”

*When Rory L. Gamble was named acting president of the UAW in November 2019, he came into a union rife with enormous challenges. Member confidence in leadership was compromised and public perception of the UAW was negatively impacted by the scandal. His number one goal was to return the union to its long-standing position as a leader and restore member confidence.*

*This timeline shows the partnerships and actions put in place to make this happen.*

## November 2019

- Rory L. Gamble assumes the position of UAW Acting President, as appointed by the International Executive Board (IEB).
- Announcement of Ethics Reforms package on November 13, 2019, that includes new stringent internal and external auditing reforms, the creation of a first ever ethics ombudsman program and establishment of a first ever Ethics Officer.
- UAW files Article 30 charges against former President Gary Jones and Region 5 Director Vance Pearson, who are both on leave. Rather than face a trial, Jones and Pearson resign their offices and membership in the union following receipt of the Article 30 charges.

## December 2020

- UAW International Executive Board elects Rory L. Gamble to permanently serve as President for the remainder of the current term.

## January 2020

- The IEB files charges under Article 31 of the UAW Constitution against former Vice Presidents Joseph Ashton and Norwood Jewell, along with former UAW International Representatives Edward “Nick” Robinson; Nancy Johnson; Jeffrey Pietrzyk; Michael Grimes; Keith Mickens; and Virdell King, seeking to expel them from membership in the UAW. The Article 31 charges, signed unanimously by every member of the International Executive Board, asserts that these officers and staff engaged in serious misconduct in violation of the law and the Ethical Practices Code of the UAW Constitution.

## March 2020

- Wilma Liebman is installed as the union’s first ever independent Ethics Officer. Liebman, a distinguished public servant and expert in labor policy, once served as the Chairman of the National Labor Relations Board (NLRB) under President Barack Obama from 2009-2011 and was previously a member of the NLRB under both Presidents Bill Clinton and George W. Bush.
- The UAW establishes an Ethics Hotline to provide a confidential system for members to submit any concerns they have about misconduct.
- The UAW also institutes new and more robust financial and accounting reviews and controls to protect members’ dues from any potential act of malfeasance as well as a top-to-bottom review of financial practices and policies.
- The UAW commits to actively obtaining rank-and-file input into future ethics policy through the creation of an Ethics Advisory Committee, to include UAW members and members from the UAW’s Public Review Board.

## June 2020

- U.S. Attorney Matthew Schneider and UAW President Rory L. Gamble jointly announce that they have had a productive and helpful first meeting to begin negotiations to further the cause of reform for the UAW.

## September 2020

- Former President Dennis Williams resigns his UAW membership — under threat of initiating Article 31 charges by the IEB — in the wake of criminal charges filed by the government.

# RMS TIMELINE

2019-June 2021

## December 2020

- U.S. Attorney Schneider and UAW President Gamble announce that an agreement was reached with the UAW to resolve the office's investigation into fraud and corruption within the Union. A consent decree is the result.
- The UAW enters into an agreement with the U.S. Attorney's Office providing for the appointment of an Independent Monitor who will provide an extra and independent set of eyes on the union's financial and disciplinary processes and provide complete assurance to UAW members that the reforms initiated take permanent root.
- The new Member Advisory Committee on Ethics is established as part of the continuing reforms announced and implemented by the IEB.

## January 2021

- U.S. District Judge David Lawson approves the consent decree that will appoint a jointly proposed independent monitor for six years and allow members to vote on whether to amend their constitution to change the way IEB members are elected.

## February 2021

- The Member Advisory Committee on Ethics is formed. The members of this committee are rank-and-file active UAW members selected through a blind draw by the UAW Ethics Officer.
- President Gamble announces the 14 UAW members who were selected by blind draw from each UAW region to serve on the UAW's newly constituted Member Advisory Committee on Ethics. The Committee includes Ethics Officer Wilma Liebman and Public Review Board Co-Chairs Professor Jim Brudney and Professor Janice Bellace.
- The union completes its search weeks ahead of schedule for three candidates for the role of independent monitor as part of its consent decree.

## April 2021

- Federal prosecutors and the UAW jointly ask U.S. District Judge David Lawson to appoint lawyer Neil Barofsky as an independent monitor to oversee the UAW. He is approved in May.

## May 2021

- Restitution orders are entered by the United States District Court in Detroit against former UAW personnel who have been convicted of crimes, requiring them to repay the UAW for misused funds.
- An order of restitution to the UAW in the amount of \$300,000 is issued by the court against former UAW member Nick Robinson. More restitution orders are being sought against others who betrayed the union and their members, including Gary Jones and Vance Pearson.
- Former president Dennis Williams pays the International Union \$132,000 as restitution of union funds he misused for personal lodging, golf, meals and liquor.
- The sale of Cabin #4 at Black Lake Conference Center is proceeding with an anticipated closing of the transaction in summer 2021.
- President Gamble announces the UAW is meeting with insurers for former UAW officials concerning recoupment of legal costs expended by the UAW on their behalf prior to their indictments. All UAW payments made on their behalf ceased when they were criminally charged. Recoupment efforts are ongoing.

# Looking Ahead to Brighter, Better Times



UAW President Rory L. Gamble

The last few years at the UAW have been some of the toughest we've ever faced. In this publication, we've taken a deep look at our setbacks and our efforts at resolution, reform and moving forward to a brighter future,

We have come so far, working together with the U.S. government in resolving issues and setting up a system so problems of the

past are never repeated. Throughout it all, we have maintained our promise of transparency every step of the way so that we may restore the full faith and confidence of our members in our union and its leadership.

With the United States Attorney's Office in Detroit, we reached a civil agreement that builds upon the many reforms that the UAW International Executive Board (IEB) has initiated and put in place ourselves since November 2019. This included another set of eyes — a Court-appointed monitor for a period of time — to make absolutely sure that our financial, operational and ethics reforms are fully implemented, enforced and, if needed, enhanced.

But the most important aspect of this collaborative effort is our Number One goal: to ensure that our union is clean — free from misconduct; conducted with integrity and focused — always focused — on work that is for the benefit of our members and their families.

It was a difficult time for us, with many decisions to be made, but over the past year, the UAW has proactively weeded out individuals who put their personal benefit over our members' interests and who abused their positions of trust to defraud our union and our membership. As you know, those individuals have been investigated and charged internally by the IEB, permanently expelled from the Union and, in several cases, criminally prosecuted. We promise to stay on this path, so at any time should it come to light that additional individuals have engaged in misconduct, the IEB remains committed to taking swift and thorough action.

When we make mistakes, we admit it. It is the first step in making positive change. We believe that prior UAW leadership made some grave mistakes. For a time,

leadership let you down. Now, we are fixing those mistakes to ensure that they never happen again.

Our past financial controls were inadequate to deter the misconduct that put our union at risk, damaged the reputation of the union and, more important, harmed your ability to trust your representatives at the highest level. Acknowledging the fact that several former union officials engaged in criminal conduct has been an extremely difficult and painful process. The vast majority of our leaders have dedicated their lives and careers toward bettering the lives of working men and women, and this scar on their good work and our members' confidence that we are working for you is a tough, painful situation to be in. To work our way back, we have put in place — and will continue to do so — everything in our power to make sure the mistakes of the past are never, ever repeated.

Over the past year, the IEB has devoted an extraordinary amount of time, attention, and resources to significantly overhauling and strengthening both our financial and ethical controls — all to ensure that current and future officials and employees will never have the ability to repeat prior misdeeds of others.

What did we do?

We named an Ethics Officer and retained a third-party compliance firm dedicated to investigating allegations of financial or ethical misconduct. We established a confidential Ethics Hotline to receive any complaints about misconduct. We conducted a top-to-bottom review of our financial, accounting, and ethics policies and controls — and are implementing changes to strengthen those systems at every level.

And maybe most importantly, we have devoted ourselves to strengthening the culture of our union so that the type of misconduct that brought us here today will never again take place.

We all have a shared goal to make the UAW a shining example of what a labor union can and should be.

When I took on the position of President of the UAW, I promised you that I would hand off a clean, reformed, ethical union to my successor that will be a model of what a labor union should be. Through the dedicated efforts of our IEB, UAW Staff, and most importantly our members over the past year, we are already well on the road to achieving that goal.

This has been a trying time. It has been a painful time. But as we work through these changes and reforms, we are becoming stronger, more united and ready to get back to work in the best way, as individuals dedicated to creating workplaces based on integrity, community, and trust.

I believe we can all look forward to what this great union of ours will achieve in the days and years to come.

# Financial Reforms Working to Strengthen Union



UAW Secretary-Treasurer Ray Curry

Nearly two years into the implementation of comprehensive and far-reaching ethics reforms, the UAW is taking strong strides at rebuilding. The reforms implemented by UAW Secretary-Treasurer Ray Curry include significantly strengthened financial controls and enhanced ethical programs and policies.

And even with the COVID-19 pandemic entering into the mix of challenges, the UAW

- The introduction of a new policy that will enhance enforcement against those who are found guilty of misusing funds and a strong commitment to seek recovery of all misused or misappropriated funds.
- The implementation of stringent monetary controls that increase oversight by the UAW Accounting Department.
- The banning of all charitable contributions from UAW joint program centers, vendors, or employers to any charities run or controlled by UAW officials.
- The enactment of accountability measures to the Joint Programs, including that purchases of promotional items using joint program funds have been permanently banned and all expenditures will be controlled, monitored, and regularly audited by independent public accounting firms.

reported solid financials and steady membership numbers in March 2021.

“We were able to be creative in saving on costs including travel and meetings by utilizing technology and took advantage of solid investments that performed exceedingly well,” said Ray Curry. “The bottom line is that the UAW ended the year balanced with modest growth and the strike fund continued to grow at a healthy pace.

“In addition,” Curry said, “with our new stringent internal and external auditing, members can be assured that these financial results reflect the solid way in which the union has handled such a challenging year.”

In 2019, the UAW engaged nationally recognized financial and compliance experts to assist in a top-to-bottom review of financial, accounting and ethical policies and controls. The union has implemented deep changes to strengthen those systems at every level and the work is ongoing.

Financial reform initiatives in place include:

**In 2019, the UAW engaged nationally recognized financial and compliance experts to assist in a top-to-bottom review of financial, accounting and ethical policies and controls. The union has implemented deep changes to strengthen those systems at every level and the work is ongoing.**

- Reimbursement of funds unethically gained or misuse of funds, such as:
  - an order of restitution to the UAW in the amount of \$300,000 was issued by the court against former UAW member Nick Robinson.
  - restitution orders are being sought against others who betrayed the union, and their members, including Gary Jones and Vance Pearson.
  - restitution by former president Dennis Williams of \$132,000 of union funds he misused for personal lodging, golf, meals and liquor.
- the sale of Cabin #4 at Black Lake Conference Center.

# Member Advisory Committee on Ethics

## Who, What and Where?

As part of the UAW's Ethics Reform Initiative, the Member Advisory Committee on Ethics was established in February 2021.

President Rory L. Gamble fully supported the selection, stating, "I have felt very strongly from my first day as your President that our members should have a role in our Ethics Reforms. I am so pleased to announce this great group of members who will play an important role in helping us take this great union of ours into the future."

Via a blind draw, Ethics Officer Wilma Liebman selected – from over 120 applications received directly from UAW members – eight committee members and eight alternate members who will serve. Each UAW Region is represented on the Committee.

The Committee includes rank-and-file members of the UAW along with UAW Ethics Officer Wilma Liebman and UAW Public Review Board Co-chairs Professor Jim Brudney and Professor Janice Bellace.

The Committee is responsible for:

- Reviewing the union's existing internal rules and policies on ethical practices and financial matters.
- Developing, based on members' individual experience, any recommendations to the International Executive Board (IEB) for improving existing ethics guidelines, practices, policies, enforcement standards, and education of these standards.
- Reviewing the operation and function of the Ethics Ombudsman and Ethics Officer positions.
- Creating a dialogue between the Ethics Officer and the Committee to enhance understanding, acceptance and operations of the Ethics Program.

The Member Advisory Committee will provide two-way communication between the Committee union members

and the Ethics Officer. While the Committee will not supervise or direct the Ethics Ombudsman or Ethics Officer, members will make recommendations about operation of the Ethics Program to the Ethics Officer.

Members are required to be in good standing and have some experience serving UAW membership through participation in Local Union activities or responsibilities.

Members selected are:

- **Region 1** – David Murray (Local 400)  
Kristopher Harrison, Alternate (Local 2500)
- **Region 1A** – Kelly D. Barnett (Local 6000)  
Demetrius Burton, Alternate (Local 182)
- **Region 1D** – Rick Smith (Local 652)  
Joshua Wesolek, Alternate (Local 668)
- **Region 2B** – Rick Ward (Local 685)  
Larry Cooper, Alternate (Local 211)
- **Region 4** – Kim Cook Bell (Local 2250)  
Justin Mayhugh, Alternate (Local 31)
- **Region 8** – Justin Gonzalez (Local 887)  
Kim Evans, Alternate (Local 472)
- **Region 9** – Peter Griffin (Local 1097)  
Ryder Littlejohn, Alternate (Local 897)
- **Region 9A** – Angie Scraders-Murphy (Local 2377)  
Pamela Smith, Alternate (Local 2320)

The Member Advisory Committee will convene regularly until the next UAW Constitutional Convention in June 2022. At the convention, update reports will be presented to the Constitutional Convention delegates who will determine if the Committee should continue, either for a fixed period of time beyond 2022 or indefinitely.

## Ethics Officer Wilma Liebman Biography



Wilma B. Liebman was unanimously appointed by the International Executive Board as the UAW's first Ethics Officer effective March 31, 2020. She has a long, respected track record in protecting workers and workers' rights and noteworthy experience as a federal government official. She is a distinguished public servant and expert in labor policy who served as the Chairman of the National Labor Relations Board (NLRB) under President Barack Obama from 2009-2011, having previously been appointed as a member of the NLRB by both Presidents Bill Clinton and George W. Bush. Liebman is a graduate of the National Law Center at George Washington University. Since leaving the NLRB, she has been engaged in a variety of consulting, advisory and dispute resolution roles.

# Questions & Answers with Ethics Officer Wilma Liebman

**Q: Can you describe the typical responsibilities of an Ethics Officer?**

**A:** My role here at as ethics officer, I would say, is two-fold. When I first assumed this role a little over a year ago, my role was essentially to oversee the operation of the Ethics hotline, which is run by the independent Exiger firm and acts as an external ombudsperson. I work in collaboration with the Exiger firm on the reports that come through the hotline. They do the initial screening, review and investigation, but in close cooperation with me. And then, I am the next step if actions need to be taken.

I have the power to conduct my own investigation and/or conduct hearings and make recommendations to the International Executive Board (IEB). To date, I have not had a report that warrants that.

**Q: Do you operate independently of the UAW leadership?**

**A:** Yes, I operate completely independently, as does the Exiger firm. And I should add here that anything I've suggested to the UAW leadership in the course of performing my duties as the Ethics Officer has been received openly. For example, last fall I recommended that the International Executive Board (IEB) adopt a Conflict of Interest policy, and they immediately did so.\*

**Q: What is the value to an organization of having an Ethics Officer?**

**A:** It is multifaceted. It is valuable to have someone who is external to the organization, who can look at the organization with objectivity and distance and has the freedom to tell the truth about what's going on. And if there are problems, ethics programs can help avoid the terrible consequences of those issues going unchecked.

These programs in general — ethics offices/ombuds — help their organizations to enhance their governance, mitigate risk and ensure a high standard of ethics. And, in the case of a union, to ensure the trust of members and to help provide a good working environment.

*\* The policy recommended by UAW Ethics Officer Wilma Liebman, which the IEB adopted at its November 2020 meeting, affirms that no IEB member shall vote on a question in which he or she has a direct personal or financial interest not common to other members of the IEB or International Union. If a decision or action before the IEB might result in an individual IEB member having a personal or financial interest, that IEB member is required to disclose that interest to the IEB and be recused from any discussion and action/decision making associated with the matter. Failure to do so may subject the IEB member to disciplinary action under the UAW Constitution or referral of the matter to the UAW Ethics Officer or Public Review Board.*

**Q: Your role calls for you to make recommendations on potential ethics violations. If a member reports a potential violation, is their input confidential?**

**A:** Absolutely. We never breach confidentiality.

**Q: Why did you choose to accept this role for the UAW?**

**A:** I cared about the UAW and have great respect for its history. I wanted to participate in the process to help set things right again, to restore credibility to the union after what this organization and its members have been through. This is a union with an extremely proud history and an incredible record of achievement. I saw an opportunity to help find a way that members could again have faith in their union and be confident in its future.

**Q: Is there anything specifically that you would like our members to know about your role?**

**A:** I'd like to address two aspects here that I believe are so important to the membership. First, we want to reassure members that the union will deal with any reports of violations with seriousness and impartiality and at the highest levels. We want to ensure that the union and its leadership place the interests of members at the forefront — always and without fail. It's also important to stress that the ethics program is sensitive to, and will attempt to address, not only actual misconduct but also the appearance of an ethical breach.

Secondly, I would also like to say a few words about the newly formed Member Advisory Committee. I am the standing chair of the committee. The members were chosen by blind draw from applications received. I've now had the opportunity to meet with the Committee members on several occasion, and this for me has been the most rewarding aspect of my role as ethics officer. The group is diverse, which is wonderful, and clearly eager to be part of the ethics reform initiatives. Through this committee, we hope to get their perspectives on what are or may be the ethical problems for the union. For example, are the rules adequate and well known? Is there a process to address issues that come up, and are members familiar with it? What kind of ethical problems exist at the local level?

The Committee's charge is to come up with a report and recommendations for the Constitutional Convention in 2022.

Finally, I am very pleased to add that the scope of the Ethics Hotline has been expanded to also include matters relating to sexual and racial harassment and discrimination at the UAW as an employer. Watch the website for updates.

## LUCA Award Winners

# Local Union Journalists Shine in Efforts to Keep Members Informed

The UAW Local Union Communications Association exists to help local union communicators improve their efforts to keep members informed through publications, video, photography, websites and social media.

It's a crucial component of a local union's operations. Informing the members about what is going on at their worksite, community and at the local, state and federal government level helps provide greater understanding of the union's goals and activities.

Every year, the UAW honors these communicators for their selfless commitment of time, effort and talent in keeping the membership in the know.

"Our union-wide communications effort could not exist without members who write, take photos, shoot video, update websites and post on social media," said UAW President Rory L. Gamble. "We salute all union

communicators who volunteer their own time to make sure members get the information they need."

The 2020 contest judged work created in 2019. The winners are usually revealed at the LUCA communications conference at Black Lake, which was cancelled last year and replaced with a virtual show due to the pandemic.

In addition to the contest awards, three Alfred "Pops" Nudi awards were given to members for their individual contributions. Nudi was a distinguished longtime local union communicator. The Lifetime Achievement Award went to Local 163's Alfreda Wallace, while the Unsung Hero Award went to Local 5118's Georgia Bowder-Newton. The New Horizons Award, which recognizes newer LUCA members, went to Local 14's Sue Rodgers.

Here are the first-place winners from the 2020 contest. For a complete list of all winners, go to [bit.ly/lucacontests2020](https://bit.ly/lucacontests2020).

## Best Social Media



Brandon Mancilla  
Local 5118  
*"Roadmap to a Contract: With a Strike"*  
Harvard Graduate Students Union-UAW

## Best Video



John A. Keogh  
Region 2B  
*"UAW Local 685 Out Showing Support With Local 292"*

## Best Photo (Fred Taylor Award)



Don Lehman  
Local 249  
*"Children of UAW Members"*

## Best News Story

Chrissy Kline  
Local 249  
*"In Times of Peace, Prepare for War"*  
First Local News

## Best Essay or Opinion Piece

Marisa J. Borreggine, Rachel J. Sandalow-Ash  
Local 5118  
*"Harvard, Hear Us: We Need a Contract for Gender Equity"*  
Harvard Graduate Students Union-UAW (Appeared in Harvard Crimson)

## Best Column or Committee Report

David Murray  
Local 400  
*"Company Sells Us Out"*  
Local Motion  
NY SELLS US OUT  
LOCAL MOTION

## Best Political Report

Gwen Starkey

Local 249

**"Members Ratify New Local Contract at KCAP"**

First Local News

## Best Series

Ray Herrick and Andrew Lewis

Local 163

**"Politically Speaking"**

The Union Times

## Best First-Time Entry

Darryl Stephens

Local 163

**"Tales of a Local 163 Strike Kitchen Captain"**

The Union Times

## Best Website (Solidweb)



Robert Del Pappa

Local 412

UAW412.org

## Best Website (Non-Solidweb)



Darrin Gilley

Local 2250

UAW Local 2250 Website

## General Excellence (Designed by Local)



Pat Hayes

Local 249

First Local News

## General Excellence (Designed by Vendor)



Judy Mosier

Local 598

Eye-Opener

## Best Front Page (Designed by Local)

Editorial Editor Dristen Kvist-

Morrow Local 571

**"Friends Don't Let Friends Cross Picket Lines"**

Soundings

## Best Front Page (Designed by Vendor)

David Murray

Local 400

Local Motion

SOLIDARITY

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# Demolition Crew for Vets

## Local 2000 Does the Tear Out for Refurbished Facility



PHOTOS COURTESY OF ROSA AND JOE GEE/UAW LOCAL 2000

The U.S. Department of Housing and Urban Development estimates that there are a minimum of 40,000 homeless veterans on the street on any given night in the United States.

And that number is unacceptable to members of UAW Local 2000, which represents members at Ford Motor Co.'s Avon Lake Assembly plant in northern Ohio. Members of the local earlier this year gave their time and effort to bring that number down by gutting the interior of a building in Lorain, Ohio, so it can be repurposed into housing for female veterans.

The project is being undertaken by the Valor Home of Lorain County, which already provides transitional housing and other services for male veterans. UAW members swung sledgehammers, tore down non-load-bearing walls, removed insulation, and basically took the building across from the current Valor Home down to studs so it can be renovated.

Local 2000 Bill Sample said the local has had an ongoing relationship with the Valor Home for a long time and was ready to

pitch in when it determined it could not get its latest project underway without volunteer help.

"We determined we would gut the whole building for them and save them thousands and thousands of dollars," Sample said.



“They just did an unbelievable job,” said Matt Slater, director of veterans’ services for Family and Community Services, Inc., the non-profit that operates the Valor Home. “The work they did, you couldn’t ask for better from a paid contractor.”

The renovation will result in two, two-bedroom apartments and one, one-bedroom apartment for female veterans. Housing for female veterans, including those with children, is a critical need, Slater said. Adding female housing to the existing housing for male veterans across the street is “kind of nice because we are creating a community there for veterans.”

That community relies on volunteers like those from Local 2000. Rosa and Joe Gee are active in veterans’ issues in Lorain County. When Rosa Gee puts out a call for help, Local 2000 always answers, whether it is serving as mentors to homeless vets or helping with the food pantry or collecting much-needed items like microwaves and boots.



“Whenever I need volunteers, they are always there, even before they ask the ‘what,’” Rosa Gee said. Joe Gee is a Local 2000 retiree and recording secretary of the Valor Home Advisory Committee.

“They’ve really been outstanding,” he said of his fellow Local 2000 members.



Vince Daro, chairman of the Local 2000 Veterans Committee, said the effort averaged 20-25 people on a weekend day in the early spring and as many as 40-50 on occasion. They would sort out metal and wood for recycling, filling eight dumpsters on one weekend. Pizza was donated by local restaurants.

It was a lot of sledgehammer swinging and a lot of dust, he added, with masked members often stepping outside to catch a breath of fresh air.

Daro noted that many on his committee are not veterans themselves but understand the importance of helping.

“It was a really good time,” Daro, a Marine Corps veteran, said. “People were excited and ready to help out.”



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