



SOLIDARITY

NEW MEMBER ISSUE





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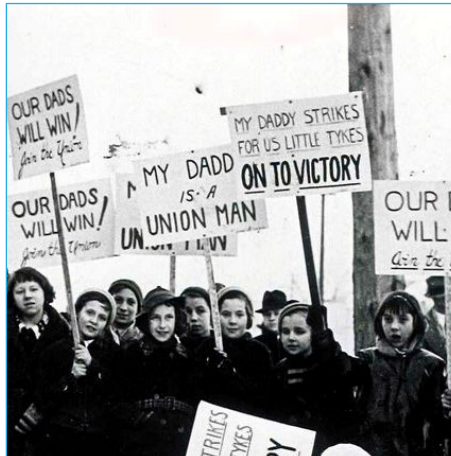
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A MESSAGE FROM THE PRESIDENT

SHAWN FAIN, PRESIDENT, INTERNATIONAL UNION, UAW

It is with great pleasure that your International Executive Board welcomes you to the UAW. We are excited to have you as a new member of this historic organization.

Founded in 1935, the UAW has long been one of the most progressive labor unions fighting for working people across our country.

Over the years, the UAW has bargained for and won some of the most important worker benefits and protections in labor history: paid vacation, paid holidays, cost-of-living increases, pensions, medical coverage, retiree health insurance, supplemental unemployment benefits, and more.

Now that you're a member, there's lots to learn about how our organization functions on a day-to-day basis and to ensure that you know why having a collective voice with your coworkers at the workplace is so important. There's also much to learn about the history of the UAW so that you can better understand the connection between the struggles of the earliest days of our union in the 1930's to the struggles that our members still face today.

As your UAW leadership, we want to empower you and every member of our union with the knowledge needed to stand up for your rights on the job as well as your rights within our organization. Every member in good standing in the UAW has a right to have their voice heard and to take part in the democratic processes laid out in our UAW Constitution.

Education and membership participation are the foundations of a strong union. Reading and familiarizing yourself with our Constitution is one of the most important first actions you can take as a new member of the UAW. Your Local union leadership will provide you with a copy, as well as any contracts your local works under.

Today, we often hear claims that there is no longer a need for labor unions in this country. That statement couldn't be farther from the truth. The unfortunate reality is that employers are always looking to exploit the working class to increase their bottom line. All one needs to do is look at the anti-

worker actions of some of the most lucrative businesses in America – Amazon, Starbucks, and Apple among them – to understand why there is such a need for unions today.

For example, even as we have seen Ford, General Motors, and Stellantis accrue billions upon billions of dollars in profits since the Great Recession, they are still attempting to cut out good paying union jobs in the hopes of replacing them with ones where workers make substantially less wages and benefits.

In higher education, we see university after university with endowments of billions of dollars only willing to pay their workers poverty-level wages.

Unfortunately, these are just a couple of the examples of corporate greed facing our members. Regardless of the sector, the story is almost always the same; while many employers have made out like bandits for years, the working class continues to take all of the lumps.

The UAW is committed to changing that.

It is the job of our union to protect the interests of our members from the many forms of exploitation corporations attempt to implement in the name of greed. Only through the power of collective action of workers standing together – in solidarity – can we successfully stand up to the powerful interests of Corporate America.

I believe that when we are united in a common cause, there is no limit to what we can achieve together.

Welcome to the UAW.

In solidarity,

WELCOME *TO THE* UAW!

Congratulations!
You are now a member of the UAW.

Some of you have just been hired into a unionized workplace. Others have just won an organizing campaign to join our union. No matter how you got here, all UAW members are united in our fight for respect and dignity on the job, and economic and social justice for all.

The UAW is one of the largest, most effective, and most democratic unions in North America. We are proud of our record at the bargaining table. UAW contracts have set the standard for labor agreements in industry after industry, and in every sector of the economy.

Members work in a wide range of workplaces, from multinational corporations, small manufacturers, and state and local governments, to college universities, hospitals, casinos, and nonprofit organizations.

We make automobiles and parts, tractors and bulldozers, airplanes and rocket engines, shopping carts and beer.

We teach university courses, care for preschoolers, nurse the sick, counsel troubled families, design vehicles, deal cards in casinos, and write for newspapers and magazines.

And we build power as workers.

Since our founding in 1935, the UAW has been a force for social and economic progress for all working people. Our union's mission and vision has always been about more than financial gain, although negotiating good wages, safe working conditions and decent benefits are some of our most important achievements.

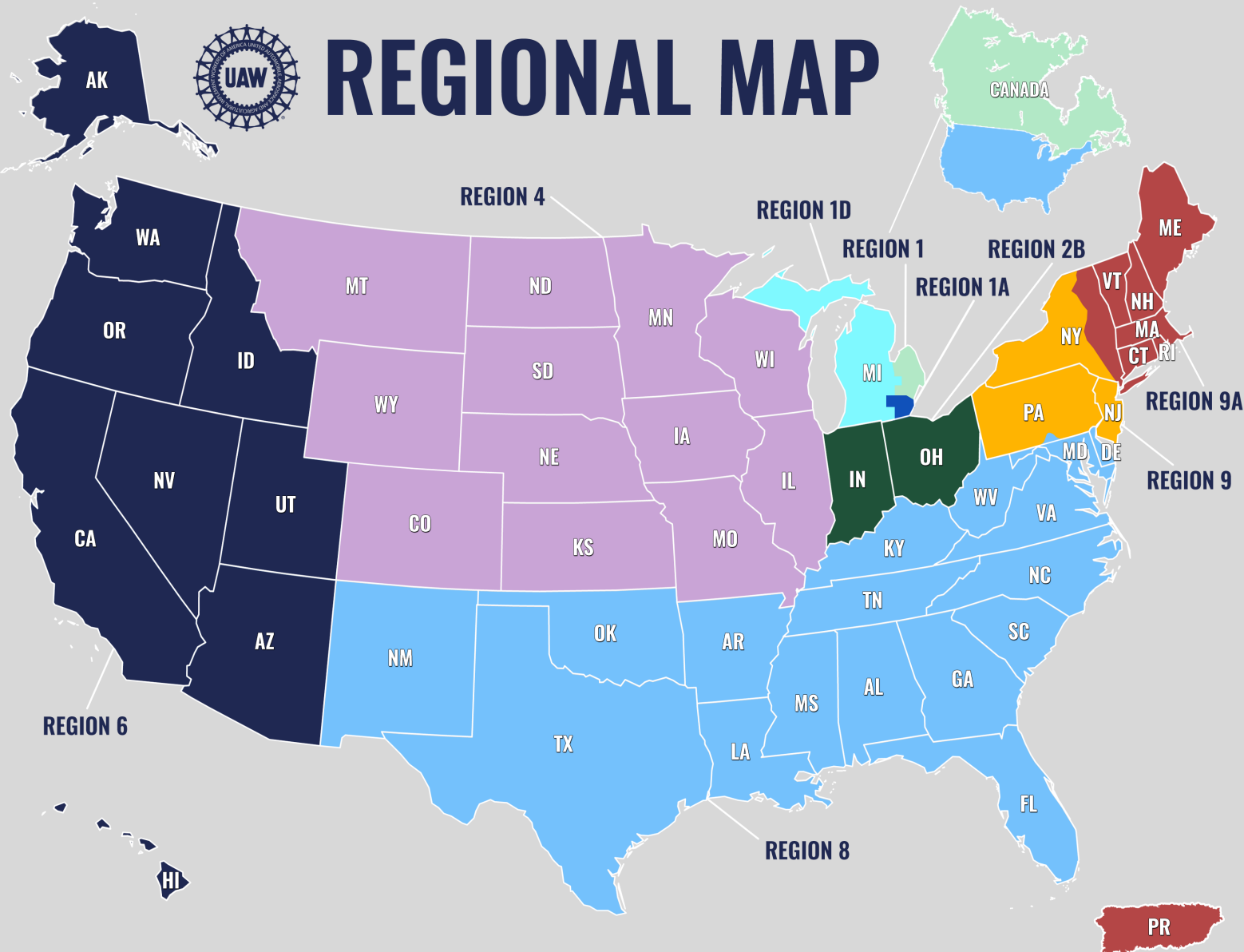
As time passes and social and economic realities change, the UAW has used innovative approaches to bargain contracts that live up to the standard our members deserve.

Solidarity will always be our power as we continue fighting for workers' rights.

SOLIDARITY

Unity of a group or class that produces or is based on community of interests, objectives, and standards.

Example: Workers standing together to take on the boss to improve working conditions.



REGION 1
REGION 1A
REGION 1D
REGION 2B
REGION 4
REGION 6
REGION 8
REGION 9
REGION 9A

STRENGTH IN NUMBERS

The UAW represents more than 380,000 active workers and more than 543,000 retirees in the United States, Canada, and Puerto Rico.

Our membership comes from more than 570 active local unions and more than 1,150 employers. There are more than 2,000 UAW contracts with employers.



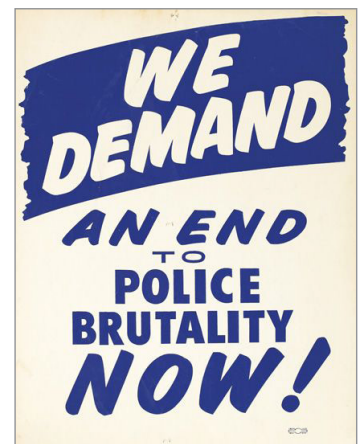
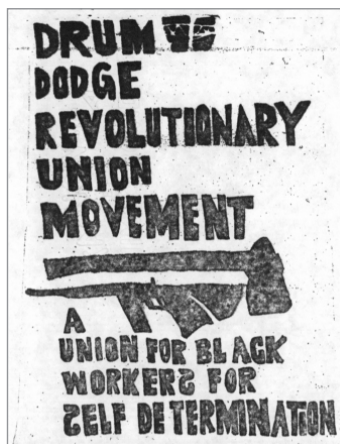
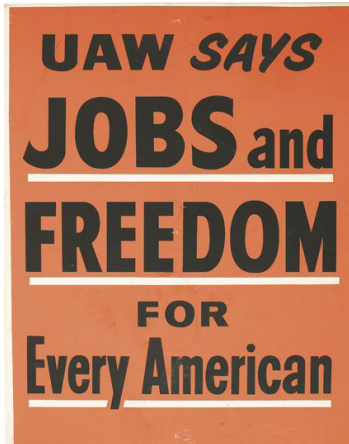
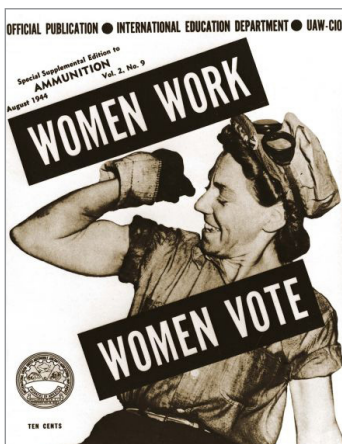
THE UAW'S MILITANT ROOTS

Working conditions on the assembly line during the early days of auto manufacturing were often brutal. Line speed-ups by the boss made line production particularly dangerous.

With no labor laws to protect workers, auto corporations would work their employees relentlessly. They worked very long hours, day after day, and were often injured, and – at times – even killed on the job. The auto companies were free to

The International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW) was officially chartered by the American Federation of Labor (AFL) on August 26, 1935, in Detroit, Michigan.

While the UAW was officially founded in 1935, the Flint Sit-Down Strike of 1936-37 at auto manufacturing giant General Motors is often viewed as the catalyst that turned the union into the strongest, most



do as they liked with no accountability. The Great Depression only worsened worker conditions, as new automobile sales fell by 75 percent and mass layoffs ensued. With jobs extremely scarce, auto workers now faced the drudgery and sheer pain of the assembly line with little recourse, as workers could be more easily replaced by the countless number of unemployed desperate for jobs.

These inhumane conditions eventually led to the formation of the UAW, as workers realized they needed to stand together as one to fight back against the unreasonable and dangerous demands of the auto companies.

militant labor organization in the country. Having won recognition at GM after winning the 44-day strike, hundreds of thousands of auto workers rushed to join the burgeoning union.

From the March on Washington for Jobs and Freedom to the formation of militant member-led organizations such as DRUM, our union's rich history includes many struggles by our members fighting for social and racial justice, inside and outside of the UAW.

UAW BARGAINING HIGHLIGHTS

Through the years, the UAW has been able to win some of the highest quality benefits and improvements to the health and safety of members on and off the job.



It's important to remember that these victories were only possible because UAW members were willing to stand together in solidarity with one another until employers were forced to treat them with the dignity and respect they deserve. No benefit that the UAW has ever won was given to us by the boss out of the goodness of their heart. Only through building worker power and collective action to take on employers were any of these benefits possible.

- ✓ PAID VACATION
- ✓ PAID HOLIDAYS
- ✓ GRIEVANCE PROCEDURES
- ✓ ANNUAL IMPROVEMENT FACTOR
- ✓ SUPPLEMENTAL UNEMPLOYMENT BENEFITS
- ✓ COST-OF-LIVING ADJUSTMENTS (COLA)
- ✓ PENSIONS
- ✓ MEDICAL COVERAGE
- ✓ PROFIT SHARING
- ✓ HEALTH INSURANCE FOR UAW RETIREES
- ✓ PRESCRIPTION DRUG INSURANCE
- ✓ HEALTHCARE PLANS FOR SPOUSES OF DECEASED RETIREES
- ✓ "30-AND-OUT" PENSIONS



YOU MAKE THE UNION!

Vibrant local unions and progressive social movements don't just happen. They are planned for and worked on by people like you - members who care about our union's future; members who care about what kind of future we want for all working families.

Member participation is one of the most important keys to building a successful organization. Every UAW member in good standing has the right to be involved with their union. Whether you're an elected leader or a brand-new member, we encourage you to get involved.

One way to make a difference in our union is through standing committees. A standing committee is a group of UAW members who meet regularly to work on a specific issue that affects our members and our communities.

Article 44 of the UAW Constitution requires each local union to establish eleven local union committees. These committees have defined functions. The required committees are: Citizenship and Legislative (CAP), Civil and Human Rights, Community Services, Consumer Affairs, Conservation and Recreation, Constitution and Bylaws, Education, Organizing, Union Label, Veteran, and Women's.

TO FIND OUT MORE ABOUT STANDING COMMITTEES AND HOW TO JOIN, SCAN THE QR CODE ON THIS PAGE.



CONTRACT IS THE KEY

Collective bargaining is the process of negotiations between an employer and a union on various issues in the workplace.

The collective bargaining process gives workers power in decisions that affect our everyday lives on the job as well as the economic security of our families. Collective bargaining has been called the art of the possible – and the UAW, more than any other union, has pushed the boundaries of what is possible in collective bargaining.

Many of the gains UAW members have won over the years have come at the bargaining table. The bargaining committee (sometimes called the “top committee” or the “shop committee”) is usually the first committee formed after a new local or unit is organized. Local union members elect their local union bargaining committee.

Collective bargaining goals are set democratically by unit members at the local and by elected delegates to the international union’s Special Bargaining Convention.

Contracts typically cover issues like wages, benefits, working conditions, grievance procedures, seniority, union representation, work hours, vacation and holidays. However, contracts don’t have to just cover bread and butter issues. Contracts are a reflection of the power we build in the workplace. They are the cornerstone of the workers’ relationship with the company.

Once the bargaining committee has reached proposals with the employer, the proposed contract is called a “tentative agreement.”

All tentative agreements must be voted on by secret ballot by the members in order to become an official union contract. Ratification requires a majority of those casting votes to vote yes.

LOCALS ON THE FRONT LINES



Every day, your local union stands on the front lines in the fight for good, safe jobs and fairness in the workplace. The most important day-to-day work of the UAW takes place at the local union. That includes handling grievances, solving health and safety problems, bargaining local contracts, grassroots political action, and more.

Like any democratic organization, your local union can only be as effective as you make it through participation in your local union’s elections, membership meetings, standing committees, and other activities.

There are so many ways to participate, from organizing a charity to playing on the softball team. You can take a class on union history or help plan an annual picnic. As a UAW member, you have the right to run for elected leadership positions in your local union, elect your union leaders, and vote on local actions, on contracts, and – if necessary – on strike actions.

The UAW Constitution guarantees you and every UAW member the right to participate fully in running your union. It’s up to you to exercise your rights.

AMALGAMATED LOCAL UNION: a local union whose members are employed by the same or different employers in more than one bargaining unit.

BARGAINING UNIT: a group of workers with similar interests that are represented by a single labor union.

TENTATIVE AGREEMENT: A tentative agreement is a contract negotiated by a union and an employer that has not yet been approved by the union’s membership.

GRIEVANCE: a formal complaint that is raised by an employee towards an employer within the workplace.

BREAD & BUTTER ISSUES: Bread and butter issues, such as wages, health benefits, vacation days, holidays, etc., are typically important to most union members.



LOCAL UNION DELEGATES SET UAW POLICY

The UAW Constitutional Convention, held every four years, is the highest policy-making body of our union.

Its authority comes from you and every other UAW member. Local union members elect delegates to the Constitutional Convention. Any union member in good standing is eligible to run for delegate.

Convention delegates nominate candidates for International President, Secretary-Treasurer, and three Vice Presidents. Regional Directors are nominated at the Constitutional Convention by the delegates of their regions in separate regional meetings. Delegates also nominate and vote for International Trustee candidates at the Convention.

All UAW members in good standing, both active and retired, are eligible to vote for nominated candidates for International President, Secretary-Treasurer, Vice President, and Regional Director of their respective regions.

Convention delegates are the only ones who have the authority to:

- Amend the UAW Constitution.
- Debate and adopt resolutions stating the UAW's positions on social and economic issues.
- Set the salaries of International officers and Regional Directors.
- Establish appeal procedures.
- Set election rules.

The International Executive Board is responsible for carrying out the programs and policies approved by the Constitutional Convention delegates and running the day-to-day operations of the International Union.

The International Executive Board consists of fourteen International officers: President, Secretary-Treasurer, three Vice Presidents, and nine Regional Directors. All are elected to four-year terms.

The President is responsible for performing such duties as are necessary to protect and advance the interests of the UAW membership, assigning duties to International officers and

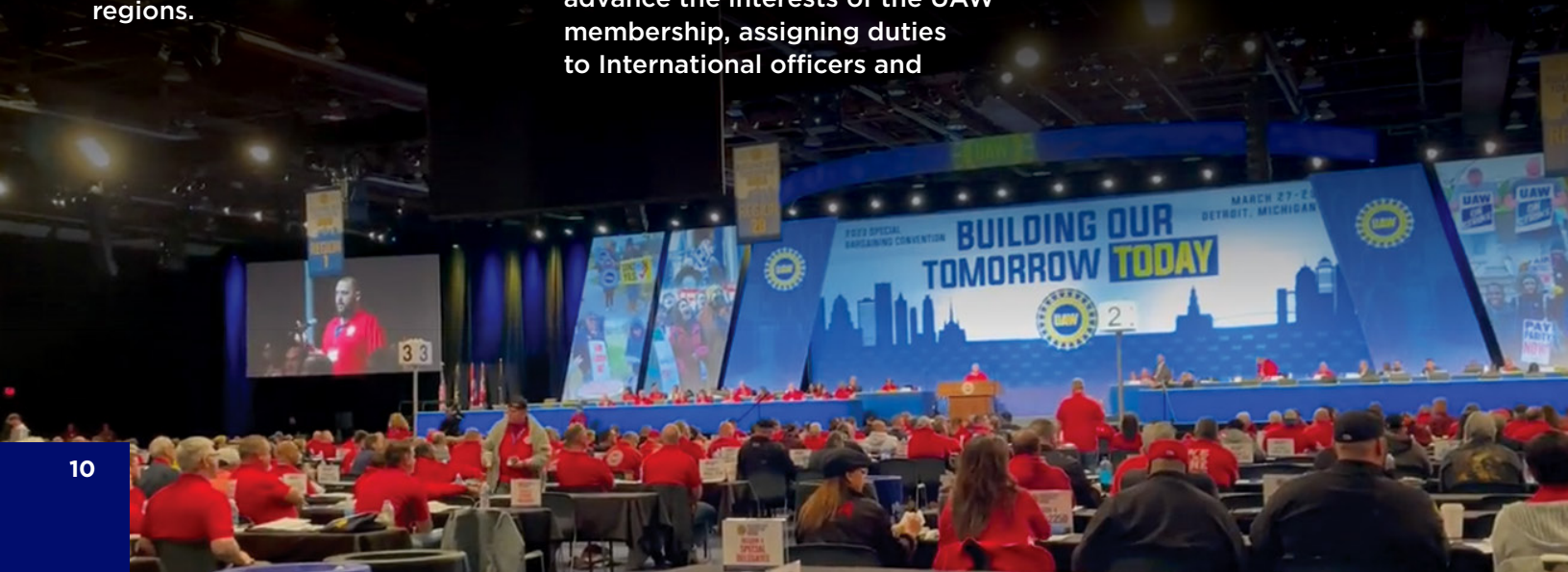
representatives, and directing the work of the union in accordance with the UAW Constitution.

The President reports to the International Executive Board every three months.

The Secretary-Treasurer is responsible for maintaining the International Union's funds, conducting audits, and ensuring the financial affairs of the union comply with the UAW Constitution and state and federal laws.

An annual statement of the International Union's finances are published in Solidarity magazine.

The UAW International headquarters is Solidarity House, 8000 E. Jefferson Ave., Detroit, MI 48214.





ANSWERING THE CALL BEYOND THE WORKPLACE

Whether it's getting involved in disaster relief or donating to charitable groups, UAW members demonstrate that care and compassion far beyond the workplace.

It is the hallmark of the UAW's strong Community Services Program.

Community Services is a local standing committee called for by the UAW Constitution. The union is part of the community, and active community services strengthens that connection. Each local also has a standing committee for veterans to serve the needs of those who have served our country.

Local union members have volunteered for services like Meals on Wheels and Habitat for Humanity; they have contributed to United Way, the March of Dimes and the Red Cross; they have held fundraising events such as golf outings, pancake breakfasts and Christmas parties.

From adopting a highway to adopting a family, there is no limit to the ways local unions can reach out beyond the workplace – a great way to build union power and solidarity.

That's the real power of solidarity; reaching beyond ourselves and stepping forward to help others.



RETIREEES ARE THE FOUNDATION OF OUR UNION

A unique strength of the UAW is the solidarity between its active and retired members. A solid majority of the union's half-million retirees stay actively involved in the life of their union, participating in the largest and most progressive program for retired workers in the union movement.

UAW retirees are activists in every sense, from community service activities to political campaigns.

The UAW Retired Workers Department assists local unions in setting up retiree chapters and sets up International Area Councils to serve UAW retirees who have moved to communities that don't have UAW locals.

Today there are 577 retired workers' chapters where retirees maintain their friendships and work together to build a stronger union.

Many of our UAW retired members volunteer to assist in our UAW drop-in centers to counsel other members, perform volunteer work and help their locals with community service projects.

The UAW has 36 drop-in-centers in vacation and retirement communities around the United States.

YOUR DUES AT WORK

Simply put, dues are what allow our union to function. Members contribute monthly dues to support the work of our union in various ways: building our strike fund, supporting our organizing efforts, providing representation on the job, funding the many activities of your local, and more.

UAW members determine the dues structure through our democratically-elected local union convention delegates at the Constitutional Convention. The UAW Strike and Defense Fund has a balance of more than \$820 million as of March 2023.

For those members employed in the private or public sector with a legal right to strike, a nickel of every dues dollar is diverted to the Strike and Defense Fund to pay for strike benefits. To the extent that strike benefits are less than the dues provided by the nickel, a portion of the excess dues is rebated back to the local union based on a formula outlined in the UAW Constitution.

It is important to note the great weight that a robust strike fund carries with employers. It gives us added clout at the bargaining table by letting the employer know we have the resources to win a strike. A well-funded strike fund is a deterrent to employers who doubt the resolve of UAW members.

LOCALS COME FIRST

For every dues dollar, half goes to your local to protect your rights every day.

Your local union is there when you need it to:

- Defend grievances.
- Support arbitration.
- Enforce workplace safety.
- Protect your rights as a UAW-represented worker.
- Negotiate and enforce your contract.
- Help organize competing non-union workplaces to strengthen worker power everywhere.
- Provide services for retired members.
- Sponsor recreation and education programs.

INTERNATIONAL UNION SUPPORT

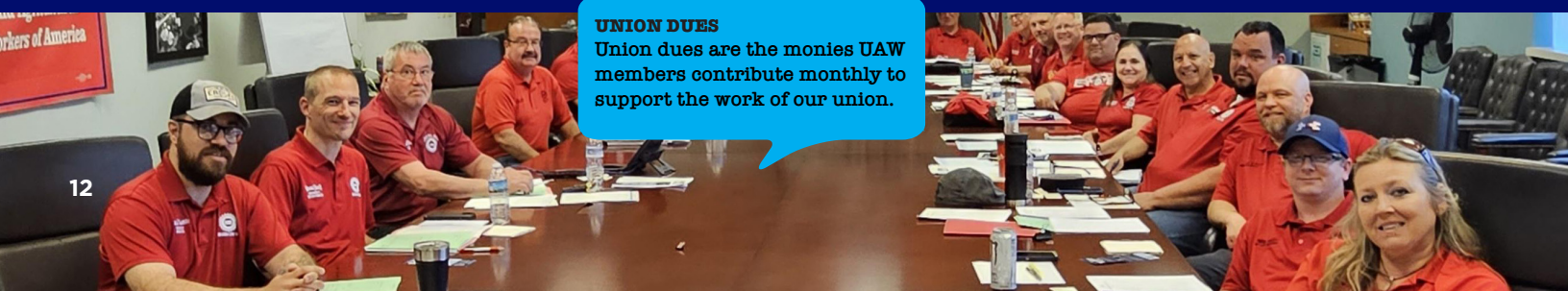
The International UAW is committed to supporting our members as they build power to take on the boss at their workplaces. As set forth in the Constitution, 45 cents of every dues dollar provides the International with the resources to support you with the skill, experience and commitment you expect and deserve. Whether it's bargaining with management on equal terms, defending your rights in court, organizing non-union workplaces or fighting to save jobs, your union stands ready to come through for you.

STRIKE AND DEFENSE FUND

When UAW members decide to strike, the International Union Strike and Defense Fund pays eligible workers \$500 per week in strike assistance payments in addition to health care costs.

UNION DUES

Union dues are the monies UAW members contribute monthly to support the work of our union.



UAW DUES EXPLAINED



Until Strike & Defense Fund is \$850 million		You have worked minimum of 40 hours in a month and...		After Strike & Defense Fund is over \$850 million ¹	
<div>\$850 MILLION</div> 	2.5 hours of straight time pay	<	<ul style="list-style-type: none">✓ have the right to strike and✓ are paid hourly	>	2 hours of straight time pay
	1.44% of gross straight time monthly wages	<	<ul style="list-style-type: none">✓ have the right to strike and✓ are paid a salary✓ have the right to strike and✓ employed in a nontraditional sector working part time and✓ paid on an hourly basis	>	1.15% of gross straight time monthly wages
	1.9 hours of straight time pay	<	<ul style="list-style-type: none">✓ work in public sector and✓ have no right to strike and✓ are paid hourly	>	1.4 hours of straight time pay
	1.095% of gross straight time monthly wages	<	<ul style="list-style-type: none">✓ work in public sector and✓ have no right to strike and✓ are paid a salary✓ work in public sector and✓ have no right to strike and✓ working part time and✓ paid on an hourly basis	>	0.805% of gross straight time monthly wages
<div>\$650 MILLION</div>					
<div>\$850 MILLION</div>  <p>Once the Strike & Defense Fund reaches \$850 million, the lower dues structure shall remain in effect unless the Strike & Defense Fund drops to \$650 million at which time the higher dues structure will be in effect until the Strike and Defense Fund once again reaches \$850 million.</p>					



POLITICAL ACTIVISTS DRIVE OUR AGENDA

The Community Action Program (CAP) of the UAW is the union's non-partisan political arm. It's not just about Democrats or Republicans, it's about building political power for UAW members, and the whole working class. CAP educates members, both active and retired, on political issues that affect them and their families. CAP also registers members to vote, and works to elect politicians who stand with working Americans. As part of this effort, CAP endorses candidates who have a record of backing legislation that supports unions and addresses issues facing working families. CAP is not tied to any political party.

UAW Community Action Program (CAP) activists in local unions are the muscle and enthusiasm of our union's political and community programs.

The UAW's efforts to improve the quality of life for working families reach beyond the workplace and bargaining table to political and social action at the community, state, and national levels.

Whether it's at the local school board or a national office, worker-friendly decision-makers make an important difference.

Through CAP we're fighting for better schools for our kids, secure healthcare and pensions for retirees, tougher workplace health and safety standards, clean air and water, stronger workers' compensation and unemployment laws and fairer taxes.

THE UAW'S EFFECTIVENESS IN THE POLITICAL ARENA DEPENDS ON THE ACTIVE INVOLVEMENT OF UAW MEMBERS LIKE YOU.



UAW V-CAP: INVESTING IN OUR FUTURE



Voluntary Committee Action Program (V-CAP) is the UAW's political action program, which includes the Union's PAC (Political Action Committee). The PAC fund is made up of voluntary contributions from UAW members, both active and retired. The money is used to support political candidates who are pro labor and have earned the endorsement of the UAW CAP.

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

Members can contribute to V-CAP in multiple ways.

One of the most important ways you can get involved is by joining your local's Citizenship and Legislative Committee. The citizenship and legislative committee, most often referred to as the community action program (CAP), is the political-legislative arm of the local union and the vital workplace political activator. Suppose you believe that the people we elect significantly impact the political climate for working families and want your voice heard. In that case, this is the committee to join. CAP committee members work on identified key issues adopted by convention action.

This agenda includes:

- Protecting workers' rights
- Fair trade
- Health and safety
- Other issues that affect working families

These issues are given priority based on, among other things, urgency and geography. We support candidates who support and fight for our agenda. The CAP committee assists in voter registration and get-out-the-vote drives, dollar drives, letter-writing campaigns, and publicizing public officials' issues and positions. This is the committee for hands-on political experiences that allow you to grow and learn.

If you'd like to get involved, please contact your local union president regarding the procedure for becoming a standing committee member.

In addition to joining your local's CAP committee, many of our contracts have "check off" which allows for direct contribution to V-CAP through payroll deduction. Members and retirees can also give to V-CAP directly with a check. Either way, a modest contribution of \$10 a month comes to about 33 cents a day and allows our union to support candidates who support our values.

Send to:
UAW V-CAP
8000 E. Jefferson Ave.
Detroit, MI 48214

YOUR RIGHTS ARE PROTECTED



Protecting the rights of our members is a top priority of the UAW. Two of the most important processes our union has implemented to protect your rights are the Public Review Board (PRB) and the Ethics Hotline.

UAW members have the right to have an independent review of actions by elected officials and official bodies of the union, and alleged violations of the UAW ethical codes.

The review is conducted by the PRB. The PRB is an additional way to safeguard members' rights and act as a watchdog over the union's moral and ethical practices. The board consists of four members and is funded by the UAW.

The UAW Constitution states that the PRB was formed "...for the purpose of insuring a continuation of the high moral and ethical standards in the administrative and operative practices of the International Union and its subordinate bodies, and to further strengthen the democratic processes and appeal procedures within the union as they affect the rights and privileges of individual members and subordinate bodies."

PRB members are independent of the union, and the board's decisions are binding.

The UAW was the first union to establish an independent board of appeals to safeguard the democratic rights of its members.

LEARN MORE ABOUT THE PRB AT PRBUAW.ORG

In addition, the UAW Ethics Hotline is a direct and confidential channel where any UAW member can report an ethical concern related to: fraud, financial mismanagement, racial or sexual harassment and discrimination or improper use of union resources by UAW International officials, staff, or employees.

The hotline is available 24 hours-a-day, 7 days-a-week, 365 days-a-year in English or Spanish via a toll-free phone call or the web. Each method of communication is independently administered and external to the UAW International.

TO LEARN MORE ABOUT THE UAW ETHICS HOTLINE, SCAN THE QR CODE ON THIS PAGE.



UAW PAVED THE WAY FOR WORK IN SKILLED TRADES

The UAW has one of the most comprehensive, rigorous apprenticeship standards of any union in the country. Today about 21 percent of UAW work is in skilled trades. Among them are electricians, diemakers, toolmakers, machine repairers, millwrights and pipefitters. In addition, growing numbers work as engineers, researchers and in other careers that require advanced education.

Through the union's apprenticeship programs, our negotiated tuition benefits and government education programs, the UAW plays an important role in offering membership opportunities to advance.



APPRENTICESHIPS

UAW apprenticeships require 8,000 hours of training, including a minimum of 576 hours of classroom instruction. Normally, an apprentice starts at 65 percent or more of a journeyman's wages or at 100 percent of their current hourly rate. Typically, an apprentice will get a wage increase every 1,000 hours. At the end of the 8,000 hours, an apprentice becomes a journeyman and can apply for a UAW journeyman's card.

PRE-APPRENTICESHIP TRAINING

To prepare for the apprenticeship test, the UAW and several companies offer pre-apprenticeship training to help improve their skills in math, mechanical reasoning and spatial relations.

HOW TO APPLY

If you're interested in applying for an apprenticeship test, you should talk to your local union officials who can tell you if an apprenticeship program exists at your workplace.

A limited number of apprenticeships are usually available to people who aren't currently UAW members. Employers are the best source of information about these opportunities.

SKILLS UPGRADING

Through computer training, education in statistical process control and other educational opportunities, UAW members can improve their work skills in areas not covered by apprenticeships.

COLLEGE

Many community colleges offer credits toward an associate degree for completing an apprenticeship. For members seeking to pursue college or other advanced training, many UAW contracts offer tuition reimbursement plans. For UAW members without these contractual benefits, the federal and state governments offer grants, subsidized loans and tax breaks.

DISCOVER THE SPIRIT OF *BLACK LAKE*

Nested on the shores of Black Lake in northern Michigan, the natural beauty of the UAW Walter and May Reuther Family Education Center is obvious. The facility – about four hours north of Detroit near Onaway – is designed to blend harmoniously with the surrounding woodlands.

The Education Center has a rich history of not only telling the story of Walter Reuther - the iconic labor leader who led the UAW from 1946 to 1970 - but also of labor's part in shaping this nation.

Originally the Center was created as an educational hub for UAW members across the country. It was a meeting place of brotherhood where ideas could be taught, traded and shared, and friendships built. By the completion of the Center, Reuther understood that this would be a place where families could build memories as well.

TO LEARN MORE ABOUT BLACK LAKE OR TO PLAN YOUR STAY, VISIT UAWBLACKLAKE.COM OR CALL (989) 733-8521.

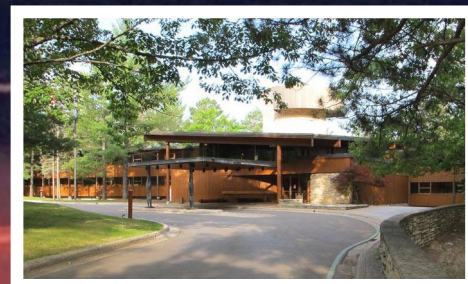
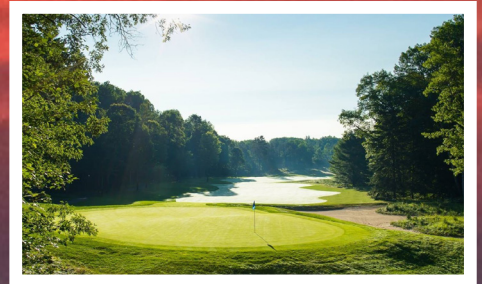
WALTER AND MAY REUTHER UAW FAMILY EDUCATION CENTER SCHOLARSHIP PROGRAM

Since the Center opened in 1970, thousands of UAW families have participated in the Family Scholarship Program for a weeklong experience that combines education with relaxation.

Through educational and recreational activities, the Family Scholarship Program provides an opportunity for adults and children to learn and think about how our union empowers us to change our workplaces and communities for ourselves and future generations. These lessons are learned through daily adult and children's programs and family activities.

This one-week summer experience will leave you and your family filled with a spirit guaranteed to strengthen your understanding and appreciation of our union.

SCAN THE QR CODE FOR MORE INFORMATION ABOUT THE SCHOLARSHIP PROGRAM.



WALTER REUTHER:

The fourth president of the UAW from 1946 until his death in 1970. Under his leadership, the UAW grew to more than 1.5 million members, becoming one of the largest unions in the United States.



UNION SECURITY AGREEMENTS

NOTICE TO PERSONS COVERED BY UNION SECURITY AGREEMENTS REGULATED UNDER THE NATIONAL LABOR RELATIONS ACT

The UAW, like other unions, spends the vast majority of its funds on collective-bargaining- related activity, as well as some amounts for political lobbying, community services, citizenship fund activities, international affairs, organizing, charitable donations, publications advancing the union's political positions, certain litigation and other matters.

Under the Supreme Court decision in *CWA v. Beck*, nonunion members who pay money to the union under union security agreements may file objections to nonrepresentational-related expenditures of the money they pay under such agreements. (Such agreements, including those that the UAW is a party to, may be and are applied by the UAW only to require as a condition of employment that covered employees "tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership" in the union. This means that at any time you may decline membership in the union and be a non-member agency-fee payer. In addition, if you do so, you are eligible to submit an objection to the UAW under Beck as described below.)

To comply with the Beck decision, the UAW honors objections by nonmembers of the union covered by National Labor Relations Act union security agreements who notify in writing the Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214 of their objection. Objections may be filed at any time but must be renewed each year. Objectors will be charged only for expenditures related to representational activities. All non-members who file such

an objection will receive the UAW's Report of Expenditures Incurred in Providing Collective Bargaining Related Services for Fiscal Year 2022. This Report provides the basis for the amount which will be charged to Objectors for the period from Aug. 1, 2023, through July 31, 2024.

The Report arrives at this amount by an analysis of the UAW's 2022 expenditures which provides a detailed allocation of those expenditures between the 82.29 percent of such expenditures which are related to the UAW's representational activities, and from which the amount charged Objectors is derived, and the 17.71 percent of such expenditures which are not or may not be so related.

Any challenge by an Objector to the calculations in the Report or any challenge by an objector claiming the Report does not properly determine what portion of the UAW's expenditures were expended on matters unrelated to representational matters will be referred to an impartial decision maker appointed by the American Arbitration Association under its Rules for Impartial Determination of Union Fees. Such challenges by Objectors to the Report must be made in writing, and must be addressed to Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214. For arbitration this year, such challenges to the FY 2022 Report must be received by the UAW on or before October 6, 2023, except for challenges by Objectors who have already received a FY 2022 report, who have been notified of the deadline applicable to them.

