

FALL 2024

SOLIDARITY

The magazine for UAW members and our families

STAND UP

SPEAK UP

SHOW UP

...FOR OUR FUTURE.





FALL 2024

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INTERNATIONAL UNION, UAW

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A MESSAGE FROM THE PRESIDENT

SHAWN FAIN, PRESIDENT, INTERNATIONAL UNION, UAW



As I reflect on the past year, it's clear that our union has achieved more than we could have imagined—more than we've seen in the past 40 years. Our victories with the Big Three, Daimler Truck, Volkswagen, Cornell University, Flex N Gate and across other sectors have redefined what it means to bargain, to win, and to organize. These wins are a testament to our strength and unity as a union.

When we negotiate strong contracts, we not only secure better lives for our members, but also inspire others to join our movement. This creates a powerful cycle: the more people join us, the stronger we become, and the stronger we become, the better we can negotiate. Our job now is to keep that cycle going, to ensure that our union continues to grow and thrive.

Over the past year, we've also developed a playbook—one that's designed to teach our staff and members how to sustain and amplify this momentum. This playbook isn't just about bargaining; it's about building a stronger UAW, a stronger labor movement, and a stronger working class. It's a guide to the future, a future where our union leads the way in securing better conditions for all workers.

Our work doesn't end at the bargaining table. What happens on Election Day in November will set the stage for our union's future. The terrain we face in the coming years will be shaped by the choices made at the ballot box. That's why we're bringing our playbook to the election, too. We intend to use the same strategies that have made us successful in the workplace to ensure that our voices are heard loud and clear in the political arena.

Together, we've accomplished so much. Let's carry this momentum forward, into the elections and beyond. Let's continue to redefine what it means to be a union in the 21st century.

Shawn P. Fain

FROM THE STAND UP STRIKE...

LAST FALL, BIG THREE AUTOWORKERS MADE HISTORY.

We followed a simple playbook:

STAND UP. Against corporate greed, and go on offense.

SPEAK UP. About the issues that matter to working class people.

SHOW UP. For each other, and for the entire working class.

It was never just about the Big Three, or one contract, or one worksite. It's always been about building the power of every sector of the UAW, and the entire working class.



BARGAINING & ORGANIZING GO HAND-IN-HAND



**WINNING
STRONG
CONTRACTS**

**ORGANIZING
MORE
WORKERS...**

...TO STAND UP 2.0

VW WORKERS MAKE HISTORY

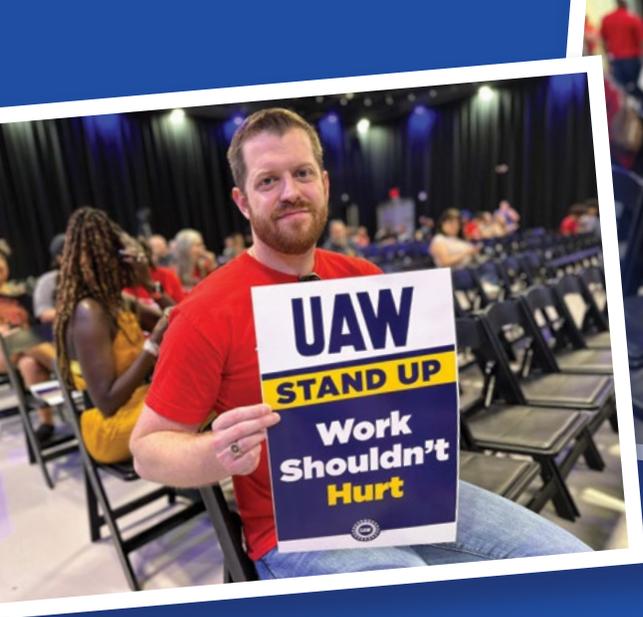


The recent union election victory at Volkswagen in Chattanooga, TN, marks a monumental achievement after years of persistent organizing. Workers at the plant had been striving for union representation for nearly a decade, facing numerous challenges along the way. However, inspired by the momentum of the Stand Up Strike, which rekindled a sense of solidarity and determination, they re-engaged with renewed vigor.

Central to their success was the strategy of cultivating strong workplace leadership. Workers took charge and ensured that their voices were heard and their demands were clear. This grassroots approach resonated deeply, leading to a resounding win that saw 73% of workers voting in favor of union representation.

This victory on April 19 not only symbolizes a turning point for the workers at Volkswagen but also holds historical significance. It reflects a broader resurgence of labor power in the South, a region traditionally resistant to unionization. The win at Chattanooga serves as a catalyst, inspiring other workers across the region to organize and fight for their rights. It's a testament to the power of solidarity and the enduring spirit of the labor movement.

For the first time since the 1940s, autoworkers were able to win a union election in the South. History has been made. Now, a new chapter is beginning as VW workers organize to win their first contract.

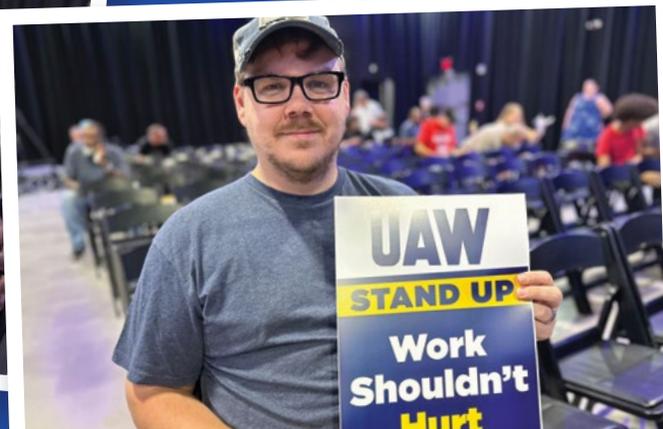


BARGAINING A FIRST CONTRACT AT VOLKSWAGEN

AT VOLKSWAGEN, workers are organizing to win their first ever union contract. When they win, our UAW family will grow by thousands and VW will no longer be a non-union plant. This will give every UAW member more leverage in future negotiations. There is strength in numbers—and there is power in a union.

“Without a union, you have no voice. As we negotiate our first contract, we are bargaining for the right to be heard. We know we need to be kept safe on the job and be treated with respect. We’re ready to Stand Up and are proud to be part of the UAW family.”

—ISAAC MEADOWS, UAW VW Bargaining Committee Co-chair





MERCEDES WORKERS & THE ALABAMA DISCOUNT

After workers at Volkswagen won their union, workers at Mercedes were organizing to do the same. Workers courageously stepped up to fight for the voice they knew they deserved.

Both anti-union politicians and Mercedes executives launched a full-frontal assault on workers to try to stop them, violating federal and international law in the process.

Workers were forced to attend daily mandatory anti-union meetings known as “captives.” Rumors spread that the plant would close if the union won. Workers feared being fired after witnessing pro-union coworkers be targeted. The company didn’t pull any punches in their fight to deny workers a voice.

Despite all of that, over 2,000 workers voted to win a union at Mercedes. Had just 299 votes gone the other way, workers would have won in their very first election.

Despite the result of the vote, the organizing efforts of Mercedes workers still paid off. Through their union campaign, Mercedes workers were able to raise wages and dramatically improve their working conditions.

The fight is not over. Mercedes workers are still organizing to win their union, and the next time they vote, they’ll be starting from an even stronger place.



STAND UP BMW

In July, a small but mighty group of BMW workers at the distribution center in Palmer Township, Pennsylvania, pushed back on one of the largest auto manufacturers in the world—and won! They secured raises of up to 33% and ended the two-tier wage system over the life of the agreement. The deal also introduces major improvements to policies on time off, uniforms, overtime exemptions, and attendance.

The agreement came after workers at the BMW facility built a credible strike threat that forced the company to meet member demands.

“We used our collective power, including the very real threat of withholding our labor, to win a great deal that rewards our work and gives us a stronger voice and platform for making the plant safer.”

—ZACH HAAS, chief steward and bargaining unit chair

TICK TOCK

HOW DAIMLER TRUCK WORKERS WON BIG

After mounting a massive campaign and building a serious strike threat against Daimler Truck this spring, UAW members at the multibillion-dollar manufacturer won a historic agreement by uniting across local unions—a first—and shifting to one common wage grid.

The four-year agreement delivers major economic gains for 7,300 members who build Freightliner and Western Star trucks and Thomas Built Buses in North Carolina, Tennessee, and Georgia. It also includes raises of more than 25%, and the introduction of profit-sharing and Cost-of-Living Adjustments (COLA) for the first time at Daimler.

Perhaps most importantly, the agreement will end the tiered wage system at the company, ensuring that workers who make trucks and workers who make buses get equal pay for equal work by the end of the contract.

In September, 1,000 more Ultium workers in Spring Hill, Tennessee, joined the UAW, bringing them under the national UAW GM agreement, and winning an immediate seven dollar an hour raise as they bargain for more locally.

The Ultium contract sets a powerful precedent for those facilities and the entire EV industry.





HOW YOU CAN TOO

THE VICTORY AT DAIMLER is a testament to the power of worker solidarity and a member-based approach to collective bargaining.

So, how did UAW members at Daimler do it? How were everyday working people able to push back against a powerful company's demands for concessions and win a historic contract at Daimler Truck?

The new Department of Bargaining Strategies put together an easy-to-read case study to show how they made it happen and to help you build a winning campaign of your own at your local.

uaw.org/daimlercasestudy



SCAN THE
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TO WATCH
THIS VIDEO



STAND UP

SPEAK UP

SHOW UP

*OUR CAMPAIGN
TO DEFEAT TRUMP
AND ELECT HARRIS*

IN 2024, we're taking our Stand Up playbook and bringing it to the political scen because the same bosses who beat us up on the job and fight us at the negotiating table are hell-bent on owning our political system as well.

We're fighting for a government that works for workers—and against a billionaire class that wants to take back our government. But we know how to win.

HERE'S OUR PLAYBOOK:

STAND UP to corporate greed.

SPEAK UP on the four core issues that matter to the working class: wages, health care, retirement, and taking our time back from the billionaires.

SHOW UP for one another, no matter your race, gender, or nationality.



**STAND UP AND
SPEAK UP FOR
OUR 2024 AGENDA:**



**A LIVING
WAGE**

Every person deserves fair pay for their work and a wage to live on—not just scrape by.



**ADEQUATE
HEALTH CARE**

Going to the doctor or having a medical condition shouldn't mean deciding whether to pay the rent, buy groceries, or fall into debt.



**RETIREMENT
SECURITY**

We have a retirement crisis in this country. Working-class Americans don't make enough to save, and don't have enough to retire with dignity.



**TAKING OUR
LIVES BACK**

Working all week isn't a life. We need time off the job for our families, communities, and ourselves.





ENDORSEMENTS

The UAW is fighting for candidates that work for us—the working class.

Some of the worker champions we're supporting are:

U.S. SENATE



MARYLAND

Angela Alsobrooks
(Region 8)



ARIZONA

Ruben Gallego
(Region 6)



NEVADA

Jacky Rosen
(Region 6)



PENNSYLVANIA

Bob Casey Jr.
(Region 9)



NEBRASKA

Dan Osborn
(Region 4)



WISCONSIN

Tammy Baldwin
(Region 4)



MICHIGAN

Elissa Slotkin
(Michigan CAP)



MONTANA

Jon Tester
(Region 4)



OHIO

Sherrod Brown
(Region 2B)

GOVERNOR



NORTH CAROLINA

Josh Stein
(Region 8)



WASHINGTON

Bob Ferguson
(Region 6)

See the full list of who we've endorsed at the federal, state, and local levels with a quick address search here:



UAWENDORSEMENTS.COM

RETIREES IN ACTION

“I’m very excited for her campaign,” Angel said. “I have so much respect for her, her upbringing, and everything she’s had to overcome. Anything the UAW needs me to do, I’ll be there. We’re going to do everything we can to help her get elected.”

Retiree Frank Angel has spent his life dedicated to helping others. When he was an active UAW member, he stood up for his coworkers as a union steward and on the local bargaining team. As a retiree, Angel is still doing his part, volunteering at UAW retiree drop-in centers and through his work in Region 8 and the UAW Retiree Advisory Council.

Angel also dedicates much of his time to supporting political candidates who back working people. Over the years, Angel has knocked on doors and phone-banked for countless pro-labor candidates, including Barack Obama and Joe Biden. Now, he is committed to making sure Kamala Harris is elected the next President of the United States.

“If I’ve impacted one heart, one mind, one soul, and brought to that individual a greater truth than that individual came into a relationship with me having, then I would say that I have been successful,” he told Solidarity magazine.

LOCAL 588 RETIREE

**FRANK
ANGEL**



Statement from Vice President Harris Ahead of Trump's Michigan Visit Friday

DONALD TRUMP is one of the biggest losers of manufacturing in American history. He makes empty promise after empty promise to American workers, but never delivers. As President, he cut taxes for corporations, encouraged outsourcing, and lost nearly 200,000 manufacturing jobs, including auto jobs. He has joked about firing workers, supported state anti-union laws, and suggested companies move jobs out of Michigan.

We've seen this movie before. Once again, he is repeating the same playbook and telling the same old lies about how he'll fight for working people, including those in Michigan. Yet it was Trump's trade deal that made it far too easy for a major auto company like Stellantis to break their word to workers by outsourcing American jobs. As one of only 10 senators to vote against the USMCA, I knew it was not sufficient to protect our country and its workers. Many who voted for this deal conditioned their support on a review process, which as President I will use.

Enough is enough. American workers deserve a leader who keeps their promises and stands with workers when it matters, and as President, I will bring autoworker jobs back to this country and create an opportunity economy that strengthens manufacturing, unions, and builds prosperity and security for America's future. I will always stand with the UAW. Trusting Donald Trump again is a risk America's autoworkers cannot afford."

**USE
YOUR VOTE
WISELY**

*Politics shouldn't be
about celebrities
or personalities.
It's about facts.
Learn more here:*


UAWSTANDUP2024.ORG

WHO STANDS WITH US?



**DONALD
TRUMP**

When Donald Trump was President, auto plants closed and he said nothing and did nothing to stop it.

After Donald Trump's "NAFTA 2.0" trade deal, a.k.a. USMCA, the U.S. lost jobs and the trade deficit went up with Mexico.

During the auto crisis, Donald Trump blamed the U.S. autoworker, and suggested moving auto jobs out of the Midwest to lower autoworkers' wages.

Trump supports illegally firing striking workers.

Donald Trump does not, has not, and will not stand with working class people.

Donald Trump is a scab.



**KAMALA
HARRIS**

Kamala Harris opposed NAFTA and was one of just 10 U.S. Senators to vote against the USMCA.

Kamala Harris backed our Stand Up Strike, which yielded the biggest raises across the auto industry since 1996.

With Kamala Harris in the White House, we brought jobs back to Lordstown, Ohio, and Belvidere, Illinois, and added almost a million manufacturing jobs.

Kamala Harris has walked the line with striking UAW members.

Kamala Harris delivers for the working class.

TRUMP IS A SCAB

Trump is a scab who signed NAFTA 2.0. Kamala Harris voted to stop the bad deal. She knew it would only give billionaires more profits and kill more American jobs. She'll renegotiate a better trade deal.



VISIT UAWACTIONGEAR.ORG TO
BUY TRUMP IS A SCAB T-SHIRTS



N **OT**
A **NOTHER**
F **#%!NG**
T **RADE**
A **GREEMENT**

UAW PRESIDENT SHAWN FAIN'S REMARKS AT THE DEMOCRATIC NATIONAL CONVENTION IN CHICAGO, IL

“Good evening, America, and good evening to the people who make this world move—the working class.

On behalf of one million active and retired members of the UAW, I am honored to support Kamala Harris and Tim Walz to be our next president and vice president. And I want to say thank you to Joe Biden for making history by walking the picket line with the UAW.

For the UAW and for working-class people everywhere, this election comes down to one question: Which side are you on? On one side, we have Kamala Harris and Tim Walz, who have stood shoulder-to-shoulder with the working class. On the other side, we have Trump and Vance, two lap dogs for the billionaire class who only serve themselves.

So, for us in the labor movement, it's real simple. Kamala Harris is one of us. She's a fighter for the working class. And Donald Trump is a scab. That's not just my opinion, that's a fact. All we have to do is look at the track record. When Donald Trump was president, corporate America ran wild. Donald Trump did not bring back the auto industry. When Donald Trump was president, auto plants closed.

Trump told workers in Lordstown, Ohio, that he would be bringing all the auto jobs back—and he did nothing. In 2019, General Motors workers went on strike for 40 days for good jobs and a better life—and Trump did nothing. Talk is cheap.

But in 2019, do you know who was on the picket line, standing shoulder-to-shoulder with autoworkers? I'll give you a clue: Her initials are Kamala Harris. And in 2023, who helped bring auto jobs back to Lordstown, Ohio? Kamala Harris. And in 2024, who will stand with the working class in our fight for justice? Kamala Harris.

And that's the difference. Donald Trump is all talk and Kamala Harris walks the walk.

In the words of the great American poet Nelly: “It's getting hot in herre.”

It's hot in here because you're fired up and you're fed up, and the American working class is fired up and fed up.

The American working class is in a fight for our lives. And if you don't believe me, just last night, blue-collar workers, UAW members at Cornell University, had to walk out on strike for a better life because they're fighting corporate greed. And our only hope is to attack

corporate greed head-on.

Corporate greed turns blue-collar blood, sweat, and tears into Wall Street stock buybacks and CEO jackpots. It causes inflation. It hurts workers. It hurts consumers. And it hurts America.

And corporate greed is alive and well in the auto industry. You know, last fall, we achieved life-changing gains in our strike at the Big Three. We even won a commitment to reopen a closed plant not too far from here. We were able to do that thanks to the support of Kamala Harris and Joe Biden and the thousands of autoworkers who went on strike.

But a year later, one company wants to go back on their commitments in our contract. And let me be clear: Stellantis must keep the promises they made to America in our union contract. And the UAW will take whatever action is necessary against Stellantis or any other corporation to stand up and hold corporate America accountable.

And when the UAW stands up, we know who stands with us and who stands against us. Donald Trump laughs about firing workers who go on strike and Kamala Harris stands shoulder-to-shoulder with workers when they're on strike. And that's the difference between Kamala Harris and Donald Trump, the scab.

Trump is pushing divide and conquer tactics of the rich. It's the oldest trick in the book. They want to blame the frustrations of working-class people. They want to take those frustrations and blame them on race. They want to blame it on LGBTQ+ people. They want to blame it on some destitute, desperate person on the border.

They do that because they want working-class people to be divided and to keep the focus off of the one true enemy: corporate greed.

The rich think we're stupid. But working-class Americans see this for what it is. This is our generation's defining moment. So, I have a question for you: Are you ready to stand up, speak up, and show up and put Kamala Harris and Tim Walz in the White House?

We need a defender of the working class in the White House. Someone who is one of us and someone who knows how to fight. And that fighter is the next President of the United States, Kamala Harris.

Thank you.”



ULTIUM CELLS GROUNDBREAKING CONTRACT

IN JUNE, UAW LOCAL 1112 members voted overwhelmingly to ratify a historic contract at Ultium Cells in Lordstown, Ohio, which builds battery cells for GM electric vehicles. The local contract sets a new standard for the EV industry with strong wages and benefits and historic health and safety protections.

When Ultium opened in 2021, the workers were non-union, they made just \$16.50 an hour, and the EV industry was in a race to the bottom. But the Ultium workers organized with the UAW in late 2022 and during the Stand Up Strike, they were brought under the GM national agreement.

By October 2027, Ultium production workers will make \$35 an hour, 112% more than before they joined the UAW. The contract includes:

- ✓ **30% raise over three years for production workers**
- ✓ **Immediate \$3,000 bonus**
- ✓ **Four full-time union health and safety representatives in the plant as well as a full-time union industrial hygienist on site**

Another Ultium plant is beginning operations in Spring Hill, Tenn., and battery plants that will employ tens of thousands of workers are being built across the country. The Ultium contract sets a powerful precedent for those facilities and the entire EV industry.



UAW members courageously fought corporate greed at Ford, General Motors and Stellantis last fall during our historic six-week Stand-Up Strike. Because of their determination and commitment, we won record contracts with the Big Three automakers.

We made a lot of ambitious demands at the bargaining table. One, in particular, may not have gotten the same attention as the reinstatement of cost-of-living adjustments or ending wage tiers — but it could also prove transformational: We aligned our contracts to expire at midnight on April 30, 2028.

The UAW fought for this, not as a symbolic gesture to labor history, but as a rallying cry. We've asked other unions to join us in setting their contract expiration dates to May Day 2028 in hopes the labor movement can collectively aspire to building the power needed to change the world.

If the COVID pandemic taught us anything, it was that workers are essential. When we withhold our labor, nothing moves. As working people, union or not, we must come together. We can no longer allow corporations, politicians and borders to divide us. If we are serious about building enough collective power to win universal health care and the right to retire with dignity, then we need to spend the next four years getting prepared.

**It's time
we reclaimed
May Day for the
working class.**

May 1, 2028



WE'RE TELLING STELLANTIS:

KEEP THE PROMISE



During the Stand Up Strike, UAW members did something people thought was impossible: We won a commitment from Stellantis to reopen the Belvidere Assembly Plant in Illinois. We also won the power to make Stellantis keep that promise. We won the right to strike if the company didn't live up to the product and investment commitments negotiated in our contract.

Now that the company is trying to go back on their commitment to reopen Belvidere and build the Durango in Detroit, our answer is simple: HELL NO!

In August, we launched our campaign to make Stellantis Keep The Promise they made to America's autoworkers. Just like in the Stand Up Strike, we started filing grievances at plants across the country and kept open our options to expand. Stellantis members and our community supporters held rallies in Belvidere, Sterling Heights Assembly, and beyond.

The problems at Stellantis start with CEO Carlos Tavares. Tavares pumped up Stellantis' profits in 2023—and boosted his own pay 56%—but now the bill is coming due. Quality is down, dealer inventory is soaring, and the company's balance sheet is a mess.



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INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

SHAWN FAIN, PRESIDENT • MARGARET MOCK, SECRETARY-TREASURER
 VICE-PRESIDENTS: CHUCK BROWNING • MIKE BOOTH • RICH BOYER

TO: UAW Stellantis Council
RE: 9-26-24 Council Meeting

Dear Stellantis Council,

Yesterday, nearly 200 leaders from UAW locals representing Stellantis workers across the country convened with a shared commitment to unite our membership and uphold the integrity of our 2023 contract.

For years, the company picked us off plant-by-plant and we lacked the will and the means to fight back. Today is different. Because we stood together and demanded the right to strike over job security—product commitment—we have the tools to fight back and win.

At the meeting, we reviewed the serious violations of our contract and patterns of illegal behavior by Stellantis. The evidence is clear that CEO Carlos Tavares is steering Stellantis on a crash course that will cause our members tremendous harm. Given all that we heard, we resolved to meet this make-or-break moment without fear and to fight for the rights of our members.

We unanimously recommend to the membership that every UAW worker at Stellantis prepare for a fight, and we all get ready to vote YES to authorize a strike at Stellantis.

We agreed that standing together is the only way to beat their greed, and we are prepared to take every necessary action, including the possibility of calling a strike, to ensure the full enforcement of our contract. Our unity is our greatest power, and the responsibility we carry to defend our members has never been more crucial.

We will continue to keep you updated as we move forward, holding Stellantis to account. It is imperative that each of us brings this momentum back to our locals, engages our members, and prepares for the steps ahead.

In solidarity,

Shawn Fain
 UAW President

Kevin Gotinsky
 Director, UAW Stellantis Department



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 activi-

ties. 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 2023. This Report provides the basis for the amount which will be charged to Objectors for the period from Aug. 1, 2024, through July 31, 2025. The report arrives at this amount by an analysis of the UAW's 2023 expenditures which provides a detailed allocation of those expenditures between the 85.41% of such expenditures which are related to the UAW's representational activities, and from which the amount charged Objectors is derived, and the 14.59 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 2023 Report must be received by the UAW on or before October 4, 2024, except for challenges by Objectors who have already received a FY 2023 report, who have been notified of the deadline applicable to them.

CONVENIOS DE SEGURIDAD SINDICAL

AVISO A LAS PERSONAS CUBIERTAS POR LOS CONVENIOS DE SEGURIDAD SINDICAL REGULADOS POR LA LEY NACIONAL DE RELACIONES LABORALES (NATIONAL LABOR RELATIONS ACT)

El sindicato de Trabajadores Unidos de la Industria Automotriz (UAW, por sus siglas en inglés), al igual que otros sindicatos, destina la gran mayoría de sus fondos a actividades relacionadas con las negociaciones colectivas, y algunas sumas de dinero a cabildero político, servicios comunitarios, actividades del fondo para la ciudadanía, asuntos internacionales, organización, donaciones benéficas, publicaciones que dan a conocer las posiciones políticas del sindicato, ciertos litigios y otras cuestiones. En virtud del fallo de la Corte Suprema en *CWA v. Beck*, los miembros no sindicalizados que proporcionan dinero al sindicato en virtud de convenios de seguridad sindical pueden objetar los gastos que no sean de representación del dinero que pagan en virtud de dichos convenios. (Dichos convenios, incluidos aquellos de los que el UAW es parte, pueden ser y son aplicados por el UAW solo para exigir como condición para el empleo que los empleados cubiertos “entreguen las cuotas periódicas y los cargos de iniciación que se requieren en general como condición para adquirir o conservar la membresía” en el sindicato. Esto significa que, en cualquier momento, usted puede renunciar a la membresía en el sindicato y ser un pagador de comisión de agencia no miembro. Además, si hace eso, será elegible para presentar una objeción al UAW en virtud de Beck de acuerdo con lo descrito a continuación).

A fin de cumplir con el fallo de Beck, el UAW acepta objeciones de no miembros del sindicato cubiertos por los convenios de seguridad sindical de la Ley Nacional de Relaciones Laborales que notifiquen su objeción por escrito a Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214. Las objeciones pueden presentarse en cualquier momento, pero deben renovarse todos los años. A las Personas que las presenten solo se le cobrarán los gastos relacionados con las actividades de representación. Todos los no miembros que presenten dicha objeción recibirán el

Informe de gastos incurridos en la provisión de servicios relacionados con las negociaciones colectivas del UAW para el año fiscal 2023. Este Informe servirá como base del monto que se les cobrará a las Personas que presenten objeciones durante el período que abarca desde el 1 de Agosto de 2024 hasta el 31 de Julio de 2025. El informe calcula este monto mediante un análisis de los gastos de 2023 del UAW que proporciona una asignación detallada de dichos gastos entre el 85.41 por ciento de aquellos gastos relacionados con las actividades de representación del UAW, y de donde se deriva el monto que se les cobra a las Personas que presentan objeciones, y el 14.59 por ciento de los gastos que no están o quizás no estén relacionados con dichas actividades.

Todo cuestionamiento por parte de una Persona que presenta una objeción a los cálculos incluidos en el Informe o todo cuestionamiento por parte de una Persona que presenta una objeción en el que plantee que el Informe no determina de manera adecuada qué parte de los gastos del UAW se destinaron a cuestiones no relacionadas con asuntos de representación se remitirán a una persona responsable imparcial designada por la Asociación Americana de Arbitraje en virtud de sus Normas para la determinación imparcial de las cuotas del sindicato. Los cuestionamientos al Informe por parte de las Personas que presentan objeciones deben plantearse por escrito, y dirigirse a Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214. Para que el arbitraje se lleve a cabo este año, el UAW debe recibir los cuestionamientos al Informe del año fiscal 2023 a más tardar el 5 de Octubre de 2024, salvo los cuestionamientos por parte de Personas que presentan objeciones que ya hayan recibido un informe del año fiscal 2023, y a los que se les hubiera notificado la fecha límite aplicable a ellos.

