

APRIL/MAY/JUNE 2022

SOLIDARITY



The magazine for UAW members and their families

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COMMUNITY ACTION PROGRAM

EST.  1935
2022

CREATING A PATH
FORWARD

COVER STORY
2022 NATIONAL CAP
CONFERENCE RECAP

SOLIDARITY

Spring 2022 | Vol. 65, No. 2

International Union, UAW

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

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

ADDRESS CHANGES

Requests for address changes and/or deletion from the Solidarity magazine mailing list must first go through the member's local union. The local union updates the address and sends it to the International. Printed in USA
Circulation this issue: 512,532



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FROM THE PRESIDENT



This is an exciting time in the UAW. Our Walter and May Reuther Family Education Center is back in full swing, hosting educational conferences for membership. We held our first in-person CAP Conference in two years and the agenda was packed with exciting speakers who challenged us to continue the good fight for social and economic justice for all. And we are preparing for what will no doubt be a historic 38th Constitutional Convention.

In this issue of Solidarity, you will get a snapshot of our union from the past, present and future. This year we are celebrating the 70th anniversary of when our union gifted Wayne State University with a radio station which would become WDET, Detroit's public radio. We created the radio station to tell the story of our members because the media at the time did not. The lesson then and now is that we must advocate for ourselves and not rely on others to tell our story.

And what a powerful story we have to tell. Our active and retired members are showing up in our communities to remind everyone what solidarity means. They are practicing our core values every day when they lobby their elected representatives or help a deployed soldier by sending him a care package put together by UAW hands.

As UAW president, I am honored to see our union so well represented, and I am inspired by the contributions being made. Our union changes lives. Our union helps families. Our union is a force for good in our communities.

It is useful to remind ourselves about this in an age when there is uncertainty for many. The pandemic is fueling inflation and higher gas prices, and the chip shortage continues to

plague our work sites. Our members continue to fight for fairness and economic justice, yet some of our employers continue to deny the rightful demands of our members through fear and intimidation. UAW members from Locals 180 (Racine, Wisconsin) and 807 (Burlington, Iowa), both in Region 4, went on strike against their employer CNHi on May 2. The support from their communities and UAW has reinforced the rightfulness of their demands. It is an important reminder for all of us that nothing is freely given and that we must fight, organize and strategize to win.

I recently reiterated that when I wrote that we are unequivocally "committed to fighting any attempt to erode or degrade UAW wages and benefits." Our union has collectively built some of the most forward-looking contracts of any union and it was done through the sacrifice and solidarity of UAW members. We must honor that each day by doing what we must to protect and maintain those standards.

Whether it is in higher education, gaming or auto, we must continue to bargain for the contracts our members have earned. We must also not forget our retirees who built the foundation upon which we all stand today. And as for the workers of tomorrow, the ones who are not yet UAW members, we must commit to organizing workers in the sectors we represent. That is especially important when it comes to the many start-ups entering the automotive industry and joint ventures with our existing employers. These new members will be a part of the fight to maintain the standards we have built in our industries.

As I said earlier, this is an exciting time for our great union. I know the full potential of what is in front of us. We will get there by working together in strength and solidarity.

In Solidarity,

A handwritten signature in black ink that reads "Ray Curry".

Ray Curry
President, International Union, UAW

IN THE COMMUNITY

Thank you UAW

I'm writing you today to inform you how grateful I am to UAW Local 651 from GMSCCA Davison Road. While I work for XPO logistics at GMC CA, I have gotten to know some of the union members that represent Local 651. The reason for me writing you today is because my son is active-duty military and has been deployed to Germany due to the attacks in the Ukraine.

While talking in the break room, a member named Ralph asked me how I was doing and I told him I am not doing ok, but I will be eventually. In casual conversation I asked him if the local would be willing to gather donations for care packages for my son's unit. A few minutes later a woman named Trishka approached me and asked what he needed. Still not completely clear-headed, I told her I'm sure that he and the rest of his unit would appreciate snacks and some comforts from home.

Trishka took no time at all and went out of her way to orchestrate within her department what I would not have been able to do myself. I feel that she and everyone who donated items for my son's care package deserves some recognition. America as a whole is facing uncertain times and has been for the last two years. I am beyond grateful to know that there are people who still care and will go out of their way to help someone, even a complete stranger.

To the UAW from my family to yours, thank you so much for the continued support of our U.S. military men and women; active, veterans serving at home and overseas, and their families.

— Rachel Dainty

2022 National CAP Conference Recap

UAW Members Buoyed by Stirring and Inspiring CAP Conference

The nearly 1,000 UAW members attending the 2022 CAP Conference, May 15-18 in National Harbor, Maryland, found their four days filled with a robust agenda of speakers and panelists who spoke about issues relevant to working families, highlighted the importance of the midterm elections and promised to support UAW members, their families and communities.

Meeting just a stone's throw from the U.S. Capitol, delegates from throughout the country participated in lobbying and advocacy training and traveled to Capitol Hill take their concerns on legislative issues directly to lawmakers.

The resounding message was the importance of voting.

In his keynote address, UAW President Ray Curry challenged delegates to remember that the duty of a UAW member is to vote; not just in local, state, and federal elections, but also in institutional elections, as well as UAW elections.

Last fall, the UAW mailed 1.2 million ballots to members for the referendum vote and only 143,000 ballots were returned. Later this year, election ballots will be mailed out again and members must honor their oath and vote to determine our future, Curry said.

"Our history is full of moments that shape who we are today," Curry said. He reminded delegates of what could have happened had UAW members not fought to help major employers like the Chrysler restructure. Or what might have happened if members hadn't elected representatives such as former Michigan Governor Frank Murphy, who remained neutral during the GM Sit-Down Strike. "We do not repeat history by not voting," Curry said.

CAP Conference speakers included U.S. Secretary of Labor Marty Walsh and U.S. Housing and Development Secretary Marcia Fudge. Also appearing was U.S. Speaker of the House Nancy Pelosi.

Pelosi commended UAW members and shared her commitment to working families. Following her remarks, Curry presented her with the UAW's prestigious Walter P. Reuther Distinguished Service Award for her work.

"Sometimes members can be divided politically, but we come together around fairness."

- Trey Durant, shop chair of Local 1178 in Region 4

Ray Davis, a retiree from Local 599 in Region 8 said he was aware of Pelosi's support of unions for years, but to see her in person declaring her support was reassuring and inspiring. "It makes me feel good to know that she will not stop fighting for working people. She knows the importance of fair wages and having a voice on the job," Davis said.

"It was uplifting hearing from so many speakers who understand the issues and want us to know they are here to help," said Local 898 President Corey Frost of Region 1A. "I was really impressed hearing from officials who understand the day-to-day issues in the workplace and how government affects union members. Hearing Secretary of Labor Marty Walsh talk about his long history of being a member of the Laborers' Union reminds me of how committed the White House is to labor unions," said Frost.

For Jessie Jesson from Local 686 in Region 9, the week challenged her to fight harder for "members back home."

"The PRO Act is very important to have a level playing field in organizing campaigns," said Jesson. "In Region 9, the UAW has a considerable presence in the automotive and big truck market, so naturally we are interested in how the introduction of EVs will impact us. I hope to gather the information



L-R Daniel Weiner, Director of Elections and Government Program, Brennan Center for Justice; Adam Smith Action Fund Director at End Citizens United // Let America Vote; Vanessa Gonzalez, Executive Vice President of Field and Member Services, The Leadership Conference on Civil and Human Rights; Tommy Walker, Policy Director, U.S. Senate Rules Committee.



UAW President Ray Curry presents Speaker Nancy Pelosi with the Walter P. Reuther Distinguished Service Award.

needed to carry back to my members as they prepare to vote this fall," Jesson said.

Conference speaker, Rakim Brooks, president of the Alliance for Justice, inspired Niels Chapman of Local 5287 in Region 8. "He was very relatable as he spoke about his mother being a union member and that really made me pay attention," Chapman said. "Also, I thought Brother Brooks did a powerful job explaining the importance of how judges matter to working people when it comes to health and safety or unfair firings. That's why we need judges who have experience with labor and economic struggle to represent more fairly all of us," said Chapman.

"I really tuned in to One Fair Wage's Saru Jayaraman speech about minimum wage, said Art Reyes, Local 598, Region 1D. "Minimum wage is not enough for anyone to live on. It is definitely not enough money to raise a family. We need to raise the minimum wage in Michigan and other states," said Reyes.

U.S. Rep. Cindy Axne, from Iowa's 3rd Congressional District, spoke about her long relationship with labor and the Striking Workers Healthcare Protection Act bill she recently introduced after being inspired by walking the picket line with striking Deere workers.

“What Axne is saying is the right thing: if workers have a legal right to strike, employers should not be able to punish them for that by taking away their health care. I think our members will be energized to know about the work she is doing,” said Trey Durant, shop chair of Local 1178 in Region 4. “Sometimes members can be divided politically, but we come together around fairness,” he said.

Always a CAP Conference highlight, the Odessa Komer Memorial Breakfast, formerly the Women’s Breakfast, brought attendees together to honor UAW trailblazer and former UAW Vice President Odessa Komer.

“Like Komer, “I believe all UAW members should be active and represented throughout our union, said Lori Welch from Local 598 in Region 1D. “For her it was about giving visibility to women in our union. For me, I want to make sure unions are visible in my community because if unions fail, so does 99% of America.”

The U.S. Supreme Court's Decision in the Case of Dobbs v. Jackson Women's Health Organization

Our union has historically fought for equal access to voting, accommodations, jobs, and healthcare. Today's misguided decision by the U.S. Supreme Court is a giant step backwards that will create gross inequities for women and all working families. By taking the power to make reproductive choices from women and putting them in the hands of state legislators, the U.S. Supreme Court has effectively set up a system where the well-connected and privileged will be able to make reproductive choices by traveling to states or countries that respect those rights while other women without resources will be left powerless and vulnerable. This decision will only increase existing racial and economic disparities at a time when we should be fighting for equality for all. This is not progress. This is not right.

By disavowing a well-established right, the U.S. Supreme Court has also put everyone on notice that nothing is safe or secure. Elections have consequences, and we are seeing that bear out in front of our eyes. The political agenda of the far-right is now the template of juris prudence and that means the rights to join a union and collectively bargain for good wages, benefits, and safe working conditions are less secure today than they were yesterday.

WHAT IS THE PURPOSE OF CAP COMMITTEES?



CAP (Community Action Program) Committees are made up of members at the work site who are committed to social and economic justice and talking to their co-workers about important UAW issues. All locals are required by the UAW Constitution (Article 44) to have a Citizenship and Legislative Committee, which is the formal name for a CAP Committee.

In the UAW Constitution, Article 44, Local Union Committees, lay out the committees required to be maintained by every UAW local union, including the Citizenship and Legislative committee. It states: The local union shall have the following standing committees: Constitution and Bylaws, Union Label, Education, Conservation and Recreation, Community Services, Civil and Human Rights, Citizenship and Legislative, Consumer Affairs, Veterans, a Local Union Women's Committee where such membership exists, and such other committees as they deem necessary. All committees should be appointed or elected, subject to the discretion of the local union or Unit Workplace Organization in the case of an Amalgamated Local Union.

From the beginning of their establishment, CAP Committees were intended to be part of the broader fabric of committees that represent the whole of the membership's interests. The UAW and its membership have, from its founding, seen themselves as a leader within the community, both locally and nationally. The Community Action Program and its local union committees have served on the vanguard of social justice in their communities.

CAP Committees across UAW local unions run voter registration drives and educate members about critical issues and political candidates the UAW has endorsed. CAP Committees

also recruit volunteers from the active membership and retirees of the UAW. Committee members organize those volunteers to make direct contact with fellow members to educate them about critical issues happening in their communities. CAP Committees also work on fundraising drives for voluntary contributions to the UAW's political action committee, V-CAP.

The work of educating UAW members and retirees, and interacting with organizations in the community, cannot be done alone and solely by the leadership of the UAW or even the leadership of the CAP Committee. CAP Committees set out to recruit enough committee members to have a 1 to 25 ratio of committee members to local union members. The work of the CAP Committee is personal, and listening to members is even more important than what we tell them. The CAP Committee having enough people to speak with small groups of local union members, allows the committee to build genuine relationships and strengthens the local union.

CAP Committees will not be successful without the participation of UAW members. Members talking to the members is at the core of their work. If you are interested in getting involved in issues in your community or local politics, contact your local union's leadership. Becoming a CAP Committee member could be the best way you can bring positive change for your fellow UAW members and your community. Social and economic justice is the foundation of the UAW, but the change we need in the world will not happen unless everyone does their part.

A LOOK BACK

ACTIONS TAKEN AT UAW CONSTITUTIONAL CONVENTIONS

CRITICAL IN THE FIGHT FOR SOCIAL AND ECONOMIC JUSTICE

The 38th UAW Constitutional Convention is upon us, and it is worth a look back to see how the decisions of the past can light the way in the future. When the convention opens July 25 at Huntington Place convention center in downtown Detroit, what are the actions delegates will take that will help all UAW members live up to the theme of “Building Our Tomorrow Today?”

If conventions of the past are a guide, one would expect debate on a variety of resolutions, from changes in the UAW Constitution to positions on public policy issues such as the minimum wage, health and safety, workers’ rights, electric vehicles, health care, retirement security, diversity, equity and inclusion, among many others. That robust debate is a staple of UAW conventions as delegates wrestle with the issues of today and the anticipated issues of the future. There will be healthy disagreement. Then, votes will be taken and in true democratic fashion, those resolutions will guide the elected officers in their actions on behalf of the membership.

The UAW Constitution is the highest law of the union. It has been adopted, and can be amended, only by a majority vote of the delegates at regular Constitutional Conventions or Special Conventions. The Constitution provides a strong foundation to support the union’s day-to-day work and sets forth the rights, guarantees and responsibilities of all UAW members. The full UAW Constitution can be found at www.uaw.org.

“It’s here that the future direction of the union is decided, and union democracy is on full display,” said UAW President Ray Curry. “No matter what challenges the union may face, the actions taken at the constitutional convention are our roadmap to the future.”

Here are a few of the noteworthy moments at UAW constitutional conventions and some of the resolutions debated by convention delegates.

THE EARLY YEARS

The UAW was officially chartered by the American Federation of Labor on Aug. 26, 1935, in front of about 200 delegates at the Hotel Fort Shelby in Detroit. Its first president, Francis Dillion, was installed by the AFL, over the objections of many delegates. But it was at the first UAW Constitutional Convention, in South Bend, Indiana, when the union became independent of the AFL’s direct control.

Homer Martin was elected president and re-elected at the second UAW Constitutional Convention in Milwaukee in 1937. Conventions, held annually, during this era, were marked by a great deal of infighting between various factions of the fledgling union. For example, at the 1936 convention, delegates attempted to pass a resolution that would expel communists from the union, and a companion measure that would prevent them from holding elected union office. After fiery debate, delegates passed a watered-down resolution that expressed “unalterable opposition to Fascism, Nazism, and Communism and all other movements intended to distract the attention of the membership of the Labor Movement from the primary objectives of unionism.”

Delegates also adopted resolutions supporting farm-labor parties in the 1936 election, a move that threatened the election of Democrats. The resolution was rescinded when the national Congress of Industrial Organizations, which the UAW had recently joined after quitting the AFL, threatened to withhold organizing funds.

In 1939, many in the United States saw the war breaking out in Europe as something the nation should not get involved in. R.J. Thomas, now the leader of a union with nearly a million members, said at the 1940 convention: “We do not want the blood of one automobile worker to flow across the seas.” As the war grew closer to home, a year later he was asking for “guns and butter.”



UAW President Walter Reuther, UAW Constitutional Convention 1966.

THE REUTHER YEARS

Walter P. Reuther was elected president at the constitutional convention in Atlantic City, New Jersey, in 1946. At that convention, the rights of women and minorities became a hot button issue, with women wanting to keep seniority they had that was threatened because men were returning home from the war. They wanted more teeth in the resolution on seniority rights for women so that men hired off the street could not take their jobs.

“Some of our own union men – I hate to say it, but it is so – say, ‘You should go back into your homes and cook on your stoves.’ Some of us don’t have a stove to cook on; our husbands died overseas,” said Minnie Jones, a delegate from Local 600 in Dearborn, Michigan.

A resolution was also put forth to establish a Fair Practices and Anti-Discrimination Department. One version of the resolution would have made the director of that department a member of the International Executive Board (IEB). A weaker version without that provision passed. Nelson Jack Edwards would become the first African American member of the IEB in 1962.

The 1953 convention, also held in Atlantic City, saw less of the drama of previous conventions as delegates concentrated on

economic issues. With pensions won for autoworkers and other manufacturing workers, delegates set long-range financial goals and passed resolutions on pressing companies to pay a guaranteed wage as a hedge against unemployment and other bread-and-butter economic matters. In 1959, a young U.S. Senator from Massachusetts, John F. Kennedy, would address the convention. Three years, later, as president and confidant of Reuther, Kennedy told delegates: “We need a permanent unemployment insurance program so that those who want to work and cannot find a job will not be shifted and living on a marginal income without hope.”

Reuther became a trusted advisor to President Lyndon Johnson, especially on civil rights and social issues, in the 1960s. Johnson spoke at the 1964 convention:

“We have declared war on poverty. As long as I head this administration, and I believe as long as Walter Reuther heads the Auto Workers, the terms of this war on poverty are unconditional surrender. I want to read just one sentence from your President’s wire that gave me great strength and encouragement: ‘On behalf of the officers and 1 1/2 million members of the UAW, I am pleased to advise you that in answer to your call, we enlist with you for the duration in the war against poverty.’ It is signed by Walter Reuther.”

FOREIGN COMPETITION

Reuther’s untimely death in a plane crash in May 1970 shook the union. It was left to Leonard Woodcock to lead the way. At the 1974 convention, President Richard Nixon’s Watergate scandal was on the minds of many Americans and UAW delegates were no exception. Delegates approved a resolution supporting his impeachment for having “broken faith with the Constitution and used his powers excessively and unlawfully.” With newly elected Doug Fraser as president at the convention in 1977, President Jimmy Carter would address the delegates:

“It’s no accident that I’ve chosen the UAW convention to make this speech and to make this appearance. Your union was born in struggle, and you’ve won many victories. But you’ve never retreated into complacency or narrow selfishness,” Carter told delegates. “The UAW is still fighting, because this union has always understood that it cannot stand alone. And above every other trade union I know in the world, you’ve always seen that your membership and your leadership were part of a larger society and a larger world.”

In 1985, with the union celebrating its 50th anniversary and suffering the loss of 400,000 members over the previous five years, delegates passed a resolution on unfair trade that called on the government to support domestic content, recognize unfair trade practices, and provide trade adjustment assistance for U.S. workers displaced by foreign competition. Another resolution called on the federal government to protect the nation’s industrial base.

Delegates decried the racist apartheid government in South Africa and the inhumane imprisonment of Nelson Mandela by passing a resolution that directed the executive board to not make investments in companies doing business in South Africa. President Owen Bieber traveled to South Africa to learn about the injustices first-hand. Mandela, who was eventually released and insisted on celebrating with Bieber and Local 600 to thank UAW members for their support. Mandela became that country’s first black president when apartheid was dismantled.

A HARSH ANTI-UNION CLIMATE

The last decade of the 20th century saw an increase in anti-union efforts by companies large and small. At the 1989 convention, delegates passed a resolution calling for drastic changes in federal labor law that would prohibit lockouts and hiring replacement workers.

The Caterpillar strike was one of the most bitter strikes the union ever faced. Transnationals in the South took advantage of weak labor laws and crushed union organizing drives. Still, the UAW, ever resourceful, organized other workplaces such as in state government, higher education and gaming, among others so those workers would experience the benefits of collective bargaining.



President Ron Gettelfinger at the 35th UAW Constitutional Convention.

A GREAT RECESSION DEALS A BLOW

Globalization negatively affected the lives of many working Americans and UAW members were no exception. President Ron Gettelfinger was re-elected at the 2006 convention and delegates passed a resolution that called for a “global economy that works for working people – that raises living standards, expands freedom, strengthens human rights, improves our environment and lifts people up.” Four years later the UAW would fight for its very existence at the end of 2008, when the Great Recession almost destroyed General Motors and Chrysler.

At the 2014 convention, delegates overwhelmingly supported a dues hike, the first since 1967, in order to shore up the Strike Fund and prepare for Big 3 negotiations the following year.

Resolutions in following years, like in the years before, would deal with a variety of public policy, societal, and global issues. Delegates at the upcoming 38th UAW Constitutional Convention, will, like their forebearers, wrestle with the issues facing working people and act.

BUILDING OUR TOMORROW TODAY

For the first time, direct elections of UAW officers are expected after the convention in Detroit. But elected delegates have plenty on their plates as the future path of the union is decided through debate and votes on resolutions. It’s important work and the results can be seen throughout UAW convention history.

“The important role members, through their elected delegates, play cannot be understated,” said UAW Secretary-Treasurer Frank Stuglin. “Their attention and study of the issues, debate and conclusions they reach help us build a better tomorrow today.”



UAW members, in town to attend the 1941 Convention, take time to help organize the Curtiss Wright Corporation, Airplane Division, Buffalo, New York.



Women hold picket signs to show support for the Kohler Strikers, possibly at the 1955 UAW Convention, Cleveland, Ohio.



U.S. Senator John F. Kennedy and UAW Vice President Leonard Woodcock at the 17th Constitutional Convention in Atlantic City, New Jersey in 1959.



UAW members representing Puerto Rico sing the Puerto Rican national anthem.



Delegate Latonya McDonald-Greenlee of Local 2213 in Region 2B addresses delegates at the 36th Constitutional Convention in 2014.

UAW

PRIORITIES AS WE HEAD INTO 38TH CONSTITUTIONAL CONVENTION

**“Have no doubt:
We will fight for the
members of our past,
present and future.”**

After two long years of living with the difficult conditions caused by the pandemic, our union is emerging strong and energized. In less than two months, we convene to debate the important matters facing our union. It is a healthy process that strengthens our democracy, and we all look forward to gathering in Detroit from July 25-28.

There are some principles that the UAW stands for, however, that are not subject to debate. They are fundamental. They guide us today and tomorrow.

For almost 87 years, UAW members have built our union through solidarity and sacrifice. We have built some of the most comprehensive and forward-looking collective bargaining agreements in the nation, if not the world. That happened because generations of UAW members contributed contract after contract, strike after strike.

As we enter the 38th Constitutional Convention, we state unequivocally that we are committed to fighting any attempt to erode or degrade UAW wages and benefits.

We will fight for current members who contribute their skill and experience to the success of their employers. And we will advocate for retirees who built the foundation upon which we all stand today. We will not let our active and retired members be whipsawed against one another.

From postdoc members at universities to our members building the next generation of electric vehicles, our union stands ready to protect the gains already made and to fight for improvements that we have earned.

We will organize new workers who are working for start-ups entering the automotive industry and joint ventures with our existing employers. These new members will be a part of the fight to maintain the standards we have built in our industries.

Have no doubt: We will fight for the members of our past, present and future.

WORKERS AT DAKKOTA INTEGRATED SYSTEMS SAY 100% UAW YES!



When 100% of the workers voting to form their union say UAW YES, that says something. It is exactly what happened at Dakkota Integrated Systems in Hazel Park, Michigan, on August 19.

“Frank Stuglin was our regional director at the time, and he reached out to our local with a contact from Dakkota, one of our suppliers,” said Eric Graham, President of Local 140. “We immediately went to work with the contact to build an organizing committee and build a plan.”

For the new organizing committee, it was key to get support. “Whenever we had questions, we had a strong base of support in the Region to guide us through strategies and legal advice,” adds Local 140 Vice President and organizer D. Robinson.

Region 1 has a long history of supporting local union organizing, a program that Director James Harris has expanded under his leadership. “Empowering members and local leaders to be a part of building our union is key,” says Harris. “We build solidarity and a strong future when everyone is a part of the fight.”

And that energy was evident at the rally right before the election where local 140 members showed up and lent their voices for a call to vote yes. “That rally was about family,” remembers Graham. “Seeing our members come out to support Dakkota workers was powerful.”

And the program produces results. Local unions are following up on more leads, filing more petitions and organizing more worksites than ever. In fact, delegates at the recent 38th Constitutional Convention recently passed an amendment to the Constitution that creates an 11th standing committee – an organizing committee – at local unions. This is change in an outgrowth of the work started in Region 1.

“Building organizing capacity within local unions sets up our union for success,” adds Secretary-Treasurer Frank Stuglin. “By creating organizing committees at local unions, we are creating an activist base that will energize local union membership.”

When asked what advice he would give to local unions thinking about organizing, Graham says the answer is simple: do not hesitate to reach out and ask for help from others. “Organizing is a skill and requires specialized knowledge. You must be willing to ask others for advice and support. Our regional leadership and servicing reps were the first ones to answer our questions and it made all the difference.”

As for the sweetest moment of the campaign? When the organizers called the first contact and let him know that they had their union... with 100% support.

“Empowering members and local leaders to be a part of building our union is key,”

-James Harris, Region 1 Director



Organizing and Growing Our Union

Local 10 Members Support Fired Starbucks Workers

Starbucks has become quite popular over the past few years selling expensive coffee, tea and various types of drinks. In 2021, Starbucks sold over \$29 billion in drinks, up from \$23 billion in 2020. Part of this jump in revenue was due to a 13% jump in prices.

Two months ago, at a Starbucks in Buffalo, New York, the workers organized a union. Their victory has led to organizing drives at 50 other Starbucks locations, including one in Memphis, Tennessee.

Earlier this month, Starbucks fired seven of its employees at the Memphis location. While Starbucks maintains the firing has nothing to do with the organizing drive, the seven fired employees made up most of the entire committee who were working on the

“The right to organize is a basic freedom for workers in the United States,”

-Region 8 Director Mitchell Smith

organizing effort. Starbucks Workers United, the union representing Starbucks workers, called the act a blatant act of union busting.

UAW Local 10 members from Doraville, Georgia, recently showed up in support of the seven fired workers. Marching and holding signs in support.

“The right to organize is a basic freedom for workers in the United States,” said Region 8 Director Mitchell

Smith. “We applaud the efforts of our Local 10 members and encourage all Region 8 members to stand in solidarity with Starbucks workers.”

John Davis, Region 8
LUCA Advisory Council Chair



Photo courtesy of Local 10

TIPS ON HOW TO HELP WITH ORGANIZING

BELOW IS A LIST OF WAYS MEMBERS CAN HELP ORGANIZE.

- Attend rallies
- Ride with an organizer during house calls
- Help phone bank workers before an election
- Pass out information at the unorganized work site
- Offer social media research
- Write support letters for unorganized workers
- Make videos about why you are proud to be a union member
- Talk to nonunion workers in public with issues and get their contact information and/or give them 1-800-2GET-UAW
- Be active and talk about all the positive things your union has done in public

THINGS THAT WORKERS CAN DO IN THEIR FACILITIES.

- Know who your customers are and if they are organized
- Know who your suppliers are and if they are organized
- Know who competes for work in your plant and if they are organized
- Know if your sister facilities are organized
- Know if the other work sites around your facility are organized

A LOOK BACK IN HISTORY

UAW Created Blueprint for WDET-FM's Rich 70-Year Legacy

As Wayne State University's WDET-FM celebrates its 70th anniversary on the air there's a nugget of history to be enhanced in this narrative. If it weren't for the United Auto Workers union, WDET 101.9 FM would not exist.

WDET was founded by the UAW-CIO Broadcasting Company which had stations in Detroit and Cleveland. It first began broadcasting in 1948 as a vehicle for public service programming, and as a way to counter the anti-union messaging of most mainstream media. As reported in the Dec. 4, 1944, CIO News, then UAW President R. J. Thomas said that in addition to labor news, its radio stations would produce shows to enhance the cause of our political, economic, and social democracy "through affording all groups and classes such freedom of speech and opportunities for discussion as to be unparalleled in the history of the radio broadcasting industry."

"Our union has always placed a priority on reaching out and communicating its message to widely diverse communities," says UAW President Ray Curry. "That has always included the best mediums possible, from print and radio in the past, to the internet and even podcasts today. We will use every tool at our disposal to reach out to workers and families where and when it matters."

The UAW and WDET formed a strong relationship that wove a rich and relevant tapestry between union and community.

When WDET first began broadcasting FM radio was a relatively new medium, and the vast majority of stations were on the AM frequency. However, FM was known to produce better airwave sound quality. Station managers Ben Hoberman and Mildred Jeffrey took advantage of that quality in programming music from the Detroit Public Library Symphony, classical opera, Gilbert and Sullivan operettas, jazz, and even folk music from the Library of Congress collection.

Not only the WDET station manager, in 1944, Reuther had appointed Jeffrey director of the newly formed UAW Women's Bureau. She organized the first UAW women's



WDET, seen here in the 1960s atop the Maccabees Building, was powered up 70 years ago by Wayne State after it acquired UAW's original facility, studio and equipment for \$1. Courtesy Walter P. Reuther Library, Archives of Labor and Urban Affairs.

conference in response to the massive postwar layoffs of female production workers replaced by returning male veterans. Following her work at the radio station, she later directed the UAW Community Relations Department and was director of the union's Consumer Affairs Department from 1968 until her retirement in 1976.

The union's WDET programming broke ground in presenting "Sports Fairway" with pro golfer Betty Hicks as host, long before the media in general welcomed women sports commentators.

Most pertinent to the union message was Guy Nunn's "Labor Views the News," an uncompromising and sharp take on the news that later led to calls for a congressional investigation into the UAW's political use of radio. During one moment of controversy over WDET programming Hoberman said, "Our policy has been to present controversial issues and therefore to do a proper community job. We realize that both sides must be presented."

Other shows included: "Community Clinic," a round-table discussion in cooperation with the mayor's interracial committee; "The Listener Speaks," letters from listeners; "You and Your City," a weekly report by George Edwards, president of the Detroit City Council and a UAW member. Edwards, who had been an aide to Reuther, later served as a Michigan Supreme Court justice.

There was programming in Polish and Italian, as well as a Jewish program. Some programming even foreshadowed where WDET ownership would eventually land with the "Wayne State University Faculty Roundtable" and "Great Books Discussion."

In these early WDET years, the union's programming was groundbreaking and historic in its content and in the foundation of community-based programming. It was an idea formulated well before its time. FM radio was a little new for listeners in the

1940s and 1950s and FM receivers didn't become popular until the late 1960s, and didn't dominate the market until the 1970s. Faced with a limited audience and the simultaneous limit to advertising revenues, in 1952 the union basically donated the radio station and all of its equipment to Wayne State University for \$1.

With that donation, UAW President Walter Reuther wrote to university President David D. Henry, "... we are confident that the use of these facilities by the university will advance the principles and the philosophy of the UAW-CIO which are founded upon the belief that no group within a community can make progress except as the community moves ahead together."

Since, WDET 101.9 FM has maintained the commercial-free status it switched to when Wayne State took ownership. It is the primary news source for the American automotive industry and Michigan politics for the National Public Radio system.

"WDET has maintained and set new standards in community radio and responsibility to local community members," says President Curry. "I have pride in what our union first started and in many aspects of what WDET has accomplished in the intervening years, Particularly in bringing the voices of Detroiters to the forefront when it mattered most on many important issues."

WDET maintains a strong news content in its programs. Whether on the locally produced "Detroit Today with Stephen Henderson" or the NPR feed "All Things Considered," southeast Michigan listeners are provided with in-depth, cutting-edge reporting on issues that are not available anywhere else on the local radio dial.

It's worth remembering that at its roots, WDET was first established by the visionary determination of UAW members to reach out to the community with something socially relevant to help it move forward.



WORKERS MEMORIAL DAY OBSERVANCE

Remembering Our Union Family at Hart Plaza

April 28th, Workers Memorial Day, is a day of remembrance honoring all those who lost their lives, were seriously injured, or were sickened by their work. Since the pandemic started, the UAW has taken an active role in making sure workers were safe on their jobs by demanding protections for our members from this virus.

In 2022, we not only recognized those lost at our work sites, but we continue to mourn the many lives lost to the Covid-19 pandemic. This year, the Michigan Workers' Covid-19 Memorial plaque was dedicated at "Transcending" the Michigan Labor Legacy Monument, near Hart Plaza in Detroit. The memorial was dedicated to the many lives and memories of workers and loved ones lost to the pandemic.

"The last 24 months have been hard on all of us, and we want the world to know that their passing was not in vain. We are here to

honor them today and they shall live on forever," said Region 1 Director James Harris, who was one of the speakers for the event. Sharing the sentiment, was Region 1A Director Laura Dickerson who invited the attendees to walk past the memorial after the unveiling by the Michigan Labor Historical Society. She said, "Today we are unveiling a memorial dedicated to the lives and memories of workers and loved ones lost to Covid-19. We pay tribute to the lives lost as our essential workers went to work despite the risk — to keep our society functioning. We pay homage to workers who went to work to keep their families afloat."

The UAW has always led the fight for safer working conditions so that members can return home each day to their loved ones and enjoy a retirement free of disease. Commemorating Workers Memorial Day is another way to honor the untimely lives lost at work sites.



**Excellence for Publication
Designed by a Local 1st Place
UAW Local 163, Region 1A**

The Union Times



**Best Front Page Designed
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UAW Local 1435 Members' Press



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UAW Local 598, Region 1D**

Eye Opener



2021 LUCA AWARD WINNERS

**Excellence for Publication
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Local 659, Region 1D**

LOCAL 659 SEARCHLIGHT



**Best Photo 1st Place
(Fred Taylor Award)
UAW Local 249, Region 4**

Juneteenth Ford Motor Kansas City Assembly Plant Truck System



**NUDI SPIRIT AWARDS
NEW HORIZON AWARD**

Scott Bachmann, Local 900, was awarded the New Horizon Award for refreshing the UAW Local 900 News publication. He has created a new format, added special recognitions, along with retiree and member spotlights.

UNSUNG HERO AWARD

Rashida Davis was awarded the Unsung Hero Award for her work with the union. She has been instrumental in the rebuilding of the Union Times newsletter. Her efforts led to her winning the Best First-Time Entry Writing Excellence Award in 2019. Sister Davis has served in the UAW in several capacities and is a leader in her community.

LIFETIME ACHIEVEMENT AWARD

Ralph Morris Jr. is a great trade unionist. He walked the picket line shadowing his father as a child. Ralph took advantage of educational benefits and continued his education receiving a bachelor and masters degree from Wayne State University. With much work still ahead, Ralph became an electrician and ran for elected positions within the local including president of the local. As president, Brother Morris helped the local through tough times of receivership and ultimately brought the award winning newsletter back. Congratulations to Brother Morris for his great work and Lifetime Achievement Award.

**Best Video 1st Place
UAW Local 182, Region 1A
Executive Board Local 182**



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FACEBOOK PAGE - Harvard Graduate Students Union - UAW



<https://uaw2209.org/>



<https://uaw1268.org>

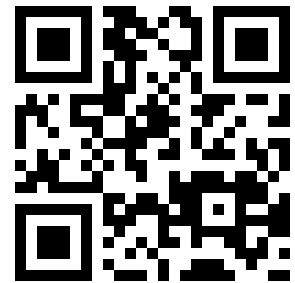




The Local Union Communication Association (LUCA) is an internal organization whose goal is to conduct and maintain communication for the membership of the United Auto Workers International Union. LUCA acts as a conduit of information from the International Union regarding programs, news and policies.

Local unions join LUCA and then designate active or retired members to be their communicators within LUCA. LUCA membership is free to all UAW local unions.

To join, local union presidents can sign up here <http://lil.ms/frxb> or scan the QR code below. Local unions will periodically be asked to confirm their local union communicators.



Who are local union communicators?

They are the writers of newsletters, photographers of local events, webmasters, social media administrators, app managers, podcast producers and videographers. They are the activists who help connect rank and file members to the mission of our union. Their work is on the frontline of building solidarity and strengthening the labor movement.

The benefits of being a LUCA member include:

- Access to training and updates in real time
- Opportunity to learn about communication innovation taking place at local unions and the International UAW and Regions
- Hands-on skill building opportunities at our annual LUCA Conference held at Black Lake
- Virtual trainings on subjects such as podcasting, social media engagement and creating graphics
- Access to training on SolidWeb and ActionNetwork through the UAW Public Relations Department
- Ability to submit entries into the annual Excellence in Communication LUCA Awards

How is LUCA structured?

The UAW Public Relations Department works in conjunction with the Advisory Council, oversees LUCA and hosts the training opportunities. LUCA is governed by the LUCA Advisory Council which has appointees from every region:

- Region 1: Tracey Dye (Local 889) (Vice Chair)
- Region 1A: Ryan Martin (Local 163)
- Region 1D: Debi Kirchner (Local 598) (Advisory Council Chair Emeritus)
- Region 2B: Tiffany Thatcher (Local 1435) (Recording Secretary)
- Region 4: Doris Guilford (Local 838)
- Region 8: John Davis (Local 2195) (Chair)
- Region 9: Jessie Jesson (Local 686)
- Region 9A: Karina Whitaker (Local 2121)

For more information, you can reach out to the Advisory Council representative of your Region or visit: <https://uaw.org/members/uaw-luca/> or email pr@uaw.net

FIGHTING INFLATION BY STOPPING PRICE GOUGING, NOT BLAMING WAGES



Every time we go to the gas station or supermarket, we are reminded that prices are on the rise as inflation takes a bigger chunk out of our paychecks. The inflation rates are the highest they have been since the early 1980s.

Inflation is not only a problem in our country as prices are rising all around the globe. The U.S. inflation rate has almost quadrupled over the past two years, but in many countries, it has risen even faster. Per Pew Research Center reports, “annual U.S. inflation in the first quarter of this year averaged just below 8.0% — the 13th-highest rate among the 44 countries examined.” As comparison, Canada has recorded its highest inflation rates ever.

Yet pointing this out doesn’t ease the real pain felt by members. We need relief. To get meaningful relief, policymakers should focus immediately on what can be done to ease inflation without harming working people. They need to study how we got here to fix the problem.

The COVID-19 pandemic has added to inflationary pressures as shipping and production have been interrupted by lockdowns and people being unable to work. Over reliance on supply chains based overseas made the problem worse as evidenced by the ongoing chip shortage that has hurt production of cars, trucks,

agricultural equipment, and part suppliers. The war in Ukraine adds pressure as we push for policies that shut down Russia’s ability to sell gas so that it is unable to fund its’ illegal war on the people of Ukraine.

Yet anti-worker politicians and pundits ignore these factors and often try to pin the problem on workers by arguing that higher wages are to blame. As workers fight to organize or strike for better wages, many argue that they are the cause of inflation. It’s flatly not true and offensive to workers who are fighting for dignity and their fair share of the profits they deliver to their employers. The truth is that wages only account for 8% of the price increases, which means that wage increases account for less than half a percent of inflation. If rising wages had been the only contributing factor, inflation would have been between 2.5 and 4.5% in March (depending on supply chain constraints).

Nonetheless anti-worker messengers continue to argue the opposite: that inflation is caused by increasing worker wages and that we must raise interest rates to slow the economic growth. What they ignore is that higher interest rates make it harder for regular people to buy cars and homes. Higher interest rates lead to fewer jobs. Higher interest rates are designed to slow the economy for those who can least absorb the additional costs: the working and middle classes.

You can see this in the numbers. The U.S. Commerce Department data shows that corporate profits rose 35% last year. As gas prices soared, Chevron’s 240% profit spike was part of “the best two quarters the company has ever seen,” prompting a dividend increase and assurances it would keep production low to maintain high prices. The rich got richer as those who experience sticker shock at the pumps pay the bill.

The surge in pandemic profits has made a bad problem worse. That is why the UAW is in support of greater oversight and fighting price gouging. Windfall profits should be taxed and industry consolidation that enables price gouging should be reined in. We also need the Senate to pass legislation to lower the cost of prescription drugs, health care, and childcare. We need balanced solutions that do not make it even harder to make ends meet. The problems of inflation are real, but they should not be used as a pretext to make the lives of working families harder.

Policymakers must listen to the voices of those affected the most by inflation: Working women and men who keep this country going. Our union will continue to advocate and lobby for meaningful solutions that ensure economic fairness and justice for working families.



Black Lake

CONFERENCE CENTER

2022 Tour Golf Package

Golf Package Includes:

- 1 (18 hole) round of golf with cart at Gaylord Golf Club
- 1 (18 hole) round of golf with cart at the Rees Jones designed Black Lake Golf Club
- 1 walking (9 hole) round on the Little Course at Black Lake Golf Club
- 1 (18 hole) round of golf with cart at Michaywe Pines Golf Club
- 2 nights lodging at UAW Black Lake Conference Center in a Standard Room

Rates:	Midweek	Weekend
Shoulder Season (Opening to May 26 August 29 to closing)	\$184 per person	\$204 per person
Summer Season (May 27 to August 28)	\$204 per person	\$234 per person

* Rates are per person and based upon double occupancy, per stay. Advance reservations only, full payment is required. (Upgraded rooms may be available at a surcharge.)



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"I love how the USA promotes families getting outdoors along with its educational articles and outdoor shows that involves our own brothers and sisters. Growing up in a union household, I never forgot where I came from and what it means to maintain a strong middle class. My father was union, and I have since passed the tradition on to my son. To partner union and outdoors for the same cause, that is just a WIN, WIN all around!" - Scott Edwards, UAW Local 862

REASONS TO ACTIVATE YOUR USA MEMBERSHIP

- ✓ The opportunity to help introduce thousands of kids to the outdoors
- ✓ 20% discount on HuntStand Pro subscription and custom maps
- ✓ Chance to help improve outdoor access for people of all backgrounds across the nation
- ✓ Ability to connect with fellow union members who share your interest in the outdoors
- ✓ Chance to be a guest on the USA's *Brotherhood Outdoors* YouTube series

ACTIVATE YOUR USA MEMBERSHIP: [MYUSAMEMBERSHIP.COM](https://myusamembership.com)



LOOKING TO PURCHASE A NEW HOME?

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Mortgage Program

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