

07/26/2022

38TH CONSTITUTIONAL CONVENTION

Detroit, Michigan

July 25 -28, 2022

Day 2

Tuesday, July 26, 2022

PRESIDENT CURRY: Good morning, delegates.

CONVENTION ATTENDEES: Good morning.

PRESIDENT CURRY: As we open up, we welcome you back to day 2 of the 38th Constitutional Convention.

Sergeant-At-Arms, will you please have everyone inside be seated?

I will now call the Convention to order.

At this time, I would like to introduce Patrick Klein for the purposes of the invocation.

Chaplain Patrick Klein.

As Lead Chaplain at Region 8, 2164, Bowling Green, Kentucky, Patrick Klein, brought solidarity between workers. He is the Chairperson working with 19 chaplains who serve some 1,200 members who build the ionic Corvette automobile. He started his career at Local 95 in Janesville, Wisconsin.

After relocating his family to Bowling Green

1 in 2003, Brother Klein showed such character to his  
2 fellow workers that he was elected Vice President in  
3 2009. In 2015 he helped form the Local 2164 Chaplaincy  
4 Committee. Two years later, he became an ordained  
5 minister and received his UAW Chaplaincy in 2018.

6 Patrick, whose Instagram page says he is a  
7 man of God who loves ping pong, and OneSong Church in  
8 Bowling Green. He and his wife Diane have been married  
9 for 35 years.

10 Let's welcome our brother as he speaks some  
11 words to help us guide us through today, as we move  
12 forward in making decisions that will guide our union  
13 into the future.

14 Patrick Klein.

15 (Applause)

16 CHAPLAIN PATRICK KLEIN: Let us pray.

17 God of peace, thank you for giving me this  
18 opportunity today to pray before my brothers and  
19 sisters of this great union. We thank you for this  
20 opportunity to represent our local unions and our  
21 brothers and sisters at home during this 38th  
22 Constitutional Convention. We desire your glory and  
23 blessing, in all we do. Direct our thoughts, our  
24 words, our decisions, and our actions toward the right  
25 path.

1           We pray for our country and our leadership  
2   from the White House to the city and town halls in  
3   every community from sea to shining sea.

4           We pray for our armed forces, our men and  
5   women serving domestically and abroad. We pray for  
6   their safety, for their families, that they may have  
7   peace and comfort as they wait for safe return.

8           We ask blessing over this convention. We  
9   invite you to preside over this body, even if we have  
10  different opinions, give us unity of spirit.

11          Help us to work as a whole rather than as  
12  individuals trying to promote their own agendas. May  
13  we have a spirit of comradery in this place and work  
14  together for our shared mission.

15          We pray that we may conduct the business of  
16  this great union with pride and integrity, and that it  
17  be pleasing to you and remind us all that at the end of  
18  the day, we are all brothers and sisters.

19          Loving father, we thank you most of all for  
20  being here in our midst. Let your presence be made  
21  known and lead us today. I believe that you will guide  
22  us today so that the results can be seen days, months,  
23  and even years after. But we can only do it with your  
24  guidance.

25          I pray today and every day that we are united

1 in solidarity. Solidarity today, and solidarity  
2 forever. Amen.

3 (Applause)

4 PRESIDENT CURRY: Today we will have two sets  
5 of time keepers. The morning timekeepers are as  
6 follows:

7 From Region 4, Local 1268, Robert Holt.

8 From Region 1D, Local 6000, Bobbie Johnson.

9 And today's alternate timekeepers from  
10 Region 8, Local 5810, Neal Sweeney.

11 At this time, I would like to introduce you  
12 to our Retired Workers Advisory Council.

13 First, International Advisory Council Member,  
14 Region 1, Herman Williams, from Local 140.

15 (Applause)

16 PRESIDENT CURRY: Region 1A, Yvonne Harris,  
17 from Local 36.

18 (Applause)

19 PRESIDENT CURRY: Region 1D, Jessie Collins,  
20 from Local 599.

21 (Applause)

22 PRESIDENT CURRY: Region 2B, Bob Masterson,  
23 from Local 1005.

24 Region 4, Wayne Hungerford, from Local 1356.

25 Region 8, Jim Stewart, from Local 171.

1 (Applause)

2 PRESIDENT CURRY: Region 9, Al Gavetti from  
3 Local 1069.

4 Region 9A, June Benjamin, from Local 2110.

5 (Applause)

6 PRESIDENT CURRY: Next, the Regional Area  
7 Members, Region 1D, Bonnie Lauria, from Local 362.

8 Gene Ridley from Local 599.

9 And Region 8, Vivian Decker, from Local 5960.

10 And Ray Davis from Local 599.

11 Finally, our Members at large, Region 1,  
12 Clarice Squillace from Local 909.

13 Region 1A, Caldonia (Peaches) Anderson from  
14 Local 600.

15 Region 1D, Bill Brown, from Local 6000.

16 Region 2B, Charlie Sheppard, from Local 550.

17 Region 4, Jerry Zepplin, from Local 1268.

18 And Jamesell Kee from Local 110.

19 Region 8, Tina Havner from Local 2404.

20 And Frank Wiggins from Local 148.

21 Thank you all for the important work that you  
22 do helping to keep our retirees engaged in our union.

23 At this time, we are going to have a video.

24 Please direct your attention to the screen,  
25 as we see the profile of another UAW worker, Trina

1 Walker, from Region 2B.

2 Roll the video.

3 (Video played)

4 SECRETARY-TREASURER STUGLIN: I would like to  
5 call up Cleveland Jones, Chairperson of the Credentials  
6 Committee, to present an updated report.

7 Thank you.

8 DELEGATE CLEVELAND JONES, JR: Thank you,  
9 President Curry. Good morning, Brothers and Sisters.  
10 My name is Cleveland Jones, Junior, and I am the  
11 Chairman of your Credentials Committee. I am also the  
12 Financial Secretary-Treasurer of UAW Local 774, in  
13 Buffalo, New York, located in Region 9, under the  
14 courageous leadership of Director Jeff Binz and  
15 Assistant Director Lauren Farrell.

16 Absent yesterday, please welcome our Brother  
17 Dave Karnafel, Local 212, Region 1.

18 Yesterday, your Credentials Committee  
19 presented a preliminary roll call report, as of  
20 11:01 a.m. on Monday, July 25th, 2022.

21 An updated report is available online by  
22 typing into your search engine [convention.uaw.org](http://convention.uaw.org).  
23 Again, that is [convention.uaw.org](http://convention.uaw.org).

24 You will need to provide your last name,  
25 Local Union Number, and UAW I.D., which can be found on

1 your credentials badge.

2           Once you are signed in, if you find any  
3 errors in the roll call or have any questions, please  
4 report any issues or changes to the Roll Call Changes  
5 Desk at Registration. Corrections and additions will  
6 be made to the roll call as promptly as possible. The  
7 roll call will be updated on the website as changes are  
8 made.

9           Registration will continue throughout today.  
10 Yesterday, an additional 55 delegates were registered  
11 as of 8:42 a.m. this morning. And the voting strength  
12 was reallocated as necessary.

13           All changes have been documented and will  
14 become a part of the Official Roll Call.

15           This concludes our report.

16           Brother Chairman, Brother and Sister  
17 Delegates, as Chairman of your Credentials Committee, I  
18 move for the adoption of this report.

19           Thank you for your time and attention.

20           (Motion made)

21           (Applause)

22           PRESIDENT CURRY: Delegates, you have heard  
23 the updated report from the Credentials Committee.

24           **A motion has been made to adopt the**  
25 **reporter's recommendation.**

1           **Is there a second?**

2           (Motion supported)

3           PRESIDENT CURRY: Any discussion?

4           Hearing none, all in favor, signify by saying  
5   aye.

6           Any opposed, nay.

7           Ayes have it, and the motion is carried.

8           (Motion carried)

9           PRESIDENT CURRY: At this time, I would like  
10   to call up Region 1A Director, Laura Dickerson, for the  
11   purposes of introduction.

12           (Applause)

13           DIRECTOR DICKERSON: Thank you, President  
14   Curry.

15           Our next speaker hardly needs an introduction  
16   to a UAW Convention. Congresswoman Dingell, who  
17   represents Michigan's 12th Congressional District in  
18   the U.S. House of Representatives, has been by our side  
19   in good times and bad. This is most demonstrated by  
20   her nonstop work to strengthen the American auto  
21   industry, maintain America's competitiveness, and  
22   ensure good-paying American jobs.

23           As the industry transitions from internal  
24   combustion engines to electric vehicles, she worked  
25   together with the UAW, White House, the auto industry,



1 and environmentalists to announce the Biden  
2 Administration's goal of having 50 percent of new  
3 vehicles sold in 2030 be zero emissions vehicles.

4 Congresswoman Dingell serves in House  
5 leadership as a Co-Chair of the Democratic Policy and  
6 Communications Committee. And is a member of the  
7 Energy and Commerce Committee and the Natural Resources  
8 Committee.

9 She leads on critical issues, including  
10 affordable and accessible healthcare, clean energy and  
11 water, domestic manufacturing and supply chain  
12 resilience. And protecting our wildlife and natural  
13 resources.

14 Debbie Dingell, or Congresswoman Dingell,  
15 earned a Bachelor's Degree in Foreign Services and a  
16 Master's Degree in Liberal Studies from Georgetown  
17 University.

18 She is a fierce advocate for reform to our  
19 nation's broken healthcare system. And is also the  
20 co-author of Medicare For All to finally guarantee care  
21 for all Americans.

22 (Applause)

23 DIRECTOR DICKERSON: Here at home in  
24 Michigan, Congresswoman Dingell is known for working  
25 closely with State and Local officials and community

1 leaders across Michigan's 12th district.

2 In 2021, she worked quickly to secure Federal  
3 Flood Relief Funding and support to her community  
4 amidst the 2021 summer floods that devastated thousands  
5 of Southeast Michigan families and businesses.

6 Dingell continues her husband John's work to  
7 open the Detroit River International Wildlife Refuge  
8 and create a special outdoor space for Michiganders,  
9 while also protecting natural resources.

10 Before being elected to Congress, Dingell  
11 worked in the auto industry for over three decades,  
12 where she was President of the General Motors  
13 Foundation and a senior executive responsible for  
14 public affairs.

15 She was also Chairwoman of the Wayne State  
16 University Board of Governors, and continues to fight  
17 for affordable and accessible education in Congress.

18 Dingell is a recognized national advocate for  
19 women and children. She successfully fought to have  
20 women included in federally funded health research, and  
21 advocated for greater awareness of women's health  
22 issues overall, including breast cancer and heart  
23 health.

24 She is a founder and former Chair of the  
25 National Women's Health Resource Center, and the

1 Children's Inn at the National Institutes of Health.

2 Please welcome someone I refer to as my BFF,  
3 best friend forever, and our good friend, Congresswoman  
4 Debbie Dingell.

5 (Applause)

6 CONGRESSWOMAN DEBBIE DINGELL: Oops, I've got  
7 to put it down. I am not as tall as Laura or the  
8 President. Actually I call myself the mutt.

9 Good morning, everybody. I want to thank  
10 Laura for that kind introduction which was way too  
11 long.

12 And thanks, President Ray Curry, for inviting  
13 me to join you for this very important convention.

14 And also, I have two Regional Directors now.  
15 I want to acknowledge James Harris, too, because I have  
16 picked up Oakland County.

17 (Cheers and applause)

18 CONGRESSWOMAN DEBBIE DINGELL: I'm blessed.

19 And I want to thank all of you who represent  
20 UAW members from across the United States, Canada, and  
21 Puerto Rico.

22 You know, when I came in this morning, some  
23 of the guys from New York stopped me. And I was so  
24 happy that they did stop and talk to me and tell me  
25 what they were thinking, because sometimes I just think

1 that some of us in Michigan that are feeling the way we  
2 are. And quite frankly, I already made a phone call  
3 and said, Hey, people really do understand the  
4 importance of this election and what's at stake.

5 All right. I do want to say before I really  
6 get into the dynamics about how important Region 1A is  
7 to me, it's a home. It's been a home for John Dingell  
8 and I for decades. The people there are brothers and  
9 sisters.

10 Laura has quickly become a sister to me.  
11 Many members of your Executive Committee, I have gotten  
12 to know as they have gone there. Many have become  
13 presidents.

14 Last night I kind of -- I get in bed at night  
15 and I miss John Dingell. And I went and looked for  
16 pictures. And the very last place John Dingell was  
17 public at before he died was Region 1A.

18 (Applause)

19 CONGRESSWOMAN DEBBIE DINGELL: Chuck was  
20 there. I called and said, Chuck, can John come over?  
21 It was a place that he knew he always belonged. He  
22 loved his UAW brothers and sisters. And it's what he  
23 fought for his entire career.

24 And I just want to tell you what an important  
25 family you are to me. And how much all of you meant to

1 John Dingell, and the comfort and support you bring me.  
2 While he is not here physically, he is here for me and  
3 he left all of you to make sure we keep fighting the  
4 fight for what we keep on doing.

5 (Applause)

6 CONGRESSWOMAN DEBBIE DINGELL: It's  
7 especially great to be here with you, in this state  
8 that put the world on wheels.

9 And now, we are leading the world in the  
10 transformation of mobility.

11 The UAW was a critical part of putting the  
12 world on wheels. And you are going to be a critical  
13 part as we transform for mobility for the future.

14 And this union is going to make sure it's  
15 done right. It's done with good-paying jobs for  
16 working men and women in this country.

17 (Applause)

18 CONGRESSWOMAN DEBBIE DINGELL: The history of  
19 the UAW is the history of Labor, and of working men and  
20 women in this country. And you must never forget the  
21 role that the UAW and Labor played in creating the  
22 middle class in America. It's really important.

23 And your job right now is more important than  
24 it's been in a very long time.

25 I am a card girl. And I'm proud of it. I

1 say it to whoever wants to know. And working with  
2 Labor is one of the best parts of my job. Because you  
3 embody and work so hard to uphold the values that guide  
4 my work in Congress every single day.

5 The UAW has some of the most skilled,  
6 passionate, and talented workers, not only in the  
7 nation, but in the world. People who know the value of  
8 a hard day's work and people who value giving back to  
9 their communities.

10 You speak up for what's right. And are  
11 relentless in fighting for working men and women every  
12 day, for better pay, safer working conditions,  
13 healthcare, retirement benefits, education, and civic  
14 participation. Even when it's hard. Actually,  
15 especially when it's hard.

16 And you are building on the legacy of  
17 hardworking men and women who went before you to make  
18 sure we are improving the quality of life for everyone  
19 today and in the future. Work that is more important  
20 now than ever, as our nation continues to get through  
21 and recover from the COVID-19 pandemic.

22 Walter Reuther and John Dingell were good  
23 friends. I wasn't around when they were good friends.  
24 I will tell you the truth. I was a cheerleader when  
25 John Dingell got elected. But, hey, I tell the truth.

1 I'm at a point in my age.

2 But Walter Reuther, I was reading some of the  
3 things that John read, well, I really did go down  
4 memory lane last night. Walter Reuther told us it's  
5 not enough to fight against the things we oppose. We  
6 must fight with equal courage and equal dedication for  
7 the things that we believe in.

8 In Congress, it's my job to represent those  
9 working men and women who have been left out and left  
10 behind, and for those that are working. And we need to  
11 ensure we are keeping those good, safe, paying jobs.  
12 And you know what? I'm working to make sure you don't  
13 get screwed.

14 (Applause)

15 CONGRESSWOMAN DEBBIE DINGELL: The most  
16 important thing for me is that we are listening. And  
17 we are working together to solve problems, to create  
18 good-paying jobs, expand access to opportunity, and  
19 pave the way for sustainable economic growth.

20 And listening to you, hearing what you think,  
21 how you feel really matters. To be honest, I tell  
22 everybody this. Dwayne Walker is here from Local 900.  
23 I was at his picnic, and actually it was 2015, not  
24 2016, when some of the members started telling me how  
25 they felt.

1 And I knew we had a problem, as Democrats. I  
2 knew Hillary Clinton was in trouble, from coming from  
3 that picnic.

4 You know what I miss about the pandemic the  
5 most? Was being able to be in a union hall every  
6 weekend. Because you all don't bullshit. You tell the  
7 truth. You tell what's on your mind. And you tell me  
8 what we need to be doing.

9 (Cheers and applause)

10 CONGRESSWOMAN DEBBIE DINGELL: And I want you  
11 to know, I leave here and go back to Washington. And I  
12 told a lot of people Donald Trump could become  
13 President in 2016. They all thought I was crazy. I  
14 wish I had been crazy.

15 But the reason that he was is because  
16 Democrats weren't talking about trade. They didn't  
17 understand how many people were worried about the jobs  
18 they kept seeing shipped overseas. They worried about  
19 what was happening to their jobs.

20 And it took a pandemic for people to  
21 understand we had shipped our supply chain overseas,  
22 and we couldn't even give our frontline workers masks  
23 and gowns and gloves.

24 You all saw it. You. And we fought for it.  
25 But it really matters. And you have got to make your



1 voices heard. And I am going to talk more about it in  
2 a minute.

3 And I want to tell you, my motto is simple.  
4 I don't care if it's a Democratic idea or a Republican  
5 idea, if it's good for working men and women, I'm going  
6 to go out there and I am going to fight for it and I am  
7 going to do everything I can deliver for you.

8 (Applause)

9 CONGRESSWOMAN DEBBIE DINGELL: There's too  
10 much fighting right now. And you know what? A lot of  
11 your members are just fed up. I always get in trouble  
12 because I am too spontaneous. But I am going to say  
13 this to you. Your members want people to deliver.  
14 They are tired of partisan bickering. They are tired  
15 of people not caring about them. They want to see us  
16 work in Washington and address the problems that need  
17 to be addressed.

18 (Applause)

19 CONGRESSWOMAN DEBBIE DINGELL: So let me talk  
20 about a couple of those issues. I need to tell you  
21 that one of the most urgent, I probably don't need to  
22 tell you this, but one of the most urgent challenges  
23 facing us in the auto industry right now is the  
24 semiconductor chip shortage.

25 General Motors is parking a thousand

1 unfinished vehicles per day in lots built to hold  
2 finished cars.

3 Ford has curtailed production at plants  
4 throughout the country, especially in this state. A  
5 year ago, Ford had 60,000 vehicles in their lots  
6 waiting on chips. And it hasn't gotten better since.

7 If you are here, just drive down Michigan  
8 Avenue, Ford. You see it. Parking lots full of cars  
9 nobody can drive. And you all are being put on layoff  
10 because we can't build those cars.

11 The vital chips that enable our modern way of  
12 life, that ensure safety, electrification,  
13 connectivity, and so much more in cars cannot be found.  
14 And that's because in the United States, where when  
15 I -- and I am not old, I may be seasoned, but I am not  
16 old, but when I started in the auto industry, we made  
17 more than 40 percent of the chips in this country,  
18 semiconductor chips, in the world. Forty percent of  
19 the world supply, we made here. And now it's somewhere  
20 between 10 and 12 percent.

21 The reality is we need to make more chips.  
22 And we need to make them in America now.

23 (Cheers and applause)

24 CONGRESSWOMAN DEBBIE DINGELL: We have a  
25 responsibility to you and to all future generations to

1 keep jobs here in America. Creating chips here at home  
2 is the key to solving this issue.

3 We should have done it a year ago in  
4 Congress. As usual, it got bogged down in all the  
5 political bullshit. And I am going to say that today.  
6 And I keep saying to Nancy Pelosi, "We need to get it  
7 done."

8 Last week, she came to Michigan. She was  
9 coming for another reason. And I said, "Nancy, will  
10 you sit down with the workers?" And I talk to her, but  
11 she gets mad at me a lot. "I want you to hear it  
12 directly from the workers, so you know what's really  
13 happening."

14 So I called the President. And I called  
15 Laura. And said, "Would you be willing to host a group  
16 of workers at the region?" Some of my House colleagues  
17 came, too. "So they can hear directly from the workers  
18 what the chip shortage has meant to them.

19 (Applause)

20 CONGRESSWOMAN DEBBIE DINGELL: And she did.  
21 I want to thank you both for -- and all of my -- there  
22 are a number of my presidents here.

23 I told Dwayne, you all know Dwayne, he's the  
24 President of Local 900, they wanted, too, to talk to  
25 the Speaker the way you all did to me when I am at the

1 picnics or in the halls. That I wanted her to get the  
2 unvarnished truth. I wanted her to make sure that the  
3 human stories of this crisis don't get lost in policy  
4 negotiations and partisan rhetoric.

5 For some families, and we all know this, this  
6 issue literally affects whether they keep the lights  
7 on, can fill their tank of gas completely, or put food  
8 on the table. And too many people don't understand  
9 that reality.

10 Al Byrd of UAW Local 163 pointed out that  
11 reduced shifts as a result of the shortage have cost  
12 workers their bonuses.

13 Bernie Ricke talked about how workers don't  
14 know when they might or might not work. And what  
15 that's like, that uncertainty, that fear that they live  
16 with, and what it is going to mean to their income and  
17 how do they budget, and the living that they are doing.

18 And a lot of other members talked about what  
19 the impact is on the community that they are in. What  
20 happens to those small businesses and local restaurants  
21 that are trying to recover from a pandemic. But people  
22 don't have the money to go out and eat in the coney  
23 islands that are our favorites, or whatever local  
24 restaurants are.

25 And Nancy Pelosi heard it. I want to say

1     thank you to that, because she told people there she  
2     really was going to go back and fight this week for  
3     there to be a bill.

4             And, you know, this isn't just a  
5     manufacturing and jobs issue. This is a national  
6     security issue. Not only are semiconductor chips  
7     critical to vehicles and appliances and consumer  
8     electronics, they are central to our military, defense,  
9     and secure communication systems.

10            Plainly put, our dependence on global  
11     competitors, supply chains, makes us less safe  
12     economically and national security wise.

13            (Applause)

14            CONGRESSWOMAN DEBBIE DINGELL: So I am going  
15     back after this conference, and I pray that we are  
16     going to vote on this this week. We have had enough --  
17     I'm going to use a John Dingell word. I used it I  
18     think last Friday, too -- we've had enough fiddle  
19     bitching around. It's time to get this chips bill  
20     passed and bring jobs back home.

21            (Applause)

22            CONGRESSWOMAN DEBBIE DINGELL: There are  
23     other things in there that we have got to do. It  
24     includes provisions, and I am proud to say I helped  
25     write them, some of them are mine, that will address

1 our supply chain issues, invest in sustainable  
2 production of raw materials and more. It's time to  
3 bring our supply chain back to America.

4 (Applause)

5 CONGRESSWOMAN DEBBIE DINGELL: We must be  
6 proactive in strengthening our supply chain, so we  
7 don't see shuttered establishments, closed plants, laid  
8 off workers, as a result of these vulnerabilities  
9 during times of crisis. And, you know, I don't even  
10 know if everybody in Michigan has gotten the message.  
11 I know some have.

12 But for those of you who are in states across  
13 the country, you need to talk to your members, whether  
14 they are Democrat or Republican. And get them to  
15 understand, understand what is happening, because we  
16 have shipped these jobs overseas, and that we need to  
17 bring them home, so we never -- the pandemic helped  
18 people graphically understand what we have done to  
19 ourselves and how vulnerable we have left ourselves.  
20 We need jobs here.

21 Do you know how dependent we are on China for  
22 medicine? Eighty to ninety percent of the pills we are  
23 taking are made in China. Really? Do we want to be  
24 that dependent on China? I sure don't. And this  
25 country sure doesn't.

1           So I think you need to hold your lawmakers  
2     accountable, your policymakers, no matter what, for  
3     bringing jobs home, creating jobs here in America, and  
4     keeping us safe.

5           (Applause)

6           CONGRESSWOMAN DEBBIE DINGELL: We are at an  
7     inflection point for American manufacturing, industry,  
8     and innovation. And we can turn this crisis into an  
9     opportunity. An opportunity to gain an edge and stop  
10    ceding our ground to global competitors.

11           You all are on the forefront of this. And I  
12    will always work to ensure your efforts are recognized  
13    and you have the support that you deserve.

14           I know that the American autoworkers drive  
15    our economy. And autoworkers are the best in the  
16    world. I know that we can't move into a new era of  
17    mobility unless we work together and put Labor first.

18           Laura talked a little about what we did last  
19    year. I stood. I didn't sign. I'm going to be blunt.  
20    I didn't. We all care. Global climate is real. We  
21    all know that. And we need to protect our environment  
22    for our kids, our future generations.

23           But I didn't support the Green New Deal when  
24    it first came out, because workers were not at the  
25    table. And workers must be at that table.

1           So at the beginning of the last Congress, I  
2       said I would pull everybody together. The president of  
3       every major environmental group, all of them, sat  
4       there. The UAW led the Labor side. Rory was there at  
5       the beginning. Ray was there at the end. And a lot  
6       of -- Josh and a lot of other of your UAW membership  
7       were there.

8           And we had some very frank, blunt  
9       discussions. Your leadership is making sure that they  
10      are fighting for your jobs; that we are going to build  
11      batteries here in the United States of America. That  
12      we are going to make sure you get paid a decent wage  
13      for those batteries. And that's going to be a very  
14      important part of your next negotiations.

15           Look, two days before, some people were  
16      playing games. A date had been scheduled for going to  
17      the White House and announcing this agreement. I spent  
18      hours. I think I talked to most members of the  
19      Executive Committee that day. And the UAW was playing  
20      hardball. They were going to make sure that you did  
21      not get screwed. And they were not going to the White  
22      House until they got certain assurances. And I want  
23      you all to know that. They did.

24           (Applause)

25           CONGRESSWOMAN DEBBIE DINGELL: But because we



1 talk, we work, we roll up our sleeves, we find the  
2 answers, we stood with President Biden last August and  
3 announced a goal of 50 percent of new vehicles sold in  
4 2030 be zero emission vehicles. This was a significant  
5 moment for the UAW, the auto industry, and  
6 environmental advocates, as they all stood together for  
7 the same cause.

8 We know we have got to support the transition  
9 from internal combustion engines to electric vehicles.  
10 And that they need to be built here in America. I'm  
11 not letting China or India beat us at anything. We are  
12 going to keep leading the world in doing this. And  
13 that I am damn committed to.

14 (Applause)

15 CONGRESSWOMAN DEBBIE DINGELL: But we've got  
16 to do it while ensuring they are good-paying union jobs  
17 and the strongest supply chain in the United States.  
18 If we don't, we can't do any of this unless we rebuild  
19 the strength of our labor unions.

20 That's why I am a proud co-sponsor of the Pro  
21 Act, the most significant upgrade to U.S. Labor Law in  
22 80 years.

23 (Applause)

24 CONGRESSWOMAN DEBBIE DINGELL: Because I know  
25 when unions are strong, all workers benefit. They do.

1           You know, I say to people when they are out  
2   there and they are trying to attack us, everybody takes  
3   for granted their 40-hour workweek, their safe working  
4   conditions, their vacations, their holidays, their  
5   pensions, their healthcare.

6           You know why they have them? Because the  
7   unions went out and fought for them and got them. And  
8   every worker in this country benefitted from the work  
9   of the UAW and workers.

10           (Applause)

11           CONGRESSWOMAN DEBBIE DINGELL: People forget  
12   that. You know, and I will tell you something else.  
13   When you go into all these states that don't want to be  
14   Union, etcetera, they are following what the UAW has  
15   negotiated, because to be competitive they have got to  
16   give the workers what your leadership is fighting for.  
17   And we need to remind people of that. I am tired of  
18   bullshit. I'm tired of lies. I'm tired of mistruths.  
19   Know your power and talk about it.

20           (Cheers and applause)

21           CONGRESSWOMAN DEBBIE DINGELL: The Pro Act  
22   protects Union elections from employer interference,  
23   requires employers to negotiate with newly elected  
24   unions, ensures that employees cannot be misclassified  
25   as supervisors or independent contractors, the favorite

1   trick of everybody these days; invalidates the state  
2   for right to work less laws, and stiffens the penalties  
3   for violations of workers' rights. It's important.

4           And I want to talk about one more thing. I  
5   have long made it a priority to protect pensions.  
6   Pensions are a promise to working Americans, that if  
7   you work hard all your life, you are going to have a  
8   safe and secure retirement.

9           (Applause)

10           CONGRESSWOMAN DEBBIE DINGELL: Unfortunately,  
11   this dream may soon be out of reach for many Americans  
12   unless we act soon.

13           I am going to continue to fight to protect  
14   the benefits of all American workers who have earned,  
15   after a lifetime of labor and commitment, the right to  
16   that pension. And I want to say to you, you can't take  
17   it for granted. It is your leadership.

18           I am a salaried worker. Hey, I don't have  
19   healthcare when I turn 65. Oh, Dephi, we are going to  
20   vote on a bill today to try to restore Delphi salaried  
21   employees' pensions. Salaried employees get screwed  
22   because they haven't had a Union.

23           Your leadership is fighting every single day  
24   to protect your pension and to protect those healthcare  
25   benefits that you earned your whole life working. And

1 that really matters, too. And you never, ever can lose  
2 sight of that.

3 The bottom line is that when workers are  
4 better off, the very fabric of our country is made  
5 stronger. The empirical evidence tells us that our  
6 society is healthiest and our economy grows fastest  
7 when people in the middle are working and thriving.  
8 And when others, who aren't as lucky as you are, know  
9 that they are going to have an opportunity.

10 And it's at the heart of what I believe is  
11 the basic bargain of America. No matter who you are,  
12 or where you come from, if you work hard, and you play  
13 by the rules, you will have the opportunity to build a  
14 good life for yourself and your family.

15 And unfortunately, it's no secret that for  
16 far too many families in America today, that isn't  
17 working any more.

18 Labor created that. Gave you the  
19 opportunity. And now we need Labor to jump start  
20 opportunity for every person in this country.

21 (Applause)

22 CONGRESSWOMAN DEBBIE DINGELL: I am going to  
23 conclude with a couple personal thoughts. And I want  
24 to first quote Walter Reuther, who said that "There is  
25 no power in the world that can stop the forward march

1 of free men and women when they are joined together in  
2 solidarity of human brotherhood." Now, he didn't say  
3 sisterhood, but, you know, those were the '60s. I  
4 would add Sisterhood there, too.

5 I want to talk to you about something that I  
6 am really worried about, which is the fear and the  
7 hatred that is dividing this country. People are being  
8 pitted against each other, very intentionally, by  
9 people in this country, and quite frankly, by foreign  
10 governments. I am worried about our democracy. People  
11 are chipping away at the fundamental roots of it.

12 You know, when we were in school, we learned  
13 about our democracy. We heard of it. Well, we have  
14 freedom of speech, freedom of religion, freedom of  
15 press, due process. But we took for granted. We just,  
16 you know, we just had it. We never thought about it.

17 These last couple of years people are trying  
18 to take those freedoms away. And what we see, they  
19 have worked hard to get us where we are. People  
20 doesn't trust each other.

21 And then you have seen what the Supreme Court  
22 has done. Supreme Court is -- we no longer have  
23 separation of church and state. I have young women who  
24 look at me. Look, I'm seasoned. I remember when as a  
25 woman I didn't have a lot of rights. These young women

1 today are like, who are six people to tell me what I  
2 can do with my body? It's my right to choose.

3 (Applause)

4 CONGRESSWOMAN DEBBIE DINGELL: They are  
5 turning things upside down. We all have individual  
6 decisions. But we have a Supreme Court justice who  
7 says we should go back and revisit laws that people  
8 have written and places we have gone because as  
9 communities, we have moved forward and made progress.  
10 And they want to take that progress backwards.

11 Walter Reuther said that "There is a direct  
12 relationship between the ballot box and the bread box,"  
13 and what the Union "fights for and wins at the  
14 bargaining table can be taken away in the legislative  
15 halls."

16 My friends, you need to worry about that.  
17 You need to get the facts. You have got to -- we have  
18 got to be transparent. And you need to hold everybody  
19 in your world accountable. Accountability matters.

20 But ask questions. Get the facts. Because I  
21 want you to really understand that there are people  
22 right now that are attacking institutions and trying to  
23 undermine people's confidence in the institutions.

24 There are people right now, you have seen it,  
25 they are still trying to do it today, that are

1 undermining people's confidence in the ballot box. The  
2 most fundamental right and responsibility everyone has,  
3 and each of us has, is to vote on election day. But  
4 you want to know that your vote matters. That it was  
5 counted honestly. And that the outcome that you are  
6 told is the truth.

7 (Applause)

8 CONGRESSWOMAN DEBBIE DINGELL: And they don't  
9 want you to have confidence. They want you to doubt  
10 it. They tried to steal an election. People came to  
11 the Capitol on January 6th with the intention of  
12 killing. I don't want you to forget it. That's an  
13 attack on our democracy.

14 (Applause)

15 CONGRESSWOMAN DEBBIE DINGELL: And these same  
16 people don't want strong unions.

17 We are strong together. You make a  
18 difference when you collectively go out there and fight  
19 for what matters for working men and women every single  
20 day.

21 And you need to know they don't want you to  
22 be strong. They want to pit you against each other.  
23 They want to cast doubt and raise questions.

24 Don't let that happen.

25 You need to hold people accountable. But if

1 we love our country, if we love what it means to be an  
2 American, we need to remember that we have got to fight  
3 for that. We cannot take it for granted. United we  
4 stand, divided we fall.

5 (Applause)

6 CONGRESSWOMAN DEBBIE DINGELL: I beg you.

7 (Applause)

8 CONGRESSWOMAN DEBBIE DINGELL: I am going to  
9 close with a Walter Reuther quote. I was really  
10 missing John Dingell and Martin Luther last night. We  
11 cannot save democracy in a vacuum of idealism. You  
12 have got to be motivated by idealism, but you have got  
13 to also be fighting the hard problem of practical  
14 politics.

15 We need practical politics this year, my  
16 friends. The future of our country is at stake. And  
17 the quality of life for working men and women is on the  
18 table. That's my parting message to you.

19 You have got a lot of responsibility in your  
20 hands. And I pray working with you, we are going to  
21 protect this country we love. And we are going to  
22 fight for the values that make sure that every working  
23 man and woman in this country has opportunity, a fair  
24 chance, a good wage, and a good life in America.

25 Thank you very much.



1 (Applause)

2 PRESIDENT CURRY: Thank you, again,  
3 Congresswoman Dingell. You are a true friend to the  
4 UAW.

5 This week we have a distinguished delegation  
6 of international labor leaders participating in our  
7 convention. I would like to play a video that  
8 describes the activism since the last convention.

9 Play the video.

10 (Video played)

11 PRESIDENT CURRY: Dating back to the days of  
12 Walter Reuther, the UAW has always taken a clear  
13 position that global actions have global consequences  
14 and vice versa.

15 We know decisions made in Italy and France  
16 will affect Stellantis workers in Detroit. The hard  
17 fought contracts with UAW and John Deere sustain us for  
18 contracts being fought for John Deere by workers in  
19 Brazil, Europe, and other parts of the world.

20 Gains by workers in Germany and Sweden are  
21 pushed for here in the United States. We are all  
22 interconnected. UAW members and leaders understand  
23 this each and every day.

24 In recent weeks, the UAW has been supporting  
25 striking workers at Unite the Union in the U.K. to

1 fight against Caterpillar.

2 We are also working with the AFL-CIO to  
3 support independent union organizing efforts that  
4 include ensuring the enforcement of labor rights for  
5 workers under new trade rules which companies must  
6 respect.

7 The International Unions joining us here  
8 today symbolize the best of what solidarity is all  
9 about. International solidarity does not just mean, I  
10 agree with you. It means, I will fight with you.  
11 Because we know our destinies are linked. We know that  
12 we cannot keep our unions if yours are denied. We are  
13 not free if you are in jail. We cannot keep our good  
14 wages, if you only make a fraction of what I make.  
15 It's that simple.

16 And in this heart of solidarity, I am asking  
17 all of you to look for the postcard, which I don't have  
18 here, I want you all to look at the postcard on the  
19 table in front of you and join me in sending a message  
20 to first Vice President Young, a trade unionist in  
21 South Korea who has been sitting in jail since May for  
22 organizing a general strike at his location.

23 I encourage you to send a personal message of  
24 inspiration to him and sign it. You should pass the  
25 postcards to your right. And our UAW staff will come

1 and pick those cards up. There's also boxes in the  
2 back to collect the postcards. We are honored to have  
3 the Korean Metalworkers here with us in Detroit. And  
4 they will be taking your postcards back with them to  
5 Seoul to deliver to Brother Young.

6           You might ask yourself if it's going to make  
7 a difference. At the last convention, UAW delegates  
8 signed postcards and sent thousands of messages of  
9 inspiration to another trade union leader in jail.  
10 Auto worker, political prisoner, union leader, and  
11 former President of Brazil, Lula da Silva, otherwise  
12 known as Lula, spent 580 days in solidarity  
13 confinement.

14           During his imprisonment, the UAW traveled to  
15 Brazil to hand deliver postcards to the prison. He  
16 read every one of those messages of hope.

17           In October, Brazil will decide whether they  
18 will want Lula to lead the country once again during  
19 their national elections.

20           This is only one example of how the work we  
21 all do in this room in our locals, in our workplaces,  
22 and in our communities has a ripple effect that  
23 contributes to a larger wave for a positive change.

24           I am extremely optimistic about the future of  
25 the global union movement. I'm proud to introduce you

1 to a number of unions that are making the world change,  
2 the most important changes in our world.

3 Now I am going to call up our Director of our  
4 International Affairs Department, Kristyne Peter, to  
5 introduce our distinguished guests.

6 Please hold your applause until the end.  
7 Kristyne.

8 KRYSTINE PETER: Good morning, delegates. I  
9 am Kristyne Peter. I am responsible for International  
10 Affairs. And we have an extraordinary team of trade  
11 unionists with us this week. So international guests,  
12 you are welcome to stand up and wave. And as President  
13 Curry suggested, if everyone can hold their applause  
14 until the end.

15 So I am very honored to recognize from  
16 Brazil, we have Moacyr Pereira.

17 Our Canadian colleagues from Unifor, Dino  
18 Chiodo, Jason Gale, John D'Agnolo.

19 From France, we have Sami El Messaoudi,  
20 Caroline Blot.

21 From Germany we have Jochen Schroth, Horst  
22 Mund.

23 From Italy we have Ferdinando Uliano,  
24 Marcello Scipioni, Simone Marinelli.

25 And from Japan, we have Akihiro Kaneko,

1 Motofumi Nakajima.

2 From Mexico we are honored to have with us  
3 Pedro Luevano, Jose Juan Hernandez, Paolo Mariano,  
4 Sergio Javier Vasquez.

5 And from South Korea, we have Deokheon Son  
6 and Hyewon Chong.

7 From Sweden we welcome Marie Nilsson.

8 And from Switzerland Atle Hoie.

9 And last but not least, from the U.K., Simon  
10 Dubbins.

11 So when Russian forces invaded Ukraine, the  
12 UAW did what it always does. It moved into action.  
13 Through IndustriAll, the global union federation that  
14 we belong to that connects industrial unions throughout  
15 the world, and you will hear a little bit more, you  
16 will hear more about IndustriAll in a couple of  
17 minutes, we were able to make direct contact with  
18 Ukrainian unions operating underground.

19 Working with our longtime partner, the United  
20 Way, the UAW celebrated International Women's Day by  
21 honoring Ukrainian trade union sisters and encouraging  
22 folks to give to the United Way's Humanitarian Fund for  
23 Ukraine.

24 President Curry sent a message to our  
25 Ukrainian brothers and sisters, letting them know that

1 the UAW was pressing hard to get the U.S. government to  
2 do three important things that the Ukrainians were  
3 asking us to do:

4           Ensure the protection for civilians  
5 operating -- or in the Ukraine.

6           Increase economic sanctions on Russia.

7           And welcome and support Ukrainian refugees  
8 into the United States.

9           The UAW also joined unions all around the  
10 world in donating to humanitarian relief funds set up  
11 by IndustriAll that made sure aid got directly to the  
12 Ukrainian unions on the ground that are affiliates of  
13 IndustriAll.

14           And while our union members mobilized,  
15 Ukrainian workers inspired us with their courage and  
16 tenacity. The world watched as members from the  
17 Nuclear Power and Industry Workers of Ukraine created a  
18 human blockade, facing down Russian tanks, in an effort  
19 to keep them from taking over one of the country's  
20 nuclear power plants.

21           These members were one of the affiliates and  
22 are one of the affiliates of IndustriAll, and we have  
23 been working closely with them in recent months.

24           I am very privileged to share with you a  
25 video that they sent in honor of our convention.

1 (Video played)

2 (Applause)

3 PRESIDENT CURRY: I have the great pleasure  
4 of introducing Atle Hoie, the General Secretary of  
5 IndustriALL Global Union Federation.

6 IndustriAll represents 50 million  
7 manufacturing, mining, and energy workers jobs in 140  
8 countries. UAW is an active affiliate of IndustriAll.  
9 Our vice presidents share the company network councils  
10 and executive network councils. And the UAW holds  
11 positions on the IndustriAll Executive Committee and  
12 the Women's Committee.

13 Brother Atle was elected General Secretary of  
14 IndustriAll Global Union at the IndustriALL's Third  
15 Congress in Geneva, Switzerland in 2021.

16 He previously served as an Assistant General  
17 Secretary. Before that, he was an International  
18 Secretary of Fellesforbundet, the Norwegian United  
19 Federation of Trade Unionists.

20 What's also impressive about Brother Atle is  
21 he speaks five languages. He speaks Norwegian,  
22 Swedish, Danish, English, and German. We work closely  
23 with Atle and his team in Geneva.

24 So please give a warm UAW welcome to Brother  
25 Atle.

1 (Applause)

2 ATLE HOIE: Thank you, President Curry, for  
3 this warm welcome. Dear convention delegates, it's a  
4 great honor for me to, on behalf of the international  
5 guests at this convention, and our 565 affiliated trade  
6 unions from 140 countries representing 50 million  
7 industrial workers, to reach the Congress.

8 I did attend your 37th Convention, as the  
9 Assistant General Secretary of IndustriAll.

10 And now I am back at your 38th Constitutional  
11 Convention, as General Secretary elected last year,  
12 with the great support of the UAW. I thank you very  
13 much for that.

14 (Applause)

15 ATLE HOIE: Amongst challenges like the  
16 pandemic, climate change, supply chain disruption, and  
17 corporate greed, I unfortunately have to start my  
18 greeting from Ukraine.

19 Five months ago, the Russian invasion of  
20 Ukraine, the proud people of Ukraine still fight to  
21 keep an independent and sovereign nation.

22 IndustriAll has 12 independent affiliates in  
23 Ukraine. We have constant dialogue with all of them to  
24 see in what ways we can be of assistance.

25 The horrors they are going through are



1     incomprehensible. You heard some of it just now. But  
2     the details are excruciating. Their members are not  
3     reporting to work any more. They are reporting to war.

4             The unions try to do regular trade union work  
5     for those members who still have a job. However, many  
6     of them do not.

7             This war has to end now. Russian troops have  
8     to leave the country immediately. And Ukraine needs to  
9     start its reconstruction.

10            (Applause)

11            ATLE HOIE: This will be an uphill battle.  
12     But we will be with them all the way.

13            Tentative estimates suggest that 50 percent  
14     of businesses in Ukraine are closed. \$100 billion  
15     worth of infrastructure has been destroyed. 45 percent  
16     of GDP will be wiped away in 9-2022. And 30 percent of  
17     the employment in the country is lost.

18            Seven million people have fled the country to  
19     neighboring countries. And additional millions have  
20     been internally displaced. The war is severely  
21     interrupting global supply chains in many sectors.

22            One thing is the dominant position Russia and  
23     Ukraine has had on the markets of wheat, rice, and  
24     sunflower. But Ukraine is producing 50 percent of the  
25     world's neon, critical to the production of

1 semiconductors or chips that you need for your cars.

2 Ukraine also produces 30 percent of the  
3 global palladium, which is critical towards motor and  
4 electrical systems, and they have or they had a  
5 thriving car parts industry as a supplier of wiring  
6 harnesses.

7 In Belarus, the government has liquified the  
8 remains of the independent union structures. President  
9 Lukashenko has now managed to kill all of division in  
10 his country. IndustriAll has been working with  
11 independent unions for decades. And we will continue  
12 working with them in any way we can. But strategies  
13 have to change. But we at IndustriAll will never give  
14 up the fight for independent trades unions.

15 In Myanmar --

16 (Applause)

17 ATLE HOIE: In Myanmar, the military staged a  
18 coup in February of last year. The aggressions against  
19 the people of Myanmar are abhorrent. Trade unions have  
20 been disallowed. But we still work closely with our  
21 affiliates in the country.

22 Yesterday, the junta executed pro-democracy  
23 activists for the first time in decades. That is what  
24 they are up against.

25 We have launched a global campaign for

1 comprehensive economic sanctions against Myanmar. In  
2 simple terms, that means stop doing business in the  
3 country.

4 Some companies have followed our lead. And  
5 more will. The money flow to the military junta will  
6 be strangled. And democracy will return to the  
7 country.

8 On your tables, as President Curry mentioned,  
9 you have these cards, which petition for the release of  
10 Korean trade union activists and vice president of  
11 KCTU, Youn Taeg-gun. Please sign it and send it in.  
12 We really desperately need trade union rights to be  
13 acknowledged in Korea. And we need it to happen now.

14 (Applause)

15 ATLE HOIE: International solidarity is  
16 extremely important, all of the cases I have mentioned.  
17 But it is important to everyone. Solidarity is what  
18 IndustriAll Global Union is all about. We need  
19 solidarity in organizing, in campaigning, and in  
20 holding corporations responsible.

21 Our strength lies in our ability to connect  
22 the 50 million members affiliated with IndustriAll, and  
23 our ability to mobilize the leverage we have in  
24 corporations towards international institutions and  
25 towards national governments.

1 Multinational corporations will take  
2 advantage of any disunity on our side. And we know  
3 they will take advantage of weak national labor law, if  
4 they are allowed to. We cannot allow them.

5 When you fight for decent contracts in Nissan  
6 or Volkswagen, we need to expose their malpractice and  
7 fight it.

8 When Mexican workers fight for a decent  
9 contract in GM, you have to do the same to them, and  
10 you did. That's why they won their contracts earlier  
11 this year.

12 (Applause)

13 ATLE HOIE: When multinationals embark on  
14 introduction of new technologies and changes to  
15 workplace organization, we have to muster international  
16 strength to get a seat at the table. And when supply  
17 chains are disrupted, we need to work along the supply  
18 chain to build solidarity between sectors and between  
19 countries.

20 Your supply chains are spread all around the  
21 world. And if you do not build strategic alliances and  
22 strengthen international networking in them, you will  
23 see more and more work being outsourced to them.

24 To secure your own jobs with decent wages and  
25 conditions, you must also force better conditions in

1 your supply chains.

2 To sum up, an injury to one is an injury to  
3 all. And we cannot accept or tolerate injuries to  
4 anyone. That is why we have to stand together as the  
5 international trade union movement against anyone who  
6 does not respect and recognize our rights.

7 We must win it for ourselves. But the only  
8 way we can do it is to fight it together.

9 Thank you for your attention.

10 (Cheers and applause)

11 PRESIDENT CURRY: Thank you again, Atle,  
12 Kristyne and Atle, our international delegation, for  
13 coming to our convention.

14 (Cheers and applause)

15 PRESIDENT CURRY: I would like to now call up  
16 Vice President Chuck Browning to Chair the Convention.

17 (Applause)

18 VICE PRESIDENT BROWNING: Just like my sister  
19 from Downriver, I'm not quite as tall as the president  
20 either. So we adjusted it.

21 Good morning!

22 CONVENTION: Good morning!

23 VICE PRESIDENT BROWNING: I've got to tell  
24 you, my UAW family looks good today.

25 Yeah, give yourself a hand.

1 (Applause)

2 VICE PRESIDENT BROWNING: That being said, I  
3 would now like to call up Aaron Shinaul, Chairperson of  
4 the Constitution Committee, to continue their report.

5 (Applause)

6 DELEGATE AARON SHINAUL: Good morning, fellow  
7 UAW members, President Curry, Secretary-Treasurer  
8 Stuglin, Executive Board Members, and Delegates.

9 I am Aaron Shinaul, Chairperson of the  
10 Bargaining Unit, of Clarios Battery Unit, Local 12, in  
11 Region 2B. I am proud to be a two-time elected  
12 delegate and chairperson of the Constitution Committee.

13 Thank you to my committee for allowing me  
14 this opportunity to be the Chair of this great  
15 committee.

16 I would like to give a brief report of the  
17 committee's activities over last two days.

18 Numerous proposed amendments were submitted  
19 by local unions and subordinate bodies.

20 This Constitution Committee reviewed,  
21 discussed, and debated each amendment with the  
22 knowledge that changing our Constitution is something  
23 to consider only when necessary to further the Union's  
24 mission and goals.

25 During our deliberations we were provided

1 with information from the Office of the  
2 Secretary-Treasurer and several department heads. They  
3 provided us with information, perspectives, and  
4 insights about past, present, and future issues facing  
5 our Union.

6 We would consider and be mindful that any  
7 change to our Constitution would affect all the Local  
8 Unions; not just one. With this in mind, the  
9 Constitution Committee will propose several amendments  
10 to the Convention for your consideration.

11 We thank you for entrusting us with this  
12 task. The Committee would like to thank the Local  
13 Unions that submitted resolutions.

14 After careful review, the following articles  
15 will be considered for proposed changes:

16 Preamble,

17 Article 2, Section 2.

18 Article 5, Jurisdiction.

19 Article 10, Officers and Elections, Sections  
20 2, 21, and 22.

21 Article 11, Salaries, Sections 1, 2, 3, and  
22 8.

23 Article 12, Section 21, Duties of the  
24 International Executive Board.

25 Article 41, Section 4, Duties of Local Union

1 Members.

2 Article 44, Local Union Committees, UAW  
3 Ethical Practices and Codes and Democratic Practices.

4 The proposed amendments to the Constitution  
5 will be on different colored handouts. The committee  
6 will read the current language in Column 1, and the  
7 highlighted change language in Column 3.

8 At this time, I would like to call Michael  
9 Diguiseppe.

10 (Applause)

11 DELEGATE MICHAEL DIGIUSEPPE: Good morning.

12 Please reference document number 2, the  
13 salmon color document, the Preamble.

14 Current language: We hold these truths to be  
15 self-evident; expressive of the ideals and hopes of the  
16 workers who come under the jurisdiction of this  
17 International Union, United Automobile, Aerospace and  
18 Agricultural Implement Workers of America (UAW): That  
19 all men and women are created equal, that they are  
20 endowed by their Creator with certain inalienable  
21 rights, that among these are life, liberty and the  
22 pursuit of happiness. That to secure these rights,  
23 governments instituted among men and women deriving  
24 their just powers from the consent of the governed.  
25 Within the orderly procession of such government lies



1 the hope of the worker in advancing society towards the  
2 ultimate goal of social and economic justice.

3 The precepts of democracy require that  
4 workers, through their union, participate meaningfully  
5 in making decisions affecting their welfare, and that  
6 of the communities in which they live.

7 Managerial decisions have far-reaching impact  
8 upon the quality of life enjoyed by the workers, the  
9 family and the community. Management must recognize  
10 that as basic responsibilities to advance the welfare  
11 of the workers and the whole society, and not alone to  
12 the stockholders. It is essential, therefore, that the  
13 concerns of the workers and society be taken into  
14 account when basic managerial decisions are made.

15 The structure of work established by  
16 management is designed of the workers an adjunct to the  
17 tool rather than its master.

18 This coupled with the authoritarian climate  
19 of the workplace robs the worker of his or her dignity  
20 as an adult human being.

21 This belies the democratic heritage we  
22 cherish as citizens in society rooted in democratic  
23 values.

24 Essential to UAW's purpose is to afford the  
25 opportunity for workers to master their work

1 environment, to achieve not only improving their  
2 economic status, but of equal importance, to gain from  
3 their labors a greater measurement of dignity, of  
4 self-fulfillment, and self-worth.

5 Workers must also participate meaningfully in  
6 political and legislative action, because government  
7 impacts importantly on their lives and on their  
8 communities. If governments lead by the rules by which  
9 people achieve a humanitarian equitable society, then  
10 it must be a responsible and accountable government.

11 Therefore, the UAW has the duty and  
12 responsibility to promote real and meaningful  
13 participatory democracy through its members and their  
14 families, so that people in their institutions may be  
15 heard in the councils of government, instead of office  
16 holders are guided by principle alone.

17 To achieve these wholesome objectives,  
18 management must accept union organization and  
19 collective bargaining as an essential and constructive  
20 force in our democratic society.

21 The workers must be provided a meaningful  
22 voice in maintaining a safe and helpful workplace with  
23 decent working conditions and must enjoy secure rights  
24 together with a satisfactory standard of living and  
25 maximum job security.

1           The workers must have a voice in their own  
2   destiny and the right to participate in making  
3   decisions that affect their lives before such decisions  
4   are made.

5           The UAW must play an active role at all  
6   levels of government to protect the lives and rights of  
7   its members and their families. We must work  
8   constantly on the political and legislative problems  
9   facing the whole society. Union members must take  
10   seriously their responsibility as citizens and work  
11   through their union and individually to realize the  
12   goals of participatory democracy and responsible and  
13   accountable government.

14           Result: The UAW's elected leaders must  
15   demonstrate a commitment to transparency and democratic  
16   participation and communication to ensure the voices of  
17   rank and file UAW members are heard at all levels of  
18   our Union's governance.

19           The Constitution Committee moves for the  
20   adoption of this amendment. Thank you.

21           (Motion made)

22           (Applause)

23           VICE PRESIDENT BROWNING: Thank you. Okay.  
24   We are going to begin -- well, let's start with this.  
25   The amendment has been presented. And we would thank

1 you. We will now move to debate.

2 This morning we are starting with Region 2B.  
3 We will alternate speaking for and speaking against.  
4 Speakers may not speak longer than five minutes.

5 So do we have anybody in UAW Region 2B in  
6 favor of the proposed Constitutional Committee Report?

7 Okay. I see a brother I think with a red  
8 folder. Please go to mic 8.

9 DELEGATE JERRY BODENBENDER: Good morning.  
10 My name is Jerry Bodenbender, Local 86, President, of  
11 Region 2B, under the direction of Wayne Blanchard and  
12 Assistant Director Jeff Schrock.

13 At the Local, we hear firsthand that members  
14 demand transparency, more communication, and demand our  
15 voices to be heard collectively.

16 For the better of this Union's future, I  
17 stand in support of this resolution.

18 VICE PRESIDENT BROWNING: Thank you, Brother.

19 Do we have anybody in 2B in opposition?

20 I see no one in opposition.

21 So we will now move to UAW Region 1 for.

22 Can I have a speaker in support of the motion  
23 in Region 4?

24 Anybody?

25 There we go. Blue folder.

1 Please go to mic 2.

2 DELEGATE NAKITA EPPERSON: My name is Nakita  
3 Epperson. I am a delegate from Local 282, Region 4,  
4 home of the best director, Ron McInroy, and Assistant  
5 Director Brad Dutcher.

6 (Applause)

7 DELEGATE NAKITA EPPERSON: I stand in support  
8 of the resolution to make the addition to the preamble.  
9 I believe that our leaders should demonstrate a  
10 commitment to transparency, disciplinary participation,  
11 and communication, to ensure the voices of rank and  
12 file UAW members are heard at all levels of our  
13 governance. Its addition shows that our leaders are  
14 dedicated to every voice in our union. That is why I  
15 stand in support of this resolution.

16 VICE PRESIDENT BROWNING: Thank you.

17 (Applause)

18 VICE PRESIDENT BROWNING: Do we have anyone  
19 in opposition this morning from Region 4?

20 Pink folder or pink paper. Yes. Please take  
21 mic 1.

22 DELEGATE SCOTT HOULDIESON: Good morning, my  
23 union family. My name is Scott Houldieson. I am a  
24 delegate from UAW Local 551, in Chicago, Region 4.

25 And the reason I stand in opposition to this,

1 because I think this is a good sentiment, but I think  
2 it's misplaced. It doesn't belong in the Preamble.

3 It belongs in the teeth, in the ethical  
4 practices codes. It belongs in Article 32.

5 It doesn't belong in the Preamble. The  
6 Preamble is a sentiment.

7 We want transparency and democratic  
8 participation built into the teeth of our Constitution;  
9 not into the sentiment of our Constitution.

10 (Applause)

11 DELEGATE SCOTT HOULDIESON: So while this is  
12 a wonderful sentiment, and I totally agree with the  
13 sentiment of it, please consider putting teeth into our  
14 Constitution so that the membership of this great union  
15 can hold their leaders accountable through the  
16 constitutional processes in a more readily available  
17 manner.

18 Thank you.

19 VICE PRESIDENT BROWNING: Thank you, Brother.

20 We will now move to Region 9A.

21 Do we have anyone that would like to speak in  
22 support?

23 I see somebody waving a pink paper.

24 Please go to mic 6.

25 DELEGATE BRIAN SCHNECK: Good morning. My

1 name is Brian Schneck. I am President for Local 259 in  
2 Region 9A.

3 My Director, Beverly Brakeman, is my friend,  
4 my sister, my leader. Thank you so much for everything  
5 that you have done for Local 259 and every other Local  
6 in Region 9A.

7 Thank you. Thank you. Thank you.

8 (Cheers and applause)

9 DELEGATE BRIAN SCHNECK: And, of course, my  
10 dear brother serving on the Constitutional Committee,  
11 Michael Diguiseppa. Come on, did he do an incredible  
12 job or what?

13 (Applause)

14 DELEGATE BRIAN SCHNECK: Thank you, Michael.

15 With that, I would like to call the question.

16 (Motion made)

17 VICE PRESIDENT BROWNING: We have a  
18 privileged motion to call the question.

19 (Motion supported)

20 VICE PRESIDENT BROWNING: And we have  
21 support.

22 All those in favor of ending debate, please  
23 say aye.

24 All those opposed?

25 The ayes have it.

1 (Motion carried)

2 VICE PRESIDENT BROWNING: Debate has been  
3 ended.

4 At this point, we will now take a motion in  
5 support of the Constitutional Amendment.

6 Do I have a motion?

7 (Motion made)

8 VICE PRESIDENT BROWNING: Do I have support?

9 (Motion supported)

10 VICE PRESIDENT BROWNING: Everyone in favor,  
11 please say aye.

12 Any opposed, nay?

13 The ayes have it. Thank you very much.

14 (Motion carried)

15 VICE PRESIDENT BROWNING: I would now like to  
16 call up my dear friend, Vice President Dittes, to Chair  
17 the meeting. Thank you.

18 (Applause)

19 VICE PRESIDENT BROWNING: We are fetching  
20 Vice President Dittes. Thank you for your patience.

21 (Video played)

22 VICE PRESIDENT DITTES: Vice President  
23 Browning told you they were fetching Vice President  
24 Dittes. I just couldn't stop talking to delegates.  
25 Right. Kind of the last time.



1           So great video we just saw, Karen Legg from  
2   Region 9. Very familiar. I believe the first  
3   contracts were at Caesars Entertainment. But it's  
4   always inspiring to hear these stories of our members  
5   and how their union membership has changed their lives.

6           But I'd like to now call up another Region 9  
7   member, Dan Maloney of the Constitution Committee, to  
8   continue the report.

9           Dan.

10          (Applause)

11          DELEGATE DANIEL MALONEY: All right. Good  
12   morning. Good morning, delegates, staff, leadership.

13          Again, for those of you who were out of the  
14   room yesterday, I am Dan Maloney, President UAW 1097,  
15   Rochester, New York, out of Region 9, under the  
16   inspired leadership of Director Jeff Binz and Assistant  
17   Director Lauren Farrell. Home region of Vice President  
18   Terry Dittes.

19          Terry, thank you. He made Rochester, Local  
20   1097, one of his last stops on his tour, if not the  
21   last. So we appreciate you, Brother.

22          I'm reading the resolution on Article 5, on  
23   the ivory sheet. The Committee felt strongly that the  
24   members in one of the largest and fastest-growing  
25   sectors of the UAW, higher education, higher education

1 workers, at nearly 100,000 strong, should have  
2 recognition in the Constitution. That is what this  
3 resolution seeks to do.

4 Article 5, Jurisdiction.

5 Current language: The International Union,  
6 United Automobile, Aerospace and Agricultural Implement  
7 Workers of America (UAW), shall take in and hold  
8 jurisdiction over all employees in workplaces engaged  
9 in the manufacture of parts, including tools and dies,  
10 etcetera, and the assembly of these parts into farm,  
11 automobile, automotive-propelled products, aerospace,  
12 and agricultural implements, including employees  
13 engaged in office work, sales, distribution, and  
14 maintenance thereof.

15 Its jurisdiction shall also encompass  
16 service, technical, office, and/or professional  
17 workplaces, whether public or private, and gaming  
18 establishments, and others as the International  
19 Executive Board shall decide. The jurisdiction of this  
20 International Union shall be full and final.

21 Result: The International Union, United  
22 Automobile, Aerospace and Agricultural Implement  
23 Workers of America (UAW) shall take in and hold  
24 jurisdiction over all employees in workplaces engaged  
25 in the manufacture of parts, including tools, dies,

1     etcetera, and the assembly of these parts into farm,  
2     automobile, automotive-propelled products, aerospace  
3     and agricultural implements, including employees  
4     engaged in office work, sales, distribution, and  
5     maintenance thereof.

6             Its jurisdiction shall also encompass higher  
7     education -- I heard a little shout out -- higher  
8     education, service, technical, office, and/or  
9     professional workplaces, whether public or private, and  
10    gaming establishments, and others as the International  
11    Executive Board shall decide. The jurisdiction of this  
12    International Union shall be full and final.

13            The Constitution Committee moves for adoption  
14    of this amendment.

15            (Motion made)

16            DELEGATE DANIEL MALONEY: Thank you.

17            (Applause)

18            VICE PRESIDENT DITTES: The amendment has  
19    been read and moved.

20            Is there a second?

21            (Motion supported)

22            VICE PRESIDENT DITTES: We will now move to  
23    debate.

24            I am going to start in Region 4. And we will  
25    alternate, as always, for and against. Remember,

1 there's a five-minute time limit.

2 So let's see. I need to get my glasses. I  
3 should have sunglasses up here.

4 Region 4. Anyone for?

5 The red folder, take mic 5, please.

6 DELEGATE SAM SUMPTER: My name is Sam Sumpter  
7 from Local 4121 in Region 4, under Director Ron McInroy  
8 and Assistant Director Brad Dutcher.

9 I am a member of a higher ed local at the  
10 University of Washington. And I strongly support this  
11 amendment. And want to thank the Constitution  
12 Committee and the International Executive Board.

13 Across the country, workers are seeing that  
14 unionizing is the single best way to secure fair wages  
15 and working conditions, because unionizing gives us a  
16 real voice in our workplaces. This is true in all  
17 industries, and it's definitely true in higher ed.

18 Members of my Local perform the majority of  
19 all instruction that happens at the University of  
20 Washington. We also add billions of dollars to the  
21 industry's revenue through the research grants that we  
22 bring in. And we perform cutting-edge research that  
23 helps do things like produce COVID vaccines, as well as  
24 technology for batteries that power electric vehicles.

25 And despite all the value that academic

1 workers contribute to our universities in our broader  
2 communities, our employers do everything they can to  
3 avoid treating us fairly.

4 I talk with members every week who are  
5 working paycheck to paycheck and struggling to pay  
6 rent. Sometimes not even knowing whether they will  
7 still have a job next quarter.

8 I talk with members whose supervisors are  
9 pushing them to work 80-hour weeks, or in unsafe  
10 conditions, members whose departments are threatening  
11 their Visa status, or are pushing them out of their  
12 program just because they are pregnant.

13 So because we have a union and are part of  
14 the UAW, we have been able to take on those fights and  
15 win, through enforcing our contracts, making gains at  
16 the bargaining table, and taking on fights in our  
17 broader communities, through things like housing  
18 justice and immigration justice.

19 Being a part of our union makes it more and  
20 more possible for people from all backgrounds who work  
21 in higher ed and do the work that we love, including  
22 those of us who aren't independently wealthy, who are  
23 parents, who are people of color, and queer people and  
24 international workers.

25 And because of what we have been able to

1 accomplish as a union, so many people at other  
2 universities are coming to us and asking how they can  
3 have what we have.

4 The UAW has a long history of representing  
5 higher ed workers. And in recent years we have won  
6 some of the largest new worker organizing drives in the  
7 country.

8 Since just the last Constitutional  
9 Convention, nearly 30,000 academic workers won  
10 recognition of their unions and have finished first  
11 contracts. And that's growing as we speak.

12 I am very proud to be part of the UAW because  
13 we are one of the few unions who have been willing to  
14 organize across sectors in this way. And we are not  
15 just willing. We see the power in it, the power that  
16 comes from building solidarity across sectors.

17 We are not just saying all workers deserve a  
18 voice. We are putting real support behind it time and  
19 time again.

20 This amendment is important because it  
21 enshrines that history and that future that we are  
22 union-built in solidarity, and worker power across all  
23 industries.

24 There's always so much more that we can do,  
25 but I am confident that we can do it together. Thank

1 you.

2 (Applause)

3 VICE PRESIDENT DITTES: Thank you, Delegate.

4 Is there anyone in Region 4 to speak against  
5 the amendment?

6 Anyone to speak against?

7 Seeing no hands, I move to Region 8.

8 Looking for a delegate to speak for.

9 We have a yellow card way in the back there.

10 Please take mic 6.

11 DELEGATE SARAH ARVESON: Good morning, UAW  
12 siblings. My name is Sarah Arveson, out of Region 8,  
13 Local 5810 in California.

14 I am speaking in favor of this amendment to  
15 add higher education under our jurisdiction.

16 In order for our Constitution to reflect the  
17 reality that UAW already represents a hundred thousand  
18 higher ed workers and counting --

19 (Applause)

20 DELEGATE SARAH ARVESON: -- just last year  
21 17,000 graduate student researchers at University of  
22 California joined our union, one of the largest  
23 organizing drives in any sector of the last century.

24 (Applause)

25 DELEGATE SARAH ARVESON: Beyond graduate

1 student workers, we represent other higher ed workers,  
2 like the 12,000 full-time postdocs and academic  
3 researchers at University of California, in my own  
4 Local.

5 Many of our members move on from graduate  
6 school to work in research. And that includes for  
7 batteries, fuel cells, and semiconductor chips used in  
8 electric vehicles.

9 We are building a future with so much new  
10 organizing and potential new organizing, where from  
11 education to research and development, to  
12 manufacturing, to the assembly line, we can have a  
13 pipeline of the best union jobs with UAW.

14 (Applause)

15 VICE PRESIDENT DITTES: Thank you, Delegate.

16 Is there anyone in Region 8 to speak against  
17 the amendment?

18 Anyone against?

19 White paper here. Take mic 3. Thank you.

20 DELEGATE CASEY FARNSLEY: Yeah. My name is  
21 Casey. I'm from Local 862, Director Mitch Smith.

22 I am not against the amendment. I think they  
23 are already union dues-paying members, and they are  
24 Brothers and Sisters already.

25 So I am just calling for a vote.



1 Thanks.

2 (Applause)

3 VICE PRESIDENT DITTES: Brother, I would ask  
4 you to just give the opportunity to go around the room,  
5 we would like to hear. If you would so withdraw your  
6 motion.

7 DELEGATE CASEY FARNSLEY: Sure. I can  
8 withdraw the motion.

9 VICE PRESIDENT DITTES: Thank you.

10 Moving on to Region 9, anyone like to speak  
11 in favor?

12 I see a white folder back there.

13 Let's go to mic 7, please.

14 DELEGATE THOMAS LYONS: Good morning. I am  
15 Tom Lyons from Local 1069, under the leadership of Jeff  
16 Binz, and Assistant Director Lauren Farrell.

17 I rise in support of the proposed change in  
18 Article 5, Jurisdiction.

19 We have thousands of thousands of higher  
20 education workers, and they should be all included.

21 Thank you.

22 VICE PRESIDENT DITTES: Thank you, delegate.

23 (Applause)

24 VICE PRESIDENT DITTES: Is there anyone in  
25 Region 9 to speak against the amendment?

1           Seeing no hands, we will move to Region 9A.

2           Looking for someone to speak for the  
3 amendment.

4           Right here I see a white folder going up.  
5 Please take mic 6.

6           DELEGATE ZOE GOLDINA CAREY: Good morning,  
7 everyone. My name is Zoe Carey, and I am a delegate  
8 from SENS, UAW Local 7902, Region 9A, under the  
9 directorship of Beverly Brakeman.

10           And I want to thank the committee for all  
11 your work on this amendment.

12           I am a student worker in New York City. I am  
13 proud to work to support my studies.

14           When we started organizing, I was teaching  
15 two classes at my university. I was teaching two  
16 classes at another university. I had a part-time job  
17 as a research assistant. And this was all on top of  
18 being a full-time student.

19           I came together with other student workers to  
20 form a union. But we were blocked by a federal law  
21 that said we weren't workers.

22           We had to organize and put pressure on the  
23 NLRB for over two years before they returned this  
24 decision -- overturned this decision.

25           And at the basis, they were just saying our

1 primary relationship to the University is that of being  
2 a student, not of being a worker.

3 I am a worker, and I am proud to be a worker.

4 (Applause)

5 DELEGATE ZOE GOLDINA CAREY: But without a  
6 union, many academic workers cannot survive on their  
7 salaries.

8 My union also represents adjunct faculty at  
9 NYU, and part-time faculty at the New School.

10 Maybe you have heard stories about adjuncts  
11 that are living out of their cars while teaching at two  
12 or three universities, racing back and forth on the  
13 highway to make sure they make all their classes.

14 These adjuncts are professionals with many  
15 degrees, credentials, and decades of experience in  
16 their field.

17 And yet the universities exploit their labor,  
18 giving only 3 percent of students' tuition to pay their  
19 faculty. Only 3 percent of what the university brings  
20 in in tuition actually goes to adjunct faculty.

21 Since joining the UAW adjunct faculty, this  
22 fundamentally precarious position, they gained job  
23 security, better benefits, retirement contributions,  
24 and a whole host of other, you know, benefits that  
25 everyone in a union gets.

1 (Applause)

2 DELEGATE ZOE GOLDINA CAREY: Yet we still  
3 face the same fights against bad bosses that everybody  
4 else in this room faces.

5 We had adjuncts rationing insulin, kicked off  
6 of their healthcare, and forced to go back to teaching  
7 in person before there were vaccines, unmasked, without  
8 proper ventilation.

9 We are workers. And we are proud union  
10 members. And we are proud to be part of the UAW, and  
11 work with our brothers and sisters in all of the  
12 jurisdictions covered in this article.

13 We look forward to working with the rest of  
14 the UAW to continue the UAW as a strong fighting union,  
15 in solidarity with everybody.

16 (Applause)

17 VICE PRESIDENT DITTES: Thank you, Delegate.

18 Is there anyone in Region 9A to speak against  
19 the resolution?

20 Seeing no hands, I will move to Region 1.

21 Anyone to speak in favor of the resolution?

22 Right here, with the red whatever that is,  
23 for, mic 4, please.

24 DELEGATE ROGER ABBOTT: Hello. Roger Abbott,  
25 UAW Local 653.

1 I speak in favor of this. UAW needs to  
2 expand our membership to cover as many employees of  
3 businesses and any type of professional possible. It's  
4 for the better of the union and better for workers  
5 everywhere.

6 Thank you.

7 VICE PRESIDENT DITTES: Thank you, Delegate.

8 Is there anyone in Region 1 to speak against  
9 the resolution?

10 Seeing no hands, is there anyone in Region 1A  
11 to speak for the resolution? Anyone?

12 I see a pinkish right here with the red  
13 shirt. Please take mic 7.

14 DELEGATE JAMAL MAKLED: My name is Jay  
15 Makled, and I am a delegate of this Constitution  
16 Convention from the mighty Local 600.

17 (Applause)

18 DELEGATE JAMAL MAKLED: I rise in support of  
19 this proposal. We as a union have embraced higher  
20 education for many years, enjoying great success in  
21 organizing them.

22 It is about time that we officially recognize  
23 them separately in our Constitution. Like to  
24 acknowledge one of our fastest-growing sector in our  
25 union, higher education.

1 (Applause)

2 VICE PRESIDENT DITTES: Thank you, Delegate.

3 Is there anyone in Region 1A to speak against  
4 the amended resolution?

5 Seeing no hands, we will move to Region 1D.

6 Is there anyone to speak on the resolution?

7 Again, the pink right here, mic 4. You are  
8 about four rows back.

9 DELEGATE TINA ANDERSON: Good morning,  
10 brothers and sisters. Tina Anderson, UAW delegate for  
11 Local UAW 652, under the director leadership of  
12 Director Steve Dawes and Assistant Director Scott  
13 Zuckschwerdt.

14 There is a lot of organizing on campuses,  
15 that it makes sense to add higher education to be more  
16 inclusive and to add volume to our membership and more  
17 representation to our members.

18 There's always strength in numbers.

19 I am in full support of this.

20 VICE PRESIDENT DITTES: Thank you, Delegate.

21 (Applause)

22 VICE PRESIDENT DITTES: Is there any  
23 delegates in Region 1D to speak against the resolution?

24 Seeing no hands, we will entertain a delegate  
25 in Region 2B to speak for the resolution.

1 White paper just went up, if you could head  
2 to mic 8. I believe that's the closest.

3 DELEGATE EMILIO RAMIREZ: Thank you, Brother.  
4 My name is Emilio Ramirez. I am President of TAAP, UAW  
5 Local 5242, out of Region 2B, Director Wayne Blanchard  
6 and Assistant Director Jeff Schrock.

7 (Applause)

8 DELEGATE EMILIO RAMIREZ: Yeah, Region 2B.  
9 Speaking in favor of the article,  
10 Jurisdiction for Higher Education.

11 UAW represents the most academic workers of  
12 any union in the country. Diverse membership keeps the  
13 union strong. At nearly a hundred thousand members, we  
14 are strong.

15 Nearly 40 percent of UAW workers work outside  
16 of the auto industry. In my Local CAP, under the  
17 President Bruce Baumhower, we represent casino workers,  
18 nurses. We even represent sheriffs, represent 911  
19 operators, librarians, and education.

20 Myself, I am a former teacher, central school  
21 administrator for the district and high school  
22 principal.

23 We represent all aspects of life and careers,  
24 and we stand to support the addition of higher  
25 education to Article 5.

1 We are stronger together.

2 Thank you, UAW.

3 VICE PRESIDENT DITTES: Thank you, Delegate.

4 Is there anyone in Region 2B to speak against  
5 the resolution?

6 Seeing no hands, we have went around the  
7 entire hall here. The resolution has been read out.  
8 Fully debated.

9 All those in favor of the amendment, signify  
10 by saying aye.

11 Those opposed, nay.

12 (Motion carried)

13 VICE PRESIDENT DITTES: The ayes have it.  
14 Thank you.

15 (Applause)

16 VICE PRESIDENT DITTES: I would like to now  
17 call up our great Secretary-Treasurer Frank Stuglin.

18 (Applause)

19 DELEGATE JOHN WEYER: Point of order. Yeah.  
20 Good morning, everyone. My name is John Weyer. I am  
21 here under the direction of the membership of  
22 Local 869.

23 I move to bring Resolution Number 32 out of  
24 the submitted resolutions and to the delegation floor.

25 (Motion made)



1 (Motion supported)

2 SECRETARY-TREASURER STUGLIN: What is your  
3 resolution?

4 DELEGATE JOHN WEYER: Resolution Number 32.  
5 It's on page 38 of Submitted Resolutions.

6 Would you like me to read it?

7 SECRETARY-TREASURER STUGLIN: No, no. Just  
8 announce it. Just tell us what it is.

9 DELEGATE JOHN WEYER: It was submitted by  
10 over 180,000 UAW members representing over nine locals.  
11 It's about officers and elections. It is allowing  
12 retirees to run for the International Executive Board.

13 (Applause)

14 SECRETARY-TREASURER STUGLIN: Well, the  
15 motion has been made. And I heard a second.

16 It takes 135 to get it out of the committee.

17 Raise your hand for.

18 DELEGATE JOHN WEYER: I'm voting, yeah, let's  
19 bring it out of committee.

20 Is that 135?

21 SECRETARY-TREASURER STUGLIN: So all those in  
22 favor of bringing it out of committee, raise your  
23 hands.

24 (Applause)

25 DELEGATE JOHN WEYER: My hand represents

1 33.25 votes.

2 SECRETARY-TREASURER STUGLIN: Will everybody  
3 that's got their hands raised stand, too?

4 We have somebody going around getting an  
5 accurate count.

6 DELEGATE JOHN WEYER: It's submitted  
7 resolutions, page 38. We should allow all members to  
8 run. All members.

9 That's all it needs to say, all members. Our  
10 retirees got us here, Brothers and Sisters. They got  
11 us here. Let's vote. Let's have a vote now.

12 (Applause)

13 SECRETARY-TREASURER STUGLIN: Nobody should  
14 be talking while the count is going on, please. Can  
15 you turn off the mic?

16 There is 204. So it's coming out of  
17 committee.

18 (Applause)

19 SECRETARY-TREASURER STUGLIN: So we are  
20 having Mike Diguiseppe from the committee to come up  
21 and read the resolution.

22 I can't hear you. Turn on mic 3.

23 DELEGATE JOHN WEYER: Can I speak why I want  
24 it out of the book?

25 SECRETARY-TREASURER STUGLIN: Well, let's

1 read the resolution.

2 Then we will debate it.

3 DELEGATE JOHN WEYER: Thank you.

4 SECRETARY-TREASURER STUGLIN: We have a point  
5 of information in the back.

6 Go to mic 7.

7 Oh, what page in the book?

8 DELEGATE JAMES WAKOWICZ: Can you just tell  
9 us, Jim Wakowicz, Local 6000, can you just tell the  
10 crowd where it's in the book and which book and which  
11 page so we can follow along?

12 SECRETARY-TREASURER STUGLIN: I'll do that.  
13 It's in the Resolutions book, page 78. Okay.

14 Mike Diguisepppe.

15 DELEGATE MICHAEL DIGUISEPPE: Thank you.  
16 Please turn to page 78 in the resolutions, submitted  
17 resolutions book. Number 0032. Officers and  
18 Elections. It's page 78, 0032.

19 Officers and Elections:

20 Whereas the lifeblood and well-being of the  
21 UAW is sustained when we harness our collective  
22 talents, and Whereas the direct election of UAW  
23 International Officers offers the possibilities of new  
24 dynamic leadership to emerge in the UAW, and Whereas,  
25 in order to tap into the broad-based talents of the

1 members of the UAW, we need to allow every member in  
2 good standing, including retirees, to have full rights  
3 of participation in the functions that affect our union  
4 and its members.

5 And Whereas, anyone who has the right to vote  
6 in UAW International Executive Board elections should  
7 have the right to run for those offices, and Whereas  
8 the UAW Monitor deferred the question of retiree  
9 eligibility for the IEB to UAW President Ray Curry, who  
10 ruled on March 24, 2022 that retirees are ineligible to  
11 run for the IEB and under the UAW Constitution.

12 Therefore, be it resolved, that the UAW  
13 Constitution, Article 10, shall be amended to include  
14 an additional section, Section 9, Any member in good  
15 standing who meets the qualifications under Section 6,  
16 7, and 8 of this article shall have the right to seek  
17 nomination and election of the UAW International  
18 Executive Board. 0032. Thank you.

19 (Applause)

20 SECRETARY-TREASURER STUGLIN: So the  
21 resolution came out of committee.

22 So we'll start the debate with Region 8.

23 Anybody for or against? The delegate right  
24 here in the front, in front of Local 10. And we'll go  
25 back and forth, for and against for each region.

1 UNIDENTIFIED DELEGATE: Yes, I'm -- I'm  
2 against this resolution. I'm a 52 member of the UAW.  
3 I'm a proud member of Region 8, Director Mitchell  
4 Smith, Tim Smith, Assistant Director.

5 And let me say to start with, I won't vote  
6 for a retiree, but I think they should have a right to  
7 run. If they don't -- if they don't, it'll be the  
8 first election I've ever voted in that I couldn't be a  
9 candidate --

10 (Applause)

11 UNIDENTIFIED DELEGATE: -- anywhere.  
12 President, Congress, you name it.

13 So I -- I support the rights of retirees to  
14 run, but my candidates are on stage. So it's not a  
15 motive for me about anybody being able to run against  
16 anybody. It's just the fact the retirees built this  
17 great union.

18 (Applause)

19 UNIDENTIFIED DELEGATE: And I'll say one  
20 thing, our retiree chapter goes everywhere to help  
21 every union, UAW. You name it. The coal miners, the  
22 CWA, the steel workers. We get on buses and go. And  
23 I'll tell you what, we may go fishing out there below  
24 Dallas, Texas, in a home that we own.

25 Brother Jones, I'm standing up for my

1 retirees. I always consider myself -- when I retired,  
2 I went back to the shop floor. I worked for the -- I  
3 was a Region 8 servicing rep. And I worked for the  
4 National AFL-CIO, in politics.

5 And when I heard the brave people talking  
6 yesterday about speaking their mind, brothers and  
7 sisters, when it comes this November, be that brave.  
8 Because sometimes, we'll get the literature in. We'll  
9 be out handing out literature for our endorsed  
10 candidates. And it's hard to get a local union leader  
11 to stand out there with you. So let's keep that  
12 braveness as you spoke up yesterday.

13 But again, I'm in opposition to it. I love  
14 our leaders. I love the UAW, and God bless you.

15 (Applause)

16 SECRETARY-TREASURER STUGLIN: Anybody against  
17 in Region 8? I'm sorry, somebody for. Somebody for.

18 In the yellow, the delegate with the yellow  
19 folder.

20 DELEGATE JEREMIAH LAWSON: Hello, delegates.  
21 My name is Jeremiah Lawson out of Local 2865, Region 8.

22 I'm speaking in support of the resolution. I  
23 think that in this country, we have a problem where we  
24 don't respect our elders enough. That's why I'm in  
25 support of the resolution. Brief.

1 SECRETARY-TREASURER STUGLIN: All right.

2 (Applause)

3 SECRETARY-TREASURER STUGLIN: Now, we'll go  
4 to Region 9. Okay. We'll take somebody for -- against  
5 the resolution.

6 Brother in the -- with the orange folder.

7 DELEGATE COREY HILL: Corey Hill, UAW Local  
8 3520.

9 I love my retiree brothers, and I am very  
10 thankful for what they have done, because I would not  
11 be here standing in this spot if not for their fight.  
12 But they have retired. They're not part of the  
13 Bargaining Unit. The appeals boards has already heard  
14 this. This already went to court. They've already  
15 deemed their ruling on it.

16 (Applause)

17 DELEGATE COREY HILL: You know, I love them.  
18 But, you know, we move forward. We're building our  
19 future today. But I cannot stand for this.

20 I appreciate the one -- the Brother that  
21 stood up earlier and talked about his retirement and  
22 all his accomplishments that he has done. And he has  
23 retired, and I -- I hope him good in his endurance, and  
24 I hope him the greatest retirement.

25 You know, and with that, I will say, we will

1 fight for our retirees every step of the way as we move  
2 forward, as a body of delegates here today.

3 (Cheers and applause)

4 DELEGATE COREY HILL: But I cannot support  
5 this because of the rulings of the Court, and the  
6 findings that's already been put before it.

7 Thank you.

8 (Applause)

9 SECRETARY-TREASURER STUGLIN: Thank you.  
10 Region 9, somebody in support. The delegate  
11 with the white or -- yeah, white folder waving.

12 DELEGATE ROBERTA GAINER: Good morning. My  
13 name is Roberta Gainer. I am from Local 774, under the  
14 leadership of President Wence Valentin, III, and Mike  
15 Grimmer, shop chairman. Also, my Regional Director,  
16 Jeff Binz, and Lauren Farrell, the Assistant Director.

17 I rise here in support of this motion. And I  
18 disagree with the gentleman that just spoke about the  
19 Court, the Constitutional Appeals Committee, and the  
20 International Executive Board ruling on this.

21 In 1951, the Constitutional Delegates, the  
22 Article 7 Delegates, did not want to lose an  
23 experienced group of people that were leaving the  
24 workforce. They were retiring from the company, but  
25 they were not retiring from the union.



1           They amended the delegates --

2           (Applause)

3           DELEGATE ROBERTA GAINER: They amended, the  
4 delegates, the Constitution to create a retired  
5 membership status. They had all the privileges of  
6 membership, and the UAW -- in the UAW, even though they  
7 were retired from the company. Their union dues were  
8 waived.

9           Fast forward to 1959. The delegates felt  
10 that they had to add a few restrictions pertaining to  
11 local union activities, so they amended the  
12 Constitution, the delegates, restricting retirees from  
13 three local union activities: Committee person,  
14 running for committee person, running for steward shop  
15 committee, or any position that required them to be on  
16 the payroll in the plant.

17           Article 45. They restricted them from voting  
18 in -- for strike vote. They restricted them for voting  
19 for ratification of the contract. That's it. Those  
20 three restrictions.

21           1966, fast forward. The delegates felt a  
22 need to amend the Constitution again, and set up a  
23 structure for the retirees, that can participate at all  
24 levels of the union; at the local, the regional, and  
25 the international.

1 In fact, they added Article 53, which is now  
2 Article 55, that tells the structure of the retiree.  
3 There was an agenda to make sure that the retiree was  
4 always a part of this union.

5 And you talk about the active and the  
6 retirees. Actively working are people that's working  
7 in the plant. Everybody is active in the UAW, whether  
8 you're working in the plant or you're retired.

9 (Applause)

10 DELEGATE ROBERTA GAINER: Also, Article 55  
11 also states that a retiree is to be elected on the  
12 Local Union Executive Board with voice and vote.  
13 Therefore, that should also mirror the International  
14 Executive Board.

15 In 2022, the IEB adopted an interpretation by  
16 the president, and added a restriction to Article 6,  
17 Section 19, and Article 10.

18 You added a restriction. You added Article  
19 10 to the three restrictions that was already existing.

20 Sorry, you have done a wonderful job in  
21 trying to bring this union back together after all of  
22 this corruption and stealing and everything that's been  
23 going on, convictions. However, that's our job. It's  
24 the delegates' job to amend the Constitution, and not  
25 the International Executive Board.

1 (Cheers and applause)

2 DELEGATE NAME: Not the UAW Monitor, not the  
3 Court.

4 Article 3 -- Article 3 says the delegates  
5 have the right, the majority of -- of the convention of  
6 delegates have the right to amend the Constitution.

7 You had no right to change the Constitution.  
8 You stepped over your lines of demarcation. You  
9 ignored the separation of power, and you changed the  
10 Constitution. You did not interpret it.

11 So it is appropriate that the delegates, as  
12 they had, as they did in 1951, 1959, 1966 --

13 SECRETARY-TREASURER STUGLIN: You need to  
14 wrap it up.

15 DELEGATE ROBERTA GAINER: -- 2022, --

16 SECRETARY-TREASURER STUGLIN: You're running  
17 out of time.

18 DELEGATE ROBERTA GAINER: -- to make the  
19 decision on any changes in the Constitution.

20 Thank you.

21 SECRETARY-TREASURER STUGLIN: Thank you.

22 (Applause)

23 SECRETARY-TREASURER STUGLIN: Region 9,  
24 somebody against. It looks like a salmon folder. You  
25 standing up right there? The delegate standing up.

1 DELEGATE BUDDY MAXWELL, JR.: Good morning  
2 brothers and sisters. My name is Buddy Maxwell, Jr.,  
3 Local UAW 67, representing Mack Trucks.

4 I've had this discussion with my father who  
5 is a current retiree. And as he put it, and the way I  
6 see it, that the retirees did pave the way for us, but  
7 when it comes to our local contracts and the way we do  
8 things, as far as voting on that, they're not a part of  
9 it for a reason. They had their time. They put forth  
10 the effort to be able to put us where we're at. Now,  
11 it's time for the young people in the membership, the  
12 people that are here today, to take it forward, to move  
13 forward, because we learned from them. And that is our  
14 way of saying thank you to them.

15 But when it comes to bargaining or anything  
16 set forth for anything that deals with us, we need to  
17 take the range, take the bull by the horns, and take it  
18 to the next level.

19 Thank you.

20 (Applause)

21 SECRETARY-TREASURER STUGLIN: All right.  
22 We'll move on to Region 9A. It looks like the pink  
23 folder.

24 Go to mic 6. And that'll be 4? You 4?

25 DELEGATE ALEXANDRA KOHNERT-YOUNT: Yes, sir.

1 SECRETARY-TREASURER STUGLIN: Thank you.

2 DELEGATE ALEXANDRA KOHNERT-YOUNT: Hi,

3 everyone. My name is Val Kohnert-Yount. I'm a member

4 of Local 2320 in Brownsville, in my home state of

5 Texas. Before that, I was with 5118, where I organized

6 with my coworkers, to win an NLRB election for our

7 union. And I am from a proud UAW family, and Local 598

8 in Flint, Michigan.

9 (Applause)

10 DELEGATE KOHNERT-YOUNT: As you might be able

11 to tell, I am not yet a retiree. But I rise to stand

12 up for them because they stood for me.

13 My cousin, a retiree, has a sign in his barn,

14 here in Michigan, that says, "Local 598, I'm spending

15 my UAW negotiated pension."

16 It is wrong that my cousin, who has been

17 paying our union dues longer than I have been alive, is

18 not eligible to run to serve our union, but I am.

19 That's wrong.

20 (Applause)

21 DELEGATE KOHNERT-YOUNT: I love our union,

22 but I just need to speak some truth to power here. And

23 I'm asking everyone to stand with me, and stand with my

24 family in supporting retirees and their eligibility to

25 run for IEB.

1           President Curry, I'm glad that we have the  
2   right to vote for you. But I think that your decision  
3   to disqualify our retirees from running for IEB was  
4   wrong. I believe it was wrong.

5           (Applause)

6           DELEGATE KOHNERT-YOUNT: Our Constitution is  
7   clear, that all members in good standing are eligible  
8   to run. That includes my cousins, and that includes  
9   me, and that includes everyone in this room who I hope  
10  will stand with us.

11          Thank you, very much.

12          (Applause)

13          SECRETARY-TREASURER STUGLIN: So somebody  
14  against, in Region 9A.

15          Seeing none, I'll move to Region 1.

16          Anybody for, in Region 1? The Brother with  
17  the blue and white striped folder, or whatever color  
18  that is.

19          DELEGATE JOHN WEYER: Thank you, John Weyer  
20  here, under the direction of UAW -- the membership of  
21  UAW Local 869.

22          We are qualifying people to run for office  
23  that have never handled a grievance or negotiated a  
24  contract. How can we deny people who have negotiated  
25  multinational, multiple national -- multinational

1 agreements, and we say they're not qualified to run and  
2 represent us?

3 We need the skills and experience of our  
4 retirees. And we're not saying these people, or  
5 whoever retirees have to be president. We're saying,  
6 let the membership decide.

7 (Applause)

8 DELEGATE JOHN WEYER: If the membership  
9 doesn't want a retiree to run for office, they won't  
10 vote for them.

11 (Applause)

12 DELEGATE JOHN WEYER: The Monitor stated that  
13 our Constitution was arguably ambiguous. Arguably  
14 ambiguous because it wasn't real clear for him. And  
15 yet, our president and the IEB decided that retirees  
16 can't run.

17 Yet, right now, throughout this week,  
18 yesterday and today, we are watching -- brothers and  
19 sisters, I hope you're paying attention -- a retiree  
20 run this meeting.

21 (Cheers and applause)

22 DELEGATE JOHN WEYER: Let me explain.  
23 There's a man by the name of Rick Isaacson who comes  
24 out from the back every time somebody's lost or  
25 confused, and he gives direction to the Chair of what's

1 going to happen.

2 (Cheers and applause)

3 DELEGATE JOHN WEYER: That's a retiree  
4 running this meeting.

5 (Cheers and applause)

6 DELEGATE JOHN WEYER: We need to be proud  
7 union members again. That was stripped from me.  
8 That's why I'm here. That's why I ran, because I used  
9 to be very proud of this union. Somewhere along the  
10 way, we lost our direction. We can get that back by  
11 bringing back the retirees that brought pride and  
12 integrity and prominence to this UAW. We need to  
13 leverage their skills, leverage their experience,  
14 leverage their intelligence, and use it every way we  
15 can, to become a stronger UAW.

16 Let the membership decide.

17 (Cheers and applause)

18 SECRETARY-TREASURER STUGLIN: Region 1,  
19 somebody against. In the blue shirt over there, go to  
20 mic 4. You.

21 DELEGATE MICHAEL ORLANDO: Good morning, UAW  
22 delegates. My name is Mike Orlando, I'm the Financial  
23 Secretary at the great Local 228, under the leadership  
24 of James Harris and Assistant Director Jason Craig.

25 I stand in opposition to this -- this



1 amendment. The reason being is that this has already  
2 been decided in the courts. Our International  
3 Executive Board should not be comprised of retirees  
4 being eligible to run. We've already been there, done  
5 that.

6 The Convention Appeals Committee has already  
7 issued a ruling on this as well, that they are not  
8 eligible.

9 If we don't allow them to run for bargaining  
10 positions at the local level, why should we be doing  
11 this on the International Executive Board?

12 (Applause)

13 DELEGATE MICHAEL ORLANDO: The limitations  
14 set forth in the constitutional regarding -- in the  
15 Constitution regarding bargaining responsibilities are  
16 very clear. Retirees should not be responsible to  
17 negotiate for active members.

18 Negotiating for retirees is permissive  
19 subject of bargaining. And as all delegates know, we  
20 have bargaining responsibilities. Therefore, I am  
21 absolutely opposed, and I thank you for your time.

22 (Applause)

23 SECRETARY-TREASURER STUGLIN: We'll move on  
24 to Region 1A, for. The delegate raising a blue card  
25 there.

1 DELEGATE GARY WALKOWICZ: Gary Walkowicz,  
2 Local 600.

3 Brothers and sisters, I support this  
4 resolution to allow retirees to run -- the right to run  
5 for International Executive Board office.

6 When I learned the decision of our president,  
7 Ray Curry, and the International Executive Board to  
8 deny them their right, I filed an Article 33 appeal to  
9 the IEB. And I would like to read from that appeal,  
10 the relevant reasons.

11 I appeal this decision because as a retired  
12 UAW member in good standing, it would deprive me of my  
13 right to be a candidate for the International Executive  
14 Board. My appeal is based on several grounds.

15 Article 10 of the UAW Constitution does not  
16 specify that only active members of the union are  
17 eligible to run.

18 Article 6, Section 19, state that retired  
19 members are entitled to all privileges of membership,  
20 except the right to vote in certain specified  
21 elections, and contract ratification votes.

22 Any previous constitutional interpretations  
23 or rulings by the Public Review Board only reference  
24 eligibility of retirees to run for local union  
25 positions.

1           Since the UAW was founded in 1935, there has  
2   been no such prohibition on retirees running for IEB  
3   office. Retirees are eligible to vote for delegates to  
4   the UAW Constitutional Convention, where the IEB  
5   candidates will be nominated.

6           Retirees are eligible to run for delegates to  
7   the UAW Constitutional Convention.

8           Under the direct election format decided by  
9   the referendum, retirees will be eligible to vote in  
10  the election for the IEB.

11          It is completely inconsistent that retirees  
12  are not eligible to run for IEB office.

13          (Applause)

14          DELEGATE GARY WALKOWICZ: Finally, I believe  
15  it is injurious to our union cause, and harmful to what  
16  the UAW has always stood for, to exclude retirees from  
17  running for IEB office.

18          The people who built this union and then  
19  retired, can be just as capable and dedicated to the  
20  cause of representing all UAW members.

21          UAW retirees can represent the interest of  
22  both active and retired members just as much as active  
23  members can be capable of representing the interest of  
24  active, retired, and future members.

25          (Applause)

1 DELEGATE GARY WALKOWICZ: Taking away the  
2 right of retired members to run for IEB office is  
3 highly undemocratic. Let the UAW membership decide for  
4 themselves whether or not they want to elect our  
5 retired members to UA -- to IEB office.

6 (Applause)

7 DELEGATE GARY WALKOWICZ: And I would just  
8 like to add one thing to that. I received my letter  
9 from the IEB just a few days before this convention,  
10 denying my appeal. And in that denial, they  
11 referenced, several times, that a retired member would  
12 not be capable, or would preference representing  
13 retiree interest over those of active members.

14 I found that answer highly, highly insulting.

15 (Applause)

16 DELEGATE GARY WALKOWICZ: Highly insulting to  
17 our retirees who built this union, and what they stood  
18 for.

19 And I would add -- I would add one more  
20 thing. If -- to say that retirees have a conflict of  
21 interest in representing active members, well how is it  
22 that active members can negotiate a contract for our  
23 future members, and they have to accept the fact that  
24 they have come in at second-tier wages or as temporary  
25 workers? They may feel that active members may not be

1 negotiating for them, for their interests.

2 So again, I say -- I conclude by saying let  
3 the membership decide whether or not they want to elect  
4 a retiree for UAW president, and for the UAW  
5 International Executive Board.

6 Thank you, brother and sisters.

7 SECRETARY-TREASURER STUGLIN: Thank you.

8 (Cheers and applause)

9 SECRETARY-TREASURER STUGLIN: Region 1A,  
10 against. It looks like it's purple. Right at the end  
11 here. Mic seven.

12 DELEGATE BERNARD RICKE: Good afternoon.  
13 Bernie Ricke, UAW Local 600, under the direction of  
14 Regional Director Laura Dickerson.

15 I rise --

16 (Cheers and applause)

17 DELEGATE BERNARD RICKE: I rise against this  
18 resolution.

19 I'm old enough. I've been around long  
20 enough. People want to reference the 50s and 60s and  
21 70S, and that. There was a time where the Government  
22 made you retire when you were 65. Then, it changed to  
23 70. I mean, I represent the people they forced out of  
24 the plant when they were 65.

25 In today's world, you can work as long as you

1 can do the job. So when people choose to retire, they  
2 choose to move on. It doesn't mean that they have a  
3 role in this union. They have an active role on the  
4 Retiree Chapter and the Advisory Councils, and other  
5 avenues within this union.

6 (Applause)

7 DELEGATE BERNARD RICKE: I look forward, one  
8 day, to participate in that process. But I'm a living  
9 example of working past 65. I'll be 67 in November.

10 I chose to stay because I felt that I could  
11 make a positive impact on this union, so I didn't  
12 retire. I stayed.

13 So the -- the Public Review Board, the  
14 interpretations, as long as I've been around, have been  
15 consistent. The retirees aren't involved in Collective  
16 Bargaining and Grievance handling. That's been a  
17 consistent interpretation of rules since I've been a  
18 member, since in 1973.

19 So this ruling by the IEB isn't inconsistent  
20 with anything in the past. It's just a reaffirmation  
21 of what we've known right along. This union --

22 (Applause)

23 DELEGATE BERNARD RICKE: Retirees, everybody  
24 knows, it's not a mandatory subject of bargaining. But  
25 it's something we always reach back because we know

1 that they built this -- the foundation of this union.

2 I was fortunate enough, I got elected when I  
3 was 22 years old. I represented people that hired in  
4 the 30s, before the union was in place. And I will  
5 tell you today that the people that I knew back then,  
6 would also be against this resolution.

7 So there's a role for retirees to play. They  
8 can work as long as they can do the job. Once they  
9 choose to retire, there's still an active role they can  
10 play in this union. And they do have a lot of  
11 influence in the programs we put forth in collective  
12 bargaining, and they will continue to. It doesn't mean  
13 they have to be president of the UAW.

14 So because of that, I'm against this  
15 resolution.

16 (Cheers and applause)

17 SECRETARY-TREASURER STUGLIN: We'll move on  
18 to Region 1D, delegate in favor. 1D. The white paper  
19 waving, mic 4.

20 DELEGATE STEPHANIE RILEY: Hi, I'm Stephanie  
21 Riley, Local 598, Region 1D. No gum today. Public  
22 speaking is not my forté.

23 So I just want to say that I stand in  
24 agreement with my brothers and sisters who want to pass  
25 this.

1           You know, I wasn't sure why there was so much  
2 resistance with it at first, you know. Somebody said  
3 something about Walter Reuther had put in a -- it  
4 wasn't in the constitution, but he wanted everybody to  
5 retire by the time they were 64 if they were on the  
6 International Executive Board. But life expectancy is  
7 longer.

8           Americans are more vibrant now than they were  
9 back then. My grandfather was an international rep,  
10 died at 48 of a massive heart attack. In the pictures,  
11 he looks like he was 80 years old.

12           Our president of the United States is 84.  
13 And I just think -- I respect everybody's opinion. If  
14 it doesn't get passed, I'm fine with it.

15           But, you know, he said stay if you want to  
16 stay active, but he also mentioned that he got elected  
17 when he was 25.

18           I'm on the line, and I'm busting my butt  
19 every single day. And I hope to God that I don't have  
20 to stay on that line doing what I do until I'm 65, to  
21 stay an active member and be a part of this.

22           (Applause)

23           DELEGATE STEPHANIE RILEY: Because just  
24 because my body gets tired doesn't mean my brain does,  
25 okay? That's all I wanted to say.



1 (Applause)

2 SECRETARY-TREASURER STUGLIN: Thank you.

3 Region 1D, somebody against. The delegate  
4 with the white paper, mic 4.

5 DELEGATE ROBERT SMITH: Bob Smith, local 167,  
6 under the direction of Steve Dawes.

7 The number one reason to not let the retirees  
8 run for the International Board is a question of skin  
9 in the game. When our bargaining committees go to the  
10 table, we are not allowed to bargain for -- you know,  
11 for any changes to the retirement benefits for those  
12 already retired. There are reasons for that. And an  
13 extension to those reasons, those who are no longer  
14 working should not be bargaining for those of us who  
15 still are. Those contracts are ours. It's ours now.

16 (Applause)

17 DELEGATE ROBERT SMITH: And we love our  
18 retirees. We've got a strong -- we've got a strong  
19 Retirees Chapter in 167. The chairperson of our  
20 chapter sits on our board. When I sat on that board,  
21 our Chairman, Jim Crownover, he's probably the -- he's  
22 probably the greatest man that I've met in this union.  
23 He's in hospice now, and I wish him very well. And I  
24 was proud to sit on that board with him, who sat there  
25 as the Chairman of the Retirees Chapter.

1           Perhaps there's a place for that on the  
2 International Board in the future. But for the offices  
3 that are, no.

4           Thank you for the service that you gave us.  
5 Thank you for the union that you built us. We're going  
6 to take -- we're going to take it now. We're going to  
7 keep it strong. We're going to keep building on what  
8 you started.

9           And I wish -- and I wish you all the best.  
10 But it's about skin in the game. These are our  
11 contracts now. Thank you.

12           (Applause)

13           SECRETARY-TREASURER STUGLIN: All right.  
14 We'll go to Region 2B now, somebody for. It looks like  
15 a green paper waving, a delegate there. Right there.  
16 Yep. I don't know if I'm seeing them colors right,  
17 it's hard to see.

18           DELEGATE WILLIAM GUINAN: UAW 685, my name is  
19 Bill Guinan. My question to you guys is, I don't know  
20 what you're scared of.

21           If you've done such a good job, you take on  
22 anybody in the plant. I was elected 24 years and never  
23 cried about winning or losing, not one time. And for  
24 those of you that want to be retirees, you better learn  
25 how to become a retiree. They don't have skin in the

1 game. I got news for you. You can't negotiate about a  
2 retirement? Well, then, how come we got a retirement  
3 raise in 1999 for retirees? Why did we get one in  
4 2006?

5 Freightliner, you wouldn't even be here today  
6 if it wasn't for a retiree that wants to run.

7 (Applause)

8 DELEGATE WILLIAM GUINAN: Mack Truck, you got  
9 the best contract there is, from a candidate that wants  
10 to be a candidate.

11 Ray Curry, I got a lot of respect for you,  
12 but for you to be a scared of a retiree running, this  
13 is about them splitting the vote. That's exactly what  
14 it is. That's what you're scared of.

15 My God, let the retirees run. "If Walter  
16 Reuther was here today...", all you do is quote Walter  
17 Reuther. Well, you know what Walter Reuther did say  
18 one time? It's about human survival.

19 And you better wake up folks because the  
20 storm's coming. And you don't have nobody that can put  
21 it together and close. And you better get used to it  
22 because if you think it was bad before, it's going to  
23 be bad again.

24 Walter Reuther didn't build this union to  
25 have fake hospice care in Detroit. He didn't work this

1 union to go to Palm Springs and play golf on people's  
2 money.

3 (Cheers and applause)

4 DELEGATE WILLIAM GUINAN: And that's what it  
5 is. Then after we got rid of that and we cleaned  
6 house, we brought a whole 'nother one back in and we  
7 got hustled again in 2015.

8 I had an IEB member president sit right  
9 there, Dennis Williams, and tell me, "Guinan, you don't  
10 need cost of living, you got profit sharing." I got  
11 news for that crook, okay? We used to have both. And  
12 it didn't go to the court. The only people that been  
13 to court is the God damn crooks that stole from the  
14 UAW.

15 (Cheers and applause)

16 DELEGATE NAME: They're not asking you to  
17 support them or vote for them, they're asking for the  
18 opportunity. This blue book, nine times we talk about  
19 democracy in this book, but we don't do it. We talk  
20 about how great we are. We don't do it. Find a  
21 candidate who's the most ruthless S.O.B. you ever met  
22 and put him in office, and take these companies to the  
23 table and get cost of living and get retirement for the  
24 two-tier in progression, whatever the hell we're  
25 calling them these days, and let's get back to doing

1 what we're supposed to do.

2 (Cheers and applause)

3 DELEGATE WILLIAM GUINAN: You got people  
4 sitting on that board that never even wrote a  
5 grievance. You got people -- you put people on staff  
6 that never even met in labor relations. And that's  
7 what you think of us.

8 You don't bring a little daisy to labor  
9 relation. You bring the baddest alligator you've got.

10 All you young folks want to sit here and say,  
11 well, you know, when you retire, you're out of the  
12 game.

13 Ray Curry, I will give you a comment though.  
14 That's good that you had a retiree talking into your  
15 ear because if I would have been sitting up there, I  
16 would have got one, too.

17 (Cheers and applause)

18 SECRETARY-TREASURER STUGLIN: Anybody against  
19 in 2B? The delegate waving the white paper. Or is it  
20 blue, light blue?

21 DELEGATE DAVID THIMLAR: Boy, that's a hard  
22 act to follow, huh?

23 My name is -- I'm Dave Thimlar, I'm Local  
24 1181, out of Region 2B, under the leadership of Wayne  
25 Blanchard.

1 And in response to Resolution Proposal Number  
2 32, Officers and Elections, I've got to stand against  
3 this.

4 Now, I work with a lot of retirees. They've  
5 given a lot of their life. They worked very hard.  
6 They've made sacrifices for us. They've given us tools  
7 to use in bargaining. They've given us their  
8 mentorship, and they're still very active. I serve on  
9 the local CAP Council, and I work with retirees all the  
10 time. And, they are stand-up individuals. And I love  
11 them, and I respect everything that they have done for  
12 us in our local unions, and what they're continuing to  
13 do for us.

14 However, they also have a lot of faith in us.  
15 When they take us under their wings and they bring us  
16 up to be leaders, they have to trust in our  
17 leaderships, and our ability to negotiate on a national  
18 level, on a local level, and keep their best interests  
19 in mind as well as our own.

20 So I think, yes, I think we need to rise up  
21 as active members and be active. So no, I stand  
22 against this resolution. Thank you.

23 (Applause)

24 SECRETARY-TREASURER STUGLIN: All right.

25 Region 4, somebody for. The brother in the

1 red shirt here, right in front.

2 DELEGATE NOLAN TABB: Nolan Tabb, proud UAW  
3 member, Local 281 out of Davenport, Iowa.

4 I stand in support of this, for the simple  
5 fact this is just enforcing our constitution. We  
6 should have the membership decide on who's going to  
7 vote, how you're going to vote, and who should be  
8 nominated. It shouldn't be an executive decision after  
9 two people have already declared against you.

10 (Applause)

11 SECRETARY-TREASURER STUGLIN: All right.

12 So a delegate against. Waving the white  
13 paper, mic 1.

14 DELEGATE YASIN MAHDI: Hey, good morning or  
15 afternoon, whatever it is everybody. I'm Yasin Mahdi,  
16 I'm from Local 180, CNH, and I stand against this.

17 But before I say why, I do want to thank all  
18 of the retirees that have paved the way for us. We  
19 would not be where we're at without you guys. That's  
20 for sure.

21 (Applause)

22 DELEGATE NAME: And so, being at CNH, they're  
23 some of the most ruthless people. And you know, there  
24 was a court case Reese versus CNH, where there was a  
25 decision made to defend the retirees with their

1 healthcare, and that decision was made with active  
2 people.

3           You can ask any of my retirees, I have  
4 always, always been in favor of what's best for them,  
5 even if it's not a mandatory subject to Bargaining. I  
6 have took their issues to the table and said, I don't  
7 care about if it's not mandatory, you're going to hear  
8 what I got to say about my retirees.

9           And so, the issue that I see with -- with  
10 this is that the retirees, they have done a great job,  
11 but we need to bring people up that -- that are active.  
12 It appears that it's a big vacuum going on between  
13 active and retirees, and who's knowledgeable. And if  
14 we keep having retirees take on issues that I think  
15 should be left to actives, I think that that's the  
16 wrong direction of the UAW.

17           We definitely need to possibly redirect how  
18 we are doing things here, as time goes on. With a lot  
19 of technology and changes that are going on in the  
20 workforce. We need to be able to adapt. Not saying  
21 that a retiree can't adapt. I would never say that.  
22 However, I think that if we want to remain strong, we  
23 need to make sure that we have active people that's  
24 capable of being strong. And constantly relying on a  
25 retiree, I don't think that's the best -- the best



1 thing to do.

2 I do look at the retirees as an asset, and  
3 being able to talk to them and get their advice on  
4 things. However, I don't think that a retiree belongs  
5 at the table negotiating for the actives. They aren't  
6 in the plant.

7 (Applause)

8 DELEGATE YASIN MAHDI: They don't know the  
9 plant issues that's going on with our actives. When  
10 they were actives, a lot of them -- things were good at  
11 these companies, you know. That shit has changed for  
12 the worse. And so, we need to make sure that we got  
13 actives that -- that got a pulse with what is going on  
14 on those shop floors.

15 (Applause)

16 DELEGATE NAME: And retirees just don't have  
17 that at this time. At least, in my facility, they  
18 don't even let retirees in anymore. So it's no way  
19 that they would know what the issues are on the floor.

20 Once again, I -- I would like to thank all of  
21 the retirees for everything that they've done. But  
22 nobody is saying that they can't still be active in  
23 other committees.

24 Once you become retiree, that's not a thing  
25 well, oh, I'm just done being a UAW member now. That's

1 not how that works. So I stand against this. This  
2 needs to be voted down.

3 And at the end of the day, I would like to  
4 thank all the retirees, but we need actives to carry  
5 this UAW membership where it needs to be.

6 (Cheers and applause)

7 SECRETARY-TREASURER STUGLIN: So we've been  
8 through every region for and against.

9 The brother over here waving the resolution  
10 book, what's your special privilege? Point of -- yes?

11 Take mic 4, please. Wait a minute, mic 3.

12 Take mic 4.

13 DELEGATE RAY DAVIS: My name is Ray Davis,  
14 I'm a member of the Advisory Council from Region 8.  
15 Mitchell Smith is my Director, Tim Smith, my Assistant  
16 Director.

17 I just want to say one thing. We do, by the  
18 Constitution, if we're elected to the Advisory Council,  
19 we have voice and vote in the convention. And we're  
20 kind of being left out of the -- you calling on  
21 different areas. But that's fine, I got your  
22 attention.

23 I'd like to start out by saying in answer to  
24 the brother that got up a few speakers ago, and to  
25 paraphrase an old U.S. senator years ago, talking about

1 JFK, I know Ray Curry. Ray Curry's a friend of mine,  
2 and Ray Curry ain't afraid of anything.

3 (Cheers and applause)

4 SECRETARY-TREASURER STUGLIN: Call the order.

5 DELEGATE RAY DAVIS: And I want to continue.

6 I'm a retiree from -- I hired in, in 1962. I been a  
7 retired UAW member for 60 years.

8 (Applause)

9 DELEGATE RAY DAVIS: I just want to tell you  
10 that the UAW has taken care of their retirees like no  
11 other union in this universe. We have a structure for  
12 our retirees. We have local union chapters. We have  
13 International Area Councils that are set up by the  
14 International Union. We have had plenty of time to  
15 vote. I voted in for several years in UAW local  
16 elections, international elections as a delegate, but I  
17 think there comes a time where it is a matter like the  
18 brother from 1D said, about skin in the game.

19 Now, I guess if you're going to give me the  
20 right to run for the International Executive Board,  
21 then I should have the right to vote on everything,  
22 including the contracts that you're out on strike for,  
23 for 30 or 60 days. Maybe I'm mad because I didn't get  
24 a Christmas bonus and I'm going to keep you out on the  
25 street when you're out there trying to feed your

1 family.

2 (Applause)

3 DELEGATE RAY DAVIS: I think I stand  
4 definitely opposed to this resolution.

5 I think we are treated very well. I don't  
6 think it's disrespectful to a retiree to tell them they  
7 can't be an Executive Board member. Thank you.

8 (Cheers and applause)

9 SECRETARY-TREASURER STUGLIN: Order.

10 So we heard from every region. Is there a  
11 motion for the -- to end debate?

12 (Motion made)

13 SECRETARY-TREASURER STUGLIN: Is there a  
14 second?

15 (Motion supported)

16 SECRETARY-TREASURER STUGLIN: All in favor,  
17 say aye. Opposed? Ayes have it.

18 (Motion carried)

19 SECRETARY-TREASURER STUGLIN: So now, the  
20 resolution in question. All in favor, aye. All  
21 opposed, nay.

22 Nays have it.

23 (Motion defeated)

24 SECRETARY-TREASURER STUGLIN: We're going to  
25 continue with the Constitutional Committee. I --

1 Point of Order in the back, in the yellow.

2 DELEGATE JAMES WALKOWICZ: Jim Walkowicz,  
3 Local 6000.

4 Can we at least have a show of hands?  
5 Because people in the back could have voted who are  
6 ineligible voters. You can't tell from the vote. At  
7 least give us the opportunity to raise our hands so we  
8 can actually see.

9 SECRETARY-TREASURER STUGLIN: Well, we  
10 already had the vote, and it was voted --

11 (Cheers and applause)

12 SECRETARY-TREASURER STUGLIN: Are you  
13 appealing the decision of the Chair?

14 (Motion made)

15 DELEGATE JAMES WALKOWICZ: Yes.

16 SECRETARY-TREASURER STUGLIN: Yes.

17 DELEGATE JAMES WALKOWICZ: I'm appealing the  
18 decision to not have a vote by hand. I mean, what's  
19 the problem with people showing their hands?

20 SECRETARY-TREASURER STUGLIN: Hold on.

21 All right. We'll show by hands. So --

22 DELEGATE JAMES WALKOWICZ: Thank you.

23 SECRETARY-TREASURER STUGLIN: -- everybody  
24 that's not a delegate, off the floor. So we need some  
25 counters.

1           Okay. Raise your hands for, if you're in  
2   favor of it. On the motion.

3           All right. Lower your hands, all in --  
4   against the resolution. It's -- motion is rejected,  
5   resolution's rejected.

6           (Motion defeated)

7           (Applause)

8           SECRETARY-TREASURER STUGLIN: We're going to  
9   continue with the report of the Constitution Committee.  
10   I call up Greg Suggs.

11           CONSTITUTIONAL COMMITTEE GREGORY SUGGS:  
12   Thank you, Brother Frank.

13           If you could, please reference document  
14   number four in your packages, the lavender sheet.

15           Good afternoon, UAW delegates. My name is  
16   Greg Suggs. I'm from Local 5286, Region 8.

17           What the present election rules set through  
18   the Consent Decree, the Constitution Committee puts  
19   forth the following language for consideration by the  
20   delegates:

21           Under Article 10, Officers and Elections, the  
22   following language would be the new section added to as  
23   Section 22. The new language reads as follows:

24           Beginning in 2026, in all UAW elections,  
25   including elections for international officers,

1 International Executive Board members, local union  
2 officers, and any other elected position within the  
3 UAW, whether at the International Union or Union --  
4 local union level, only UAW members and retirees in  
5 good standing may contribute anything of value to a  
6 candidate's campaign.

7 There is no maximum constitution amount that  
8 that any member or retiree in good standing, may  
9 contribute during any campaign cycle.

10 At this time, the Constitution Committee  
11 moves for adoption of this amendment.

12 (Motion made)

13 SECRETARY-TREASURER STUGLIN: A motion has  
14 been made. Is there a second?

15 Okay. We'll start off with Region 9, for or  
16 against. With the white paper right there. And  
17 remember, we're going to do a for and against each  
18 region, five-minute time limit. Mic 7.

19 Oh, I'm sorry, excuse me. Region 8.

20 DELEGATE DANIEL VICENTE: You said 9.

21 SECRETARY-TREASURER STUGLIN: Go ahead,  
22 Brother.

23 DELEGATE DANIEL VICENTE: All right. How you  
24 doing? My name is Dan Vicente, I'm from Local 644 out  
25 of Region 9, under the direction of Mr. Jeff Binz.

1 I stand in opposition of this proposal  
2 change. Not because I disagree with the overall  
3 principle or point of it, but because it does not cap  
4 the maximum contributions allowed by members.

5 (Applause)

6 DELEGATE DANIEL VICENTE: My concern is  
7 practical. If sitting IEB members are running for  
8 re-election, and your friends who also sit on the IEB  
9 back you, you guys make a whole lot more money than we,  
10 the rank-and-file members do.

11 (Applause)

12 DELEGATE DANIEL VICENTE: So we, the actual  
13 workers, if we want a challenge, will be forced to go  
14 to our brothers and sisters on the lines and ask for  
15 donations. And we already don't make enough money, and  
16 that is partially because of the IEB.

17 So, I find it to be pretty obviously stacking  
18 the deck against rank-and-file workers challenging  
19 sitting IEB members. And that's why I stand in  
20 opposition. Although, I do think that we should only  
21 allow UAW members to donate, I just think we should cap  
22 how much they should be able to donate per individual.

23 Thank you.

24 SECRETARY-TREASURER STUGLIN: Okay. We had  
25 somebody against, we need somebody for.



1           The brother with the white, in the blue  
2   shirt.

3           DELEGATE ROBERT REYNOLDS:   What is it,  
4   morning or afternoon?

5           Good afternoon.   Bob Reynolds, Local 897.   A  
6   proud retiree of 15 years.   I retired early, but I've  
7   been very active.   My great director, Jeff Binz up  
8   there is retiring.   So I know about retirees.

9           My family has been a UAW member since 1951,  
10   and we're still UAW members and people in the plant, so  
11   thank you.

12           (Applause)

13           DELEGATE ROBERT REYNOLDS:   I also wanted to  
14   update everything.   I'm standing for this resolution,  
15   but I'm going to offer an amendment.

16           I am a former county legislature.   I served  
17   four years, and was taken out by a gentleman named  
18   Chris Collins, who went to jail for a little while.   I  
19   currently serve with Wence, President Wence Valentin,  
20   on the international -- on our Industrial Development  
21   Agency Board in a town called Hamburg, outside of  
22   Buffalo.   We are two union reps fighting to make sure,  
23   when they get a tax break on new business, that they  
24   are following job requirements, and we try to see if  
25   they're organized.

1 But the most important thing that I have is I  
2 served on the board of elections for Eerie County for  
3 four years. I know what financial reports are. I know  
4 how money comes in. I know how PAC money comes in.  
5 And that's what Chris Collins did to me, he brought in  
6 PAC money.

7 And I'm afraid with this resolution right  
8 here, with no limits, that we're in trouble. So my  
9 point, I would like to offer an amendment.

10 I stand with the resolution, but I want to  
11 take out one word. There is a -- there is a maximum  
12 contribution amount for any member or retiree in good  
13 standings, they may contribute during the campaign  
14 cycle.

15 Since this does not take effect until 2026,  
16 we at least should establish this as this convention.

17 Again, I thank everybody for their time. And  
18 we retirees, we stand with you. We work hard for you.  
19 I'm active. I will stay active. Fifteen years. And I  
20 am on the Executive Board of my union, and I'm proud of  
21 it.

22 Thank you.

23 (Applause)

24 SECRETARY-TREASURER STUGLIN: All right.  
25 We'll move on to Region 9A. Somebody for.

1 All right. What? It has -- you can't amend  
2 them. Under Rule 7, it has to be turned down or sent  
3 back to the committee to amend it.

4 So the delegate at mic 6.

5 UNIDENTIFIED DELEGATE: Point of order.

6 My understanding is that if there is a motion  
7 to amend while the debate is ongoing, that there needs  
8 to be a second and a vote on the motion to amend. And  
9 I second the motion.

10 (Applause)

11 SECRETARY-TREASURER STUGLIN: It's an up or  
12 down vote. The resolution's coming out of the  
13 committee as Rule 7. So you can't amend it unless we  
14 turn it down --

15 UNIDENTIFIED DELEGATE: In that case --

16 SECRETARY-TREASURER STUGLIN: -- and send it  
17 back to the committee.

18 UNIDENTIFIED DELEGATE: In that case,  
19 Mr. Chairman, may I be recognized to speak against?

20 SECRETARY-TREASURER STUGLIN: A what?

21 DELEGATE NAME: To speak against.

22 SECRETARY-TREASURER STUGLIN: Okay.

23 DELEGATE NAME: Thank you.

24 And thank you to Beverly Brakeman, Director  
25 of Region 9A in which I am a unit chair and proud

1 member of Local 2320.

2 I speak against the current text of this  
3 amendment as it stands, because there is no cap. And  
4 that's a very dangerous precedent to set.

5 I don't think I'm the only person in this  
6 room who has concerns about Citizens United, and what  
7 that has done. What that has done --

8 (Applause)

9 UNIDENTIFIED DELEGATE: -- to elections  
10 across and around this country. And I think the idea  
11 of enshrining a version of Citizens United, in our  
12 Constitution, is deeply undemocratic and this is a  
13 democratic organization. So I think there does need to  
14 be a cap.

15 The idea to say that there is no maximum is  
16 very concerning. And in particular, in the UAW, we  
17 know that there is a history of, you know, misuse of  
18 funds, of member funds and, you know, contributions  
19 that even were voluntarily given under pressure to  
20 flower funds that were misused. That was a big part of  
21 what the Monitor was having to investigate, was that  
22 kind of misuse of things that weren't even official  
23 dues, just contributions to funds.

24 And so, I think it's a very, very dangerous  
25 precedent to set, to make Citizens United part of our

1 Constitution.

2 So for that reason, I speak against this  
3 resolution with this language. And we should vote it  
4 down and bring a new version.

5 Thank you.

6 (Applause)

7 SECRETARY-TREASURER STUGLIN: Somebody for,  
8 in Region 9. Right here, right on the aisle.

9 DELEGATE BRIAN SCHNECK: Brian Schneck,  
10 president, Local 259. And again, I have the very best,  
11 the most dynamic, the most trustworthy director to ever  
12 serve this UAW, Beverly Brakeman.

13 (Applause)

14 DELEGATE BRIAN SCHNECK: With that, I support  
15 this language. However, it's short. It needs two  
16 amendments. Number one, beginning in 2026. No, that  
17 should read 2022.

18 (Applause)

19 DELEGATE BRIAN SCHNECK: Further, there  
20 should be a cap. There's no way that we should have --

21 (Applause)

22 DELEGATE BRIAN SCHNECK: -- endless money  
23 coming into any elections. Therefore, it needs to be  
24 amended. And that amendment should be a \$250 maximum  
25 cap.

1 Thank you.

2 (Applause)

3 SECRETARY-TREASURER STUGLIN: So you're  
4 against it?

5 DELEGATE NAME: I support this language, but  
6 it needs to be amended.

7 SECRETARY-TREASURER STUGLIN: All right.  
8 We'll move on to Region 1.

9 Anybody for? Region 1. Right over here with  
10 the white. Yep. Mic 4.

11 DELEGATE LUIGI GJOKAJ: Luigi Gjokaj, Local  
12 51, out of Region 1, under the direction of James  
13 Harris, speaking in favor of the resolution.

14 None of us are millionaires over here, even  
15 the IEB guys. And when the gentleman prior, spoke  
16 about how much they made and how they make so much more  
17 than people working on the floor, I can show you about  
18 five or six skilled trades guys doing seven 12s, making  
19 a lot more money than IEB.

20 (Applause)

21 DELEGATE LUIGI GJOKAJ: At the same time, a  
22 majority of that money goes to our families. You know,  
23 all the bills we got to pay. I don't think anybody has  
24 hundreds of thousands of dollars as an individual  
25 member, to, you know, contribute to a campaign.

1 I think the language is fine as it stands.  
2 No cap on it. It doesn't mean I'm going to dump my  
3 whole paycheck into a candidate. We just can't afford  
4 it. So not having a cap doesn't affect anything.

5 (Applause)

6 SECRETARY-TREASURER STUGLIN: Region 1,  
7 delegate against. With the red card.

8 DELEGATE ROGER ABBOTT: Hello, Roger Abbott  
9 with Local 653.

10 I speak out against this. However, I would  
11 like to acknowledge the gentleman that just spoke  
12 before. He had some very valid points there.

13 However, with the wording being unlimited  
14 amount, no maximum contribution, that is a danger for  
15 potential abuse if someone is very creative.  
16 Otherwise, this could -- otherwise, the language for  
17 this is wonderful. Only UAWs should contribute.

18 And I really think that this should be voted  
19 down and brought in the amendments. Ideally, for this  
20 election. And to be honest, I would say a minimum cap  
21 of -- a maximum cap of, \$1-, 2,000. Not too many will  
22 contribute that much, but that will be a nice safety  
23 cap there just in case there is some eccentric person  
24 who got -- that did get a generous amount of money  
25 somehow through relatives or inheritance. Hey, it

1 could happen, or something unexpected can happen.

2 That's why we should have a cap.

3 Having no maximum is a recipe for a loophole  
4 to be exploited in the most unexpected manner.

5 Thank you.

6 (Applause)

7 SECRETARY-TREASURER STUGLIN: All right.

8 We'll move on to Region 1A, a delegate for. The blue  
9 card in the back. Mic 8.

10 DELEGATE SCOTT ELLIOTT: Good morning. My  
11 name's Scott Elliott, a member of Local 900, under the  
12 leadership of Laura Dickerson and Assistant Director,  
13 Dave Pagac.

14 I stand in support of this resolution. In  
15 order to maintain integrity in our election process,  
16 it's critically important to keep dark money out of our  
17 elections. If we don't support this proposal outside  
18 influence, which are not in our best interest, can and  
19 will find candidates to do their bidding and  
20 potentially bring great harm to our union.

21 Again, I support this proposal.

22 (Applause)

23 SECRETARY-TREASURER STUGLIN: Somebody  
24 against. A delegate against, in Region 1A. White  
25 card, blue shirt.



1 UNIDENTIFIED DELEGATE: I stand in -- against  
2 this motion. We have to vote this down so that we can  
3 have a cap on how much money can be spent by an  
4 individual person.

5 (Applause)

6 UNIDENTIFIED DELEGATE: It's ridiculous for  
7 us to think that people aren't going to get outside  
8 money, and have their buddy give it to them. It's  
9 ridiculous for us to think that leaders that can steal  
10 money aren't going to steal money and give it to the  
11 candidates that they support.

12 (Applause)

13 UNIDENTIFIED DELEGATE: I can't believe we're  
14 not discussing a motion to have a cap, and then, to  
15 have people not want to have a cap. I can't believe  
16 you have brought to us, a motion to have no cap on how  
17 much money we can donate to a candidate running for  
18 office when some people have unlimited capital.

19 It's defying the meaning of one member, one  
20 vote, that an average worker could rise to the position  
21 of UAW president when you put restrictions when it  
22 comes to money, on the campaign. If you guys can spend  
23 whatever you want, then you might as well not even have  
24 one member, one vote. We might as well go back to  
25 where we are because we're not changing anything unless

1 we actually change things.

2 (Applause)

3 UNIDENTIFIED DELEGATE: And to change things,  
4 we must put limits. We can't say things like, well,  
5 our leaders would never accept dirty money.

6 Our leaders have already shown us that  
7 they're human beings. And human beings succumb to  
8 greed. And greed puts us where we are now.

9 When I was eight years old, I went to Local  
10 22 with my dad to get a fire truck because auto workers  
11 didn't make good money back then, and my father  
12 couldn't afford to buy us Christmas gifts. But the  
13 Union gave us a fire truck. That little boy is crying  
14 because the organization that he fell in love with at  
15 eight years old has turned into an organization that  
16 tries to deny retirees, tries to cheat and steal the  
17 membership. It does everything it can do to keep the  
18 ruling class the ruling class.

19 (Cheers and applause)

20 UNIDENTIFIED DELEGATE: If you want to open  
21 it up, and I know you don't, but the Government's  
22 saying that we have to, if we want to open it up, we  
23 have to turn this down and make a reasonable proposal  
24 that there be a cap on how much.

25 I can't give as much money as I want to

1 Barack Obama, but I can give as much money as I want to  
2 Gary Jones? I don't think it's right. And I think we  
3 need to vote it down, and give a motion that is  
4 reasonable.

5 So number one, our members think we're trying  
6 to do the right thing. And number two, so the world  
7 thinks we're trying to do the right thing. Because  
8 right now, we look terrible.

9 (Applause)

10 SECRETARY-TREASURER STUGLIN: All right.  
11 We'll move on to 1D. Delegate for. Right here, the  
12 red shirt.

13 DELEGATE CHEYENNE WILLIAMS: Good afternoon,  
14 my name is Cheyenne Williams, Local 113, under the  
15 strong leadership of Director Steve Dawes and Assistant  
16 Director Scott Zuckschwerdt, and I strongly support  
17 this amendment.

18 The way it is right now, there are no limits.  
19 And there's no -- there's nothing stopping any outside  
20 influence from affecting our elections. UAW elections  
21 should be decided by UAW members, not outside  
22 influences.

23 And that's one thing that's -- there's a lot  
24 of people that don't like this amendment the way it  
25 sits right now, which does not go into effect until

1 2026. But one great thing about this institution and  
2 our Constitution, if you do not like something, your  
3 local can submit something to the Constitutional  
4 Committee for next year, to put your term limits in, to  
5 fix things. We don't always get things right on the  
6 first try, but don't let perfect get in the way of  
7 better.

8 Thank you.

9 (Applause)

10 SECRETARY-TREASURER STUGLIN: All right.

11 Somebody, a delegate in Region 1 against. Waving your  
12 hand right here.

13 DELEGATE STEPHANIE RILEY: Everybody already  
14 knows who I am already.

15 I just want to say that in fairness of  
16 everybody involved, I do think we need an amendment to  
17 this. I do think it needs some changes.

18 For one thing, I agree with the gentleman  
19 before me who said we need a cap on the spending, not  
20 the donating. Each candidate can only spend so much on  
21 their campaign. And that will make it fair.

22 I also think that it would be a good idea if  
23 we -- once we decided on our final candidates, if we  
24 did it like the Presidential election, we would have,  
25 you know, each area would vote in their candidate and

1 then those candidates would run against each other.

2 And then, the UAW can fund those candidates' campaign.

3 I mean, we fund this, why couldn't we fund  
4 their campaign? They each will get X amount of dollars  
5 to spend on their campaign, and we track it to make  
6 sure they're staying within those limits.

7 I feel we need this amendment, but I do feel  
8 like it needs some changes. I don't think that an  
9 unlimited amount of money is fair, especially to the  
10 working-class people. And that's -- I guess that's it.

11 SECRETARY-TREASURER STUGLIN: You need to say  
12 your name and local number.

13 DELEGATE NAME: I'm sorry, Stephanie Riley,  
14 Local 598, Region 1D.

15 SECRETARY-TREASURER STUGLIN: We'll move on  
16 to Region 2B, somebody for. Waving the white paper.

17 DELEGATE TIM BOYD: Tim Boyd, Local 12.

18 I'm all for this, what not, but I'm bringing  
19 up referencing in the rules, number 21, an amendment or  
20 suspension of the rules. These rules may be amended or  
21 suspended by a two-thirds vote of the delegates  
22 present.

23 I would move that we would vote on that so  
24 that we could amend this now, and put a cap in today.  
25 Because I'm pretty much certain that everyone here is

1 for this, but it's very ambiguous with it not having a  
2 cap. So I would move that we suspend the rules and put  
3 a cap in place now, and then with an amendment.

4 Thank you.

5 (Motion made)

6 SECRETARY-TREASURER STUGLIN: The motion's  
7 proper. There is a two-thirds vote to suspend the  
8 rules.

9 By show of hands, does the delegation want to  
10 suspend the rules? Say yay -- raise your hands if  
11 you're in favor.

12 It's not two-thirds. Nope.

13 Okay. If there's a dispute, appeal my  
14 decision as the Chair, there wasn't a two-thirds vote.  
15 Two thirds of the delegates so we'll move on.

16 Mic 6, right in the aisle right here with the  
17 white paper. Yep.

18 DELEGATE LEANDRA BARRETT DIAZ: Hi, Lee Diaz,  
19 Local 2110, Region 9A. I move to appeal the Chair.

20 (Motion made)

21 SECRETARY-TREASURER STUGLIN: All right. Is  
22 there a second? All in favor by saying aye. Opposed?

23 (Motion supported)

24 SECRETARY-TREASURER STUGLIN: Okay. Under  
25 the rules passed -- under the rules, we're going to do

1 a standing vote.

2 We've got a Point of Order over here.

3 Yes, mic 2.

4 UNIDENTIFIED DELEGATE: Under Roberts's Rules  
5 of Order, an appeal from the decision of the Chair  
6 shall be framed as, shall the decision of the Chair  
7 stand. So you can't just take a vote. You have to  
8 pose the question: Shall the decision of the Chair  
9 stand?

10 Thank you.

11 SECRETARY-TREASURER STUGLIN: Shall -- okay.  
12 I'm sorry.

13 Shall the decision of the Chair stand? All  
14 in favor, say aye. All opposed?

15 Point of Order, right here.

16 DELEGATE KAMILAH DEGREE: Kamilah Degree, UAW  
17 Local 1700, out of Region 1, under the direction of  
18 James Harris.

19 I think that's being misinterpreted. Because  
20 when I'm reading the rules, it says these rules may be  
21 amended or suspended by two-thirds.

22 So what rule are we amending, or what rule  
23 are we spending? It has nothing to do with the  
24 resolution we're going through.

25 SECRETARY-TREASURER STUGLIN: Rule Number 7.

1 DELEGATE NAME: So he's saying he want to do  
2 it for Rule Number 7, that make the -- that we already  
3 went through and debated and said no to?

4 RICK ISAACSON: Just so it's perfect clear,  
5 the motion was to suspend Rule 7 for discussion on this  
6 particular resolution.

7 The issue with the resolution, as we see it  
8 now, and again, the body has not spoken, but as we see  
9 it now, the issue was the fact that there's no cap.  
10 The body, the delegates, are concerned that there is no  
11 cap. They cannot amend under the rules. All they can  
12 do is send it back to the committee.

13 So what the delegate's motion was, was to  
14 suspend the rules so that we can entertain amendments  
15 from the floor for what the cap should be.

16 DELEGATE KAMILAH DEGREE: Okay.

17 RICK ISAACSON: So it doesn't have to go back  
18 to the committee.

19 DELEGATE KAMILAH DEGREE: Okay.

20 RICK ISAACSON: So the question on suspending  
21 the rules is a two-thirds vote.

22 DELEGATE KAMILAH DEGREE: Okay. Thank you.

23 SECRETARY-TREASURER STUGLIN: Point of  
24 Information.

25 DELEGATE WILLIAM BAGWELL, JR.: Bill Bagwell,



1 Local 174.

2           You've got to count the vote to have a  
3 numerical decision of two thirds. It can't be voice.  
4 It can't be hands. It has to be a count. It's a  
5 number. Two-thirds is a number. A number has to be  
6 counted. So you have to count the votes, be it a  
7 rollcall or be it a standing count. But you must count  
8 the vote to see two thirds.

9           SECRETARY-TREASURER STUGLIN: You can do a  
10 standing vote, Brother.

11           DELEGATE WILLIAM BAGWELL, JR.: How do you  
12 give me a numerical value from a standing vote?

13           SECRETARY-TREASURER STUGLIN: If it's not  
14 apparent that it's two thirds, we'll do a count like we  
15 did the last time.

16           DELEGATE WILLIAM BAGWELL, JR.: Thank you.

17           SECRETARY-TREASURER STUGLIN: All in favor of  
18 suspending the rules to allow for amendments to this  
19 resolution. All in favor say aye. Opposed.

20           We're going to have to do a standing vote.  
21 All those in favor, stand. We're going to need some  
22 counters.

23           Okay. Everybody sit. All those against,  
24 stand.

25           Suspending the rules for this resolution has

1 passed.

2 (Motion carried)

3 (Applause)

4 SECRETARY-TREASURER STUGLIN: Okay. We're  
5 going to bring up the amendment and entertain  
6 amendments and the resolution.

7 The brother in the back. Yeah, with the hand  
8 just raised, mic 6.

9 DELEGATE ROBERT REYNOLDS: Again, my name is  
10 Bob Reynolds, Local 897 out of Buffalo, New York. My  
11 Director is Jeff Binz, and my President is Pat Radtke.

12 The reason I asked for this amendment, I  
13 changed it to (A) because it goes to 2026. Somebody  
14 else talked about something else.

15 I really believe that we should put a cap on  
16 this. I ran for elected office many times, and I'm  
17 only allowed to take so much money from any member out  
18 of the community. And I think our UAW brothers and  
19 sisters would like to contribute, but I think there  
20 should be a cap on it.

21 And my recommendation is a \$2,000 cap. When  
22 you run for office, that's what you have out on the  
23 outside in office. So that's my recommendation to the  
24 committee.

25 (Motion made)

1 SECRETARY-TREASURER STUGLIN: So his  
2 recommendation is 2,000. Is there a second to his  
3 recommendation?

4 Brother, can you come back? Two thousand per  
5 candidate, or 2,000 per election? Let's be clear.

6 DELEGATE ROBERT REYNOLDS: Excuse me, I  
7 didn't hear your question, sir.

8 SECRETARY-TREASURER STUGLIN: Two thousand  
9 per candidate?

10 DELEGATE ROBERT REYNOLDS: Yes. We would  
11 have to have a 2,000 per candidate whether you're in a  
12 local election or any election. Because in reality,  
13 again, this is New York State, election law, you have  
14 to have financial reports. I think we're not into that  
15 level yet, but I think we need to establish a \$2,000  
16 limit per candidate from a UAW employee.

17 SECRETARY-TREASURER STUGLIN: All right.

18 DELEGATE ROBERT REYNOLDS: Thank you.

19 SECRETARY-TREASURER STUGLIN: So is there a  
20 second to that motion? Is there any debate? Yes.  
21 We'll start off -- is there debate? Let me start off  
22 with the right region.

23 Region 9A, anybody for? Right there. Mic 6.

24 DELEGATE JORDAN BARBEAU: Thank you,  
25 Mr. Chairman. Jordan Barbeau, unit chair, UAW Local

1 2320 out of Region 9A. And thank you to Bev Brakeman  
2 and Gordon Deane for their terrific leadership.

3 I would like to speak in support of this  
4 version of the language of that -- I'll just read it  
5 the way it should read.

6 Section 22, beginning in 2022, as opposed to  
7 2026, in all UAW elections including elections for  
8 International Executive Board officers and members,  
9 local union officers, and any other elected position  
10 within the UAW, whether at the International Union or  
11 local union level, only UAW members and retirees in  
12 good standing may contribute anything of value to a  
13 candidate's campaign, up to a maximum contribute of  
14 \$2,000 during -- to any candidate during any campaign  
15 cycle.

16 I think that this is reasonable language.  
17 When we talk about comparing it to elected offices at,  
18 you know, state and federal levels, I think the cap is  
19 like 2,500. So honestly, I'd be comfortable doing a  
20 cap that's even lower than that. But it is in that  
21 same ballpark of -- of what you're allowed to give to  
22 those -- to those candidates.

23 And, you know, they can sometimes get actual  
24 public funding to help support their campaigns. So,  
25 you know, we're talking about folks that often have to

1 put together, you know, an entire mailing, maybe a  
2 nationwide mailing. That's a lot of postage alone.

3 So, you know, that -- that is a lot for  
4 somebody to try to mount. So it is helpful for them to  
5 be able to get some support, but not an unlimited  
6 amount, which will only serve to solidify the -- the  
7 handful of folks that give money, to the folks that  
8 give them money, to the folks that give them money, and  
9 they all stay in charge at the top, and nobody else can  
10 get into that circle. So --

11 (Applause)

12 DELEGATE JORDAN BARBEAU: -- I think it's  
13 important to make sure that all of these positions are  
14 accessible, and that we can have turnover and not have  
15 nepotism. And so, we need to make sure that that is  
16 doable. And so, I speak in favor of this amendment  
17 with the maximum contribution of \$2,000 per candidate,  
18 and adjusting the year that this begins, to 2022.  
19 Because it seems completely bizarre to me that we would  
20 put this off for four years.

21 (Applause)

22 SECRETARY-TREASURER STUGLIN: Yes, Point of  
23 Information.

24 DELEGATE ROBERT REYNOLDS: My amendment did  
25 not contain a date. I only did -- I did not touch the

1 2026 date. I only offered a resolution on \$2,000 cap.  
2 So that -- that was not part of my original amendment.  
3 I just wanted everybody to know that.

4 SECRETARY-TREASURER STUGLIN: Well, what --  
5 clear that up one more time. You didn't put a date on  
6 it at first, you just put a \$2,000 limit.

7 DELEGATE ROBERT REYNOLDS: She read an  
8 amendment with a date of 2022. I did not, when I came  
9 up originally, put a --

10 SECRETARY-TREASURER STUGLIN: Your amendment  
11 was \$2,000 --

12 DELEGATE ROBERT REYNOLDS: My amendment was  
13 only on the word "no." I changed it to \$2,000 maximum.

14 SECRETARY TREASURER STUGLIN: Yes.

15 DELEGATE ROBERT REYNOLDS: That was my  
16 original amendment.

17 SECRETARY-TREASURER STUGLIN: Amendment, yes.

18 DELEGATE ROBERT REYNOLDS: I did not put the  
19 date on that amendment.

20 SECRETARY-TREASURER STUGLIN: Yes, okay.

21 Brother, are you considering that a friendly  
22 amendment?

23 DELEGATE ROBERT REYNOLDS: Yes, I can  
24 consider that a friendly amendment, but I did not do  
25 it. Yes, I can.

1 SECRETARY-TREASURER STUGLIN: Okay. Then, we  
2 can accept it.

3 (Applause)

4 SECRETARY-TREASURER STUGLIN: Against in  
5 Region 9A.

6 DELEGATE BRIAN SCHNECK: Brian Schneck, Local  
7 259. I'm in -- opposed to the amendment.

8 And I make a motion to strike out 2026,  
9 replace it with 2022 --

10 SECRETARY-TREASURER STUGLIN: Brother, that's  
11 already been done.

12 DELEGATE BRIAN SCHNECK: -- and to strike out  
13 the word "no" and replace it with a \$250 maximum.

14 (Applause)

15 SECRETARY-TREASURER STUGLIN: That is not the  
16 amendment. The amendment is \$2,000 maximum.

17 DELEGATE BRIAN SCHNECK: Right. I oppose --

18 SECRETARY-TREASURER STUGLIN: And the date of  
19 2022.

20 DELEGATE BRIAN SCHNECK: I'm opposed to the  
21 amendment.

22 SECRETARY-TREASURER STUGLIN: Okay.

23 DELEGATE BRIAN SCHNECK: And I'm offering an  
24 amendment to replace that one.

25 SECRETARY-TREASURER STUGLIN: Well, we have

1 to vote on the amendment first.

2 DELEGATE NAME: Okay.

3 SECRETARY-TREASURER STUGLIN: We're having  
4 debate on amendment.

5 DELEGATE BRIAN SCHNECK: So I continue in my  
6 opposition.

7 SECRETARY-TREASURER STUGLIN: All right.

8 DELEGATE BRIAN SCHNECK: Two thousand dollars  
9 is far, far, too rich.

10 SECRETARY-TREASURER STUGLIN: All right.

11 Point of Order, right here.

12 DELEGATE SCOTT HOULDIESON: Scott Houldieson,  
13 UAW Local 551, Chicago, Region 4.

14 My point is that the Brother that offered the  
15 amendment in the first place, just clarified that he  
16 did not put a date on it, or did not change the date.  
17 So the date should remain 2026 under the amendment that  
18 he offered. He even clarified that to you. So 2022 is  
19 not being considered unless it was considered in the  
20 friendly amendment.

21 SECRETARY-TREASURER STUGLIN: It was  
22 considered a friendly amendment.

23 DELEGATE SCOTT HOULDIESON: It was not  
24 considered a friendly amendment.

25 SECRETARY-TREASURER STUGLIN: The delegate



1 from 9A had a friendly amendment for the '22 date.

2 DELEGATE SCOTT HOULDIESON: He came up --

3 SECRETARY-TREASURER STUGLIN: She.

4 DELEGATE SCOTT HOULDIESON: He came up and  
5 said it was a friendly amendment?

6 SECRETARY-TREASURER STUGLIN: Yes.

7 DELEGATE SCOTT HOULDIESON: All right. I  
8 stand corrected.

9 SECRETARY-TREASURER STUGLIN: Thank you.

10 Okay. We'll go on to Region 1. Anybody for?  
11 In the gray shirt with the white paper.

12 DELEGATE CRYSTAL PASARCIK: My mic -- oh,  
13 it's working now.

14 Good morning, I'm Crystal Pasarcik from Local  
15 1700, Region 1, under James Harris.

16 I am for it. I just want to first start off  
17 just telling everyone, we do have a new administration  
18 up here, so I think we should show a little more  
19 respect going forward.

20 (Applause)

21 DELEGATE CRYSTAL PASARCIK: Everybody is in  
22 your feelings. We need to fix that. Get out our  
23 feelings, and let's do the work that we was supposed to  
24 do.

25 So my thing is, okay, I'm in agreement with

1 it, but I believe the words should be more clear. So  
2 if it's going to be \$2,000, it should be \$2,000 per  
3 member maximum, to donate to candidate. That way, it's  
4 a clear understanding of what's being done.

5 SECRETARY-TREASURER STUGLIN: All right.

6 Somebody against in Region 1. Waving the  
7 white paper.

8 DELEGATE TERRI SYKES: Hello, everyone.

9 Terri Sykes, Local 7777, under the leadership of James  
10 Harris, and Assistant Jason Craig.

11 I -- I'm opposed to this. Because my whole  
12 thing is, I'm sitting here and I'm listening to  
13 everybody going on about how much money somebody can  
14 donate to whoever. To me, it's not about how much  
15 money they donate, and I think it should stay as it  
16 reads. Because if the person not going to vote for  
17 them, I don't give a damn how much money they volunteer  
18 to give a person, if you're not a good person to vote  
19 for, they're not going to vote for you anyway. So I'm  
20 not understanding all this cap, or putting a limit, or  
21 this much or that much on a candidate, or spending on a  
22 candidate. I mean, even the president of the United  
23 States spent all the money, but he still didn't win.

24 So it's not about, to me, the amount of money  
25 that's being donated to help a candidate, it's about

1 the candidate and what that candidate's going to do.

2 And I think it should stay the same.

3 Thank you.

4 SECRETARY-TREASURER STUGLIN: All right.

5 Thank you.

6 (Applause)

7 SECRETARY-TREASURER STUGLIN: We'll move on  
8 to Region 1A, a delegate for. A delegate for. Region  
9 1A, a delegate against.

10 We'll move on to Region 1D. A delegate for.  
11 Seeing none, a delegate against. Right here in the red  
12 shirt.

13 DELEGATE ROBERT SMITH: Bob Smith, Local 167,  
14 under Director Steve Dawes.

15 There have been some -- some fair points made  
16 here for, but I still need to stand against. Two  
17 thousand -- a 2,000 per person cap to a candidate still  
18 seems too high, especially when we're talking about,  
19 you know, local elections of -- I know there's talk  
20 about New York law, but here in Michigan, I've run for  
21 public office twice. When I ran as county commission  
22 -- when I ran as a County Commission, I could only  
23 receive up to \$1,000 from any one member of my  
24 community. The cap went up to, I think, 2500 when I  
25 ran for State House.

1 To set proper limits is going to take a lot  
2 more work than we're going to get out of an amendment  
3 today. We need to pass this as originally proposed,  
4 and put the committee to work on -- you know, on  
5 drafting something up for other next convention. Thank  
6 you.

7 (Applause)

8 SECRETARY-TREASURER STUGLIN: We'll move on  
9 to Region 2B. Somebody for. There was a hand raised.

10 Oh, somebody against. In 2B. The first --  
11 the hand right here with the, it looks like a blue hat.  
12 Yeah, right there, just raised his hand.

13 All right. The one that's walking up to the  
14 mic, mic 8.

15 UNIDENTIFIED DELEGATE: No more short folk  
16 jokes.

17 All right. I stand against this resolution.  
18 Thank you, sir.

19 I stand against this resolution. Putting  
20 money in our politics is the wrong thing. We won't let  
21 retirees go, but we're an inclusive union? And we want  
22 to let people go out so they can get elected. Who's  
23 going to get the most money is the guy that's already  
24 in there, or he has more contacts. There's no justice  
25 in that. I've been elected seven times, and never

1 asked for a damn penny. And I don't want to have to  
2 ask members.

3 In the union, it's out you get out there  
4 among your constituents, it's not the son of a bitch  
5 that's got the most money. I'm gone get this.

6 (Applause)

7 SECRETARY-TREASURER STUGLIN: All right.  
8 We'll move to Region 4, somebody for. Somebody for.

9 All right. Region 4, somebody against. The  
10 orange paper right in front. Mic -- go to mic 2.

11 All right. Go to mic 1. Yeah, go to mic 1.  
12 Yeah, that's the one I called. I'm sorry, I did call  
13 on you.

14 DELEGATE MARQUES DERBY: Is it on? Okay.

15 Marques Derby, Local 807, under the  
16 leadership of Director Ron McInroy.

17 I'm in opposition of this, only because I  
18 think that the individual contribution is too high.  
19 And the reason why I say that is because we have a  
20 sister plant that is right across town from us, and  
21 they don't make as much money as we do at our CNH  
22 plant. We make a considerable amount of more money  
23 than they do across town. They're a -- they're a TOP  
24 IPS Supplier Plant, and they only make about 15 or 16  
25 bucks an hour.

1           So the local elections that these guys are  
2 going to be contributing \$2,000 to their individual  
3 local leadership, that's a considerable amount of money  
4 in our community. You know, our cost of living is  
5 about 17 percent higher than a lot of other places in  
6 the area. So for us, in our area, and I can only speak  
7 for my local community, it just doesn't make sense.

8           And I agree with the friendly amendment that,  
9 you know, change the date on that. But maybe we need  
10 to look at bringing that number down to either a  
11 \$1,000, or maybe less than that. But, you know, we  
12 need to think about the smaller fish where some of  
13 these locals aren't making as much money as some of the  
14 larger locals are.

15           Thank you.

16           (Applause)

17           SECRETARY-TREASURER STUGLIN: Point of  
18 Information in the back, mic 6.

19           DELEGATE ROBERT REYNOLDS: Bob Reynolds,  
20 Local 897, Buffalo, New York.

21           I just want to make it clear that this is a  
22 voluntary maximum contribution that you can do. It is  
23 not a requirement.

24           Thank you.

25           SECRETARY-TREASURER STUGLIN: Yeah, okay.

1 All right. We'll go to mic -- I mean, Region  
2 8, for. Yep, Point of Information.

3 UNIDENTIFIED DELEGATE: Just a question to  
4 the amendment. Is that \$2,000 per member toward the  
5 candidate, or is that just 2,000 cap?

6 SECRETARY-TREASURER STUGLIN: No, it's \$2,000  
7 from each member to a candidate in an election cycle.

8 UNIDENTIFIED DELEGATE: So per member, per  
9 candidate?

10 SECRETARY-TREASURER STUGLIN: Yes.

11 UNIDENTIFIED DELEGATE: Okay. Thank you.

12 SECRETARY-TREASURER STUGLIN: So where did I  
13 leave off at?

14 Mic 8, anybody for, in Region 8? All right.  
15 Right here, mic 2.

16 DELEGATE FRANTZESKA GIGINIS: Hi, everyone.  
17 Frantzeska Giginis, 2865, down in California.

18 So I just wanted to say, I think it's a  
19 little weird to say that since \$2,000 is too high, we  
20 should have no cap. I do --

21 (Applause)

22 DELEGATE FRANTZESKA GIGINIS: Thanks.

23 I do think it is a little too high, and I do  
24 hear y'all. And I was wondering if I can make a  
25 friendly amendment to bring it down to 1,000?

1 SECRETARY-TREASURER STUGLIN: So his original  
2 amendment was 2,000?

3 DELEGATE FRANTZESKA GIGINIS: Yes.

4 And I want to do a friendly amendment to  
5 bring it down to 1,000 as, like, a compromise. Because  
6 it seems like a lot of people who are against it are  
7 simply against it because it being too high.

8 SECRETARY-TREASURER STUGLIN: You can't  
9 change the original amendment.

10 DELEGATE FRANTZESKA GIGINIS: But we did  
11 earlier, with the date.

12 SECRETARY-TREASURER STUGLIN: No, we added to  
13 it. It was a friendly amendment to it. We didn't  
14 change the amendment.

15 DELEGATE FRANTZESKA GIGINIS: You changed the  
16 date, though, it didn't add the date.

17 SECRETARY-TREASURER STUGLIN: He -- a  
18 friendly amendment was to add the date, and that was  
19 it. But the original amendment was limited at 2,000.

20 DELEGATE FRANTZESKA GIGINIS: Right.

21 You changed the numbers from 2026 to 2022, I  
22 think.

23 SECRETARY-TREASURER STUGLIN: Yes, on a  
24 friendly amendment.

25 Yes, we -- we have to decide on the 2,000



1 right now. So if we don't --

2 DELEGATE FRANTZESKA GIGINIS: Right.

3 SECRETARY-TREASURER STUGLIN: -- everybody's  
4 going to have a different number.

5 DELEGATE FRANTZESKA GIGINIS: And I wanted to  
6 do a friendly amendment on that.

7 SECRETARY-TREASURER STUGLIN: Let's get this  
8 out of the way.

9 We're almost done with the debate. We'll  
10 call for the question. And if people don't like the  
11 2,000, we'll vote it down again.

12 DELEGATE FRANTZESKA GIGINIS: Okay.

13 SECRETARY-TREASURER STUGLIN: Then we'll have  
14 another amendment.

15 DELEGATE FRANTZESKA GIGINIS: Then, for the  
16 sake of time, I'm supporting this amendment. And we  
17 can lower the number back in as an amendment later.

18 SECRETARY-TREASURER STUGLIN: Yeah.

19 DELEGATE FRANTZESKA GIGINIS: So please  
20 support this amendment. For the aspect of time, we  
21 need a cap. We cannot let this be capless. Even  
22 though this cap is too high, we can amend that later.  
23 We just need a cap. We cannot let this pass as is.

24 Thank you.

25 SECRETARY-TREASURER STUGLIN: So you're a

1 for?

2 (Applause)

3 SECRETARY-TREASURER STUGLIN: Point of Order  
4 right here.

5 DELEGATE JOYCE THOMAS-VILLARONGA: Joyce  
6 Thomas-Villaronga, Local UAW 2350 president, Region 8.

7 So actually, the amendment changed the date  
8 to 20 -- from 2026 to 2022.

9 SECRETARY-TREASURER STUGLIN: 2022 on a  
10 friendly amendment.

11 DELEGATE JOYCE THOMAS-VILLARONGA: So that  
12 was a friendly amendment. You're telling her she can't  
13 change it on a friendly amendment?

14 SECRETARY-TREASURER STUGLIN: Nope.

15 DELEGATE NAME: You got two friendly  
16 amendments. What the heck?

17 PRESIDENT CURRY: We've got a Point of Order  
18 right now.

19 DELEGATE JOYCE THOMAS-VILLARONGA: That's  
20 what I'm doing, a Point of Order.

21 PRESIDENT CURRY: Can you hold at mic 3,  
22 delegate?

23 We got a Point of Order. The Committee Chair  
24 is going to come back forward. There's a message from  
25 the Monitor.

1           You need to come forward.   Suggs.

2           CONSTITUTIONAL COMMITTEE GREG SUGGS:   Okay.

3   We have -- we have a Point of Order to put before the  
4   delegates today.

5           The Committee proposed for the amendment to  
6   Article 10, Section 22, to begin with the 2026 election  
7   because the court-appointed Monitor has set rules for  
8   the 2022 election.   Those rules were published in May  
9   of 2022.

10          Those were in -- we have been informed by the  
11   Monitor's team, that the language adopted by the  
12   delegates will not take effect until the 2026 election  
13   of the international officers and board members.

14          The rules published by the Monitor, for 2022,  
15   do not limit who may contribute other than legal  
16   registration -- restrictions on the use of union or  
17   employer funds.

18          And the Monitor's rules do not cap any  
19   contribution amounts for the 2022 election.

20          We have been told we can't change it until  
21   2026.

22          SECRETARY-TREASURER STUGLIN:   So the date, we  
23   can't change.

24          I can't hear you.   Mic 6.

25          DELEGATE JORDAN BARBEAU:   Mr. Chairman, in

1 the interest of efficiency, I withdraw the friendly  
2 amendment changing it from 2026 to 2022.

3 SECRETARY-TREASURER STUGLIN: All right.

4 DELEGATE JORDAN BARBEAU: So the amendment  
5 stands as just changing the cap.

6 SECRETARY-TREASURER STUGLIN: All right.

7 (Applause)

8 SECRETARY-TREASURER STUGLIN: So everybody  
9 understands, there's a \$2,000 limit per person per  
10 election cycle?

11 So Region 8, what do you -- per candidate,  
12 yeah.

13 So we'll go move on to Region 9. Right  
14 there, mic 6.

15 UNIDENTIFIED DELEGATE: My question is for  
16 the Monitor. The rules that was set in place, he said,  
17 could not be changed.

18 Yesterday, we come in here and talk about  
19 ranked-choice voting in this election. If we had a  
20 vote here about this election to -- that would come  
21 into effect this time, my words to the monitor is, you  
22 know what, you're worried about our vote and how we  
23 vote, what about my vote today? I'm a delegate here to  
24 vote on how my union dues, and how my local's  
25 represented --

1 (Applause)

2 UNIDENTIFIED DELEGATE: -- in this  
3 International Union. This is -- he is invading our  
4 democracy of what this Constitution is about --

5 (Applause)

6 UNIDENTIFIED DELEGATE: -- when he comes here  
7 and tells us that we need to vote on something that  
8 will take place in this election, and then tells us we  
9 can't. That's wrong. That's an invasion of on  
10 democracy.

11 We have a Constitution so our voices can be  
12 heard. And you know what? He made the choice. And  
13 now, he's telling us we can't. We don't have a vote,  
14 we can't make a choice.

15 I think it needs to be clarified to this body  
16 why our voice cannot be heard during this time.

17 SECRETARY-TREASURER STUGLIN: Because the  
18 Monitor --

19 (Applause)

20 SECRETARY-TREASURER STUGLIN: Okay. Anybody  
21 against? Was that against? Okay. Region 9.

22 Point of Order here.

23 Okay. I'm sorry. Let's go back to Region 8.  
24 Against, for Region 8. Right here, the green card.

25 Okay. Mic 2.

1 DELEGATE MATTHEW CAGLE: My name is Matt  
2 Cagle, delegate from Local 298, Region 8, under  
3 Mitchell Smith and Tim Smith, under the great wisdom  
4 and guidance of my International Rep, Jason Callahan.

5 I am here to speak out against this  
6 amendment, and speak for the resolution as it stood.

7 The resolution as it stood, empowered us, the  
8 membership, to support our leaders as best as we could,  
9 and kept the power in our locals and in our membership  
10 and out of outside influences.

11 Thank you.

12 (Applause)

13 SECRETARY-TREASURER STUGLIN: So we'll go  
14 back to Region 9. Somebody against.

15 Where are you at? The person waving their  
16 hand.

17 UNIDENTIFIED DELEGATE: I'd like at this  
18 time, do a call to question.

19 SECRETARY-TREASURER STUGLIN: Call for a  
20 question. Is there support?

21 Is there a second? All in support, say aye.  
22 Against, nay.

23 (Motion made)

24 Oh, the question was -- well, wait a minute.  
25 Did you call for the question to end the debate?

1 UNIDENTIFIED DELEGATE: Yes. Call the  
2 question to end the debate. Let's get a vote on the  
3 motion, and get the amended motion over with.

4 SECRETARY-TREASURER STUGLIN: Okay. So the  
5 question has been called to end the debate.

6 All in favor, say aye. All opposed, nay.  
7 Say nay.

8 Okay. The motion carries. Debate is over.

9 (Motion supported and carried)

10 SECRETARY-TREASURER STUGLIN: Okay. The  
11 amendment we're voting on right now is the 2,000 to the  
12 resolution -- amendment to the resolution, 2,000 limit  
13 per member, per candidate, for each election cycle.

14 Yes, mic 6.

15 UNIDENTIFIED DELEGATE: My information  
16 request was never answered.

17 I asked for clarification on why the Monitor  
18 allowed us to vote a change in this election cycle, and  
19 they will not allow it today.

20 We're here to vote. If it was good enough  
21 for yesterday, it's good enough for today. We're here  
22 for a reason. This is our democracy. And they are  
23 invading our democracy. It is not being heard today.

24 (Applause)

25 UNIDENTIFIED DELEGATE: Why will we not be

1 able to change the date to this election today?

2 Before -- I don't mind moving forward with  
3 the vote, but before that vote is taken, that  
4 information -- that question needs to be answered.

5 SECRETARY-TREASURER STUGLIN: I'm going to  
6 answer it right now.

7 The Monitor, in the Consent Decree, has the  
8 right to set the rules, and he set the rules for this  
9 election.

10 UNIDENTIFIED DELEGATE: Can we request for  
11 him to give us a reasoning on his decision?

12 (Applause)

13 SECRETARY-TREASURER STUGLIN: We can request  
14 whatever we want from him, I guess, --

15 UNIDENTIFIED DELEGATE NAME: Because --

16 SECRETARY-TREASURER STUGLIN: -- if he's  
17 going to do it.

18 UNIDENTIFIED DELEGATE NAME: -- our democracy  
19 should be heard today.

20 That's an invasion of our democracy, of our  
21 vote. They tell us we can't do something to change  
22 this election cycle, yet, we voted yesterday, of  
23 something that would change this election cycle.

24 SECRETARY-TREASURER STUGLIN: So the  
25 resolution -- the two thou -- the amendment to the



1 resolution is on the floor right now.

2 It's to set the 2,000 limit per member, per  
3 candidate, for each election cycle.

4 All in favor, say aye. All opposed? Motion  
5 carries.

6 (Motion carried)

7 (Cheers)

8 SECRETARY-TREASURER STUGLIN: So I would  
9 entertain a motion --

10 So now, going back to the original resolution  
11 with the change of the 2,000.

12 All in favor, say aye. All opposed? Ayes  
13 have it.

14 (Motion carried)

15 SECRETARY-TREASURER STUGLIN: Now, I would  
16 like to call up Vice President Estrada to chair the  
17 meeting.

18 VICE PRESIDENT ESTRADA: And Frank needs a  
19 cigarette.

20 (Applause)

21 VICE PRESIDENT ESTRADA: Let's give Frank a  
22 round of applause.

23 And our parliamentarian who -- it's always  
24 good to have one on stage. So, thank you.

25 Stay close.

1 (Applause)

2 VICE PRESIDENT ESTRADA: I would like to  
3 start off by announcing the afternoon Timekeepers from  
4 Region 1A, Local 38, Scott Greer [sic].

5 I hope I get these names correctly  
6 phonetically.

7 Region 2B, Local 1 -- or 1050, Mark Mohn.

8 Alternate Timekeeper is from Region 9A, Local  
9 2121, Heather Sanford.

10 (Applause)

11 VICE PRESIDENT ESTRADA: So with that, we're  
12 going to do a short video right now, of a member from  
13 Local 412, in Region 1, Aaron Shreve.

14 (Video played)

15 (Applause)

16 VICE PRESIDENT ESTRADA: And so, we're going  
17 to continue with the Constitution -- Constitutional  
18 Committee Report. And I'd like to call up Greg Suggs  
19 from the Constitutional Committee.

20 Excuse me. Point of Information, mic 7.

21 DELEGATE ROBERTA GAINER: Good afternoon.

22 Roberta Gainer, Local 774.

23 I didn't want to pose this to Frank because  
24 he had a whole lot going on, so I'm glad that you're up  
25 there.

1 VICE PRESIDENT ESTRADA: Oh, yeah.

2 Thank you.

3 DELEGATE ROBERTA GAINER: But I need to know,  
4 since the delegates -- since we were on Article 10,  
5 since the delegate voted on the issue of retirees, so  
6 this need to be reflected in the Constitution because  
7 it was brought to the floor for discussion, debate, and  
8 voted on.

9 And so, this language or this argument or  
10 whatever, this amendment to the Constitution needs to  
11 be reflected in the Constitution on the retiree's  
12 eligibility, versus an interpretation in the back of  
13 the book. So does this go back to the committee?

14 What is the procedure to get the decision of  
15 the delegates today, on retirees' eligibility for  
16 International Executive Board positions into the  
17 Constitution, because it is a change to the current  
18 Constitution?

19 VICE PRESIDENT ESTRADA: So my understanding  
20 is it's going to be part of the cleanup, and so it'll  
21 be part of the procedure.

22 DELEGATE ROBERTA GAINER: What do you mean  
23 part of the cleanup?

24 VICE PRESIDENT ESTRADA: Of the proceedings.  
25 The clean up of the proceedings, right? So

1 it's going to be entered into the record.

2 DELEGATE ROBERTA GAINER: Is it going to be  
3 in the interpretations section, or is it going to be  
4 under Article 6, Section 19, another restriction? And  
5 Article 10, Section 6 -- Article 10, an additional  
6 eligibility requirement?

7 VICE PRESIDENT ESTRADA: So my understanding  
8 is that it's going to be an interpretation of the  
9 Constitution, and it will be added as such.

10 DELEGATE ROBERTA GAINER: It is not an  
11 interpretation. It is an amendment that the delegates  
12 voted on. It is the -- the delegates did not vote on  
13 the amendment, the interpretation. They voted on the  
14 eligibility requirements for the retirees.

15 VICE PRESIDENT ESTRADA: So let me get  
16 clarification.

17 So there is an interpretation of the  
18 Constitution. The amendment -- that was voted down.

19 So there's still the current interpretation  
20 of the Constitution. And with the changes, that will  
21 be reflected, right, Parliamentarian?

22 DELEGATE ROBERTA GAINER: The way we got to  
23 this was because the Monitor said it was ambiguous, and  
24 that he did not understand what the position was of the  
25 retiree.

1           And so, it was brought to this body, the  
2   highest ruling body, the Convention of Delegates,  
3   whether or not retirees were eligible for international  
4   office. And they voted no, they're not eligible.

5           That needs to be reflected in the  
6   Constitution because it's the delegates' decision, not  
7   an interpretation.

8           RICK ISAACSON: The Constitution specifically  
9   speaks of the rights of retirees. And under the  
10   interpretation section, it dictates what retirees can  
11   and cannot run for.

12           That was confirmed by the delegates at this  
13   convention, that the retirees were not eligible to run.  
14   And the interpretations will reflect that.

15           DELEGATE ROBERTA GAINER: It wasn't -- the  
16   retirees did not argue the interpretation. They added  
17   an amendment to Article 6, Section 19, and Article 10.  
18   There is restrictions on retirees. And they -- that  
19   didn't say anything about what that interpretation  
20   says.

21           VICE PRESIDENT ESTRADA: All right.

22           This issue has been decided by the delegates.  
23   And you're out of order, so we're going to end.

24           DELEGATE ROBERTA GAINER: I'm not out of  
25   order. You said I was out of order yesterday.

1 VICE PRESIDENT ESTRADA: I was not up here  
2 yesterday, so I did not call you out of order. But  
3 you're out of order now.

4 (Applause)

5 VICE PRESIDENT ESTRADA: Now, with that,  
6 we're going to -- we're going to bring up Greg Suggs to  
7 continue with the report of the Constitution.

8 CONSTITUTION COMMITTEE GREGG SUGGS: Thank  
9 you, Cindy.

10 Please reference document five in your  
11 package. It's the white sheets.

12 Hello, UAW family. I'm Greg Suggs, Local  
13 5286 in Region 8.

14 The language the Constitution Committee puts  
15 before you now, refers to the creation of Region 6.

16 (Cheers and applause)

17 CONSTITUTIONAL COMMITTEE GREGG SUGGS:

18 Article 10, Officers Elections.

19 Section 2, current language as amended by the  
20 2022 convention on July 25, 2022.

21 The current language reads:

22 Section 2, within the geographical districts  
23 as determined by the International Constitution, the  
24 International Executive Board members shall be  
25 nominated in the regions as established by the

1 International Executive Board.

2 And existing on the actual day of any such  
3 nominations are accepted by cons -- Convention.

4 Only the delegates with the -- from the local  
5 unions in any such regions shall nominate their  
6 International Executive Board members. Any member  
7 continuing in good standing for one year, and who has  
8 worked at least 90 working days in a workplace, located  
9 within the region, whose local region is located within  
10 the region can be nominated and elected.

11 It shall require a two-thirds vote of the  
12 International Executive Board to change the composition  
13 of any region within the geographical district.

14 The Result, Section 2.

15 Within the geographical districts as  
16 determined by the International Constitution, the  
17 International Executive Board members shall be  
18 nominated in the regions as established by the  
19 International Executive Board, and existing on the  
20 actual day any such nominations are accepted by the  
21 convention.

22 Only the delegates from the local unions in  
23 any such regions shall nominate their International  
24 Executive Board members. Any member in continuous good  
25 standing for one year, and who has worked at least 90

1 working days in a workplace, located within the region  
2 whose local region is located within the region, can be  
3 nominated and elected.

4 It shall require two-thirds vote of the  
5 International Executive Board to change the composition  
6 of any region within a geographical district.

7 As provided for in Article 10, Section 21,  
8 Region 6 will become operative upon the conclusion of  
9 2022 elections and installation of new International  
10 Executive Board members.

11 As such, at the 2022 convention, only  
12 delegates from local unions within the enumerated nine  
13 states of Region 6 shall nominate candidates for the  
14 International Executive Board position of Region 6.

15 At this time, I would like to call Raphael  
16 Jaime to the stand.

17 (Applause)

18 COMMITTEE MEMBER RAFAEL JAIME: Good morning  
19 afternoon, fellow UAW Union siblings. My name is  
20 Rafael Jaime, and I am the president of UAW Local 2865,  
21 the union of 19,000 teaching assistants, tutors, and  
22 readers at the University of California System.

23 The proposed right here is Article 10,  
24 Section 21. And again, this addresses the issue of  
25 geographical reasons.



1 The current language reads as follows:

2 The geographical districts and the number of  
3 International Executive Board members for each District  
4 of the International Union of the United States and  
5 Canada, shall be listed as below:

6 Michigan, Canada, Regions 1, 1A, and 1D.

7 Ohio and Indiana, Region 2B.

8 Illinois, Iowa, Nebraska, Wisconsin,  
9 Minnesota, North Dakota, South Dakota, Wyoming, and  
10 Montana, Region 4.

11 Missouri, Arkansas, Louisiana, Kansas,  
12 Oklahoma, Texas, Colorado, New Mexico, Washington,  
13 Oregon, California, Idaho, Nevada, Utah, Arizona,  
14 Alaska, and Hawai'i, Region 5.

15 Tennessee, Virginia, West Virginia, North  
16 Carolina, South Carolina, Mississippi, Alabama,  
17 Georgia, Florida, the District of Columbia, Maryland,  
18 Delaware, Kentucky, the following Counties of  
19 Pennsylvania, Franklin, Cumberland, Adams, York, Region  
20 8.

21 New York, New Jersey, Rhode Island,  
22 Connecticut, Massachusetts, Vermont, New Hampshire,  
23 Maine and Pennsylvania, excluding the Counties of  
24 Franklin, Cumberland, Adams, and York, Regions 9 and  
25 9A.

1           When an Executive Board member vacancy occurs  
2   in any region, for any reason, and the International  
3   Executive Board determines that conditions and factors  
4   exist comparable to those which necessitated the  
5   decisions in 1984, to combine the regions in the  
6   Detroit area, and the 1990, to combine the regions in  
7   the Ohio District; that is Ohio, West Virginia, and  
8   those parts of Pennsylvania, west of, and including the  
9   Counties of McKean, Cameron, Cambria, and Somerset.  
10   And further, determines that it is in the overall best  
11   interest of the union, then the region will be combined  
12   with one of the other contiguous regions.

13           The remaining International Executive Board  
14   member will have jurisdiction over the combined  
15   regions.

16           The proposed change to the -- to the section  
17   of Article 10 enshrines a couple of changes, including  
18   the elimination of Region 5, the redistribution of some  
19   states between Regions 4 and 8, the inclusion of Puerto  
20   Rico within Regions 9 and 9A, and the creation of  
21   Region 6.

22           (Applause)

23           COMMITTEE MEMBER RAFAEL JAIME: The resulting  
24   reads as follows:

25           The geographical districts, and the number of

1 International Executive Board members for each district  
2 of the international region in the United States and  
3 Canada shall be listed below:

4 1. Michigan, Canada, Regions 1, 1A, 1D.

5 2. Ohio and Indiana, Region 2D.

6 4. Illinois, Iowa, Nebraska, Wisconsin,  
7 Minnesota, North Dakota, South Dakota, Wyoming,  
8 Montana, Colorado, Missouri and Kansas, Region 4.

9 6. Washington, Oregon, California, Nevada,  
10 Idaho, Utah, Arizona, Hawai'i, and Alaska, Region 6.

11 (Applause)

12 COMMITTEE MEMBER RAFAEL JAIME:

13 8. Tennessee, Virginia, West Virginia, North  
14 Carolina, South Carolina, Mississippi, Alabama,  
15 Georgia, Florida, the District of Columbia, Maryland,  
16 Delaware, Kentucky, Arkansas, Louisiana, Oklahoma,  
17 Texas and New Mexico, the following Counties of  
18 Pennsylvania, Franklin, Cumberland, Adams, and York,  
19 Region 8.

20 9. New York, New Jersey, Rhode Island,  
21 Connecticut, Massachusetts, Vermont, New Hampshire,  
22 Maine, Puerto Rico, and Pennsylvania. Excluding the  
23 Counties of Franklin, Cumberland, Adams and York,  
24 Regions 9 and 9A.

25 Once the 2022 elections set forth in Article

1 10, Section 5, have concluded, and new International  
2 Executive Board members are installed into office,  
3 Region 6 shall become operative.

4 Until that time, local unions contained  
5 within those enumerated nine states shall continue to  
6 be serviced by, and reside within their existing Region  
7 4 or Region 8 designation.

8 Thank you.

9 And at this time, the Constitution Committee  
10 moves for the adoption of this package of amendments.

11 (Motion made)

12 VICE PRESIDENT ESTRADA: So the motion's been  
13 moved. We have support.

14 (Motion supported)

15 VICE PRESIDENT ESTRADA: Is there a second?  
16 Okay. So let's -- we'll move on to debate.

17 One person for and against, and no more than  
18 five minutes.

19 And so, we'll start with Region 8. Do I have  
20 someone to speak for the resolution?

21 Blue, mic 2.

22 DELEGATE YUNYI LI: Hi, everyone. My name is  
23 Yunyi Li, Local 2865, from the University of  
24 California, Region 8, Director Mitchell Smith.

25 I'm speaking in support of this amendment.

1 And in particular, I want to talk about why having a  
2 Region 6 is really important to our members.

3 So being part of Region 8 has given us a lot  
4 of, you know, really cool opportunities to meet and  
5 work with union members from different industries and  
6 different states. But there's also, you know, a lot of  
7 diverse organizing just out in the western states.

8 So we represent workers in auto, education,  
9 non-profits, aerospace, gaming. We're also growing  
10 really fast. So we recently organized 17,000  
11 previously non-union student researchers at the  
12 University of California, --

13 (Applause)

14 DELEGATE YUNYI LI: -- who are currently  
15 bargaining a first contract with U.C.

16 So there's a lot of energy, and a lot more  
17 organizing for us to do in all of our sectors out  
18 there. And it makes sense to have a smaller Region 6,  
19 so members have a more meaningful say in shaping the  
20 future of the western states, while continuing to work  
21 with you all here.

22 It means cutting the number of time zones  
23 that we are all spread out across, in half. It'll be  
24 only three hours from east to west instead of six.

25 It also means having everyone in closer

1 reach, and making it more attainable for all of us in  
2 our region to meet each other, continuing to build  
3 relationships, plan and work on political organizing  
4 programs together.

5 So this is going to be really important for  
6 us to do the organizing we need to do.

7 Thank you.

8 (Applause)

9 VICE PRESIDENT ESTRADA: Someone to speak  
10 against the resolution.

11 Green. I think mic 2, or I'm not sure if 6  
12 is closer.

13 DELEGATE SHEILA KULKARNI: Hello, everyone.  
14 My name is Sheila Kulkarni. I am a delegate from 2865,  
15 same local, from Region 8.

16 And I wanted to talk a little about this  
17 amazing accomplishment. 17,000 new workers being  
18 organized by SRU, increasing the union density in the  
19 U.S. by .1 percent. It's an incredible feat, and I'm  
20 very proud to have helped contribute to that.

21 The one thing that came up really often, when  
22 I was correcting authorization cards for SRU, and when  
23 I go around trying to get cards signed for 2865 is, you  
24 know, some people who have never heard, you know, of  
25 our union, but know of the UAW, one of the first things

1 they ask is, isn't that a super corrupt union. Like,  
2 weren't they just stealing money where a lot of people  
3 got convicted?

4 And I have to go, yeah, well, they left and  
5 now we have a federal monitor, and it shouldn't be  
6 happening again, so won't you please join up and make  
7 our union stronger.

8 But over and over and over again, having this  
9 conversation, the number one thing people are hung up  
10 on is, are they going to steal my dues money because  
11 it's a real, real concern.

12 We used to be in Region 5, a much smaller  
13 region. And the Regional Director, Vance Pearson, the  
14 only regional director to be convicted for embezzling  
15 our dues money. And the biggest local in Region 5 was  
16 Local 2865. That's my local. That's my dues money,  
17 and that's my union siblings' money. And I don't want  
18 to see it happen again.

19 Like -- and this happened because someone who  
20 used to sit up there decided to embezzle hundreds of  
21 thousands of dollars.

22 So I just want to say, if you really want to  
23 revitalize this union, if you want to diversify it. If  
24 you want to bring it into the 21st Century and make it  
25 stronger, don't fuck this up for us again. All right?

1 (Applause)

2 DELEGATE SHEILA KULKARNI: That goes for my  
3 fellow delegates who are going to be in Region 6. Keep  
4 your noses clean.

5 Thank you, so much, everyone.

6 VICE PRESIDENT ESTRADA: Okay. We're going  
7 to move on to Region 9A.

8 Anyone to speak in favor? Waving the white,  
9 mic 5.

10 DELEGATE NELLY AYALA-LEON: Okay. My name is  
11 Nelly Ayala from Puerto Rico.

12 (Cheers and applause)

13 DELEGATE NELLY AYALA-LEON: I am president  
14 Local Union 2396, School Cafeteria Workers.

15 (Applause)

16 UNIDENTIFIED DELEGATE (Interpreting): Well,  
17 as you heard, my name is Nelly Ayala. I'm president  
18 for Local 2396. We are Puerto Rico's biggest local  
19 with 3,500 members, as of now. And, we have a  
20 trajectory of more than 30 years.

21 And I would like to say that I'm in favor of  
22 the amendment. And also, I want to thank -- she's also  
23 the president of the Puerto Rico Federation of Labor of  
24 the AFL-CIO, and first of woman historically.

25 So, yay for that.



1 (Cheers and applause)

2 UNIDENTIFIED DELEGATE (Interpreting): And  
3 she wants to say that she's in favor, and that she  
4 wants to state her favor for Ray Curry's and everybody  
5 up there.

6 And she also wants to recognize Beth for  
7 having our back as our director for all the horrible  
8 things that have happened to Puerto Rico recently.  
9 We've been through hurricanes. We have the  
10 earthquakes. And every single thing that happened,  
11 Beth had our back, and so did our president and his  
12 board. So we want to be very thankful for that.

13 Thanks for everything that all of you guys  
14 have done. And thank you, and have a good afternoon.

15 VICE PRESIDENT ESTRADA: Thank you.

16 (Applause)

17 VICE PRESIDENT ESTRADA: Is there anyone to  
18 speak against the resolution?

19 Purple folder.

20 VICE PRESIDENT ESTRADA: Do we have anyone  
21 against?

22 I don't see anyone against.

23 So, go ahead.

24 DELEGATE KATHLEEN MELISH: Hi. My name is  
25 Kathy Melish. I am President of Local 1596, under the

1 direction of Beverly Brakeman, a fabulous director, and  
2 Gordon Deane, our Assistant Director.

3 (Applause)

4 DELEGATE KATHLEEN MELISH: I stand in support  
5 of Region 6. Region 6 makes sense for effective  
6 organizing in geographic area, both in regards to  
7 campaign organizing, current servicing, and political  
8 organizing.

9 The number of members that represent Region 6  
10 is growing quickly. This resolution provides a more  
11 democratic voice for their members. Similar to  
12 Region 9A, they have a powerful coalition that  
13 represent and fight for all workers.

14 I also support the inclusion of Puerto Rico  
15 in 9A. Puerto Rican members are extremely important to  
16 this Union. Their fight is our fight. I also support  
17 the leadership of the IEB for supporting the creation  
18 of Region 6.

19 Thank you.

20 VICE PRESIDENT ESTRADA: Thank you.

21 (Applause)

22 VICE PRESIDENT ESTRADA: We are going to move  
23 on to Region 4.

24 Do we have anyone in Region 4 that wants to  
25 speak for the resolution?

1 Yellow folder.

2 DELEGATE KANIE KASTROLL: Good afternoon,  
3 fellow delegates.

4 My name is Kanie Kastroll. I am the delegate  
5 from Region 4, Local 3555, under the direction of Ron  
6 McInroy, and Assistant Director Brad Dutcher.

7 I am the Bargaining Chairwoman of Wynn  
8 Las Vegas Table Game Dealers in our Gaming Department  
9 directed by Michael Glenning, and serviced by our  
10 wonderful reps, international reps, Jim Soldate and  
11 Alex Santana. Whoo!

12 I speak in favor of Article 10, Section 2.  
13 Our Unit and Local will be directly impacted by this  
14 change. We will go from being Region 4 to Region 6.  
15 We are bringing back a Region that was once dissolved,  
16 Region 6. We were 6, then 5, then 4. And soon to be  
17 Region 6 again. We have five units that moved. And  
18 these are casino dealer units that moved from another  
19 union to UAW in March of 2019, on the same week, and we  
20 are very proud of that historic move.

21 So, we need a sense of stability now, as we  
22 need to know where our home is. We are a fast-growing  
23 area. So having a Region specific to the West Coast  
24 allows for resources in a quicker timeframe.

25 That said, it will allow us to have a seat on

1 the IEB, meaning true representation from the West  
2 Coast. Also politically, very generally speaking, the  
3 regional like mindedness is also beneficial to our  
4 members' causes.

5 Finally, this morning, I saw one of those  
6 hateful billboard trucks outside, while some of you  
7 were having a smoke, and the trucks were reiterating an  
8 old hateful message, harping on, you know, our union's  
9 negative past issues.

10 We must move forward in a positive manner by  
11 retiring number 5. And put our laser focus on building  
12 our tomorrow today.

13 Thank you.

14 (Applause)

15 VICE PRESIDENT ESTRADA: Thank you. Do we  
16 have anyone else against in Region 4?

17 Okay. Moving on, seeing none, to Region 9.  
18 Anyone to speak in favor of the resolution?

19 Anyone to speak in favor of the resolution in  
20 Region 9?

21 Anyone to speak against?

22 Okay. Moving on to Region 1D. Is there --

23 UNIDENTIFIED SPEAKER: Point of order.

24 VICE PRESIDENT ESTRADA: Someone needs to go  
25 to the mic and do that.

1 Mic 4.

2 Wait, sir, I think -- oh, mic 3, sorry.

3 UNIDENTIFIED SPEAKER: Thank you.

4 VICE PRESIDENT ESTRADA: Mic 3. Jerry Zivaki  
5 (phonetic) is at mic 3.

6 Go ahead.

7 UNIDENTIFIED SPEAKER: Sorry, it took me a  
8 while to get here.

9 I call for the question.

10 But I also would like to make a point, if I  
11 am allowed to do so. It won't take long.

12 I sit here --

13 VICE PRESIDENT ESTRADA: Sir, you  
14 can't -- you can call for the question.

15 But you can't -- are you calling for the  
16 question?

17 Yeah, I call for the question.

18 I will call for a point later on.

19 (Motion made)

20 VICE PRESIDENT ESTRADA: Okay. The question  
21 has been called.

22 Do we have a second?

23 (Motion supported)

24 VICE PRESIDENT ESTRADA: All those in favor?  
25 Opposed?

1 Okay. The ayes have it.

2 (Motion carried)

3 VICE PRESIDENT ESTRADA: Now we have debated,  
4 and now on the resolution, all those in favor in  
5 support?

6 Opposed?

7 The ayes have it. Thank you.

8 (Motion carried)

9 (Applause)

10 VICE PRESIDENT ESTRADA: Congratulations,  
11 Region 6.

12 (Applause)

13 DELEGATE WILLIAM PARKER: Point of order.

14 VICE PRESIDENT ESTRADA: Point of order. Go  
15 ahead.

16 DELEGATE WILLIAM PARKER: Thank you very  
17 much, Sister Estrada.

18 My name is Bill Parker, from Local 1700,  
19 Region 1.

20 And I rise under Rule Number 9 to call out a  
21 constitutional change submitted by the membership of my  
22 Local, and I believe by the membership of approximately  
23 20 other locals. But this resolution was not printed  
24 in the book, but was submitted properly by the local  
25 unions, and by vote of the local unions.

1           And the resolution calls for the creation of  
2   a new section to Article 19, that the International  
3   Executive Board shall reject management proposals for  
4   contract language which seek to divide the membership  
5   through tiered wages, benefits, or post-employment  
6   income and benefits.

7           Where current contracts provide for such  
8   divisive compensation, it shall be the obligation of  
9   the International Executive Board to seek the  
10   elimination of all such tiers by raising lower tiers to  
11   a higher level, holding to the long-standing union  
12   principle of equal pay for equal work.

13           Now, we need to put to bed the tragic  
14   insertion of tiers into this union, and restore equal  
15   pay for equal work.

16           And, therefore, I am asking that our  
17   resolution be called out of committee and be presented  
18   to the delegates today.

19           This Convention has the authority to amend  
20   the Constitution, and the proposal that I just read is  
21   a Constitutional Amendment, and, therefore, is the  
22   property of this body.

23           (Motion made)

24           VICE PRESIDENT ESTRADA: So, Bill, my  
25   understanding is that resolution has been referred to

1 the Bargaining Convention.

2 DELEGATE WILLIAM PARKER: I understand the  
3 issue of tiers may be discussed next year at the  
4 Bargaining Convention.

5 But the question before us is whether  
6 Article 19 can be amended to prohibit further insertion  
7 of tiers into contracts.

8 And I would say that Article 19, Section 6  
9 already calls on the International Executive Board to  
10 make -- to prohibit certain changes in bargaining, to  
11 not allow a Local with a weaker contract to infringe  
12 upon a Local with a stronger contract.

13 This simply parallels that existing language  
14 by saying that the International Executive Board can no  
15 longer accept contracts which divide our membership  
16 into tiers.

17 And, therefore, that's a proper action for  
18 this body to take.

19 (Applause)

20 VICE PRESIDENT ESTRADA: So to pull it out of  
21 committee, we would need 136 votes.

22 So all those in favor of pulling that  
23 resolution out of committee, raise your hands.

24 All those opposed, raise your hands.

25 UNIDENTIFIED SPEAKER: What tier?



1 VICE PRESIDENT ESTRADA: It was to pull that  
2 resolution out of committee. We had referred that  
3 resolution to the Bargaining Convention.

4 But put before us now to pull it out of  
5 committee here would take 136 votes.

6 So, it is whether or not to pull that  
7 resolution out of committee.

8 All those in favor, just I think there was  
9 some confusion, raise your hand.

10 Yeah, a couple of you have two hands up. Not  
11 allowed.

12 All those opposed, raise your hands.

13 DELEGATE WILLIAM PARKER: I am sorry, Sister,  
14 it's only a question of whether I have 136 votes or  
15 delegates to support this.

16 Then it's called out of committee and we will  
17 discuss it and vote on it.

18 VICE PRESIDENT ESTRADA: Okay. Everybody in  
19 favor, raise your hand, of pulling it out of committee.

20 We need a count. I don't think there's 136.  
21 But we will count. We will count. So stand up.

22 So there is enough to pull it out of  
23 committee.

24 (Motion supported)

25 (Applause)

1 VICE PRESIDENT ESTRADA: So what we would  
2 like to do with consent of the delegates is to get that  
3 resolution, prepare it, pass it out, and then table it  
4 right now. And open it for debate after everybody has  
5 a copy of the resolution.

6 (Motion made)

7 (Motion supported)

8 VICE PRESIDENT ESTRADA: Support?

9 Okay. So we are going to prepare copies and  
10 pass them out. And we are going to move on right now  
11 with the next piece, my Organizing Report. You are  
12 welcome. Well, my organizing report will come later  
13 for something more exciting.

14 So with that, I am going to hand it over to  
15 Ray Curry for purpose of introduction.

16 PRESIDENT CURRY: Point of order. Reference  
17 mic number 6.

18 DELEGATE EVAN MACKAY: Hello, my name is Evan  
19 MacKay. I am from Harvard Graduate Students, Union  
20 5118 in Region 9A of this great UAW.

21 What was the number of people who stood up?  
22 I heard it was over 200.

23 PRESIDENT CURRY: The number was 282. It is  
24 coming out of committee. And we will get the  
25 information brought back.

1 DELEGATE EVAN MACKAY: Thank you.

2 (Applause)

3 PRESIDENT CURRY: Our next speaker shatters  
4 glass ceilings wherever she goes. Liz Shuler was  
5 elected the first woman President of AFL-CIO in 2021,  
6 following the sudden passing of Rich Trumka, and was  
7 recently reelected for an additional term.

8 Twelve years earlier, she made a mark as the  
9 first woman elected Secretary-Treasurer and the  
10 youngest woman ever on the AFL-CIO's Executive Council.

11 As Secretary-Treasurer she turned deficits  
12 into surpluses and steered the Federation through  
13 multiple financial crises.

14 She has been a leader on issues such as the  
15 future of work, retirement security, clean energy,  
16 economy, public safety reform, work source development,  
17 and empowering young workers and women. Her core  
18 beliefs are that unions are the single greatest force  
19 for economic fairness and equality; that collective  
20 bargaining is the best tool to achieve justice for all  
21 working people, especially women and people of color.

22 Shuler was raised in a union household, as  
23 her father was a power lineman and a member of IBEW,  
24 Brotherhood Electrical Workers, Local 25 at Portland  
25 General Electric.

1           After college that local hired her as an  
2   organizer and later as its lobbyist. One of her first  
3   legislative victories was defeating a bill supported by  
4   Enron Corporation that would have deregulated Oregon's  
5   electricity market.

6           Liz Shuler fights hard every day for 37  
7   unions, 12.1 million members represented by the  
8   AFL-CIO. She is never afraid to think big or to take  
9   on the powerful interests aligned against working  
10  people.

11           Please give a hearty UAW welcome to our  
12  friend, AFL-CIO President Liz Shuler.

13           AFL-CIO PRESIDENT LIZ SHULER: Hello, hello,  
14  UAW. You feeling good out there?

15           That's what I thought. It is so great to be  
16  here with you. And I first of all just have to thank  
17  my brother, Ray Curry, for that awesome introduction.  
18  Thank you, Ray. And really more so for your  
19  partnership, for your leadership.

20           Ray is someone that I keep on speed dial,  
21  because we think so much alike. And whenever we are in  
22  a situation where I need helpful advice and a new  
23  perspective, I call Ray. And really his leadership  
24  obviously, in your union, the UAW is so critically  
25  important. But also at the AFL-CIO table of our

1 broader union movement.

2 So I just wanted to say thank you again to  
3 Ray. And also, of course, recognize my friends Chuck  
4 and Frank and Terry, my sister Cindy Estrada, who is a  
5 voice for women workers, especially, and workers  
6 everywhere. Thank you for this amazing team. UAW has  
7 always led the way. Always.

8 (Applause)

9 AFL-CIO PRESIDENT LIZ SHULER: And I see it  
10 even at the AFL-CIO, because we have state AFL-CIOs and  
11 labor councils all across this country. And we have  
12 UAW leaders leading us all throughout, including right  
13 here in Michigan with UAW Member Ron Bieber serving as  
14 our Michigan AFL-CIO President. So thank you for that.

15 (Applause)

16 AFL-CIO PRESIDENT LIZ SHULER: Now, the last  
17 time that I saw many of you was actually on the John  
18 Deere picket line in the Quad Cities in the freezing  
19 cold. That fight was nothing short of inspiring. And  
20 so I thank you on behalf of the entire Labor Movement.

21 And it's great to be here to join you to talk  
22 about what your theme is, Building the American Labor  
23 Movement. Our Tomorrow Today.

24 Because we are going to build the future.

25 And we are going to do it together. We, meaning you,

1 all of us, every single one of you, all of us together.  
2 And I know you are, because that's what UAW has always  
3 done.

4 You look at a changing landscape. See what's  
5 happening around you. And you don't shy away from a  
6 challenge. You say, We are not just going to adapt to  
7 the future. We are going to lead the future.

8 (Applause)

9 AFL-CIO PRESIDENT LIZ SHULER: That's right,  
10 and you are doing that. You are doing that now.

11 You are driving that next great advancement  
12 of the auto industry. Right. Energy efficient and  
13 electric vehicles. Everyone is talking about it. You  
14 are making sure that that future is headed down your  
15 assembly lines. American Made, Union Made. And it's  
16 that mindset, that willingness to take on new things  
17 that is going to help us build a Labor Movement of the  
18 future.

19 And that's why we need to keep supporting the  
20 courageous workers who are organizing in the auto  
21 industry, and in new places, like breweries, coffee  
22 shops, REI, Apple stores, stadiums, hospitals, higher  
23 ed, museums. The list goes on and on. Even cannabis  
24 workers are organizing. Yes. I met with them. And  
25 they always want to give you something at the meeting.

1 And I, you know, I am from Oregon by the way, but even  
2 Capitol Hill staffers are looking to organize. And  
3 parts suppliers right here in Michigan. This is the  
4 wave. This is what's happening all around us. Do you  
5 feel it? Do you feel that spirit of organizing?

6 (Applause)

7 AFL-CIO PRESIDENT LIZ SHULER: That's right.  
8 And that's why we need to keep innovating, and trying  
9 new things. And you know a little something about  
10 that. But what I am seeing around us, I see the  
11 workers down in Bessemer, Alabama at Amazon. You heard  
12 about that election, right?

13 Well, not many people know, we had almost 20  
14 different unions, including the UAW, down in Alabama  
15 for that election. We had central labor councils and  
16 state federations. We put more than a hundred  
17 organizers down in Bessemer, Alabama, in that fight.

18 That kind of teamwork and collaboration had  
19 never been done before. Twenty different unions.

20 And we came so close in a Right to Work  
21 state. I often say that if that election were held in  
22 New York, we would have two Amazon labor unions, right.

23 But the support that you gave to workers that  
24 were rising up, the bakery workers in Battle Creek,  
25 when they were on strike at Kellogg's, you were there,

1     incredible support.

2                 So my message is a message of solidarity, and  
3     working together, and using that model all across our  
4     federation for organizing.

5                 Can we do it?

6                 Come on, can we do it?

7                 (Cheers and applause)

8                 AFL-CIO PRESIDENT LIZ SHULER: That's right.

9                 Ray was just saying we have over 12 million  
10     working people in 57 unions in every state, in every  
11     ZIP code, in all industries. Think about what we can  
12     do if we harnessed all that power, if we used it to  
13     take on a whole company, or a whole industry, together.

14                 That's the idea.

15                 And we just launched at the AFL-CIO the  
16     Center for Transformational Organizing.

17                 What is that? you ask. Right. Well, the CTO  
18     is going to convert the energy of this moment into real  
19     union growth, where we come together. We develop  
20     movement-wide approaches to organizing and building  
21     worker power. It's so old, it's new, right, this  
22     notion of solidarity.

23                 And just imagine, just imagine what we could  
24     do if we took on Amazon together. Think about that.

25                 (Applause)



1 AFL-CIO PRESIDENT LIZ SHULER: A lot of  
2 people think Amazon, oh, they deliver packages.

3 Oh, no. They are in every aspect of our  
4 economy now. Right.

5 Imagine what we could do if we took on that  
6 company, where Jeff Bezos, remember Jeff Bezos, he  
7 earned in seven seconds what the average Amazon worker  
8 earned in a year. Seven seconds. Think about that.

9 Think about the Jeff Bezoses, the Elon Musks  
10 of this world. These men have enough money to pay  
11 workers more and treat them better. And we are going  
12 to make sure they do.

13 (Applause)

14 AFL-CIO PRESIDENT LIZ SHULER: I don't know  
15 if you saw, the AFL-CIO just put out our data. Each  
16 year we did a CEO Pay Watch. Anybody seen it? You can  
17 find it on our website, the aflcio.org. Guess what the  
18 average CEO to worker pay ratio is? I can't ask the  
19 question because this is a big, huge room. But think  
20 of it in your mind, 20 to 1, 50 to 1, 100 to 1? It's  
21 like an auction. 200 to 1?

22 324 to 1. 324 to 1. And it's insane. It's  
23 madness.

24 So how do we balance those scales?

25 Organize. Organize, organize, organize. And

1     imagine, imagine what we could do, if we took on these  
2     companies together. If we took on the auto industry in  
3     an entire Region, like the South, as a movement, in  
4     every place that a battery plant is going up. Imagine  
5     it.

6             There's so much opportunity for organizing.  
7     What are we in the private sector now? We have got 93  
8     percent of private sector workers, and 66 percent of  
9     public sector workers are not yet in unions. That's a  
10    lot of organizing opportunity out there.

11            And if you look at which industries are  
12    growing, they are mostly nonunion. Right. Like big  
13    tech. Clean energy. The electric vehicle industry is  
14    also new.

15            But with the UAW, it has a chance to be union  
16    from the start. That's right. We can make these new  
17    auto jobs good union jobs, like your parents and your  
18    grandparents have. And make sure that your kids have  
19    the same opportunity. We need to be at every table,  
20    creating the next generation of technology.

21            And I am so glad that Ray Curry is right  
22    there at those tables, especially in the conversations  
23    that Congress is having right now with these  
24    investments. Because we need to be at those tables.

25            We understand our industries better than

1 anyone. And that's how we are going to make sure that  
2 working people benefit from the wealth that technology  
3 creates. Not just CEOs who want to use it to exploit  
4 workers and get so rich that they are launching rocket  
5 ships and sailing their mega yachts. We cannot allow  
6 that to happen. Right. You can clap for that.

7 (Applause)

8 AFL-CIO PRESIDENT LIZ SHULER: Now, I come  
9 out of IBEW, the Electrical Workers Union. And I'm  
10 looking at the renewable energy industry, and everyone  
11 is talking about all this promise of those good jobs.  
12 Well, those jobs are nonunion right now. They are low  
13 wage and nonunion.

14 But it's up to us to change that. And we saw  
15 the potential to change that at the AFL-CIO. We  
16 decided, why not work with some of these global union  
17 partners across the pond in Denmark where all these  
18 offshore wind companies are coming from? And we can  
19 build a partnership with -- we built a partnership with  
20 a company called Orsted, here in the United States. So  
21 that we used our relationships over in Denmark to say,  
22 you know what? A lot of the big firms in Europe, they  
23 do all their work union.

24 And then they come to the U.S., not so much.  
25 So we used our leverage in Denmark to negotiate a

1 project labor agreement covering construction on all  
2 wind farms up and down the East Coast. Those are going  
3 to be good union jobs.

4 So my point of telling you this is we want to  
5 take that model and those standards across the entire  
6 clean energy economy. And we want to make sure that  
7 communities of color, who have been disproportionately  
8 harmed by pollution, are also part of the solution.  
9 Because we know there's no racial justice without the  
10 economic justice that access to these high road jobs  
11 will create.

12 (Applause)

13 AFL-CIO PRESIDENT LIZ SHULER: And we can do  
14 this. We can do this in all kinds of industries,  
15 including the auto industry. And we are going to keep  
16 trying new things. We are going to keep going to new  
17 places. We are going to keep lifting up new voices.  
18 And we are going to show the next generation of  
19 organizers that we, the Labor movement, is the place to  
20 make change. This is the place to be.

21 And so with our Center for Transformational  
22 Organizing, we set a goal. We said, We need to start  
23 somewhere. Let's have a target out there. Right.

24 So we want to organize a million new members  
25 over the next 10 years. Can you help us do that?

1 (Applause)

2 AFL-CIO PRESIDENT LIZ SHULER: And we want to  
3 do more than that. But let's set a goal. We are going  
4 to build an organizing strategy that makes our movement  
5 more dynamic, more diverse and inclusive, with more  
6 women, people of color, young people, and put gender  
7 equity, racial equity, economic equity front and  
8 center.

9 And that's how we are going to build a better  
10 future for everyone to live in and work in. That's  
11 right.

12 I don't know about you, because this moment  
13 feels a little precarious. Change is happening all  
14 around us. We face so many challenges as a country,  
15 that some days it feels, as individuals, that we have  
16 no way to respond. I don't know if you are feeling  
17 that out there.

18 But none of us has to respond alone, because  
19 we have our unions. Our unions are there to lift us  
20 up. Our unions are there to lift our country up when  
21 we need them. Like UAW members have done throughout  
22 this pandemic. Pivoting to making respirators and  
23 ventilators. That's right. That willingness to step  
24 up. And we were there for our country.

25 And that's why the most recent gallup poll, I

1 don't know if you heard this, but there was a poll that  
2 just came out on trust in public institutions.

3 And trust in institutions from congress to  
4 organized religion and everything in between, is  
5 tanking.

6 But there's one institution that is holding  
7 strong. It's unions. Unions. People trust us. And  
8 we need to make the most of that trust.

9 And, in fact, we may be the only institution  
10 out there that can actually get through to people and  
11 break through that echo chamber, you know, the Facebook  
12 bubble I call it. The cable news bubble that's leaving  
13 us so polarized. Are you feeling that polarization out  
14 there? Right. We can break through that. And with  
15 all of the misinformation out there, they say  
16 face-to-face conversations are the only thing that will  
17 break through.

18 So we have a special responsibility. We have  
19 a special responsibility to lead in this election, and  
20 every election moving forward, because we are in this  
21 for the long-term.

22 And so if you think about our reach, think  
23 about your membership out there. We really are the  
24 only ones that can reach real workers in actual  
25 workplaces across the country face-to-face.

1 And you think about the AFL-CIO footprint.

2 Right. Our state Federations, our Local Labor  
3 Councils. Your Local Unions give us the reach and the  
4 infrastructure that no one else has. So we have to  
5 talk to our members. We have to talk to our members,  
6 but we also have to listen to our members.

7 What is that saying? They say you have two  
8 ears, so you should listen twice as much as you talk?  
9 Is that what it is?

10 But that's what this is all about,  
11 reestablishing that trust and that connection. And  
12 once your members see that you're listening and you are  
13 talking about the issues that they care about, then we  
14 connect it to the candidates who share our values.

15 So, if you leave here today and you are  
16 saying, what can I do? well, if you haven't already, I  
17 am going to put out a little PSA, start talking with  
18 your AFL-CIO labor councils. That's step one.

19 Raise your hand if you are involved with a  
20 labor council. Okay. There is a few hands out there.  
21 There needs to be more. Contact your Local AFL-CIO  
22 Labor Council in your area.

23 Then, step two, appoint a coordinator who  
24 wakes up every single day thinking about mobilizing  
25 your membership, building those connections, having

1 those conversations, using those organizing tactics.

2 So that is how we build power. Person to  
3 person. That is how 48,000 academic workers at UC make  
4 sure they have fair pay and a harassment-free  
5 workplace.

6 (Applause)

7 AFL-CIO PRESIDENT LIZ SHULER: Building that  
8 power. That's how Case New Holland workers are going  
9 to win a fair contract in Iowa and Wisconsin. Building  
10 that connection. And we have to keep that conversation  
11 going and keep building those relationships, and  
12 building our political power, and our ability to create  
13 a fairer, more just country for everyone.

14 And I know there's a lot of skepticism out  
15 there. I think you are sitting there thinking, gosh,  
16 is this really -- can we break through? Can we do  
17 this? Can we break through the noise? Can we break  
18 through the noise?

19 I think so. And that's the only way we are  
20 going to preserve our pro-worker majority in Congress.  
21 Because a lot of people have skepticism that we can do  
22 that, that we can preserve that.

23 But I am just going to say, don't buy into  
24 that narrative. Okay. Because if we do buy into that  
25 negative narrative, then it will guarantee that it



1 becomes a reality. Right.

2           So let's think differently. Let's do what  
3 unions do, join together, fight. We don't give up,  
4 folks. We don't give up. Not when our industries  
5 start changing. Not when our freedoms are put in  
6 jeopardy. Not when our pro-worker majority is on the  
7 line. We don't give up. We fight back. And when they  
8 say, "Game over," we say, "Game on." Because we know.  
9 Because we know that the work we do today decides what  
10 tomorrow is going to look like.

11           So UAW, let's keep working, let's keep  
12 winning, let's keep fighting. Because when we  
13 organize, we rise together. And I can't wait to see  
14 where we go from here. Thank you so much.

15           (Cheers and applause)

16           VICE PRESIDENT ESTRADA: You know, it is  
17 great to follow Liz with the Organizing Report. You  
18 know, I have known Liz Shuler for a long time sitting  
19 on the AFL Executive Council for the last 10 years.  
20 And just Liz is a courageous leader. And one of the  
21 things that she gets is that we have to focus on  
22 organizing. That politics, outside power moves inside  
23 power. And so she understands. And as a leader is  
24 committed, especially through the Center for  
25 Transformational Organizing, to really figure out how

1 we change sectors in this country. We can organize a  
2 plant at a time, or as her convention said last month,  
3 we can meet the moment by building a movement.

4 And I think under her leadership, we all look  
5 forward to working with her as she brings unions  
6 together and a coalition willing to really take on  
7 corporations that are really F'ing up our democracy,  
8 like Amazon, like Auto. And as an organizer for 26  
9 years, I have got to tell you that this is probably the  
10 most exciting time to be an organizer.

11 One of the reasons that I decided, besides I  
12 think there's a time to learn, a time to lead, and a  
13 time to leave, I also think that the moment right now  
14 is all about organizing.

15 We are seeing workers standing up in this  
16 country in ways they haven't in decades. We see  
17 workers that are pissed off. They are striking. They  
18 are walking out of their jobs. They are walking away  
19 from abusive jobs and abusive bosses, because they are  
20 angry.

21 I mean, think about it, during the pandemic,  
22 one million people died. Essential workers kept this  
23 economy going.

24 But 10 of the richest men in the last  
25 two years went from \$700 billion to \$1.7 trillion. So

1 they were walking into their yachts and their country  
2 club, while our workers across the country were still  
3 walking and are still walking into food stamp lines.

4 And so they do all this. Right. They are  
5 making this tremendous -- the corporate greed is at the  
6 worst it's ever been. And then they are blaming -- and  
7 they want to come after workers to tackle inflation.

8 And we know that's not true. Prices aren't  
9 rising because they need to rise. They are rising  
10 because they want to keep their corporate greed going.  
11 They don't want to take a pay cut. They want to make  
12 money off the hard work of working people.

13 (Applause)

14 VICE PRESIDENT ESTRADA: And we know why they  
15 do this. This isn't something they discovered  
16 yesterday or last week. This is something they've been  
17 doing for a couple decades. How do you pit, as Derek  
18 Johnson was saying, us against us? I used to say them  
19 against us. It's really us against us. Right.

20 Why do you think that race and gender is  
21 something that they are dividing us by? Do you think  
22 the Dobb's decision was really about reproductive  
23 health? It was another way to divide this country and  
24 take rights away from someone. Why? So we wouldn't  
25 focus on the fact that ten men, ten doubled their

1 wealth during the pandemic, while workers dropped into  
2 poverty. So they have a plan.

3 The difference is, what I believe as you  
4 watch auto workers, Starbucks workers, university  
5 workers across the country, museum workers organize, it  
6 is not working. People are on to them. They are not  
7 going to let them try and create all this hatred and  
8 division so that we don't pay attention to the  
9 inadequate equality in this country.

10 And what's exciting is not that workers get  
11 it, and I think are not going to allow that kind of  
12 division. It's that they get that there's also  
13 tremendous opportunity right now.

14 I mean, think about it. We have the most  
15 pro-union president that we have had in my lifetime,  
16 who actually says "union." Who meets with President  
17 Curry and other unions and is trying to figure out how  
18 to make sure that this country has stronger unions.

19 We have a worker shortage. Worker shortage  
20 means what? Power. Right. Workers shortage means  
21 power.

22 We have worker anger at an all-time high.  
23 And we have something else. We have the most support  
24 for unions than we have had in a very long time in this  
25 country.

1           Young workers, over 70 percent are saying  
2   that they want a union. They might be pissed as hell  
3   about a lot of other things. I know from my two  
4   19-year-old boys. But one thing they will tell you.  
5   They understand the importance of having democracy in  
6   the workplace.

7           And then we have another amazing moment. We  
8   have this transition of the entire auto industry. I  
9   mean, this has not happened and will not happen in our  
10   lifetime again, a complete transition of the auto  
11   industry. And that can be very challenging and very  
12   scary.

13           But I also think it creates incredible  
14   opportunities for our union. And it creates  
15   opportunities because the companies are coming after  
16   subsidies like crazy. Every time you turn around, they  
17   are saying that they need the industry to be  
18   subsidized.

19           So it is our Arsenal of Democracy moment.  
20   You know, Walter Reuther talked about it. This is our  
21   moment, because we have to make sure, because what  
22   corporations want to use at this moment is they want  
23   our tax dollars to subsidize this industry, while at  
24   the same time they drive down wages.

25           I mean, think about it. You hear them all

1 the time in the paper saying, batteries have to make a  
2 lower wage.

3 I say, "Why?" That is, as Debbie Dingell  
4 said, bullshit. We negotiated a wage in this country  
5 for decades of bargaining, for them to come in, it  
6 doesn't matter if it is a battery or an engine going  
7 down the road. Mobility is mobility. I don't care if  
8 it's a hamster. We have a wage in the sector, and we  
9 have a standard. And we have to demand that that is  
10 the standard for every battery worker in this country.

11 And think about it. The battery is \$8,000.  
12 It might have gone up a little bit now, because  
13 materials are changing. If you took the wages and  
14 benefits of the Big 3 workers, it would raise the cost  
15 of the battery to 8,200 to 250. So labor costs are not  
16 their problem. Their problem is the materials. But  
17 they want to say that it's labor.

18 And we have to call bullshit where bullshit  
19 is. Sorry, I swear a lot. Bullshit technically is not  
20 a swear word, though. That's what my grandma told me.  
21 And she came out of the UAW.

22 But to do this, to really take these  
23 corporations on as they get subsidized, to say we have  
24 to have a seat at the table. We want a standard in the  
25 industry. And we want to save it for all auto workers,

1 not just for GM and Stellantis, for all auto workers,  
2 we have to have a plan to organize the 11 auto  
3 companies in this country that are a nonunion.

4 I want to not -- we need to be clear about  
5 this. Three companies are union today. Ford, GM, and  
6 Stellantis. Eleven are not. So that is where our  
7 problem is. You are right, Brother, we need to get rid  
8 of second tiers. But if we do all that we want to do,  
9 we have to organize the unorganized so we have this  
10 industry back and we are setting the standard again.

11 And so we have a plan. Under the leadership  
12 of President Ray Curry, who does know organizing, we  
13 know we have a plan. And our plan is we are going to  
14 go back to our roots. We are going to unite the whole  
15 auto industry.

16 And we are going to say, you know what?  
17 Sometimes we need to forget the NLRB. That is a system  
18 that is rigged against workers. We don't have the PRO  
19 Act yet. The way we organized this Union was by  
20 workplace actions, militancy in the plants, and  
21 striking for recognition.

22 And we also understand that we don't have the  
23 industry organized, so we need allies, and we need to  
24 increase our power.

25 So we are lining up, as Liz talked about

1 racial justice groups and environmental groups, and  
2 saying the beauty of all of us being small is we all  
3 know we need each other.

4 Climate activists know they can't do it  
5 unless they work with unions, and they work with racial  
6 justice groups, and vice versa.

7 And so we are working together and we are  
8 making a demand.

9 If you want to call yourself a green company,  
10 I don't care whether you are a GM, Rivian, or Tesla,  
11 then you have to have three things:

12 You have to make sure that your emissions are  
13 clean;

14 You have to make sure that there's unions in  
15 the workplace, workers shouldn't punch out of democracy  
16 when they punch into a plant;

17 And you have to make sure that there's  
18 community benefit.

19 If we are going to use our tax dollars, then  
20 all three buckets have to be full, if we are going stay  
21 together and hold the line.

22 We are focusing in geographies. We are  
23 focusing where this auto industry is going. We are in  
24 Alabama. And we are in South Carolina, North Carolina,  
25 Texas.



1           When these companies are coming up, we are  
2   there. We are sending -- we are not sending organizers  
3   flying in and out. Organizers are moving down to where  
4   these auto companies are, working together with the  
5   regional directors to make sure that we are living in  
6   these communities, we are working together, and we are  
7   recruiting from our local unions for organizers.

8           We are also telling politicians, because,  
9   again, outside power moves inside power, and every  
10   politician, I don't care if they are our best friend or  
11   our worst enemy, they don't move until they see us  
12   raising hell and causing a lot of fight on the ground.

13          And so we are saying to them, if you are  
14   going to subsidize industry, then you know what,  
15   dammit, we are going to make sure that there is  
16   democracy in the workplace and in the union.

17          And so what does this look like?

18          Real quick, a couple campaigns, OshKosh.  
19   OshKosh workers, where are you guys at? Scream. We  
20   have all heard about OshKosh. We are working on this  
21   fight with the heavy truck department, and President  
22   Curry.

23          You know, they have a right to make sure that  
24   those new electric postal vans are union. But the  
25   company doesn't want it. They don't want to do it in

1 OshKosh, Wisconsin.

2 They want to open up a nonunion plant in  
3 South Carolina.

4 And so we are taking, we have been taking  
5 that to the halls of Congress, with members of the  
6 Local, with the OshKosh workers, who have been there  
7 since 1937.

8 We have been also in the streets, and we also  
9 went as far as we are suing the USPS right now to  
10 demand that that work be done in our UAW plant in  
11 Wisconsin.

12 Lion Electric in Illinois is Director -- Ron  
13 is probably sick of me because this is in his Region,  
14 but Lion Electric, an electric bus company opening up,  
15 they say they are green. They're a different Tesla.

16 Well, what we did, President Curry and Randy  
17 Weingarten, the President of the AFT, have partnered up  
18 along with progressive school boards. And we are going  
19 for these school board members. And we are working  
20 together to demand that if they are going to have an  
21 electric bus, and if they are going to get Federal  
22 dollars, it has to be IC Bus and Thomas Built Bus.

23 Where are you?

24 (Cheers and applause)

25 VICE PRESIDENT ESTRADA: And the

1 environmental groups are telling them the same. So  
2 much so, they are now calling for meetings. Right.  
3 And right now in Los Angeles, the AFT is telling them  
4 that it has to be a Union-built bus. And I think Lion  
5 is going to get the idea that it makes good sense for  
6 them to have unions in their company.

7 And then in the environmental groups, like  
8 Sierra Club and Green Peace, they are working together  
9 with us, demanding that all these companies where they  
10 have relationships, they want to call themselves green,  
11 that they have majority sign up for workers as they  
12 open up these new plants.

13 So the most exciting thing, though, is that  
14 we are doing something I have dreamt about as an  
15 organizer for a very long time. It was actually an  
16 idea that my husband had, my late husband was an  
17 organizer, is to build an industrywide committee of all  
18 the non-union autoworkers across the country from Ohio  
19 to Alabama to South Carolina to Indiana.

20 And so we brought them together on May 22nd  
21 for the first ever nonunion auto worker convention in  
22 Birmingham, Alabama. We had 11 of the plants there  
23 from 13 different states. And at that meeting they  
24 decided that they were going to form a committee, that  
25 they were going to work together across the states to

1 organize action, some, you know, actions in their  
2 plants. But then also together, they met three times  
3 already. They are starting, if you look up at the  
4 screen, we want you all to like, they are starting a --  
5 wait, you can't look at the screen yet, because -- go  
6 back, sorry, I am going too fast.

7 What I would like to do now is go to a video  
8 so you can hear directly from them of what they thought  
9 about that historic meeting.

10 (Video played)

11 (Applause)

12 VICE PRESIDENT ESTRADA: I have got to tell  
13 you, it was pretty exciting to watch them understand  
14 the power they have in this moment, understand the  
15 power they have together as they continue to  
16 collaborate and strategize, and the power that they  
17 have if they do it and forget those -- signing the  
18 authorization card. You don't have to wait for the  
19 NLRB to tell you you are union to start acting like a  
20 union. And they made that commitment. And they are  
21 continuing to work.

22 It was also encouraging for them. They saw  
23 the difference by having environmental groups, racial  
24 justice groups, like-minded groups at their meeting  
25 that were saying, we are behind you and we are going to

1 stand with you.

2           They also, you know, they also realize that  
3 their faith is intertwined with the autoworkers in the  
4 UAW. They know that we are going into bargaining. And  
5 they wanted to be able to get as much going as they can  
6 to put pressure on these companies so when we are at  
7 the bargaining table, we are talking about a sectoral  
8 wage and a standard of organizing a whole industry.

9           So, one of the things that we have that we  
10 would like you to do today is on your table, we're  
11 starting a Facebook page, and it's United All Auto  
12 Workers. We would like you all in the Convention Hall  
13 to get to your members, to like the page. But then  
14 also to turn to it often. Right. Sometimes we like  
15 things. Then we don't look. But this is our  
16 organizing campaign for the auto industry. And we need  
17 our members and our leaders to be on there, because  
18 there will be times when we have calls for action. And  
19 we can't do this. They know they can't do it without  
20 all of you. So if everyone can commit to doing that...

21           You know, and I would like to move on just a  
22 minute to higher ed. Because one of the things that  
23 the higher ed department has done so successfully is a  
24 similar strategy. What they did in higher ed under the  
25 leadership of the Director Beverly Brakeman in

1 Region 9A, and also Mitchell Smith, in Region 8, and  
2 Ron McInroy in Region 4, is really build committees all  
3 over in many universities. It was like kindling.  
4 Right. You didn't know which one.

5 When we organized the auto industry, we  
6 didn't know which one was going to go. We made sure we  
7 had organizers everywhere, so when one went, the others  
8 already had committees in place to follow.

9 And that's what happened in higher ed. They  
10 organized at U of C 17,000 workers. Let's give them a  
11 hand for that. It is amazing.

12 (Applause)

13 VICE PRESIDENT ESTRADA: But with that  
14 momentum, they were ready to go to Washington State and  
15 Mount Sinai and organize more workers. Close to 20,000  
16 workers were able to be organized in the last  
17 12 months. So, they are using that strategy, and it's  
18 working, and it's one we want to use.

19 So I just want to wrap up with saying, you  
20 know, last convention, I accidentally said I was trying  
21 to say "resolution," and I talk fact, so I said  
22 "revolution." Remember that? Anyone here? My kids  
23 remember that.

24 Well, I just want to tell you that I am  
25 purposely saying "revolution" now. We have to have a

1 revolution of workers organizing in this country,  
2 demanding that they have democracy in the workplace.

3 So one thing I want to ask all of you: Will  
4 you stand with these workers as they form their union  
5 across these 13 states and 11 companies, and the higher  
6 ed workers that are organizing?

7 Region 9A, are you going to stand with the  
8 OshKosh workers in Wisconsin in a different Region?

9 Stand up! Stand up!

10 Region 4, are you going to stand with the  
11 workers in Region 8 that are organizing in Alabama at  
12 Honda and Toyota? Stand up!

13 Region 8 and 9, are you going to stand with  
14 the higher ed workers in California, and New York?

15 (Cheers and applause)

16 VICE PRESIDENT ESTRADA: And Region 1A and  
17 1D, and 1, are you going to stand with the workers when  
18 these corporation come after them and start to screw  
19 with them?

20 (Cheers and applause)

21 VICE PRESIDENT ESTRADA: And Region 2B, are  
22 you going to stand with all of them?

23 We are. We are. We are.

24 (Cheers and applause)

25 VICE PRESIDENT ESTRADA: Thank you.

1 PRESIDENT CURRY: Thank you, Cindy.

2 We are now going to continue the report of  
3 the Constitution Committee. I'd like to bring up  
4 Michael Diguiseppe.

5 I am butchering this. All right. Michael  
6 Diguiseppe, come forward.

7 DELEGATE MICHAEL DIGUISEPPE: How are you  
8 doing?

9 Please reference the blue document number 7.  
10 Article 12, Section 21.

11 The following language represents the spirit  
12 of transparency, and had the unanimous support of the  
13 committee.

14 Current language is nonapplicable. There is  
15 no language for Article 12, Section 21.

16 Result: To ensure an open flow of  
17 information and better communication with the UAW's  
18 active and retired membership, the International  
19 Executive Board shall hold up to two union-wide town  
20 hall meetings per year to which all active and retired  
21 UAW members are invited.

22 This Constitution Committee moves for the  
23 adoption of this amendment.

24 (Motion made)

25 DELEGATE MICHAEL DIGUISEPPE: Thank you.



1 (Applause)

2 PRESIDENT CURRY: All right. The amendment  
3 has been read and moved.

4 Is there a second?

5 (Motion supported)

6 PRESIDENT CURRY: All right. We will now  
7 move to debate.

8 Any delegates wishing to debate must stand  
9 and wait to be recognized by the Chair.

10 We are going to start off now. We are going  
11 to now start off in Region 9A first.

12 Region 9A for, a delegate for and a delegate  
13 against.

14 Please go to mic number 6, white paper,  
15 folder.

16 Excuse me. We stand corrected. I am sorry.

17 Delegate at mic 6, please hold until we  
18 actually come there.

19 We are going to start off on a Town Hall with  
20 Region 1. My apologies, delegate at mic 6, please  
21 hold.

22 Region 1, a delegate for and a delegate  
23 against. Delegate with the pink folder, please go to  
24 mic 8.

25 DELEGATE STEPHEN ARMSTRONG: Good afternoon.

1 I am Stephen Armstrong, from Local 5960, the Orion  
2 Assembly. That's Region 1. Director is James Harris,  
3 Assistant Director is Jason Craig.

4 I stand in favor of the IEB duties, having  
5 Town Hall meetings twice a year. The membership has  
6 asked for more transparency. And this will give that  
7 transparency. This is a win for both active and  
8 retired members.

9 PRESIDENT CURRY: Thank you, Delegate.

10 In Region 1, a delegate against.

11 Seeing none, we will move now to Region 1A.

12 **A delegate for and a delegate against.**

13 **We are going to recognize the delegate with**  
14 **the blue folder. Please go to mic 7. Just remember**  
15 **speakers have no more than five minutes to speak on**  
16 **this issue.**

17 DELEGATE ANTHONY RICHARD: So you are saying  
18 that because you know I can talk. Huh? Is that what  
19 it is?

20 (Laughter)

21 PRESIDENT CURRY: No, Brother.

22 DELEGATE ANTHONY RICHARD: There's a mic I  
23 don't like now.

24 Good afternoon. I am Tony Richard, First  
25 Vice President of Local 600, under the leadership of

1 President Bernie Ricke.

2 (Cheers and applause)

3 DELEGATE ANTHONY RICHARD: And our Regional  
4 Director, who was born and raised through Local 600,  
5 Laura Dickerson, and our Assistant Director, and  
6 Assistant Director Dave Pagac.

7 I rise in support of this modification of our  
8 Constitution. It has been said before, but knowledge  
9 is power. Hosting a minimum of two union-wide Town  
10 Halls per year will help educate our membership, also  
11 provide transparency, and help restore trust in our  
12 leadership through these tough times we are facing, as  
13 the attack on the working class continues today.

14 Thank you.

15 PRESIDENT CURRY: Thank you, Brother.

16 Now a delegate in Region 1A against.

17 Seeing none, we will now move to Region 1D.

18 **A delegate for and a delegate against. Blue folder, to**  
19 **mic 4.**

20 DELEGATE PAUL WATSON: My name is Paul  
21 Watson, President of UAW Local 1243, in Region 1D. We  
22 are under the leadership of Director Steven Dawes and  
23 Assistant Scott Zuckschwerdt.

24 I rise in support of Article 12, Section 21.

25 I stand in support of this article, in the tradition of

1 transparency in this union.

2 We had a glitch in the system. We were all  
3 misled.

4 Those days are gone. It's time to dust  
5 ourselves off. Get back in the fight. And represent  
6 our membership the way we, the UAW, only knows how.

7 We need to ensure the open flow of  
8 communication with our active membership and retirees.  
9 With steps like this, we, the UAW, will persevere  
10 through any and all hard times, as long as we have  
11 unity and a sense of trust.

12 What happened in the past is a travesty that  
13 each and every one of us is disgusted with and  
14 humiliated by.

15 We need to heal this union. This article may  
16 be seen as a baby step. But it is a step in the right  
17 direction.

18 Therefore, I rise in support of this article.

19 Thank you.

20 PRESIDENT CURRY: Thank you, Delegate.

21 (Applause)

22 PRESIDENT CURRY: Any delegate in Region 1D  
23 opposed?

24 Seeing none, we will move now to the Retired  
25 Workers Council, Advisory Council, and we would like to

1 recognize a delegate for and against, the Retiree  
2 Advisory Council.

3 Seeing none, we will now move to Region 2B.  
4 Region 2B, a delegate for and a delegate against.

5 Blue folder. Please go to mic 8.

6 DELEGATE ERIC BLOSSER: Hi, my name is Eric  
7 Blosser, at Local 86, out of Region 2B, under Wayne  
8 Blanchard.

9 I would like to speak in support.

10 Transparency from leadership is always a good  
11 thing. Membership on a daily basis from our Local, our  
12 bargaining committees, our international, always  
13 appreciate transparency.

14 PRESIDENT CURRY: Thank you, Delegate.

15 Delegate from 2B opposed?

16 Seeing none, we will go to Region 4, a  
17 Delegate in support and a delegate opposed.

18 The delegate with the red folder, please go  
19 to mic 1.

20 DELEGATE BRIAN MOENS: Brian Moens, Elected  
21 Delegate and President of Local 434 out of Region 4.

22 I stand in support of this resolution. I  
23 believe this will strengthen our Union by giving  
24 members, both active and retired, even greater access  
25 and opportunity to voice concerns to the International

1 Executive Board, as well as giving members the  
2 opportunity to be more well-informed, which in turn  
3 creates more power amongst the ranks.

4 Thank you.

5 PRESIDENT CURRY: Thank you, Delegate.

6 **A delegate in Region 4 against.**

7 **Blue folder, mic 2.**

8 DELEGATE SCOTT HOULDIESON: Scott Houldieson,  
9 UAW Local 551, Region 4. And sorry, I didn't realize  
10 it was blue, it was in my hand.

11 I would like to call the question.

12 (Motion made)

13 (Motion supported)

14 PRESIDENT CURRY: The question has been  
15 called. And there's support.

16 All in favor, signify by saying aye.

17 Any opposed?

18 Ayes have it, and it is so ordered.

19 (Motion carried)

20 PRESIDENT CURRY: Now we will vote on the  
21 resolution.

22 All in favor of the -- all in favor of the  
23 resolution, please say aye.

24 Opposed, say nay.

25 Ayes have it. And it is so ordered.

1 (Motion carried)

2 (Applause)

3 PRESIDENT CURRY: At this time, it gives me  
4 great pleasure to introduce Bruce Dickmeyer. Bruce is  
5 Walter Reuther's son-in-law. He has been married to  
6 Walter Reuther's daughter Elizabeth since 1977.

7 He spent much of his life keeping the legacy  
8 of Walter Reuther alive by helping write several books,  
9 participating in countless media interviews, and  
10 serving as a Trustee to the Walter and May Reuther  
11 Memorial Fund.

12 I would like to start by playing a video from  
13 the family about our campaign to put Walter Reuther on  
14 a U.S. postage stamp.

15 Please play the video.

16 (Video played)

17 (Applause)

18 PRESIDENT CURRY: Please give a big UAW  
19 welcome to Bruce Dickmeyer.

20 (Applause)

21 BRUCE DICKMEYER: Thank you very much,  
22 President Curry, for that kind introduction.

23 Good morning, good afternoon UAW. My wife  
24 Lisa was hoping to be here with you. The UAW  
25 Convention was always a very special time where her

1 parents would bring her. And she always just felt such  
2 love and warmth in the UAW family. And she sends her  
3 greetings to you all.

4 To get the United States Post Office to issue  
5 a postage stamp in honor of Walter Reuther would be a  
6 celebration of the entire Labor Movement, and what you  
7 all continue to do to fight for workers' rights and  
8 stronger communities.

9 As you know, our schools and the media barely  
10 teach anything about the monumental gains the Labor  
11 Movement has produced for working people.

12 This is not by accident. It is by design, by  
13 those who have always tried to destroy unions, the only  
14 source of working people's power.

15 Throughout our 36-year marriage, Lisa and I  
16 have heard over and over again, for someone who has  
17 changed society and improved life for working people  
18 and minorities in such monumental ways, why is he  
19 practically unknown today?

20 Recently historian Douglas Brinkley wrote  
21 that he thought Walter Reuther was the most  
22 under-appreciated American leader of the 20th century.

23 (Applause)

24 BRUCE DICKMEYER: A postage stamp honoring  
25 your late great UAW President Walter Reuther would



1 level that informational playing field. A stamp would  
2 be present in every city, town, and village in America.  
3 And Internet searches would soar as people would wonder,  
4 who is Walter Reuther? And what is the UAW all about?

5 In reality, Walter Reuther helped shape the  
6 world we live in today. He saw unions as an  
7 instrument, not only for achieving gains and protecting  
8 workers, but to advance social justice and human rights  
9 within our society.

10 During his 24 years he served as the UAW's  
11 President, he lifted up working people by negotiating  
12 unprecedented wages, benefits, health and safety  
13 provisions, and secure retirements, helping build the  
14 great American middle class.

15 He was President alongside Dr. Martin Luther  
16 King, Junior, and all the great civil rights marches  
17 and struggles of the 1950s and '60s.

18 He was the first major figure to come to the  
19 aid of Cesar Chavez and the migrant farm workers.

20 He created his 500 plans today plan to put  
21 UAW members at the forefront of the World War II  
22 effort, and helped usher a myriad of women into the  
23 union workforce. He was instrumental in the creation  
24 of the first Earth Day, and much more.

25 Walter Reuther's legacy is woven within the

1 very fabric of our country. So we sincerely urge you,  
2 all, to please honor his life's work and that of the  
3 union movement by signing the stamp petition that was  
4 presented in the video.

5 And please share the QR code at your  
6 worksites and Local Unions.

7 And lastly, please repost the information  
8 from the UAW's International Facebook page so your  
9 friends and family can participate, as well.

10 I had the privilege of co-writing the short  
11 coffee table book Architect of the Future with the  
12 UAW's Director of Education, Ruthann Hande, with the  
13 help of the UAW spokesperson Sandra Engle, with my son  
14 Victor S. Reuther and the Reuther Library.

15 You each received a copy in your Convention  
16 Kit. I encourage you to look it over and find out more  
17 about Walter Reuther and how your great union was  
18 built.

19 I am grateful to President Curry and the  
20 entire International Executive Board for inviting me to  
21 be with you here today. It is a great honor to stand  
22 with my UAW family who shares the values and vision of  
23 Walter Reuther, and continues to carry out the  
24 critical, most important work of the Labor Movement  
25 today.

1 Thank you.

2 (Applause)

3 PRESIDENT CURRY: Thank you, again, Bruce  
4 Dickmeyer.

5 I would like to now recall Vice President  
6 Estrada to Chair the meeting.

7 VICE PRESIDENT ESTRADA: So I now would like  
8 to call up Todd Dunn to read the resolution. Not Todd,  
9 Aaron. I am looking. I see no Todd. Aaron, sorry  
10 about that.

11 DELEGATE AARON SHINAUL: I will be reading  
12 Resolution 0369, submitted by Locals 7, 12, 9, 31,  
13 400 -- wrong one.

14 VICE PRESIDENT ESTRADA: Hold on. I  
15 apologize for that.

16 We are coming back now on the amendment that  
17 Mr. Parker put forward. And so I am calling up Todd  
18 Dunn to read it. I apologize, Aaron.

19 RESOLUTION COMMITTEE CHAIR TODD DUNN: Thank  
20 you, Sister Estrada.

21 Again, my name is Todd Dunn, Local 862,  
22 Louisville, Kentucky.

23 So Article 19, excuse my voice, it was either  
24 good clean living last night or my allergies are acting  
25 up.

1 Article 19, page 56 through 57, Contracts and  
2 Negotiations.

3 Whereas, prior to 2007, the UAW took action  
4 to protect our membership by following the union  
5 principle of equal pay for equal work, overcoming  
6 employer actions which divided workers based upon race,  
7 gender, language, or national origin;

8 And Whereas, the adoption of tiers in the  
9 automotive sector in 2007 has had a devastating impact  
10 on unity within our ranks;

11 Whereas, it is the desire of the membership  
12 of the UAW to decisively reject all tiered contract  
13 language to the point of placing this provision in the  
14 Constitution.

15 Therefore, be it resolved, amend Article 19  
16 to add a new section as follows:

17 The International Executive Board shall  
18 reject management proposals for contract language which  
19 seek to divide the membership through tiered wages,  
20 benefits, or post-employment income, and benefits.  
21 Where current contracts provide for such divisive  
22 compensation, it shall be the obligation of the  
23 International Executive Board to seek the elimination  
24 of all such tiers by raising lower tiers to the higher  
25 level, holding to the long-standing union principle of

1 equal pay for equal work.

2 (Applause)

3 VICE PRESIDENT ESTRADA: So we are going to  
4 open up the floor for debate.

5 Let's start in Region 4. One for and one  
6 against.

7 Yellow card. Pink shirt.

8 DELEGATE STEVEN COLLINS: This is a salmon  
9 shirt.

10 VICE PRESIDENT ESTRADA: Oh, I am sorry. I  
11 stand corrected, salmon shirt.

12 (Laughter)

13 DELEGATE STEVEN COLLINS: Steve Collins,  
14 Local 751, out of Decatur, Region 4, under Ron McInroy  
15 and Brad Dutcher.

16 Support this. This has got to be something  
17 done. 2005, I went from first-tier to second-tier when  
18 I hired in at Caterpillar. Lost \$2.38 an hour. And  
19 with that, since 2005, the first-tier has not got a  
20 raise until they got parody with us, the second-tier.  
21 I reached parody this year in 2022 with the people  
22 haven't had a raise since 2005.

23 So with that, now we are both on the bottom  
24 tier. How is the top tier, whenever they're just equal  
25 with the bottom tier?

1 That's crazy.

2 I think this is a great idea. I support it.

3 VICE PRESIDENT ESTRADA: Thank you.

4 Is there anyone in Region 4 to speak against?

5 White card, red hat.

6 DELEGATE JEFFREY SCHWEEDLER: Good afternoon,

7 Brothers and Sisters. My name is Jeff Schweedler. I

8 am from Local 710 in Kansas City.

9 Although I don't agree with tiers, I rise to  
10 oppose this issue, and want to refer it to the Special  
11 Bargaining Committee Convention.

12 Thank you.

13 VICE PRESIDENT ESTRADA: Thank you.

14 (Applause)

15 VICE PRESIDENT ESTRADA: Let's move back to  
16 Region 9A. Anyone to speak for?

17 Mask, red, you have a mask on.

18 Okay. Blue shirt.

19 DELEGATE TAMAR SAMIR: Hi, everyone. My name  
20 is Tamar Samir from Local 7902 in New York City,  
21 representing the faculty at New School University.

22 I rise to speak against tiers. I am a member  
23 of Unite All Workers for Democracy, UAWD, and we have  
24 made ending tiers our top priority here, and in Big 3  
25 Bargaining next year.

1 (Applause)

2 DELEGATE TAMAR SAMIR: I rise in solidarity  
3 with my UAW siblings and to represent my 2,000  
4 co-workers at the New School University.

5 You might think that professors have it easy.  
6 But actually, the typical professor makes about \$20,000  
7 a year. Maybe if they take on three jobs, they might  
8 make 50,000. This is in New York City, with one of the  
9 highest costs of living in this country.

10 Sometimes professors struggle to choose  
11 between healthcare and food. Some adjuncts sleep out  
12 of their car, but no one knows. People have to take on  
13 additional jobs outside the university to make ends  
14 meet.

15 Our union contract divides the workers about  
16 50/50 into two classes. The higher class is faculty,  
17 like me, who have job security, health benefits, and  
18 stable retirement benefits, and you can only be  
19 terminated for cause.

20 The second class is the other 50 percent who  
21 are in extremely precarious, insecure positions. They  
22 work semester to semester, three months at a time, with  
23 no job security, never knowing if they will be hired  
24 again.

25 This insecurity continues until they have

1 worked for at least five-and-a-half years. This means  
2 five-and-a-half years of probation, a minimum of  
3 five-and-a-half years, but sometimes it's 10 years of  
4 job insecurity. Extreme anxiety over pay, making rent,  
5 paying bills, and taking care of their families.

6 In the times when they are not teaching, they  
7 often get kicked off health insurance. When the  
8 COVID-19 pandemic began, these faculty were the hardest  
9 hit. Many of them had little or no work for two years,  
10 and no health insurance during a global pandemic.

11 The employer uses the division in our  
12 contract to create a continuous cycle of hiring and  
13 firing, hiring and firing. Very few new hires ever  
14 make it to the higher level.

15 What makes this worse is that many of the  
16 people that the university hires are already  
17 marginalized.

18 The more recently hired workers are more  
19 likely to be women and people of color. And they are  
20 stuck in a lower level. The university hires them to  
21 flaunt its diversity and inclusion policies. But then,  
22 they terminate these workers after five years before  
23 they reach a secure status.

24 This is a social justice issue and a racial  
25 justice issue. In fact, labor justice and racial



1 justice are not separate. They are one in the same.

2 (Applause)

3 DELEGATE TAMAR SAMIR: Tiers are racist and  
4 they are anti-worker.

5 My unit is currently bargaining our next  
6 union contract, and trying to eliminate the existing  
7 inequality in the contract.

8 This division has been entrenched in my  
9 contract for over 15 years.

10 So on behalf of my 2,000 co-workers, I  
11 strongly oppose tiers. No UAW contract should have  
12 tiers. Our solidarity is built on mutual support and  
13 not hierarchy. I want my co-workers to have the same  
14 rights and same benefits that I have. The same job  
15 security.

16 I also rise in solidarity with every auto  
17 worker and every other UAW member who has inequality  
18 written into the text of their contract, in which they  
19 are fighting against.

20 I have listened to so many people discuss how  
21 tiers are destructive in their workplace, how  
22 inequality is destructive in my workplace.

23 VICE PRESIDENT ESTRADA: You need to wrap up.  
24 Your time is up. Thank you.

25 DELEGATE TAMAR SAMIR: So no tiers. No

1 concessions.

2 (Applause)

3 VICE PRESIDENT ESTRADA: Okay. Thank you.

4 Do we have anyone in Region 9A to speak  
5 against?

6 Black shirt, white card.

7 DELEGATE IRVIN BERRIOS: Hello, Brothers and  
8 Sisters. My name is Irvin Berrios from Local 712,  
9 Region 9A, under the great leadership of Beverly  
10 Brakeman.

11 And I just wanted to talk because I feel like  
12 I am going to oppose this, because I feel like it  
13 should be dealt with at the Special Bargaining  
14 Committee.

15 (Applause)

16 DELEGATE IRVIN BERRIOS: Plus, this will tie  
17 the hands of the Bargaining Committee. That's why I  
18 oppose this.

19 (Applause)

20 DELEGATE IRVIN BERRIOS: Thank you. I want  
21 to say thank you to Ray Curry. We've got you.

22 VICE PRESIDENT ESTRADA: Thank you.

23 Moving on to Region 9, anyone to speak for?  
24 Anyone to speak?

25 White card, mic 6.

1 DELEGATE ROBERT REYNOLDS: Good afternoon.  
2 Bob Reynolds, Local 897. Retiree delegate, elected,  
3 under the leadership of steady and soon-to-be-retiring  
4 Jeff Binz, and my president, Pat Radtke.

5 I just want to talk about this issue so  
6 everybody truly understands it. I am against tiers.  
7 When I started in the '70s, and when my father started  
8 in the '50s, we did have a tier system. It was 90  
9 days. You had 90 days to see how that employee went  
10 forward.

11 And after 90 days, that employee, who was me,  
12 made the same as the guy next to me or the woman next  
13 to me. It was so important.

14 But now, if you are going to put this in the  
15 Constitution, it has a lot of effect on a lot of our  
16 relationships with companies that we are trying to  
17 organize, and people they are trying to organize.

18 If they see this there, there is a good  
19 possibility they will say, Look it, we are not going to  
20 have a two-tier system in their company that we are  
21 organizing since we are talking about it.

22 I do all the orientation at our plant. I  
23 give them one hour of Bob Reynolds. I talk about the  
24 day my dad got paid by cash in the '50s. And I run  
25 through things. And that's what retirees do. Yes, we

1 mentor. But we also remember those days, because we  
2 have to build on those days.

3 So this truly is a very important issue. We  
4 really need to think about this. Because you're trying  
5 not to tie a bargaining person's hand, which I have  
6 been.

7 But you are also trying to send a message out  
8 to the companies that we negotiate constantly. We are  
9 telling those people, we do not want tiers. Don't  
10 bring it to the table. Don't go out there and tell us  
11 things.

12 We really need to look at that 90-day hiring  
13 period. That's negotiable. That's something people  
14 can live with. It might take you. But that's where  
15 they have to do their homework in management and say,  
16 is that a good employee? Or is that a bad employee?  
17 That's their responsibility.

18 The union represents those people, because we  
19 are their legal representations. We can represent new  
20 hires.

21 We can't stop them from being fired a lot of  
22 times because of that 90 days, because if they mess up,  
23 they are gone.

24 So I think you ought to really think about  
25 this clearly of what you want to send a message out to

1 the companies we don't have yet. But also the  
2 companies we do. Thank you very much.

3 (Applause)

4 VICE PRESIDENT ESTRADA: Thank you.

5 Anyone in Region 9 to speak against?

6 White placard, black shirt, mic 6.

7 DELEGATE MICHAEL SHUPP: Good afternoon,  
8 Brothers and Sisters. My name is Mike Shupp. I'm Vice  
9 President from Local 677, District 9, under Jeff Binz  
10 as Director, and Lauren Farrell, as Assistant Director.

11 I want to be clear. I am very reluctant to  
12 speak against this. But I have for a very long time  
13 been against tiers. I do not think they should be  
14 discussed in new contracts.

15 But the way we address them in the existing  
16 contracts needs to be calculated. If we put a piece of  
17 language like this in, in our Constitution, I feel some  
18 contracts in some locals may be up against a company  
19 who uses it against them.

20 If they know we have to bargain for this,  
21 they may push us to give up things that we don't want  
22 to give up just to get that.

23 So, for that reason alone, I would caution  
24 against approving it the way it's written. As  
25 definitive as it is, I think there needs to be a little

1 more discretion on behalf of the committees bargaining  
2 for each of those contracts.

3 So thank you.

4 (Applause)

5 VICE PRESIDENT ESTRADA: Okay. Moving on to  
6 Region 8, anyone to speak for the resolution?

7 Black hat, blue shirt, white placard.

8 DELEGATE CASEY FARNSLEY: My name is Casey  
9 Farnsley, from Local 862, under Mitch Smith.

10 I am for this resolution. I have got some  
11 concerns about it, however. But I am for the  
12 resolution.

13 Currently at our plant, the majority of the  
14 population is under the tier system, more than not. A  
15 lot of those people I've seen speak, and I am curious  
16 how many of them have participated in the tier system,  
17 or if they got the luxury of the 90-day full top out  
18 pension, healthcare when they leave, that I don't have.

19 Currently, our employers start out, and they  
20 go through a temporary phase of two years before they  
21 hit an eight-year progressionary phase. So we are  
22 talking about a 10-year progression over a four-year  
23 contract. And it is asinine.

24 We have got to get everybody on the same  
25 page. Like numerous of your speakers have been talking

1 about over still playing the divide and conquer game.

2 So I don't see how we can oppose something of  
3 this nature. I don't know about the Bargaining  
4 Committee. But where have they been the last 10 years  
5 while this has been going on anyways?

6 (Applause)

7 DELEGATE CASEY FARNSLEY: Thank you.

8 VICE PRESIDENT ESTRADA: Okay. Speaking  
9 against the resolution, black shirt, blue folder,  
10 mic 3.

11 DELEGATE PAUL HERRIN: Good afternoon,  
12 Brothers and Sisters. I am Paul Herrin, from UAW Local  
13 1921 out of New Orleans, Louisiana, under Region 8,  
14 Mitchell Smith, Director, Tim Smith, Assistant  
15 Director, and my great International Rep, Jeff Hall.

16 I have been a member since 1982. I have been  
17 a bargaining unit member since 2008. And I have  
18 challenged Lockheed Martin, Jacobs Technology, Syncom  
19 Space Services.

20 I am against tier wages. But I am against  
21 putting it in the Constitution. I am sorry. It needs  
22 to stay with the Bargaining Committee. That's where we  
23 were able to get rid of it is when we met together as a  
24 Bargaining Committee, pooled our resources together,  
25 and became one. Okay. That's where it needs to be.

1           We can't force companies to look at our  
2   Constitution, because if we start forcing them to look  
3   at constitutions, we could make companies become  
4   nonunion.

5           They recognize bargaining committees, the  
6   bargaining strength.

7           They don't recognize our constitutions at the  
8   bargaining table. I have never been able to go there  
9   and lay my Constitution down and say, give me this  
10   because my Constitution says that.

11          They don't care. They want to know what your  
12   bargaining power is, what your bargaining committee  
13   says. And that's where this thing should stay. Thank  
14   you.

15                    (Applause)

16          VICE PRESIDENT ESTRADA: Okay. We're going  
17   to Region 1A.

18          Anyone to speak in favor? Yellow placard.

19          DELEGATE DAVID GERBI: Hi, I'm Dave Gerbi,  
20   Region 372, Region 1A, under the leadership of Laura  
21   Dickerson and Assistant Director Dave Pagac.

22           I wouldn't be doing my job if I didn't stand  
23   up here and support this resolution for my members at  
24   my plant.

25                    (Applause)



1 DELEGATE DAVID GERBI: We need to stop the  
2 division in the plants, and the division in the  
3 workforce. Equal pay for equal work.

4 Thank you.

5 (Applause)

6 VICE PRESIDENT ESTRADA: Okay. Anyone to  
7 speak against, in Region 1A?

8 Yellow placard, blue shirt, mic 7.

9 DELEGATE PAUL VERGARI: Good afternoon,  
10 brothers and sisters.

11 My name is Paul Vergari. I'm elected  
12 delegate out of Local 245, R and E Center for Ford  
13 Motor Company. I'm also the shop chairman.

14 I stand in oppose to this resolution for a  
15 couple of reasons. There isn't anyone in this hall, or  
16 any member I've ever met that believes in two tiers.  
17 Not a single one.

18 (Applause)

19 DELEGATE PAUL VERGARI: This is my fourth  
20 Constitutional Convention that my members elected me to  
21 attend. Next year, we have a special Bargaining  
22 Convention. That's where we set our bargaining  
23 objectives. We don't do it at the Constitution.

24 (Applause)

25 DELEGATE PAUL VERGARI: The Constitution is

1 the rules of our UAW, how we hold ourselves and our  
2 officers up to a certain standard.

3 Why don't we have COLA as one of our  
4 resolutions? Why don't we have retiree-increasing  
5 pensions? Why don't we have healthcare as one of them?

6 I can tell you why. It's done at the  
7 bargaining table, not amongst ourselves here.

8 (Applause)

9 DELEGATE PAUL VERGARI: Thank you.

10 VICE PRESIDENT ESTRADA: Moving on to Region  
11 1.

12 Anyone to speak in favor of the resolution,  
13 or the -- red, mic 3.

14 DELEGATE BATAVIAN WICKS: Hello. My name is  
15 Batavian Wicks. I've out of Local 869, out of Region  
16 1.

17 I stand in support of abolishing the tier out  
18 of our Constitution.

19 (Applause)

20 DELEGATE BATAVIAN WICKS: To me, tier says  
21 discrimination. Tier says division. And I don't see  
22 any point of why we would have that in our  
23 Constitution. Our foundation is equality.

24 (Applause)

25 DELEGATE BATAVIAN WICKS: Our foundation is

1 we, one man, one vote, equal pay for equal work.

2 The question is not what we have in our  
3 Constitution. It's what we live by, our Constitution.

4 Now, many won't like what I have to say. My  
5 local don't. But I'm gone say it anyway.

6 How did we get here? The last time I  
7 remember, we were dying. We weren't on leveled ground.  
8 We were sinking. We were in bankruptcy.

9 So all of these companies that are here, I  
10 don't know if you know my pain, but there was no --  
11 there was not going to be a Chrysler. This is why we  
12 went to a tier in our Constitution. That's the first  
13 time I ever heard of tier. We were bankrupt.

14 Now, after we accepted that, we stayed  
15 afloat, we got better. We got stronger. We got a loan  
16 from the Government. We -- we pulled ourselves up, as  
17 you say, from -- by the bootstraps. But what happened  
18 after that? And when I say this, I'm not just saying  
19 you up front, but I'm saying your predecessors. You  
20 got complacent.

21 After the tiers, after all the concessions,  
22 all everything else, you slowed down, if not stalled,  
23 and became complacent.

24 (Applause)

25 DELEGATE BATAVIAN WICKS: This is why we have

1 tiers now in our contract -- I mean, in our  
2 Constitution.

3 The bigger problem is, everybody else that is  
4 bargaining or politicking for a new position in this  
5 one man, one vote, I caution you, keep your integrity.  
6 Because we talk about corruption as if it is  
7 acceptable. We talk about indictments as if that is  
8 the way to do business.

9 I am appalled by the lack of urgency that we  
10 have in our UAW and in our unions.

11 (Applause)

12 DELEGATE BATAVIAN WICKS: Most people don't  
13 understand. How did we get unions? We got unions by  
14 bare knuckle brawls. And I don't see that fire  
15 anymore.

16 I don't see the urgency in the middle-class  
17 of America, fighting for an equal wage.

18 We don't have a one-family job system in  
19 America no more. Most people have to get married so  
20 they can have somebody else to bring income into the  
21 home, so you can live comfortable.

22 We have to recognize -- we have to recognize  
23 above everything else, I charge everybody here, if you  
24 have a desire to lead in this local -- I mean, in this  
25 UAW, if you have a desire to make it better, then it

1 can't be about you. You can't have any selfish  
2 intentions because you don't work for yourself, you  
3 work for the men and the women of the UAW, and the  
4 people that will come behind them.

5 So when you say tier to me, tier is all those  
6 negative condensations [sic] of division. And that's  
7 what we're not about. I always say, and lastly but not  
8 least, what I have on my shirt, it's not UAW. Most  
9 people didn't read it. It is you are warriors.

10 So I'm asking everybody in the UAW up here,  
11 out front, make our union better. But you can't be  
12 afraid to do it. And if you afraid, call the police.

13 Thank you.

14 (Cheers and applause)

15 VICE PRESIDENT ESTRADA: In Region 1 to speak  
16 against.

17 Red jacket, yellow placard, mic 4.

18 DELEGATE LYNDIA JACKSON: Good afternoon UAW  
19 Local 7, my name is Lynda Jackson. I come out of  
20 Region 1, under the dynamic direction of James Harris,  
21 Assistant Director, Jason Craig, local leadership, Eric  
22 Flemming.

23 I am the recording secretary at Local 7, and  
24 I was at one time, considered a Tier Two.

25 Out of everybody that has spoke on this

1 issue, I don't recall anybody saying that they was  
2 hired after the bankruptcy of the Big Three. And  
3 that's why I felt compelled.

4 I had a lot of back and forth with people  
5 about whether I should even speak on this or not.

6 So I want to say one thing. To be clear to  
7 everybody in here, and anybody recording, I am against  
8 tiers, right? I want that to be clear. I'm gone say  
9 it again for the people in the back. I am against  
10 tiers. However, I'm against this resolution simply  
11 because this is not the arena for it.

12 (Applause)

13 DELEGATE LYNDIA JACKSON: I understand that  
14 many people have spoken before me, and said those  
15 things, but they left out a couple of key notes that I  
16 think that people need to be educated on before we take  
17 this to a vote, right?

18 So let me read something to you out of our  
19 Constitution as of right now, because -- and no  
20 disrespect to the brother that came from 869, but this  
21 is not in our Constitution that we accept tiers.

22 (Applause)

23 DELEGATE LYNDIA JACKSON: Under Article 2,  
24 which is under objects, right? Section 1, to improve  
25 working conditions, create a uniformed system of

1 shorter hours, higher wages, healthcare, and pensions  
2 to maintain and protect the interest of workers under  
3 the jurisdiction of this International Union.

4 This addresses the issue everyone is having  
5 about uniform wages and benefits, and et cetera.  
6 Right?

7 So back in 2008, 2009 when they opened that  
8 contract for then, Chrysler, which is now Stellantis,  
9 had that contract never been opened, I wouldn't be  
10 standing here today. And I'm gone say --

11 (Applause)

12 DELEGATE LYNDIA JACKSON: -- Local 7 gets over  
13 40 votes, right? We have over 5,000 members, and we  
14 get seven delegates. And I am the only delegate that  
15 was hired after the bankruptcy, which considered me a  
16 Tier Two. So that's -- that's really saying something.

17 I'm the first person to hire after 2010, that  
18 is a top four officer of my local. So I'm not for  
19 tiers.

20 But people need to understand, we just heard  
21 Sister Debbie Dingell talk about, we went from 40  
22 percent of manufacturing semiconductor chips in the  
23 United States, to 12. This is an issue bigger than us,  
24 right? Lawmakers have created issues to make jobs go  
25 away.

1           So what happens when a company is in dire  
2   crisis, and the only way that we can get a contract is  
3   if we do take the lower wages at that time? We're not  
4   saying we're going to stay at that wage. Because I no  
5   longer make 14.65. I make 33.36.

6           (Cheers and applause)

7           DELEGATE LYNDA JACKSON: So what we need to  
8   understand is, we need to leave this in the arena of  
9   the Bargaining Convention because that is what this is  
10  for.

11           I have heard contract, the word "contract" at  
12  least 12 times. This is not the arena for a contract.  
13  This is the arena where we discuss our morals, our  
14  values, our core values, and how we govern ourselves.  
15  This is not about a contract right now.

16           (Cheers and applause)

17           DELEGATE LYNDA JACKSON: Now, in my facility,  
18  out of those 5,000 members, over 70 percent of those  
19  members came in after 2010, just like I am. So we have  
20  a fight on our hands. But what happens if this goes  
21  into our Constitution and we go to the bargaining table  
22  next year and they walk away because they figure, we're  
23  not bargaining in good faith? We're not giving them an  
24  opportunity.

25           And more importantly, that resolution says



1 that IEB gets the opportunity to reject the proposal.

2 Now, anybody whoever had a lawyer, even if  
3 that lawyer thinks that that decision from the Judge or  
4 the jury is BS, they are obligated to bring it to you  
5 and let you decide if that's something that you want,  
6 rather than them making that decision for you.

7 (Applause)

8 DELEGATE LYNDIA JACKSON: So the only thing  
9 that I'm urging you all to do is not to turn it down  
10 because you want tiers, but turn it down so that it is  
11 put in the right arena, which is not today.

12 Thank you.

13 (Cheers and applause)

14 VICE PRESIDENT ESTRADA: Thank you.

15 Moving on to Region 1D.

16 Anyone to speak in favor?

17 Region 1D, anyone to speak against? Okay.

18 Mic 6.

19 We have a Point of Information. Sorry,  
20 Region, 1D.

21 DELEGATE LEANDRA BARRETT DIAZ: Good  
22 afternoon. Lee Diaz, Local 2110, Region 9A.

23 I have a Point of Information on the hand-out  
24 that we were given. In addition to the Article as  
25 written, in the lower right-hand corner, I see

1 handwritten information.

2 It says refer to CBC, and what appears to be  
3 stay with this, underlined.

4 My Point of Information is, who wrote this?  
5 What does it mean to communicate?

6 VICE PRESIDENT ESTRADA: So as I stated  
7 earlier as to who wrote it, I don't know. But it was  
8 to be referred to the Collective Bargaining Convention.

9 DELEGATE LEANDRA BARRETT DIAZ: Point of  
10 Information.

11 Who wrote it? And, what does it mean to  
12 communicate to the delegates?

13 VICE PRESIDENT ESTRADA: I'm sorry, can you  
14 -- what do you mean communicate to the -- I mean,  
15 exactly what it says. It was referred to by --

16 DELEGATE LEANDRA BARRETT DIAZ: I would like  
17 to know why it was written, and if it was meant to mean  
18 that the International Executive Board would like  
19 delegates to argue that this should be moved to the CBC  
20 rather than debated here as a Constitutional amendment.  
21 Because that feels like a commentary and a direct  
22 instruction, rather than a point of clarification to be  
23 debated here on the floor, which is what we're here  
24 today.

25 (Applause)

1 RESOLUTIONS COMMITTEE CHAIRMAN TODD DUNN:

2 All right, Sister. Sister, here again, Todd Dunn --  
3 Todd Dunn, Resolution Chairperson. If you'll bear with  
4 me, I'll try to make it short. And everybody in 862  
5 will laugh at me.

6 So as the committee, we looked at  
7 resolutions, right? So every single resolution that  
8 was submitted from across all the locals, every single  
9 one. We had to review.

10 So we have policy resolutions, which you'll  
11 see in the proposed resolutions. And every single line  
12 item, so in this case, every single 0339, we had to  
13 look at that and find out where that policy fit. And  
14 not only did it fit -- did that resolution fit,  
15 submitted, it fit many of the proposed resolutions.

16 So Ms. Sheri, Sister Baker, what she has is,  
17 she has a sheet showing every place it touches.  
18 Because we want to be able to get up right now and say,  
19 you wrote this proposal, it was submitted, it's here,  
20 and now we see it in these different policy  
21 resolutions.

22 In this case, this resolution, when we went  
23 through all of them, we had to look at all of them.  
24 Trust me, we're in our third week.

25 That resolution, we said, hey, this is

1 something that's not our job in the Resolutions  
2 Committee, as we see fit. So we asked for it to be  
3 sent over, to be looked at by Constitution. It's a  
4 collective bargaining issue. Not that we didn't take  
5 it away.

6 So one of the most important things to think  
7 about is, as you may have already reviewed, there's a  
8 lot of delegates who have, in the submit proposed  
9 resolution book, these were all scattered throughout.

10 So there's many places already that talks  
11 about workers disparity and about getting back what we  
12 need and the fight that we're going to go and get, and  
13 the fight we're going to do, but it's just, kind of,  
14 separation. I don't want to say church or state,  
15 because that would be wrong, but it's a place for this  
16 and a place for that.

17 So the place we felt was -- for it to be  
18 reviewed was over at the Constitution Committee based  
19 upon it falls under collective bargaining. And that  
20 was the thought process to that.

21 I didn't handwrite that. That was wrote by  
22 the staff that took it over from our convention -- I'm  
23 sorry, from our Constitution resolution room that we  
24 met in, in Southfield, about 10 feet across the hall to  
25 the Constitution, to their room. And that was just a

1 note saying, hey, we referred it over.

2 But it has no -- it has no bearing on  
3 officialness. It was just a note, here's what we're  
4 doing, sort of reminding ourselves.

5 Does that make sense? No? Clear as mud?

6 DELEGATE LEANDRA BARRETT DIAZ: Thank you for  
7 providing that clarification on how it was written on  
8 the document, and the context with which it was  
9 intended.

10 RESOLUTIONS COMMITTEE CHAIRMAN TODD DUNN:

11 Yes, ma'am.

12 DELEGATE LEANDRA BARRETT DIAZ: I raise a  
13 Point of Order to communicate objection to the  
14 procedure.

15 I take the referral to the CBC, to the  
16 Constitutional Bargaining Committee, to be a position  
17 taken in a debate that should happen here on the floor  
18 rather than decided by someone other than the  
19 constitutional delegates.

20 And for that reason, --

21 (Applause)

22 DELEGATE LEANDRA BARRETT DIAZ: -- I make a  
23 Point of Order to say that I object to this procedure.  
24 It is something to be debated, not decided beforehand.

25 Thank you, for your time.

1 (Applause)

2 VICE PRESIDENT ESTRADA: So the  
3 Constitutional Committee referred it to the Collective  
4 Bargaining Convention -- for the convention. You all,  
5 with your votes, pulled it out of committee. And  
6 that's what we're doing now, is debating it.

7 Am I missing?

8 So again, we are doing just that. We pulled  
9 it out of committee to debate it, so...

10 Another Point of Information, Region 1A, mic  
11 7.

12 DELEGATE WILLIAM BAGWELL, JR.: Bill Bagwell,  
13 Local 174.

14 Anyone who's looked at our negotiated white  
15 books have the same exact notation in the corner of the  
16 pages that when they settle a contractual provision,  
17 they make the same notation. It actually looks like  
18 the same handwriting in our -- and so, this is not a  
19 hidden message. I would love it to be because I am a  
20 theory -- but it is not hidden message.

21 This is -- this is the same handwriting as  
22 are in all of our white books. It'll have the initials  
23 of the person and the date they settled that page.

24 VICE PRESIDENT ESTRADA: Okay. We're going  
25 to move on to Region 1D.

1           Anyone to speak against?

2           Number -- all right. There's been a motion.

3           I need someone to come to the mic.

4           Okay. I'm asking to -- let's stop with that  
5           motion, let's move on to Region 1D, mic 4.

6           No one came to the mic to make the motion, so  
7           we're going to move on with debate. Oh, what -- I'm  
8           sorry, I didn't see you.

9           So someone called for the motion. So if they  
10          can take mic 4. I apologize.

11          DELEGATE TERRI SYKES: Terri Sykes,  
12          president, Local 777.

13          Motion to end the debate and call for a vote.

14          (Motion made)

15          VICE PRESIDENT ESTRADA: Okay. So there's  
16          been -- the question's been called to end debate.

17          All those in favor? Opposed?

18          Let's do a show of hands. All those in favor  
19          of closing debate, raise your hands. Opposed?

20          The ayes have it, to end debate.

21          (Motion supported and carried)

22          VICE PRESIDENT ESTRADA: Now, we'll vote on  
23          the question.

24          Should Article 19 be amended as proposed? So  
25          the question, should Article 19 be amended as proposed?

1 All those in favor?

2 Okay. A Point of Order in Region 4, mic 2.

3 I was almost there. You lucky I don't smoke.

4 I got Nicorette gum.

5 DELEGATE SCOTT HOULDIESON: Scott Houldieson,  
6 Region 4, Local 551.

7 The rules for this convention state that no  
8 member -- no motion or resolution shall be voted upon  
9 until the mover or introducer has had an opportunity to  
10 speak on the motion or resolution if he or she so  
11 desires.

12 We should ask the mover if he or she should  
13 -- would like to speak on this motion.

14 VICE PRESIDENT ESTRADA: So Bill, would you  
15 like to speak on the motion?

16 Bill Parker, Region 1.

17 DELEGATE WILLIAM PARKER: Thank you, very  
18 much, Sister Estrada. Let me thank you for your years  
19 of service to our union.

20 (Applause)

21 DELEGATE WILLIAM PARKER: I rise on this  
22 because the question of tiers has so decimated our  
23 union. It has undermined our ability to get unity  
24 within our ranks. It has undermined our ability to  
25 project ourselves in a positive manner for organizing.



1           The question of tiers has been a disaster for  
2   us. And we can just throw it all out to the individual  
3   bargaining committees, but I don't think that's right.

4           Look, at one time in our industry, there were  
5   jobs that were designated for people of color. There  
6   were jobs that were designated for women. And they  
7   received less money. And this union took a stand  
8   against them and fought them, and fought to bring  
9   everyone up to the same pay. Because that's the kind  
10  of principle that we believe in.

11           And we believe in the principle of equal pay  
12  for equal work. It's not right that auto workers  
13  today, or in our other sectors, that people work side  
14  by side and get different compensation for it.  
15  Different compensation now, different compensation  
16  post-employment.

17           We have to take a strong stand on this as a  
18  union. This is a life and death question for this  
19  union. Now, we already have language in Article 19,  
20  Section 6.

21           The International Executive Board shall  
22  protect all local unions who have succeeded in  
23  establishing higher wages and favorable conditions and  
24  have superior agreements, so that no infringement by  
25  local unions with inferior agreements in workplaces

1 doing similar work may be committed against the local  
2 union with advanced agreements.

3 And that's in here because we recognize we  
4 cannot allow locals to bid against each other. Now, we  
5 will all go down if we allow a race to the bottom.

6 The question of tiers is very much the same  
7 thing. Our principle is equal pay for equal work. And  
8 this amendment seeks to put that concept into our  
9 Constitution. It seeks to put into our Constitution, a  
10 commitment that we will no longer accept tiers as a  
11 basis for future collective bargaining.

12 We'll find other ways to reach agreement with  
13 management. I have no doubt about that. But we won't  
14 do it by dividing our own members, or mortgaging future  
15 members who we haven't even met yet.

16 (Applause)

17 DELEGATE WILLIAM PARKER: This resolution was  
18 written carefully to be firm on the question of future  
19 contracts, and to give direction on current contracts.

20 It doesn't say every contract has to  
21 eliminate tiers today or tomorrow. It says that we  
22 need to move in that direction by bringing up the lower  
23 compensated workers up to the highest levels.

24 So people are making -- or throwing up straw  
25 -- who knows? Straw men, straw women. That's not what

1 this is about. This is about, do we put into our  
2 Constitution, a principle that I believe every person  
3 in this room holds to. And that is, equal pay for  
4 equal work. And I believe that we should put that in  
5 the Constitution.

6 I believe we should eliminate tiers, and it  
7 is so destructive for our union. I believe this body  
8 today should vote to put that policy into our  
9 Constitution.

10 Thank you, very much.

11 (Applause)

12 VICE PRESIDENT ESTRADA: Okay. So we close  
13 debate, and we'll vote again. I'm going to -- we're  
14 going to vote on the question.

15 Should Article 19 be amended as proposed?

16 So all those in favor, signify by saying aye.  
17 Opposed?

18 So raise your hand. All those in favor,  
19 raise your hand.

20 All those opposed, raise your hands. Opposed  
21 have it.

22 (Applause)

23 VICE PRESIDENT ESTRADA: Motion is carried.

24 (Motion carried)

25 VICE PRESIDENT ESTRADA: And I'm going to

1 call up -- mic 7.

2 I was really almost done, Brother.

3 DELEGATE PAUL VERGARI: I know. I know.

4 My name is Paul Vergari. I'm elected

5 delegate from Local 245 --

6 VICE PRESIDENT ESTRADA: I was joking, go

7 ahead.

8 DELEGATE PAUL VERGARI: -- under Director

9 Laura Dickerson and her Assistant Director, Dave Pagac.

10 I forgot to mention them.

11 Now that we voted down this amendment, will

12 it still be referred to the Collective Bargaining

13 Committee? Because that's critical.

14 Will that happen, because we just voted it

15 down here?

16 VICE PRESIDENT ESTRADA: Yes. It's been

17 referred. Yes.

18 DELEGATE PAUL VERGARI: Thank you.

19 VICE PRESIDENT ESTRADA: Okay. So now, with

20 that, I would like to call up Region 8 Director,

21 Mitchell Smith, for the purpose of introduction.

22 (Cheers and applause)

23 DIRECTOR MITCHELL SMITH: Thank you.

24 Thank you, Ms. Cindy. Thank you.

25 By way of introduction, I want to introduce a

1 man to you that's us, okay? Thinks like us. Acts like  
2 us. Moves like us.

3 Reverend Dr. Wendell Anthony has long been a  
4 champion of causes that improves society for families  
5 and workers.

6 As pastor of the fellowship chapel since  
7 1987, the spirit of justice has helped to guide his  
8 efforts in this area, the Detroit community.

9 Anthony has been president of the Detroit  
10 branch of NAACP since 1993, and is a member of the  
11 NAACP National Board of Directors.

12 In 2001, he founded a Freedom Institute for  
13 economic social justice and people empowerment, which  
14 endeavors to enhance the quality of life through  
15 economic and social justice opportunities.

16 Reverend Anthony also founded the Fannie Lou  
17 Hammer Political Action Committee to advocate for  
18 candidates and issues intended for a positive impact on  
19 the community.

20 Reverend Anthony has long been a great  
21 associate of organized labor.

22 He is an honoree member of UAW Local 600, and  
23 is a recipient of the Walter Bergman Human Rights Award  
24 from the American Federation of Teachers.

25 He has addressed UAW conventions and

1 conferences before, the Coalition of Black Trade  
2 Unionists, in honor of foreman UAW Vice President,  
3 Jimmy Settles, as well as the Chicago's Teachers Union.

4 Anthony understands how union gains have made  
5 a difference in the larger society.

6 In addressing one UAW gathering, he said  
7 this. Quote, "We must remind others of our strength  
8 and our power and how it affects them. That message  
9 should be, show me how your life has been better, and I  
10 will show you a union." End quote.

11 (Applause)

12 DIRECTOR MITCHELL SMITH: Let us show a great  
13 welcome to our brother, friend, colleague, the Reverend  
14 Dr. Wendell Anthony.

15 (Applause)

16 REVEREND DR. WENDELL ANTHONY: One thing  
17 about a good man, you can trip him up, but you can't  
18 knock him down, Amen.

19 (Applause)

20 REVEREND DR. WENDELL ANTHONY: We need you.  
21 We need you. Need you, bad.

22 Need you to get back to those left behind  
23 you.

24 Need you to use your vote as well as your  
25 voice.

1           Need you to think as you get ready to act.

2           Need you to act because you been doing some  
3   thinking.

4           We need you, need you, need you, bad.

5           Need you to remember all the gains made for  
6   our progress.

7           Need you never, ever to forget all the pain  
8   felt by those who gave us their very best.

9           We need you to be more principled than you  
10   are patriotic.

11          Need you like fish need deep water in order  
12   to survive.

13          Need you like birds need sky in order to fly  
14   through the air.

15          Need you, need you, need you bad.

16          Need you to remember where you came from.

17          Need you to remember the battle of the  
18   overpass of Rouge in 1937.

19          Need you never to forget the sit-down strikes  
20   Woodward and Cadillac Square.

21          Need you like gas prices need to come down.

22          Need you like hourly wages need to go up.

23          We need you, need you bad.

24          Need you because Aretha always said, rock  
25   steady.

1           What it is? What it is? It's the UAW.

2           We need you. We need you. Need you bad.

3    UAW, we need you bad.

4           Good afternoon, everybody.

5           (Cheers and applause)

6           REVEREND DR. WENDELL ANTHONY: Good

7    afternoon.

8           I just happen to be in the neighborhood, and

9    I thought I would come by and say hi, and welcome  
10   everybody to Detroit from wherever you happen to be.

11           I want to thank so much, my friend and  
12   brother and colleague, Ray Curry, International  
13   President of the UAW. To all of the officers, the  
14   Executive Board of Directors, national and regional and  
15   state leaders, all fellow laborers, Lashandra White,  
16   Keisha Beckman.

17           Congratulations to Cindy Estrada as you make  
18   your moves, and to all of those who are friends of  
19   labor.

20           Brother Gettelfinger, and others who are  
21   here, I want to acknowledge all of you. And I want to  
22   acknowledge the field, the people who are in the  
23   trenches every day doing the work.

24           I just came by to welcome you to Detroit, and  
25   to say, we all have some unfinished business.



1           Your theme for the 38th annual Constitutional  
2   Convention is Building Our Tomorrow Today. That's  
3   what's on your banners.

4           You have assembled here to address the  
5   prevailing issues of labor, protect democracy, and  
6   build members and organizational power, to discuss your  
7   values, and to deal with the issues that pertain to  
8   labor.

9           Your mission statement says: Create,  
10   support, and sustain a strong middle-class, with  
11   dignity and respect for every person who works hard and  
12   plays by the rules.

13           Well, you are in the right place at the right  
14   time. There is no time like the present time.

15           Dr. King said, "The time is always ripe to do  
16   what is right."

17           Now, is the right time. And the conditions  
18   have certainly made our situations right, as we must  
19   engage before policies of labor and civil rights get  
20   too rotten.

21           I am reminded of the words of A. Phillip  
22   Randolph who said that the essence of trade unionism is  
23   social uplift.

24           The labor movement, that's y'all, has been  
25   behaving for the dispossessed, the despised, the

1 neglected, the downtrodden, and the poor.

2 He said the ultimate power is the flower of  
3 organization.

4 Generations ago, there was a former secretary  
5 for the National NAACP, by the name of William Pickens.  
6 He told the story of a traveling brother back in the  
7 antebellum period, concerning a driver who, for the  
8 man, worked as a driver. He said that the driver had a  
9 reputation of being able to take his bull whip, and as  
10 he drove along the road, he could flick the fly off of  
11 the leaf on a branch without any issues.

12 He could take his bull whip and flick the  
13 leaf off of a branch without any issues.

14 One day as they were driving down the road,  
15 he noticed that there was some hornets flying back and  
16 forth from the elbow of a nest in the crook of a tree.  
17 And so, the boss man challenged the driver saying, you  
18 have a reputation of being able to snap anything,  
19 anywhere, at any time, let me see you snap one of those  
20 hornets flying back and forth into the nest.

21 The driver took a look at the hornets and  
22 said, "No, sir, I can't do that." He said, "Well, why  
23 not?" He said, "Because they's organized."

24 See, you got to be organized. You got to be  
25 organized just like the hornets. You got to be

1 organized just like the bees.

2 (Applause)

3 REVEREND DR. WENDELL ANTHONY: You got to be  
4 organized so that when you are organized, folks will  
5 not mess with you.

6 You see, we must be organized. We got to be  
7 organized in order to get and maintain living and  
8 thriving wages.

9 We must be organized to expand the base and  
10 reach of labor into areas where there is resistance and  
11 pushback.

12 We must be organized to demand from  
13 politicians that they implement labor policies and  
14 programs that have meaning, have a depth of impact on  
15 the quality of our life.

16 We must be organized when it comes to  
17 exercising our vote. As we take our souls to the  
18 polls, we cannot continue to support people who, by  
19 their voting records, do not support us.

20 See, it's not just about what you are going  
21 to do. The real question is, what have you already  
22 done?

23 (Applause)

24 REVEREND DR. WENDELL ANTHONY: Walter Reuther  
25 said it well. That there is a direct relationship

1 between the ballot box and what the union fights for  
2 and wins at the bargaining table. It can be taken away  
3 in the legislative halls. Your vote is the most  
4 precious thing you have.

5 The late John Lewis said, it's almost sacred.  
6 Don't give folks your vote based on personality, but  
7 give it based on policy. It is policy regarding  
8 healthcare.

9 (Applause)

10 REVEREND DR. WENDELL ANTHONY: Policy on  
11 wages. Policy on civil and human rights. Policy on a  
12 woman's right to decide on her own healthcare.

13 It's policy based on equal justice under law.  
14 It is policy, not pretending it is policy, that makes a  
15 difference. Not good intentions to remain indifferent.

16 It is policy, UAW, that got you and everybody  
17 elsewhere where they are right now. It is policy that  
18 got you eight hours a day, a 40-hour work week. It is  
19 policy that got you collective bargaining, a minimum  
20 wage. Now, you want maximum pay.

21 Policy got you safety and security at work.  
22 Policy got you preventing children from being exploited  
23 in the workplaces. Policy for workman's compensation  
24 and for your personal situation.

25 It's policy that got you vacation time,

1 family, and medical leave time. It is policy that got  
2 you educational support for your advancement, and that  
3 will help the company to obtain its economic  
4 achievement.

5 And it's policy that will guarantee your  
6 retirement before some politician tries to take away  
7 your benefits.

8 So don't go for the okey doke. You see,  
9 that's why you pay union dues. Even though some don't  
10 want to pay it, but they do want to play in the  
11 opportunities at the workplace.

12 (Applause)

13 REVEREND DR. WENDELL ANTHONY: If one accepts  
14 the benefits from labor, then he or she ought to be  
15 willing to support the work of labor.

16 We must not be tricked --

17 (Applause)

18 REVEREND DR. WENDELL ANTHONY: -- by those  
19 who try to be slick. Look at their voting record.  
20 Look at the issues that they support. Look at the  
21 situations that we face.

22 Do you support that which increases workers,  
23 jobs, benefits? Are you really looking to a way to  
24 increase and decrease someone else, and increase  
25 yourself?

1           We must not be bamboozled into phrases and  
2 false labels that sound good but are really no good,  
3 like Right to Work, and We Believe in Worker's Rights.  
4 But some are really voting and scheming to take away  
5 all your rights.

6           In 1961, 61 years ago, Martin King, Jr. said  
7 it well. In our glorious fight for civil rights, we  
8 must guard against being fooled by false slogans such  
9 as Right to Work.

10           It is a law to rob us of our civil rights.  
11 Its purpose is to destroy labor unions and the freedom  
12 of collective bargaining by which unions have improved  
13 wages and working conditions of everybody.

14           Wherever these laws have been passed, wages  
15 are lower. Job opportunities are fewer. And there are  
16 no civil rights.

17           We do not intend to let them do this to us.  
18 We demand that this fraud be stopped.

19           Our weapon is our vote. We cannot support  
20 folks who do not support us. Do not be bamboozled.

21           (Applause)

22           REVEREND DR. WENDELL ANTHONY: Do not be  
23 tricked or slicked into supporting those individuals  
24 that don't support your quality of life.

25           Reminds me of a situation, because we've

1 always been tricked. Years ago, there was a march that  
2 was scheduled to be held in a southern town in the  
3 United States, and it involved members of the civil  
4 rights community as well as members of the labor  
5 community.

6           They had come together, deciding that they  
7 were going to register people to vote. And so, the  
8 word went around the little small town that they were  
9 getting ready to hold a big march. And so the people,  
10 the officials did not want them to hold a march. They  
11 did not want them to register people to vote. Which is  
12 a part of the tradition in the history of the UAW and  
13 the NAACP.

14           So as the time became near for the march, the  
15 officials came up with a plan. The time was  
16 approaching Thanksgiving. It was winter. It was cold.  
17 So they decided, well, these are poor people, and if we  
18 go out and buy turkeys and chickens and hams and pass  
19 it out in the community, they will be too busy cooking  
20 and getting ready for Thanksgiving, that they will not  
21 be concentrating on marching.

22           And so, they went and they bought turkeys and  
23 chickens and hams. And, they got a couple of dump  
24 trucks and they went around in the community and they  
25 started passing out chickens and turkeys and hams.

1           And so, as the day of the march became  
2 prevalent, it was cold and only a few people showed up  
3 for the march. They was somewhat despondent, but yet,  
4 they were determined to march on. And so, they got  
5 their group together and they began to march. And as  
6 they were marching, the local officials had gathered on  
7 both sides of the streets laughing and snickering  
8 saying, we got them now. They not gone have much of a  
9 march, ain't nobody out there.

10           And so, the people kept marching. And then,  
11 it started to rain. And you know in the wintertime,  
12 rain can be cold. And so, they huddled up closer  
13 together and began to encourage each other. And they  
14 began to sing a song to give themselves encouragement,  
15 "We shall overcome some day, we shall overcome."

16           And they kept on marching. And they marched  
17 around the corner and they marched up the hill to where  
18 the courthouse was, where the people were going to  
19 register to vote. And as they came around the corner,  
20 they noticed on the steps of the courthouse, a big  
21 crowd of people. The people that had taken the turkeys  
22 and the hams and the chickens had taken them home and  
23 they made ham sandwiches and turkey sandwiches and  
24 chicken sandwiches, and they started passing them out.

25           (Applause)



1 REVEREND DR. WENDELL ANTHONY: They cut up  
2 the hams and the turkeys and the chickens.

3 UAW, it's time for you to cut up something.  
4 You need to cut up those who are indifferent to your  
5 cause.

6 (Applause)

7 REVEREND DR. WENDELL ANTHONY: You need to  
8 cut up voter suppression. You need to cut up those who  
9 would stop collective bargaining.

10 (Cheers and applause)

11 REVEREND DR. WENDELL ANTHONY: You need to  
12 cut up those who don't want to make sure that labor  
13 gets its due. You need to cut up those who don't  
14 support you. You need to cut up.

15 And no matter what happens, keeps on marching  
16 because that's how you build your tomorrow, today.

17 God bless you.

18 (Cheers and applause)

19 PRESIDENT CURRY: Thank you, again, Reverend  
20 Anthony.

21 You've always been a guiding light for social  
22 justice, and I know the delegates appreciate your  
23 personal passion and call to action.

24 I'd now like to call up Vice President Terry  
25 Dittes to chair the meeting.

1 VICE PRESIDENT DITTES: And I got to follow  
2 that. So, we're going to continue the report of the  
3 Constitution Committee.

4 And I call up Mike Moe to report the  
5 Constitution Committee Article 11, Section 1, 2, 3, 8,  
6 Salaries; number 7, Salaries, Article 11.

7 Mike.

8 CONSTITUTIONAL COMMITTEE MICHAEL MOE: Good  
9 afternoon, my entire UAW family.

10 My name is Michael Moe, I'm the  
11 Financial-Secretary of UAW 1268 in Belvidere, Illinois,  
12 Region 4.

13 I'm truly honored to stand before you today.

14 (Applause)

15 CONSTITUTIONAL COMMITTEE MICHAEL MOE: I want  
16 to give a quick shout out to my Assistant Director,  
17 Brad Dutcher, my Servicing Director, Brandon Campbell  
18 and an immense thank you to my Director, Ron McInroy,  
19 for affording me this opportunity.

20 Ron, thank you for all of your years of  
21 service and your leadership. And my best wishes on  
22 your soon to be life of retirement.

23 (Applause)

24 CONSTITUTIONAL COMMITTEE MICHAEL MOE: Among  
25 the several hundred submissions received from the UAW

1 locals across the country, it was evident to our  
2 committee, the desire for greater transparency was  
3 among the top concerns of the membership.

4 It is in that spirit that the Constitution  
5 Committee voted to bring the following submissions to  
6 the floor:

7 Article 11, Salaries, Section 1.

8 Provided the membership in the UAW industrial  
9 sectors receive bargained for-profit sharing payments,  
10 the International President, International  
11 Secretary-Treasurer, International Vice Presidents, and  
12 International Executive Board Members shall receive a  
13 lump sum payment up to a maximum of 3 percent from the  
14 revenue created by profit sharing dues, which lump sum  
15 payments shall be payable in the first payroll periods  
16 of August 2018 and 2019, and a four percent lump sum  
17 payment in March 2019.

18 The salaries shall remain at the levels set  
19 forth in Section 3, subject to future bargaining as  
20 described in Section 13.

21 The resulting language.

22 Provided the membership in the UAW's  
23 industrial sectors, receive bargained for-profit  
24 sharing payments, International President,  
25 International Secretary-Treasurer, International Vice

1 Presidents, and International Executive Board Members  
2 shall receive a lump sum payment up to a maximum of 3  
3 percent of their annual salary from the revenue created  
4 by profit sharing dues, which lump sum payments shall  
5 be payable in the first payroll periods of August 2022  
6 and 2023, and the 3 percent increase in base salary in  
7 March 2023.

8           The salaries shall otherwise remain at the  
9 levels set forth in Section 3, subject to future  
10 bargaining as described in Section 13.

11           Article 11, Section 2, Current Language:

12           Provided the membership in the UAW's  
13 industrial sectors receive bargained for-profit sharing  
14 payments, International Representatives shall receive a  
15 lump sum payment up to a maximum of 3 percent from the  
16 revenue created by profit sharing dues, which lump sum  
17 shall be payable in the first payroll periods of August  
18 2018 and 2019, and a four percent lump sum payment in  
19 March 2019.

20           The salaries shall remain at the levels set  
21 forth in Section 8, subject to future bargaining as  
22 described in Section 13.

23           The resulting language:

24           Provided the membership in the UAW's  
25 industrial sectors receive bargained for-profit sharing

1 payments, the International Representatives shall  
2 receive a lump sum payment of up to a maximum of up to  
3 3 percent from their annual salary from the revenue  
4 created by profit sharing dues, which lump sum payables  
5 shall be payable in the first payroll periods of August  
6 2022 and 2023, and the 3 percent increase in base  
7 salary in March 2023.

8 The salaries shall otherwise remain at the  
9 levels set forth in Section 8, subject to future  
10 bargaining as described in Section 13.

11 For purposes of clarification, the changes to  
12 the following sections reflect the currently negotiated  
13 staff counsel rates:

14 Article 11, Section 8.

15 Excuse me, Section 3.

16 Current language:

17 The salaries of the International President,  
18 International Secretary-Treasurer, International Vice  
19 Presidents, and International Executive Board Members  
20 in full for services rendered by each of said officers  
21 shall be the following sums:

22 International President shall be paid 1.8  
23 times the salary of International Representatives per  
24 annum.

25 International Secretary-Treasurer shall be

1 paid 1.67 times the salary of International  
2 Representatives per annum.

3 International Vice Presidents shall be paid  
4 1.62 times the salary of International Representatives  
5 per annum.

6 International Executive Board Members shall  
7 be paid 1.49 times the salary of International  
8 Representatives per annum.

9 Salaries shall be payable in biweekly  
10 installment.

11 Resulting language:

12 The salaries of the International President,  
13 International Secretary-Treasurer, International Vice  
14 Presidents, and International Executive Board Members  
15 in full for services rendered by each of said officers  
16 shall be paid the following sums:

17 International President, \$206,676.77 per  
18 annum.

19 International Secretary-Treasurer,  
20 \$191,750.12 per annum.

21 International Vice Presidents, \$186,009.10.

22 International Executive Board Members,  
23 \$171,082.44.

24 Salaries shall be payable in biweekly  
25 installments.

1 And finally Article 11, Section 8:

2 Current language:

3 The full salary for international  
4 representatives shall be \$111,476.15 per annum.

5 The initial salary for a newly appointed  
6 International Representative shall be 90 percent of the  
7 classification rate for her/his assignment, and shall  
8 be increased in annual increments so that no later than  
9 receiving three years of seniority on staff, she/he  
10 shall be receiving the full salary for her/his  
11 classification.

12 The International Executive Board shall  
13 determine the salaries of International Representatives  
14 acting as professional specialists, key personnel, and  
15 major and minor department heads.

16 Salaries shall be payable in biweekly  
17 installments.

18 Article 8, result:

19 Or Section 8, resulting language:

20 The full salary for International  
21 Representatives shall be \$114,820.43 per annum.

22 The initial salary for a newly appointed  
23 International Representative shall be 90 percent of the  
24 classification rate for her/his assignment, and shall  
25 be increased in annual increments so that no later than

1 achieving three years of seniority on staff, she/he  
2 shall be receiving the full salary for her/his  
3 classification.

4 The International Executive Board shall  
5 determine the salaries of International Representatives  
6 acting as professional specialists, key personnel, and  
7 major and minor department heads.

8 Salaries shall be payable in biweekly  
9 installments.

10 My family, the Constitution Committee moves  
11 for the adoption of this amendment.

12 (Applause)

13 VICE PRESIDENT DITTES: Thank you, Mike.

14 The amendment has been read and moved.

15 Is there a second?

16 (Motion made)

17 VICE PRESIDENT DITTES: We will all -- we'll  
18 now move to debate.

19 And we're going to start in Region 1. We're  
20 going to go for and against. Recognize when I call and  
21 send you to a mic, five-minute limitation.

22 Those that want to speak for, in Region 1.  
23 Not seeing anybody.

24 White. Waving the white here, let's look at  
25 mic 3. Looks like the closest.



1 DELEGATE KAMILAH DEGREE: Hi, I'm Kamilah  
2 Degree, Local 1700, Region 1, under the direction of  
3 James Harris.

4 And I'm in support of it because I swear,  
5 earlier, y'all said they made a whole bunch of extra  
6 money, and I make about as much as the representatives  
7 on assembly.

8 (Applause)

9 DELEGATE KAMILAH DEGREE: So I think they  
10 deserve at least that amount of money.

11 That's all.

12 VICE PRESIDENT DITTES: Thank you, Delegate.

13 Is there anyone in Region 1 who wants to  
14 speak against?

15 Right here. It's like an orange pail, mic 4.

16 DELEGATE JOHN HALL: Hello, my name is John  
17 hall, Local 160, under the directorship of James Harris  
18 of Region 1.

19 I'd actually just like to vote -- or state my  
20 -- that I do not support this. Mainly, for the  
21 reasoning that I feel that this is, especially with the  
22 Section 3, this is a continuation, unfortunately, from  
23 four years ago, where raises, considerably large raises  
24 were given to the IEB, specifically by people that,  
25 well, as we all have known, they are now either in jail

1 or have been removed from their offices due to  
2 corruption and things of that nature.

3 I feel that this is just something that  
4 should have been addressed a while back. And  
5 unfortunately, it's continuing on as a way of just  
6 showing that, I'm all for raises for the IEB, but the  
7 problem is, is they got 30 something percent last time.  
8 I didn't get 30 something percent. My local membership  
9 didn't get 30 something percent.

10 (Applause)

11 DELEGATE JOHN HALL: And in all fairness,  
12 it's just not right to continue with something like  
13 that that was done so egregiously at the expense of the  
14 membership, basically.

15 I feel this is something that we should vote  
16 no for. And I feel we need to continue on to vote no  
17 for this until that 30 something percent has been made  
18 up by the membership.

19 VICE PRESIDENT DITTES: Thank you, Delegate.

20 (Applause)

21 VICE PRESIDENT DITTES: We are going to move  
22 on to Region 1A.

23 Is there someone in favor who would like to  
24 speak? Right here on the edge, it looks like mic 7.

25 DELEGATE DAVID GERBI: Hi, I'm Dave Gerbi,

1 Vice President, Local 372, Region 1A, under the  
2 leadership of Director Laura Dickerson.

3 I'm standing up here because I'm in favor of  
4 this proposal.

5 The actual wages and salary that our  
6 International Union leadership make will be  
7 transparent, so everyone can see it. It's better than  
8 the formula that was previously in our Constitution.  
9 And I believe that this type of transparency is a good  
10 thing.

11 Thank you.

12 VICE PRESIDENT DITTES: Thank you, Delegate.

13 Is there anyone to speak against in Region  
14 1A?

15 I see right in the middle. I can't tell the  
16 color. You're waving. Yep, that's it.

17 Yep. If you could head to mic 7, please.

18 DELEGATE GARY WALKOWICZ: Gary Walkowicz from  
19 Local 600.

20 I speak against this resolution.

21 It's not about what the jobs that the  
22 President and the Executive Board, the job they do is  
23 worth. It's about the trust of our membership.

24 Because I can assure you every time we go to  
25 a convention, and this -- this is my fifth, I believe.

1 And the last five conventions, we'll come back to the  
2 membership and they'll hear about, that the Executive  
3 Board and our leadership has been voted a raise at the  
4 convention, they'll be angry. And if we do that again,  
5 they'll be angry again. Because they feel like the  
6 leadership is being looked out for when the membership  
7 is not. When they're suffering under two-tier wages,  
8 temporary work, and no pensions, and they feel that the  
9 concessions they've taken in the last decade and a half  
10 does not reflect the leadership getting a raise.

11 So, it's really a matter of trust that the  
12 membership does not have towards the leadership. And  
13 it's a matter of division between the leadership and  
14 the membership of our union.

15 What I propose instead of granting these  
16 raises at this convention, would be for our leadership,  
17 the president and the Executive Board, to keep their  
18 pay scale exactly the same. And any raises they would  
19 get in the future will be based on raises that are  
20 negotiated and won in our next auto contract.

21 And also, any adjustment for inflation for  
22 the Executive Board should be based on the cost of  
23 living that can be won in the next contract, so there  
24 will be a solidarity between the wages of our members  
25 and the wages of our leadership.

1 Thank you.

2 VICE PRESIDENT DITTES: Thank you, Delegate.

3 (Applause)

4 VICE PRESIDENT DITTES: We are going to move  
5 to Region 1D.

6 Is there anyone in favor of speaking in 1D?  
7 Holding up the paper there. Mic 4, please.

8 DELEGATE MATTHEW BOWEN: Good afternoon,  
9 brothers and sisters. Matt Bowen from UAW Local 652  
10 out of Lansing, under the direction of Steve Dawes and  
11 Assistant Director Scott Zuckschwerdt in Region 1D.

12 I rise in support of the proposed changes in  
13 Article 11, Sections 1, 2, 3, and 8, Salaries.

14 In 2018, the salaries of the E. Board were  
15 raised using a formula which led to confusion for our  
16 membership.

17 Changing the language helps to create  
18 transparency in the UAW, and promotes membership  
19 confidence in you.

20 As a membership, we elect you to put the team  
21 together to negotiate our contracts for fair wages and  
22 benefits. Your jobs are not easy, as we've seen. And  
23 your salaries should reflect the knowledge and skills  
24 needed for these positions.

25 Thank you.

1 (Applause)

2 VICE PRESIDENT DITTES: Thank you, Delegate.

3 Is there anyone in Region 1D to speak  
4 against?

5 Seeing no hands, we are going to move to  
6 Region 2B. Looking for someone to speak in favor of  
7 the amended resolution. Can't see.

8 No one in favor?

9 Oh, I see white, all the way in the back,  
10 closest to mic 8.

11 DELEGATE BRYAN MCCLURG: Is the mic on?  
12 Okay.

13 I'm Bryan McClurg, Local 1765, Region 2B  
14 under the direction of Wayne Blanchard.

15 I'm in favor of this. I don't like the Act,  
16 though.

17 I think that the last time we were at the  
18 convention, they came up with that formula. And, I  
19 didn't appreciate the formula. It was very confusing  
20 for the membership to figure out what they were making.  
21 Let alone, it gave the opportunity for the Executive  
22 Board to vote pay raises for themselves by voting pay  
23 raises to the International Reps.

24 I'm proud that they did not do that, and that  
25 they did go back to this listing of the formulas the

1 way they have it.

2 Thank you.

3 VICE PRESIDENT DITTES: Thank you, Delegate.

4 Is there anyone in Region 2B to speak  
5 against?

6 Yellow folder, towards the front. You're  
7 for? I'm looking for and against. Sorry.

8 Blue. I think it's blue back there. Sorry.  
9 Excuse me. Yeah, you're standing. Mic 8, please. Oh,  
10 you just sat down.

11 Somebody help me over there. I can't -- all  
12 right. You're up.

13 Thank you.

14 DELEGATE WILLIAM GUINAN: Bill Guinan, Local  
15 685.

16 Before I begin, Terry, I wish you the best in  
17 your requirement.

18 VICE PRESIDENT DITTES: Thank you, Bill.

19 DELEGATE WILLIAM GUINAN: Thank you for all  
20 your years of, service, and the short time for which  
21 you were Vice President of the Chrysler division.

22 VICE PRESIDENT DITTES: Thank you.

23 DELEGATE WILLIAM GUINAN: The problem with  
24 this is, that if the membership knows that this passed,  
25 some of you delegates are going to be in trouble. I

1 don't worry about them things anymore.

2 But the problem here is, you're probably  
3 worth it if you do your job. If we didn't have -- I  
4 don't see two tier in there, okay? But we do have it  
5 in our contracts.

6 But you're probably worth \$200,000 plus if  
7 you're a great International President. You're worth  
8 186 if you're a Vice President. And I will tell you  
9 that 114,000 probably isn't enough for some servicing  
10 reps.

11 (Applause)

12 DELEGATE WILLIAM GUINAN: But the biggest  
13 problem that you have, and I can't support this, is  
14 because it's no difference than a baseball team. You  
15 can pay big money for big hitters, but if they don't  
16 produce, you've wasted your cash.

17 I wish there was a way to propose that this  
18 could be held off until after the contract, but I would  
19 never want to stifle anybody's pay. I wouldn't do that  
20 to my worst enemy.

21 But I can't support this, just because there  
22 has been nothing brought back to the table. We are so  
23 excited about bonuses that we get, but we're not  
24 excited about COLA.

25 John Deere workers, I am so glad you got



1 COLA.

2 (Cheers and applause)

3 DELEGATE WILLIAM GUINAN: And the rest of you  
4 in Big Truck, I hope you get what you deserve. I hope  
5 we all do.

6 But the problem with this is, the members are  
7 not going to understand because they're not getting  
8 paid sub pay.

9 They lost 427 jobs in Kokomo, Indiana. And  
10 Zetta is making our transmissions. And last time I  
11 checked, them bastards ain't union, okay? And we let  
12 that go out and off.

13 We had a contract that came up in 2019, and  
14 everybody was all excited about it. And I asked five  
15 times when I was a shop chairman, "Where are we at with  
16 electrical?" I was told they didn't want to talk about  
17 it, we ain't doing electrical. I went back to my room  
18 at Greektown Casino, turned on the TV, a commercial for  
19 electric vehicle. Guess who makes it? Jeep. It's  
20 called a 4 by E.

21 Either you didn't do your research, or you  
22 bald face lied to me. And it wouldn't be the first  
23 time.

24 But I've got to tell you, to get this money,  
25 you got to earn it just like we earn it when we put

1 tires on cars, and when we check gears in labs, and  
2 when union officials write grievances and it gets sent  
3 up and it get turned down, and when we ask for help and  
4 we don't get it, and we ask why we lost transmissions  
5 and what we heard was, we dropped the ball. Dropping  
6 the ball is not an acceptable excuse to the  
7 rank-and-file.

8 (Applause)

9 DELEGATE WILLIAM GUINAN: And until everybody  
10 understands that, we got a big problem.

11 So you got to earn this pay.

12 So I don't know how anybody can let this go  
13 by. Take care.

14 VICE PRESIDENT DITTES: Thank you, Delegate.

15 (Applause)

16 VICE PRESIDENT DITTES: We are going to move  
17 to Region 4.

18 Looking for someone to speak for. Blue  
19 folder here, maybe mic 1, closest.

20 DELEGATE SADE OTT: Good afternoon, everyone.  
21 I'm Sade Ott out of Local 249, Region 4, under the  
22 great leadership of Director Ron McInroy and Assistant  
23 Director Brad Dutcher.

24 (Applause)

25 DELEGATE SADE OTT: I raise in support of

1 this resolution.

2 I feel that the resolution eliminates any  
3 confusion. It provides transparency to the membership  
4 by clearly defining the salaries of the International  
5 Executive Board. And that's the point.

6 Thank you.

7 VICE PRESIDENT DITTES: Thank you, Delegate.  
8 Region 4 to speak against.

9 The hat there. Maybe, mic 2.

10 DELEGATE ROBERT KREITLER: Good afternoon.  
11 Thank you for recognizing me.

12 Bob Kreidler from UAW Local 751, Region 4,  
13 and I can't support this.

14 When our local leadership, I know this is  
15 probably a different ball of wax there, but when  
16 they're on call out at the hall or we're on call out at  
17 the hall, we're paid our normal wage for what we are  
18 working in the factory.

19 Some of our officers get paid the top rate at  
20 the factory. I think you guys should be working at the  
21 same rate that you would be working at the factory or  
22 the plant that you came out of.

23 When you are working on that board, you  
24 should not be a step pathway to get a higher wage just  
25 because you're working on an international level or

1 that.

2 We're out here working at substantially lower  
3 wages than that in a hot factory every single day.  
4 We're putting our safety at risk and all that, while  
5 you're in an office there doing that.

6 I understand it's a stressful environment. I  
7 understand that. But when we have some membership that  
8 come out here and they wave at you like this or like  
9 this because they're missing fingers, it's hard to go  
10 and equate that the same way.

11 Thank you.

12 VICE PRESIDENT DITTES: Thank you, Delegate.

13 (Applause)

14 VICE PRESIDENT DITTES: We're going to move  
15 right here in front, to Region 8, someone to speak for  
16 the amendment.

17 Blue folder, first row. It looks like maybe,  
18 mic 3.

19 DELEGATE OLIVER EDMONDSON: How you doing  
20 everyone? I want to thank you for this opportunity.

21 My director, Mitchell Smith and Assistant  
22 Director Tim Smith. I speak for this on the occasion  
23 of, there's a lot of disagreement on a lot of things,  
24 but as someone stated earlier, the reps, they do a  
25 wonderful job, as best they can with the resources they

1 have. I understand they are out of the building.

2 By the way, if I didn't introduce myself, I'm  
3 sorry. My name is Ray Edmondson. I'm out of UAW Local  
4 119, in Dallas, Texas.

5 Anyway, the reps, they're there for resources  
6 when we call them. They may not get the outcome  
7 sometimes, that we want, but they are there to help  
8 provide a bridge to get the information we need. They  
9 also have the ability to pull several different  
10 contracts, different outcomes, in order for us to come  
11 to a better understanding of what we're trying to  
12 achieve with the corporations.

13 As you can see here today, we're in a setting  
14 of where this staff has put together a platform where  
15 we can -- I can walk over three or four hours and talk  
16 to somebody in New York. I can talk to somebody in --  
17 in Korea. I can talk to somebody in Germany if I want  
18 to.

19 We all have the same problems, but they're  
20 putting together a platform so we can try to resolve  
21 these.

22 We shouldn't hold them accountable for the  
23 faults that happened prior to this board coming  
24 together.

25 (Applause)

1 DELEGATE OLIVER EDMONDSON: This board also  
2 is one that stretches beyond just local agreements.  
3 They don't get a chance to go home like we do when we  
4 work the floor, every night to see their kids, see  
5 their wives, see their -- see the histories that  
6 they're missing.

7 (Applause)

8 DELEGATE OLIVER EDMONDSON: They don't get to  
9 see to that.

10 When we come to the convention, more than  
11 likely, they've been here three, four days, if not a  
12 week, two weeks prior to, just getting things organized  
13 and set up.

14 That's time away from the building. Time  
15 away from their families that we don't have to deal  
16 with.

17 We're away from our families, three, four,  
18 five days. They're gone for weeks. They're missing  
19 that.

20 They also do so much more.

21 If you remember the speech earlier, by Liz  
22 Schuller, she spoke of corporate imbalances with CEOs.  
23 If you take the time to look at it, those imbalances  
24 are nowhere close to what we have right now.

25 One young lady said that she makes as much,

1 if not more than some of these reps.

2 And for the jobs that they do, the sacrifices  
3 they make, this job that they have taken on themselves,  
4 is very thankless. They don't get calls to say thank  
5 you; thank you, for this, that, and the other.

6 You can't say in the buildings that you work  
7 in, every one of your members comes up to you and say,  
8 hey, I appreciate that job you did. No, you're going  
9 to hear about things you didn't do right.

10 (Applause)

11 DELEGATE OLIVER EDMONDSON: So why are we  
12 holding these things to their standards, when we know  
13 good and well, they're working as hard as they can to  
14 correct the errors that a previous administration did?

15 So in that case, I support this a hundred  
16 percent, and I hope everyone else does, too.

17 VICE PRESIDENT DITTES: Thank you, Delegate.

18 (Applause)

19 VICE PRESIDENT DITTES: Is there anyone in  
20 Region 8 that would like to speak against?

21 Seeing no hands, I'm going to move back to  
22 Region 9, looking for someone to speak in favor.

23 Got a Point of Information.

24 Where are you? It's too hard to see you.

25 Blue. Go to mic 8.

1 It's a Point of Information, correct?

2 DELEGATE TIMOTHY ELLER: Yeah.

3 VICE PRESIDENT DITTES: Okay.

4 DELEGATE TIMOTHY ELLER: Article 2 of 11.

5 11, Section 2.

6 Oh, Tim Eller, Local 685.

7 Go down a little ways. You didn't mark the 4  
8 out, so it looks like 43 percent. You should have  
9 marked the 4 out, and been 3 percent, correct?

10 VICE PRESIDENT DITTES: Wait. Hold. Play  
11 that back again.

12 Mike, come up here, please.

13 DELEGATE TIMOTHY ELLER: You go down ABOUT  
14 the middle of the page, it says 43 percent.

15 You didn't cross out the four, and that means  
16 that's what we're voting on because that's what's on  
17 the proposed change.

18 VICE PRESIDENT DITTES: Can I get a --

19 DELEGATE TIMOTHY ELLER: Okay. Y'all, I'll  
20 tell you something.

21 We had a piece of paper at once, that said we  
22 were limited to 25 percent of Tier Two people. Guess  
23 what? That was not true because they said it wasn't  
24 true later on.

25 So I don't believe anything unless I have it



1 in writing, signed by them.

2 VICE PRESIDENT DITTES: Brother, thank you  
3 for that Point of Information.

4 So when you look at that page under Article  
5 11, and you go to the result as written by the  
6 committee, it is very clear, the resolution is a 3  
7 percent increase.

8 Does that clarify it for you?

9 DELEGATE TIMOTHY ELLER: On all our  
10 contracts, we mark out the old language. So, the four  
11 should be marked out and put in the new language like  
12 you did with the date. You marked out 2018 and put  
13 2022.

14 VICE PRESIDENT DITTES: Yep.

15 DELEGATE TIMOTHY ELLER: You should have  
16 marked the four out and just left the three. That way,  
17 you're following the same example that we do on our  
18 contracts, and the rest of this paper.

19 VICE PRESIDENT DITTES: When you look at the  
20 result, you see the number. It's 3 percent.

21 Thank you, Brother.

22 We're going to move to Region 9.

23 Anyone in favor? White, right there.

24 Midway, mic 7, please.

25 DELEGATE MICHAEL BARBACANO: Mike Barbacano

1 from Local 1069, Region 9, under the leadership of Jeff  
2 Binz, Assistant Director Lauren Farrell.

3 I rise in support to propose changes of  
4 Article 11 on salaries.

5 Making a structure and seeing it clear,  
6 providing the actual wages, it explains it a hell of a  
7 lot better.

8 Thank you.

9 VICE PRESIDENT DITTES: Thank you, Delegate.

10 (Applause)

11 VICE PRESIDENT DITTES: We will move to  
12 Region 9A.

13 Looking for someone to speak in favor. I see  
14 a pink back there to the left of the hall. It looks  
15 like mic 5 would be the closest. Got it.

16 Oh, I'm sorry, please sit down. I -- I'm  
17 sorry.

18 I'm going to back track to Region 9. My  
19 apologies my home region. I forgot Region 9.

20 Anyone to speak against? Hold your thoughts.

21 Region 9, anyone to speak against? Right  
22 there on the corner, mic 7.

23 DELEGATE ROBERTA GAINER: Good afternoon.

24 Roberta Gainer, Local 774.

25 And congratulations on your retirement,

1 Terry.

2 VICE PRESIDENT DITTES: Thank you, Roberta.

3 DELEGATE ROBERTA GAINER: The only reason I  
4 am against this resolution is because, first of all,  
5 what you're proposing is pennies compared to corporate  
6 executives. I mean, the money, especially General  
7 Motors Corporate Executives make, this is pennies.

8 However, I am against this blanket raise  
9 because I submitted a resolution that required these  
10 international officers, and that's on page 60, that  
11 there's job instructions, job postings, job  
12 descriptions, evaluations, and job qualifications.

13 And I notice in the Monitor's report, that  
14 they have been pressing the leadership to incorporate  
15 this when you're hiring international reps.

16 So because this isn't a part of it, that's  
17 why I'm against it because I feel that it shouldn't  
18 just be blanketed. There should be qualifications and  
19 criteria set for international reps.

20 Also, there is also some pending  
21 investigations. So we're giving a raise to, perhaps,  
22 some more people that will be, you know, indicted or  
23 whatever.

24 So, I'm against it only because of those  
25 reasons that is not specified. We don't have a

1 structure for hiring people.

2 VICE PRESIDENT DITTES: Thank you, Delegate.

3 Now, we'll move back to Region 9A. And  
4 please bring that delegate up to mic 5.

5 My apologies.

6 DELEGATE NELLY AYALA-LEON: Nelly Ayala from  
7 Local 2396. I am speaking in favor of this resolution.

8 As a leader, I cannot put a price on the work  
9 of another leader. And as a local member, I cannot put  
10 a price of the work of another local member.

11 Not our board members are the only one  
12 affected by this. And we are not, who to say, to be  
13 paid more or less regarding that. We should let their  
14 work to speak for them, and we shouldn't be putting  
15 price on the works of other members.

16 And, we also forget that our representatives  
17 are part of those workers.

18 And also, if we could clarify later because  
19 it is in my -- it is my understanding that the  
20 interpretation is to eliminate the multiplier and not  
21 increase their wages.

22 Thank you.

23 VICE PRESIDENT DITTES: Thank you, Delegate.

24 Anyone in Region 9A to speak against?

25 Middle blue shirt, mic 5.

1 DELEGATE LEANDRA BARRETT DIAZ: Good  
2 afternoon. Lee Diaz, Local 2110, Region 9A, proud  
3 member of the Graduate Student Organizing Committee at  
4 NYU, the first union of higher ed workers in the United  
5 States.

6 I stand in opposition to this amendment as  
7 currently written because I do not believe it goes far  
8 enough.

9 While stating salaries plainly is a move in  
10 the right direction, I believe we should go further to  
11 reduce the increases put in place at the Constitutional  
12 Convention in 2018.

13 (Applause)

14 DELEGATE LEANDRA BARRETT DIAZ: First, the  
15 current language is a step in the right direction. I  
16 appreciate and applaud the work of the Constitutional  
17 Committees to transition away from percentages. You're  
18 stating it plain. You're putting the numbers out  
19 there, and that's super important.

20 And locals across the UAW have passed  
21 resolutions to lower salaries for IEB members. This  
22 includes a resolution on the International Executive  
23 Board salary transparency passed by my caucus, Unite  
24 All Workers for Democracy or UAWD. The only caucus  
25 here standing and saying no concessions, no

1 corruptions, no tiers.

2 (Applause)

3 DELEGATE LEANDRA BARRETT DIAZ: Second, after  
4 scandals, we need to rebuild trust in our leaders. And  
5 that means simplifying accountability mechanisms for  
6 rank-and-file members.

7 As an academic member -- as an academic  
8 worker, people in my unit, and organizers have  
9 short-term positions that requires us to constantly  
10 sign up new members. And these new members have  
11 questions for me. As a leader, I need to answer their  
12 questions honestly.

13 They ask me, "How are my dues spent?" One  
14 part of the honest answer to that question is on  
15 International Executive Board salaries.

16 The honest answer I have will now be written  
17 into our Constitution. As I said before, I think this  
18 is important.

19 The President of the UAW makes \$206,700  
20 annually. The international Secretary-Treasurer makes  
21 \$191,750 annually. The three International Vice  
22 Presidents make \$186,000 per year. And all other  
23 Executive Board members make \$171,000 per year.

24 In the spirit of transparency, I would like  
25 to share with you my annual wage. I earn \$27,000 per

1 year. That's before teaching, which usually brings in  
2 around \$6,000. And I can usually get to 34- or 35,000.

3 And I must underscore that this is the  
4 highest wage in the country for higher education  
5 workers.

6 There are others in 9A who make \$20,000  
7 annually. That's before dependents. That's before  
8 insurance. That's before healthcare. That's before  
9 anything having to do with inflation.

10 (Applause)

11 DELEGATE LEANDRA BARRETT DIAZ: My half of  
12 the rent that I share with my wife is \$1500 in New York  
13 City. And I spend \$5,000 annually on medical expenses  
14 for an autoimmune disease.

15 I know I spend 5,000 because my annual  
16 medical bills usually total over 300,000 because I have  
17 Crohn's disease. My annual out-of-pocket limit is  
18 5,000, though.

19 My cumulative and or rate of increase is 2.5  
20 percent per year.

21 I realize it's easy to sound like there's an  
22 exception here. That I'm not -- I'm not -- I'm an  
23 exception to the rule, but New York City and academic  
24 workers are not the exception. This is a pattern.  
25 This is about how the UAW International Executive Board

1 have sought to earn back provisions that rank-and-file  
2 members, themselves, do not have.

3 Solidarity House folks have their pensions  
4 back. Is that the case for auto workers? Is that the  
5 case for people working after 2008?

6 Moving forward, I believe we should reset the  
7 annual raise that was put forward in the 2018  
8 convention, to where it was, in the spirit of  
9 solidarity.

10 (Applause)

11 DELEGATE LEANDRA BARRETT DIAZ: We need a  
12 stronger institutional Executive Board salary  
13 transparency amendment. And that's why I stand in  
14 opposition to this amendment.

15 Thank you.

16 VICE PRESIDENT DITTES: Thank you, Delegate.

17 (Applause)

18 VICE PRESIDENT DITTES: The amendment has  
19 been read. The amendment has been debated. We --

20 Okay. We got a Point of Order right here.

21 Mic 8, 4, whatever is closer for you. Can't  
22 tell. Four, you're going to.

23 DELEGATE DANIEL GILSON, II: Dan Gilson,  
24 Local 14, Region of 2B.

25 I would like to call for a roll call vote. I



1 know what happened when I left this convention four  
2 years ago, and we took this back to the people. And  
3 with the corruption and everything else going on, I  
4 would like to know how everyone votes, and we need a  
5 roll call vote.

6 I hate the idea because we're not doing  
7 electronic and it takes a lot of time, but I think we  
8 need to report out to the people we're representing  
9 here today. So, I'm asking for that.

10 (Applause)

11 VICE PRESIDENT DITTES: Thank you, Brother.

12 There's a motion on the floor for a roll call  
13 vote.

14 (Motion made)

15 VICE PRESIDENT DITTES: We have a second.

16 All those in favor?

17 All those opposed?

18 The nays have it.

19 Okay. We are going to take a count. It  
20 requires 318 for a roll call vote. So we're going to  
21 do -- first, we're going to start with those in favor  
22 of the motion for a roll call vote, raise your hands.

23 These are delegates only.

24 Okay. Please stand, those that are in favor  
25 of a roll call vote.

1 As for your patience, we'll just be counting  
2 to make sure we got it accurate, for those that are  
3 delegates.

4 All right. Votes been tallied. There's 150,  
5 so that does not support the motion. So now --

6 (Applause)

7 (Motion defeated)

8 VICE PRESIDENT DITTES: -- we are going to  
9 move to the amended resolution.

10 All those in favor, signify by saying aye.

11 And those opposed to the resolution, signify  
12 by nay. The nays have it.

13 (Applause)

14 VICE PRESIDENT DITTES: Second step.

15 The resolution by the committee, we are going  
16 to do a show of hands. For those -- all those in favor  
17 of the resolution, raise your hand.

18 Not the motion for a roll call, right? It's  
19 clear?

20 Okay. Put your hands down.

21 Those opposed to the amended resolution,  
22 raise your hand. There's more people voting than that.

23 Where? How about over here?

24 Let's go over here to Region 1D, Point of  
25 Order. Come on up to mic 4.

1 Oh, sure, you can. I'm sorry. I can't see  
2 you there in the corner there.

3 DELEGATE BONNIE LAURIA: I'm sorry about the  
4 confusion, or the hold up here, but with all the other  
5 voting and not voting, I'm not real sure what we're  
6 voting on right now.

7 (Applause)

8 VICE PRESIDENT DITTES: Would you like a  
9 clarification?

10 DELEGATE BONNIE LAURIA: I'm sorry, I'm  
11 Bonnie Lauria. I'm with the Retired Workers Advisory  
12 Council out of Region 1D, under Steve Dawes.

13 VICE PRESIDENT DITTES: Okay.

14 So, that's a fair question. So I'm going to  
15 explain it again. We just took a vote on the  
16 resolution that came, that was amended, that was read  
17 by the committee, and was debated across all regions.  
18 I then asked those in favor, signify by saying aye. We  
19 went to a hand count. And then, we went those opposed  
20 was a nay, and then we went to a hand count.

21 It's Article 11, Section --

22 DELEGATE BONNIE LAURIA: Are we --

23 VICE PRESIDENT DITTES: Excuse me.

24 Article 11, Section 1, 2, 3, and 8.

25 So does that clarify it for you?

1 DELEGATE BONNIE LAURIA: Are we voting on the  
2 actual motion to accept the salaries of the Executive  
3 Board?

4 VICE PRESIDENT DITTES: Yes, ma'am.

5 DELEGATE BONNIE LAURIA: That's all I want to  
6 know.

7 VICE PRESIDENT DITTES: Yes, Sister.

8 DELEGATE BONNIE LAURIA: Is that what we're  
9 saying. Yes, I agree to the salary --

10 VICE PRESIDENT DITTES: Yes.

11 DELEGATE NAME: -- or no, I do not?

12 Is that the motion?

13 VICE PRESIDENT DITTES: The motion is the  
14 entire document, Article 11. The entire document  
15 prepared by your committee. That's what you're voting  
16 on.

17 DELEGATE BONNIE LAURIA: Well, I want --

18 VICE PRESIDENT DITTES: Up or down.

19 DELEGATE NAME: -- to make sure you guys get  
20 your money, so I want to make sure I'm voting the right  
21 way.

22 VICE PRESIDENT DITTES: So you're voting on  
23 this and the salaries are in there. Yes, Sister.

24 Is that clear?

25 DELEGATE BONNIE LAURIA: A yes vote is,

1 you're going to get your bucks.

2 Okay. Thank you.

3 VICE PRESIDENT DITTES: Thank you.

4 Anymore Point of Orders? Because we're going  
5 to try this again because it was 25 percent of the  
6 people raised their hands.

7 Anybody in the back right here? Blue shirt,  
8 come over to mic 8.

9 Come on. All right.

10 DELEGATE DENNIS BUTLER: Denny Butler, Local  
11 685 in Kokomo, Region 2B.

12 I want to make sure that I didn't hear  
13 something crazy because I could have swore I heard you  
14 say the nays had it.

15 (Applause)

16 DELEGATE DENNIS BUTLER: So we can't  
17 backpedal now. You said the nays had it, and then now  
18 you want to count. I don't understand that.

19 VICE PRESIDENT DITTES: The Point of Order  
20 was clarification on what they were voting on, okay?  
21 So it was just --

22 DELEGATE DENNIS BUTLER: We already --

23 VICE PRESIDENT DITTES: It was just  
24 clarified.

25 DELEGATE DENNIS BUTLER: -- voted and you

1 said the -- I don't understand.

2 You said the nays won.

3 VICE PRESIDENT DITTES: It's clarified now.

4 There was confusion on what they were voting on.

5 Is that your question? Is that your Point of  
6 Order?

7 DELEGATE DENNIS BUTLER: My Point of Order  
8 is, you already said the nays won.

9 I'm not trying to argue. I just want to make  
10 sure I didn't hear something that somebody else didn't  
11 hear.

12 VICE PRESIDENT DITTES: Well, there's a  
13 clarification out there. And if the body wants, we  
14 will, now that the clarification's out there, we will  
15 vote again. We will do voice vote, hand vote, and  
16 we'll make sure it's definitive amongst everyone.

17 Is there support? All those in favor?

18 Opposed?

19 We're going to do a hand vote.

20 All those in favor to vote on the resolution,  
21 raise your hand.

22 All those opposed to voting on this, raise  
23 your hand.

24 Okay. Where is your Point of Order?

25 Is that Region 2B? Come to mic 8.

1 UNIDENTIFIED DELEGATE: Brother, we had a  
2 vote. You -- you took the nays. The yays. The nays.  
3 You announced, the nays have it. Then, the Sister over  
4 there asked for a clarification. The vote --

5 VICE PRESIDENT DITTES: That's correct.

6 UNIDENTIFIED DELEGATE: Okay.

7 But the vote was already over. She could  
8 then, if she wanted, ask for an appeal to that. But  
9 she cannot ask for a clarification on a vote that's  
10 already ended, and then you then do another vote.

11 VICE PRESIDENT DITTES: It appeared -- it  
12 appeared there was confusion on the vote, Brother.

13 UNIDENTIFIED DELEGATE: It does not matter  
14 the confusion. That was what -- you do an appeal then.  
15 She can appeal, but there is -- you cannot then  
16 re-vote.

17 (Applause)

18 VICE PRESIDENT DITTES: Okay. I hear you.  
19 Thank you, Brother.

20 Right here.

21 Where are we at? Right here, someone has an  
22 appeal here? Please take mic 4.

23 DELEGATE ROBERT SMITH: If the brother needs  
24 an appeal so that we can redo the vote in response to  
25 the clarification, then I will make the appeal. Bob

1 Smith, 167.

2 VICE PRESIDENT DITTES: There's an appeal on  
3 the floor.

4 (Appeal motion made)

5 VICE PRESIDENT DITTES: Is there a second?

6 All those in favor to review the appeal,  
7 signify by saying aye.

8 Those opposed to review the appeal, nay.

9 The ayes have it.

10 So, it's -- it's under review.

11 The appeal is granted by the body.

12 There will now be a vote on that proposal,  
13 Article 11, Section 1, 2, 3, and 8. Okay.

14 And this will not be by voice. There will be  
15 a hand vote on the resolution amended by the committee  
16 on this document. It's very clear.

17 So those in favor of this report, raise your  
18 hand.

19 Okay. Yes, keep your hands up.

20 Okay. We've got a Point of Order somewhere  
21 back by mic 8.

22 UNIDENTIFIED DELEGATE: On the last vote on  
23 taking this vote, you did a voice vote, and I heard  
24 people yelling in the back that aren't allowed to vote.  
25 So you need to do a hand vote on that before you get to



1 this vote. Because you can't do it the way you want to  
2 do it, by voice, when people are yelling that aren't  
3 even allowed to vote.

4 Because you already tried -- tried to vote on  
5 this twice when you said we won, when we had the nays  
6 won. So you're going to keep voting until you get what  
7 you want.

8 VICE PRESIDENT DITTES: Mic 8 is -- right  
9 here, go ahead.

10 DELEGATE DAN DENTON: Point of Order. Dan --

11 VICE PRESIDENT DITTES: Go ahead.

12 DELEGATE DAN DENTON: Dan Denton, Toledo Jeep  
13 Unit, Region 2B, under Wayne Blanchard.

14 Brother Chairman, can you show me in Robert's  
15 Rule of Orders, or anywhere in this Convention's agenda  
16 that if somebody needs a clarification, you can just  
17 redo a whole vote with a simple majority?

18 Can you show me where that's in the  
19 Convention rules, please? Point of Order.

20 VICE PRESIDENT DITTES: First of all, there  
21 was an appeal, right?

22 There was an appeal made over here in Region  
23 1D.

24 Go ahead.

25 RICK ISAACSON: Under Robert's Rules of

1 Order, which is in effect, when the rules don't cover  
2 this issue, which they do not, the Chair's judgment as  
3 to the numerous side in a vote, or whether there are  
4 two-thirds in the affirmative or majority, also not in  
5 the ruling, is subject to appeal.

6 Now, the question on the Point of Order was  
7 there was people yelling in the back. If they are  
8 appealing -- if there's an appeal on the Chair's  
9 decision that his appeal was sustained, then we'll do  
10 it. We got to get this right.

11 They have the right to appeal the Chair's  
12 decision that the -- when he said the nos have it.  
13 That is an appealable issue under Robert's Rules of  
14 Order.

15 We need to keep control so that we don't get  
16 messed up in this.

17 Yes, mic 8.

18 DELEGATE DAN DENTON: What I'm asking, to be  
19 clear, where can anybody question the vote of this  
20 body? We're not questioning whether two-thirds or  
21 whatever.

22 **A vote was taken. It was motioned, accepted,**  
23 **and passed.**

24 RICK ISAACSON: It was passed, but --

25 DELEGATE DAN DENTON: How can we appeal the

1 body? We already voted. There's no re-votes. There's  
2 nothing in the convention rules that says we do that.

3 You're out of order.

4 RICK ISAACSON: There is absolutely re-votes.  
5 And absolutely, they have the right to appeal the  
6 decision of the Chair.

7 VICE PRESIDENT DITTES: That's what they did.

8 Okay. So we've got a Point of Order here in  
9 the pink. Go to mic 2.

10 DELEGATE NICHOLAS GEISER: Hello, everyone.

11 My name is Nick Geiser from UAW 2865, in Region 1.

12 First off, I would like to thank the Chair  
13 for handling all the confusion. I do, though, want to  
14 return to the initial confusing vote.

15 I believe you referred to document 6, the  
16 series of changes to Article 11, as an amended  
17 proposal. And that, I believe, confused the floor and  
18 the voting delegates.

19 That confused me. I voted incorrectly.

20 (Applause)

21 VICE PRESIDENT DITTES: Thank you.

22 DELEGATE NICHOLAS GEISER: And I believe that  
23 is what is leading to this series of Points of Order  
24 and motions, and we are now returning to that initial  
25 vote to perform it correctly, with the understanding of

1 what we're actually voting on. That is, document 6.

2 Thank you.

3 VICE PRESIDENT DITTES: Thank you.

4 (Applause)

5 VICE PRESIDENT DITTES: Any other Point of  
6 Orders before we proceed to this document?

7 Where? Please take mic 2.

8 DELEGATE BILLY LONG, JR.: I'm Billy Long, 14  
9 -- 848, Grand Prairie, Texas. Dave Barker is my rep.  
10 Mr. Smith's our big boss.

11 I have a question. Everybody's undecided on  
12 this. We're recording this live, can you not do a  
13 review on this and see what it -- what it said?

14 VICE PRESIDENT DITTES: There was an appeal  
15 that was granted by the body.

16 DELEGATE BILLY LONG, JR.: Right.

17 But this will answer everybody's questions,  
18 and we wouldn't have to --

19 VICE PRESIDENT DITTES: Do we want to review  
20 the appeal? What part?

21 DELEGATE BILLY LONG, JR.: Rewind -- rewind  
22 the tape and that way, we'll know.

23 VICE PRESIDENT DITTES: I don't -- why?  
24 Purpose?

25 Right here, yellow.

1 DELEGATE BILLY LONG, JR.: I just have a  
2 question.

3 VICE PRESIDENT DITTES: Yes, sir.

4 UNIDENTIFIED DELEGATE: And I want everybody  
5 to listen. Everybody be quiet.

6 We took a vote. If you were for it, say yay,  
7 correct? Against it, say nay.

8 Where the confusion is coming in, is you said  
9 the nays had it.

10 VICE PRESIDENT DITTES: That's correct.

11 UNIDENTIFIED DELEGATE: It's over.

12 (Applause)

13 VICE PRESIDENT DITTES: The --

14 UNIDENTIFIED DELEGATE: It's over.

15 VICE PRESIDENT DITTES: The Chair made a  
16 mistake and there was an appeal over here in Region 1D.

17 UNIDENTIFIED DELEGATE: Okay.

18 VICE PRESIDENT DITTES: Whatever the  
19 delegates decide is what they decide. We're trying to  
20 get to that now.

21 So, we will continue on. And we will go back  
22 to Article 11. We are going to go back to Article 11.

23 And all those in favor -- another one? Call  
24 it out. Somebody back there.

25 UNIDENTIFIED DELEGATE: The vote -- the

1 amendment vote to re-vote was a voice vote, and people  
2 in the back were yelling. And I called for a re-vote  
3 by hands on whether we vote on this again or not.

4 So if you want to do it right, you're gone  
5 have to vote on that first, because I appealed the  
6 re-vote of taking back the vote. Because people in the  
7 back yelled on -- for us to vote again, that can't  
8 vote.

9 And I want to see a show of hands because the  
10 nays had it. And you keep wanting to going back and  
11 vote again because that's the way you all want it.

12 But yet, when I get a raise, I get three  
13 cents and you get 31 percent.

14 VICE PRESIDENT DITTES: Okay. So we're going  
15 to go back to the appeal, and we're going to do a  
16 standing vote.

17 There's an appeal on the decision of the  
18 Chair, declaring. So we're going to go back to that  
19 appeal and we're going to do it again on a standup  
20 vote.

21 But no, we're going to have another Point of  
22 Information, or Point of Order.

23 All right. I see you at mic 8. But before  
24 that, so I just want to give you an announcement.

25 There was a set of car keys for a Buick found

1 on the shuttle bus from Motor City Casino, Zone 3.

2 They are at the info desk by the station, by the  
3 statue, with Thomasina.

4 All right. Mic 8, go ahead.

5 DELEGATE DAN DENTON: Dan Denton, Region 2B,  
6 Local 12.

7 Brother, my Point of Order is, the Chairman  
8 cannot grant a clarification. Robert's Rule of Order  
9 say clarifications happen before the vote, not after we  
10 don't like the results of the vote.

11 There is no such thing as a Chairman  
12 accepting a clarification that can bring another vote.  
13 That doesn't exist in Robert's Rule of Orders. That's  
14 my Point of Order.

15 This body did speak. We voted it down.  
16 There is no more clarification.

17 VICE PRESIDENT DITTES: Brother, you're  
18 right.

19 So the -- the clarification is not what  
20 brought the vote. It was the appeal of the Chair that  
21 brought the vote. And that's what we're coming back to  
22 so we can make sure that the appeal, that was  
23 registered over in Region 1D, is voted on properly.

24 We got a Point of Information. Come to mic  
25 6.

1 UNIDENTIFIED DELEGATE: We, as a body, have a  
2 right to appeal the Chairman with the majority  
3 approval. It's called a reconsideration.

4 And that's what we're going to do on the  
5 appeal. It's a reconsideration. If the majority wants  
6 to reconsider the previous motion, they go to  
7 reconsideration. And then, we take a vote on the  
8 reconsideration. And if it's passed with the majority  
9 of the members, then we can re-vote on the amendment  
10 that was presented.

11 Thank you.

12 (Applause)

13 VICE PRESIDENT DITTES: Thank you.

14 So that's where we're at.

15 At this point, we are now going to vote on  
16 the appeal registered against the Chair in Region 1D.

17 Those in favor of the appeal registered in  
18 1D, please stand up, delegates. We need an accurate  
19 count, so remain standing.

20 VICE PRESIDENT DITTES: Okay. We have  
21 tallied the votes on the appeal. We went around,  
22 there's 516 voting delegates to uphold the appeal and  
23 overturn the Chair decision here.

24 So we will now vote on the original document  
25 that we received under Article 11.



1 (Applause)

2 VICE PRESIDENT DITTES: But we will not do a  
3 voice vote. We are going to do -- there is too much  
4 confusion on the voice. We are going to do a vote.

5 All those in favor --

6 Point of order. We have got a point of order  
7 back, mic 8.

8 UNIDENTIFIED SPEAKER: Well, I missed the  
9 number. What do we need to turn the vote, to stop the  
10 vote?

11 And I don't know how many delegates we had  
12 counted today, because I thought it was 853. So  
13 60-some percent of that is not the number you gave us.  
14 I want to hear from the credentials board on how many  
15 members we had to have.

16 VICE PRESIDENT DITTES: I am being told it is  
17 majority of the delegates. 516 is way above the  
18 majority.

19 So we will now -- all of those in favor of  
20 the resolution, on Article 11, voting delegates, please  
21 stand.

22 And we are going to get an accurate count  
23 here. Please stand.

24 VICE PRESIDENT DITTES: Okay. All those that  
25 voted yes, please be seated.

1 Now we have got the second part of the  
2 motion, those opposed, please stand up and stay in  
3 place. They are coming around to vote. We are going  
4 to get an official count to record.

5 Delegates, please stand, those opposed to  
6 Article 11.

7 Okay. If you will all bring back to order.

8 The vote has been tabulated on Article 11,  
9 and the tally is 509, yes, and 194, no.

10 Resolution passes under Article 11.

11 (Motion carried)

12 (Cheers and applause)

13 VICE PRESIDENT DITTES: Thank you.

14 With that, I would like to bring up our  
15 president, President Ray Curry. Thank you very much.

16 (Applause)

17 PRESIDENT CURRY: I've got one announcement.

18 Region 8 delegates staying at the Ren Cen,  
19 your registration is tomorrow, level four, in the Monet  
20 room, 7:00 a.m. to 8:30 a.m.

21 At this point, the Convention stands in  
22 recess until 9:00 a.m.

23 There is a retiree tribute in the grand  
24 ballroom straight across. Thank you. Enjoy your  
25 evening.

1 (The Convention recessed at 5:23 p.m.)

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