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PRESIDENT'S REPORT

TO THE 38th CONSTITUTIONAL CONVENTION



**BUILDING OUR
TOMORROW
TODAY**



INTRODUCTION

I have the great honor of writing the President's Report to the 38th UAW Constitutional Convention. I will report on the work started by now-retired President Rory Gamble and continued under my administration.

The last four years have been eventful. Criminal misconduct of UAW leadership shook confidence in our institution. A fire at UAW headquarters displaced staff. Months later, the pandemic arrived. We had a very consequential presidential election in 2020 which led to a White House whose support of organized labor is unparalleled.

Through it all, the work of our union continued: we organized, we bargained, we went on strike, and we supported one another. We have shown that our union is resilient and strong; that the principles that guide us are greater than the challenges we have faced.

In the following sections, I will report on the main areas of our work. This report is not exhaustive – in addition to the sections below, our union was on the forefront of health and safety, sourcing, research, and many other areas. I'm proud of the work done by UAW staff and clerical and believe members should be, too.

A TRANSPARENT AND ETHICAL UNION

The disclosures and discoveries of the past few years have been deeply and rightfully troubling to members and leaders alike. We have acknowledged that several former Union officials engaged in terrible conduct. Our past financial controls were inadequate to catch and deter this misconduct. Crimes were committed. Trust was violated.

Both President Rory Gamble and I have made it a priority to regain the respect of members and the public alike.

In December 2020 the Union reached an agreement with the United States Attorney's Office in Detroit which concluded the government's investigation of the UAW. That agreement – subsequently approved by the United States District Court in Detroit in January 2021 providing for the appointment of an independent Monitor – was built upon many reforms and fiscal policies which the UAW instituted beginning in November 2019.

These actions include establishing an independent Ethics Office to review and investigate allegations of misconduct involving International Union officials and employees, utilizing outside expertise in the areas of ethics, compliance and investigations. The UAW established an Ethics Hotline through which members and others can confidentially provide information regarding suspected misconduct. An experienced governance and compliance firm serves as the Ethics Ombudsman to investigate allegations, after which they are referred to an independent Ethics Officer for action, as is necessary.

As part of our commitment to actively obtaining rank-and-file input into future ethics policy and ensuring the effectiveness of the Ethics Hotline, the UAW created the Member Advisory Committee on Ethics.

This committee, comprised of local union members from each UAW region who volunteered to serve and were selected in a blind draw conducted by the UAW Ethics Officer, also includes the UAW Public Review Board Co-chairs and the UAW Ethics Officer. The scope of its work includes reviewing the union's existing rules and policies on ethical practices and financial matters – including the Ethical Practices Code – and making recommendations for improving such policies and providing education related to these policies.

But that was just the start. We have undertaken resets in key departments such as Public Relations which are opportunities to both better serve UAW membership but also explore new technologies that may let us work in a more efficient way. The UAW has retained outside experts to assist

the union in analyzing and improving its accounting and financial controls systems, policies, and processes from top to bottom. The union brought on board a new and more robust independent outside auditor to conduct the semi-annual and annual audits of the International Union's financial operations. We have taken action to hire a dedicated Compliance Director to oversee and direct a centralized compliance function. The UAW has directed the creation of a new, comprehensive Code of Conduct encompassing all the rules and policies governing ethical and workplace behavior and requiring annual certifications of compliance with that Code of Conduct and has mandated more systematic annual training on ethics and workplace behavior issues.

Going forward, we will continue to strengthen our policies and controls to ensure that we are good stewards of dues dollars. We will balance the urgent need to create necessary reforms with the equally urgent mandate to bargain equitable contracts and fight for public policies that protect members and their families. We remain committed to the path of reform and to building an even stronger union.

BARGAINING

Over 50 years ago heading into the 1970 UAW Convention, the U.S. economy was in a state of recession and extreme inflation. At that convention, in one of his last public appearances, UAW President Walter Reuther said "I think we all realize that we live in a very troubled world. Collective bargaining, as we know it, does not take place in a vacuum. Our members do not live in a vacuum; they live in a real world, a world filled with all kinds of challenges, all kinds of changes, and all kinds of crises."

That statement was true then and it is certainly true today, given our current set of significant economic challenges, such as the pandemic, supply chain disruptions, worker shortages and inflation. There is no doubt that collective bargaining is still the best and most vital tool available to protect the livelihoods of workers in this turbulent post-pandemic economy.

Over the past four years, UAW members have faced challenges head on and have stood together through the collective bargaining process for better wages, benefits and working conditions; never backing down even when it meant having to make the life-altering decision to go out on strike.

For example, in late 2019, UAW members at GM decided to stand up and say no more to management. Over the course of a 40-day work stoppage that cost the corporation an estimated \$4 billion in lost profits, the strength and solidarity of UAW members at GM not only won significant gains in their contract, their work and sacrifice helped lift their fellow members by setting the standard for pattern bargaining at Ford and FCA (now Stellantis).

Members at GM, Ford and FCA achieved their top priorities of providing a pathway for temporary and supplemental workers to achieve full-time status, significantly shortening the in-progression period for current members to reach the top wage rate, and winning large future investment and job commitments, all while maintaining current health care plans with no premium sharing or additional cost.

GM, Ford and FCA members ratified contracts with large ratification bonuses of \$9,000 at both Ford and FCA and \$11,000 at GM to recognize additional lost wages due to the strike. There were also two general wage increases of 3% and two lump-sum bonuses of 4%. All permanent manufacturing employees who were employed as of the date of the collective bargaining agreement will reach the top rate of approximately \$32 by September 2023. For example, a UAW member that was making \$18 in 2019 will end up making approximately \$32 by the end of the four-year period. That level of increase in compensation can certainly be life changing for many workers and their families.

Additionally, the cap on profit-sharing payments, which was removed in 2015 at Ford, was also removed at both GM and FCA this time around. Removing the cap and an increase in the

profit-sharing formula itself at FCA, coupled with the significant profits reported by its successor company Stellantis, resulted in a record setting eligible profit share amount in 2022 of \$14,670.

The language negotiated in the collective bargaining agreements also give a pathway from temporary to full-time status and has resulted in thousands of UAW members being converted to full-time at the three companies. In addition, over \$20 billion in total future investment and 25,000 in job commitments were negotiated, including significant investment in the production of electric vehicles.

Our progress at the collective bargaining table stretches far beyond the Big Three automakers. Master contracts have also been successfully renegotiated at Navistar, Volvo, Daimler Trucks NA, and Mack in the heavy truck sector and at John Deere in the agricultural implement sector. The gains included in these new agreements were won at Mack, Volvo and John Deere after prolonged strikes by the brave UAW members who banded together and made their voices heard. For example, the John Deere agreement included a signing bonus of \$8,500, an immediate 10% wage increase, and an overall wage increase of 20% over the life of the agreement while also maintaining the same health care and co- pays. UAW members also won the reinstatement of COLA, a major win, in the current high inflation environment. And in the aerospace sector, we negotiated strong new contracts at Bell Helicopter, Lockheed Martin, Rolls Royce, Collins Aerospace, and at General Electric Aviation.. At Collins Aerospace, the company refused to bargain in good faith, but UAW members stood strong in the face of a company lockout to secure a solid new CBA. At General Electric Aviation, a strong 4 year agreement was ratified that included 8% in pay raises plant wide, along with the retention of the pension plan with an increase in benefits to \$89 per credit year.

In the IPS sector, many strong agreements have been negotiated over the past four years. One example is at Dana Corporation. Dana is one of the largest automotive parts suppliers in the U.S. and employs thousands of UAW members at 13 facilities. There are also five Dana facilities where workers are represented by the United Steelworkers (USW). To gain bargaining power and to avoid whipsawing by the company, the UAW and USW have forged a unique arrangement where contracts are negotiated for all 18 Dana plants at the same time. This solidarity between the two unions has yielded extremely strong contracts with increased wages for workers in the wage progression, pension contributions, paid time off and benefits.

We also strive to increase wages in the parts sector by applying the UAW IPS Industry Standards that cover components such as seats, interiors, axles, driveshafts, frames and stampings. These standards were first developed in 2015 for key components where the UAW has some density and were most recently updated in 2021 to reflect the current economic environment. As a result of this update, the minimum wage rates that the UAW bargains with employers have increased across the board in all the components covered by the standard. By continuously updating these standards, the UAW can prevent whipsawing and lock in economic gains across the industry.

In other sectors, thousands of UAW members working in the Technical, Office and Professional (TOP), Higher Education and Gaming sectors also have bargained new contracts. In TOP, notable examples include new contracts at Blue Cross Blue Shield, St. Vincent Hospital, and the State of Michigan. At the State of Michigan, UAW members reached a new three- year agreement which includes the largest general wage increase negotiated since the 1980s, as well as 12-week parental leave and the addition of Juneteenth as a paid holiday. At General Dynamics, we negotiated strong new contracts for General Dynamics draftsman and land system workers. In Gaming, the UAW successfully negotiated first-time contracts at eight locations in Las Vegas: Bally's Las Vegas, Caesars Palace Las Vegas, Cromwell, Argosy, Wynn, Treasure Island, Paris Las Vegas, and Harrah's. And when the industry faced an unprecedented downturn as the travel and entertainment industries were devastated by the COVID-19 pandemic, the union was able to negotiate to maintain wages and benefits while keeping members safe by winning better working conditions and safety protocols. And Higher Education, one of our fastest growing sectors, we have seen that with greater density comes greater power. Through bargaining, graduate student workers, postdoctoral researchers (postdocs) and academic researchers have improved standards across the sector and won major gains at Columbia University, University of California, and Harvard University, among

others. That includes winning major compensation increases, improved child care subsidies and dependent health care, and critical new protections against all forms of discrimination and harassment.

Although the last four years have brought significant improvements, we know that our work is far from done. Our goals remain the same, to protect the rights and dignity of workers and provide safe workplaces, fair pay, better job opportunities and a voice on the job. In uncertain times, the power to collective bargaining to protect and build on these goals is more important than ever. As we move into the next four years, some of our top priorities will be raising standards across our key industries, addressing the growing inequality between working people and the top 1%, and negotiating significant investment into UAW production facilities, particularly around new technologies like electric vehicles. Collective bargaining remains the best tool to improve the wages and working conditions of our members and all workers. In the next four years, we will continue to demonstrate the power of collective bargaining as we strengthen and grow our union.

ORGANIZING

Despite the pandemic and the many challenges facing our union, the UAW has continued to organize, win campaigns and bargain first contracts.

One of my first acts as President was to give each officer an organizing assignment. In the past, we have centralized organizing in one department – today we have aligned organizing with bargaining. A lesson we know far too well is that union density in a sector affects our ability to bargain strong contracts. As a result, we are developing strategies tailored to the goals and needs of specific sectors. For purposes of this report, I will focus on four of our organizing programs.

Vice President Cindy Estrada leads the Electric Vehicle and Transnational Organizing Department. Organizing transplant auto assembly plants remains a high priority of our union, and we are focused on building organizing committees at all of these factories and developing the leadership of those committee members. We also convened a national autoworker meeting in May 2022 with worker representatives from almost all transnational assembly plants. It was the first meeting of its kind and will no doubt not be the last.

In addition, the auto industry is going through rapid changes with the transition to electric vehicles (EVs). This shift will affect existing members who work on legacy vehicles as well as future members who will be building the vehicles of tomorrow. It is an opportunity to establish that these jobs should be organized and paying a rate that is not used to drive down the wages of others. The good news is that we are building meaningful coalitions with community, civil rights, and environmental groups. Our work is based on a shared vision that the electric vehicle jobs must support communities, workers, unions, and our environment. In the past, companies had great success in pitting groups against one another and that has led to no one winning except the companies. These collaborations are a unique dynamic that is a good model for future work.

Vice President Estrada also heads our union's Higher Education Organizing work. We continue to have significant growth in our membership in higher education. It is an important and growing sector of our union.

Secretary-Treasurer Frank Stuglin heads our Competitive Shop/Independents, Parts and Suppliers (CS/IPS) Department. The IPS organizing strategy is focused on organizing at the local union level. Our members live in communities where they know or are even related to the workers trying to form unions. Training local unions to organize taps into that existing network and is an advantage in organizing. The IPS Department trains local union organizers and assists them in setting up and winning their campaigns. Since most of these first contracts will be negotiated by the local union, the local union's role in the organizing campaign will help accelerate the first contract process.

NEW TECHNOLOGIES

In the auto industry, we are seeing unprecedented levels of investment in EVs, plug-in hybrids (PHEVs) and other new technologies. Billions are being invested in electrification, and companies and governments around the world are setting aggressive and ambitious targets. The transition to EVs is not going to happen overnight, but it is clear EVs will continue to grow as a share of the auto market. And UAW members are already at the cutting edge, building plug-in hybrids, EVs and autonomous vehicles. But there is no doubt that this transition raises important questions for our members. Will EVs and EV batteries be built in the U.S. or dominated by imports? Will these new jobs be quality union jobs or not? Will the industry commit to reinvesting in plants and workers currently making internal combustion engine (ICE) vehicles and components?

There is only one acceptable answer to all these questions – a pro-worker approach to EVs that invests in American manufacturing and creates quality union jobs. We know that if EVs are going to work for American workers, there must be a strong worker voice in the process. That is why the UAW is using all the tools that make a union strong – political advocacy, collective bargaining, and organizing – to demand good union jobs as the industry changes. At every level of the union, leadership and members are focused on fighting to secure a fair future for autoworkers – whether it is bargaining for future technology investments and job training, advocating for policies that promote domestically-built and union-made EVs, or organizing workers making the latest automotive technologies.

In the political arena, we are working with pro-worker policymakers – including President Joe Biden and our allies in Congress – to make this happen. These new technologies and supporting infrastructure remain dependent on government support to be economically feasible. That is why we are demanding that any public subsidies that promote EVs should be focused on creating union jobs. If the public is footing the bill, those funds must require quality jobs and a free and fair choice to join a union. In Congress, we are fighting for Sen. Debbie Stabenow and Congressman Dan Kildee's EV tax credit legislation, which would continue a \$7,500 consumer credit for EVs but also includes a \$4,500 bonus for EVs assembled in the U.S. by union workers, a \$500 bonus for batteries built in the U.S., and a phase-out on consumer subsidies on EV imports. The U. S. House of Representatives passed this groundbreaking proposal late last year. Sen. Stabenow and Congressman Kildee are championing this tax credit proposal because it is good public policy that encourages automakers to let their workers freely organize.

At the bargaining table, our union continues to fight to secure our members' future in this changing industry by negotiating job and investment commitments. During 2019 auto bargaining, UAW leadership and bargaining committees secured significant future investment and job commitments, including billions for EV and PHEV investments. In fact, many of the EV products launching in the U.S. with so much fanfare is the result of UAW collective bargaining. The GMC Hummer EV is being built at the former Detroit-Hamtramck Assembly Plant, now known as Factory Zero, thanks to the UAW-GM bargaining team's work negotiating product commitments resulting in over \$2 billion in investments and over 2,200 manufacturing jobs. The Ford F-150 Lightning has launched at the new Ford Rouge Electric Vehicle Center in Dearborn with electric powertrain components built at Van Dyke Transmission thanks to the commitments secured by the Ford-UAW bargaining team. And at Stellantis, plug-in hybrid versions of Jeep products are launching in Toledo, Detroit, and Warren thanks to billions in investments negotiated by the UAW-FCA bargaining team. We are continuing to build on the accomplishments of 2019. In June 2022, the UAW negotiated 6,200 new UAW jobs and \$3.7 billion in investments at Ford, including a \$1.5 billion investment and 1,800 union jobs at Ohio Assembly to build an all-new commercial EV, as well as increased production of the F-150 Lightning in Dearborn and E-Transit EV van in Kansas City, Missouri.

On the organizing front, the transition to EVs makes organizing the unorganized more important than ever. Whether it is start-ups, transnationals, joint ventures, or domestic corporations, companies cannot be allowed to use the transition to cut out workers or undermine job quality. There is no question that many companies will try to do just that, and they must be challenged. We

are organizing workers in auto assembly and parts to demand that workers have a voice in these new industries and fight for good-paying union jobs. If we do this right, we can protect good-paying union jobs and grow our union by organizing new companies and technologies. Despite the efforts of anti-union forces, workers across the country are mobilizing and public support for unions has reached its highest point in decades. Now is the time to act!

BALLOT BOX AND THE BREAD BOX

At the 1970 UAW Constitutional Convention, then-President Walter Reuther famously said, “There’s a direct relationship between the ballot box and the bread box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls.” I could not agree more. We need to win at the bargaining table and the halls of power. We must continue to fight to enact laws and rules that are good for our economy, strengthen workers’ rights, and create more pathways to the middle class.

Simply put, elections matter. Decisions we make in the voting booth are impactful. Union households are more likely to vote than nonunion. We impact the fate of our legislative and regulatory agenda by voting. Elections determine whether we are working to protect hard-fought gains or advance an agenda that benefits working people.

The final two years of President Donald Trump’s administration illustrate how elections shape our laws and courts. Trump nominated more than a quarter of the federal judges currently serving. He worked closely with former Majority Leader McConnell to confirm 234 judges, including three U.S. Supreme Court justices, cementing a 6-3 conservative majority. Senate Republicans were united in their support for anti-worker judges and these judges have taken action to gut long-standing worker and consumer protections.

Recently, the Supreme Court of the United States (SCOTUS) ruled that unions violate the Constitution when they enter a grower’s private property in *Cedar Point Nursery vs. Hassid*. During the first two years of the Trump administration, SCOTUS issued a devastating decision for union members by eliminating rights to retiree health care after the term of the contract. In the *Janus* decision, SCOTUS allowed free riders in public sector unions by making dues voluntary for these workers. Most recently, the conservative majority created by President Trump declared that women do not have the right to reproductive choice, reversing fifty years of precedence and signaling that the rights we have come to rely on may not be secure at all.

The prior administration advanced a relentless anti-worker agenda through executive orders and rulemaking. The rights of federal government workers were gutted, and collective bargaining agreements ignored. They added members to the National Labor Relations Board (NLRB) who worked for union-busting law firms. The Trump administration weakened worker health and safety protections and lowered the overtime pay threshold for workers, such as UAW members who work as postdocs conducting vital research at U.S. colleges and universities. Thousands of UAW members working in higher education cannot get overtime pay under federal law because of these actions.

We work with all elected leaders in pursuit of our agenda, regardless of party, and sought to collaborate with the Trump administration with minimal success. The administration pursued policies, with some exceptions, that ran counter to our agenda. The Department of Labor (DOL) issued an Industry Recognized Apprenticeship Program rule that allowed third-party entities to certify registered apprenticeship programs we collectively bargained for instead of DOL, putting apprenticeship standards in danger.

The Trump administration favored the oil industry over the agricultural implement sector by generously granting 88 small-refinery exemptions which relieved refiners of the requirement to blend biofuels into their fuel mix or buy credits from those that do. Due to these exemptions, billions of gallons of renewable fuel were no longer required, dampening demand for farming equipment built by UAW members that were needed to harvest biofuels.

MIDTERMS AND 116TH SESSION OF CONGRESS

Democrats recaptured the House, while Senate Republicans retained control. The 116th Congress was one of the most polarizing due to the actions and controversies of former President Trump and his staff whose bombastic rhetoric openly pressured Republican legislators to not work across the aisle. The renegotiated NAFTA (North America Free Trade Agreement), now known as USMCA (United States Mexico Canada Agreement), was the most notable exception, as it had broad bipartisan support in Congress and was endorsed by international unions. Our union did not endorse it because more reforms were needed to fix NAFTA's flaws.

The House passed pro-worker legislation, but it would stall in the Senate. The House passed the Protecting the Right to Organize (PRO) Act (H.R. 2474) at the end of February 2020. The PRO Act strengthens penalties against employers that violate workers' rights, safeguards the right to strike, repeals so-called "right to work" laws, prohibits captive audience meetings, and helps facilitate workers and employers reaching their first collective bargaining agreement. Unfortunately, it died in the Senate as the Republican caucus vehemently opposed.

The House also passed legislation to make the cost of life-saving drugs more affordable. We supported the reforms as the cost of prescription drugs have skyrocketed over the years. For example, the price of insulin doubled between 2012 and 2016 although it costs \$10 a vial to make it.

COVID-19 Pandemic

In 2020, life changed drastically due to the spread of COVID-19. A historic number of workers lost their jobs due to the pandemic and millions simultaneously lost their employer-based health care coverage. Roughly one-third who lost employer-sponsored health insurance became uninsured. Naturally, our focus shifted as we pushed policies that stood to benefit UAW members, retirees, and all working people facing the economic and health impacts of the pandemic.

Trump's decisions put us in a worse position to handle COVID-19. In 2018, he eliminated a task force whose sole mission was to prevent the spread of viruses and infectious diseases, leaving our country less prepared to combat the pandemic. The administration hollowed out federal agencies by minimizing the role of career staff and showed no interest in filling senior positions.

By spring, the virus took hold across the country. In response, Congress committed almost \$3 trillion dollars to combat the virus and help people and businesses stay afloat economically. We supported this legislation and worked with employers to try to ensure they had access to resources to stay afloat.

2020 PRESIDENTIAL ELECTION

President Biden decisively beat President Trump with a 306-232 result in the Electoral College and had a 4-point margin in the popular vote. Yet, for the first time in our history, there was not a peaceful transfer of power. Encouraged by unsubstantiated claims, more than 50 baseless lawsuits were filed in swing states by the former President the day after the election to change the election results in states including Arizona, Michigan, and Georgia.

These assertions inspired die-hard supporters to storm the Capitol on Jan. 6, 2021, to stop the certification of the election. Five people died and over 100 people were injured as our nation's capital was desecrated in a manner not seen since the War of 1812. The peaceful transfer of power is the hallmark of a healthy democracy. January 6 made it clear that our democracy is vulnerable.

Anti-worker state legislatures responded by passing restrictive laws to disenfranchise eligible voters with the hope to swing future elections. Nineteen states passed 34 laws making it harder for citizens to vote, even criminalizing those who offer bottled water to others in line to vote in 2021. Several states reduced the number of ballot drop boxes and adopted restrictions on mail voting. Sadly, voter suppression efforts are on the rise.

In response to widespread voter suppression, voting rights reform became a top priority. House Democrats passed the John Lewis Voting Rights Advancement Act and the Freedom to Vote Act (H.R. 2747), but both died because of the Senate filibuster. Together the bills would have enacted automatic and same-day voter registration, expanding vote by mail options, promoting early voting, restoring the full protections of the Voting Rights Act (VRA), prohibiting racially discriminatory acts of voter suppression, and more.

117TH CONGRESS AND BIDEN ADMINISTRATION

Democrats maintained control of the House of Representatives but with a smaller majority. Two January run-off elections in Georgia gave Democrats control of the Senate with a 50-50 split, as Vice President Kamala Harris serves as the Senate tiebreaker.

On his first day in office, President Biden fired NLRB General Counsel (GC) Peter Robb. Robb had unilaterally dismissed the UAW's case against Honeywell for brazenly locking out our members. President Biden issued an executive order to strengthen critical supply chains in the U.S., including automotive. He embraced collective bargaining rights and made the expansion of unions a stated goal for his entire administration. President Biden also established the White House Task Force on Worker Organizing and Empowerment to remove barriers for forming a union.

Biden strengthened Buy America/American requirements for federal contracts and enhanced enforcement. The dollars the federal government spends on goods and services are a powerful tool to support American workers and manufacturers. President Biden's executive order aims to ensure the federal government is investing taxpayer dollars in American businesses — both small and large.

President Biden succeeded where other recent presidents failed by passing the bipartisan Infrastructure Investment and Jobs Act (IIJA) into law. IIJA provides \$1.2 trillion worth of investments to fix and modernize our nation's roads, bridges, tunnels, ports, power grid, electric vehicle (EV) charging stations, broadband infrastructure, and wastewater facilities.

President Biden signed the American Rescue Plan Act (APRA) in March 2021. APRA built on COVID-19 relief programs and addressed long-neglected problems by increasing access to affordable health care, protecting retiree benefits in multi-employer pension plans, and reducing child poverty. ARPA made a historic investment in expanding the Child Tax Credit — up to \$3,000 per child. This benefited 27 million children and kept 3 million children out of poverty. ARPA passed without a Republican vote.

Our union is working to demand EV jobs and other innovative technologies support good U.S. union jobs. We called on Congress to prioritize the creation of good U.S. jobs by arguing EV subsidies should reward companies that create safe, quality, and good-paying jobs that give workers a voice. The House-passed EV tax credit sets an important precedent. It rewards consumers for buying union-made vehicles. There are currently no provisions in our tax code that create consumer incentives for buying any union-made products and we are aspiring to change that. At the time of this writing, talks continue in the Senate on legislation that invests in U.S. workers.

The Senate confirmed 71 federal judges under President Biden. We continue to work with Senators and President Biden in support of judges who support workers' and voting rights. President Biden nominated, and the Senate confirmed, Ketanji Brown Jackson to the U.S. Supreme Court, the first African American woman to serve on the court.

The Biden administration has continued to make positive changes for workers. The Occupational Safety and Health Administration is putting regulations in place to mitigate heat exposure and the Department of Labor is advancing revised overtime standards for white collar workers by expanding eligibility for overtime pay. Greater overtime protections stand to benefit UAW members working in higher education and other sectors.

Make no mistake, powerful interests would like no more than to take away the hard-fought gains made over the last couple of years. Anti-worker politicians and special interest groups are restricting access to voting and join a union to silence our voice.

Working with our Community Action Program (CAP), UAW members have stood together to take the fight to anti-worker politicians and push for legislation that works for our families and communities. We stand in support of a broad agenda that includes the following:

- Passing the Protecting the Right to Organize (PRO) Act and the Striking Workers Health Care Protection Act into law.
- Pass legislation that would ensure taxpayer dollars are used to support good union auto jobs, lower prescription drug costs, and ensured the wealthy and corporations pay their fair share of taxes.
- Bolstering our supply chains by investing \$52 billion for semiconductor use in the U.S. and strengthening enforcement of our trade laws by passing the COMPETES Act.
- Passing the John Lewis Voting Rights Act would restore and strengthen parts of the Voting Rights Act of 1965 to stop states from denying voters their right to choose their leaders.
- We support Executive Action to cancel student debt because it will help millions of workers saddled with crushing student loan debt, including many of our members in higher education and legal services.

If anti-worker politicians take control of Congress, all these bills and many other pro-worker policies will falter. The fate of who makes decisions in Washington, D.C. is in your hands. We must not take for granted the power of the ballot box and the bread box. We must defend workers' right to bargain collectively. We need to elect leaders who stand with us on the picket lines, in the halls of Congress, and state capitols.

BUILDING SOLIDARITY

The strength of our union is rooted in solidarity. Through solidarity, we build and maintain high standards in contracts, enforce equality, and push for legislation that develops a strong middle class. Our union's solidarity is built through the continuous education and action of our members and leaders, including our newly organized brothers and sisters.

Over the last four years, the UAW Education Department has updated and created new curriculum to provide over 41 in-person workshops and over 57 publications. These educational resources are specifically designed to help our leaders in areas of grievance handling, collective bargaining, and leadership development; our members in understanding of the basics of our union, how to become more active and involved, and our union's processes and procedures; as well as our standing committees in planning, growing, and functioning more effectively. We also have translated several publications and materials in Spanish, Burmese and Arabic to reach more of our members.

Newly created workshops are aimed at protecting our members at their work sites (Ending Sexual Harassment in the Workplace), improving member communication (Member-to-Member 2.0), and strengthening our member's financial literacy (Money Matters), which in turn strengthens our solidarity during negotiations.

Since our last Constitutional Convention, we have increased our efforts in educating members

on their roles in our union and inspiring them to become more active and engaged in their locals. The members are our union. The more members who get involved, the greater our solidarity, and the stronger we are.

COVID-19, and subsequent lockdown and gathering restrictions, prevented us from educating our membership with our traditional education models of in-person workshops and conferences. For over two years, we were unable to host conferences in the regions, and the UAW Family Education Center at Black Lake was closed for the first time since its opening in 1970.

We were challenged to explore new ways to continue the access to education, the sharing of knowledge and inspiration that occurs at our conferences, and the building of solidarity among our membership while not being able to meet in person. Using tools never imagined by our founding members, within months of the initial lockdowns, we converted more than 40 of our in-person courses and launched our new UAW Online Education platform.

Members can now log on to the UAW Online Education platform at anytime from anywhere in the world, immediately giving the power of education to our membership where they are and when they need it. An educated member is our union's most powerful asset. Solidarity cannot exist without an educated membership who is informed on the problems we are facing and the knowledge to do something about it.

In addition to the efforts of the UAW Education Department, the UAW Public Relations Department has also begun a reset to better fulfil its role as a conduit for member education. Understanding our union's history and the role of membership in making that history is a constant theme in the content produced by the PR Department. In early 2023, Solidarity Magazine will undergo a redesign and the content will focus more on education rooted in our union's core values.

HELPING OUR COMMUNITIES

Our union has never seen members as only existing in the context of our jobs. We work, live, play, and exist in our communities, and our communities are made up of people we care about. The UAW has a long and proud history of assisting the people in our communities when emergencies, natural disasters, or other challenging times arise, including supporting members during plant closings, strikes, and layoffs.

The UAW Community Services Department has provided resources to our local union Community Services Committees through training, conferences, and developing relationships with partners that help people in our communities.

Since the last Constitutional Convention, the UAW Community Services Department has designed training specifically for members of the Community Services Committee that can be taught by a regional servicing representative, or local Education Committees. We have expanded the access to this training by also creating this content on the UAW Online Education platform. Additionally, we have updated five publications that assist our local committees in functioning more effectively and growing their size and strength.

After being unable to be held for two years due to gathering restrictions, the UAW Community Services Conference will once again resume this year as a virtual conference. This week-long conference prepares, trains, and inspires the members of our Community Services Committees in the work they do for our locals and in our communities.

Our member's volunteering and giving campaigns have built strong relationships with organizations like the United Way. Over the past four years there have been numerous crises where our members once again answered the call to help, and some that found our members in need of support from these partners themselves.

Members affected by the 2019 GM strikes, the 2021-22 St. Vincent Hospital strike, and the 2022 Collins Aerospace lockout found assistance with food, gas, housing, and electrical service payments from the United Way. Disasters like the massive flood from the 2020 Michigan dam

break, the 2020 Colfor Manufacturing fire, and the devastating 2021 Kentucky tornadoes, also found UAW members on the receiving end of support from our community partners. The United Way has created designated Strike and Union Disaster Relief funds to help UAW members in these times of need.

During the covid pandemic, we saw a tremendous outpouring of members helping others in need in our communities. From donating to food banks, giving blood, to making face masks that protected each other when supply chains were unable to keep up with the demand, our members selflessly stepped up to help others during the crisis. Many members were designated as essential and continued to work on the front lines in our hospitals and our factory floors for the continued basic functioning of our society.

From the very beginning of our union, we have seen our struggle of justice in the workplace as part of a broader struggle to uplift everyone, everywhere. We understand the UAW cannot advance members' personal and social well-being without maintaining a sustainable community that provides decent housing, good schools, adequate health care, sufficient recreational opportunities, and good social service programs for all people. The idea of community service is more than enshrined in our UAW Constitution, it is who we are.

STANDING UP FOR ALL MEMBERS

The UAW works on behalf of all our members. Whether we are fighting at the bargaining table, standing up to corporations, fighting in the legislative halls to protect and preserve our rights or joining our voice with community organizations to advocate for justice, the UAW stands in solidarity to ensure that all workers are treated with respect, dignity, and fairness.

Civil and Human Rights

We continue to read headlines of injustice across the country. Our work is far from done. The UAW throughout its history has stood up for the rights of all workers. From taking a stand against racial injustice and joining the Civil Rights Movement, to strongly supporting the passage of the Americans with Disabilities Act and protections for our sisters and brothers with disabilities, to supporting the LGBTQ+ community and the prohibition of discrimination against an individual on the basis of sexual orientation or transgender status, to demanding equal pay for women, to supporting policies to increase opportunities for marginalized groups in society, the UAW remains committed to fighting for fairness in our workplaces and equality for all our members.

A part of our ongoing efforts to stand up for all members includes our work to address and eradicate harassment and discrimination in the workplace and society. We work with organizations such as the NAACP, Labor Council for Latin American Advancement, Asian Pacific American Labor Alliance, Pride at Work, and others to address these issues. We investigate, provide trainings and recommendations and advocate for workplaces free from discrimination, harassment, and intimidation.

The UAW fights efforts to disenfranchise voters and discriminate against our members because of their, religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation, gender identity or gender expression.

Women's Rights

The UAW Women's Department continues to expand partnerships with other UAW departments, the Department of Labor, Women's Bureau, AFL-CIO affiliate unions and constituency groups such as the Coalition of Labor Union Women to address the needs, not only of women, and men, but all siblings. Through our national conferences, bi-monthly informal conferences (Talk About It Wednesdays), educational and legislative actions we have created a curriculum that informs members on why and how to advocate for the economic equity of women in wages and in-

frastructure. Legislative initiatives include lobbying for paid leave, childcare, caregiver infrastructure and reproductive health. These initiatives increase the retention of women within their workspaces. Education initiatives have addressed how members can use the processes within our institution to address the needs within their respective work spaces through collective bargaining demands, resolution submission and local legislation.

Veterans Rights

The UAW National Veterans Department is continually working to enhance the lives of all our active and retired veterans and their families. We are continuing the fight for stronger legislation that supports the need for a Veterans Administration that fights for and represents all veterans and places the need for both physical and mental health concerns at the forefront. We have a vast variety of veterans that have fought in different wars, conflicts, or campaigns over the last decade. Many of our veterans suffer from Post-Traumatic Stress Disorder (PTSD) and addiction to opioids, unfortunately leading to an increase in veteran suicide. The UAW is committed to assisting all veterans in need through our local standing committees and getting veterans the assistance and benefits they have earned and deserve.

The UAW will continue to take a stand and fight for all of our members.

GLOBAL SOLIDARITY

For nearly 70 years, our International Affairs work has been an integral part of the UAW's proud legacy of building global solidarity with unions abroad to advance labor and human rights during critical struggles that include UAW engagement in historical movements in South Africa, Brazil, Poland, and many other struggles since.

For decades, UAW has built long-lasting relationships with unions around the world and through our affiliation with the global union federation, IndustriALL. This has become more important as multinational companies open

U.S. operations and as American companies expand investments abroad. By developing strong relationships with our global partners, we have been able to use our power to help one another.

General Motors

In 2019, when the UAW put out a call to-action through IndustriALL, striking UAW members at General Motors were quickly met with a flood of solidarity videos, photos, letters, and testimonials from 37 unions from around the world. Messages poured in from as far away as Japan, Brazil, and Mexico.

While UAW members held the picket line, GM workers of the Korean Metal Workers' Union (KMWU) were also on strike. The two unions kept each other updated on developments on opposite sides of the world and let the company know of our coordinated solidarity. The UAW and KMWU relationship is a great example of how partner unions support each other to benefit our respective memberships.

John Deere

Immediately after UAW John Deere workers hit the picket lines in 2021, the UAW received an outpouring of support from unions around the world representing John Deere workers. Unions in Brazil, France, Finland, Germany, the Netherlands, Spain, and Sweden delivered messages of solidarity and support. Their collective message sent a strong signal to management that John Deere workers around the world were prepared to act and provide critical support for UAW members who were determined to win a fair contract.

Mexico

In February this year, 6,200 workers at the General Motors plant in Silao, Mexico made history by overwhelmingly voting to form an independent, democratic union and oust a “protection union” or company union affiliated with the corrupt Confederation of Mexican Workers. The new union, called the National Independent Union of Automobile Workers, SINTTIA, is the first independent union to represent workers at a Big Three plant in Mexico.

It is clear when workers have a level playing field, workers can win to improve their lives. The GM Silao victory gives me optimism that a new day for workers in Mexico has arrived. The UAW, AFL-CIO and the U.S. labor movement helped negotiate important provisions in the US-Mexico-Canada (USMCA) trade agreement to ensure pro-worker labor reforms in Mexico and a rapid response mechanism to protect workers’ rights across our borders.

Leading up to this union vote, I called on the Mexican government and General Motors to ensure conditions for a democratic and transparent election. Our union played a critical role in an international delegation of 20 union leaders, labor activists and academics from five countries that traveled to Mexico to show solidarity with GM Silao workers and to serve as international observers.

In May, 85% of workers voted to ratify a new contract at GM Silao with increases in wages, bonuses, food voucher allowances, an additional holiday on December 24, and labor-management committees to address violence and sexual harassment and other important issues.

The GM Silao victory has had a ripple effect in other parts of Mexico where workers see a new path to organize independent unions and to raise their work standards.

For too long, poverty wages and poor working conditions in Mexico have led U.S. manufacturers to send production to the country. This has created downward pressure on the wages, benefits and working conditions of UAW members.

Mexico’s automotive industry employs over 900,000 workers. In the absence of fair elections for independent trade unions and collective bargaining, Mexican workers’ wages are some of the lowest in the world in manufacturing. To bring dignity to Mexican workers, while simultaneously protecting the hard-fought-for wages, benefits and conditions of our members, the UAW supports Mexican efforts to organize and form independent, democratic unions to end the race to the bottom.

For these reasons, the UAW will continue to build close ties with existing independent unions in the auto sector and support new unions where they emerge. If we do not, then we will be complicit with the race to the bottom because multinational companies will continue to take advantage of workers across our borders.

Ukraine

After we all watched in horror the devastation levied against the people of Ukraine by Russian troops on February 24, and the ballooning humanitarian crisis of millions of women and children fleeing violence, the UAW acted. We connected with Ukrainian union affiliates of IndustriALL operating underground to disperse life-saving food, water, medical aid, and other support.

I immediately sent official word to Ukrainian trade allies pledging our support and stating that the UAW stood in solidarity with them, and that we were inspired by their courageous resistance to the Russian invasion. I called on the U.S. government to work with the international community to ensure the protection of the civilian population, increase economic sanctions against Russia, and to welcome and support Ukrainian refugees.

On March 15, the UAW joined the AFL-CIO and many of our allies in a Global Day of Action in front of the residence of the Russian Ambassador. A call for solidarity with Ukraine had been issued by the International Trade Union Confederation (ITUC), which represents 200 million workers in 163 countries and territories and has 332 national affiliates. The rally in Washington, D.C. was

one of many demonstrations for peace in Ukraine held around the world that day.

UAW members stepped up to address the humanitarian needs the war created with ongoing support to United Way's Ukraine Humanitarian Fund, which we promoted on International Women's Day, and the UAW joined hundreds of unions throughout the world to donate to IndustriALL's humanitarian fund drive to get resources directly to the trade unions on the ground.

Jailed Trade Unionists

Demanding the freedom of trade unionists unjustly imprisoned has been a core part of our international affairs work. Since the last convention the UAW has played a critical role in helping to win the freedom of six trade union leaders around the world. In the past few years, we have seen a resurgence of authoritarian regimes and repressive governments that use regressive laws and militarized police forces to physically attack and jail unionists and human rights defenders for speaking out and demonstrating to protect the right to organize, collectively bargain, freedom of expression and the right to assemble.

Brazil

After 580 days in solitary confinement, trade unionist, autoworker, and Brazil's former President Luiz Inácio Lula da Silva, better known as Lula, walked out of prison a free man on Nov. 8, 2019. A year and a half earlier, the UAW joined the world in condemning his unjust jailing. Lula was imprisoned on false bribery charges which were later ruled completely meritless by reputable independent auditing firms.

The UAW has a very long and proud history with Brother Lula and the industrial unions in Brazil. In 1981, Lula and 11 other metalworkers were put on trial by the military regime that ruled the country at the time. Their alleged "crime" was leading union strikes in the auto sector aimed at improving living standards. The UAW sent a representative to witness the trial every day and to pledge our union's solidarity with the Brazilian workers' struggle.

In April 2017, Brother Lula was once again a political prisoner. At the time of his conviction, Lula was the frontrunner by a wide margin as a potential nominee of Brazil's Workers' Party in that year's presidential election. Brazil's Supreme Court later found that the presiding judge on Lula's case colluded with prosecutors and engaged in witness tampering with the intention of preventing him from running.

Meanwhile, UAW membership sprang into action. At the 2018 UAW Constitutional Convention, hundreds of delegates wrote inspiring messages and words of encouragement on postcards to Lula. Over 1,000 postcards were later hand-delivered by the UAW to Lula at the prison where he was being held. The UAW also participated in multiple demonstrations both in the U.S. and Brazil during Lula's incarceration to demand his immediate release.

In April 2021, Brazil's Supreme Court annulled Lula's conviction, making him eligible to run for the presidency. Brother Lula announced his candidacy in May to run in the October 2022 elections.

South Korea

While the South Korean government has always approached trade union activity with a heavy hand, we have seen in the past four years an increased crackdown on unions at a time when workers face unprecedented challenges and a seemingly unending pandemic. Since the last convention, the UAW played a major role in campaigning for the eventual release of three trade union leaders imprisoned for their role in union demonstrations in South Korea.

In December 2015, Han Sang-gyun, an autoworker and then President of the Korean Confederation of Trade Unions (KCTU), was thrown in prison. The month before, Lee Young-joo, former General Secretary of the KCTU, had confined herself in the KCTU office to avoid execution of an

arrest warrant. In December 2017, she was arrested after leaving the office to protest Han's incarceration. The charges against both related to organizing a public protest against regressive labor law reforms put forth by the government of South Korea.

The UAW responded immediately to Lee's arrest, blasting the Korean government over her imprisonment, and called for the immediate pardon and release of both Han and Lee. The UAW also called on the South Korean government to rescind all sentences, charges and claims against trade unionists for the exercise of free expression and free association.

We intervened on Han's and Lee's behalf with both the South Korean and United States governments and sent a UAW representative to South Korea to visit the prisons and show our solidarity. While there, the UAW participated in demonstrations demanding freedom for the jailed unionists and held meetings with the South Korean government and U.S. Embassy. The UAW also participated in multiple protests at the South Korean embassy in Washington, D.C.

After tireless efforts from the South Korean labor movement and the international trade union movement, on May 21, 2018, President Han was paroled early for the remainder of his term. Brother Han served 2 years, 5 months, and 12 days of a five-year sentence. Then in June 2018 after our last convention, the world celebrated the news that General Secretary Lee was given a suspended sentence and released.

Shockingly, just a few years later, the KCTU would see another one of its leaders behind bars.

In September 2021, KCTU President Yang Kyeong-soo was arrested and jailed after police stormed the KCTU offices and forcibly detained him. I immediately condemned the action and called for Yang's immediate and unconditional release. The South Korean authorities charged Brother Yang with traffic obstruction, rallying without a permit, and spreading COVID-19.

The charges stemmed from a July 3, 2021, rally at which the KCTU demanded a moratorium on layoffs and dismissals as well as protection for the lives and livelihoods of South Korean workers relating to the pandemic. It is a standard tactic of the South Korean government to deny or withdraw a rally permit and then arrest organizers for not having one. The COVID charges were new and suspicious because the government was allowing crowded non-political events such as sports and indoor concerts.

In October 2021, the UAW, United Steelworkers and the AFL-CIO, delivered the demand for Yang's release to the South Korean Embassy in Washington, D.C. The UAW also brought Yang's situation to the attention of U.S. Trade Representative Katherine Tai. When Ambassador Tai went to South Korea in November, she told the South Korean government that the arrest of President Yang could undermine freedom of association.

On Nov. 25, 2021, Brother Yang was released from jail with only a suspended sentence. In suspending the sentence, the court correctly noted that although Yang was charged with violating the Infectious Disease Control and Prevention Act, no COVID-19 transmissions were reported among participants of the rallies that he was convicted of organizing. Despite the release of these labor leaders, the South Korean police have interrogated more than 150 trade unionists for exercising free speech and free association.

These are not the only cases which the UAW has demanded the freedom of unjustly jailed trade unionists and human rights and democracy activists. Over the last four years, our union also has strongly spoken out on the freedom of activists in Hong Kong, Mexico, Myanmar and Zimbabwe.

Forced Labor and Human Rights Abuses in China

Over the past four years, the UAW has actively joined the global call for an end to the persecution of Uyghurs and other Turkic minorities by the authoritarian Chinese government — one of the greatest human rights crises of our time.

Since 2017, the government of China has detained up to 1.8 million Uyghurs in "re-education" and forced-labor camps in the western province of Xinjiang. This is the largest internment of an eth-

nic and religious minority since World War II. The atrocities in the Xinjiang Uyghur Region include torture, forced separation of families, sexual assault, and the compulsory sterilization of women. The U.S. and other national governments have called these actions genocide and crimes against humanity.

A central element of the Chinese government's strategy to dominate the Uyghur people is a vast system of modern slavery at factories and farms across the Xinjiang region and throughout China. Some of this forced labor supplies large multinational corporations. It is well documented that Uyghur forced labor is being used in major sectors including cotton processing, garment and footwear production, tomato processing, solar panel fabrication, consumer electronics production and automotive parts manufacturing.

The UAW is part of an international coalition of labor and human rights groups that have called on national governments and the United Nations to take action to end this crisis. Under building global pressure, the U.S. and other nations engaged in a diplomatic boycott of the 2022 Beijing Winter Olympic Games. Over the last two years,

U.S. Customs and Border Protection has seized hundreds of millions of dollars in goods made with Uyghur forced labor because importing goods made with forced labor is a violation under U.S. law.

After more than a year of lobbying by the UAW and our allies, the U.S. Congress passed the Uyghur Forced Labor Prevention Act, which was signed into law by President Biden in December 2021. It is seen as the most consequential piece of legislation Congress has passed in years to hold U.S. corporations accountable for profiting from labor rights abuses abroad. The purpose of the law is to ensure that corporations stop putting goods tainted with forced labor onto U.S. store shelves and into the supply chain that goes into producing U.S. goods. A key part of the Act presumes all goods from Xinjiang are made with forced labor and bans imports from Xinjiang unless it can be proven otherwise. The law also holds Chinese government officials accountable through sanctions. The UAW will continue to make sure that implementation of the new law results in effective and tough enforcement, especially in sectors where UAW members work. But more work needs to be done to end these crimes against humanity and the UAW will not let up.

CONCLUSION

The last four years have taught us one lesson: our union is strong. When faced with challenges, we rise to the occasion and take them on, no matter how difficult. The work we are doing around ethics and reform is essential. We must and are changing how we do our work, and we will be and are a more transparent and accountable union. I am so proud to see what the UAW has stood for and what we can do when we stand together. It has been my great honor to present this report at this pivotal time.

